

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: JUNE 6, 2023

TIME: 12:00 P.M. PUBLIC HEARING ON 2023-2024 NTC DISTRICT BUDGET
12:15 P.M. (OR IMMEDIATELY FOLLOWING PUBLIC HEARING) LUNCH
1:00 P.M. REGULAR MEETING CALL TO ORDER

LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)

PUBLIC HEARING ON 2023-2024 NTC DISTRICT BUDGET (12:00 P.M.)

- A. Call to Order
- B. Highlights of Fiscal Year 2023-2024 Budget
- C. Public Comment
- D. Adjourn Public Hearing

REGULAR MEETING CALL TO ORDER (1:00 P.M.)

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

APPROVAL OF MINUTES

- A. Approval of Minutes from May 2, 2023 Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Resolution Disclosing the District Reserves Maintained by Northcentral Technical College](#) – Chet Strebe
- B. [Resolution for Adoption of 2023-2024 Northcentral Technical College District Budget](#) – Chet Strebe
- C. [Approval of Board Policy 3.1: President's Responsibilities](#) – Jeannie Worden
- D. [Approval of Board Policy 3.2: Delegation to the President](#) – Jeannie Worden

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Medical Administrative Professional Associate Degree Program Proposal](#)
 - b. [Receipts + Expenditures](#)

- c. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Higher Learning Commission + Accreditation – Emily Stuckenbruck

INFORMATION/DISCUSSION

- A. President's Report
 - a. Student Representative Update – Mason Knab
 - b. Review of Draft Board Policies
 - i. [3.4: Chief Executive Officer Performance Assessment \(new name: President's Performance Evaluation\)](#)
 - ii. [3.5: Chief Executive Officer Compensation Review – Delete Policy](#)
 - c. Comments from Informational Update
- B. Chairperson's Report
 - a. WTC DBA Summer Meeting: July 20-22, 2023 at Fox Valley Technical College and Zoom
 - b. [Proposed 2023-2024 NTC Board of Trustees Meeting + Event Dates](#)
 - c. Next Regular NTC Board Meeting: **Monday**, July 10, 2023
- C. Information
 - a. [2023-2024 Remission of Out-of-State Tuition – Needy + Worthy](#)
 - b. [Advisory Meeting Minutes](#)
 - c. [Upcoming Meetings + Events](#)
 - d. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(g) for the purpose of:
 - a. Approval of May 2, 2023 Closed Session Meeting Minutes
 - b. Update on Potential Litigation

OPEN SESSION

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

MEETING ADJOURN

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

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

MEETING DATE: June 6, 2023

TOPIC: Resolution disclosing district reserves maintained by Northcentral Technical College District

POLICY 1.3 – Budgeting – Budgeting any fiscal year or the remaining part of any fiscal year shall not *deviate materially* from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

INTERPRETATION: To avoid *material deviation* NTC will follow Wisconsin Administrative Code TCS 7.05(d), which states that "Prior to the adoption of its budget, each district shall *disclose* all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted." This *disclosure* is interpreted to be to the Board of Trustees and noted in the open meeting minutes of the board.

DATA/RESULTS: This resolution is approved annually as a "housekeeping" matter in compliance with Wisconsin Administrative Code TCS 7.05(d).

NTC projects operational reserves to be 21.98 percent of total operational expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2023. These operational reserves are projected to be 24.13 percent as of June 30, 2024. The College has set aside the fund equity designations for state aid fluctuations and for subsequent year(s) for future use as the following needs are clarified: Property valuations and state aid revenue.

AGENDA CATEGORY:

✓ Regular Voting Agenda

PROPOSED MOTION:

The Board approves the disclosure of all reserves maintained by it, the amount contained in each reserve and the anticipated amount by which each reserve will be increased or decreased during the year for which the budget is adopted as provided on the attached resolution.

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

Signed Dated: Dr. Gianni Worden

Date: June 6, 2023

**REGARDING WISCONSIN ADMINISTRATIVE CODE TCS 7.05
RESOLUTION DISCLOSING DISTRICT RESERVES MAINTAINED BY
NORTHCENTRAL TECHNICAL COLLEGE**

WHEREAS, the Wisconsin Administrative Code TCS 7.05 requires that prior to the adoption of its budget, a District board adopt a resolution disclosing all reserves maintained by it, the amount contained in each reserve, and the anticipated amount by which each reserve will increase or decrease during the year for which the budget is adopted, and

WHEREAS, the Northcentral Technical College District Board will approve the District's 2023-2024 annual budget at its June 6, 2023 meeting;

THEREFORE, BE IT RESOLVED, that the Northcentral Technical College District Board hereby approves the following disclosure of reserves:

RESERVE FOR CAPITAL PROJECTS - A segregation of a portion of the fund balance to provide for instructional equipment, construction, and remodeling. At June 30, 2023, this reserve is planned to be \$18,860,619, and is budgeted to increase by \$2,725,706 during 2023-2024 for capital projects.

RESERVE FOR DEBT SERVICE - A segregation of a portion of the fund balance to provide for debt retirement. At June 30, 2023, this reserve is planned to be \$6,138,804. This balance is budgeted to decrease by \$1,621,122 during 2023-2024, to make current principal payments.

DESIGNATED FOR OPERATIONS AND SPECIAL PROJECTS - A portion of unreserved fund balance which is designated to be used to provide for normal fluctuations in operating cash balances which are not planned to be met with short-term borrowing. At June 30, 2023, this designation is planned to be \$9,670,878 in the general fund and \$ 2,867,141 in the special revenue operational fund. This balance in the general fund is budgeted to increase by \$1,285,641 during 2023-2024. This balance in the special revenue operational fund is budgeted to decrease by \$112,984 during 2023-2024.

DESIGNATED FOR STATE AIDS FLUCTUATIONS – The amount designated for state aids fluctuations may not exceed 10% of the district's budgeted total state aids. At June 30, 2023, this designation is planned to be \$946,037 in the general fund. This balance is budgeted to remain unchanged during 2023-2024.

DESIGNATED FOR POST-EMPLOYMENT BENEFITS – A portion of unreserved fund balance is designed to be used to provide for post-employment benefits of retired employees. At June 30, 2023, this designation is planned to be \$4,516,688 in the general fund, and is budgeted to decrease by \$266,586 during 2023-2024.

DESIGNATED FOR SUBSEQUENT YEAR(S) – A portion of unreserved fund balance is designated to be used in future year(s). At June 30, 2023, these two designations are planned to be \$3,519,055 in the general fund and \$192,200 in the special revenue operational fund. During 2023-2024, these balances are budgeted to decrease by \$2,519,055 in the general fund and \$192,200 in the special revenue operational fund.

BE IT RESOLVED, that the District Board authorizes that any 2023-2024 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subsequent year(s) as a hedge against operational borrowing and to work toward maintaining its reserve between 16% and 20% of the operating budget as defined in Executive Limitation Policy 1.3 - Budgeting.

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

MEETING DATE: June 6, 2023

TOPIC: Resolution for Adoption of NTC's 2023-2024 Northcentral
Technical College District Budget

POLICY 1.3 – Budgeting – Budgeting any fiscal year or the remaining part of any fiscal year shall not *deviate materially* from Board Community Benefit Statement priorities, risk fiscal jeopardy, or fail to be derived from a multi-year plan.

INTERPRETATION: To avoid *material deviation* NTC will follow Wis. Stat. § 65.90 (1), which states that “each technical college district...shall annually, prior to the determination of the sum to be financed in whole or in part by a general property tax, funds on hand or estimated revenues from any source, formulate a budget and hold public hearings thereon.”

DATA/RESULTS: Attached is the resolution for adoption of NTC's 2023-2024 budget that was tentatively approved in May 2023. The total budgeted expenditures of \$109,784,517 include operating budget expenditures of \$56,188,940. All other funds include some large dollar items such as the capital purchases, self-funded health insurance, and student financial aid.

Annually, in accordance with Wis. Stat. § 65.90, the District Board formulates a budget and holds a public hearing on it prior to approval. The public hearing is scheduled for June 6, 2023 in Wausau, Wisconsin, at Northcentral Technical College, Timberwolf Conference Center/D100, 1000 W. Campus Drive and on Zoom at 12:00 p.m., and has been advertised in the Wausau Daily Herald.

AGENDA CATEGORY:
✓ Regular Voting Agenda

PROPOSED MOTION:

The District board hereby adopts the budget for the fiscal year 2023-2024 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2023.

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

Signed: Dr. Janis Worden

Dated: June 6, 2023

**RESOLUTION FOR ADOPTION OF THE 2023-2024
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2023-2024 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2023-2024 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Monday, May 8, 2023, as a Class I legal notice, and

WHEREAS, the Northcentral Technical College District Board has held, pursuant to section 65.90 of Wis. Statutes, a public hearing on the proposed 2023-2024 fiscal year budget on June 6, 2023, in Wausau Wisconsin, at Northcentral Technical College, 1000 W. Campus Drive, at 12:00 pm.

THEREFORE, BE IT RESOLVED, that the Northcentral Technical College District Board hereby adopt the budget, as detailed in the budget document, for the fiscal year 2023-2024 for the operation and maintenance of the District beginning July 1, 2023.



President's Responsibilities

Board Policy 3.1

The President, is the Chief Executive Officer of the College and is the Board's single official link with the College as an organization. The President is accountable to the Board acting as a collective body. The Board will instruct the President through written policies, delegating to him or her reasonable interpretation and implementation of those policies.

The President's responsibilities are:

- College operation within the boundaries established in Board policies.
- Accomplishment of the responsibilities set forth in the President's contract.
- Accomplishment of annual goals and objectives established by the Board in consultation with the President.

The President has five major functions:

- Provide leadership and direction so that the organization has a continuous and effective effort to accomplish the College Vision, Mission, Strategic Directions, and Strategic Plan.
- Provide leadership and direction so that College operation is within the boundaries established in Board policies.
- Accomplish the responsibilities set forth in the President's contract.
- Accomplish annual goals and objectives established by the Board in consultation with the President.
- Represent the College to the general public and all its diverse constituencies.

The Board as a collective body will assess presidential performance in meeting the above responsibilities through periodic reviews of the President, but not less than annually.

Reviewed on 08/17/2006

Reviewed on 05/21/2008

Reviewed on 04/04/2023 (Policy formerly known as: Chief Executive Officer's Role)



Delegation to the President

Board Policy 3.2

The Board of Trustees appoints the President as the Chief Executive Officer of the College and delegates to the President the task of achieving College Mission, Vision, Strategic Priorities and goals.

1. The Board may limit the administrative authority the President may exercise in practices, methods, and conduct through establishment of Executive Limitations policies, by contract, or as otherwise authorized by law.
2. The President is authorized to establish and implement administrative policies and procedures.
3. The President may take actions based on any reasonable interpretation of the Board's policies and Executive Limitations policies.
4. The Board may change its policies. However, as long as a policy is in effect, the Board will support the President's administrative decision unless circumstances require otherwise. And, despite the preceding, the Board reserves all rights lawfully delegated to it pursuant to Chapter 38 of the Wisconsin Statutes.
5. The President is obligated to follow decisions made by the Board as a collective body.
 - a. Decisions or instructions of individual Board members, officers, or committees are not binding on the President except in rare instances when the Board has specifically authorized such exercise of authority.
 - b. The President shall seek direction from the Chairperson on requests from individual Board members that in the President's judgement may require a material amount of staff time, fund, or that are potentially disruptive. The President shall seek direction from the Vice Chairperson, if applicable.
6. The President may request a waiver of a Board policy if the President believes the waiver is in the best interest of the College.

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 05/21/2008

Reviewed on 04/04/2023 (Policy formerly known as: Delegation to the Chief Executive Officer)

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

MEETING DATE: June 6, 2023

TOPIC: Medical Administrative Professional Associate Degree Program

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

DATA/RESULTS:

The Medical Administrative Professional program will prepare learners to function in a high-demand field in a variety of medical office assistant areas. Learners will gain knowledge and experience in the application of HIPAA practices, medical billing and insurance claims, electronic medical records, Microsoft Office programs, records management, medical language, medical and general office technologies, anatomy and physiology and medical document editing.

According to Lightcast 2022 data, there are currently 273 jobs in the NTC District for this type of occupation. The number of projected job openings from 2021 to 2031 is 390, or 39 annual job openings. This total includes the projected growth of 57 additional jobs (21% growth) over the next ten years.

NTC conducted a formal survey of in-district employers in May of 2023. Four out of eleven in-district employers responded. All four respondents indicated they would hire a graduate of this program, even if he or she had no previous experience. One respondent commented, "This would be a great program. There is a huge shortage of candidates who understand the entire revenue cycle." Those who responded reported a total of 1105 current employees with this skillset. Three of the respondents indicated they have seen an increase in these positions over the past four years and that they have experienced difficulty finding qualified employees. Employers estimate an average of 241 annual openings for someone with this skillset. The NTC survey produced a much higher number of annual openings as in-district employers listed an expansive number of possible employment position titles for someone earning this degree.

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

AGENDA CATEGORY:

PROPOSED MOTION:

✓ **Consent Agenda** Approval of program proposal of the Medical Administrative Professional Associate Degree program

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

Signed Dr. Joanne Worden Dated 6/6/23

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

MEETING DATE: June 6, 2023

TOPIC: Receipts & Expenditures

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

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

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **April 30, 2023** (preliminary).

F1-F7 Revenue: \$87,340,735.00

F1-F7 Expense: \$77,843,156.26

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed: 

Dated: June 6, 2023

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

MEETING DATE: June 6, 2023

TOPIC: Personnel Changes

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

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

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

New Hires:

- Sandra Shorey – Administrative Assistant, Health
- Melissa Baker – Faculty, Massage Therapist
- Jerry Xiong – Administrative Assistant, College Prep Center
- Riley Bartsch – Technician, Library Services
- Natalie Martin – Assistant, Student Success & CSR

Resignations:

- Bethany Snyder – Learning Coordinator, Nursing
- Michael Rhyner – Faculty, Electromechanical & Automation

Non-Renewal:

- Josh Grubb – Faculty, Nursing

Retirement:

- Michelle Hilts – Faculty, Dental Hygiene (effective 12/31/23)

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Dr. Janis Worden

Dated 6/6/2023



~~Chief Executive Officer~~President's Performance ~~Assessment~~Evaluation

Board Policy 3.4

As the Board's single official link to the ~~operating organization~~College, the ~~CEO's~~President's performance will be considered to be synonymous with organizational performance as a whole, ~~as well as performance duties identified in the position description.~~

Annually, the Board will, in conjunction with the President, set and approve Presidential goals, and initiatives for the subsequent fiscal year.

At least annually, the Board shall evaluate the President using an evaluation process the Board and President jointly agree to. The criteria for evaluation shall be based on College policy, the President's job description, Presidential goals, and college initiatives.

~~Consequently, the CEO will be held accountable for job performance in the following areas:~~

- ~~1. Organizational accomplishment consistent with the provisions of Board policies on *Community Benefits Statements*.~~
- ~~2. Organization operation within the boundaries of prudence and ethics established in Board policies on *Executive Limitations*.~~
- ~~3. Performance of duties identified in the position description.~~
- ~~4. Performance of President's staff members.~~

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 06/18/2008



President's Performance Evaluation

Board Policy 3.4

As the Board's single official link to the College, the President's performance will be considered to be synonymous with organizational performance as a whole.

Annually, the Board will, in conjunction with the President, set and approve Presidential goals, and initiatives for the subsequent fiscal year.

At least annually, the Board shall evaluate the President using an evaluation process the Board and President jointly agree to. The criteria for evaluation shall be based on College policy, the President's job description, Presidential goals, and college initiatives.

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 06/18/2008



Chief Executive Compensation Review

Board Policy 3.5

It is in the organization's best interest to abide by these timelines and make sure that the President's evaluation is completed and goals for the ensuing year are established the timetable listed below.

1. Quarterly the Board will meet with the CEO to discuss goals and progress on college initiatives thereby streamlining the CEO performance discussion at the May board meeting.
2. Prior to the April Board meeting, CEO will provide a written summary related to the performance progress since the previous July. At that meeting, the CEO and Executive Staff will be present to provide an oral summary of the report and answer questions.
3. The Board will meet with the CEO during the May meeting in closed session to discuss the performance of the CEO and institutional accomplishments. Following that discussion, the Board Chairperson will prepare a draft written performance report based on the Board discussion. Board members will review the draft prior to sharing the official document with the President.
4. The Board will provide direction to the CEO for the following year's initiatives, compensation adjustments and take appropriate action for contract renewal in closed session at the June Board meeting.

Revised and Reviewed on 07/11/2005

Revised and Reviewed on 08/20/2005

Revised and Approved on 02/22/2006

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 06/18/2008



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2023										
MONDAY July 10	Annual Organizational Meeting									
July 20-22	WTC DBA Summer Meeting (FVTC + Zoom)									
August 15	Regular NTC Board of Trustees Meeting (Location: Agriculture Center of Excellence)									
September 19	Regular NTC Board of Trustees Meeting									
October 9-12	ACCT Leadership Congress (Las Vegas, NV)									
October 17	Regular NTC Board of Trustees Meeting									
October 25-28	WTC Legal Issues Seminar (WCTC + Zoom)									
November 6-8	HLC Site Visit (Board participation to be confirmed)									
December 5	Regular NTC Board of Trustees Meeting (Lunch at 12:00 p.m. w/Foundation Board)									
December 9	Graduation (10:00 a.m. @ The Grand Theater)									
2024										
January 9	Regular NTC Board of Trustees Meeting									
January TBD	WTC DBA Winter Meeting (Madison + Zoom)									
February 6	Regular NTC Board of Trustees Meeting									
March 12	Regular NTC Board of Trustees Meeting									
April 5-9	AACC Annual Event (Louisville, KY)									
April 9	Regular NTC Board of Trustees Meeting									
April TBD	WTC DBA Spring Meeting (MPTC + Zoom)									
April TBD	WTCS Ambassador Banquet (TBD)									
May 7	Regular NTC Board of Trustees Meeting									
May 18	Graduation (10:00 a.m. @ Wausau West Fieldhouse)									
June 4	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:15pm)									

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

May 19, 2023

Michelle Rudman
Wisconsin Technical College System
P.O. Box 7874
Madison, WI 53707

REQUEST: Remission of Out-of-State Tuition – Needy & Worthy

Dear Michelle:

In accordance with S.38.24 (3)(c) 1, Wisconsin Statutes, Northcentral Technical College District requests authority from the WTCS President to remit out-of-state tuition for 32 credits for one needy and worthy/exchange students during the 2023-24 academic year.

Northcentral Technical College District projects 2,650 Full-Time Equivalent enrollments (FTEs) (net of community services) for the 2022-2023 academic year.

If you have any questions, please call me at 715-803-1070. We appreciate your assistance with this matter.

Sincerely,



Dr. Jeannie Worden
President

cc: Chet Strebe
Sarah Dillon
Shannon Livingston
Nicole Kopp
Nick Blanchette

Medical Laboratory Technician and Phlebotomy Advisory Committee Meeting Minutes

Date: 3/27/2023

Time: 4:00 pm-5:30 pm

Location: Zoom

Industry/Student Board Members

- Dawn Barten, CLS Program Director, UWSP
- Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic
- Maddie Belter, Lab, Marshfield Clinic
- Dr. Edgar Betancourt, President, Associates in Pathology
- Mauri Brueggeman, Regional Director of Laboratory Services, Aspirus Wausau Hospital
- Staci Buatti, Genetic Testing Coordinator, PreventionGenetics
- Por Chang, Lab Manager, Aspirus Clinics
- Danielle Dahlke, Lab, Aspirus Stevens Point
- Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital
- Beth Gehrig, Lab Supervisor, Aspirus
- Michael Hawks, Wisconsin Rapids Lab Manager, Aspirus
- Denise Kellner, Phlebotomy Technician, Marshfield Clinic
- Kristi Krajewski, Laboratory Supervisor, Aspirus, St. Michael's
- Sylvia Lambrecht, Quality Director, Blood Center of Northcentral Wisconsin
- Vikki Leseberg, Phlebotomist, Aspirus Langlade Hospital
- Ryan Lynch, Phlebotomy Supervisor, Aspirus Wausau Hospital
- Shelley Meyer, Manager of Laboratory Services, Aspirus Langlade Hospital
- Mary Premeau, Lab Manager, Marshfield Clinic
- Alyssa Schelinske, MLS Team Lead, Marshfield Medical Center - Weston
- Patty Schultz, MLT, Marshfield Clinic Colby
- Renee Schultz-Schmelzer, Lab, Aspirus Medford
- Daniel Slone, Laboratory Manager, Marshfield Medical Center Park Falls
- Jackie Soward, Regional Operations Manager, Marshfield Clinic Colby
- Tonia Sromek, NTC MLT Adjunct, PreventionGenetics
- Beth Theiler, MT, Marshfield Clinic- Wausau Center
- Amber Timm, Lab Technical MLS Supervisor, Marshfield Clinic
- Mindy Wagner, Lab, Aspirus Medford

- Julie Weiks, Human Resources Business Partner, Aspirus
- Kristy Witkus, Manager Aspirus Family Physicians, Aspirus
- Mai Xiong, Lab, Marshfield Clinic

Attendees

Industry Members:

- Mauri Brueggeman, Regional Director of Laboratory Services, Aspirus
- Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital
- Kristi Krajewski, Laboratory Supervisor, Aspirus, Stevens Point Hospital and Plover Clinic-Vern Holmes
- Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic
- Staci Buatti, Genetic Testing Coordinator, PreventionGenetics

NTC Team:

- Cory Sullivan, Medical Laboratory Technician and Phlebotomy Faculty
- Valerie Natzke, Medical Laboratory Technician and Phlebotomy Faculty
- Laura Ahonen, MLT and Phlebotomy Program Director, and Associate Dean of Allied Health
- Richard Wilkosz, Biomedical Faculty

Other:

- Jessica Swan, Medical Laboratory Technician Student

Welcome & Introductions

Cory Sullivan, Medical Laboratory Technician (MLT) and Phlebotomy Faculty, welcomed everyone to the meeting and thanked them for attending. Cory explained that he will submit his Program Director Approval Forms to NAACLS in the near future. Laura Ahonen remains Program Director and has also moved into the Associate Dean of Allied Health role. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Laura Ahonen, Associate Dean of Allied Health, shared that Becky Leopold, Administrative Assistant, sent an email with the previous advisory meeting minutes. Members were asked to look over the minutes and if any changes were needed. No changes were needed.

College-Wide Initiatives

Laura Ahonen, Associate Dean of Allied Health, presented the Northcentral Technical College (NTC) College-Wide Initiatives including:

Thank You from NTC

- NTC is providing mugs to advisory committee's members as a thank you for attending the Spring advisory committee meeting.
- Mugs can be picked up at any of NTC's campus locations.

New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Healthcare 4.0 Initiatives

- Provide interdisciplinary education
- Redesign of building space
- Innovative educational experiences
- Explore new health programs

- Respiratory Therapy
- Pharmacy Technician
- Central Processing

NTC Accreditation, Higher Learning Commission (HLC) Update

- Site visit in November 2023
- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and member of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement

Resources for Student Support

- Unlimited access to free mental health services through The Virtual Care Group
- The Advising Specialist can help connect the student with other emergency financial, computer and community resources
- Timberwolf Learning Commons, with library, tutors and coaches available
- Student scholarships
- Student Life offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Workforce Training and Professional Development Initiatives

Workforce Training and Professional Development (WTPD) offers a wide variety of Professional Development and Community Education Classes. Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series
- 7 Workplace Communication Trends
- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes

Industry Trends

Cory Sullivan, MLT and Phlebotomy Faculty, asked members to share industry trends.

Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic, shared they are hiring Phlebotomists, and that the two Medical Laboratory Technician students that are completing clinical hours have accepted positions at the facility.

Richard Wilkosz, Science Faculty, shared that the students will be performing new labs in Biochemistry using Gas Chromatography next Fall.

Staci Buatti, Genetic Testing Coordinator, PreventionGenetics, explained that they are a niche area in comparison to a lot of the other industry members. She shared that there may be potential for open positions in the future. Staci shared that she is hoping to coordinate a clinical student yet this Spring semester, and would be interested in hiring a graduate that does not have a position already lined up. Cory asked Staci what company now owns Prevention Genetics, and she provided that it is now Exact Sciences in Madison. She further explained that Exact Sciences is known for Cologuard Screen testing, and Covid-19 testing.

Kristi Krajewski, Laboratory Supervisor, Aspirus, Stevens Point and Plover Clinic-Vern Holmes, shared that there is a 0.6 FTE Phlebotomist opening at Aspirus Plover Vern Holmes. Both Medical Laboratory Technician clinical students have accepted positions, one at Aspirus Plover Vern Holmes and one at Aspirus Stevens Point campus. Kristi shared that Stevens Point campus will be receiving a new Hematology Analyzer and Urine Analyzer; Plover Vern Holmes campus will be receiving a new Roche Chemistry Analyzer.

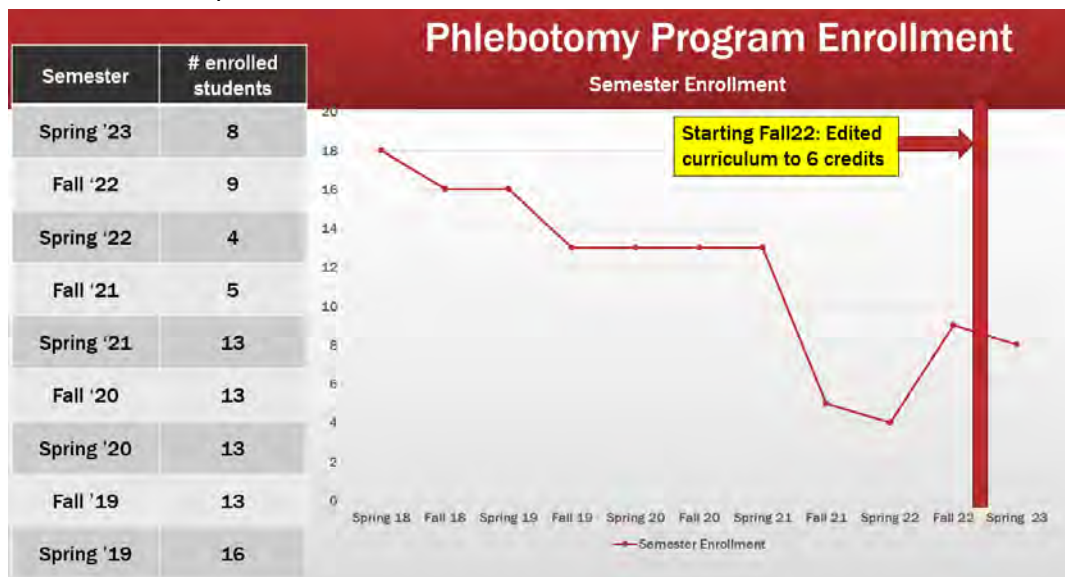
Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital, explained that Aspirus Wausau Hospital is hiring for Phlebotomists, and they are struggling to hire and retain for this role.

Valerie Natzke, MLT and Phlebotomy Faculty, asked how many healthcare facilities are using CellaVision because there may be an opportunity to incorporate training into the courses. Mauri Brueggeman, Regional Director of Laboratory Services, Aspirus, responded that not all sites use CellaVision, but they are looking at using a CellaVision DC-1, which is a smaller CellaVision box for critical care hospitals that may not have an expert in Hematology on 24/7. This allows for an individual from a different site, who is an expert, to log on and help identify cells or samples that may need further workup.

Program Updates

Valerie Natzke, MLT and Phlebotomy Faculty, presented Phlebotomy Program updates.

- The Phlebotomy program decreased the number of credits to six starting in Fall 2022. Valerie explained that the decision was made with the hope of increasing enrollment. In Spring 2023, there are 10 enrolled, split between a January start cohort and a March start cohort. She explained that the economy and other higher-paying jobs being available has impacted enrollment.



- CPR has been removed as a clinical requirement for students. Previously this has been a barrier for students going to clinical.
- NTC will be offering the Phlebotomy program this Summer, and it's available for enrollment.
- Valerie presented a chart that showed the number of Phlebotomy students taking the ASCP PBT certification (American Society for Clinical Pathology Phlebotomy Certification) and the success rate. Not all students take the certification exam but they are encouraged to complete it.

Certification Data (ASCP PBT Exam)

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

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

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

- Valerie explained the graduation rates are good. Attrition usually means that the student wasn't a good fit for the program.

Program Outcome Goal: Graduation Rate of 70% or better

Year	Graduation Rate	Attrition Rate
July 2021 – June 2022	100%	0%
July 2020 – June 2021	91%	9%
July 2019 – June 2020	84%	16%
Three Year Average	90%	10%

- Valerie explained that employment rates have always remained high, with most students being hired before graduation.

Phlebotomy Placement Rates

Employed or continued with education within one year of graduation

Program Outcome Goal: Placement Rates of 70% or better of respondent graduates

Year	Yearly Average Placement Rate
Graduation in Fall 2020 and Spring 2021	100%
Graduation in Fall 2019 and Spring 2020	100%
Graduation in Fall 2018 and Spring 2019	100%
Three Year Average	100%

- Cory Sullivan, Medical Laboratory Technician and Phlebotomy Faculty, explained that he is in the process of completing paperwork to become the new Program Director. Program faculty submitted a self-study on March 1st and the site visit will be in Fall 2023.
- Valerie and Cory shared the current 8-week scheduling model that is being trialed for the Spring Phlebotomy cohorts. Valerie discussed some of the pros of this scheduling model are the ability to fill open positions faster, decreased overall time in the program, and real-life experience concurrent with classroom theory. Some of the cons include decreased knowledge at the clinical start and the number of enrolled students not meeting expectations. Cory asked for advisory member input on whether the program should continue the 8-week model or return to a full semester (16 weeks) program. Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital provided that she has heard from other Aspirus sites that the student with the 8-week model did not seem as prepared as they were in the past since they did not have the same amount of classroom experience. Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic, added that they were supposed to have a student at their clinical location, but the student decided not to continue. She explained that's a lot of effort on the clinical sites for onboarding and getting ready for the student, for them to decide not to go to clinical. The advisory members concluded that it might be too early to tell whether the 8-week model should be continued. The plan is to run another 8-week Phlebotomy program this summer, and go back to the traditional 16-week Phlebotomy program in the fall. The group will reevaluate at the Fall Advisory Committee Meeting.

Cory Sullivan, MLT and Phlebotomy Faculty presented Medical Laboratory Technician program updates.

- There are currently seven second-year students at clinical site locations, and seven first-year students in the program.
- Cory shared a chart of the MLT ASCP Certification exam statistics.

MLT ASCP Certification Exam Statistics

Program Outcome Goal: 100% Pass Rate

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

- The MLT program experienced 0% attrition between July 2020 and Jun 2022, and a three-year average attrition rate of 6%.

Graduation and Attrition Rates

For students who begin the final half of the program, with the final half being defined as the fall semester of the second year, the following table indicates the graduation and attrition rates:

Program Outcome Goal: Graduation Rate of 70% or better

Year	Graduation Rate	Attrition Rate
July 2021 – June 2022	100%	0%
July 2020 – June 2021	100%	0%
July 2019 – June 2020	80%	20%
Three Year Average	94%	6%

- The MLT placement rate has been 100% the past three years, and Cory added that all of the current second year students in clinical have accepted positions for after graduation.

MLT Placement Rates

Employed or continued with education within one year of graduation

Program Outcome Goal: Placement Rates of 70% or better for respondent graduates

Year	Annual Placement Rate
Graduation in Spring 2022	100%
Graduation in Spring 2021	100%
Graduation in Spring 2020	100%
Three Year Average	100%

- Three students will be attending the WI-ASCLS (American Society for Clinical Laboratory Science) convention in April. Laura added that there will be a recruitment fair during the ASCLS convention if any organizations would like to participate.
- Due to students applying for jobs much sooner, the resume, cover letter, and mock interviews will be conducted prior to April in the future.
- Cory plans to visit clinical sites and would like general feedback regarding MLT clinicals.

- Jessica Swan, MLT student, shared that she started with the Phlebotomy program since it was quick and then she'd be able to start working. Then she discovered the MLT program on the NTC website. She has enjoyed the structure of the program and shared that she has had a great experience so far.

Program Modifications Discussion

10-513-151 Clinical Experience 1 (3 Credits)

- The Microbiology clinical that is part of the Clinical Experience 1 course has been split into half days. Half the class, a capacity of 5, will be in the classroom with the instructor working up (bacterial) cultures. The other half will work on independent studies including case studies, reading procedures, and MediaLab bacteriology case simulator. Then they will switch halfway through the day. Students provided feedback that they enjoyed this model.

MLT Distance Learner Option

- The MLT Distance Learner Option is now available. This option allows students to earn their MLT degree by completing coursework online and performing lab work at a clinical site in a community near them. It is a great option for phlebotomists, Clinical Lab Assistants, Processors or non-certified/categorically certified staff to become certified MLTs. More information is available on the [NTC website](#).

Equipment Updates

The MLT program received the following new pieces of equipment and supplies:

- New PixCell Hemoscreen Analyzer
- Donations of Vidas 3 Immunology Analyzer from Aspirus Merrill Hospital
- Donations of Steripath Blood Culture Devices

Next Meeting Schedule & Agenda Items Discussion

If there are any additional comments, questions, or thoughts about the advisory meeting, please reach out to Cory (sullivanc@ntc.edu) or Valerie (natzke@ntc.edu).



As the fall semester nears, more information on the date, time, and format of the Fall 2023 meeting will be emailed to the advisory board.

IT Advisory Committee Meeting Minutes

Date: 3/29/23

Time: 4:00 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Mark Burger – Wausau Supply
- Matt Hall – Greenheck
- Denise Burkhardt – CoVantage Credit Union
- Josh Calmes – Church Mutual
- Brian Housley – Martech Systems

NTC Team:

- Jon DeGroot – Dean of Academic Technology
- Clay Hess – Faculty, IT
- Dominic Gruetzmacher – Faculty, IT
- Ken Hallas – Faculty, IT
- JJ Minarcin – Faculty, IT
- Josh Kretzschmar – Faculty, Networking
- Josh Stutting – Faculty, Computer Info Tech
- Sarah Watson – Faculty, Economics
- Kendra Barnes – Student Success Advisor
- Jake Seever – Learning Coordinator
- Courtney Shilts – Academic Excellence Administrative Specialist

Welcome + College Updates

Jon DeGroot welcomed everyone and thanks everyone for attending. NTC faculty and team gave brief introductions. Jon shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC). An outline of what was shared is below:



Thank you from NTC

On behalf of NTC, **thank you** for serving as a member of our IT Program Advisory Committee!



You can pick up your mug in any of our Campus Locations.

Let Courtney Shilts, shilts@ntc.edu know so she can let the front desks at the main entrances know you plan to pick one up.

New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery Certificate
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Jon DeGroot shared if there are other programs in the IT area that the committees feel beneficial that we do not currently address, please let us know.

Healthcare 4.0 – The Future of Healthcare

Jon DeGroot shared we are redesigning the space and implementing innovative educational experiences with virtual reality and immersive simulation room to help the students have a more realistic hands-on experience.

NTC Accreditation – Higher Learning Commission (HLC) Update site visit scheduled for Nov 2023

- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and members of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement
- In addition to the Institutional – HLC – NTC has 25 Programmatic Accreditations, for example:
 - Automotive (ASE)
 - Nursing (ACEN)
 - Dental (CODA)
 - EMT (CoAEMPS)
 - Medical Assistant (CAAHEP)
 - Business (ACBSP)



All NTC staff are working on completing preparations for the upcoming HLC site visit. Without HLC accreditation, we lose out program accreditations.

Workforce Training and Professional Development

WTPD offers a wide variety of Professional Development and Community Education Classes.

Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series
- 7 Workplace Communication Trends
- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes
- For more information on the class options provided through Workforce Training and Professional Development click the following link.

<https://conta.cc/3nhUblG>

Student Support:

The following are resources available to our students:

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

Update and highlights from last Meeting (10/19/22)

Jon DeGroot, Dean, addressed the previous meeting minutes and inquired if anyone had any questions, comments or changes that should be made to the minutes from the fall 2022 meeting. No one noted any changes, however, if you note anything, please contact Courtney Shilts, Administrative Specialist shilts@ntc.edu

Instructional Area/Program

- **Industry Trends**
 - Mark Burger – IT Director at Wausau Supply. Current big asks are data analytics. Data engineer + analytics position is currently being out sourced. The data analytics skill sets are encouraged. Currently using an Infor product which changes thing from an integration stand point and data engineering as far as accessing data. It is for the better, just brings its challenges. New customer facing tools and enhancements integrating multiple tools

together to provide a good customer experience. This will also customers to access account/order information. Manufacturing is looking forward to it as well with shop floor data and robotics. All great upcoming tools.

- Matt Hall – Matt is a Software Developer at Greenheck. Customer facing systems and various tools being used by reps. Integrating CAPS for sales along with various tools being used by end users. Continuing with multi-year project with functionality to the cloud. Working on replacing the desktop version of CAPS with a web-based version. Migrating different products over to new service-based platform, some are live and being perceived well. Rolling out Microsoft Teams, most meetings are being held via Teams along with call + chat. Mostly internal is using Teams. Still also using Skype Business for chat + calls. Seeing some issues with switching the phones from Skype to Teams. Looking at migrating some Atlassian products that hosted internal over to cloud-based services. Also switching some over to Microsoft Azure DevOps, but still researching in those areas. A lot of automation projects in the shop areas with robots. Raw materials being stored in a distribution system. Also looking at some IOT integration on the shop floor to feed different information on the machines to get more real time information on what is happening in the manufacturing process. Looking at an Ignition tool to manage some of the manufacturing process. There are a few SAP finance roles and IT support tech intern.
 - Jon DeGroot also shared NTC is going thru changing the calls over to Teams as well.
 - Jon DeGroot also shared aside from Handshake, Jake Seeever is a good contact for intern opportunities. He can be reached at seeever@ntc.edu
 - Jon DeGroot mentioned NTC Manufacturing Lab and being able to do Data Analytics, is that what they are seeing at Greenheck as well. Matt confirmed they are using Data Analytics in manufacturing. Jon mentioned students being able to see that in the field would be a great experience.
 - Dominic Gruetzmacher added if anyone has any candidate projects regarding Data or Web Apps where it would be good to see a prototype the Capstone project would be good for that. Please reach out if there is an interest in partnering, we would just ask to have a liaison from the company to work with on the project and guide through the requirement.
 - Matt Hall also mentioned being an adjunct instructor here at NTC teaching Programming and .NET but the courses were cancelled due to low enrollment. Dominic stated he expects the enrollment in those courses to improve this coming spring.
- Denise Burkhart – CoVantage Credit Unit oversee infrastructure and the service desk. Currently still growing and has grown down to IL as of January 1st. Big strategic focus right now is the digital side and making a better using experience for members. Spending some time replacing firewalls this year. Slowing moving into AZURE and refreshing their data center to get to more current technology and move away from CISCO.
 - Jon DeGroot asked about hiring needs. Denise confirmed they have an Operations Administrator role open but they didn't need to hire with the expansions. She also

mentioned with the state of the economy they are watching the needs within the hiring process.

- Jon DeGroot also asked what the new digital side and user experience will look like. Denise stated they are moving to a brand-new platform with a FISERV product in the spring.
- Brian Housley – Martech System Inc. Local business primarily at fairs such as Wisconsin County Fair here at Marathon Park. They provide all equipment for fairs to run. Very small market. They use a simple application and prefer the KISS method. Brian currently manages the entire process, including all of the internal servers and assists client to do their servers internally. Also does all of the internal networking and supports clients with their networks and desktop ready. He also managed the support processor.
 - Dominic Gruetzmacher asked about relatively unique requirement because of some of the low cell signal and internet availability at some of the venues. Some things couldn't be web based or server hosted and needed more client-side apps. Is that still the case?
 - Brian Housley shared that is still the case. About 75% of their clients have broadband and internet but don't have the ability to manage it properly or understand the wireless networks. Another scenario is when a county organization or a college provides the networking and configures their wireless networks and understands the process, they work fine. A lot of people who help run fairs and volunteers which causes some struggles with inconsistency.
- Josh Calmes – Church Mutual Information Security Manager. Involved with IT scholars program partnered with NTC. Currently in the midst of a core modernization, on year three of five-year journey involving most of their legacy platforms. Still running "AS400" or "Series" for back-end processing for majority of their book of business. A lot of that is migrating over to some newer applications. However, still trying to do some run off within some of the States. ISO filing is holding them back on some of the State/Insurance entities within California and a few others with very stringent controls. Once they are to the point of their application that they have migrated their claims area over to a completely new platform along with their policies within the underwriting areas with some of the back end/BI and supporting areas that are primarily dependent on the legacy platforms until they get their upgrades finished across the billing areas to allow consumers of the data be running on a more modernized stack. From a cost reduction/industry standpoint when bringing anything into the business, they haven't had a very stringent business justification to be sure they are architecturally aligned across the platforms being brought in and that more than one business unit will be leveraging them in efforts to reduce/eliminate having to make them all work together and support at an operational level. Bringing in new book of business within the acquisitions and having to adapt to their technology and technology footprints and figure out access to data across shared services and leveraging tools in SalePoint. The IdentityNow platform for their identity access management has been difficult as various platforms are being introduced and allowing access to the right data and

only the data that they need has been a challenge. Also leveraging within their data center, they were able to move off the 2012 operating system for a server platform to migrate to a 2019 OS along with condensing file servers. Just started a data center refresh project with an internet and bandwidth sustainability. Moving home office data center to Fitchburg/Madison area. Which will change historically what they have looked at over the years. They will be a little more geographically dispersed with more remote positions vs. everyone in one office area. Upgraded their Edge and Edge firewalls over the last year to support the bandwidth changes needed. In the middle of an ITSM platform migration. Upgrading system historically used for their ticketing system and configuration management database, change release and other modules built in around promotion and automated CSE pipeline built in for “I-Series” promotion and migrating that over to a Service-Now platform this year and coming due on an End Point refresh. Changed delivery models to a cloud-base to be able to ship hardware direct to individuals rather than going through a legacy SSEM imaging process and then shipping devices direct where they can do a direct distributor model and pull-down profiles and install those through an autopilot revision process build with Intune. Going through a few things with their cybersecurity SalePoint platform also CyberArk to fulfill some NY DFS regulations. Majority of the 50 States have adopted the insurance regulations that have come out of the NY DFS. They have been leveraging platforms like CyberArk to pull in some service account password rotation across their applications so they are able to meet their audit requirements.

- Jon DeGroot shared we have gone through some consolidation as we move to WorkDay for our ERP and wherever we can we are asking ourselves “do we need this external tool; can we use WorkDay to meet that need or something that integrates nicely.”
- Josh Calmes also shared different stakeholders have a different need at times as well.

- **Program Information**

- **Enrollment Report**

- Kendra Barnes – In comparison to last semester, Spring vs Fall, we have more students starting in the fall rather than spring. Currently in this semester we had 308 students enrolled in IT programs which includes our Associate Degree, Technical Diploma and Certificates.
 - 74 new students
 - 120 matriculated students but only 74 decided to start up for this semester.
 - More students coming out of industry vs high school.
 - Majority of our students for this semester are in Software developer + cyber security.
 - For the Fall 2023 we do have applications open. We do have 39 students matriculated/accepted for Fall all coming from High School.
 - We have an upcoming Open House and expect the matriculated amount of upcoming student to increase significantly in the coming months.

- **Curriculum Modification**

- Split Content Creation & Management Systems into 3 one credit courses. This course is part of the Web Design Course Associate Degree program. Content Management System is being used with Word Press and the audio is used with Adobe Audition and visual is used with Adobe Premiere. Web Designers/Frontend Developers are not doing as much with audio/video realm. Content Management – 1 credit with the other 2 credits available to get more mobile and search engine optimization and analytics from the frontend development side.
 - Matt Hall asked if the CMS is being removed or if it would add more SCO or Mobile topics. Clay Hess did confirm that it will not remove CMS and will add more SEO or Mobile.
 - Advisory Committee did not express any concerns with the change.
 - Ken Hallas discussed the Cybersecurity TSA Review. WTCS reviews programs and curriculum. Cybersecurity just completed this review at the WTCS level but part of that is also to get Advisory Committee approval. Ken Hallas reviewed the survey and each outcome during the meeting. Each school needs to meet each perimeter outlined in the TSA outcomes. Ken Hallas also shared via screenshare where these outcomes are within each course in the Cybersecurity program.
 - Josh Calmes asked if there is a grouping or selection list that has more areas to choose from within each outcome. Ken Hallas shared they are written open ended to allow for leeway without needing to go back for approval with every change in a program. With the outcomes being written open ended this also allows for room when software or technology in industry changes. Ken Hallas also confirmed the outcomes are set by the WTCS.
 - Josh Calmes also asked if the standards are written to support the policies.
 - Dominic Gruetzmacher added that the faculty are on committees to define these standards with the WTCS. Advisory committees can request specific outcomes for the faculty and WTCS to look at.
 - Matt Hall added WTCS agrees on this list of TSA outcomes with the expectation that graduating students can demonstrate these outcomes.
 - Josh Calmes requested the survey. It was shared in the zoom chat and emailed. All other advisory committee member approved the TSA program outcomes.
- Renaming/Reorganization of the Python Courses
 - Scott Biscobing shared the changes to the Command Line Scripting courses which was 3 one credit PowerShell courses.
 - Python A will become Introduction to Python with the same course content.
 - Python B will become Python for Data Analytics with the same course content.
 - Command-line Scripting will become Python for Cybersecurity. We will consolidate it to a one credit PowerShell with a deeper course for geared for scripting so students have a better understanding on how these attacks happen and how they can use Python to

defend against them and to monitor their networks. This will also allow for a one credit course for Cybersecurity and Networking using Python. Students have expressed excitement with this change.

- Advisory Committee supported the change.
- JJ Minarcin recently met with TSA regarding the IT Data and Analytics Specialist Program. He presented the proposed TSA Program Outcomes (attached) with the caveat of the additional bullet point 'Add Data' to box #3. TSA Program Outcomes include Analyze Data, Query Data, Perform Data Extraction, Transformation and Loading, Create Reports and Visuals and Communicate with Stakeholders. JJ did add that a lot of these outcomes are already being offered and can be mapped within current curriculum.
 - Advisory Committee approved the proposed TSA program outcomes with the addition to box #3.
- Matt Hall asked about dual notebooks. JJ Minarcin shared he is building Modeling and Machine Learning Course and will use Jupiter Notebooks. He is also looking at additional Python course within the Data Analytics. JJ Minarcin also shared he is looking for any feedback on a Data Capstone course as well. The course building is broad but can be modified with more specific needs.
- Jon DeGroot asked if ChatGPT is impacting the industry. We have a committee to discuss how it is impacting education, how can we use it for students/staff, how will it impact cheating yet it is a powerful and useful tool.
 - Josh Stutting has used it in his course
 - Josh Calmes shared at Church Mutual marketing and risk management expressed interest in ChatGPT but leveraging it lightly. They have put some controls in place to govern what data is being put into these systems and that the information being shared isn't proprietary information. Looking forward to some security reviews that are coming back to see what information is appropriate for these systems/platforms. Working on policies to be put in place and the business benefit of the tools.
 - Jon DeGroot shared the importance of education our students on these AI tools to help them know how to use them in the industry.
 - Mark Burger shared AI in general will come thru the apps they use. There is a visual studio add on when developers are writing code and large-scale data analytics for product recommendations to direct the sales teams that may be a possibility in the future.
 - Matt Hall shared he is unaware of any AI tools being used at Greenheck.
 - Jon DeGroot shared we also started using Yodlee which you can record presentations and it evaluates your presentations with filler words etc.

- **Internship Opportunities**
 - NTC Team expressed if there are any internship opportunities **Jake Seever** seever@ntc.edu is a great contact to share with the information with students. Jon DeGroot also asked for contact information of our advisory team so we can connect on internship opportunities or contact information that we can share with the students.
 - Denise shared that CoVantage does not have any openings at this time but provided her contact information to be shared for students to reach out/inquire on current openings.
 - Josh Calmes mentioned participating in the IT scholars' application program. Other openings or internship opportunities can be viewed at www.churchmutual.com contact us – careers. Josh also shared he just filled 2 internships.
 - Mark Burger shared 2 NTC interns right now with one more starting with the end goal transitioning those interns to full time roles.
 - Josh Stutting shared he has great students for IT Help Desk or entry level help desk if anyone has positions available.
- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
- **Advisory Membership Term Length/New Members**
 - We have new guidelines coming out for our advisory committee members. If there are individuals that you know or work with who would like to participate with this committee, please invite them or share their contact information with Courtney at shilts@ntc.edu We would like to include additional members to share their industry perspective and represent additional employers in the NTC region.

Next meeting schedule & agenda items discussion

The next meeting will be held in the fall of 2023.

Jon thanked everyone for attending and providing great feedback.

Surgical Technology Advisory Committee Meeting Minutes

Date: 3/27/2023

Time: 4:00 pm-5:30 pm

Location: Zoom

Industry/Student Board Members

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

Attendees

Industry Members:

- Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau
- Todd Dirkman, Vice President of Administration, Aspirus
- Jenna Holm, OR Manager, Aspirus Wausau Hospital
- Angela Koca, Director of Surgical Services, Aspirus Langlade Hospital
- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital
- Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center
- Wendy Wilde, Community Member, CEO Weden Consulting Firm
- Desiree Younger, Manager, Marshfield Clinic Ambulatory Surgery Center

NTC Team:

- Laura Ahonen, Associate Dean of Allied Health
- Jaclyn Hanke, Surgical Technologist Program Director
- Tyler Mann, Surgical Technologist Faculty
- Nikki Van Vonderen, Surgical Technologist Faculty
- Sara Peterson, Science Faculty
- Emily Steinbach, Allied Health Learning Coordinator

Other:

- Kathleen Anderson, Current Surgical Tech Student

Welcome & Introductions

Tyler Mann, Surgical Technologist Faculty, welcomed everyone and asked members to introduce themselves. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Tyler Mann, Surgical Technologist Faculty, explained that Jackie Hanke will be serving as the Program Director, and Tyler will take over the role starting August 1st. Nikki Van Vonderen started as a new faculty in the Surgical Technologist program in January. Nikki has been a Certified Surgical Technologist (CST) for the past ten years, she serves as the Wisconsin State President for the Association of Surgical Technologists, and is on the National Bylaws Resolution and Parliamentary Procedures Committee.

College-Wide Initiatives

Laura Ahonen, Associate Dean of Allied Health, presented the Northcentral Technical College (NTC) College-Wide Initiatives including:

Thank You from NTC

- NTC is providing mugs to advisory committee's members as a thank you for attending the Spring advisory committee meeting.
- Mugs can be picked up at any of NTC's campus locations.

New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Healthcare 4.0 Initiatives

- Provide interdisciplinary education
- Redesign of building space
- Innovative educational experiences
- Explore new health programs
 - Respiratory Therapy
 - Pharmacy Technician
 - Central Processing

NTC Accreditation, Higher Learning Commission (HLC) Update

- Site visit in November 2023

- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and member of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement

Resources for Student Support

- Unlimited access to free mental health services through The Virtual Care Group
- The Advising Specialist can help connect the student with other emergency financial, computer and community resources
- Timberwolf Learning Commons, with library, tutors and coaches available
- Student scholarships
- Student Life offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Workforce Training and Professional Development Initiatives

Workforce Training and Professional Development (WTPD) offers a wide variety of Professional Development and Community Education Classes. Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series
- 7 Workplace Communication Trends
- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes

Industry Trends

Tyler Mann, Surgical Technologist Faculty, asked advisory members to discuss industry trends including staffing shortages and on the job training.

Angela Koca, Director of Surgical Services at Aspirus Langlade Hospital, shared that she has had success with one individual that was trained on the job. The individual was previously a Medical Assistant. Angela explained that most of the students that they host for clinical live further than

30 minutes (call response time) of Aspirus Langlade and they do not want to relocate, so unfortunately, they have had no other choice than to do on the job training. Tyler agreed that he has heard of facilities using on the job training and some have had success more than others. He warned the advisory group that there are fake websites that grant “certification” scams, and to be aware of those types of certifications when hiring individuals. Jenna Holm, OR Manager, Aspirus Wausau Hospital shared that she had a Surgical Technologist apply that had a MedCert that was accredited by a different entity than NTC.

Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau shared that Aspirus Wausau Hospital is allowing on the job training for Surgical Technologists, and has put together a process to onboard and train. He was not aware if it was being applied, but disclosed there is a process in place. Tyler understands the need for on-the-job training when the short staffing is severe but explains that knowledgeable preceptors are needed to train clinical students.

Program Updates

Tyler Mann, Surgical Technologist Faculty, reported on updates.

- The Surgical Technologist program has seven students on track to graduate in May 2023.
- Fall 2023, there are 10 students enrolled in Technical Diploma and 10 enrolled in Associate Degree, and there are a few students on the waitlist. This Fall will be the last time the Technical Diploma will start. The hope is to have 8 or 9 students graduating from the program each year.
- The program tracks outcomes such as retention, certification exam results, and graduate placement.
- Tyler reviewed the Surgical Technologist Program Goal:
 - Graduates of the Surgical Technologist Program will be satisfied learners, demonstrate entry level knowledge and clinical skill, and achieve national certification in order to better meet the needs of patients, team members, and employers. This will be accomplished by preparing competent entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains set forth in the current CAAHEP Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology.
 - Advisory members did not have any comments regarding the program goal.
- Employers were encouraged to complete employer surveys. The surveys are needed for accreditation and provides insight into how the students are doing after graduation.

- The ARC/STSA graduation threshold is 60%, and the program is on track to meet this.
- The ARC/STSA graduation placement threshold is 80%. Currently, all seven students are interviewing for positions or employed.
- The ARC/STSA CST exam participation threshold is 100%, with a pass rate of 70% or greater. All NTC Surgical Technologist students are required to take the exam as part of graduation, and Tyler explained how they are preparing for the exam with study guides and practice exams.

Kathleen Anderson, Current Surgical Technologist Student, spoke about her and her fellow classmates' experiences. She explained that the students are becoming more comfortable and confident. Students are excited to graduate, some already have secured positions and some are applying and interviewing. Kathleen shared that her favorite part of the career is the fact that she could help people and it's rewarding. She shared the most challenging part of the program has been Platinum Planner and the issues that has caused with logging cases. Lastly, Kathleen shared that her favorite type of surgeries so far has been plastics and orthopedic. Tyler said that Kathleen has been a good leader and advocate for her peers.

Program Changes

Tyler Mann, Surgical Technologist Faculty, shared changes happening within the program.

- Curriculum has been adjusted to support the Technical Diploma running concurrently with the Associate Degree in Fall 2023.
- Fall 2023 will be the last time the Technical Diploma program will run.
- Tyler shared that both the Technical Diploma and the Associate Degree cohorts are full for the Fall start with two students on the waitlist. He explained that there is 1:10 instructor to student ratio. Todd Dirkman, Vice President of Administration, Aspirus inquired if there was a way to not turn away the two students on the waitlist since there is a high demand for Surgical Technologist. Laura Ahonen, Associate Dean of Allied Health, explained that it would not be feasible to open another section for only two students. However, she shared that a goal would be to increase program capacity from 10 to 20 students starting in the Fall 2024. A limiting factor would be the number of clinical spots available for students.
- Todd asked if there is a pathway for current Surgical Technologists to get their Associate Degree. Tyler responded that the pathway is currently being worked on and will be sent out to the advisory member committee.
- Todd asked if there were enough clinical spots for students, and Tyler replied that there are about 10 clinical spots available for Clinical 1 students. It was suggested that Tyler

sends out the list of clinical spots, and advisory members could see if anything additional could be opened for students.

- Stacy Pettit, Certified Surgical Tech, Pine Ridge Surgery Center, asked if NTC had a plan for retaining students in the district, because in her experience students attain jobs outside of the district prior to graduation. Laura explained that the employer can incentivize, and provided the example of Marshfield Clinic utilizing a grant to pay for five Medical Laboratory Technician students to get their degree, as long as the student commits to working there two years after graduation. She further explained that as a college, NTC is not able to persuade students to take jobs at certain facilities, but employers can entice student if they are able to obtain grants, provide scholarships or other benefits. Tyler added that students talk about clinical experiences, and will share if they had a good one, which then translates to students applying at those locations.
- The Technical Diploma Clinical 1, 2, and 3 courses will run once more in Fall 2023 through Spring 2024. The Associate Degree Clinical 1, 2, 3, and 4 courses will run Fall 2024 through Spring 2025.
 - Tyler also shared that there is a course in the first year of the Associate Degree that the program can use clinical or lab hours to fulfill. He mentioned these hours could be used to explore auxiliary experiences or sterile processing departments. Angela Koca, Director of Surgical Services, Aspirus Langlade Hospital agreed that time in the sterile processing department would be good since that role is filled in by Surg Techs in smaller hospitals. Todd asked that Tyler set up a meeting with the surgery team at Aspirus to provide some structure for that experience.
- The program will be teaching standard setups, students will practice using sterile packs and will hopefully feel more comfortable earlier on during clinical. Students will be provided pictures of standard set ups at orientation so they can begin memorizing.
- Angela asked if the Wound Closure class is part of the Surgical Tech curriculum, but Tyler responded that it's not part of the program. Students must be a graduate in order to take the class, and many students plan to take it during future offerings. Nikki Van Vonderen, Surgical Technologist Faculty, thanked Jenna Holm, OR Manager, Aspirus Wausau Hospital for donating the supplies needed for the Wound Closure Class.
- Students should be supplying the preceptor evaluations to preceptors each day. These evaluations are important for instructors to know how the students are doing and assist with correcting things if needed. Moving forward, students will have a QR code on their badge that preceptors can scan and fill out the evaluation, or paper copies will be

available. Tyler hopes to implement a delivery system at each clinical site so preceptors feel comfortable giving honest feedback.

- The program is moving away from Platinum Planner as a tracking tool to Rocketbook. Rocketbook is a journal that uses friction pens. Students can use it to track their cases, take a picture with their phone and upload it for grading. Students will no longer need their phones at the clinical site, but the tracking will remain digital.
- Nikki shared the Wound Closure class was held March 26th, nine students attended, and the feedback was good. This continuing education class can be regularly offered, and Nikki is looking into offering it quarterly based on advisory board committee needs. One of the requirements of the course is that the student must be a “healthcare worker”.
- Nikki is developing the Sterile Processing Technician Certificate program. She has gained input from Aspirus and Marshfield Clinic regarding the program. This certificate will be offered in Spring 2024.

Facilities/Equipment

Tyler Mann, Surgical Technologist Faculty, reported on facility updates.

- The program purchased two new laparoscopic towers.
- The program received multiple sawbone models. Students will be able to use these models to simulate orthopedic surgery.
- The program faculty are getting ready for the remodel that is happening over the summer, and utilizing storage and shelving to move items and organize.

Donations of equipment and supplies are essential to the program’s success in creating a realistic experience for students.

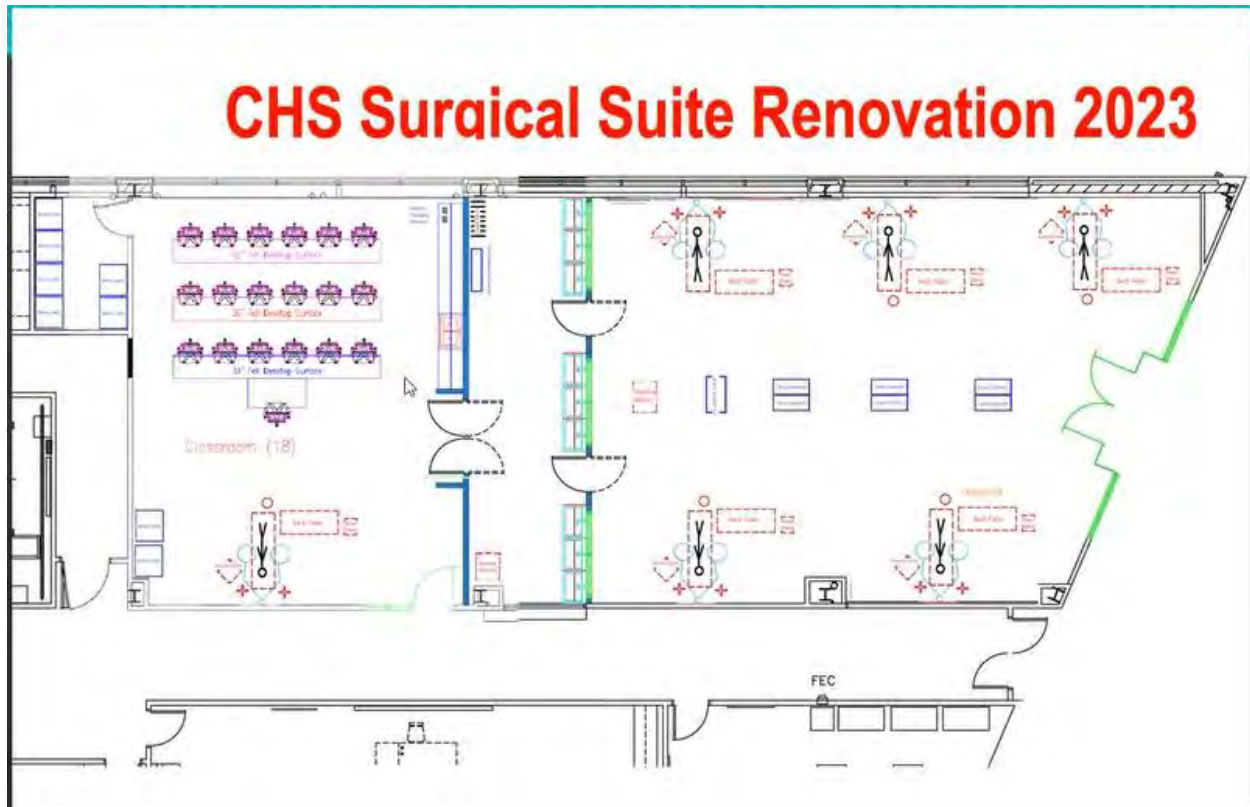
- No opened sharps will be accepted.
- No old or expired medications can be accepted, the college can only utilize simulated medications.
- Program faculty can provide bins to facilities that wish to donate large amounts of items to cut down on cardboard boxes.

Thank you for the following donated items:

- Two sterilizers for the Central Sterile Processing program
- Orthopedic helmets, hoods, chargers, Stryker system 7, batteries, TPS systems
- Numerous sterilizing trays/pans

- Dozens of boxes of soft goods

Tyler shared the blue prints for the surgical technology lab renovations, and pointed out that there will be five operating room suites with an open floor concept, nine scrub in sinks, and a classroom that holds 18 students with an operating room suite in the front. The space will be more visible to visitors as well to help promote the program.



Tyler reported on capital equipment updates.

- The Syndaver will arrive in the Summer.
- Many sterile packs have been purchased to allow enhanced practice with students.
- Surgical operating tables, back tables, Mayo stands, and other equipment will be purchased shortly for the renovated spaces.

Next Meeting Schedule & Agenda Items Discussion



Please contact Tyler Mann, Surgical Technologist Faculty, at mann@ntc.edu with any questions or concerns. The date for the Fall Advisory meeting will be sent out as it gets closer.

Business Technologies Programs Advisory Committee Meeting Minutes

Date: 4/11/2023

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Ann Dahlke – UMR
- Rachel Tate – Medical College of Wisconsin
- Angela Scharbius – County Materials
- Jill Jass – Connexus Credit Union
- Sarah Ruffi – Ruffi Law Offices
- Taryn Fuller – Wausau School District
- Lisa Westfall – Westfall Staffing
- Janet Tharaldson – Incredible Bank

NTC Team:

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

Welcome & College Updates

Dianne Carroll welcomed everyone and thanked everyone for attending. Dianne shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC). An outline of what was shared is below:

Thank you from NTC



On behalf of NTC, **thank you** for serving as a member of our IT Program Advisory Committee!

You can pick up your mug in any of our Campus Locations.

Let Courtney Shilts, shilts@ntc.edu know so she can let the front desks at the main entrances know you plan to pick one up.



New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery Certificate
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Dianne Carroll also added we have moving forward with the Medical Administrative Professional Associates Degree (Spring 2024).

Healthcare 4.0 – The Future of Healthcare

Dianne Carroll shared we are redesigning the space and implementing innovative educational experiences with virtual reality and immersive simulation room to help the students have a more realistic hands-on experience.

NTC Accreditation – Higher Learning Commission (HLC) Update site visit scheduled for Nov 2023

- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and members of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement
- In addition to the Institutional – HLC – NTC has 25 Programmatic Accreditations, for example:
 - Automotive (ASE)
 - Nursing (ACEN)
 - Dental (CODA)
 - EMT (CoAEMPS)
 - Medical Assistant (CAAHEP)
 - Business (ACBSP)

All NTC staff are working on completing preparations for the upcoming HLC site visit. Without HLC accreditation, we lose out program accreditations.

Workforce Training and Professional Development

WTPD offers a wide variety of Professional Development and Community Education Classes.

Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series
- 7 Workplace Communication Trends

- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes
- For more information on the class options provided through Workforce Training and Professional Development click the following link.
<https://conta.cc/3nhUblG>

Student Support:

The following are resources available to our students:

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

Update and highlights from last Meeting (11.8.22)

Dianne Carroll, Associate Dean, addressed the previous meeting minutes and inquired if anyone had any questions, comments or changes that should be made to the minutes from the fall 2022 meeting. No one noted any changes, however, if you note anything, please contact Courtney Shilts, Administrative Specialist shilts@ntc.edu

Introductions/Industry Trends

- Angela Scharbius, Executive Assistant County Materials. Shared they are seeing an uptick in the need for more Administrative Assistants within their organization to support location managers and operations managers. She also mentioned locally starting to recognize the value in Project Management and Project Coordinators. With driving so many initiatives it becomes challenging to manage individually. They are using a software but even that needs management. Project Management and Project Coordination is the current dire need.
- Janet Tharaldson, Incredible Bank. Finding it difficult to find experienced Executive Assistants. Easier to find lower-level Administrative Assistants. The level of experience and training to be able to understand how to work with Executives is difficult. Seeing more just sit back and wait to be told what to do rather than working with their partner and being intuitive in their roles. Currently no positions available.
- Lisa Westfall, Westfall Staffing shared the Executive Assistant role appears to be becoming a lost art because of professionalism and intuitiveness. Unsure those success skills are able to be trained anywhere. She shared she is excited to see the Medical Administrative Professional, Medical Office - billing and administrative is growing. It is challenging to find people especially in the financial field. She is currently seeing administrative positions come and go but seeing a lack of professionalism. Remote work is the desire although employers want staff onsite.
- Rachel Tate, Medical College of WI shared they have a hybrid environment right now. There two staff members that are not hybrid and that is the IT position and the front desk position. They do not have any current openings except for a faculty and they are looking for standardized patients for student testing. They are rolling out a new curriculum this fall with a rise in students on campus. Standardized patient – is occasional, like actors, take on the role of the ailment depending on student needs for learning and testing. \$18/hr. If anyone is interested and knows anyone interested, please reach out to Rachel rtate@mcw.edu 715-870-0916 and she will pass -along to the hiring team.
 - Dianne shared Handshake may be an option for them along with reaching out to Ben Bliese here at NTC to pass along the employment needs.
bliese@ntc.edu 715-803-1190
- Jill Jass, Executive Assistant Connexus Credit Union. She supports the Executive Vice President, COO and Chief Lending Officer. They have three executive assistants. Just hired their 4th Executive Assistant and it took a good length of time to find her. Jill also shared that it is difficult to find candidates with the characteristics everyone else in the committee is referring to. They have been trying to set a program to work with the current assistants and work them up the Executive level along with working with the good talent they already have in house. Looking for the quality of a proactive person vs a person that waits to be told. Emotional intelligence to be able to read a room and react to it. Training – M365 programs. Difficulty to train for software when the software continues to expand. Workplace development – look over the shoulder of someone and learning and training that way can be helpful. The EA role is so vast as well and different based on the industry you are in. Some are supporting six executives including managing their email inbox and some are supporting one executive and that awareness

throughout the different industries is beneficial. Jill also mentioned with the different software out there being used, a five-minute blurb on the top six out there and how they are being used would be very beneficial. They are also implementing organizational change and continuous improvement as part of their job but also as organizational departments. With that they are seeing more things being flexible to accommodate to industry change.

- Dianne Carroll shared LinkedIn Learning is also a great tool to use when wanting to learn more but in shorter snippets.
- Dianne Carroll added as we work with our students, for example in Electronic Business Communication, have certain Cisco phones in our classrooms and we explain that this is a Cisco phone not necessarily the Cisco phone they will be using in their new workplace. This way we can be proactive in reminding them once they start in a new workplace it is important to get acclimated with their workstation. Dianne also shared in our courses we are encouraging a proactive attitude for our students to go into industry with a better go getter attitude.
- Jill Jass shared she appreciates NTC and how they have the ability to rent out spaces for company trainings and offer opportunities for the community to utilize the spaces.
- Dianne Carroll shared one of our most recently renovated spaces in our new Center for Innovation and Inclusion which is space for students, faculty and staff to collaborate. It includes the recording room, projection abilities and a few new technology pieces such as an E-glass.
- Sarah Ruffi, Owner of Ruffi Law Office. She shared she is not currently hiring but agrees that it is difficult to find people to take the bull by the horns and be forward thinkers. Hoping the next generation has more determination.
 - Dianne Carroll shared we will continue to work on those soft skills and shared the most up to date soft skills criteria.



NTC Success Skills
Information & Rubric

- Taryn Fuller, Wausau School District Business and Marketing dept. She shared they are currently fighting Microsoft 365 but understands the industry need. They are working on Microsoft Office certifications so they can graduate students with Word, PowerPoint and Excel. Their numbers continue to increase for the certifications. They have four sections each school year at West alone which is close to 100 students that are going to get Microsoft Office certified. Those students are also going onto 2 year and 4-year schools. Other 4-year institutions such as University of Minnesota, Microsoft Office is required. They are also seeing a huge increase in keyboarding courses which will result in offering more sections next year. She also shared that the lack of professionalism isn't everywhere, they have a lot of great organizations at West that really focus on professionalism. They currently have over 175 students in DECCA that know the expectations and are showing professionalism.
 - Dianne Carroll added computer keyboarding courses are also part of our Dual Credit Programs.

- Ann Dahlke. Executive Assistant at UMR supporting CEO + CFO. Ann mentioned she is seeing the same as other members of the Advisory Committee. She also shared last week with two other IAAP members, they participated in the Merrill career fair. They had about 200 students from freshman to seniors attend. She offered being interested in doing more career fairs if we know of more opportunities for that. As far as hiring, they have been maintaining with the staff they have and haven't had a need to hire in while. They had several retire during COVID.
 - Dianne Carroll added a lot of people retired early during COVID and then the question comes up, do you rehire to fill those gaps or make do with the staff you have?

Instructional Area/Program

- **Enrollment Information:**
 - 55 total students in Business Technology (41 unduplicated students)
 - 15 Healthcare Receptionist TD
 - 28 Medical Office Specialist TD
 - (7 enrolled in both)
 - 22 Administrative Professional AAS
 - 17 Office Assistant TD
 - (5 enrolled in both)
 - 4 student in Medical Office and Admin Pro - show interest in Medical Administrative Professional Associates Degree in the medical/healthcare industry

Fall matriculated students:

 - 1 Admin Pro
 - 1 Office Asst
 - 2 Medical Office
 - 4 Healthcare Rec.
- **Program Information**
 - Carrie Heckendorf, Faculty. Business Technology, Administrative Professional, Medical Office Specialist, Medical Administrative Professional (new program) She is always making continuous quality improvement with the newest trends and latest technology trends. She has been active in teaching and developing the Microsoft Office courses. She has been implementing the 'why' behind the 'how' in her courses such as PowerPoint, Excel and Word.
- **Business Professionals of America**
 - Dianne Carroll shared the National Leadership Conference in Anaheim, CA is the week of April 24th. She will be attending with two of our students to compete at the national level. The National conference also has all different types of community service set up along with speakers and career workshops. They provide all the industry credentials which is a great experience for the students to travel and learn those skills about planning travel and making good economic decisions with flights, transportation and other accommodations. It's not only the competitiveness but also the real-world

experiences. We also have a student from WI that will be running for the Executive Council which is the national officers of students all across the US, China, Puerto Rico. NTC hosted Spring State Leadership Conference back but due to mother nature's plans we were not able to hold it in person and quickly had to flip to all virtual. COVID definitely prepared us to be able to flip events. The State Leadership Conference is where students qualified for nationals. State Leadership Conference includes a variety of competitive events such as interview skills, ethics and professionalism along with some offices where they are given difficult tasks to complete and they have to type them accurately and are graded on their speed and accuracy. There is the Legal Office, Medical Office and such a variety for the students to experience.

- Next February, live and in person here at the Wausau Campus we will be hosting the Fall WTCS (Wisconsin Technical College System) CTSO (Career & Technical Student Organization) Conference. This will be held on Monday October 16th. They are looking for people to participate in the business panel. There will be students from the Business Professionals of America, Professional Agriculture students and Skills USA. Students will be coming from all around the state. The business panel is beneficial as it gives students the ability to ask great questions such as how do I get hired, what do I do after I get hired. We are looking for anyone interested to be part of the business panel from 11:00a-12:00p with lunch to follow. If anyone is interested, please let us know. Dianne will send more information as we get closer.

Continuing Education/Workforce Training & Professional Development

- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
 - Brad Gast, relocated to the A building. Upgrading the facility to the main building to increase connection with the community + faculty. WTPD grant dollars
 - Any needs for a short-term training – under employed, unemployed training dollars available to help community organizations. Please let us know!
 - Life Enrichment + Community Courses
 - Offering an assortment of lifestyle courses including art courses, culinary courses (also at regional campuses), dance course, sign language and STEM.
 - <https://www.ntc.edu/academics-training/courses/community>

Other items

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

Next meeting schedule & agenda items discussion

Discussed holding the Fall meeting in person with the zoom option tentatively Tuesday November 14th over lunch with a tour of CHS.

Courtney Shilts will confirm the location.

Rachel Tate WMC, also offered to host at some point as well.

Dianne concluded the meeting by thanking everyone for attending, providing feedback and support.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

11th April 2023 | 3:00pm to 4:30pm | F107 STEM Center/Zoom



Meeting Attendees

Industry Members:

- Matt Gruan – Becher Hoppe Associates
- Chad Grundemann – MSA Professional Services
- Jim Volkmann – Wisconsin Department of Transportation
- Andy Walters – American Engineering & Testing
- Mark Barden – Town & Country Engineering, Inc.
- Nick Pehler – Jewell Associate Engineering, Inc.
- Kevin Boyer – EMCS
- Tonia Weshphal – Clark-Dietz

NTC Team:

- Michael Kowal – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant
- Tim Fetting – Associate Dean, ScEAM

Welcome

Tim Fetting, Associate Dean of School of Engineering and Advanced Manufacturing, welcomed everyone to the meeting and thanked them for attending.

Highlights from the previous meeting/Updates

The previous meeting minutes were distributed in advance for the committee to review. There weren't any specific questions or changes to the previous meeting minutes.

Industry Discussions

- Kevin Boyer shared that the lack of candidates to hire is concerning. Companies are trying to entice employees from other companies. Wages have gone up tremendously throughout the industry and approximately 10-15% on the survey side. Companies have had to add in other incentives, such as bonuses to get employees and keep current employees. He stated that giving employees flexibility seems to be a very important thing. His company does schedule some get-togethers for employees during the workweek which seems to work well. These events make employees feel an important part of the company. His company has hired a student from the program and he has a good knowledge base and is impressive. Kevin stated that the challenge is too much work and not enough employees. There is a state-wide need for candidates to hire. Cross-training has made a comeback as an imperative need for businesses.
- Matt Gruan stated that wages are at a record high. His company is being very selective about the jobs that they take. They do not want to grow too rapidly. They need to make sure their good clients are being taken care of and treated well. Time off and flexibility for new employees seem to be very important. His company has hired a first-year student who is working out very well. They have also hired a summer intern. His company likes to hire locals so that the employee will stay local. It is still about relationships.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

11th April 2023 | 3:00pm to 4:30pm | F107 STEM Center/Zoom



- Andy Walters mentioned that a locally hired employee is an excellent employee. That person has a lot of community pride and it carries over into their work. There has been a bit of a slowdown in their private sector workload so they are only six weeks behind rather than ten. The increase in business has been mainly related to people trying to spend infrastructure money. Andy would like to hire three or four employees for the summer but the candidates are non-existent.
- Mark Barden, Town & Country Engineering, mentioned that they have offices in Kenosha, Madison, and Rhinelander. It is impossible to find candidates in the Rhinelander area. T&C is paying their interns approximately \$25 an hour and their full-time salary range is in the high fifties to low sixties. Mark mentioned that the salary posted on the webpage is detrimental to program recruitment. We might need to take the wage off the webpage if we cannot mention a higher salary range.
 - Committee agreed unanimously that the NTC website should be updated regarding the salary range that is stated. If it cannot be updated, the committee suggested that the salary not be included on the website.
- Jim Volkmann from the Wisconsin Department of Transportation added that he cannot react to the need for higher wages to entice applicants since DOT positions are state-regulated jobs. They are doing everything possible to recruit. For a recent job opening, there were only about two applicants in the state for the DOT openings. Jim mentioned that with recent sign-on bonuses up to \$20,000 being offered finding employees is difficult, especially in the Rhinelander area. The hiring outlook in the Wisconsin Rapids area is somewhat better but, overall, the DOT cannot compete with the industry.
- Nick Pehler, Jewell Associate Engineering, has had a long-standing trend of hiring Platteville graduates but recently has had to look at several other colleges for applicants. The trend with new employees seems to be that they want to have a sense of community where they live and work. Jewell's Spring Green employees choose to live in Madison where there is a younger demographic which has resulted in our company opening an office in Madison. Being on the interview committees for these new graduates the question that is repeatedly asked is what does the company do for social activities outside of work. Jewell needs individuals with skills and knowledge so they are looking for individuals that can understand the scope of the work and contribute. Individuals need to know how to read a plat map.
- Tonia Westphal, Clark-Dietz, is very pleased to see the salaries increase in this field. Tonia has 27 years in the industry and is seeing more collaboration between businesses than in the past. She stressed that students coming out of NTC need to know how to communicate well and have a good knowledge base. The other challenge for businesses is how we invite people into this profession and how we motivate them to stay. Tonia stated that they have the most success in recruiting new employees by word of mouth. They have narrowed their search field for new employees and realized that the benefits provided are more important than the wages to certain individuals.
- Chad Grundemann stated that his company did a market study on their total rewards program and all the aspects of their compensation. They gathered feedback on a variety of topics such as short-term bonuses, PTO, and others. They found that new candidates do not want to work more than forty hours a week to provide them with more family-work balance and they wanted a higher base salary. The company feels they need to find ways to show current clients the value in their work and write contracts accordingly. He feels that his company has a pretty good stratification of employee ages.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

11th April 2023 | 3:00pm to 4:30pm | F107 STEM Center/Zoom



Enrollment and Program Update

Michael Kowal shared the current enrollments which are as follows:

- 5 students in the next group
- 3 students will graduate in May 2023

Program and Curriculum Discussion

- Michael Kowal stated there are no curriculum changes.

Recruitment Events Discussion

- Tim shared that Mind Trekkers will be held on April 14th and April 15th. The Friday session is only for local middle school students with the Saturday session open to the public. Tim asked if anyone would like to volunteer to contact Heidi or Michael Kowal to sign-up.
- Michael shared that he is working with the D.C. Everest School District to give student groups a focused event promoting Civil Engineering in the fall.
- Michael mentioned that it would be very beneficial if companies would invite high school students into their businesses. This type of exposure is invaluable in the recruiting process.
- Tim shared that Engineering Tomorrow is holding, ½ day, STEM events for area high school students. Engineering Tomorrow provides transportation and lunch for these students to attend. If you need more information on these events, you can contact Heidi Latendresse at latendresse@ntc.edu. Brad Peck is the regional coordinator for these events and he is also currently hiring engineers to run these events.

NTC Updates

- The committee was sent a PowerPoint showing the College-Wide Updates.
- The new programs started in the fall of 2022 included:
 - Diesel Apprenticeship
 - Liberal Arts Associate Degree of Arts and Liberal Arts Associate Degree of Science – providing the general education credits toward a four-year degree.
 - Garden to Market Specialist Degree
 - Pasture to Plate Butchery Certificate
 - Nail Technology
- NTC will be starting these programs in the fall of 2023:
 - Therapeutic Massage
 - Hospitality Management
 - Smart Manufacturing.
- We are still in the ongoing process of developing articulation agreements with the UW System and Michigan Tech.
- The School of Engineering and Advanced Manufacturing will be posting an Engineering Pathways Coordinator shortly.

Next Meeting Details

The committee will be sent meeting details at a later date.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee

11th April 2023 | 3:00pm to 4:30pm | F107 STEM Center/Zoom



Contact Details –

Iain Cameron

Dean, School of Engineering and Advanced Manufacturing

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Heidi Latendresse

Learning Coordinator, School of Engineering and Advanced Manufacturing

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Michael Kowal

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Stephanie Christensen

Advisory Committee Chair (Vice President-EMCS, Inc.)

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Susan Clark

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Culinary Arts Advisory Committee Meeting Minutes

Date: 04/11/2023

Time: 2:00 p.m. – 3:30 p.m.

Location: Spoons

Attendees

Industry Members:

- Carlie Peterson – Greenwood Hills Country Club
- Jamie Winch – Wausau East High School
- Liz Moens -- Culver's of Wausau

NTC Team:

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

Welcome

Lisa welcomed everyone and thanked them for attending the meeting.

Update and highlights from last Meeting (10.25.2022)

Minutes from the previous meeting and opportunity for edits were made available.

Chair Election/Appointments

Olivia Telschow was nominated and approved as Chair of the Culinary Arts Advisory Committee

Industry Discussion

• **Industry Trends**

- **Carlie Peterson** – Recently accepted a new position as Executive Chef and Kitchen Manager at Greenwood Hills Country Club. Hiring is still difficult in the industry but the Workforce Development program that NTC is looking to implement is very exciting, especially if NTC will be working with any special needs services. Hiring is a major concern at Greenwood Hills and something they are addressing immediately. It would be very helpful if NTC can help kitchen staff gain as many skills as possible such as changing the garbage bag, general hygiene, kitchen maintenance, and the bare minimum you would want someone to be able to do coming into a kitchen, even if they are not exactly culinary skills. They are in need of auxiliary workers all the way up to cooks and are hiring for banquets, servers, etc. They need employees by the beginning of May and can start as high as \$17.00 per hour depending on experience.
 - **Jamie Winch** – Wausau East just re-implemented an adaptive food class where special needs students learn basic culinary skills. There are several high functioning students that really like that class so she can mention Greenwood Hill's hiring needs to them.

- **Lisa Peterson** – The contact at Northern Valley Industry who can help with hiring is Sherri Waid, who also teaches at NTC. Goodwill is also a great resource to reach out to regarding hiring.
- **Jonathan Reinke** – The manager of Granite Peak Ski Hill, had to lay off several employees at the end of their season so he may be able to reach out to them about Greenwood Hill's hiring opportunities.
- **Liz Moens** – Culvers has a lot of the same struggles as a full-service restaurant with the exception of the menu, especially in terms of people. In the last three years, the 14–15-year-old employees have been their best workers. Most applicants that do not show up for interviews and most of the employees who don't work out are generally adults so they have been focusing time and energy on the younger employees. It does take longer for the younger employees to work the hours that Culvers needs them for but this focus still benefits Culvers in the long run. These younger employees seem more open to the understanding that there are expectations on the job and are more excited about earning money. It seems like the college-aged employees are afraid of taking on too much and doing whatever needs to be done.
 - **Brock Decker** – There are several students in college who are against being employed while going to school. They have great skills and they may fit in really well with a local employer but they are just not interested.
 - **Jonathan Reinke** – What is Jamie seeing in the high school in regards to work ethic in 9th-11th grade?
 - **Jamie Winch** – A good majority of students work while in high school; several have jobs in the fast-food industry. Athletics can be a factor as to why several student's do not have jobs. There is a drastic division between the students who want to work and are "go-getters" compared to others who sit back and let other people do work for them. If they do not enter high school with a good work ethic, it is an uphill battle to instill that in them. Cell phone usage in class is also an issue. There is a building wide policy about not having cell phones in class but the enforcement is left up to the teacher which creates a big diversity on how the policy is being upheld. Students are all given a Chromebook to use in class but sometimes they are very slow and if students need to look something up it is faster to do so on their cell phone.
 - **Carlie Peterson** – Working with high schoolers at the ski hill was an eye-opening experience. Young people frequently used their phones while at work.
 - **Liz Moens** – Culvers has a very strict requirement regarding cell phone usage while at work; everyone's cell phone is locked up in the office as soon as they get there. They have shoe racks with everyone's names on one that everyone must put their phone in during their shift and managers are the only ones who have access to that locked office. Some people are okay with that policy but some people do not want to work there because of that and they go elsewhere which is fine because then managers at Culvers do not have to worry about this issue. This policy can cause issues with hiring when they are short staffed but it has helped weed out people who can't meet that expectation. Culvers made the decision to be firm on this policy 4-5 years ago and it was hard to enforce at first but now they have been doing it for so long that it is not an issue. Employees can have their phone on them in emergency situations but those situations are very rare and they can have someone just call the restaurant if it is truly an emergency.
 - **Brock Decker** – It is great to know about that firm policy so that the Culinary Arts program at NTC can justify their policies as it aligns with industry standards.

- **Travis Teska** – Culinary Arts students are not allowed to use their cell phones in class unless there is a good reason or the cell phone is somehow incorporated into class. There are times students need to find a recipe on their phone or they want to take a picture of something that they've made. The students also know that whenever they touch their phone, they will have to wash their hands so it is also a sanitation issue. Culinary classes at NTC use recipe books and not tablets that way there is not issues with technology lagging and they can write on the recipe if something were to change.

Instructional Area/Program

- **Enrollment Update**

- Enrollment for Fall 2023 semester started on 4/10/2023
- 33 active applications for Fall 2023
- 3 students enrolled for Fall 2023
- **Lisa Peterson** - Admissions is testing a new way they are admitting students in the Culinary Arts and Cosmetology programs. In the past, once these programs had accepted the maximum capacity of 12-24 students, any student who applied after that and met admission requirements would be put on a waitlist. If a spot in one of the programs opened up before the semester began, admissions would contact waitlist students only to find out that they had perused other options and the programs would not run at maximum capacity. Now, all students who meet admission requirements for these programs get a letter stating that they've been accepted but they are also informed that they do not have a spot in the program until they've enrolled in classes so it is now on a first come first serve basis. We currently are planning for one cohort for first year students and one cohort for second year students but we are hoping to eventually have more than one cohort of first year students based on enrollment numbers.
 - **Travis Teska** – We're hoping we will get more serious students with this new way of admitting into the program. We found that many students applied to these programs on a whim and did not fully understand the commitment of the program and would not ever enroll in classes and we'd then miss out on the next person on the waitlist. With first come first serve, a student who wants to be in the program will need to enroll in classes or they do not have a spot.

- **Hospitality Management Program Update**

- **Brock Decker** – This is a new program at NTC starting Fall 2023 that focuses on management level hospitality professionals in tourism, lodging, resorts, etc. This program is being offered via Virtual College which means the students never actually need to come to campus as all class material and assignments is done online.

- **Culinary Workforce Training Program Update**

- **Jonathan Reinke** – NTC received a grant through EWD for under employed people in the Wausau area that want to gain work skills in the food and beverage industry but do not currently have knowledge of the industry. This is an eight-week boot camp funded by State and Federal funding that will pay an hourly wage to 10 people who enroll in this summer class and will also pay them for their summer internship. This class will include what to expect in a restaurant, how to come to work in uniform, sanitation basics like showering, entry level cooking skills, safety skills, cleaning skills, and customer service skills. Then the student will go out into the workforce for their internship. Those enrolled in this class will earn college credits, some of which that will apply to the Culinary Arts 2-year program. There are also two high school interns that will be helping run this class over the summer.

- **Pasture to Plate Butchery Program Update**

- **Travis Teska** – NTC received a grant to start our Pasture to Plate program this fall. This is a program that will train students how to become butchers because meat processing businesses in the area are booked out about two years right now. NTC is going to build a cold lab where we can teach meat fabrication techniques, HASA sanitation requirements, and sausage and bacon making. Students will also learn how to educate consumers on how to cook different types and cuts of meat and there will also be a small butcher counter in the cold lab where they can sell what they make. There will also be a mobile slaughtering vehicle for this program that will go to farms with the students and meet the state inspector and students will be taught how to slaughter livestock such as beef, hogs and lamb. Since the inspector will already be at the farm when this happens, the meat can be taken back to NTC, cut up in class in the cold lab, and then sold at the butcher counter. We have an adjunct instructor that has his own mobile slaughtering unit who will be teaching the Ethical Livestock Harvesting class at the farm. The 5-year goal is to be fully inspected so that we can sell meat outside of NTC to suppliers and to be able to go to a farm, slaughter an animal, bring it back to NTC, cut it up, and give the already inspected meat back to farmer. We are hoping people who graduate from this program will start their own meat slaughtering operation with a fabricated vehicle. The government grant will be covering tuition for this program. We currently have 3 students already enrolled for this fall.

College-Wide Initiatives

Lisa reviewed the following presentation with the committee:



Advisory Committee
PowerPoint Spring 2

Other items

- The NTC Community Open House is on Wednesday, May 3rd from 3:30pm-5:30pm for anyone interested in learning more about the programs at NTC.
- The NTC Scholarship Brunch is on Sunday, April 30th where all proceeds to go scholarships and helping students.

Next meeting schedule & agenda items discussion

Next Meeting will be on Tuesday, October 24th, 2023 at 2:30pm in Spoons

Hospitality Management Program Development Ad-Hoc Advisory Committee Agenda

Date: 04/12/2023

Time: 3:00pm-4:30pm

Location: Zoom

Attendees

Industry Members:

- Trever Lloyd – Greenwood Hills Country Club (soon to be Wausau Country Club)
- Christopher Stamm – Jefferson Street Inn & Event Center
- Nick Patel – Sunshine Properties
- Jodi Maguire – Wausau/Western Wisconsin Visitor & Convention Center
- Tracey Erickson – Bantr Living
- Nic Barnes – Bantr Living
- Greg Fisher – Granite Peak Ski Hill
- Clyde Nelson – Merrill Area Chamber and Visitor Bureau
- Jon Kluever – Holiday Inn & Suites, Central Wisconsin Lodging Association

NTC Team:

- Lisa Peterson – Associate Dean, Business, School of Business
- Brock Decker – Faculty, Culinary Arts
- Valerie Becker – Administrative Assistant, School of Business
- Amy Denissen – Student Success Advisor

Welcome

Lisa welcomed everyone, thanked them for attending the meeting, and everyone did introductions.

Instructional Area/Program

- **Hospitality Management Program Overview – Brock Decker**
 - It was communicated during the Hospitality Management DACUM (Developing a Curriculum Meeting) in Spring 2022 that the hospitality industry really needs well trained people, particularly with the skills that would be developed during an internship or on-the-job training. There was also the hope that a student who may intern with a business in the hospitality industry would continue working there once their internship ended.
 - We've put together a 2-year program that has three internships taking place in semesters two, three, and four. Once the student gets an understanding of hospitality after the first semester, they are required to find employment in the industry to continue in this program. Ideally, that employment will be with a business of one of our committee members. We want to develop this program to fit each business's specialty, including restaurants, hotels, resorts, etc. Once the program is complete, the student will have the experience and training necessary to succeed in management in this industry. We also want to help develop the student's social skills during those internships.
 - **Travis Lloyd** – It is important that the people coming into the industry have the formal training before getting hired because it is immediately apparent when

they do not have this. Often times employers in this industry take an applicant's word that they are qualified, which is a lot of risk for the employer, only to find out later that they do not have the experience that was needed.

- **Brock Decker** – We are hoping that the industry members can help NTC market this program to their new hires or old hires that need to be refocused. This way we can train current employees that have potential and new hires that do not have any experience. With the education at NTC and the on-the-job experience, we can turn these employees into the next managers.
- **Hospitality Program Course Outline - Brock Decker** – We will be discussing our general course outline but keep in mind that these courses are moldable. If anyone thinks that something is missing or there's something that has too much focus, please be sure to provide this feedback.
 - **Virtual College** – This program is done entirely through Virtual College meaning students do not have to come to campus and can attend virtually whenever it works for their schedule. Employees in the Hospitality Industry often work long hours and the hours can be unpredictable so it is not always possible to make an 8am class every day. With Virtual College, all lectures will be pre-recorded, there will be required interactions online, and assignments that are due. Students can still meet face to face but is not necessary. A student could be taking these classes anywhere in the world without ever having to come to campus. Hopefully, this gives employers flexibility so that education does not become an issue with employment.
 - **First Semester**
 - **Principles of Hospitality (1 credit)** – Focuses on the history, vastness, different facets in this industry, and the changes that have occurred in one of today's fastest growing industries.
 - **Ethic in Hospitality (2 credits)** -- Talks about basics of ethics and how to make decisions in stressful and sometimes questionable circumstances as well as theoretical keystones.
 - **Hospitality Service Skills (3 credits)** – Teaches students the social skills and etiquette needed to work in all areas of this industry. There will be an open lab for students to interact with real people.
 - **Management Principles (3 credits)** – Provides the ground work of management basics before specific management classes in upcoming semesters, such as Facilities Management.
 - **Second Semester** – The internship begins in semester two. There are also some more detail-oriented classes covered in this semester like Culinary Fundamentals, Facilities Management, Accounting, and Sanitation.
 - **Third Semester** – Students have one internship under their belt going into the third semester so this is the time we start taking their experiences and translating them into managing the industry. This semester focuses on the management aspects of the industry with classes such as Restaurant Management, Hotel Management, Event Planning, and Wedding Planning.
 - **Fourth Semester** – Focuses on areas such as Hospitality Law, Psychology, and a basic understanding of Economics.

- **Lisa Peterson** – Brock’s focus right now has been on developing the first semester classes. Over the summer, he will be developing the handbook outlining the process that we will be using with the employers who take on an intern. This will address:
 - What the placement with an employer will look like.
 - What the responsibilities are of the student, employer, and the college.
 - How credits are determined for the internships.
 - How the employer is the supervisor of the student in partnership with the instructor.
- **Industry Feedback**
 - **Clyde Nelson** – Will interpersonal skills and dealing with people be taught in the Psychology course? Dealing with people in difficult situations and not further upsetting the individual further is very important.
 - **Brock Decker** – Yes, this will be taught in Psychology but also in the Hospitality Service Skills class in semester one. We are going to have to work very hard between the classroom, open lab, and internship to train students the appropriate etiquette of working in this industry.
 - **Lisa Peterson** – During the DACUM last spring, the biggest area of feedback was how important communication is in this industry especially when running large facilities. There is not just one class teaching about soft skills; the notion of communication and soft skills is woven in throughout this program in all four semesters and is the common theme among all of the classes.
 - **Greg Fisher** – Has NTC looked into including aspects of recycling programs and sustainability into this program? Granite Peak has been looking for ways to lessen their carbon footprint and has implanted solar energy and have switched from plastic to aluminum cups that can be recycled; these are also good messages for their guests.
 - **Brock Decker** – The sustainability and “eco-resort” concept is important topic to discuss and will be a component of Sales and Marketing when discussing hotels, restaurants, and event planning.
 - **Nick Patel** – Has three Wyndham Hotels and a Radisson Hotel that has developed recycling initiatives. In 2019 the Wyndham Green hotel group was started with a large focus on recycling.
 - **Jon Kluever** – If a student wants their emphasis in this program to be on running resorts, how will that work since there are not any major resorts in this area? Could the internship be a hybrid model where the student spends time at a hotel, then goes to Granite Peak with Greg during the winter months, and then goes to Wausau Country Club with Trevor during the summer months?
 - **Lisa Peterson** – Agreed that a round robin internship is an interesting concept.
 - **Brock Decker** – The general idea with the internship is for the intern to be a potential employee while doing these three internships with the same employer. This way, the employer will help them continue to grow and show them why they should stay employed with them after their internship is complete. However, an employee who wants to gain as much experience as possible may not be able to get all of this experience from one employer so we going to have to be open to what we do. It is possible to have an intern move between employers but the

Virtual College aspect also allows a student to move to a location that has a resort that they may be interested in working for long term.

- **Clyde Nelson** – Asked that a copy of the proposed curriculum be sent to everyone so he can share with his local hotels.
 - **Lisa Peterson** – Agreed that we will send out a copy of the curriculum, class titles, and class descriptions for everyone to review. Please keep in mind that the descriptions and what is covered General Education classes included in the curriculum cannot be changed as they are managed by a different department.

Other items

- **Formal Advisory Committee - Lisa Peterson** – The Wisconsin Technical College System requires us to have an official advisory committee for all programs at NTC and especially for new programs like this one. Unless there are any objections, we would like make today's participants the official Hospitality Management Advisory Committee and create a directory with all of your names. We will meet once in the fall semester and once in the spring semester. The purpose of the Advisory Committee is to let us know what is happening in your industry so we can adjust our program to meet those needs. This program relies heavily on internships so we will continue to ask for your feedback to help us find places for students to intern and give them positive experiences.
- **Summer Meeting – Lisa Peterson** – With this program just kicking off we may need to meet late this summer. Brock is developing the Internship Handbook and the employer/student training this summer and we would like the Committee's feedback on that.
- **In Person Meetings – Brock Decker** – It will also be beneficial to meet face-to-face with industry members. It would be great to see your establishments, see what you are doing daily, and to discuss the ideas you have for a potential intern so those components can be added to these classes. Please reach out if any other ideas come up after this meeting.

Next meeting schedule & agenda items discussion

Next Meeting will be held this summer on Tuesday September 12th at 3:00pm via Zoom.

Medical Coding Advisory Committee Meeting Minutes

Date: 4/12/2023

Time: 12:00pm-1:30pm

Location: Zoom

Industry/Student Board Members

- Laurie Fitzsimmons, Coding Director, Aspirus
- Sheri Knutson, Team Lead, Aspirus Clinics
- Beth Radke, Customer Service Representative, United Healthcare/UMR
- Jessica Scharfenberg, Executive Director, Healthfirst
- Leslie Southwood, Coding Compliance Specialist/Revenue Integrity, Marshfield Clinic
- Linda Michalewicz, Outpatient Surgical Coder, Marshfield Clinic Health Systems
- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Jeni Wesenick-Nelson, Senior Administrative Program Specialist, North Central Health Care
- Tiffany Woytasik, Claim Operations Manager, UMR
- Mary Jo Zeise, Manager, Claim and Service Operations, UMR

Attendees

Industry Members:

- Beth Radke, Customer Service Representative, United Healthcare/UMR
- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Linda Michalewicz, Outpatient Surgical Coder, Marshfield Clinic Health Systems
- Sheri Knutson, Team Lead, Aspirus Clinics

NTC Team:

- Amy Denissen, Student Success Advisor
- Laura Ahonen, Associate Dean of Allied Health
- Sara Nickel, Medical Coding Faculty

Welcome & Introductions

Jennifer Underwood, Revenue Cycle Trainer, Aspirus and Committee Chair, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

Update and Highlights from Last Meeting

Jennifer Underwood, Revenue Cycle Trainer, Aspirus pointed out that the Fall advisory meeting minutes were sent out prior to the meeting, and no one suggested changes. Sara Nickel, Medical Coding Faculty, shared that Becky Leopold, who previously set up advisory meetings, has taken a new role at the college and the School of Health is working to hire a new administrative assistant. Sara also noted that Laura Ahonen was new to her role as Associate Dean of Health.

College-Wide Initiatives

Laura Ahonen, Associate Dean of Allied Health, presented the Northcentral Technical College (NTC) College-Wide Initiatives including:

Thank You from NTC

- NTC is providing mugs to advisory committee's members as a thank you for attending the Spring advisory committee meeting.
- Mugs can be picked up at any of NTC's campus locations.

New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts
- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Healthcare 4.0 Initiatives

- Provide interdisciplinary education
- Redesign of building space
- Innovative educational experiences
- Explore new health programs
 - Respiratory Therapy
 - Pharmacy Technician
 - Central Processing

NTC Accreditation, Higher Learning Commission (HLC) Update

- Site visit in November 2023
- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and member of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement

Resources for Student Support

- Unlimited access to free mental health services through The Virtual Care Group
- The Advising Specialist can help connect the student with other emergency financial, computer and community resources
- Timberwolf Learning Commons, with library, tutors and coaches available
- Student scholarships
- Student Life offers a number of programs, both in-person and remote, to allow students to meet each other, get involved, relax and have fun

Workforce Training and Professional Development Initiatives

Workforce Training and Professional Development (WTPD) offers a wide variety of Professional Development and Community Education Classes. Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series

- 7 Workplace Communication Trends
- Beekeeping
- Ballroom and Swing Dance
- Cooking Classes

Industry Trends

Sheri Knutson, Team Lead, Aspirus Clinics shared that she has been in a lot of different areas of medical coding including family practice, specialty coding, dentistry, and now in the clinical documentation with the HCC (Hierarchical Condition Category) risk adjustment focus. Sheri explained that the industry trend of value-based models for the Medicare, Medicaid, and other Affordable Care Act payers makes diagnosis coding of chronic conditions even more important. It surprises her that coders have to be reminded to code to the highest specificity and make sure that the diagnosis code is supported by documentation.

Beth Radke, Customer Service Representative, United Healthcare/UMR reported that UMR has two new training classes open for Customer Service Representatives in the middle and end of May and are hiring for those positions. She stated that usually 15 to 20 individuals partake in the training, and individuals in the Customer Service Representative roles can be fully remote.

Linda Michalewicz, Outpatient Surgical Coder, Marshfield Clinic Health Systems shared that Marshfield Clinic has transitioned from the electronic medical records (EMR) software Cattails to Cerner Soarian. There have been some challenges, and Marshfield Clinic has hired some contract coders to assist with coding during this transition time. Once everyone is more comfortable with the new EMR, they will plan to hire more coders. Marshfield clinic is also transitioning from Skype Business to Microsoft Teams. Sara Nickel, Medical Coding Faculty asked if a recent article she saw about Marshfield Clinic layoffs and staff cuts impacted medical coding positions. Linda replied that it did not, but it affected management positions and telehealth department positions.

Jennifer Underwood, Revenue Cycle Trainer at Aspirus shared that it has been two years since Aspirus acquired many of the Ascension locations. There were many openings because of the acquisition, and while that has slowed down there are still some openings. Jennifer explained that a lot of the positions are remote, and if it does not require direct patient contact the position can work from home. Jennifer reported that she is seeing more new hires that come from either a different healthcare position or another industry as opposed to new graduates. Sara agreed that she is seeing students that had a prior healthcare career, and she thinks partly it is because being able to work remotely is appealing. Sheri stated that her management team

has created a four-to-five-week onboarding process for new coders, as the trend continues to move towards fully remote teams that work across the United States in different time zones. Sara thought the onboarding process is a great idea, especially for new graduates and having them feel supported. Jennifer added that she is a member of the Wausau and Marshfield AAPC (American Academy of Professional Coders) chapter. She explained that AAPC is a coding related organization, but it is not just for coding, and they have turned their focus to other types of revenue cycle related roles as well. The AAPC is always looking for new members.

Amy Denissen, Student Success Advisor, agreed that a lot of students mention that working from home is appealing but also that it is not labor-intensive work. Amy asked the advisory group what would be important to provide to students who are interested in starting the Medical Coding program. Advisory members agreed that successful coders have the following characteristics:

- Self-starter
- Willing to learn new things everyday
- High attention to detail
- Ability to focus and read for extended periods of time
- Good comprehension skills especially related to Medical Terminology, Anatomy and Physiology

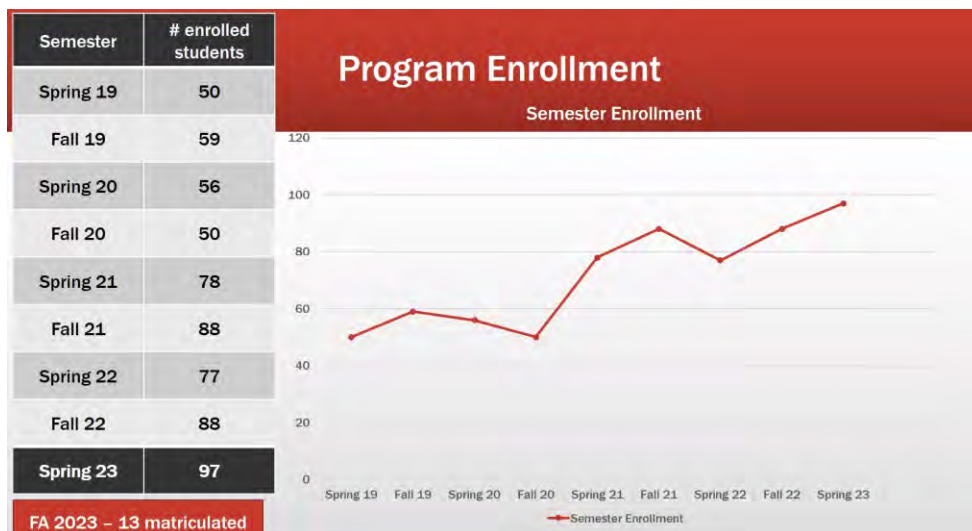
Jeni Wesenick-Nelson, Senior Administrative Program Specialist, North Central Health Care, was not able to attend, but shared in an email that from her perspective in a long-term care setting that long-term care has remained stable with no major changes regarding coding, EMR, or pay changes. There are a few openings at North Central Health Care including medical coding specialist positions.

Sara asked for some input on the Artificial Intelligence (AI) software that is now available. She explained that she was worried that students would use AI software for assignments, but when she tried it out some of the codes were correct and some were not. Sheri shared that management has investigated AI; however, she explained that it was very expensive, and users still need to have exceptionally good foundational knowledge to understand the methodology being used. Jennifer agreed that AI could be used to support the coding process, but a coder is still needed to make sure it works correctly. She added that they use vendors for other things such as calling to get claim statuses, and the vendors might use AI software to gather additional information. Beth explained that she is on the receiving end of the AI calls, and they are incredibly irritating. The AI callers ask questions that they do not need the answers to, and do

not accept information that might be needed if it is not on the list, she added that she did not know how beneficial they are for the cost.

Program Updates

Amy Denissen, Student Success Advisor, presented on program enrollment and displayed the following chart:



Amy explained that 15 students are completing the Intermediate Coding course, which is their last program course, then graduating and entering the workforce in May 2023. Amy encourages students to complete a coding certification after graduating. The program is set up to be completed in three semesters, but there are students that complete it in four semesters which is considered more of a part time track. Sara Nickel, Medical Coding Faculty, agreed and mentioned that it is rare to have full time students in the Medical Coding Specialist program. Amy further explained the dip in enrollment during the Fall 2020 semester could be related to COVID-19, but also the pandemic helped the public realize that healthcare individuals are really needed and that there are opportunities to work remote in healthcare. Amy talks with students and explains that while being able to work remotely may be appealing, they really need to want to do the work of a coder.

Sara explained that the Medical Coding Specialist program is state aligned. Each Wisconsin Technical College that offers the program would offer the same classes and each class would have the same course description and competencies. Each college is allowed to develop different learning activities and assessments. Below is how NTC divides the courses into three semesters:

NTC Medical Coding Specialist – Technical Diploma

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

Sara discussed Technical Skills Attainment (TSA) with the advisory group and explained how the Wisconsin Technical College System (WTCS) uses it to review whether graduates are meeting program outcomes. Each technical college has a set of program outcomes that are broad areas of knowledge that students should obtain upon completing the program. The Medical Coding Specialist program has the following program outcomes:

- Collect health data
- Apply coding and reimbursement systems
- Model professional behaviors and ethics
- Use electronic applications to manage health information

The students take a mock Certified Coding Associate (CCA) examination in the Intermediate Coding course. Data is collected based on how students do on the exam and below is the scoring guide:

Scoring Standard

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

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

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

Student Name: _____

ID #: _____

Evaluator Signature: _____

Date: _____

Sara shared the chart below displaying the TSA results. The goal is to have as many students as possible pass the exam, but also to be at or above the national average for the American Health Information Management Association (AHIMA) CCA pass rate. The program students have done very well over the last several years.

Semester	Total Students	Total Passing	Total Failing	Pass Rate	AHIMA CCA Pass Rate
Fall 2022	10	8	2	80%	70% (2022)
Spring 2022	9	7	2	78%	74% (2021)
Fall 2021	18	17	1	94%	85% (2020)
Spring 2021	14	12	2	86%	85% (2020)
Fall 2020	11	10	1	91%	82% (2019)
Spring 2020	10	9	1	90%	82% (2019)
Fall 2019	7	7	0	100%	77% (2018)
Spring 2019	8	8	0	100%	68% (2017)
Fall 2018	4	4	0	100%	68% (2017)
Spring 2018	10	8	2	80%	68% (2017)

In a previous advisory meeting, a member asked if individual course reviews were needed. Sara explained that it is no longer needed because the program is state aligned, but she decided to start doing a course highlight for the advisory members to see a little more in depth what the

students are learning in the individual courses. Sara shared information for the Intermediate Coding course:

- Course Number/Name: 10-530-165 Intermediate Coding
- Course Description: Prepares students to assign ICD and CPT/HCPCS codes supported by medical documentation and official coding guidance to support appropriate reimbursement. Students will participate in CDI activities, including preparation of appropriate physician queries in accordance with compliance guidelines.
- Course prerequisites: Pre/Corequisites: 10-530-199 ICD Procedure Coding, 10-530-197 ICD Diagnosis Coding, 10-530-184 CPT Coding, and 10530159 HEALTHCARE REVENUE MANAGEMENT or 10530185 HEALTHCARE REIMBURSEMENT
- Course Competencies:
 - ASSIGN reportable diagnosis and procedure codes for cases with moderate to advanced clinical complexity
 - INTERPRET coding advice (Coding Clinic, CPT Assistant, Clinical indicators, etc.) in the process of coding cases with moderate to advanced clinical complexity
 - ABSTRACT data elements for the purpose of coding, reimbursement, and data collection
 - PERFORM coding and grouping processes using electronic applications for cases with moderate to advanced clinical complexity
 - VALIDATE the accuracy of coding (coder/CAC), abstraction and grouping of cases with moderate to advanced clinical complexity
 - CONDUCT clinical documentation improvement activities
- Course Modules:
 - Medical Coding Overview
 - Inpatient Facility Coding
 - Ambulatory Facility Coding
 - Physician Based Coding
 - Physician Query Process, Clinical Documentation Improvement (CDI) and Advanced Coding Practice
- Sample Activities/Assessments
 - Coding Guidelines and AHA Coding Clinic Assignments
 - Inpatient Case Studies: Assignment of ICD-10-CM/PCS, POA Indicators and DRG
 - Ambulatory Facility Case Studies: Assignment of ICD-10-CM, CPT/HCPCS and APC
 - CDI Toolkit: CDI background, accuracy of information

- Physician Query Case Studies: Compliant versus Non-Compliant
- Computer Assisted Coding: Interpret results of CAC (Computer Assisted Coding) software for a variety of cases (ambulatory surgery, ER, Inpatient, Physician Office), review documentation and select diagnoses and procedure codes generated by the CAC
- Mock CCA Examination

Sara asked advisory members if they had any feedback. Sheri Knutson, Team Lead, Aspirus Clinics commented that she really appreciates the new guidelines for CPT (Current Procedural Terminology) and how simplified they are now. She acknowledged that not all providers are following the new guidelines and their notes are still complex when reviewing. Sara explained that part of the challenge in the Medical Coding Specialist program is making sure the courses are updated to the most current guidelines. Sara asked the advisory group if the course highlight was helpful, and the response was positive.

Other Items

Linda Michalewicz, Outpatient Surgical Coder, Marshfield Clinic Health Systems is a professional tutor in the Center for Health Science Academic Resource Center and shared that they have been utilizing the Anatomage table. She explained that the Anatomage table could be useful for Medical Coding students to see the different parts of the body that they are coding. Sara Nickel, Medical Coding Faculty, pointed out that students in the program are 100% online, but if students are in the area, they are welcome to come to campus to utilize this resource. Other resources are used in online courses to give students similar experiences. Sheri Knutson, Team Lead, Aspirus Clinics, thought it was great to hear about all the hands-on opportunities that Healthcare 4.0 with bring. Linda agreed that 100% online programs can be challenging and that is one reason she became a tutor, to be able to provide that side-by-side contact with the students.

Next Meeting Schedule & Agenda Items Discussion

A fall 2023 Medical Coding Specialist advisory committee date and time was not scheduled at this meeting, but it will likely be a mid-day Tuesday or Wednesday time. As the fall semester nears, more information will be emailed to the advisory board. If members have any topics for



upcoming meetings or would like to speak to Sara with any questions/comments/concerns, please reach out at nickel@ntc.edu.

Sports & Recreation/Hospitality Advisory Committee Meeting Minutes

Date: 4/12/2023

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Mark Dorow - Wausau/Marathon County Parks, Recreation & Forestry
- Mark MacDonald – Wisconsin Woodchucks
- Chris Handrahan - D.C Everest School District
- Haley Houghton – Woodson/Aspirus YMCA

NTC Team:

- Jon DeGroot - Dean School of Learning Technologies
- Matt Chitwood – Faculty
- Jake Seever - Learning Coordinator
- Courtney Shilts - Administrative Specialist
- Amy Denissen - Student Advisor

Welcome + College Updates

Jon DeGroot welcomed everyone and thanks everyone for attending. NTC faculty and team gave brief introductions. Jon shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC). An outline of what was shared is below:

Thank you from NTC

On behalf of NTC, **thank you** for serving as a member of our IT Program Advisory Committee!



You can pick up your mug in any of our Campus Locations.

Let Courtney Shilts, shilts@ntc.edu know so she can let the front desks at the main entrances know you plan to pick one up.

New Programs 2022-2023

- Diesel Technician Apprenticeship
- Liberal Arts Associate of Arts



- Liberal Arts Associate of Science
- Garden to Market Specialist
- Pasture to Plate Butchery Certificate
- Nail Technology Certificate

New Proposed Programs 2023-2024

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

Jon DeGroot shared if there are other programs in the IT area that the committees feel beneficial that we do not currently address, please let us know.

Healthcare 4.0 – The Future of Healthcare

Jon DeGroot shared we are redesigning the space and implementing innovative educational experiences with virtual reality and immersive simulation room to help the students have a more realistic hands-on experience.

NTC Accreditation – Higher Learning Commission (HLC) Update site visit scheduled for Nov 2023

- Accreditation means a college or university has undergone a review and has met a certain level of quality
- Colleges choose to be evaluated by accreditors so that potential students and members of the public know the institution:
 - Meets accreditation standards
 - Has proof of stability
 - Engages in good governance
 - Engages in self-evaluation and improvement
- In addition to the Institutional – HLC – NTC has 25 Programmatic Accreditations, for example:
 - Automotive (ASE)
 - Nursing (ACEN)
 - Dental (CODA)
 - EMT (CoAEMPS)
 - Medical Assistant (CAAHEP)
 - Business (ACBSP)

All NTC staff are working on completing preparations for the upcoming HLC site visit. Without HLC accreditation, we lose out program accreditations.

Workforce Training and Professional Development

WTPD offers a wide variety of Professional Development and Community Education Classes.

Upcoming topics include:

- Trauma Informed Care Seminar
- Workplace Safety Planning Speaker Series
- 7 Workplace Communication Trends
- Beekeeping

- Ballroom and Swing Dance
- Cooking Classes
- For more information on the class options provided through Workforce Training and Professional Development click the following link.
<https://conta.cc/3nhUblG>

Student Support:

The following are resources available to our students:

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

Update and highlights from last Meeting (3/30/22)

Jon DeGroot, Dean, addressed the previous meeting minutes and inquired if anyone had any questions, comments or changes that should be made to the minutes from the fall 2022 meeting. No one noted any changes, however, if you note anything, please contact Courtney Shilts, Administrative Specialist shilts@ntc.edu

Instructional Area/Program

- **Industry Trends**
 - Mark Dorow, Recreation Superintendent for Marathon County Park and Recreation. Oversees all the recreation programs including the swimming pools over the summer in their department. Current trends, he has been doing Esport events with NTC. Creating a new flag rugby program that will be coming out this year in addition to the general program throughout the year. They have Children's Festival at Marathon Park on May 13th which really promotes all that the community has to offer and resources available. He also shared they will be doing a Movie in the Park series on Thursday on the 400 block. He included the Summer Recreation Guide in the chat with other upcoming community activities.
https://www.canva.com/design/DAFd1_gp_aM/DMyAortABk-IB2TpLknwvg/view
 - Matt Chitwood asked if they would like an Esports booth at the upcoming Children's Festival. Mark agreed it would be a great place to showcase esports.

- Chris Handrahan, DC Everest Greenheck Field House. He shared he mainly works with the district's youth sports and some adult sports programs.
- Haley Houghton, Woodson/Aspirus YMCA. She shared the YMCA has an upcoming family event on April 29th featuring open swim, bounce houses, etc. She offered for NTC to come as well. Haley runs all of the youth sports through 11 years of age along with the karate programs, youth cooking classes and toddler time along with youth development and families.
- Mark Macdonald, Owner of the Wausau Woodchucks. 2022 was a great year for them on and off the field. Last year seven of their players were drafted into minor league baseball. On the other side revenue is up 30%. People wanted to get out. The advertising is a little soft, which can be a sign of weaker economy. This year they are getting a video board. He shared not everyone comes to watch baseball. Some come out to interact with the fun in between innings and interact with coworkers, friends, family etc. Last year they were featured on ESPN. It also created a challenge because they need to get out and get better video interns. This has also been a big change over the years. He shared 10 years ago he didn't have video or social media interns and now he has seven of them. This year they will have 20 interns coming from all over the country. Some from hotel/restaurant industry handling the concession stands, video/social media interns, marketing, and sales/ticketing. Going forward in 2025 they plan to start a collegiate softball version of the Woodchucks. Collegiate softball is becoming bigger than baseball. When presenting it to the City Council, he shared he is opening Athletic Park up to the other 50% of the population. Mark also shared his biggest need from NTC is summer interns.
 - Jon DeGroot shared about NTC's video production program.
 - Mark mentioned he has had a hard time getting an intern from the program.
 - Jon DeGroot mentioned he would connect with the Dean in that area and help promote intern opportunities. He also shared more on the Studio 7 space.
- Jon DeGroot asked if anyone is using Canva for content creation.
 - Chris Handrahan, Mark Macdonald, Haley Houghton all shared they also use Canva.
 - Jon shared NTC now has a site license so all our students can use Canva for free. Currently have a limited number of staff licenses but with so much interest we will be looking at expanding that.

- **Program Information**

- **Enrollment Report:**

- Amy Denissen shared the following information:

- 11 current students
 - 5 starting this Fall 2023 semester
 - About 5 are not enrolled this semester but were in Fall 2022 so could be coming back. Amy mentioned she sees adults in these courses that take some courses in the fall and then a break in the spring.
 - The current program modifications that were recently completed should bring more students into the program.

- Matt Chitwood shared the program broke down by term which is outlined in the link below. He also shared the recent curriculum modification for our new committee members. The recent modification was the elimination of the Hospitality course and addition of Exploring Sports Management and Principles of Sustainability in the first term. Risk Management in Recreation replaced Hospitality and Recreational Law. This will give the students more insight on security, law enforcement, special events management keeping the participant or organization liability. Social Media Campaigns 1 was also added. Intro to Sociology was added into the third term. Intro to Ethics in the fourth term was an exchange from Intro to Economics to increase knowledge in ethical situations such as cash, appropriate peer relationships or participants. We did eliminate the internship course as we have several students that are not local in the program so to manage their internships or internships in their location has become challenging.

- Mark Macdonald shared he enjoys the look of the program and as much as it is a sports business it is a lot bigger than just that. He also shared at the major leagues it is more analytics.

- Jon DeGroot shared even though we are moving away from the internship within the program; however, we are still offering it this summer if any of the organization are looking for interns just for this summer for the credential. Come fall is they find something they can get credit for prior learning for the completion of it.

- Chris Handrahan asked if a paid position would fill the credit for prior learning or does it have to be an unpaid position. Jon DeGroot and Matt Chitwood did confirm it can be a paid position.

- Matt Chitwood also shared the possibility of offering Exploring Leisure and Recreation and Exploring Sports Management in person in the fall to form some connections with the students coming right out of high school. Visit local organizations and have the opportunity to make those connections within the community.

<https://www.ntc.edu/academics-training/programs/all/associate-degree/sports-and-recreation-management>

- **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
- **Advisory Membership Term Length/New Members**
 - We have new guidelines coming out for our advisory committee members. If there are individuals that you know or work with who would like to participate with this committee, please invite them or share their contact information with Courtney at shilts@ntc.edu We would like to include additional members to share their industry perspective and represent additional employers in the NTC region.

Next meeting schedule & agenda items discussion

Next meeting date is tentative for early November, more information to follow.

Jon thanked everyone for attending and providing great feedback.

**Paralegal/Legal Studies
Advisory Committee Meeting Minutes**

Date: 04/13/2023

Time: 4:30 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- William Harris – Attorney; Judicare Legal Aid
- Amanda Ley – Court Commissioner; Marathon County
- Anne Ivaska – Nurse Practitioner Owner; Elite Male T Clinic
- Chelsea Payant – Attorney; Sommers, Olk & Payant
- JoAnn Mancl – Paralegal; Crooks, Low & Connell

NTC Team:

- Tom Wendt – Paralegal/Legal Studies Instructor
- Valerie Becker – Administrative Assistant, School of Business
- Amy Denissen – Student Success Advisor

Welcome & Introductions

Tom Wendt welcomed all to the advisory committee and everyone did introductions.

Update and highlights from last Meeting (11.17.2022)

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

Results of Advisory Survey

- **Tom Wendt** – A survey was sent out to this advisory committee's members about a month ago asking for feedback. Some of the results of the survey are as follows:
 - We currently hold the advisory committee late afternoon. Would you prefer to keep it at this time or move it to the morning?
 - **Results:** Keep it in the afternoon
 - Should we keep the format of the meeting via Zoom or meet in person?
 - **Results:** Keep it via Zoom
 - Do we need to create a sub-committee for Paralegal?
 - **Results:** 5 people voted not to have a subcommittee and 2 people voted to have a curriculum subcommittee. As this program continues to grow, we can readdress the issue of subcommittees.
 - Would anyone like to serve as Chair on this advisory committee?
 - **Results:** Everyone said "no" or "not yet but would consider it in the future"
 - If anyone becomes interested in being nominated as Chair, please let us know. The Chairperson would work with NTC staff to set the agenda for future meetings, preside over the meetings, and help develop any subcommittees. This position runs for two years and consists of just four meetings.

Industry Discussion

- **Chelsea Payant** – We've previously talked about the court backlog from the pandemic. This has now become the new normal as the courts never really caught back up and it seems unlikely that they will. Not all court meetings have gone back to in person; this largely depends on the county, judge, and the types of cases

- **William Harris** – Agreed that is also what he has been seeing.
- **Amanda Ley** – Marathon County judges issued a policy that the default is to attend in-person. Remote appearances require written request ahead of time; however, big kettle call cases do get handled slightly different.
- **Tom Wendt** – In Cook County, Illinois, where Tom previously practiced, courts have realized how it is more efficient for routine matters to be addressed via Zoom rather than in-person. Some of these routine matters are less than a minute so it saves a lot of time and resources to have these meetings via Zoom. People have also become more comfortable with technology due to the pandemic so these things may influence the court's decisions moving forward. Another result of the pandemic is that Cook County set up an early intervention program for evictions with pandemic funding. If an eviction does not have representation on both sides, it is sent to a legal aid agency for early intervention which seems to be providing superior outcomes.
- **William Harris** – Is a big advocate for doing everything via Zoom, especially on the civil side, with the exception of contested divorces. He's been able to do status hearings and motion hearings all via Zoom. In terms of access to justice, representation could be expanded if attorneys did not have to travel as much. As an attorney who travels to 33 northern counties, he could be servicing other clients if he did not have to waste a whole day traveling. Public defenders could also offer representation for more people if traveling to in-person meetings was not a barrier. Moving away from Zoom meetings is a mistake for the courts and it would be interesting to see if representation went up during the Covid period when we were doing more Zoom meetings.
- **Amanda Ley** – In most of the divorce cases in Marathon County, about 70% are unrepresented and 10% had a contested attorney on either side. In the last year there has been a growth in the number of mediated cases. There used to be only two firms in Wausau that offered mediation services for divorces where they are not representing either side; they are just acting as a natural, helping fill out paperwork, and helping both parties reach an agreement without advocating for either side. In the last 6 months there have been about five attorney offices offering mediations services plus mediators from Judicare. This is an interesting area, especially because of the role that paralegals play in these mediations.
 - **Tom Wendt** – Does one have to be a lawyer to be a mediator in a divorce?
 - **Amanda Ley** – There is not a certification needed to be a mediator; anyone can act as one. In 2017, the Wisconsin Supreme Court expanded to allow lawyers to act as mediators in divorces. Now mediations are typically done by lawyers due to the specialized knowledge needed with heavy assistance from paralegals in gathering and completing financial disclosures and addressing all of the different pieces that need to be addressed in a divorce.
- **Tom Wendt** – ChatGPT has been a topic in legal media recently and using Artificial Intelligence (AI) for legal writing. A new GPT program called Spellbook is used for reviewing and drafting of contracts. Chicago-Kent College ran an Arizona Bar Exam through ChatGPT in Fall 2022 when the program had access to 400 billion pieces of data and ChatGPT did not pass the exam. When they sent the Arizona Bar Exam through the program again this spring, it passed without issue when it had access to 200 trillion pieces of data. A lot of people in legal media are very worried about this. There shouldn't be reason for concern; ChatGPT has access to every piece of information that has ever been made available so it *should* pass the Bar Exam. If law school students had access to this much information and no time constraints, anxiety, or pressure then everyone taking the exam would pass, as well. This technology may actually create a more efficient way of doing things such as drafting, but we still have to verify the information because ChatGPT is not 100% accurate. Another fear is that this will cause students to stop studying and they will just put essay questions into ChatGPT and submit the results.

During a demonstration a couple weeks ago, a professor at one of the Paralegal programs in Illinois took some of their legal and writing assignments and ran them through ChatGPT and even though the results were decent, the program cited a couple of cases that did not actually exist. ChatGPT had amalgamated some of the information. ChatGPT is still subject to the same misinformation on the internet just like everyone else is. It is still an amazing piece of technology and the fact that it is significantly more accurate than it was six months ago is incredible but it is not necessarily going to replace everyone.

- **Anna Ivaska** – As an owner of a medical clinic, they have many different types of forms such as informed consent, intake forms, privacy policies, etc. Whenever they bring on a new service, they need to have all of the correct forms related to that service. When using ChatGPT for this purpose, it was able to produce a document in 30 seconds to 5 minutes that would normally take Anna several hours to create. These documents still needed some drafting so oversight is very important.
- **William Harris** – The AI technology is not where we it needs to be quite yet but it will get there at some point. A concern is whether or not unrepresented people will use AI technology in place of a lawyer. It will likely never completely replace lawyers but from an access to justice point of view, it would be better to have this technology when it actually works and so it can provide some sort of assistance to people who would otherwise not have these resources especially with forms and things like that. It could absolutely be an asset once the technology is there. The fear of this technology is misguided but we need to make sure the technology is right before we completely embrace it.
- **Tom Wendt** – The combination of the standardized forms used by the State of Wisconsin and the potential that AI provides us will help expand access to justice. It will particularly help in straightforward, relatively simple matters such as a basic divorce with no property or kids involved, an eviction, or a basic collection action. The problem is that AI will not pick up on things like improper service because it does not have that ability yet but we will see what happens in the future.

Instructional Area/Program

- **Enrollment Updates -- Amy Denissen**

- Open enrollment for Fall 2023 just opened and 2 students are fully accepted into the Paralegal program with at least one being fully enrolled.
- 42 students are taking classes in the Paralegal program in the Spring 2023 semester.
- 6 of those students have completed 75% or more of the program and are close to completion
 - **Tom Wendt** – We do have students who will be graduating this semester, bringing the total number of graduates since the program started in August 2020 to 5. Our first class in 2020 had 12 students who signed up for the program, 7 who made it through the first semester, and 5 total who will have graduated by this May. In fall of 2021 we had 23 new students enter the program, fall of 2022 we had 17 new students enter the program, and we've had some students join the program this spring, as well. Considering how new this program is and our limited advertising, there is a significant interest every semester. Most of this program is available through Virtual College (VC), which is online, self-paced education, which requires a lot of self-discipline and is not for everyone. Students have a lot of flexibility in this program as all material for a VC class is opened up on the first day of class and students can work at their own pace and set their own due dates as long as they complete all requirements by the end of the semester. Amy meets with every student before the semester starts and Tom meets with everyone the second week of the semester and then every 2-4 weeks after that. These regular check ins are a required part of the program that are graded

but are more of an encouragement of where the student is in the program and helping them out if they have any issues.

- **Amy Denissen** – We are seeing an increase in students returning to NTC overall who may have taken a break during the pandemic. The numbers for the Paralegal program have been slightly increasing which is great considering there has not been a lot of marketing specific to this program. A lot of adult students are coming back to school or starting college for the first time and Virtual College may be what works best to fit around their families and lifestyle. However, their last type of schooling was often in a more traditional setting so online schooling can be a culture shock because the learning environment is not what they are used to. These students require a lot of prepping for the online school setting, especially for the first semester.

- **Program Updates – Tom Wendt**

- **Legal Technology Certificate**

- The Legal Technology Certificate program was created about 7-8 years ago by the National Society for Legal Technology. There are approximately 250 paralegal programs, including 6 in Wisconsin in the WTCS system, that have employed this certificate program.
 - NTC recently approved this certificate program which will replace our current Legal Computer Technology course. This certificate program will be launching in August 2023.
 - Learns are required to complete 12 of the 23 different software programs available. Some of these programs include: Adobe Acrobat Pro DC, Clio, Excel 2019, Microsoft SharePoint, TimeMap 6, etc. Although not very difficult, each of these are fairly time consuming. There will be a text book that is paired with each software program along with interactive videos and embedded quizzes

- **American Bar Association**

- NTC's Paralegal program is not currently ABA approved. However, we have now met all of the requirements to become ABA approved; the last requirement was having a graduation class which we did last May.
 - We have recently paid the \$2,500.00 application fee and we are now starting on the 40-page application.
 - This will require an in-person site visit to be approved. We will have to be reapproved every 7 years and this will be at the discretion of the institution as to whether they want to do it virtually or in person.
 - Once approved, this will be a huge for our Paralegal program especially from a recruitment perspective. A minimum requirement for many attorneys hiring for paralegals is that they graduate from an ABA approved legal program. This will separate NTC from other programs in the area that are not seeking or are eligible for ABA approval.

- **NTC's Legal Clinic**

- This is a program that allows students with a variety of legal problems to receive free legal assistance.
 - A soft launch was done on this program with Lawyers for Learners, Judicare, Wisconsin Bar Association's Legal Assistance Committee, and Ascendum Education. We are one of the 9 school partners with Lawyers for Learners.
 - Students who are interested in this assistance can access a link that goes to the Lawyers for Learners website, fill out a form, and they then get routed to one of our legal partners.

- We are going to launch this program more formally this fall. NTC is going to create a student resources hub on campus and are looking at including legal services as a component of that.
- A Needs Survey is going to be sent out to the student body that will narrow down what areas of law that we are going to be focusing on at first and will likely start virtually due to all of the different counties we cover in North Central Wisconsin.
- **William Harris** – This is another exciting opportunity that will be great for our community. Judicare already does different types of virtual outreach with other counties such as Eau Claire and are now trying to work with kiosks to expand into more communities outside of our area. NTC and Judicare's partnership has gone really well so far and this will be another great opportunity to helping more people get access to justice.

College Wide Initiatives

Tom and Valerie went over the College Initiative Presentation.



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

The next date for the next meeting is Thursday, November 16th at 4:30pm and will be conducted virtually via Zoom.

Graphic Communication Technologies Advisory Committee Meeting Minutes

Date: 4/19/2023

Time: 12:00 p.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Mike Busch – Worzalla Printing
- Scott Reindl – Reindl Printing

NTC Team:

- Darren Ackley – Vice President of Learning
- Dan Seanor – Faculty, Graphic Communication Technologies
- Andy Somers – Faculty, Graphic Communication Technologies
- Valerie Becker – Administrative Assistant-School of Business

Welcome & Introductions

Darren Ackley introduced himself, welcomed everyone and thanked them for attending. Everyone did introductions.

Update and highlights from last Meeting (11.09.2022)

Darren reviewed the minutes from the previous meeting and confirmed with the committee that they are accurate.

Industry Discussion

- **Mike Busch** – Worzalla is looking for people who really want to work in printing but it seems like everybody is just chasing the dollar. They have two different shifts at Worzalla: a traditional 1st, 2nd, and 3rd as well as a continuous workweek where you work 4 days on and 4 days off. The younger employees like the 4 days off with a shift differential that is higher but they struggle with attendance. Worzalla has an attendance program and an employee has to get 12 points before getting fired or 4 points in their first 90 days. They put a lot of training into new hires and if someone is going to miss 4 days in their first 90 days, it is a sign they are not a great investment for the company and its not going to work out. Business has recently been a little slow but they are starting to see things pick up. When business is slow, they do what they can to protect their skilled workers, some who have been there 40 years, by giving them different work when their machinery is down. They are hiring for several positions right now but are waiting for the right candidate to come along. They've hired several NTC graduates in the past who have all gone on to do different things. NTC does great at generating design students which isn't a bad thing but he needs press operators.
 - **Darren Ackley** – The instructors of the Graphic Communication Technology (GCT) program do stress to students that press work is where the money is and there are also a

lot of jobs in that area. However, many students come to NTC looking for more of the design aspect that they are drawn to.

- **Mike Busch** – NTC has a great shop set up for learning printing that is similar to what students will see in the field. It is a great program
- **Scott Reindl** – Reindl Printing recently hired two employees that came from NTC. Both like to work with their hands, they do not have any interested in design, they show up every day and both seem to really like it there. Reindl Printing is currently struggling with replacing their office staff in estimating, billing, planning, and customer service. UW-Stout recently shut down their printing program and they used to recruit from that college but now they will be looking more to NTC for recruiting. They are hoping to bring on other NTC graduates who are interested in a job engineer, job billing, or job estimating position. On the manufacturing side, they are still very slow which is very different than last year. They are not actively hiring for people in the manufacturing facility right now but would hire the right person if they came along. They are doing something similar to Worzalla where they will move their skilled employees to other areas to keep them busy. When talking to paper suppliers, envelopes are still an issue especially in the remittance world. There is plenty of paper available right now but mills are not lowering their prices like they have in the past. Instead, the mills are keeping their prices up and are cutting production and laying off employees. If this keeps up mills may start moving towards white board for cereal boxes or more of a packaging type bleach board. Business is very different compared to last year when printers were calling Reindl to help take on some of their orders but now it is the complete opposite.
 - **Dan Seanor** – The GCT program does have a class called Estimating in the third semester. The first half of this class focuses on positions in the business office of a printing company. This touches on sales, customer service, production planning, human resources and positions that have to do with making money in this business. The last half of this class, students are taught how to estimate live jobs. The GCT program once used Prince Smith software but when everything went cloud based, the licensing became too expensive for just a month of instruction on this topic. Now the class learns estimating for paper, ink, material costs, labor, etc. but they do so on an excel spreadsheet. This way they are still learning the skill of estimating but if they go into estimating, every printing company is going to have their own software anyway. As long as we teach the basics, the specific software is something they can learn on the job. There will be some very good students graduating this year that will be seeking employment so perhaps during the tour of Reindl on May 2nd they can tour the business office and discuss the positions available on the business side.
 - **Darren Ackley** – Is the UW-Stout program that was canceled the same program several of our students would transfer to?
 - **Dan Seanor** – Yes. Two years ago, UW-Stout suspended the program to reconfigure some things but now there is not a clear direction on what is going to happen. UW-Stout was once a school that focused more on the manufacturing side but they went away from that and now focus more on the software side. Students who recently transferred there said that even though they still had machines and the lab, they did not use them much and students learning more production at NTC. When the software side of the program at UW-Stout started to struggle, they suspended the program all together. We no longer have a transfer agreement with UW-Stout.

- **Scott Reindl** – UW-Stout made a mistake when they changed their printing program to be called Cross Medium Marketing because it was confusing to a lot of students. They also changed the program by taking away the manufacturing portion of the program and made it a small section of the curriculum. Now they are suspending the program to reevaluate and a lot of printing companies in the industry who would normally recruit there are pushing them to bring back the program. Many students who start at NTC in the 2-year GCT program would transfer to UW-Stout to complete their 4-year degree. However, Stout is no longer taking any incoming freshman into this program.
- **Darren Ackley** – The printing programs that were in Waukesha and Green Bay both had similar situations. One went more to digital printing and one cancelled the program all together.
- **William Schultz** – NTC does have a transfer agreement with Upper Iowa University. Their website does show the courses they have available but that is the only transfer agreement we have right now for our students.
- **Scott Reindl** – Is the closure of Eastbay affecting anything with the screen-printing program at NTC? Do students still have an interest in screen printing?
 - **Valerie Becker** – Todd Langseth from Eastbay was not able to attend the meeting today because this is the day that they will be shutting down their facility.
 - **Dan Seanor** – The Intro to Printing class teaches every printing process that we can. We still have equipment here to teach screen printing and it is still part of the printing process so we will continue teaching this until it is no longer relevant. Students still look forward to these hands-on projects like designing their own T-shirts from scratch and then printing them. Eastbay is obviously a big business that is going out of our area so we will have to use our advisory committee and talk to other employers to see what the demand is for screen printing is locally.
 - **Darren Ackley** – Sometimes we have to find a fine balance between what interests students to get them excited to come to NTC and what is really going to be needed for the industry so that they are successful once they leave NTC.

Instructional Area/Program

- **Program Updates – Andy Somers**
 - The curriculum has stayed the same for the last couple of years. However, if anything needs to be adjusted, we can certainly incorporate that into the curriculum. Every printing company has their own needs from people in production to estimating, therefore, students are taught a little of everything. If there ever needs to be a major focus in a specific area, please let us know.
- **Enrollment Updates – William Schultz**
 - The GCT program has a fall start and currently has 2 cohort groups
 - The 2nd semester cohort has 8 students
 - the 4th semester cohort has 7 students, all who are projected to graduate in May.
 - Open enrollment just began for fall 2023 and this program has 12 applicants so far, 2 who are currently enrolled.
 - There are also a handful of students earning certificates taking classes in the program.
- **Company Tours – Dan Seanor**

- We can only teach so much on campus and cannot show students the huge manufacturing equipment that's in the field. Therefore, the GCT program includes tours of printing companies in semesters two and four. Last spring students toured Worzalla and this spring they will be touring Reindl and Interflex. This is something that students will do every year to see different places in the industry.

College-Wide Initiatives

Darren went over the College-Wide Initiative PowerPoint presentation with the committee.



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

- **Darren Ackley** -- Please let us know if you have any ideas on how to get more participation by the advisory committee. We would love to get more perspective from industry members and this will help with when we recruit and can be helpful when placing students in jobs. If anyone who has colleagues at other companies who would be interested in joining, please let us know and we can reach out to them.
 - **Mike Busch** – NTC should consider reaching out to the papermills and other providers as they may have insight regarding different things going on in the industry. They may also be interested in hiring our graduates from the program.
 - **Darren Ackley** – Perhaps we can work with our Apprenticeship program for some contact information to invite people from the mills to the committee. We can also send out a survey to committee members to get an idea of on a better timeframe that may work with everyone.
- **Date for next meeting:** Wednesday, November 8th, 2023 time TBD based on survey results

Video Production Advisory Committee Meeting Minutes

Date: 04/21/2023

Time: 12:00 p.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Alex Grant – Head of Production, Thousand Lumens Productions
- Todd Baeten – Patrol Captain, Wausau Police Department

NTC Team:

- Darren Ackley – Vice President of Learning
- Jordan Innes – Faculty, Video Production
- Dan McRoberts – Faculty, Communications
- Jila Nikpay – Faculty, Video Production
- Valerie Becker – Administrative Assistant, School of Business

Welcome & Introductions

Darren Ackley welcomed everyone, thanked them for attending, and everyone did introductions.

Update and highlights from last Meeting (12.07.2022)

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

Industry Discussion

- **Alex Grant** – Thousand Lumens currently has a lot of clients considering that they haven't done a ton of marketing and most of their work is from word of mouth. Their biggest challenge right now is in the fulfillment stage. They do not have a lot of editors so they are trying work with different contractors in the editing phase so that they can fulfill those projects. They really like working with people that specialize in specific skills such as gaffers, grips, sound people, colors, and other skills like that who can come in and excel at one specific job. Their current team is filled with a lot of generalists, people who are essentially a "jack of all trades".
 - **Darren Ackley** – Do the people you hire have a lot of experience or are they newer to the industry?
 - **Alex Grant** – There is a little of both. They try to hire people who can do a lot of everything. Those that they've hired have a decent amount of experience but they have not worked with a lot of "industry" people with a lot of experience. They generally need people as production assistants or smaller editors but they are certainly trying to bring on some "industry" standard people.
 - **Darren Ackley** – The Video Production instructors teach a broad variety of skills throughout the program. Once people are in the industry for 5-10 years do they hone in on a specialty or do they remain a "jack of all trades"?
 - **Alex Grant** – In our area, most people tend to be a "jack of all trades" and do everything themselves. Many people who come out of the Video Production programs around here tend to freelance alone and are not building teams. When people specialize in a certain area, they have a team around them to help them out but that does not seem to happen in the Central Wisconsin area.
 - **Jordan Innes** – Gave a shout out to Alex and one of his partners and thanked them for coming and speaking to a Video Production classes earlier this week. It was great for students to hear about what's going on in the industry and what to expect from someone in the industry.
- **Todd Baeten** – The Wausau Police Department has really tried to grow their social media efforts in the last 8-10 years. Along the way they purchased a small point and shoot camera and started making some very basic

videos and used some open-source editing software, such as Da Vinci Resolve, in a self-taught capacity. They then hired a part-time videographer, Ethan, who enhanced the videos being made by Wausau PD. The City of Wausau then recognized their need for a videographer and funding was secured to make Ethan full-time. He is still housed with the police department, although he creates videos for other departments in the city, such as the Fire Department, Parks Department, and DPW. They are now trying to get other city departments to understand the value of videography in regards to getting their messages out into the community whether it is recruiting or informing the public on what their department is doing. Other law enforcement agencies are seeing the power of video and they are now reaching out to Ethan and Todd for training and insight on how an average local police department can start their own videography program. Police departments are no longer seeing the quantity of applicants that they used to, so they now need to really market themselves, inform people on their profession, and provide insight into the lives of law enforcement officers which can then gain trust within the community. A new officer recently came from out of state and was attracted to the Wausau PD because he found their videos on YouTube and Facebook and it helped him understand the department's culture. That is the power of what they are trying to do with video within their organizations. Through video they have been trying to explain the agency's culture, as well as educate and create a relationship with the public. So far this has been working out well. Ethan and Todd will be soon making a pitch to the International Association of Chief of Police to present a tiered approach on how to start a social media videography program within an agency at their annual conference. If an agency does not have the funding to hire a full-time videographer, then they can start at a basic level and work with a local high school or technical college who may have students needing experience or are working on a capstone project. The technology company, Axon, who provides body cameras and squad cameras are starting their own streaming service called the First Responders Network. The content will mostly be raw body camera footage interwoven with professionally shot video. Axon wants to partner with different agencies and the Wausau Police Department recently reached out letting them know of their interest. A public safety videographer can help tell officer's stories through editing raw body cam footage and combining that with professionally shot video.

- **Darren Ackley** – That is a very interesting concept and it sounds like it is happening all over the country now. Is Ethan getting the training that he needs to stay current with the changes in technology?
- **Todd Baeten** – Recently, he and Ethan discussed how they need to find Ethan some formal training. In May, Ethan will be going to Madison for training and a film festival associated with non-profit organizations. He submitted a couple of his projects into this film festival and both will be receiving recognition during this event. Ethan is almost exclusively self-taught so Todd continues to encourage him to look at doing more. He has an innate talent which is great but he would really benefit from some training that is available here at NTC.
- **Darren Ackley** – Ethan can certainly meet with the Video Production instructors, Jordan and Jila, to discuss our program.
- **William Schult** – People in a variety of industries are looking into doing more video, they are just trying to figure out how to do it, how to afford it, and how big they can get with it. Businesses are going away from just having a webpage and moving more towards video. This is something that is trending everywhere.
- **Jordan Innes** – We really appreciate Todd's perspective on the board. We've tried to raise awareness in the area about the value of video and Wausau PD is an amazing example for other companies and the possibilities of how to use video. We are starting to see in house videography positions pop up in many local businesses.
- **Alex Grant** – Is there a reason that many law enforcement agencies do not include video in their marketing funnel?
- **Todd Baeten** – Many departments do not think they have the budget to include video and many have a very narrow view on what the possibilities can be. They don't need a giant multimedia production. They can start with an iPhone or a small point and shoot camera and move up from there. There is

also a reluctance from police administrator who feel that sharing too much video may have some liability components to this. The Wausau PD will blur out sensitive information like license plates and they are careful what they share online. Some of the information officers share in videos is very cathartic for them and the information shared helps other people. We would like to help some the other agencies see what they are missing if they ignore social media and video; its almost as if they are not patrolling an entire section of their city because this is how many people get their information.

- **Alex Grant** – There is real power in video. People are generally connected to real stories and that is what Thousand Lumens was based on; people telling genuine stories that connect with others. Video is a great communication tool and a way to build community and solve problems.

Instruction Area/Program

- **New Facilities Update: Studio 7 – Jordan Innes**

- There was recently a ribbon cutting ceremony for the new Studio 7 which is part of the Communication Technology Center of Excellence. This update included new computers, monitors, editing peripherals, all focusing on post-production. This is all being utilized by students this year and the new expanded space is great to teach in. We're still working on programing for the 16x9 LED wall and students are coming up with ideas on how to utilize that.

- **Program Update – Jordan Innes & Jila Nikpay**

- There is still a variety of interests from students in the projects they are creating; some want to do small local documentary style content while other want to go into motion graphic, 3D animation style projects. One student is doing a major green screen, 3D project using the new space in the Communication Technology Center of Excellence while another is doing a project for the Community Partners Campus that showcases their new facilities in Wausau.
- The Video Production program is creating a "checkout app" where people can checkout equipment from the program just by scanning a barcode, inputting a name. This will allow us to track this equipment much better and know who has it at a given time.
- We are in the process of developing a business plan for how we can give access to our facilities and equipment to the community. There was recently a meeting to discuss this idea and the group Create Portage County has a kit sharing system that they have on their website for creative resources in the area. We are looking at ways to tie the equipment and facilities available at NTC through their system as it has a very simple check in and check out process.
- Jila is teaching a new Narrative Production class for the first time this semester. This class focuses on storytelling and involves collaborative works for students to learn different crew positions like gaffers, grips, and videographers. Everyone wants to be a director but they are encouraged to look at different aspects of the industry. They are also taught how to use light effectively. The students have done a nice job working together and respecting their crew positions.
 - **Darren Ackley** – It's great that students are being taught to work with each other as this is one of our student success skills that we want to teach all of our students. Dan McRoberts includes this in his communications and general studies courses, as well.

- **Enrollment Update – William Schultz**

- The Video Production program is a unique program because it is offered face to face and in an online virtual college format and it has two cohort groups
- The 2nd semester group has 9 face-to-face students and 11 Virtual College students
- The 4th semester group who are getting ready to graduate his May has 5 face-to-face students and 6 Virtual College students.
- There are 7 part-time students that do not fall into a specific cohort and several other students taking classes off and on.

- Open enrollment for fall 2023 just opened and we currently have 19 face-to-face applicants and 9 Virtual College applicants.
 - **Darren Ackley** – Are the Virtual College students from outside of the area or are they local?
 - **Jordan Innes** – There are a little bit of both but the majority are from outside of the local area. There's one student from India taking a class and several from other areas of the US.
 - **Todd Baeten** – What is enticing students from all over the world to enroll at NTC and do this program virtually?
 - **William Schultz** – Most Virtual College students in the Video Production program are attracted to us because of our curriculum and because this kind of program is not available online at other colleges. Many colleges that offer this program are very expensive so our costs are very attractive to students, even if they are out of state.
 - **Daniel McRoberts** – Another attractive piece to Virtual College students is that they can go to school and work full time. These students can work during the day and focus on school at night as opposed to a set class time. Many of these students are part-time and can slowly chip away at their degree.
 - **Darren Ackley** – There are not a lot of other Video Production programs out there and NTC has been fortunate to have great instructors like Jordan and Jilla so this program has been very popular. We would be happy to supply marketing material about this program to take to conferences so people may consider the Video Production program at NTC.

College-Wide Initiatives

Darren shared the following College Wide Initiatives PowerPoint presentation with the committee:



Advisory Committee
PowerPoint Spring 2

Other Items

- **Darren Ackley --**
 - **Chair Election** – NTC typically tries to have a chairperson for all advisory committees. This person will generally assist with the meeting agenda, start our meetings, recruit new members from the community, and gives other members the opportunity to contact them if they do not feel comfortable talking directly to NTC. Please contact Valerie Becker if anyone has interest.
 - **Zoom or In-person** – Moving forward to we want to have the meetings in person or via Zoom?
 - **Todd Baeten** – Zoom is most convenient but would not be opposed to in-person meeting in conjunction with the student showcase
 - **Alex Grant** – Zoom or in person will work and Fridays are the most flexible
 - **Jordan Innes** – We can certainly work our next meeting around the fall student showcase
 - **Tour of The Communication Technology Center of Excellence** – Both Todd and Alex have seen this new facility but we can also do private tours of the facility. If there is ever a facility or equipment needed for your businesses, we may also be able to help with that. We appreciate our partnership. If Ethan at Wausau PD wants access to a green screen or any other facilities, please let us know.

Next meeting schedule & agenda items discussion

The next meeting will be held Friday, December 8th at 12:00pm in-person for those wishing to see the student showcase and a Zoom option will be available for those who want to join virtually.

Advisory Committee Meeting Minutes

Wood Science

April 21, 2023 | 8:00am to 9:15 am

WT119 Wood Technology Center of Excellence



ThMeeting Attendees:

Industry Members:

- Troy Brown, Kretz Lumbar Company Inc.
- Sean Bennett, Bennett Hardwoods
- Todd Braun, Robbins Inc.
- Scott Fletcher, Central Wisconsin Woodworking Corp.
- Ben Zelazoski, Zelazoski Wood Products
- Tim Kassis, Lake States Lumber Association Education Inc.
- T.J. Morice, TNT Ventures, LLC

NTC Members:

- Tim Fetting, Associate Dean
- Heidi Latendresse, Learning Coordinator
- Logan Wells, Faculty
- Brenda Tincher, Administrative Assistant

Welcome

Tim Fetting, Associate Dean, welcomed the committee members. Jon Robbins, a new instructional teacher for Woods Science, will be starting on July 10, 2023. He will be graduating in June with a Forestry Degree. He has extensive experience with recruiting and promoting forestry.

Previous Meeting Minutes of December 3, 2022

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

Industry Discussions

- T.J. Morice, TNT Ventures, stated he went to the Wausau Expo and discussed industry with CFOs and CEOs from Green Bay and locally. They had mentioned how changes are happening with layoffs and real estate investments. There is a lot of cash out there, for example: Foot Locker is getting sold in less than a month.
- Todd Braun, Robbins, said that the lumber market has drastically changed since our last meeting. Lots of lumber everywhere because of labor capacity. Business isn't keeping any inventory on hand because of the lack of equipment. A couple of the regions are softer than others. A lot of quoting is still happening, but the lack of supply is an issue. The market isn't price oriented yet. Right now, Todd thinks the focus should be on the schools. It's about getting people in the door and keeping the employees. The feeling is

that no one in the community has an idea of what goes on in these companies. It's usually the parents that steer kids to jobs. Would like to know how to change perception. Thought maybe a booth at the fair would help or a pavilion of manufacturing in the local area.

- Sean Bennett, Bennett Hardwoods, mentioned they have enough employees to meet the processing demands for now. They have one person retiring soon though. They are concerned about finding people because it doesn't matter how much interest you put into the employee, they tend to leave.
- Ben Zelazoski, Zelazoski Wood Products, stated orders were going well until November. Zelazoski Wood thought they would see an increase in January, but since inventories are high, companies didn't order. March is picking up with orders and even getting better now. They have three people retiring without having any new employees to take their place. He also mentioned they have turned down a lot of lumber lately.
- Troy Brown, Kretz Lumber Company, excited that they have a broiler project, high-pressure steam with an M-line turban and 500 horsepower, that has been in the works for a year and half and will be starting up by June. Future projects are having to substitute entry-level labor with robotics and grading systems. Cash flow is on hold due to forecast. Labor market might push them there because, as of now, some companies have a three year plus waiting list with a twenty-five percent down payment. Carbon credits have the potential to constrain the area with supply. They are asking for the new land which the landowner can get \$3 to \$4/acres. This doesn't fit the company's philosophy on the management of timber. Kretz lumber is working nationally to offer credits for products. Amazon and Google are buying credits from these exchanges to buy solar farms. Solar farms are clear-cutting timber or converting agriculture land for these companies. On a different note, on Tuesday, tens of millions of wood grain was seized by customs and was sent back to Asia because of PCP. In some areas, natural wood grains are coming back into cabinets. People are getting away from painted cabinets. Right now, Kretz lumber has enough employees. They don't have any summer applicants. Looks like skills and knowledge are waiting for cash to improve. Pallet stock, has in the past, have unprecedented pricing but is finally coming down. Loggers are retiring or leaving the area. Billerud AB was full of wood and then cut everybody off by shutting down. Billerud's Escanaba plant had blastomycosis which shut them down for three weeks. Guys aren't willing to go into the woods and stack up wood anymore. Tom Tiffany is involved and wrote letters to the lumber companies to start production again or sell their business. Troy also mentioned that since they only had one buyer, Kretz quit buying green lumber. Tim Fetting, hears the same thing across the industry which doesn't make it any better.
- Tim Kassis, Lake States Lumber Association Education, said he has heard a lot about challenges in education. Finding people is the biggest issue. Technology is going to be the big thing going forward. Tim K. thanked Logan for doing a lumber grading course at

NTC. They have a saw and edging class trimming class at MTE and a tie and inspection class in LaCrosse. The more training NTC can do, the more industries can find employees. Real estate is going crazy in Florida with building. Eventually, it will impact the industries up here.

- Scott Fletcher, Central Wisconsin Woodworking, mentioned things are picking up for his company. Chicago and Mountain region are strong. Gulf Coast is crazy with building. Window industry will be hit hard with production. Government sector is going strong with counties and state spending a lot of money. Things have slowed down since February with bidding. Guys in Chicago think it will stay strong for this year and the next.
- Troy Brown, Todd Braun, T.J. Morice, Sean Bennett, and Ben Zelazoski all agreed that physical labor is becoming a problem with hiring new employees. New employees just don't want the physical labor.
- Tim Kassis mentioned about employing migrant workers. From a labor stand point, they are good group of workers who are willing to work all the time.
- T.J. Morice said the municipality, in Abbotsford, has done a great job in welcoming the migrants. They built apartment complexes and Spanish speaking church services. How do the companies integrate them into our workforce and education programs in our area?

Program and Curriculum Modification

The Advance Furniture class is an add-on certificate and not in the associate degree, but with the faculty, Jon, who has a strong woodworking background, might change in the future. Tim F. feels the curriculum is in a good place. He doesn't have any changes or modifications to report.

NTC Wood Olympics

Logan mentioned they have a Wood Olympics competition happening today. There will be nine teams competing for a traveling trophy, prize money, and a pizza lunch at their school. The competition consists of quality and measurement, equipment identification, wood species and product identification, and a wood science test. A sponsor donated money for cash prizes for first, second, and third-place teams.

- 40 students
- 9 teams
- Rotating Events
- Lunch - team tribute contest
- Career fair
- Bingo

Advisory Committee Meeting Minutes

Wood Science

April 21, 2023 | 8:00am to 9:15 am

WT119 Wood Technology Center of Excellence



Next year, Logan Wells stated he would like to see two teams per school. The committee agreed marketing is the key. Logan mentioned he would like to do press releases with the local newspaper and social media. Troy Brown encouraged approaching a TV station to film the presentations of awards. Heidi mentioned that NTC Marketing Department has connections with the TV stations. Tim thanked Logan Wells and Mike Brown for organizing the Wood Olympics.

NTC Updates

- Tim noted NTC has three new programs starting in the fall.
 1. Therapeutic Massage – Technical Diploma
 2. Smart Manufacturing – Associate Degree
 3. Hospitality Management – Associate Degree
- The annual Golf Outing is June 2, 2023. Tim stated NTC need golfers and sponsors. Heidi mentioned sponsorship forms are available and she will send an email with the attachment.
- Logan said there would be a four to five-week sawmill technology training for students. A training to understand the whole process of how the sawmill runs. There will also be mill-merge program for students to transition or to explore.
- Sawmill is breaking ground in the fall with the hope costs will come down. The location site will be where the white building is being torn down.
- Troy Brown asked about building costs. They have gone up since the grants were first issued. Tim F. informed the group that new grants are in place to help with costs.
- There is an Emberg Trust Grant that we should be able to apply to every year. NTC was able to buy a Simulator with this past grant and now are looking at applying for kilns this year.
- A circular saw is getting purchased for the Sawmill. All equipment is secured with Cleereman Industries.
- The Band-saw Filings four-week classes are filled.
- Logan is excited to have an open house pancake breakfast next year for the sawmill. It would be a free will offering. He would like companies to have exposure at this event with the public. He would do this every other year on a Saturday so parents could also come. It was suggested to have instructors show videos to kids. Logan thought having an instructor showing a molder outreach kit with power point would be beneficial. It was suggested to share a screen with a QR code scavenger hunt for the kids to download information with NTC instructors present to speak with them.
- Student housing is moving forward. Vickie Jeppesen, with NTC's Foundation, and Rob Elliot are involved. Logan Wells mentioned housing would definitely bring in kids to NTC.

Advisory Committee Meeting Minutes

Wood Science

April 21, 2023 | 8:00am to 9:15 am

WT119 Wood Technology Center of Excellence



- Heidi Latendresse mentioned NTC is holding summer camps to make kids aware of our programs.
- Tim Fetting's last day is on April 21, 2023. Troy Brown thanked Tim for his support in the Technology center. Tim Fetting thanked the Advisory Committee for being so supportive.

NTC Contact Details

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Cosmetology Advisory Committee Meeting Minutes

Date: 4/24/2023

Time: 1:30pm-3pm

Location: Zoom & Studio Max Salon

Attendees

Industry Members:

- Steve Svensson – Great Clips
- Shelly Dankemeyer – Great Clips
- Laurie McGill – Fantastic Sams
- Nicole Rothenberger – The Barbers

NTC Team:

- Emily Stuckenbruck – Executive Dean, Academic Resources & Learning Technologies
- Autumn Laabs – Faculty, Cosmetology
- Kayla Ackermann – Faculty, Cosmetology
- Valerie Becker – Administrative Assistant, School of Business

Welcome & Introductions

Emily welcomed the Advisory Committee Members and thanked them for joining.

Update and highlights from last meeting (11.28.22)

Emily confirmed that the minutes from the last meeting were accurate and no changes were needed.

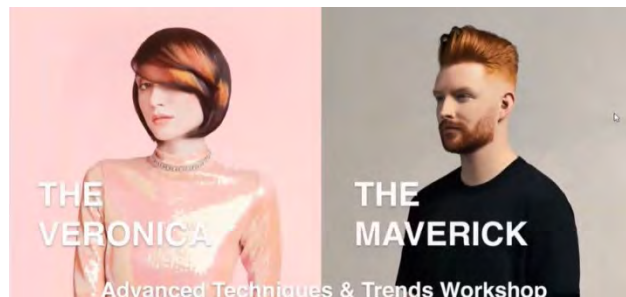
Chair Nomination

Emily let the members know that we are still seeking a chairperson for this advisory committee.

Industry Discussion

- **Shelly Dankemeyer** – A lot of clients are still wanting color and perms. They are wanting perms for more body and are primarily looking for a beachy wave.
- **Autumn Laabs** – During the America's Beauty Show in Chicago last week, there was huge focus on diversity and inclusion. There were a lot of men at the show and barbering has become very big in the industry. There were just as many nail and esthetic exhibits at the show as there were for hair. Some exhibits still displayed balliage and highlights but the show really focused more on the technique and products being used rather than *just* the use of color. There was also a focus on textured and tightly coiled hair. Cosmetology is like the fashion industry where certain styles will leave for a while and then come back. There were many things that at the show that we've seen before but now they are trending again with a slightly different technique.
 - **Laurie McGill** – Several of her stylists went to the show and came back stating that there was a big focus on the use of product at this year's show.
 - **Shelly Dankemeyer** – This industry is definitely a revolving door. Suddenly, people will start coming in for a razor cut when there hasn't been anyone asking for that type of cut in years.
- **Steve Svensson** – Disconnected haircuts are very popular right now and Great Clips has developed a couple new haircuts called the Maverick and the Veronica. Great Clips tries to come out with a new style every 3-6 months. All stylist then receive training on these new styles through Great Clips University. Educators hold 2-hour sessions that stylists can sign up for and then be shown demonstrations for these particular styles. Even if the stylist cannot nail

down the new styles the first time they try, they are still bringing something from what they learned back to the chair to offer their customers.



- **Emily Stuckenbruck** – Are there required continuing education units for all parts of the cosmetology? Is the motivation to attend Great Clips University for progress within the company and does this progress cross over into the field more broadly? Do clients generally come to the chair with a style in mind? How do they know about the different trends?
- **Autumn Laabs** – The requirement for CEU's is temporarily on hold by the state but they did not completely remove this requirement from statutes and laws as of yet.
- **Steve Svensson** – We are hoping that the skills they gain from Great Clips University will crossover more broadly into the field. It is very important for salons to continue offering educational opportunities for their employees, even though it does cost a lot of money. Offering new classes and keeping stylists excited about the industry is important to prevent burnout from the job. Clients generally come with the style that they want on their phone; there is no reason to have style books in salons anymore
- **Shelly Dankemeyer** – Agrees that keeping employees excited about the industry is important otherwise they feel like they are doing the same thing over and over. Being able to offer two new haircuts to clients who want something completely different is also very exciting for the stylists. Although many clients come in with pictures of what they want on their phone, they still like a stylist who can suggest new ideas, products, and ways to style their hair.
- **Laurie McGill** – Staffing is still a concern. They are staffed well right now but you do not want to get complacent for any length of time because you never know what tomorrow is going to bring. They are definitely seeing clients coming back in who haven't been there in a couple years
 - **Shelly Dankemeyer** – Yesterday alone they saw three clients that have not been to that salon in for three years. People are also going longer in between their cuts. A lot of people are still doing their full color at home but are starting to come back in for highlights.
 - **Autumn Laabs** – People are wearing their styles much longer than they used to. Men used to get a haircut every 2-3 weeks but now they are often doubling the that time. Students sometimes see clients come in with haircuts that they've done themselves based on TikTok trends and the students then have to fix it for them.
- **Steve Svensson** – Employees are continuing to reduce their availability, which is shocking in today's economy when everything is so expensive. It may be beneficial to team up with a local bank to implement some financial awareness and education to our employees. Steve developed a visual for students showing them the three different paths they can take when coming out of school.
 1. Students can work for themselves and rent a chair.
 2. Students can to work in a salon the offers 50% commission if they exceed base
 3. Students can work in a select service salon like Great Clips and receive a base pay plus tips and bonuses.

This visual shows students how much they can make based on the path that they take. If they opt to rent a chair, it shows them how much they need to bring in per day to in order to take home a certain amount of money. Steve advocates for someone coming out of school to work at a select service salon, like Great Clips, because although they learn about cuts and colors in school, there is still a lot to learn after school. If someone starts out working for themselves after school, they generally do not have anyone to help motivate them or keep them up to date on trends. Their chance of success is not great if they do not work at a select service salon right after school; however, if they are sharp and motivated, they may still do well working for themself. This is something schools should help students understand. There are times when students will choose a particular direction that doesn't work out and they then get discouraged and drop out of the industry prematurely. We need to be concerned about the retention of our stylists especially when we are competing against other industries like Walmart, UPS, and Kwik Trip that pay well.

- **Emily Stuckenbruck** -- We are also seeing some of this with our students. We spent a long-time teaching our students about being financially prudent but now we have been trying to help them unlearn spending behaviors that developed during the pandemic due to the wave of cash they had come their way. Steven's explanation of going into a select service salon seems to be a great way to continue to learn and grow in your field. Very few industries allow someone to go to school for two years, go into an industry and be set for life.
- **Shelly Dankemeyer** – It was a disservice to the industry when the state took away the managers license. Students think that they can get done with school and go make it on their own because they do not need to put in the hours to earn their manager's license.
- **Autumn Laabs** – Agreed with Shelly's statement and at this time the manager's license is on hold just like the continuing education credits. The program curriculum includes budgeting in the Salon Operations class where students learn what their scheduling books need to look like to earn a certain amount of money. They also tell students that if they feel uneasy a month before they leave school, they should have a mentor continue to guide them. The first year after school is crucial and they will have to work nights, weekends, and very hard to build a cliental. The show in Chicago emphasized that you have to work for it and then you get to reap the benefits after you put the time in. During orientation for new students entering the Cosmetology program, they talk about the challenges of the program and how its going to be a hard year. Students are learning new skills every week so it is very fast-moving program and if a student gets behind or are not showing up to class, it becomes very difficult to catch back up. The job itself entails anatomy, physiology, chemistry, ergonomics, angles, etc. and most students realize that it is a lot harder than they thought it would be.
- **Steve Svensson** – New stylists going into the industry tend to get discouraged very easily. There isn't anything in the industry that is more difficult, but burnout is a much bigger factor now than when he came out of school. Acknowledging that the industry is really hard, explaining to new students how they need to be mentally prepared to deal with the industry, and encouraging them not give up or leave the industry is a very important discussion. The past 2-3 years employers in the industry have been super compassionate, accommodating, doing whatever we need to do to keep the peace and the lights on, and have not wanted to upset the status quo by enforcing expectations. We've learned that not upholding expectations is not working. Employees actually seem happier as Great Clips has been resetting expectations. There was an employee who was really great when she was there but she was always calling in sick. The manager eventually printed out a voluntary termination form to have this employee sign and, of course, she didn't want to and she's still at that salon today. This employee is now showing up regularly for her shifts, she wants to do more for the company, and she wants to be involved in training new stylists. If we want their respect, we have to be respectable with standards and expectations.
 - **Emily Stuckenbruck** – One of the goals of our educators is to help students learn "grit". We can only play a certain amount of a role in that, but we do try. We try to teach students success skills and how to push through difficult times but we do see some attrition at the beginning. A great book on leadership called *The Five Dysfunctions of a Team* by Patrick Lencioni has the premise that "culture eats strategy for lunch". It explains that lack of accountability creates a negative team culture and when you hold people accountable it raises the morale of the team. People are happier when they have expectations and if you do too much coddling, people start to believe their own self-pity.
 - **Laurie McGill** – Last week one of her staff members had a "life crisis" and although Laurie knows to show compassion in these situations, it can be hard when many of these situations are not in any way life changing. Employees tend to wallow and have a hard time moving forward when faced with adversity. Laurie agrees that we need to set expectations and when these expectations are not met, employees need to know that you are disappointed but also that you are there to help.
 - **Shelly Dankemeyer** – It would be great if we can take a class on how to handle the new generations entering the workplace to be able to better relate to them. You certainly cannot be blunt or say what you are feeling to them or they will just quit.
 - **Autumn Laabs** – There are times when they are teaching students more soft skills than technical skills and are often teaching coping mechanisms to prevent breakdowns in class. Many students are coming out of high

school and with having just been through the pandemic, they do not have the comprehensive emotional skills they generally see in new students. The verbiage used when having difficult conversations is also very important so students don't feel attacked. During a recent conversation she told a student that her feedback is "coming from a place of care" and that "this is a safe space but there are a few things we need to address" and then went over expectations for being on the clinic floor. She explained to the student that when they are reactive, it is damaging to the people around them and that is not fair to other clients and students. She also addressed soft skills like putting their phone away or going to be early; these young adults often need to be guided. Instructors are constantly doing coaching's because it is their job to make sure their students are also good people.

- **Steve Svensson** – There is a recent article release by CNN about the one thing managers can do to increase employee engagement. A lot of this article centers around listening and frequent meaningful conversations. You can access that article by clicking [here](#).
- **Autumn Laabs** – Many people are starting to realize how valuable their stylists are. Many stylists did not make it through the pandemic because when they got shut down, all of their livelihood was gone and many decided to go into a different field. We are in huge need of stylists, make-up artists, barbers, and nail technicians. During the recent state called meeting, other schools with cosmetology, nail technology, esthetic, and barbering programs reported that they are seeing very high enrollment; much like the enrollment in the Cosmetology program at NTC.

Instructional Area/Program

- **Program Updates – Autumn Laabs & Kayla Ackermann**
 - **Cosmetology program**
 - This program will have two cohorts of 20 students each, one starting in the fall and another in the spring.
 - The Cosmetology Program previously introduced students to new skills every 8 weeks and not all at once. Starting in the fall, students will learn all of their skills in the first semester and then move to the clinic floor for the rest of their program. There will also be Board prep and collaborations as the program progresses.
 - This will also help with trying to control the Studio Max menu because previously the menu could only offer certain options depending on where the students were in their program. Students will now be able to come out of the classroom being able to do everything when they get to the clinic floor.
 - This new structure also benefits students with specific niches that they prefer doing. They can still keep working on areas they are passionate about while still learning the other services, too.
 - We are hiring a lead for the salon clinic floor.
 - **Steve Svensson** – What is the current program's schedule like for the week? Has NTC made the schedule friendly for those with jobs or families?
 - **Autumn Laabs** – Every 8 weeks the schedule changes. We have 3 courses running right now but the first 8 weeks of the semester, the students had 5 courses. Students will generally have classes Monday through Thursday and most classes go until 4:00pm or 5:00pm with the latest class going until 6:00pm. A lot of our students have children or work jobs themselves so the program was built around what the students' needs are. This can also allow students to get industry experience on the weekends.
 - **Laurie McGill** – How full are you with clients coming in? What age ranges are students seeing come in? Do you get a lot of textured hair?
 - **Kayla Ackermann** – Students spend about half their time with clients and the other half is mannequin work. Several students are booked everyday they are on the clinic floor and are very good at bringing in clients to get practice.
 - **Autumn Laabs** – Our services are up 400% from when the program originally started in 2019. We are getting a lot of walk ins and large groups coming in. Students are getting to practice on children, senior citizens, and everyone in between. The Great Clips Show that the students went to in October 2022 talked a lot about scalp treatments for textured hair and how to style natural hair so they've

implemented this into the service menu. Those with textured hair get a concoction of essential oils and their head gets steamed in a bowl.

- **Switching from Pivot Point to Milady**

- The Cosmetology program is switching from Pivot Point lab, textbook, and study guide into Milady (previously Mindtap) which now has a CIMA course, their online learning.
- With Milady, all of the chapters and learning material will be online but we want to be versatile since not every student has access to technology at home so they will have a study guide/workbook option.
- The issue with Pivot Point is that their material and verbiage does not align with how they talk on the Board and DL Group. Pivot Point has great pictures and images but it is a problem if you can't relate with what you are being tested on.

- **New Programs**

- The new Nail Technician program will start this fall with 8 students and will have a spring start, as well. We will also be using Milady and hiring new staff for this program.
- The Therapeutic Massage program will also be starting this fall.
- We are hoping the Esthetic program will be able to start by spring 2024. We will also be using Milady for this program.

- **Enrollment Updates – Emily Stuckenbruck**

- The current cohort for the Cosmetology program has 9 students.
- Enrollment for fall 2023 opened last week and 15 students have already applied and are enrolled in the Cosmetology program with 62 students on the waiting list so we just need 5 more to fill the capacity of the fall cohort. We will then have a cohort starting in spring 2024.
- There are currently 3 students enrolled in the Nail Technology Certificate program that is starting in fall 2023.
- **Laurie McGill** – Is everyone who started in fall 2022 still in the program?
- **Autumn Laabs** – We started out fall 2022 with 16 students. Unfortunately, we did lose a few in the first semester due to things like financial issues or medical reasons. It will be easier for students who want to rejoin the program to pick up where they left off because we will be running 2 cohorts.

NTC College-Wide Initiatives

Emily presented the following NTC College Wide Initiatives PowerPoint



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

Our next meeting date is scheduled for Monday, November 27th from 1:30pm-3:00pm with an in-person and Zoom option.

Business Management/Business Analyst Advisory Committee Meeting Minutes

Date: 04/25/2023

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Patrick Schmidt- Business Development Manager, Marathon Cheese
- Justin Plunkett – Business Development Manager/Division Manager, Wausau Tile
- Casey Demers – Director of Business Development, Boldt Build Boldly

NTC Team:

- Dr. Brooke Schindler –Dean, School of Liberal Arts, Education, & General Studies
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Business Management/Small Business Entrepreneurship/Leadership Development
- Kimberly Reed – Faculty, Business Management/Business Analyst/IT
- Valerie Becker – Administrative Assistant-School of Business

Welcome

Brooke welcomed everyone and introduced herself as she was filling in for Lisa Peterson, the Associate Dean of the School of Business.

Update and highlights from last Meeting (10.04.22)

Members reviewed the minutes from the previous meeting. Minutes approved as is.

Chair Nomination

Rodney Flanders from Church Mutual was nominated and approved as Chair of the Business Management/Analyst Advisory Committee.

Industry Discussion

- **Casey Demers** – One trend they are seeing right now is there is not an influx of students going into trades. Their industry and organization have many tenured people in the field and internally who do estimating, project management, and project engineers and are at the tail end of their career. They've been working on succession planning but there is not always another person to take over. They have been actively engaged with the districts and communities they serve and are also working with their current superintendents and leaders who are retiring soon to help identify who within the organization can replace them. They've also been talking to a lot of young women in high school and college to help them understand that their industry is not just for men and that there is a lot of opportunity in the field and within their organization to support a dynamic and growing industry. The northeast part of Wisconsin has formed an organization called Smart Girls Rock. This is an opportunity for construction companies and general contractors to bring in industry partners such as plumbing, mechanical engineers, designers, architects, etc. and have a day event where young women come together for some hands-on activities in industries they may have not normally considered otherwise. These women learn and run heavy equipment, learn about AI (Artificial Intelligence), robotics, and a number of other things. Sometimes women who are planning to go into a fiscal position end up working with heavy equipment after going into the field to test it. They are hoping to bring a Smart Girls Rock event to central Wisconsin.

- **Brooke Schindler** – What kind of AI are you implementing at Boldt?
- **Casey Demers** – One of the key markets Boldt serves is health care. During a health care project everyone has to be cognizant, cautious, and aware of the day-to-day happenings all around a construction site. In a current health care project, they are building stories underground rather than up. AI has the unique ability to see and plan what's below the surface which is critical knowing that surgery may be happening several stories above the construction site. That building can't have any sort of movement or shaking as they are building below the surface. AI really helps their company be forward thinking and to plan and mitigate issues before they come up as it relates to a construction project and they are really setting the pace in their industry. This technology is helping them to much safer than they've had the ability to be in the past.
- **Patrick Schmidt** – There seems to be a variance in labor scarcity based on different areas of the country. Since the last meeting, Marathon Cheese has not seen any relief in labor scarcity at their plants in Medford, Wisconsin; Marathon City, Wisconsin; and Mountain Home, Idaho. They could still hire 50 more positions between their two Wisconsin plants. However, they do not have the same hiring concerns at their facility in Boonville, Mississippi where they have no problem finding labor. When talking to suppliers and customers, it seems as though Northcentral Wisconsin is the hardest area to hire in Wisconsin but hiring is not as big of an issue in Green Bay, Milwaukee, and Madison. The company has made capital planning endeavors to automate, which will not cause any employees to lose their jobs. Instead, they will reprioritize people into other lines and/or allow them to gain new skills by working with the new advanced, automated equipment. It's great that Marathon Cheese is in a good position regarding cash flow to add the automated equipment.
- **Justin Plunkett** – Wausau Tile is also struggling to find employees but have tried to get a little more creative as far as benefits and other things like that. They still need to fill about 10-16 positions, which is about 5% of their workforce. Unfortunately, nothing has been monumental in helping gain new employees. Sometimes people who interview for the job are no longer interested when they discover that Wausau Tile is a smoke free campus. Certain divisions at Wausau Tile have lead times that are very far out due to not being staffed properly and this can scare away customers; however, the company has been very open and transparent about where their lead times are. The company has been more selective as to what business they take on in certain divisions because of this. The divisions that use automated machines, such as pressing paper or pressing tile, do not have the same staffing issues as the divisions that are hand on and labor intensive.
- **Brooke Schindler** – Are you seeing more position openings because employees are not staying as long? Are they looking for the next best thing?
 - **Justin Plunkett** – Yes, the 25 and under demographic just seem to be chasing a bigger dollar per hour wage. These young adults may make a lesser wage at Wausau Tile than other places but their paycheck will be bigger because the company offers better benefits. However, many of these people do not care because they just see the higher dollar per hour. It's been difficult to offer employees the flexible scheduling that was mentioned at meeting in the fall because in a manufacturing plant you may need 10 people for a specific area and they can't come and go as they choose but Wausau Tile is still trying to get creative with that.
- **Patrick Schmidt** – Marathon Cheese started offering some part-time openings to attract employees and that's been drawing some people in. As the economy continues to slow and interest rates continue to rise, we're going to start seeing manufacturing companies that support commercial and residential construction start to slow down. They are certainly not hoping for a recession but as the economy cools it may shake some labor loose from some of the organizations that are connected to commercial and residential construction and provide some relief in the labor shortage that they have. Cheese is a staple good that people are going to buy either way so Marathon Cheese would not likely be affected economically by a recession.
 - **Justin Plunkett** – Agrees with Patrick that a recession could definitely provide some relief in hiring but it is not happening at this time. Wausau Tile works mostly with commercial businesses and it does not seem like those businesses will be affected, however, if residential construction slows down then those employees will be looking for work. The sales reps at Wausau Tile are busier than ever and are working

on projects that are 2-3 years out. These reps do not believe that they will be slowing down soon but just because they are designing something now doesn't mean that the funds will be there in 2-3 years.

- **Brooke Schindler** – Have you changed anything about your onboarding process to help entice employees to stay?
 - **Patrick Schmidt** – Marathon Cheese stopped using recruiting agencies because the turn over with the people they hired from them was very high. They now have a recruiter for each of their locations. They've also hired education specialists and talent and development specialists to help with new employee onboarding, help support career growth and development at Marathon Cheese, and to ensure that new hires have an overall good experience from the start. They also changed their onboarding process. The new hire orientation went from being a half day and then they were put on the line to work to now being a full week-long orientation with a "buddy system". New employees get assigned a buddy who is their go-to person in the plant. Buddies can help new employees find the bathroom, the breakroom, and other pragmatic things.
- **Brooke Schindler** – Are there certain skills you would like to see when hiring for positions on the business side but are having a hard time finding?
 - **Justin Plunkett** – New employees are missing a basic understanding on how a business runs in general including customer service, teamwork, collaborating with a group, etc. These employees generally want to just come in, keep their head down, only focus on their role, and lack a big picture understanding of the business. This may also stem from a lack of understanding of the real world.
 - **Brooke Schindler** – The pandemic played a factor on a lot of people's social skills and this may be why they now just want to come in, keep their head down and focus on their role. During the pandemic we were all in our own little spaces and even people who have been in business for a long time were out of practice in sitting in meeting with a room full of people or working on a team when they went back to the office.
 - **Patrick Schmidt** – Young professionals coming out of a business program should know how to use technology to collect and organize information. The type of skills they need across all departments is somebody who has the tools, can see how to apply them in a business, has the people skills to build relationships so people internally want to know and understand how those tools can help an organization, and the patience and soft skills to see these ideas happen. This can be a hard mix of qualities to have. People may come into a manufacturing organization and they prematurely make recommendations and assert themselves which can put people off. Young people tend to want to make changes quickly but when you have a big manufacturing company, it is going to take time to apply new ideas.
- **Kimberly Reed** – Are some of the challenges you are seeing more generational with younger people coming in and struggling to connect with the company? Do they have the perspective of this is just a job?
 - **Patrick Schmidt** – This has not been an issue on the office side of things; their recent new hire has all of the qualities that he previously shared. The biggest issue is that the candidates coming in that they are passing on do not have all of those qualities. They may have been given the tools but they do not demonstrate the character it takes to effectively deploy those skills and abilities
 - **Justin Plunkett** – Many young people joining their organization seem to be using their new position as just a landing stop and something they only want to do for a short time until the next big thing comes along. Making a new position a career does not seem to be a big focus anymore.

Instructional Area/Program

- **Enrollment Update – Jim Ortiz**
 - **Business Analyst**
 - In spring 2023, 3 students matriculated and enrolled in the face-to-face program and 1 applied and enrolled in the Virtual College program
 - In fall 2023 we currently have 2 students matriculated and enrolled in the face-to-face program. Open enrollment just started about 2 weeks before this meeting.

- **Business Management**
 - This is one of the college's largest programs.
 - In spring 2023, 36 students applied and 2 of them matriculated in the face-to-face program and 3 applied and enrolled in the Virtual College program
 - For fall 2023, enrollment has only been open for about two weeks, 41 students applied and 1 has actually matriculated in the face-to-face program and 1 student has matriculated and enrolled in the Virtual College program; Virtual College students tend to enroll a little late.
 - **Justin Plunkett** – Do students ever tour local manufacturers?
 - **Kelly Poppe-Gale** – Part of this program's capstone class includes a mentorship in which students find a professional that is in a position that they hope to achieve within their career. They then set up interviews with this person and learn about their pathway, where they work, and they look at different parts of their business entity. They do not do any specific tours.
 - **Kimberly Reed** – We are in the process of developing a 1-credit Career Preparation class that will encourage students to meet with different businesses. We struggle to get our students to commit to physically going somewhere. A majority of our students are online students so if we had a requirement for them to go to a specific location, we would have to provide an alternative option for our virtual students, as well.
 - **Jim Ortiz** – About 80% of his students are Virtual College students which is a 100% online program and many do not live in Wisconsin. Many of them also have full-time jobs and families so they are very busy outside of class and this can prevent some of those types of activities. Mock interviews, interview preparation, job search, and help with resumes are all opportunities for students at the end of their program. The mock interviews are mostly handled by NTC staff but we used to involve area businesses.
 - **Brooke Schindler** – Would any of our industry members be interested in helping conduct mock interviews with our students? Are your companies' doing interviews in person or virtually?
 - **Patrick Schmidt** – Marathon Cheese would be open to doing some interviews. This would help create an opportunity for us to engage with upcoming graduates and network within that demographic. The interview process at Marathon Cheese starts out virtually and will then have an interview in-person if they are progressing in the hiring process.
 - **Justin Plunkett** – Wausau Tile would definitely be interested. Doing what we can to keep people in Wausau and show young people what the area has to offer is very important. Their hiring process is very similar by starting out virtually and then moving to an in-person interview.
 - **Casey Demers** – Boldt would also be very interested. Boldt has done a little of both. Zoom is helpful if there is a geographic barrier but at some point, they do like to have in-person engagement.
 - **Jim Ortiz** – Mock interviews via Zoom will be great for interview practice because a lot of people are not used to interviewing in general. Zoom is also not a very time-intensive way to get this experience.
- **Program Updates – Kimberly Reed**
 - **Introduction to Business Management Program**
 - During the last meeting we presented the idea to change the program to remove the Word, Excel, and Power Point 1-credit classes and put that work into the Introduction to Business Management Program.
 - After the college reviewed this, it was decided that the Word and Excel courses would remain in the program and we would reduce the Introduction to Business Management Program course down to 1 credit.
 - The Introduction to Business Management Program course will still cover the material that we need to prepare students for success in the program.

- **Career Preparation**
 - This is a 1-credit class is still going to be offered in the 4th semester
- **Program Modification – Kimberly Reed**
 - **10-102-3 Business Analyst Associate Degree**
 - Replace 10-152-335 Data Reporting (3 credits) with 10-156-117 Data Visualization 2 (1 credit) - The Data Reporting class was taught by an instructor from the Data Analytics program but this is no longer a relevant class for their program or for the Business Analyst program and it is no longer being offered by that instructor.
 - Students are currently taking 10-156-113 Data Visualization (1 credit) and we would like to replace Data Reporting with 10-156-117 Data Visualization 2 which teaches students different tools to appropriately display data such as Tableau, which is very beneficial for our students.
 - The advisory committee supports this change

College-Wide Initiatives

Brooke presented the following College-Wide Initiatives PowerPoint with the committee:



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

The next meeting will be held on Tuesday, October 3rd at 12:00pm via Zoom.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee

27th April 2023 | 3:00pm to 4:30pm | STEM Center (F107) NTC/Zoom



Meeting Attendees

Industry Members:

- Craig Uhlenbrauck – Miron Construction
- Brandon Boris – Luoma Design Solutions
- Thomas Grund – Oldcastle Building Envelope
- Andy Maas – Wausau Window and Wall/Linotec
- Tom Ress – Wausau Supply
- Travis Willman -Wausau Homes
- Jason Langreck – Automated Products

NTC Team:

- Iain Cameron – Dean
- Travis Severson – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

Welcome and Introductions

The committee was welcomed to the meeting and thanked for attending. Iain Cameron introduced the committee members. He mentioned to the committee that this committee is looking for a chairman. He stated the main reason for having a chair is for this meeting to be industry-led. The main goal of this committee is to provide input on the program curriculum. We value the input of our industry partners.

Highlights from the previous meetings/updates

The previous meeting minutes were distributed for the committee to review. There were no specific follow-up questions or corrections to the previous minutes.

Industry Discussion

- Craig Uhlenbrauck, Miron, stated he is new but has been at Miron for 26 years and recently came to the Wausau office. Their company is diversified in what services it provides. Miron has a large virtual department that offers modeling. This has become a large part of their business. Laura Smith, their virtual specialist, is in the pre-construction area. The Neenah office has approximately 10-15 people in it's virtual department. His company has a huge backlog for the next couple of years. They need employees in the virtual area as well as more project managers, field staff, and general employees. The workforce at Miron is aging so they will be adding several employees going forward. The corporate office in Neenah does hire from the Fox Valley Tech College and their Construction Management program. The company employs 50 interns in the summer. Revit and Procore are their main software programs.
- Brandon Boris, Luoma Design Solutions, shared that his firm does design work for many companies including major window manufacturers in our area. The majority of their work is on the west and east coasts. Their workload has been steady and they do not turn any jobs down. Recently they have done large apartment complexes in Canada. They are still trending in a positive direction except for some jobs being put on hold due to financing. They have hired our Mechanical Design and Architectural Design

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students. They currently have about ten employees in the office and are currently adding virtual employees from areas across the United States.

- Andy Maas looking for entry-level employees that want to come in and learn the industry. They have hired students in the past and looking at having more Lunch and Learn events to get more exposure to NTC students. Business is strong so they are outsourcing a lot of work. Designers are seeing some design errors by the new people which is understandable.
- Travis Willman, Wausau Homes, stated that the single-family housing market is strong and they are excited for the future. However, first-time home buyers have almost been eliminated in the market. Wausau Homes does some work with multi-family housing and developers. The hands-on employees for building the actual homes are needed along with subcontractors in all areas. The outlook for the future is bright.
- Tom Ress, Wausau Supply, shared that their Diamond Coat Siding and Door division has tripled in business. Their business is heavily automated. They can handle the increase in business and can actually produce more than they can sell. Wausau Supply has three Diamond Coat Facilities and they have not yet branched out to toward the East or West Coast. They are looking to penetrate those markets to avoid trucking costs. We have facilities in Rapid City, South Dakota and Stewart, Iowa. Tom mentioned that second-shift workers are still hard to find.
- Thomas Grund, Oldcastle Building Envelope, stated his new position is Estimating Supervisor. Thomas is seeing the same labor trends as the other committee members which is a lot of work and not enough employees. Thomas is pushing for hiring locally. New projects are being scheduled for the first quarter of 2024. There is a lot of business available so they are trying to hire 25 people. They have been able to hire about five. He would love to grow their internship program with NTC students. He believes that we are still seeing repercussions from the pandemic.
- Jason Langreck, Automated Products, mentioned that they are located in Marshfield which gives him a disadvantage in hiring some NTC students. Jason has hired NTC students for the design office in Verona. Eighty percent of their business is done south of Highway 10 selling mainly roof trusses, LBL, and wall panel products. Would love to hire more NTC students because the ones they have hired have been great. Have recently hired seven people to work remotely and they have not had any luck with those employees due to problems using the software. The company has a new production facility in Marshfield which is going strong. Jason said he can sometimes hire off the production floor which sometimes works out. Midstate does not teach the software that is needed in his business. Currently, the shop has 25-30% Spanish-speaking individuals which has been working well. Remote designers are being paid approximately \$30-32 dollars an hour.
 - Iain is having constructive conversations with Marketing on the Admission Overviews for Architectural Design and the salary range stated on promotional items for this program.

Main Points Discussion

- Internships-Travis gave the committee a look at internships and how those can work while the student is going to school. Classes are scheduled so that students can work two days a week at a business to gain experience.
- Remote Working Challenges-The Committee discussed the challenges of remote employees. Companies are still offering one day a week to work from home. Committee agreed it is very much a challenge to work with employees remotely. Travis mentioned that they had concerns with students completing course work remotely and so they have gone back to mainly face-to-face classes. However, students are still looking for the flexibility that remote learning gives them and they are looking at employment, after graduation, that

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offers that option. Iain mentioned it's all about flexibility for students so that needs to be some part of learning. Travis stated that the instructors are going to start setting certain standards, such as grade point average, for students to be allowed to use the remote learning option.

- Program Gaps-The committee agreed that the students they have hired have been awesome and very knowledgeable. They also mentioned that there are some gaps in the program but the majority of those gaps are skills set that they need to learn on the job. Brandon Boris stated that the students could use more in-depth experience in reading plans from site layouts to structural plans. Travis asked if construction specifications would be something to cover and the committee agreed that covering basic building codes would be good. The other gap that committee members are seeing is just understanding the overall context of what the industry looks like.
- Committee discussed offering part-time, short-term, training certificates. The committee agreed that having NTC offer modular training on different topics, such as Project Management, would be useful and companies would send employees to these offerings. The Committee was asked to let Iain know what training is beneficial for their company. Members made the point that training for a certificate needs to be sustainable for upcoming years. Iain mentioned that we could investigate offering this training to other technical colleges in the area. The committee was informed about the Workforce Training and Professional Development division which can provide companies customized training.
- Iain stressed that committee feedback is an important part to keeping our programs viable and up to date. NTC addresses concerns shared by committee members.

Program and Curriculum Discussion

- There are 14 students enrolled in the second semester and 9 students in fourth semester. The nine students will be graduating this spring. There are students going on to Michigan Tech for Project Management and the University of Minnesota for Architecture.
- Travis encouraged the committee to attend the project presentations by three groups of fourth semester students on Tuesday, May 16, 2023 at 9:00AM in Room F212. He asked the committee to mark their calendars for Thursday, September 28, 2023 which will be the date for the third semester student project presentations. These presentations will be in room F212 at 9:00AM as well.
- NTC offered a short-term Contractors' Certificate in the Western Region for English-Language learners.
 - The committee asked that Iain look into the results of that training that was held in the Western Region and share those results and comments with the committee.
- Committee members shared that different school districts in the area have been adding more technical education classes including home construction. Several companies are using the Youth Apprenticeship students at their companies.
- We are investigating offering dual credit opportunities and academies with area high schools which might be an option for the skills that were previously included in the Residential Design program.
- We currently have a grant to fund a Pathways Coordinator for the School of Engineering and Advanced Engineering. This position will be funded for two years under a grant.

Curriculum Modifications

There are no curriculum modifications for the program at this time. There will be some curriculum modifications for this program to discuss at the fall advisory meeting.

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Recruitment Events Discussion

Due to time constraints, the recruitment discussion was tabled until the next meeting.

NTC College-Wide Updates

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

Next Meeting Details and Suggestions

The committee will be sent meeting details at a later date.

Contact Details –

Iain Cameron

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EMS/Paramedic Advisory Committee Meeting Minutes

Date: 04/27/2023

Time: 5:30 p.m. – 7:30 p.m.

Location: EMS103-Emergency Services Training Center & Zoom
415 W. Campus Drive Wausau (Located on the NE section of the Wausau Campus)

Attendees

Industry Members:

- Don Kimlicka – State of WI EMS
- Autumn Oertel - Past Graduate
- Derrick Kruger – Current Student
- Jim Schmidt, Colby EMS
- Linda Vollmar, City of Antigo FD
- Eileen Kronberger – Central Price County Ambulance, Zoom
- Chris Stieber City of Wausau Fire Dept – Zoom
- Corey Smith – City of Antigo FD, Zoom
- Diane Cummings – Norwood EMS, Zoom
- Pat Trinko – Shawano Ambulance, Zoom
- Mason Heldt – Aspirus Wausau Hospital, Zoom
- Christina Wimmer – Marathon County Coroner's Office, Zoom
- Michael Clark – Associate Medical Director Paramedic, Zoom

NTC Team:

- John Connor – Paramedic Program Director
- Will Isham – EMS Program Director
- Allen Photopoulos – EMS Faculty
- Paul Scheffler – EMS Faculty
- Mary Lou Zettler – Equipment Technician, Zoom

Welcome & Introductions

Linda Vollmar, Chair Person welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Meeting called to order by Linda Vollmar at 5:30pm. Motion made by Corey Smith to approve the minutes from the October, 2022 meeting and was seconded by Eileen Kronberger. Motion carried.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by John Connor.

Committee Involvement

John Connor expressed that Committee involvement is very important. John invited those present to join in the conversation and also stated that if there are things that need to be addressed after the meeting, that members should contact him and we can add those items on the next agenda.

Instructional Area/Program Updates

Will Isham explained that historically the EMR class does not have enough enrollments to run a class in the outside areas. Will informed that going forward, the plan is to continually offer a hybrid class as this will give an option for those outside areas. Will also reviewed the EMR/EMT AEMT and Paramedic status and class format options.

Will explained the format of the EMR/EMT part 1 and 2 hybrid class that is running the summer term. EMR/EMT part 1 & 2 will run consecutively for 8 weeks. Students have the option of staying in the EMR/EMT part 1 class the full 8 weeks and then signing up for EMT part 2 in fall. For those students who are able to finish the EMR/EMT part 1 class early, they have the option to start EMT part 2 in the summer or wait until fall and have the full 8 weeks to complete the class.

Will Isham informed that going forward the refresher classes will be going through Workforce Training and Development.

Will spoke of changes at the state level. DHS, the Office of Rural Health has put out a grant for anyone who is willing to teach EMR/EMT. They want an asynchronous online version that could

be taught throughout the state or potentially in a different state. Will is working with WTCS and those that are applying for the grant, to see how we could collaborate and help out with the skills portions.

Will mentioned that the EMS program is always looking for help and for those that are helping, the importance of completing the HR paperwork in a timely manner so that you don't get dropped from the roster.

Legislative Updates/Renewals

Don Kimlicka informed that the licensing period has opened for providers. He advised that rosters be checked as everyone needs to be renewed by 7/3/2023. If you are not, they will be automatically removed from the service and their license will be put in-active.

Don explained the e-licensing procedure on receiving your license card, reviewed National Registry renewal, Paramedic and Critical Care renewals, and explained that anything CAPCE approved is accepted by the State per the DHS110, 2021 change.

Don stated that the instructor and the service providers should be open within the next week.

Don will be doing the EMS MCI plan and stated that it should be completed within the week and then will go through the review process. Once completed, if anyone wants to adopt, they can. It will give you all the parameters of things to think about and have ready for an MCI. Per the DHS 110, 2021, all services are supposed to submit and have on file with the state, an operation or a plan of policy on MCI.

Don informed everyone that there are several management positions opening up at the state office.

Endorse the Program's Required Minimum Numbers of Patient/Skill Contacts for Each of the Required Patients and Conditions CAAHEP Standard III.C.2 Curriculum

John Connor explained that the committee members are the ones that approve the minimum numbers for the student competency matrix which needs to be endorsed yearly.

John gave information regarding the changes in the skills check off for students. Information was shared that simulations have gone away, for the most part since the pandemic. Things that can still be simulated in the lab setting include geriatric to pediatric trauma, skills intubation

and child birth. That is being accomplished through open lab concepts which are set up 3 days a week at all levels.

Review the Paramedic Program's Requirements with Accreditation

John informed that there will be a virtual site visit on December 11& 12. Some committee members and representatives from the clinical and field sites will be invited to answer questions regarding the site visit.

Review the Program's Other Assessment Results CAAHEP Standard IIID. Resource Assessment

John explained the importance of the employer and graduate surveys and the RAM, Resource Assessment Matrix and the need to complete them. John reviewed some of the numbers from the Ram and explained that the low assessments were related to the medical director's low involvement during the pandemic and lends itself to the low percentages.

Review Program Changes and Potential Changes at All Levels

New sites have been added to the clinical and field affiliations; Gunderson, Lutheran in La Crosse and Sacred Heart and St. Joseph's in Eau Claire.

EMT Level students need a minimum of 10 patient contacts/hrs. State regulations now allow 10 patient contacts to be completed by simulation. Due to cost, students would have the choice of using ride on services but not through a hospital.

Mason Heldt asked if students are doing patient care during EMT 10 hr rotations. John informed that it involves observation but would like them to be able to have some sort of hands on, IE. blood pressures.

Mason Heldt expressed having students use job shadow forms as it could eliminate the process of needing immunizations. John will follow up with Mason to review the possibility.

Review Substantive Changes and Potential Changes CAAHEP Standard V.E. Substantive Change

John informed that anyone who is precepting a Paramedic student, the preceptor has to have the training on file with him. Preceptor Training is recommended to be done every year.

CoAEMSP/CAAHEP Updates

John informed that students used to be able to go into non-clinical settings for pediatric assessment. It is now required that the setting have a pathology or disease process associated with it.

Facilities/Equipment

Allen gave updates on equipment.

Capital Equipment: Ambulance is scheduled to be delivered in 2023.

Purchases: Obstetrical manikins have been upgraded to mechanical to include 2 full body. There are now more diverse manikins to include different ages and races.

Next Meeting Schedule & Agenda Items Discussion

John noted that October is election time and we are in need of a Vice-Chair and Chairperson.

John asked if there were any thoughts on keeping the advisory meeting as a joint meeting with EMS and Paramedic or if anyone would like the meetings to be separated. The meeting will continue to run combined with EMS and Paramedic unless there is discussion requesting it to be separated.

Autumn Oertel, a past graduate, spoke of her experience with the hybrid class and expressed that there were struggles with limited opportunities for labs, critical thinking skills, conversations on topics and asking questions. She also expressed that Canvas was easy to navigate.

Next meeting will be on Thursday, October 26, 2023, 5:30-7:30pm at the Emergency Services Training Center, Wausau.

Motion to adjourn by Jim Schmidt, seconded by Diane Cummings. Motion carried.

Accounting Advisory Committee Meeting Minutes

Date: 5/03/2023

Time: 3:00 p.m. – 4:30 p.m.

Location: NTC Connect (Zoom + In-Person)

Attendees

Industry Members:

- Keith Koszarek – Wipfli
- Nicole Lipinski – Volm Companies
- Traci Leffel – Rocket Industrial
- Glen Erdman – MBE CPA's
- Ron Aumann -- Nelson-Jameson
- Jean Schult – Schult CPA
- Rob Gilles – Central Processing Corp./County Materials Corp.

NTC Team:

- Lisa Peterson – Associate Dean, Business, School of Business
- Sara Hill – Faculty, Accounting
- Sydney Fritzel – Faculty, Accounting
- Valerie Becker – Administrative Assistant-School of Business

Welcome

Lisa welcomed everyone to the meeting. All present introduced themselves and the organizations they represent.

Update and highlights from last Meeting (10.05.22)

Minutes from the previous meeting was sent to members to review. Minutes approved as is.

Chair Nomination

Mary Strand from CLA (CliftonLarsonAllen LLP) was nominated and approved as Chair of the Accounting Advisory Committee.

Industry Discussion

- **Traci Leffel** – They are finally fully staffed in the Accounting Department at Rocket Industrial, although, they are still struggling with turnover in the warehouse. They are having fewer hiring issues overall with the professional office positions.
- **Nichole Lipinski** – Volm Companies is also experiencing fewer hiring issues in the professional type positions and her area is finally fully staffed but they are still hiring for a higher-level position in their finance area. She recently tried offering an NTC graduate an internship position despite the person's lack of experience but was never able to connect with them so that opportunity fell through. Manufacturing always struggles finding people, especially in Antigo, Wisconsin. They are working on implementing new automation and software within their organization to reduce the need for lower-level staff that they are struggling to hire for.
- **Glen Erdman** – MBE CPA's just finished up with tax season. They are bringing on 16-20 new interns this summer to give them experience in an accounting firm and will hopefully secure them with positions after graduation. They have a lot of virtual employees throughout the country, overseas,

and a few in Stevens Point, Wisconsin. The Stevens Point employees will come to Wausau for meetings but work remotely the majority of the time. The ability for employees to work remotely has really opened up hiring prospects and helped them fill positions. They also allow for flexible scheduling; employees will work 20-50 hours a week remotely and this also eliminates a 30-minute drive to work for many employees. They have also hired a lot of employees in other departments such as IT that have a background with more experience than education in their field.

- **Sara Hill** – Many of her students want to work from home after graduation. Is this something they will have the ability to do right out of college?
- **Glen Erdman** – They do not let new employees especially those right out of college to work from home immediately upon hire. Training people remotely is more difficult and there's a longer learning curve. Working from home 100% can be a detriment to their career whereas working in the office at a CPA firm will likely provide more advancement opportunities.
- **Traci Leffel** – Rocket Industrial requires 6 months of employment before they can apply to work from home but they must also have good performance. Any performance issues while at home will require them to come back to the office to work.
- **Jean Schult** – Schult CPA just got done with tax season, as well, and have been staffed very appropriately. Schult CPA has 4 full-time staff and 7 part-time staff. They try to capitalize on the flexibility they provide their part-time staff; this can be appealing to parents who have young kids and can only work a few days a week during the school year or need their summers off. This part-time staff will then help with the influx during tax season so the full-time staff doesn't have to work outrageous hours.
 - **Glen Erdman** – MBE CPA's has also had success hiring part-time employees, particularly with who are retiring from their career and do not want to sit idle. They get trained in late summer and fall and help with 1040's and are able to set their own hours and work 20-25 hours a week.
 - **Sara Hill** – We really need to promote our Small Business Bookkeeping Certificate. This would be great for the employees that Glen is describing. This entails Accounting 1 and Quick Books 1. There is a pocket of students who are retired and like to take a few of these types of classes and earn their certificate so they can help out a business or non-profit part-time.
 - **Glen Erdman** – This certificate would be great for employees who are helping with low end bookkeeping like bank reconciliations, credit card reconciliation, and P&L's. It would be great for these employees to have that certificate if they are working with client's accounts.
- **Ron Aumann** -- Nelson-Jameson is based out of Marshfield, WI with about 250 employees and is a wholesale distributor. They have not embraced the idea of work from home as of yet but they use this as a flexibility option for when an employee has an appointment or other things like that, otherwise, employees are expected to work in the office. Agrees that employees should work in the office initially to help promote social skills and interactions with other employees. They currently just have one opening for an AP position. They last few years they have been promoting from within and made the decision to automate several processes rather than hire as many AP Processors. Overall hiring has been going well, although, hiring for drivers and the warehouse can still be tough. They have implemented flexible scheduling options where warehouse employees can work an extra hour Monday-Thursday and then work a half day on Friday. They also try to get warehouse workers onto first shift as soon as possible.
- **Rob Gilles** – They still have a few cost accounting positions to fill; one is a standard costing position along with some other accounting tasks and the other is a job cost accountant position. They have been unable to fill these positions out of the corporate office in Marathon, WI office so they opened

the position up for their Eau Claire, Wisconsin and Roberts, Wisconsin offices who pulls employees from the Minneapolis area where there is a larger hiring pool. They also struggle to hire for manufacturing and driving positions, much like the entire mid-west. They have been able to outsource the accounts payable process with a company out of India and can expand that if they run into staffing issues. He is comfortable enough with this company now that they can send them more important processes if need be. Over the next year the goal is to try and automate as much as possible on the AR and AP side and use AI for general ledgers, journal entries, and bank reconciliations.

- **Keith Koszarek** – A lot of us are in similar situations. He would also rather have his people in the office so he can see them and have face-to-face conversations, which is really important. People working in the office tend to excel a lot more than people working from home. Wipfli has been trying to diversify a lot more with their new hires and they have also been looking at hiring more experienced people. A lot more of their work in accounts payable and payroll is also being outsourced; they also use AI and other automated processes. Having people with soft skills who can communicate is really important.

Instruction Area/Program

- **QuickBooks Specialist – Sara Hill**
 - During our last meeting, we discussed getting state approval for the QuickBooks Specialist, which was granted making this a state approved program.
 - This is a small package of classes that includes Accounting 1, Quick Books 1, Quick Books 2 and covers balance sheets, income statements, statement of cash flows, etc.
 - We really wanted to offer this package in high schools so students could earn Dual Credits and start earning credits towards a technical diploma or associates degree. Schools would also qualify for ACT 59 funding which would give high schools \$1000.00 for every student who earned an industry recognized credential before leaving high school.
 - Shortly after we got this state approval, NTC's Workforce Training and Professional Development put a moratorium on adding additional Dual Credit certifications so we are waiting for this moratorium to be lifted.
- **VITA Experience Soft Launch Results – Sydney Fritzel**
 - This is the Volunteer Income Tax Assistance class that started in spring 2020 where students help people in the community do their income taxes.
 - This spring we had 2 students who did 51 federal returns and 11 state returns; we are required to do to file 50 returns to continue this program.
 - We offer this service to low-income families in the community so the returns are not too difficult.
 - We are looking to recruit more volunteers for next spring so we can also be open during the day. A lot of our clients are elderly and do not like to be out in the evening during the winter when roads aren't great and it gets dark early.
 - We would like to offer this service up to NTC students next spring, as well.
 - There was a lot of support from faculty, students, and volunteers and we couldn't have done it without them!
 - **Sara Hill** – Students have an option of doing the Vita Experience class or the Mentored Business Experience, where they work with mentors out in the industry. The competencies that Sydney teaches in the VITA Experience class are not just tax related; it is more about communicating, writing, working with the public, and many soft skills. We only had 2 students because this is a soft launch and we expect to have about 8 students preparing tax returns next year and we will encourage them to take this over the MBE class.

- **Enrollment Update – Valerie Becker**

- Enrollment for fall 2023 has only been open for a few weeks and students can apply and enroll all the way up to August 28th.
- There are currently 19 students who applied for the in-person Accounting Associates Degree program; 6 of which are matriculated and enrolled.
- There are currently 7 students who applied for the Virtual College Accounting Associates Degree program; 3 of which are matriculated and enrolled.
- There are 2 students who applied for the Accounting Assistant in-person program but neither have enrolled as of yet.
- **Glen Erdman** – Are the attendance levels of the in-person classes back to where they were before the pandemic?
- **Sara Hill** – Our classes are not at the level they were at before the pandemic. Students continue to tell us that they prefer the in-person classes but then they still sign up for the virtual or online option. Fall 2022 had great attendance for the in-person classes and we were able to run most of these classes, however, spring semester attendance for the in-person classes were not as great and we had to cancel several in-person classes and only offer the online class. We are hopeful that in-person attendance will be great again this fall. This spring we are seeing students take advantage of the events and facilities for them on campus.

College-Wide Initiatives

Valerie and Sara presented the following College-Wide Initiative Power Point to the advisory committee



Advisory Committee
PowerPoint Spring 2

Next meeting schedule & agenda items discussion

The next meeting will be held on a Wednesday, September 27, 3:00-4:30pm.

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology

May 4th, 2023 | 3:30pm to 5:00pm | STEM Center/Zoom Meeting



Meeting Attendees

Industry Members:

- Joe Jackan – Jarp Industries
- Cameron Diedrich - Enerquip
- Travis Puig – Wausau Window & Wall Systems
- Todd Polega – C-Tech Manufacturing
- David Williamson - A-Team Machine, LLC
- Todd Wuik – Jarp Industries
- Derek Carroll - Actalent (formerly Aerotek)
- Jesse Jensen - Enerquip

NTC Members:

- Iain Cameron, Dean
- Heidi Latendresse, Learning Coordinator
- Brad Schinker, Faculty
- Bryan LaVigne, Faculty
- Dragomir Marinkovich, Faculty
- Brenda Tincher, Administrative Assistant

Welcome

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing, welcomed everyone to the meeting and thanked them for attending. Iain informed the group about Tim Fetting, Associate Dean, leaving his position with NTC.

Highlights from the previous meetings/updates

The previous meeting minutes were distributed in advance for the committee to review. There weren't any specific questions or changes to the previous meeting minutes.

Industry Discussions

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

- Todd Polega, C-Tech, said they have two students with one graduating. The students will do a lot of programming with code base for designs. C-Tech is looking for students with knowledge of basic codes like C sharp among other codes. Unfortunately, students don't get to see the finished projects because of the code base. C-Tech enjoys employing students from NTC that are mechanically inclined. C-Tech has trouble finding talent to work with automation. C-Tech is growing constantly and finding challenges with supplies to operate the robotics. One example of the company's challenges would be finding batteries.

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Mechanical Design Engineering Technology

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- Jesse Jensen, Enerquip, says orders are picking up. Materials are getting easier to get. The company likes the internship program, but is always hoping for more. There are more jobs than people. The pay scale increased rapidly, but now is coming back down.
- Cameron Diedrich, Enerquip, mentioned design work materials are easier to get but components are the hardest. The company does all of its own design works with SolidWorks. The company has just implemented PDN, which has been a little bit of a challenge. Enerquip has been making up for the last couple of months of slowness. The push is to get materials through the engineering process, get materials ordered, and get it out to the floor for manufacturing. The biggest challenge is getting work to the production line. Enerquip has a little bit of a bottleneck in Engineering. They have recruited two interns from high school who are going to NTC and UW-Stout. The students come back and work for the summer and then transition into working full-time. This setup works out well for the company.
- David Williamson, A-Team Machine, stated the company has fewer problems getting materials. The main problem is getting employees and keeping people around. Things have finally settled down for the company.
- Joe Jackan, Jarp, said there has been a change in the market. If the company could get materials and employees, it would have been the best year. The company needs automation with cross-functional projects. Jarp needs to have design and automation come together. Brand-new products slow down production. The historical and legacy designs are running fine. New development seems to be slowing down. Jarp is moving ahead with automation now. Jarp tries to snag interns as soon as possible and put them to work. The company suffers from a lack of talent on the engineering floor. A recruiter is helping find employees, but still can't find enough people. There are more jobs than there are people. They can't find enough people to make parts so outsourcing is happening. The company has spent 6 years making its drawings, parts, and machines. Now the company has to make the processes work for everybody. They need to have a flexible Engineering Department so that the drawings work for all the companies. It has been a challenge.
- Iain stated automation is going to be the big thing now for companies since talent is a huge problem. It is leading to more automation as a necessity, especially with Wisconsin's changing demographics. He mentioned C-Tech has been fully automated. He would advise taking a look at their processes and what they have done. It's a great way to do a baseline test or study.
- Travis Puig, Wausau Window & Wall Systems, mentioned the company has done well with students. The company finds students through interviews or career fairs. He mentioned his company enjoys having graduates of NTC working with them in the Engineering Department. Travis says they have enough work, but Wausau Window & Wall Systems are always looking for talent. Right now, they have a couple of different positions open in Engineering with AutoCAD, Inventor, and 3D Modeling. The company gets a lot of custom work in their business. Most students start as interns and work into full-time positions.
- Derek Carroll, Aerotek, stated it has been a hot market, but with layoffs, they are seeing a decline. People that have been employed in the field for 10-15 years need to learn SolidWorks. The company has been creative

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Mechanical Design Engineering Technology

May 4th, 2023 | 3:30pm to 5:00pm | STEM Center/Zoom Meeting



about training people with SolidWorks. Derek has been successful in relocating people in the state with housing. On the candidate side, people have become scared of layoffs. Four-year engineers are getting greedy, because students want \$80,000 to start an engineering job with no industry experience. The Wausau area has been a good opportunity for engineers for the last 15-20 years. In this area, people get multiple interviews and then will have a couple of job offers. Mechanical Engineers with a 4-year degree are changing jobs the most. Joe asked about pay; he was wondering since the pay was going up so high the last couple of years, has it leveled off now? Derek believes that companies are correcting their overspent budgets and now layoffs are happening. Graduates who were employed by these companies are now calling looking for work. Derek has to re-educate about how the company has overpaid and is now correcting the issue. He can move forward with finding them a job. Some of the candidates keep asking for \$10-\$15,000 more than they should then won't get the callbacks for employment. This company is learning as they go, because this isn't a typical market. The fearful employees are hunkering down and are worried. These people also don't want to muddy up their resumes.

- Iain suspects that industries don't know if they will have multiple jobs/positions long-term, because of the uncertainty with the economy. Dragomir wanted some elaboration on specifically what positions Derek was referring to. Derek replied, Mechanical Design Engineers with 4-year degrees have the most turnover, as of now. There are a few in other design roles also, but just not as many. Dragomir also wanted to know if there is more need for designers with Associates Degrees or Mechanical Designers with 4-year degrees. Derek said Mechanical Designers are needed more. In the last 6 months, Derek has hired 4-5 Mechanical Designers, because companies were willing to pay more to have more expertise with a 4-year degree. Some of these 4-year degree people are willing to take less pay to be able to have a job. This has happened primarily in the Wausau area.
- Travis asked if current students, who are graduating with a 2-year degree, are looking for tuition reimbursement for continuing for a 4-year degree. Dragomir says some of his students will be going on to a 4-year degree. Other students say they might go eventually. Dragomir mentioned students very rarely elaborate on tuition reimbursement. Brad Schinker stated that he sees the same with his students. Todd asked how NTC credits transfer into the UW system. Brad mentioned we have established transfer agreements with UW-Stout and Michigan Tech into their Engineering Technology Programs. The schools are Algebra-based programs with more on AutoCAD and hands-on. The schools usually cap out of 1-2 semesters of calculus. Both schools are a 2 plus 2 transfer agreement. Iain stated NTC is always trying to improve transfers for all programs, including Mechanical Design Engineering Technology.
- Everyone is seeing a bottleneck either in manufacturing, engineering, or materials.
- The consensus is they need engineers to broaden their specs and not drill them down to specifics. Currently, the drawings must work for several processes. Companies are spending so much time teaching. Travis suggested that designers follow their drawings to the floor so they see how they are used. Dragomir asked if the newer designers were seeing these problems arise. Travis said yes. Dragomir also asked the group if they could give samples to the instructors to work with students and align them with these companies' needs.

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Brad asked if companies could give us good examples and bad examples, but please make sure the drawings are labeled for instructors to know which is which.

- Derek mentioned he is doing a lot of top grading. He said students who graduated 10-15 years ago used AutoCAD, but now companies are moving more toward SolidWorks. Derek asked what options past students have with getting updated on SolidWorks. Iain stated NTC offers individual classes with SolidWorks and Inventor throughout their Fall and Spring semesters, with options for self-paced courses where students can do the homework on their schedule and everything is pre-recorded. SolidWorks 1 and 2 are courses that run for 8 weeks each, and these classes are even usually offered in the summer. Iain stated NTC can sometimes work outside these dates, if industry requests this and Brad mentioned to please call NTC and instructors will try and work around for the students. Cameron asked if companies offer training with Inventor and SolidWorks. Derek said Actalent offers SolidWorks certification. Bryan LaVigne reiterated that every semester SolidWorks is offered in virtual college and with virtual college, students can join anytime in the semester. NTC has a SolidWorks 1 class which is typically introductory level for Machine Tool, Welding, and Electromechanical students, while SolidWorks 2 prepares you for the certification exam. Students also have a live instructor with Zoom, email, and in-person as an option. Bryan L. says only about 40% to 50% of students take the test for certification but there are modules and multiple practice exams to help the students. Unfortunately, students just don't see the bigger picture. Travis asked about making a full 16-week course instead of an accelerated class. Bryan mentioned that they could take back-to-back classes which would be a full 16-week course. Iain asked the Advisory Committee if they wanted NTC to explore making Solid Works certification mandatory in our classes, with agreement from the committee. Todd suggested making a portion of their grade count for completing the certification. Brad mentioned this SolidWorks certification is free, though he feels NTC should offer a free option for the program Inventor also but that this does have a cost associated. Brad feels making students pay for Inventor would deter them from the certification in this program. Iain asked about the cost. Brad didn't know at the time, because the costs have changed, but this will be investigated.
- Todd also mention that if you are licensed in SolidWorks, you will get a free credit every year to take one exam each year, which is a benefit for students and/or their organizations if they are working.
- Based on the discussions that took place during this meeting, Iain asked for confirmation from the committee that the Advisory Committee is making the recommendation to explore ways to **a)** make the free SolidWorks Certification a mandatory part of our curriculum, and **b)** explore ways to also include mandatory Inventor certification (and cover associated costs). The committee unanimously agreed that these are their recommendations.

Program and Curriculum Update

There are no current plans for modifications in this program. Iain mentioned that we have NTC connect capabilities. It is a hybrid delivery mode where students can participate in person or online.

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Iain also mentioned that our new Smart Manufacturing Lab will encourage cross-subject projects where mechanical design, manufacturing, electromechanical, automation, and other students will work together on projects to be able to see and feel how it real projects work. NTC wants students to experiment here.

NTC will be pausing any program changes for a two year period starting in December 2023, leaving one more opportunity for changes to be made this year.

The following current program enrollments were reported:

- 16 students - 1st semester
- 12 students - 2nd semester
- 3 students - 3rd semester
- 9 students - 4th semester

Recruitment Events and Discussion

- NTC has a partnership with Engineering Tomorrow. NTC encourages students to come to events and do experiments around engineering topics. The purpose is trying to get kids interested in engineering and we would like actual engineers to talk with the students and help judge events. Iain is wondering if anyone on the committee would help.
- NTC likes to encourage using our students for internships, because it would help students gain experience and potentially financially. NTC encouraged the industry members interested in internships to call Bryan LaVigne.
- Bryan mentioned that students aren't aggressive about applying for internships and some don't even realize they need an internship to graduate. The NTC title for the internship class is misleading. It says "Design Problems" instead of saying "Internship". As a result of this update, Iain stated that NTC will take action on this and also stated that the Advisory Committee will need to approve any resulting changes to the class (including a name change). A plan will be developed and recommendations presented to the committee at the Fall 2023 committee meeting.

NTC College-Wide Updates

- The committee was sent a PowerPoint showing the College-Wide Updates. There were no questions on this during the meeting but Iain encouraged feedback at a later date if any questions came up.
- The new programs started in the fall of 2022 included:
 - Diesel Apprenticeship
 - Liberal Arts Associate Degree of Arts and Liberal Arts Associate Degree of Science – providing the general education credits toward a four-year degree.
 - Garden to Market Specialist Degree
 - Pasture to Plate Butchery Certificate
 - Nail Technology

Advisory Committee Meeting Minutes

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- NTC will be starting these programs in the fall of 2023:
 - Therapeutic Massage
 - Hospitality Management
 - Smart Manufacturing.
- Iain also communicated to the committee that the School of Engineering and Advanced Manufacturing will be posting an Engineering Pathways Coordinator shortly as part of a successfully awarded WTCS Career Pathways grant.

Next Meeting Details and Suggestions

The committee will be sent meeting details at a later date.

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Advisory Committee Meeting Minutes

Electromechanical Automation Committee



May 10, 2023 | 4:00pm to 5:00pm | F107 Stem Center/Zoom

Meeting Attendees

Industry Members:

- Brady Hoes – Loos Machine & Automation, LLC
- Jim King – Greenheck Fan Corporation
- Greg Mattmiller – Lactalis
- Brandon Rindfleisch – A&B Process Systems Corporation
- John DeHart – Complete Control Systems
- Scott Towle – Schneider Electric
- Kourtny Vanderploeg – Volm Companies
- Fred Wenzell – Harley-Davidson
- Jerald Fermanich – Mullins Cheese
- Dave Tanger, Marathon Technologies
- Courtney Zempel – Harley-Davidson

NTC Team:

- Iain Cameron - Dean
- Dustin Van De Weerd - Faculty
- Matt Jacobson – Faculty
- Heidi Latendresse – Learning Coordinator
- Brenda Tincher – Administrative Assistant

Welcome

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing, welcomed everyone to the meeting and thanked them for attending. Iain also confirmed to the group that Tim Fetting, Associate Dean, had left his position with NTC.

Previous Meeting Information and Updates

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

Industry Discussion

- Jim King, Greenheck stated that since the COVID pandemic, Greenheck has been experiencing double-digit growth (about 1.5 billion dollars). They currently have 5 automation technicians but are always looking for additional technicians. They have had this position posted for 8 months without any applicants. The

Advisory Committee Meeting Minutes

Electromechanical Automation Committee



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mechanical technician side is better. Greenheck is a strong organization that is interested in talking with students as soon as they come out of high school. They are finding the need to get to the students sooner, and Jim says it's frustrating not being able to find enough interest in this type of employment, and they will be implementing 38 new systems this year alone to keep up with growth. Jim also mentioned another Greenheck manager has currently 7 technicians in his department, but has 16 positions open.

- Dave Tanger, Marathon Technologies, piggybacked on Jim's comments and asked about interns for the summer. He says companies need to start with students in high school at age 17. Jim mentioned that hiring younger employees is a challenge with HR and legal requirements.
- Reflecting on this, Brandon Rindfleisch, A&B Process Systems, mentioned they have had 5 youth apprenticeships over the years and that this has been a great program for their business. It allows them to bring students in at an earlier age starting in their senior year and then moving to a regular apprenticeship or role after graduation. One of their best engineers came through this program. Brandon says the Food and Pharmaceutical market growth has seen high growth over the last few months, with a lot of manufacturing now in the US versus going overseas and as a result there are a lot of investments going into supporting this. The company has also received a lot of larger contracts as a result. They have 15 people in the Automation group, and the company sees this area growing in the future years. Retention has been good, and they haven't lost anyone for a year and a half.
- Scott Towle, Schneider Electric, mentioned they have a lot of wastewater projects and the government is spending a lot of money on utility projects right now. Their biggest problem is getting over the hump of manufacturing. Analog cards are a specific example of items that are backlogged. There is hope that the next 12 months will improve.
- Dave Tanger acknowledges they are an independent manufacturing consultancy company and they focus on power systems and delivery. They have a fail-safe lock-in process at their company, but he sees larger manufacturers have control assist with 2 or 3 of them in service. Marathon Technologies needs another system. Manufacturing performance is strong, but finding talent continues to be a challenge.
- Gregg Mattmiller, Lactalis American Group, mentioned technicians, electricians, and refrigeration areas are lacking people and it continues to be very hard to find people. Lactalis is currently trying to hire 4 technicians.
- Kourtney Vanderploeg, Volm, stated that farmers want automation. Volm is looking for Electrical and Mechanical employees to travel and it's also hard finding people for them, especially with their type of work. They have 30 technicians, but they are always looking for more. Volm would love to bring 17-year-olds into their company, but the laws and Human Resource make this complicated. It's hard to find people to travel and stay on the road for a couple of weeks. Another hurdle would be that more and more customers want very comprehensive service. They are always looking for solutions with engineers.

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- Fred Wenzell, Harley-Davidson, has 5 technician openings. Their problem is getting people to take the Ramsey test and pass it, with only about 1 out of 10 succeeding. Even people who work in the field struggle to pass this test. Fred is wondering about what the high schools are teaching now, as it seems kids are more prone to learn through videos nowadays. The company opened up for an apprenticeship. The company had 19 employees and has whittled it down to 11 employees. He mentioned they have 2 apprenticeships doing well and will be adding one more for the fall. Harley is bumping up pay for labor to \$40/hour, with more time off (new hires start with one week of vacation) and they have also switched to shift work. The company's second quarter was good but interest is up on luxury items and they are hoping not to see a decline. They will be adding an addition with machines in October and continuing in spring. Harley is insourcing a lot of work, because a lot of outsourcing options are closing up and becoming a nonoption. Fred has been wearing dual hats (manager and Automation) at his job since the manager left in the fall and there has been no success so far in finding a replacement. He hasn't been able to get parts for automation equipment, especially on older items. In addition, the maintenance company's work time and lead times are at an outrageous price, increasing as much as 2x. Fred also asked if anyone had a garage door company they could recommend as they need parts and doors. Fred also mentioned WPS's focus on energy is begging for projects but unfortunately a lot of these industries aren't about focusing on energy, leading to this area stagnating. Additionally, WPS can't get transformers manufactured for 3 months. WPS rates are going up 9 percent next year and 2 percent the following year so a focus on energy is urgent for manufacturing.
- Courtney Zempel, Harley-Davidson, said they are working with their Pennsylvania team with the Ramsey testing; in this location they offer them a job and then test them, which hasn't been successful due to the high-test failure rate. Their tests take 3 ½ hours, and are a huge time sink so they are looking for better answers. There are employees who have worked for Harley-Davidson for 30 years who struggle with figuring out the test. Harley-Davidson isn't growing so they are looking at ways to save to manage revenue and cash flow.
- John DeHart, Complete Control Solutions, stated there is new growth in the Appleton area. They have gotten more applicants. Currently, they have 21 employees with 18 in Automation and the rest being panel technicians. The company is starting to see lead time drop-off. Analog cards are available on the market. For a big project coming up, they have opened up 2 internships. They have plenty of work coming in.
- Jerald Fermanich, Mullins Cheese, mentioned maintenance staff has done a lot of subbing in the last 2 ½ years. Maintenance is just working on maintenance and not building panels. They are growing. They did shut down Plover temporarily, but will be coming back into production. They are always looking for staff but applicants are picky about what shift they would work. The company has recently changed to a 7-day week with a 12-hour shift with 4 days on and then 5 days off and employees seem to like it. The 12-hour shift helps with vacation time also and he can fill in the gaps in the office. Contrary to others, the company has turned to a lot of outsourcing to help keep them moving forward.

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- Iain reiterated the main comments shared so far, with every company reporting steady growth in automation areas and maintenance teams but with hiring continuing to be a challenge for everyone. Companies are trying to keep employees supported and handle supply chain issues as best as they can. He also reiterated that youth apprenticeships are good at getting students starting younger and can lead to good employees for companies.
- Iain also asked the Harley-Davidson team how their aptitude tests work, and confirmed that NTC does offer a similar test, but it is a mechanical aptitude test. NTC can share more information with Harley-Davidson to see if this would be a possible alternative for them.
- Iain then asked if there were any suggestions for the Electromechanical or Automation Systems programs or questions related to anything shared so far.
- Jim King said that based on what he saw from the student's projects, NTC is on the right track. We have to keep our hand-on approach and encourage as many new students into this industry as possible. Iain agreed that automation isn't going to take jobs, because there are no individuals for those jobs now; we are training the next generation to implement this technology to keep manufacturing moving. The committee agreed a high focus on hands-on curriculum is critical.
- Dustin Van De Weerd, Electromechanical and Automation Systems instructor, mentioned that all the fundamentals are there for students. He shared that the EM, Automation and Smart Manufacturing programs are very close and that NTC would like the classes to be ladderized better so that students could possibly take one extra class a semester and end up with a degree from Smart Manufacturing along with their EM or Automation degree. Iain reiterated that NTC is always looking at how programs can 'package' together. NTC have ongoing plans for adding more equipment, but they are having supply chain problems too.
- Jerald suggests a 2-year program is good but a 3-year program tying the programs together is a great pathway too. Their company has seen a huge growth in students who go to NTC this past year.
- Iain agreed about not having online only degrees for these specific subject areas. The technology is on campus and we need the students to get the hands-on experience to be effective in industry. The flexibility aspect cannot be forgotten though, because people and students want and expect as much flexibility as possible. Iain also mentioned that the Advisory Committee will likely need to look at these programs over the coming years and see which programs the committee wants to keep or dial back due to the crossover and the constantly evolving industry needs. Skills are relevant and the committee will be fully consulted.

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Program and Curriculum Discussion

- There are no program modifications for the EM and Automation programs currently and Iain shared with the committee that NTC will be pausing any program changes for two years after our December 2023 changes.
- Iain shared the current enrollment numbers as follows:

	<i>Electromechanical</i>	<i>Automation</i>
<i>First Semester</i>	6	13
<i>Second Semester</i>	13	2
<i>Third Semester</i>	6	1
<i>Fourth Semester</i>	3	2
<i>EM Grads to Automation 4th Semester:</i>		3

- Dustin confirmed that Electromechanical Program enrollment is down but that the flex program for Electromechanical is maintaining students. In the flex program students can use the labs off hours while working a full-time position. Automation is doing ok and also runs flex classes.
- Iain also let the committee know that NTC has a partnership with Engineering Tomorrow. This partnership encourages younger students to come to events and do experiments based on specific engineering topics. Brad Peck is the Regional Director of Engineering Tomorrow and is always interested in getting full-time engineers involved as volunteers.
- Iain also mentioned in the future he would like to share enrollment reports with the committee (and other advisory committees) before the meeting so the information can be reviewed beforehand.

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- Iain told the committee that NTC's goal is to support industry's issues by offering more program options. For example, part-time options for students or potential options for high school students who are interested in this industry to be hired by a company and have sponsorship for them to attend NTC. Hopefully, this will help companies in their push to find employees.

NTC College-Wide Updates

A PowerPoint including NTC's College-Wide Updates was shared with the committee. There were no questions regarding this information.

Any Other Business

NTC has a grant to hire a Pathways Coordinator. This role will work with high schools, technical colleges, universities, and manufacturing companies, and overall the position is aimed at creating various pathways for those who want to develop a career in Engineering Technology related subject areas, both fresh students and those who are already working in industry.

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Dustin Van De Weerd

Electromechanical / Automation Systems Program



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2022										
MONDAY July 11	Annual Organizational Meeting	X	X		X	X	X	X	X	X
July 21-23	WTC DBA Summer Meeting (NTC)		X			X			X	X
August 16	Regular NTC Board of Trustees Meeting	X	X	X	E	X	X	X	X	X
September 27	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	E	X
October 6-8	WTC DBA Fall Meeting (CVTC + Zoom)								X	
October 18	Ribbon Cutting: Industry 4.0: Smart Manufacturing Lab		X			X	X		X	
October 18	Regular NTC Board of Trustees Meeting	E	X	X	X	X	X	X	X	E
December 6	Regular NTC Board of Trustees Meeting (Lunch at 12:00 p.m. w/Foundation Board)	X	X	E	X	X	X	E	X	X
December 10	Graduation (10:00 a.m. @ The Grand Theater)			X		X			X	
2023										
January 10	Regular NTC Board of Trustees Meeting	X	X	X	X	X	E	X	E	X
January 11-13	WTC DBA Legislative Seminar (Madison)					X			X	
February 5-8	ACCT National Legislative Summit (Washington, D.C.)*								X	
February 7	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	E*	X
March 7	Ribbon Cutting: Studio 7		X	X		X		X	X	X
March 7	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X	X
April 4	Regular NTC Board of Trustees Meeting	E	X	X	X	X	X	X	X	X
April 20-22	WTC DBA Spring Meeting (Gateway Technical College)		X						X	
May 2	Regular NTC Board of Trustees Meeting	X	E	E	X	X	E	X	X	X
May 20	Graduation (Wausau West Fieldhouse)	X	X			X			X	X
June 6	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:00 p.m.)									

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

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Falcon chicks to get college mascot names chosen by voters

Area residents can vote to help name newly hatched peregrine falcons after the mascots of Wisconsin colleges, universities and technical schools.

Voting runs through May 9 and may be done online at www.surveymonkey.com/r/NameOurFalcons.

The chicks hatched at We Energies and Wisconsin Public Service nesting boxes will receive the names of the highest vote-getters.

The first two chicks hatched recently at the Oak Creek Power Plant and others are expected soon at the utility's remaining facilities, including the Port power plant.

Names under consideration include:

- Bucky in honor of Bucky Badger, University of Wisconsin–Madison.
- Pounce for Pounce Panther at UW-Milwaukee.
- Stormer in honor of Milwaukee Area Technical College's Stormers.
- Clash, after Clash the Titan, UW-Oshkosh.
- Iggy in honor of Iggy the Golden Eagle, Marquette University.
- Willie after Willie Warhawk, UW-Whitewater.
- Blu for Blu the Blugold, UW-Eau Claire.
- Sly for Sly Fox, Fox Valley Technical College.
- Stryker in honor of Stryker the Eagle, UW-La Crosse.
- Newton after Newton the Eagle, Northeast Wisconsin Technical College.

■ Stevie for Stevie Pointer, UW-Stevens Point.

■ Rudy in honor of Rudy the Red Hawk, Gateway Technical College.

■ Maximus for Maximus the Gray Wolf, Moraine Park Technical College.

■ Ollie after Ollie the Owl, Waukesha County Technical College.

■ Freddy after Freddy the Falcon, Concordia University Wisconsin.

■ Phlash for Phlash the Phoenix, UW-Green Bay.

■ Ranger in honor of Ranger Bear, UW-Parkside.

■ T.C. after T.C. Timberwolf, Northcentral Technical College.

■ Musko for Musko the Muskie, Lakeland University.

■ Grit in honor of Grit the Cougar, Mid-State Technical College.

■ Pete for Pio Pete, Carroll University.

■ Lenny after Lenny the Snow Leopard, Lakeshore Technical College.

■ Ember in honor of Ember the Firebird, Carthage College.

■ Sammy after Sammy Sabre, Marian University.

■ Buzz for Buzz Yellowjacket, UW-Superior.

■ Roscoe in honor of Roscoe Raider, Milwaukee School of Engineering.

■ Norby in honor of Norby the Green Knight, St. Norbert College.

■ Angel after Blue Angels, Mount Mary University.

■ Viking for Blu the Viking, Lawrence University.

LIFESTYLE



Students who earned a place in the Top 10% paused for a photo following the ceremony. Displaying their certificates are, front row from left, Skyler Fox, Mikaela Luedtke, Chloe Zmek, Sam Warner; and back row, Griffin Stiemke, Miles McCandles, Gaige Marien, Tyler Beiter, Gabe Smith, Lauren Piper and Elise Gregersen.

—Staff Photos By MICHELLE DREW

Pines awards over \$300,000 in scholarships

Northland Pines High School (NPHS) held its Senior Scholarship and Awards program for the Class of 2023 May 1 in the school's auditorium.

Local and state scholarships totaling \$300,233 were presented to graduating seniors. This amount does not include individual scholarships students will receive from the university or college they will attend.

A list of the awards, recipients, amounts (where applicable) and presenters is shown in the order of the program as follows:

Wisconsin Higher Educational Aids Board (WHEAB) Academic Excellence: Gabe Smith, \$9,000; presented by Dan Marien.

WHEAB Technical Excellence: Brandon Bacon, \$6,750; presented by Marien.

Marine: Scholastic Excellence Award, Lauren Piper; Semper Fidelis Award for Musical Excellence, Shawn Miller; Distinguished Athlete Award, Miles McCandles; presented by Gabe Smith.

Northland Pines Youth Football and Cheerleaders: Miles McCandles, \$750; presented by Donna Cox and Jake Weinand.

Community UCC Thrift Shop in St. Germain: Camryn Cox, Mikaela Luedtke, Gaige Marien and Owen Will, \$1,000 each; presented by Bob Krarup.

Eagle River Lions Club: Badger Boys State, William Rozga, \$400; Technical Program, Brandon Bacon, \$1,000; University, Gretia Liermann and Hadley Olivetti, \$2,000 each; presented by Josie Silber.

Vilas County Lakes & Rivers Association: Lauren Malanche and Sophia Simac, \$500 each; presented by Susan Knight.

American Legion: Badger Boys

State, Nolan Warner, \$400; Scholar, Gaige Marien; Art, Chloe Zmek; Music, Elise Gregersen; Athlete, Miles McCandles; Americanism, Samuel Warner; presented by James and Marian Lynn.

Vilas County Tavern League: Alyssa Imse, Logan Kramvogel, Lauren Malanche and Sophia Simac, \$1,000 each; presented by Dan Ullsperger.

Plum Lake Women's Club: Bowen Minx and Nevaeh Durski, \$500 each; presented by Ryan Tienhaara. Forward Bank: Griffin Stiemke, \$500; presented by Larry Snedden and Jake Weinand.

St. Germain Women's Service Club: Brandon Bacon, Arthur Gloss, Elise Gregersen, Paige Hodkiewicz and Gabriel Smith, \$1,000 each; presented by Cookie Lough.

Nicolet College Foundation: Randy J. Hoegger Memorial, Bowen Minx, \$1,400; Brady Frisque, \$1,400; Vern Kohlbeck Memorial, Bowen Minx, \$2,000; Master Pipefitter Bill Kopke, Brady Frisque, \$500; Bob Martini Environmental Stewardship Award, Lauren Malanche, \$500; St. Mathias Thrift Shop, Madi Meisenburg, \$2,000; Trinka Weber Rogers VFW, Megan Franka, \$1,333; Nancy Smith Boone Nursing, Skyler Fox, \$400; presented by Leslie Lukas.

Conover Lions Club: Badger Boys State, Kevin Schaars, \$400; In Memory of "Bud" and Kathryn Reed, Hadley Olivetti and Luke Wessel, \$1,000; presented by Erica Lane.

Eva Schmidt Memorial, Eagle Chapter #218, Order of the Eastern Star: Sabrina Carlson, \$1,000; presented by Sylvia McDonald and Carl Wassow.

Sam Larsen Memorial: Miles

McCandles, Madi Meisenburg, and Griffin Stiemke, \$500 each; presented by Len and Pam Larsen.

Ripco Credit Union: Hadley Olivetti, \$1,000; presented by Diane Sowinski.

Eleanor Royal Scholarship, \$1,000 Renewable: Arthur Gloss, \$4,000; presented by Jen Payne.

Artarama: Lauren Piper and Emma Perry, \$1,000 each; presented by Jen Payne.

"Our Angel" Berkle Strong: Hadley Olivetti, \$2,500; presented by Lindsey Riedel and Jared Adamovich.

Dunnie and Roselynn Richter Technical/Trade: Marissa Brasse, Skylor Fox, Megan Franke, Madi Meisenburg and Emily Rotter-Doungmalia, \$2,000 each; presented by Emily Klessig.

Nicolet National Bank: Griffin Stiemke, \$500; presented by Hunter Berwig and Alley Meier.

Medford Cooperative, Inc.: Gabriel Smith, \$750; presented by Tom Gallistel.

Sayner/St. Germain Fish and Wildlife Club: Sophia Simac, \$2,000; Dr. Gene Likens, Tyler Beiter, \$2,000; presented by Bob Shell. Eagle River Light and Water Customer-Shared Strength Through WPP: Energy: Sabrina Carlson, \$1,000; presented by Mike Sanborn.

Masonic Foundation/Eagle River Lodge #248: MaryKate Kuskick, Mikaela Luedtke and Gaige Marien, \$500 each; presented by Albert Rousseau and Ken Krivich.

Ken Kazda Memorial: Brandon Bacon, \$500; presented by Chris Petreikis.

Land O' Lakes Elementary PTA: Michael Williams, \$1,000; presented by Chris Petreikis.

Peoples State Bank: Alyssa Karns, \$500; presented by Chris Petreikis. Eagle River Rotary Club: MaryKate Kuskick, \$1,000; Nicolet College, Megan Franke, \$1,000; presented by Martha Geiseman.

Land O'Lakes Arts (LOLA): Evelyn Strong, \$1,000; presented by Ryan Tienhaara.

Land O' Lakes Fish and Game Senior Environmental, \$1,000 Renewable: Sophia Simac, \$4,000; presented by Ryan Tienhaara.

Eagle River Chain of Lakes Assoc. (ERCLA): Sophia Simac, \$1,500; presented by Marc Groth.

Nick Parins Memorial: Emma Perry, \$500; presented by Scott Foster.

Plum Lake Lions Club: Arthur Gloss, \$1,000; Brandon Bacon, \$500; presented by Nancy McGee and Debbie Seeger.

Northland Pines Music Boosters: Elise Gregersen and Shawn Miller, \$1,000 each; presented by Kim Lewandowski and Erica Lane.

Marshfield Clinic Health System: Lauren Piper, \$500; presented by Erica Lane.

Phelps/Land O'Lakes Lions Club: Alyssa Imse and MaryKate Kuskick, \$1,000 each; presented by

Erica Lane.

Sayner Star Lake Lions Club: Nevaeh Durski and Arthur Gloss, \$1,500 each; presented by Debbie Seeger.

Pepsi: Lauren Piper and Michael Williams, \$500 each; presented by Jen Payne.

Lower Nine Mile Lake Association: Lauren Malanche, \$500; presented by Jen Payne.

American Citizenship, Student Council, two years or more: Greta Liernann, Gaige Marien, Miles McCandles and Lauren Piper; presented by Jen Payne.

Northern Horizon: Jack Gjoivik, \$80,000; presented by Scott Foster. St. Germain Elementary PTO: Arthur Gloss, Paige Hodkiewicz and Gabriel Smith, \$500 each; presented by Sade Seeger.

Steven R. Koskelin Memorial: Alyssa Imse, Samuel Warner and Camryn Cox, \$500 each; presented by Sade Seeger.

Secret Chocolate Society (SCS): Emma Perry and Sophia Simac, \$500 each; presented by Amanda Chaloupka.

Northland Pines Community Foundation: Alyssa Karns and Ryan Muench, \$1,000 each; presented by Jim Mulleady.

Peter Kable Memorial Trap, sponsored by Boulder Junction Shooting Range, Inc.: Brandon Bacon, \$2,000; presented by Scott Foster.

Eagle River, Chamber Business: Griffin Stiemke, \$500; presented by Chris Petreikis.

Eagle River Chamber of Commerce Cranberry Fest: Evelyn Strong and Michael Williams, \$500 each; presented by Chris Petreikis.

Roger and Mary Pukall Memorial: Megan Franke, \$1,000; presented by Sade Seeger.

Karen Reed: Brandon Bacon, Nevaeh Durski, Lauren Piper, Gabriel Smith, Griffin Stiemke and Owen Will, \$1,500 each; presented by Karen Reed.

Walter S. Mehr Memorial: Camryn Cox, Logan Kramvogel, Madi Meisenburg, Cassidy Sternhagen and Sam Warner, \$1,000 each; presented by Dale Mehr.

John Mark Price Memorial: Arthur Gloss, Olesya Gapotchenko and Sabrina Carlson, \$1,000 each; presented by Dale Mehr.

St. Germain Lions Club: Elise Gregersen, Paige Hodkiewicz, Sophia Simac and Gabriel Smith, \$1,000 each; presented by Fred Radtke and Eric Eade.

Ken Liesegang, class of 1971: Lauren Piper, \$2,000; presented by Lisann Snedden.

WIRSA Senior Teacher: Madi Meisenburg, \$750; presented by Scott Foster.

GNC Scholar Athletes: Camryn Cox, Logan Kramvogel, Gaige Marien, Miles McCandles, Gaige Marien, Miles McCandles, Gabriel Smith, Griffin Stiemke, Samuel Warner and Chloee Zmek; presented by Josh Tilley.

Robert W. Martinson Sr. Memorial, Conover Fire Department: Michael Williams, \$500; presented by Ryan Tienhaara.

Parson's of Eagle River Automotive: Bowen Minx, \$1,000; presented by Ryan Tienhaara.

Student Council: Greta Liernann, Gaige Marien, \$500 each; presented by Erica Lane.

Schilleman Bus Service of Eagle River: Michael Williams, \$500; presented by Erica Lane.

Isaac Tessier Memorial: Madi Meisenburg, \$500; presented by Stephanie Grassl.

St. Germain Northwoods Lions Club: Sophia Simac and Mikaela Luedtke, \$1,000 each; presented by Jen Payne.

Michael J. Obrodovich Memorial: Skyler Fox, \$2,000; presented by Jen Payne.

Eagle River Union/NP Athletic Hall of Fame: Paris Croker, Logan Kramvogel, Miles McCandles, Gabriel Smith and Cassidy Sternhagen, \$1,000 each; presented by Ken Kluever.

Northland Pines STEM: Hadley Olivetti, \$500; presented by Chris Petreikis.

Jacob A. Scheible Golf, Inc.: Logan Kramvogel, \$1,000; presented by Chris Petreikis.

R&S Winter Family Fund: Brandon Bacon and Nevaeh Durski, \$5,000 each; presented by Jen Payne.

Marian Pascholik Hendrickson Memorial: Megan Franke, \$2,000; presented by Jen Payne.

National Honor Society: Mikaela Luedtke and Sophia Simac, \$500 each; presented by Jone Davis and Stephanie Grassl.

DeBeyer Memorial: Camryn Cox and Samuel Warner, \$1,500 each; presented by Amanda Chaloupka.

WIAA Student Athlete: Ryan Muench and Hadley Olivetti; presented by Josh Tilley. Kelsey Kares: MaryKate Kuskick and Sophia Simac, \$250 each; presented by Lisann Snedden.

First Congregational United Church of Christ (UCC) members presented a number of awards, including Bird's Nest: Lauren Piper, Sophia Simac and Gaige Marien, \$8,000 each; Educational: Skyler Fox, \$1,000; Jinny Paterson: Michael Williams, \$1,500; Kranz: Olesya Gapotchenko, \$20,000; Kranz: Mac Williams and Miles McCandles, \$2,500 each; Roger Rieckman: Samuel Warner, \$1,000; all presented by Pastor Tim Shirley, Norma Yeager and Susan Krivich.

Northcentral Technical College (NTC) Foundation: Brandon Bacon, \$500; presented by Sade Seeger.

Top 10%: Tyler Beiter, Skyler Fox, Elise Gregersen, Mikaela Luedtke, Gaige Marien, Miles McCandles, Lauren Piper, Gabriel Smith, Griffin Stiemke, Samuel Warner and Chloee Zmek; presented by Dan Marien.



High school Principal Dan Marien closed the scholarship ceremony by offering his thanks to school board members, teachers and staff who took part in the presentation, as well as congratulating the many students who earned scholarships.

STEM-learning workshops to be offered at Antigo Public Library

The Antigo Public Library, Northcentral Technical College and Gearbox Labs will partner to offer free STEM-learning workshops at the library this summer.

Students in grades 5-12, teachers and parents can take part in the a STEM-based learning opportunity.

On July 6-7, the library will host two free all-day workshops for students and teachers. The workshops will introduce engineering, electronics and coding using Arduino. They will be taught by Gearbox Labs with grant funds provided to them by the Vela Education Fund. Northcentral Technical College will provide laptops learners can use during the classes.

Participating teachers or families will receive a free STEAM kit and project book they can take home.

The workshops will be held from 9 a.m. to 3:30 p.m. July 6 for students in grades 5-12 and from 9 a.m. to 3:30 p.m. July 7 for educators (homeschool parents encouraged to register)

Lunch and snacks are provided at no cost. Registration is required to attend. The library can accept up to 20 participants at each workshop. For the student workshop, this means

20 total families, and for the teacher workshop, it means 20 total individual educators. Participants can find a link to register at antigopl.org. Families with more than one child only have to register once and note the other children in the notes area of the registration form.

The workshops will cover computer science concepts including line/text-based coding in C++, variables, loops, libraries, data types, mapping, inputs and outputs, subroutines, functions and operations.

Engineering concepts covered will include digital versus analog signals, PWM signals, reading schematics, resistor selection, circuits, prototyping, servos and polarity. Technologies like microcontrollers, diodes, resistors, servos and buzzers will be explored, and science concepts like Ohm's Law, light-color mixing and sound frequency will be discussed.

"We are so excited to have this amazing partnership with NTC and Gearbox Labs to bring a dynamic and interactive learning experience to our youth and those who teach them," said library director Ada Demlow.

"I have met personally with one of the

lead instructors, Peter Haydock, and was impressed by his passion for bringing this important learning to students all over our state."

Demlow added that having Northcentral Technical College offer to loan laptops was icing on the cake.

"It is wonderful to have partners who understand the value of this project and are willing to share resources to make it the best experience possible," she said. "Having an NTC campus here is Antigo is wonderful treasure."

The Vela Education Fund supports programs that exist to serve learners and families participating in unconventional learning outside the traditional public, private and charter school settings. Gearbox Labs is presenting these workshops all over the state with the support of Vela.

Gearbox labs also offers free web-based learning opportunities. To learn more about this visit www.gearbox-labs.org.

To learn more about Vela, visit <https://velaeducfund.org>.

To contact the library you can call 715-623-2724, email Demlow at director@antigopl.org or visit the website at antigopl.org.

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Loyal Class of 2023

TRG



Halle Aumann
Eva Froeba & Randy Aumann
UW-Eau Claire
Kinesiology, Physical Education



Roby Beranek Jr.
Elaine & Roby Beranek Sr.
Chippewa Valley Technical College
Auto Mechanic



Maci Bogdonovich
Becki & Dean Bogdonovich
Nicolet Bible Institute/Crown College
Middle School Math Education



Shalisha Buchanan
Kerline James & Steve Buchanan
Chippewa Valley Technical College
Legal Studies/Paralegal



Hunter Dammann
Amy & Zachary Schmitt
Workforce
Fleet Farm



Kady Delis
Melinda Nelson & John Delis
Workforce



Aspen Hagen
Sherry & Jeremiah Hagen
Northcentral Technical College
Dairy Science and Agri-Business



Sullivan Hanson
Rita & Tim Hanson
Workforce



Ethan Jordan
Heidi Zakrzewicz & Darrick Jordan
Workforce
Fleet Farm



Rebecca Koopman
Amanda & Jason Koopman
Northcentral Technical College
Digital Marketing



Kaden Landini
Julie & Eric Landini
Chippewa Valley Technical College
Power Distribution



Anna Lindner
Wendy & Chris Lindner
UW-Eau Claire
Communication Sciences and Disorders



Ethan Lindner
Polly & Nathan Lindner
Chippewa Valley Technical College
Machine Tool Technics



Koral Lindner
Stacy & Luke Lindner
Workforce



Max Luchterhand
Heather & Doug Luchterhand
Workforce



Tanna Luchterhand
Kristina & Adam Luchterhand
Chippewa Valley Technical College
Animal Science



Eddie Macias-Rivera
Rocio Rivera & Jose Macias
Northcentral Technical College
Business Operations

Valedictorian:

Leah Scherer

Salutatorians:

Maci Bogdonovich & Anna Lindner

*Class Officers:**President:* Anna Lindner*Vice President:* Leah Scherer*Secretary:* Halle Aumann*Treasurer:* Maci Bogdonovich*Class Advisors:*

Mr. Adams, Mr. Cuddie, Mr. Schiller

INTRODUCING THE

Loyal
Class of 2023

Commencement

May 27, 2023

1 p.m.

Loyal High School Gymnasium

*Student Council:*Shalisha Buchanan, Kady Delis,
Aubre Robida, Drew Stieglitz*Class Color:* Maroon*Class Flower:*

White carnation with maroon tip

*Class Song:*I Want It That Way
by The Backstreet Boys*Class Motto:*"The start of something new ..."
—High School Musical



Loyal, Tribune Record Gleaner

TRG

Loyal Class of 2023

Wednesday, May 17, 2023 - 5



Justin Meyer
Tracy & Mike Meyer
Workforce
Grassland Dairy Products



Ty Meyer
Amber Burbach & Kris Meyer
Workforce



Sarah Miller
Julie & Greg Miller
Enlist in
Wisconsin National Guard



Jeremy Nunez Lopez
Flora Nunez Lopez & Omar Vasquez
Undecided



Courtney Rakovec
Amy & Josh Rakovec
Northcentral Technical College
Small Business Bookkeeping



Aubre Robida
Jenny & Cuyler Robida
UW-Stevens Point
Undecided



Honors
Leah Scherer
Becky & Dave Scherer
UW-Stevens Point
Chemistry



Janna Shirk
Dana & Aaron Shirk
UW-Stevens Point
Interior Design



Hannah Smith
Jenny & Russ Smith
Workforce



Drew Stieglitz
Stephanie & Louie Stieglitz
UW-Stevens Point
Biology



Mason Strey
Liz Strey
Workforce



Justice Wunrow
Deborah Lucek & George Wunrow
& Carrie & Eric Thornton
Vocational Education Program
Project Search



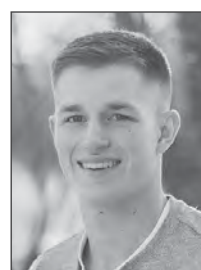
Vaughn Zettler
Emy & Ken Zettler
Northcentral Technical College
Video Production



Alyssia Zvolena
Shelby & Dustin Zvolena
Workforce



Jayme Zvolena
Christy & Paul Zvolena
Northcentral Technical College
Machine Tool Technics



Ross Zvolena
Janilee & Dan Zvolena
Workforce

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Spencer Class of 2023

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Malachai Anderson
Andrew Anderson
Owner of Northside Computers



Connor Bacon
Jennifer Oelrich & Doug Bacon
Criminal Justice



Elliot Bauer
Val & Lance Bauer
Workforce
Bauer Transport



Tony Bauer
Corri & Duane Bauer
Mechanic
Fast Automotive



Elisha Blanchard
Rachel & Kurt Blanchard
UW-Stevens Point
Interior Design



Jordan Boe
Heidi & Shane Boe
Firefighter



Alyson Brinker
Melissa Westphal & James Brinker
Northcentral Technical College
Veterinary Technician



Afton Delaney
Jennifer & Chad Delaney
College



Bristol Engevold
Kristen & Mike Engevold
Northcentral Technical College
Law & Criminal Justice



Mick Fitzner
Andrea & Jeff Tobin
(Host Parents)
Return to Germany



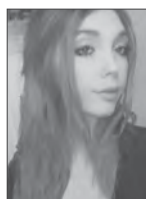
Jordan Giles
Kathy Giles & Nathan Giles
U.S. Navy



Laycee Glover
Tammy Glover & Steve Jensen
Certified Nursing Assistant



Carter Griepentrog
Tanya & Josh Griepentrog
Northcentral Technical College
Tech Degree



Savannah Grindeland
Nicole & Thomas Ledin
Travel or Help with Family Business



Selena Hernandez
Michelle Albrecht & Isnardo Hernandez
Workforce



Brianna Hildebrandt
Patti Hildebrandt & Lee Hildebrandt



Connor Hopperdietzel
Renee Schifert & Scott Hopperdietzel
Northcentral Technical College
Business



Kean Humphrey
Stacy Humphrey & Chad Humphrey
Track Driving



Nicolay Johre
Becky & James Garst
(Host Parents)
Army



Carson Kilty
Tanya & Bryan Kilty
Workforce
Mid Wisconsin Concrete & Excavating

Class Flower:
Red Tulip

Class Color:
Black

Class Motto:
"I just spent 113,880
hours of my life to
receive a paper and
a handshake."

Class Song:
I'll Always
Remember You
by Miley Cyrus

Class Advisors:
Abbi Roehrborn
Jared Klimmer
Emma Winkleman

INTRODUCING THE

Spencer
Class of 2023

Commencement

May 20, 2023
12 p.m.

Spencer Dome

Valedictorian:
Kaelyn Schreiner

Salutatorian:
Ariana Likes

Class Officers:

President:
Elisha Blanchard

Vice President:
Magnus Schweiger

Student Council Representatives:
Jadyn Zschernitz
Samantha Soback
Kylie Walker

Officers:
Malachai Anderson
Luke Roehrborn



Loyal, Tribune Record Gleaner

TRG

Spencer Class of 2023

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Degan Kind
Heather Zakrzewicz
Banking/Accounting



Alyssa Kobs
Tami & Chris Kobs
Workforce



Austyn Kohls
Shanna & Brad Kohls
Northcentral Technical College
Mechanical Engineering



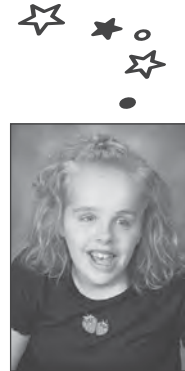
Keyera Kramas
Heather Kramas & Blake Butler
Welder - CMS



Samantha Lee
Laura & Martin Lee
UW-Stevens Point
Sustainability & Horticulture



Arianna Likes
Keri & Michael Likes
UW-Stout
Animation



Natalie Luepke
Kristine & Randall Luepke
Attending ODC



Andres Luna
Christina Carrera-Martinez &
Gumboa Luna-Narciso
Full-time Mechanic



Zoe Malignani
Holly & John Davidson
(Host Parents)
College in the U.S.A.



Sullivan Melander
Lynn & Mitch Melander



Alessandro Mercati
Tanya & Bryan Kilty
(Host Parents)
Return to Italy



Kaiden Miller
Naomi McCall &
Ben Miller
UW-La Crosse
Exercise & Sports Science



Savana Miller
Kirsten Miller & Jason Miller
Workforce



Jacob Mock
Feleicia Treffert & Ralph Teffert
Workforce
Warehouse at Nelson-Jameson



Isabella Murphy
Shawna & Kevin Murphy
Northcentral Technical College
Human Resources



Kyle Nieman
Kim & Donnie Nieman
Harding University
Mechanical Engineering



Giorgia Piovesan
Heidi & Kevin Walker
(Host Parents)
Return to Italy
Fashion Design or Architecture



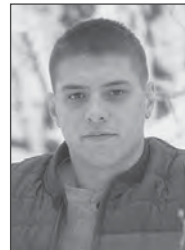
Derick Post
Kristina Post & John Post
Workforce



Dylan Riemer
Heather & Mike Riemer
Southeast Lineman Training Center



Luke Roehrborn
Abbi Roehrborn
UW-Stevens Point
Health Science



Nathan Rucker
Janelle & Ben Rucker
UWSP-Marshfield



GROSS
Auto Group
www.grossauto.com
SPENCER
715-659-3939
NEILLSVILLE
715-743-3207

Haas Builders Supply
Marshfield/Wisconsin Rapids
715-387-4337 • 715-569-4336



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Spencer Class of 2023

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Aurora Santangelo
Jo Poradish
(Host Parent)
College



Samantha Soback
Jackie & Chad Soback
Southwest Technical College
Animal Science



Kylie Walker
Heidi & Kevin Walker
UW-Platteville
Forensic Investigation & Psychology



Chloe Schmidt
Melissa & Tim Schmidt
Accounting/Business
Complete Filtration



McKenzie Schmitt
Sheena Cole & Travis Schmitt
Northcentral Technical College
Radiology



Kaelyn Schreiner
Jennifer Schreiner,
Lisa & Kory Schreiner
UW-Stevens Point
Psychology



Magnus Schweiger
Carmen & Jeff Schweiger
UW-Stevens Point
Education



Andrew Sieracki
Hazel & Michael Sieracki
UW-Stevens Point
Kinesiology



Chessa Skattebo
BethAnn Skattebo & Dustin
Bodendorfer & Ryan Skattebo
Project Search



Carisa Timm
Brenda & Ricky Timm
Arizona State University
Engineering Management

No picture provided for these
Spencer High School graduates:

Peyton Brookhart
Danielle Zabel & Shawn Brookhart, Northcentral Technical College Technology

Austin Henry
Laurie & Brian Henry, Workforce

Chase Mazola
Tanya Langreck & Chris Mazola, Workforce

Dominic Northup
Sunshine & Alan Northup



Chiara Tognini
Kelly & Rich Wilke (Host Parents)
University of Zurich, Switzerland
Law or Architecture



Jaco Van Den Berg
Jo Poradish (Host Parent)
Leiden University, Netherlands
Political Science

2023
Graduates



Lilianna Waughtal
Christine & Chuck Waughtal
Help mom at home or
OOC



Alexander Wolf
Stacy & Anthony Wolf
Western Technical College
Software Engineering



Ty Woodkey
Jenny & Rick Woodkey
Workforce



Connor Zinthefer
Kimberly Borek & Steven Zinthefer
Welding



Trenton Zinthefer
Kimberly Borek & Steven Zinthefer
Mid-State
Diesel Mechanic



Jadyn Zschernitz
Shannon & Lukas Zschernitz
Mid-State Technical College
Medical Assistant Program



805 S. Lasalle
Spencer, WI 54479
715-368-1111



County wants a regional morgue built

By Kevin O'Brien

With hopes of securing state funding, Marathon County is looking to spend \$178,000 for designing a new regional morgue that has been in the works for years.

At a county board meeting last Thursday, supervisors reviewed a resolution to continue setting aside \$2 million from the American Rescue Plan Act (ARPA) to build a regional forensic science center on the campus of North-central Technical College (NTC) in Wausau. Of that amount, just over \$178,000 would be designated for designing the facility.

If the resolution is passed at the board's next meeting, design work would start next month and is expected to take five to six months to complete. Once the schematics are done, the project could be bid out late this year or in January of 2024, assuming that funding is made available. The facility is expected to take 12 months to build.

The total cost of the center is estimated to be \$14.8 million, so the county will need to rely on a substantial contribution from the state to complete the project, which could potentially serve up to 28 counties in northeastern Wisconsin. County officials have asked that \$10.6 million be earmarked for the regional center in the state's next biennium budget, and another \$2 million in federal funds has been requested through Sen. Tammy Baldwin's office.

The county expects to hear about its state and federal funding requests by September, according to the resolution presented to the board.

At last week's meeting, the board heard a presentation from medical examiner Jessica

See **MORGUE**/ page 3

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Morgue

Continued from page 1

Blahník and supervisor Craig McEwen, chairman of a task force formed in 2017 to explore the idea of building a regional morgue in Marathon County. McEwen said the group was created after Blahník came to the Public Safety committee with concerns about the difficulty in arranging autopsies.

"She felt it would continue to get worse, which it has," he said.

Blahník talked about the many benefits the regional center would provide to both the county and the state at large, primarily by expediting autopsies throughout the region and providing a place for students to learn forensic science.

Since all the state's forensic pathologists are located in the southern or far eastern part of the state, medical examiners and law enforcement agencies have to travel hundreds of miles to transport bodies for death investigations. Family members of the deceased must wait longer for autopsy results, and criminal investigations can also be delayed, Blahník said.

According to a strategic business plan completed by Wipfli LLP, 28 Wisconsin counties (and six in the Upper Peninsula of Michigan) have expressed interest in utilizing a regional morgue in Marathon County, and so have the Marshfield Clinic and Aspirus Hospital systems.

If the regional morgue were built, the medical examiner's office estimates it would save at least \$51,268 per year by eliminating 690 hours of unproductive travel time, travel costs and outsourcing expenses. Local law enforcement agencies would save another \$25,457 from eliminating 371 hours of travel time. These numbers are based on the county needing an average of 75 autopsies annually.

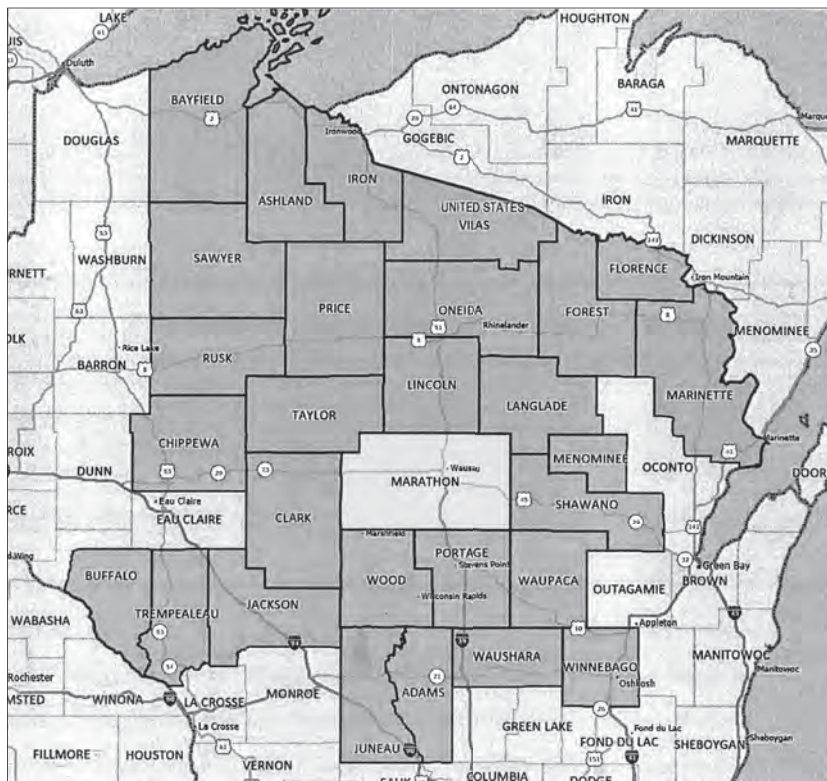
Blahník recalled several times when she had to drive through hazardous road conditions in order to transport a body in a timely manner.

"I've had to travel in severe thunderstorms with tornado warnings. I've had to travel in really bad ice storms where we've had semis in the ditch, because you cannot give up your spot," she said. "Because, if you give up your spot, you're going to be waiting additional days."

According to financial projections, the forensic center could generate as much as \$886,000 per year in revenue, and after expenses are deducted, it would net just over \$149,000 annually. The estimates are based on survey results, information from other pathology providers, and the need to hire three to six full-time staff, including a forensic pathologist.

Over time, the Medical Examiner's Office would depend less on the county's property tax levy by having a regional morgue that generates revenues through service fees, Blahník said.

The regional morgue would be a partnership with NTC, the Medical College of Wisconsin, Aspirus Hospitals and Marshfield Clinic. Versiti, a company that facilitates blood and organ dona-



Counties shaded are interested in using Marathon County's regional morgue

tions, would lease space from the morgue to procure tissue in a timely manner. Right now, there's no facility in the area dedicated to preserving bodies for organ donations.

Blahník said 58 percent of county residents are registered organ donors, but most of them have to be transported to Columbia County to have that process completed. Organ and tissue procurement must happen within strict timelines, she said, and sometimes families lose out on the opportunity to honor their loved one's wishes.

A selling point for the project is NTC's location right off Interstate 39, along with Wausau being home to an office of the Wisconsin State Crime Lab and a campus of the Medical College of Wisconsin. The center would serve as a regional teaching center, providing hands-on experience for those pursuing

a career in forensic sciences, as well as training opportunities for law enforcement, district attorney's offices, and medical emergency providers.

Floor plans for the proposed 16,632 square-foot facility include three autopsy stations, a refrigerated storage area, a dedicated teaching space and a family wellness room.

When the county board voted last year to allocate \$2 million from the ARPA fund toward the project, it encumbered the funds until July of this year. If no other funding was found by July 31, the money was supposed to be returned to the county's ARPA fund for reallocation to other purposes.

However, with the county still waiting for news about state funding, the resolution presented to the board would extend the encumbrance of ARPA funds through the end of this calendar year. If

outside funds are not committed by December 31, the \$2 million will be returned to the ARPA fund for use elsewhere.

Supervisor Tom Sherfinski questioned whether the county would be able to recruit the forensic pathologists needed to staff the facility. Blahník said two Wisconsin-based forensic pathologists are interested in working in Marathon County, but they may not be available if the project is delayed past 2024.

"Right now, the current pathologists are burnt out, and there's a risk of losing some of them to other states if their caseloads continue to grow and their responsibilities continue to stack up," she said. "Wisconsin desperately needs more pathology resources, and this would definitely help offset some of the growing caseload."

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Abbotsford to graduate 57 on Saturday

Abbotsford High School will see 57 graduates from the class of 2023 receive their diplomas on Saturday, May 20. The ceremony will begin at 2 p.m. in the North Gym.

Abbotsford High School proudly announces the Valedictorian and Salutatorian for the Class of 2023. The 2023 Valedictorian is Madison Bloch with a 4.0 GPA. Madison is the daughter of Lance and Jill Bloch. The 2023 Salutatorian is Liliana Arciniega, the daughter of Heidi Scarcello and Fransisco Javier Arciniega. Liliana has earned a 3.939 GPA throughout her high school career.



Madison Bloch

Bloch partook in numerous extracurricular and volunteer activities. Among Bloch's accomplishments is the leadership role as the vice president of the senior class. She participated in National Honor Society, band, Jazz band, Choir, Show Choir, FBLA, Student Senate, Forensics, and Mathletes. She also participated in track and basketball all four years of high school.

Outside of school, Bloch has helped at Bible School at her church. She works at the concession stand for basketball games and softball games in Milan. She also helped the community by raking leaves and planting flowers. Bloch is planning to attend UW-Platteville for Civil Engineering.



Liliana Arciniega

Arciniega participated in extracurricular and volunteer activities. Throughout high school, she participated in National Honor Society and Spanish Club at Abbotsford High School. During her freshman and sophomore school years in Arcadia, she participated in Yearbook and soccer. Arciniega translated for parents who speak Spanish at Parent-Teacher conferences. She is also helping a co-worker learn English.

Arciniega is planning to go to [North-Central Technical College](#) for Nursing.

The class flower is the white rose and the class song is, "I'll Always Remember You" by Miley Cyrus.

Abbotsford, Tribune-Phonograph

County asked to spend \$178K on designing morgue

By Kevin O'Brien

With hopes of securing state funding, Marathon County is looking to spend \$178,000 for designing a new regional morgue that has been in the works for years.

At a county board meeting last Thursday, supervisors reviewed a resolution to continue setting aside \$2 million from the American Rescue Plan Act (ARPA) to build a regional forensic science center on the campus of [Northcentral Technical College \(NTC\)](#) in Wausau. Of that amount, just over \$178,000 would be designated for designing the facility.

If the resolution is passed at the board's next meeting, design work would start next month and is expected to take five to six months to complete. Once the schematics are done, the project could be bid out late this year or in January of 2024, assuming that funding is made available. The facility is expected to take 12 months to build.

The total cost of the center is estimated to be \$14.8 million, so the county will need to rely on a substantial contribution from the state to complete the project, which could potentially serve up to 28 counties in northeastern Wisconsin. County officials have asked that \$10.6 million be earmarked for the regional center in the state's next biennium budget, and another \$2 million in federal funds has been requested through Sen. Tammy Baldwin's office.

The county expects to hear about its state and federal funding requests by September, according to the resolution presented to the board.

At last week's meeting, the board heard a presentation from medical examiner Jessica Blahnik and supervisor Craig McEwen, chairman of a task force formed in 2017 to explore the idea of building a regional morgue in Marathon County. McEwen said the group was created after Blahnik came to the Public Safety committee with concerns about the difficulty in arranging autopsies.

"She felt it would continue to get worse, which it has," he said.

Blahnik talked about the many benefits the regional center would provide to both the county and the state at large, primarily by expediting autopsies throughout the region and providing a place for students to learn forensic science.

Since all the state's forensic pathologists are located in the southern or far eastern part of the state,

medical examiners and law enforcement agencies have to travel hundreds of miles to transport bodies for death investigations. Family members of the deceased must wait longer for autopsy results, and criminal investigations can also be delayed, Blahnik said.

According to a strategic business plan completed by Wipfli LLP, 28 Wisconsin counties (and six in the Upper Peninsula of Michigan) have expressed interest in utilizing a regional morgue in Marathon County, and so have the Marshfield Clinic and Aspirus Hospital systems.

If the regional morgue were built, the Medical Examiner's Office estimates it would save at least \$51,268 per year by eliminating 690 hours of unproductive travel time, travel costs and outsourcing expenses. Local law enforcement agencies would save another \$25,457 from eliminating 371 hours of travel time. These numbers are based on the county needing an average of 75 autopsies annually.

Blahnik recalled several times when she had to drive through hazardous road conditions in order to transport a body in a timely manner.

"I've had to travel in severe thunderstorms with tornado warnings. I've had to travel in really bad ice storms where we've had semis in the ditch, because you cannot give up your spot," she said. "Because, if you give up your spot, you're going to be waiting additional days."

According to financial projections, the forensic center could generate as much as \$886,000 per year in revenue, and after expenses are deducted, it would net just over \$149,000 annually. The estimates are based on survey results, information from other pathology providers, and the need to hire three to six full-time staff, including a forensic pathologist.

Over time, the Medical Examiner's Office would depend less on the county's property tax levy by having a regional morgue that generates revenues through service fees, Blahnik said.

The regional morgue would be a partnership with [NTC](#), the Medical College of Wisconsin, Aspirus Hospitals and Marshfield Clinic. Versiti, a company that facilitates blood and organ donations, would lease space from the morgue to procure tissue in a timely manner. Right now, there's no facility in the area dedicated to preserving bodies for organ donations.

Blahnik said 58 percent of county residents are registered organ donors, but most of them have to be

transported to Columbia County to have that process completed. Organ and tissue procurement must happen within strict timelines, she said, and sometimes families lose out on the opportunity to honor their loved one's wishes.

A selling point for the project is [NTC's](#) location right off Interstate 39, along with Wausau being home to an office of the Wisconsin State Crime Lab and a campus of the Medical College of Wisconsin. The center would serve as a regional teaching center, providing hands-on experience for those pursuing a career in forensic sciences, as well as training opportunities for law enforcement, district attorney's offices, and medical emergency providers.

Floor plans for the proposed 16,632 square-foot facility include three autopsy stations, a refrigerated storage area, a dedicated teaching space and a family wellness room.

When the county board voted last year to allocate \$2 million from the ARPA fund toward the project, it encumbered the funds until July of this year. If no other funding was found by July 31, the money was supposed to be returned to the county's ARPA fund for reallocation to other purposes.

However, with the county still waiting for news about state funding, the resolution presented to the board would extend the encumbrance of ARPA funds through the end of this calendar year. If outside funds are not committed by December 31, the \$2 million will be returned to the ARPA fund for use elsewhere.

Supervisor Tom Sherfinski questioned whether the county would be able to recruit the forensic pathologists needed to staff the facility. Blahnik said two Wisconsin-based forensic pathologists are interested in working in Marathon County, but they may not be available if the project is delayed past 2024.

"Right now, the current pathologists are burnt out, and there's a risk of losing some of them to other states if their caseloads continue to grow and their responsibilities continue to stack up," she said. "Wisconsin desperately needs more pathology resources, and this would definitely help offset some of the growing caseload."

We're Looking for
50 30 Homeowners

Abbotsford, Tribune-Phonograph

Bloch chosen for Good Citizen Scholarship



RECOGNIZING COMMUNITY SERVICE - Pictured left to right: Jill Bloch, Madison's mother, Madison Bloch, scholarship winner and Kathy Sparks, DAR Good Citizen Chairman.

SUBMITTED PHOTO

The Wausau Chapter Daughters of the American Revolution awarded their Good Citizen Scholarship to Madison Bloch on Thursday, May 4. Madison is from Abbotsford High School, holds a 4.0 GPA, takes classes at [NTC](#), is involved in numerous activities in school and in the community.

The Good Citizen award recognizes area high school seniors who possess the qualities of dependability, service, leadership, and patriotism in their homes, schools, and communities.

These students are selected by their teachers and peers because they demonstrate these qualities to an outstanding degree.

CES STUDENTS OF THE WEEK

The Colby Elementary School stu-

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Morgue building

County could start design process for the long-sought regional forensic science center



Marathon County could soon start the design process for a regional forensic science center if the plan is ultimately approved by the Marathon County Board.

The county's Public Safety Committee last week approved spending \$178,000 on designing the center so that the county can seek out bids for the construction project in January.

County leaders started pushing the idea of a regional morgue back in 2015 because there were only three places in the entire state to have forensic autopsies performed, and that led to bottlenecks. It also took a lot of time and money to drive bodies down to the southern part of the state to have autopsies performed.

Marathon County has been working with other counties, especially those in the north, which could save a lot of time having their autopsies performed in Wausau versus driving further south.

County leaders have a deal worked out with [North Central Technical College](#), says Medical Examiner Jessica Blahnik. [NTC](#) would sell 2.5 acres to the county at fair market value for the forensic science center.

The county formed a task force in 2017 to look at how a morgue might be built. Back then, it was estimated the morgue would cost \$6-7 million. Now county officials are estimating a \$14 million price tag, which includes a 20% contingency.

The county is planning on roughly \$10 million in funding from the state. There is legislation working its way through the



Medical examiner Jessica Blahnik

statehouse right now that would authorize that spending (which would also have to be allocated for in the state budget). And a Federal grant is expected to bring in another \$2 million. The county would foot the remaining \$2 million through ARPA funds.

County leaders want to start the design process now so it can be bid out and start building in 2024. The longer the project, the more it will cost, says Public Safety Chair Matt Bootz.

Blahnik says they already have forensic

pathologists with Wausau connections who are interested in the job.

Homeless numbers continue to rise

More than 250 people are unhoused in the Wausau area, as the police cracked down on encampments last month.

Community Outreach Specialist Tracy Rieger says the number of homeless people in Wausau is now 254. That number comes as Catholic Charities has increased its capacity, going from 25 beds with five extra overflow spaces to 30 beds with up to 40 including overflow.

The increase comes as police swept homeless encampments last month in the face of river flooding. Police officials revealed to City Pages that enforcing the ordinances against camping in public parks and loitering in parks after hours would be enforced from now on.

Rieger in speaking to the Public Health and Safety Committee meeting Monday said she rehoused one more individual in April, bringing the total to 23. All 23 remain in housing, Rieger says.

In March, Rieger's count yielded 224 unhoused individuals. In February, that number was 191.

Highway X closed for construction

Highway X closed this week for resurfacing between Highway 29 and Schofield Avenue in Weston, Marathon County Highway Department officials say.

The road will close starting Monday for a resurfacing project and should reopen by the end of the week.

The county will use Highway J as a detour for the week, with very limited access to Highway X for residents who live there.

DNR warns about fire danger due to weather

The Department of Natural Resources is issuing a fire weather advisory for many of the northern counties in Wisconsin, including Marathon.

The DNR lists Marathon County as a county with high fire danger, along with Barron, Chippewa, Menominee, Rusk, Shawano and Taylor counties.

Many northern counties are listed as very high danger, including Ashland, Bayfield, Burnett, Douglas, Florence, Forest, Iron, Langlade, Lincoln, Marinette, Oconto, Oneida, Polk, Price, Sawyer, Vilas and Washburn counties.

Northern sandy pine areas are always the slowest to green up, DNR officials say, and mixed with low humidity and

potential for high winds, fire danger is at its highest.

The DNR has responded to 281 wildfires burning more than 3,358 acres so far this year, according to a press release posted on the DNR website.

The DNR has also suspended annual burning permits in areas where it has jurisdiction to issue them.

Wausau Police make major drug bust

Police arrested a 40-year-old man and confiscated a huge stash of drugs following a domestic incident on the east side of Wausau.

Wausau Police arrested Samuel Teague of Wausau at a house in the 800 block of Single Avenue last week. Police say they removed "approximately 460 grams of marijuana, 215 grams of powder cocaine, 52 grams of crack cocaine, one revolver, and roughly \$4,000 in cash from the house, according to a police report.

Police planned to request domestic abuse, weapons and drug charges against Teague, they say.

Officers made the arrest following a 911 call Tuesday night alerting authorities to a domestic abuse situation at the residence.

Teague is facing multiple felonies, according to court records, and is currently in Marathon County Jail on a \$100,000 cash bond.

Police investigate Wausau stabbing

Police arrested a man Friday in connection with stabbing on Wausau's West Side.

Jason Hopinka, 39, is currently in custody at Marathon County Jail on charges of recklessly endangering safety and

substantial battery after police investigated a stabbing complaint in the 400 Block of Fourth Avenue.

According to police reports, officers responded to a 911 call around 4 am Friday informing them there had been a stabbing at the Fourth Avenue residents. Officers on arrival found what appeared to be evidence of a stabbing but the suspect in the stabbing had already left. The victim, a 40-year-old man, had already been taken to the hospital. He was treated for his wounds and released.



Hopinka

From the Attorney's Desk

by Jason Krautkramer, J.D.

ECKERT & KRAUTKRAMER, LLC
630 N. 4th St., Wausau, WI 54403
715-842-0907 • jason@eckertlawllc.com



What Happens When I Die?

Spiritually, this is a question best left to religion or philosophy. But materially, you can specify what happens to your money and property after you pass away using a will or revocable living trust.

A will is the most basic estate planning document that everybody should have. A will should name who will receive your accounts and property and describe the distribution to them.

A living trust is a trust that can hold your money and property while you are alive and distribute them to beneficiaries upon your death. At the designated time (death or incapacity), a trustee takes over the trust and manages the accounts and property you placed in it.

Rewarding yourself is a way to break out of procrastination that may be hindering your estate plan goals. And what better reward is there than taking control of your future? Call today to schedule an appointment.

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20 apprentices at NTC receive tools of the trade scholarships

Northcentral Technical College (NTC) announces 20 construction and industrial trade apprentices received Tools of the Trade scholarships from Ascendium this year. Each apprentice received \$2,000 to use toward the purchase of equipment, tools and clothing, tuition and more.

Apprenticeships are training programs that provide learners with on-the-job experience along with classroom instruction. NTC offers 13 apprenticeship programs, including: diesel technician, electrical and instrumentation, IT — data analyst, IT — service desk technician, IT — software developer, industrial electrician, lubrication technician, machinist, maintenance technician, medical assistant, millwright/maintenance mechanic, plumbing and tool and die maker. Many apprentices complete their programs and secure employment with businesses in the community.

However, financial pressure can make it hard for many learners to complete apprenticeships, especially if they are juggling school, work and family. The Tools of the Trade Scholarship Program aims to help apprentices overcome financial barriers so they can focus on continuing and completing their apprenticeship and secure an in-demand job.


“Apprentices have the flexibility to

decide how these dollars will help each of them, based on their individual situation,” said Katie Metko, apprenticeship manager at NTC. “This makes a tremendous positive impact on apprentices at NTC because they are able to apply the scholarship funds toward their area of greatest need.”

This year, Ascendium awarded 771 scholarships to apprentices across the Wisconsin Technical College System (WTCS) through its Tools of the Trade Scholarship Program for a total of \$1,542,000. Apprentices are eligible to apply for a scholarship if they are enrolled and receiving credit for both fall and spring semesters, are enrolled in an eligible construction or industrial trade and demonstrate a financial need.

“We’re pleased to support a record number of WTCS apprentices this year through our Tools of the Trade Scholarship Program,” said Brett Lindquist, vice president of strategic communications at Ascendium.

“At Ascendium, we’re focused on removing barriers that prevent people from achieving their academic and career goals. The scholarship alleviates some of their financial stress, allowing them to focus on their apprenticeship.”



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APL, **NTC** and Gearbox Labs partner to offer free STEM-learning workshops at the library

The Antigo Public Library is excited to announce that we will be offering 5th -12th graders, teachers, and parents a STEM-based learning opportunity during the Summer of 2023. On July 6 and 7 we will be hosting two free all-day workshops for students and teachers. The workshops will introduce engineering, electronics and coding using Arduino.

They will be taught by Gearbox Labs with grant funds provided to them by the VELA Education Fund. Our partners at the **Northcentral Technical College** will be providing laptops that the learners can use during the classes. Participating teachers or families will receive a FREE STEAM kit and project book they can take home.

The workshops are being held on July 6 and 7 from 9 a.m. – 3:30 p.m. July 6 is for students in grades 5-

12 and July 7 is for educators (homeschool parents encouraged to register!) Lunch and snacks are provided at no cost. Registration is required to attend. We can

*See **STEM-LEARNING** page 4*

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STEM-LEARNING

from page 3

accept up to 20 participants at each workshop. For the student workshop this means 20 total families and for the teacher workshop it means

20 total individual educators. Participants can find a link to register at antigopl.org. Families with more than one child only have to register once and note the other children in the notes area of the registration form.

The workshops will cover computer science concepts including line/text-based coding in C++, variables, loops, libraries, data types, mapping, inputs and outputs, subroutines, functions, and operations.

Engineering concepts covered will include digital versus analog signals, PWM signals, reading schematics, resistor selection, circuits, prototyping, servos, and polarity. Technologies like microcontrollers, diodes, resistors, servos, and buzzers will be explored and science concepts like Ohm's

Law, light-color mixing and sound frequency will be discussed.

"We are so excited to have this amazing partnership with NTC and Gearbox Labs to bring a dynamic and interactive learning experience to our youth and those who teach them," said library director Ada

Demlow.

"I have met personally with one of the lead instructors, Peter Haydock, and was impressed by his passion for bringing this important learning to students all over our state," she said. Demlow added that having Northcentral Technical College enthusiastically offer to loan laptops was icing on the cake. "It is wonderful to have partners who understand the value of this project and are willing to share resources to make it the best experience possible," she said. "Having an NTC campus here is Antigo is wonderful treasure," she added.

of Newly Ordinance

the Town of Plover, Marathon
acted on May 9, 2023, the

**05-2023: An Ordinance
Accommodations Policy**

ces may be obtained at the
k, 230801 County Road Y,
by appointment, or through
[ps://townofplover.us/](https://townofplover.us/).

, 2023.

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hon County, is seeking Red Granite Road

ng section that is 24-feet wide
arked by the Town. To be filled
12 inches screened granite,
must not have any stone over

for hauling and disposal of
th projects.

ject: October 1, 2023

**nittal: 6:00 p.m., Tuesday,
ved after this date and time**

at the Town of Plover Hall,
irmamwood, WI 54414, during
Meeting.

the Town Hall just prior to the
be mailed to:

er, 230801 County Road Y,
f mailed, must be received by
y, June 5th.

ctors should contact
Kautza, at 715-610-1655,
m, for more information or
eview the project area.

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Seniors who earned Top Ten Recognition Awards are, front row, from left, Makayla Plautz, Sylvia Klotz, Ellie Lurvey, and Augustus Fink; back row, Karlee Weavers, Addie Lehmann, Austin Adams, Augustus Fink and Kallie Volk. —Photos By Jennifer West

Three Lakes seniors awarded over \$93,000 in scholarships

The Three Lakes High School Class of 2023 gathered for the annual Senior Awards Night May 17 where, this year, \$93,050 in scholarships were handed out to seniors. Many of these funds come from community groups and local businesses that support the district.

Students honored at the event are as follows:

Outstanding Community Service Awards (100+ hours): Hannah Andrews, Augustus Fink, Sylvia Klotz, Nick Quade and Kallie Volk.

Attendance Award: Joseph Lorbertske.

F.H. Himes Memorial Scholarship: Austin Adams, Hannah Andrews, Addie Lehmann and Stella Polcaster.

Ripco Credit Union: Russell Klein.

Three Lakes Post 431 of American Legion: Sylvia Klotz and Karlee Weavers.

Garbowicz-Boers Science Scholarship: Kallie Volk.

Oneida County Tavern League Scholarship: Kallie Volk, Ellie Lurvey and Karlee Weavers.

YMCA Teen Character Award I: Ellie Lurvey.

Michigan Tech Society of Women Engineers: Kallie Volk.

Masonic Lodge, Eagle River: Russell Klein and Makayla Plautz.

Wis. Athletic Director's Assoc. Scholarship: Kallie Volk.

United Steelworkers Local 460 Scholarship: Addie Lehmann.

Cross Country's Push to Better the Community: Augustus Fink.

Edith Reiter Memorial Scholarships: Ellie Lurvey and Kallie Volk.

Josephine Motylewski Memorial Scholarship: Addie Lehmann and Hannah Andrews.

Three Lakes Community Foundation, Inc., Rising Star Scholarship: Augustus Fink.

Three Lakes Women's Club Scholarship: Sylvia Klotz, Madeline Dupuis, Ellie Lurvey, Kallie Volk, Ruth Jankovic, Karlee Weavers and Stella Polcaster.

Senior Athletic Award: Mr. Charlie Volk.

Northern Lights Snowmobile Club, Three Lakes Brule River Trails, Ice



Fink and Volk also accepted trophies for top athletic performances. Fink was presented the Tom Ainsworth Award from head wrestling coach Seth Senter while Volk earned

the Edith Godleski Award from Laurie Levandoski, head cross-country coach. These are the highest athletics honors Three Lakes students can achieve.

Queen Scholarship: Kallie Volk.

State Snowmobile Assoc., Trackside Scholarship: Russell Klein.

Forward Bank: Sylvia Klotz.

Phelps Maple Syrup Fest: Kallie Volk.

Dorothy L. Stein Memorial Scholarship: Augustus Fink, Madeline Dupuis and Brandon Baumann.

Daughters of the American Revolution: Kallie Volk.

Hurvis Family Scholarship: Sylvia Klotz.

Three Lakes Union Congregational Church: Karlee Weavers.

American Red Cross Blood Drive Scholarship: Madeline Dupuis.

Student Council, Blood Drive Scholarship: Ellie Lurvey and Kallie Volk.

Sugar Camp Volunteer Fire Dept, Medic XI: Kallie Volk.

Education Association of Three Lakes Schools: Diane Sabrowsky Award, Sylvia Klotz, Randy Ruby Award, Augustus Fink, Art Pertile Award, Madeline Dupuis; Education Assn. of Three Lakes Scholarship, Austin Adams and Kallie Volk.

WIAA Scholar Athlete Award: Augustus Fink and Kallie Volk.

Three Lakes Red Suspenders Society Scholarship: Karlee Weavers and Madeline Dupuis.

Eugene Step Memorial Scholarship: Hannah Andrews.

National Honor Society, Honor Cords: Augustus Fink, Sylvia Klotz, Ellie Lurvey, Kallie Volk and Karlee Weavers.

Three Lakes Fish & Wildlife Association, Doug Koshuta Memorial Scholarship: Brandon Baumann and Ruth Jankovic.

School District of Three Lakes Community Scholarship: Austin Adams and Isabella Hulsey.

Sugar Camp Lions Club Scholarships: Russell Klein, Ellie Lurvey and Makayla Plautz.

Three Lakes Lions Club Scholarships: Kallie Volk, Madeline Dupuis, August Fink, Ruth Jankovic, and Stella Polcaster.

Three Lakes/Sugar Camp Combo Scholarship: Karlee Weavers.

R and S Winter Fund Scholarship: Makayla Plautz and Russell Klein.

Eagle River Rotary Scholarship: Augustus Fink.

Art Pertile Memorial Scholarship: Ellie Lurvey.

Three Lakes Jay's Nest Scholarship: Ruth Jankovic.

Secret Chocolate Society: Sylvia Klotz.

Three Lakes Waterfront Association Scholarship: Ruth Jankovic.

Three Lakes Class of 1978: Russell Klein.

Jerry "Coach Koz" Memorial Scholarship: Kallie Volk and Karlee Weavers.

Carol Yahr Memorial Scholarship: Madeline Dupuis, Augustus Fink and Kallie Volk.

Mike McBride "Teamman-ship" Award: Karlee Weavers.

Edith Godleski Award: Kallie Volk.

Tom Ainsworth Award: Augustus Fink.

Top Ten Recognition Awards: Austin Adams, Zaitley Davis, Augustus Fink, Sylvia Klotz, Addie Lehmann, Ellie Lurvey, Makayla Plautz, Marshall Rawoens, Kallie Volk and Karlee Weavers.

Salutatorian 2023: Karlee Weavers.

Valedictorians 2023: Sylvia Klotz, Kallie Volk.

Academic Excellence Scholar: Sylvia Klotz.

Technical Excellence Scholar: Augustus Fink.

College Scholarships: Northern Michigan University, NMU Bridge Award, Amber Hoban-Nusz-

kiewicz, Northcentral Technical College Foundation, Makayla Plautz; South Dakota School of Mines & Technology, Merit Scholarship, Augustus Fink; UW Madison, Mercile J. Lee Scholarship, Sylvia Klotz; UW Milwaukee, Chancellor's Merit Scholarship, Kallie Volk.

Aguilera-Lozoya named Abbotsford Lions Club Student of the Quarter

FOR HUB CITY TIMES

ABBOTSFORD -- Abbotsford High School senior Jennifer Aguilera-Lozoya has been named the Abbotsford Lions Club Student of the Quarter for the fourth quarter of the 2022-23 school year.

Aguilera-Lozoya carries a rigorous class schedule that includes Written Communication, Oral/Interpersonal Communication, Applied Math, Body Structures and Functions, Intro to Psychology, Intro to Sociology, Family Foods, Employability Skills, Treble Choir, and Mixed Choir. Her co-curricular activities include Student Senate, Solo & Ensemble, FCCLA, FFA, and basketball.

Math Teacher Kasey Daniels highly recommended her for the Student of the Quarter award. "Jennifer is an extremely hard-working student who has taken numerous dual credit courses," Daniels stated. "She is a very respectful student and easy to work with. She completed the Certified Nursing Assistant course and is very focused on preparing for her future career. I highly recommend her for this award."

Aguilera-Lozoya's volunteerism attests to her belief in community service. She has been actively involved by assisting with blood drives, community clean-up days, and her church youth group.

When asked to identify an outstanding feature of the community, Jennifer applauded the local community for being



Aguilera-Lozoya **Ally Zuleger Photography**

so diverse, stating, "I feel very welcomed being part of this giant melting pot. This community has helped me be much more open minded when it comes to thinking of my future and what I can do to help the community become better yet."

When asked to define a major world problem, Aguilera-Lozoya responded, "If I could be the only person in the world to be capable of solving a major problem, it would be about women's rights. Many states have made abortions illegal; women deserve the right to safe, accessible health care. Economic, political, and social equality are all valid reasons why women need to be heard."

Jennifer works as a CNA at the Abbotsford Healthcare Center. After graduation, she plans to attend [NTC](#) and then UW-Oshkosh, pursuing her Bachelors of Science in Nursing. She is the daughter of Antonio Aguilera and Brenda Lozoya of Curtiss.

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GREYHOUND NEWS

Wednesday, May 24, 2023

Loyal Scholarship





Halle Aumann

UW-Eau Claire
Teaching - Kinesiology,
Physical Education
B&B Tristar Scholarship, \$10,000
Beth Kaiser Memorial Scholarship, \$500
Citizens State Bank of Loyal Scholarship, \$500
Harvey Spangler Memorial Scholarship, \$1,500
Loyal Ambulance Service Scholarship, \$300
Loyal American Legion Scholarship, \$300
Loyal FFA Alumni Scholarship, \$500
Loyal Lions Club Scholarship, \$500
Loyal Music Boosters Scholarship, \$200
Loyal National Honor Society Scholarship, \$500
Marvelene Butterbrodt Award for Excellence Scholarship, \$500
Mutual of Wausau Insurance Corporation Scholarship, \$750
Spanky's Run Scholarship, \$500
T.R. Metal Crafters, Inc. Scholarship, \$500
Ted and Valeria Lipinski Blugold Foundation Promise Scholarship, \$1,500
UW-Eau Claire Honors Scholarship, \$1,000



Maci Bogdonovich

Crown College
Elementary Education and
Middle School Mathematics
Education
Beth Kaiser Memorial Scholarship, \$500
Clark County Community Foundation Scholarship, \$400
Crown College Trustee's Scholarship, \$15,000, renewable
Draper Hills Memorial Scholarship, \$12,000
Elks National Foundation Most Valuable Student Scholarship, amount to be determined
Loyal FBIA Scholarship, \$250
Loyal Ministerial Scholarship, \$400
Loyal Music Boosters Scholarship, \$100
Loyal National Honor Society Scholarship, \$500
Spanky's Run Scholarship, \$300



Ethan Lindner

Chippewa Valley Technical
College
Machine Tooling Technics
Andrew Becker Memorial Scholarship, \$500
Mutual of Wausau Insurance Corporation Scholarship, \$1,000
St. Anthony's Holy Name Society Scholarship, \$500
Wisconsin Technical Excellence Scholarship, \$2,250/year for up to 3 years, \$6,750 total



Aspen Hagen

Northeastral Technical
College
Dairy Science and
Agri-Business
Citizens State Bank of Loyal Scholarship, \$500
Clark County Livestock Sales Scholarship, \$500
Draper Hills Memorial Scholarship, \$5,000
Eugene and Carol Querin Fund Scholarship, \$1,043.82
First Choice Credit Union James A. Zahradka Scholarship, \$500
Fraternal Order of Eagles Auxiliary #624 Past Ladies President Memorial Scholarship, \$500
Loyal Area Chamber of Commerce Scholarship, \$500
Loyal FFA Alumni Scholarship, \$500
Loyal National Honor Society Scholarship, \$500
Loyal Youth Football and Cheer Scholarship, \$750
Maxine S. Hug Memorial Scholarship, \$500
NTC Foundation Dwight & Linda Davis Scholarship, \$1,000
Premier Livestock Scholarship, \$500



Tanna Luchterhand

Chippewa Valley Technical
College
Animal Science Management
Adam Steiner Legacy Marshfield Area Community Foundation, Inc. Scholarship, \$1,000
Clark County Livestock Sales Scholarship, \$500
Draper Hills Memorial Scholarship, \$5,000
Granton Antique Tractor Club Scholarship, \$500
Loyal FFA Alumni Scholarship, \$500
Loyal Fire Department Scholarship, \$500
Mutual of Wausau Insurance Corporation Scholarship, \$1,000
National FFA/Gross Motors Scholarship, \$1,000
ProVision Partners Cooperative Scholarship, \$1,000
Robert and Rose Marie Gregorich Memorial Scholarship, \$500
Wisconsin Milking Shorthorn Breeders Association Memorial Scholarship, \$1,000



Rebecca Koopman

Northeastral Technical
College
Digital Marketing
Eugene and Carol Querin Fund Scholarship, \$1,043.82
Gerald R. Mrotek Music Memorial Scholarship, \$200
Loyal High School Class of 1967 Scholarship, \$500
NTC Foundation Nationwide Insurance Enterprise Foundation Scholarship, \$1,000



Anna Lindner

UW-Eau Claire
Communication/Sciences and
Disorders
Citizens State Bank of Loyal Scholarship, \$500
Clark County Community Foundation Scholarship, \$400
Clark County Community Foundation/Teresa Johnson Memorial Scholarship, \$500
Harvey Spangler Memorial Scholarship, \$1,500
Loyal American Legion Scholarship, \$300
Loyal American Legion Auxiliary Scholarship, \$500
Loyal FBIA/American Red Cross Scholarship, \$250
Loyal Lions Club Scholarship, \$500
Loyal Ministerial Scholarship, \$400
Loyal Music Boosters Scholarship, \$100
Loyal National Honor Society Scholarship, \$500
Marshfield Clinic Health System Scholarship, \$500
Marshfield Fastpitch Association Scholarship, \$500
St. Anthony's Holy Name Society Scholarship, \$500
Tri County Retired Educators Association Scholarship, \$300
Wisconsin Football Coaches Association Hall of Fame Scholarship, \$1,000

May
24

2023

Page
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44%

Wednesday, May 24, 2023

GREYHOUND NEWS

Page 1

Class of 2023 Recipients

**Eddie Macias-Rivera**

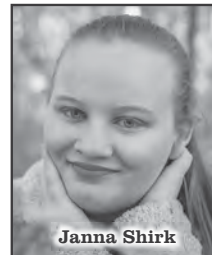
Northeast Technical College
Business Operations and Business Management
NTC Foundation BMO Harris Scholarship Endowment, \$1,500

**Aubre Robida**

UW-Stevens Point Art
Gwen Pigott/John Kaiser Family Memorial Scholarship, \$500
Loyal American Legion Auxiliary Scholarship, \$500
Loyal Lions Club Scholarship, \$500
Loyal Music Boosters Scholarship, \$100
Spanky's Run Scholarship, \$300
UW-Stevens Point Presidential Gold Scholarship, \$2,000

**Leah Scherer**

UW-Stevens Point Chemistry and Dance
Clark County Community Foundation Scholarship, \$400
Clark Electric Cooperative Scholarship, \$2,000
Draper Hills Memorial Scholarship, \$12,000
Harvey Spangler Memorial Scholarship, \$1,300
Loyal American Legion Auxiliary Scholarship, \$500
Loyal Music Boosters Scholarship, \$200
Loyal National Honor Society Scholarship, \$500
Roth Mfg. Co. Scholarship, \$500
Spanky's Run Scholarship, \$300
UW-Stevens Point Presidential Purple Scholarship, \$4,000
UW-Stevens Point Promises Scholarship, \$500
UW-Stevens Point Trypten Chemistry Scholarship, \$4,000
Wisconsin Academic Excellence Scholarship, \$2,250/year for up to 4 years, \$9,000 total

**Janna Shirk**

UW-Stevens Point Interior Architecture
UW-Stevens Point Promises Scholarship, \$500

**Drew Stieglitz**

Ripon College Exercise Science
Ag Country Farm Credit Services Scholarship, \$1,000
Clark County Livestock Sales Scholarship, \$1,000
Owen Masonic Lodge Scholarship, \$500
Loyal American Legion John Ryeth Memorial Scholarship, \$500
Loyal FFA Alumni Scholarship, \$250
Ripon College Faculty Scholarship, \$33,000 annually
River Country Co-op Scholarship, \$500
Todd Olson/Josh Schmitz Football Memorial Scholarship, \$250

**Vaughn Zettler**

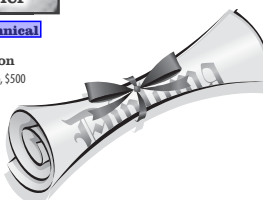
Northeast Technical College
Video Production
NTC Foundation Scholarship, \$500

**Jayme Zvolena**

Northeast Technical College
Machine Tooling Technics
Arnold Becker Memorial Scholarship, \$500
Central Wisconsin Youth Wrestling Scholarship, \$500
Citizens State Bank of Loyal Scholarship, \$500
Loyal American Legion Scholarship, \$300
Loyal High School Class of 1967 Scholarship, \$500
Merlin Gardner Wrestling Memorial Scholarship, \$500
NGL Wrestling Club Scholarship, \$500
Ralph and Ethel Thomas Memorial Scholarship, \$500
Spencer Machine & Fabrication LLC Continuing Education Scholarship, up to \$2,500 per semester



A SALUTE TO EXCELLENCE



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resized
53%

There were days in the beginning of the school year where I did struggle, wondered about the grand scheme of life and what this is all for, but I am glad I work with such supporting staff who helped me through those times. I especially want to thank Ms. Stanley, my coworker and co-science teacher. Without her guidance, knowledge and tutelage, I do not know if I could say with conviction that my year would have gone as well as it did. Overall, this year was an absolute blast, and I am already excited to see what the coming year has in store!

Wausau Pilot & Review

NTC announces new fall programs



May 28, 2023

WAUSAU – Northcentral Technical College has announced several new industry-driven programs that begin during the fall semester. NTC students can select from six new degrees that have been created in response to growing job market needs and feedback from local employers.

Applications are now being accepted at NTC for:

- Hospitality management Associate Degree
- Smart manufacturing technology Associate Degree
- QuickBooks specialist technical diploma
- Therapeutic massage technical diploma
- Nail technology certificate
- Pasture to plate butchery certificate

For more information or to apply to one of NTC's new programs, visit www.ntc.edu or contact admissions at 715-803-1645.

NTC announces new programs for fall 2023

By Staff Writers | May 30, 2023 | 10:00 a.m. | [View Comments](#)



Northcentral Technical College (NTC) announces several new industry-driven programs that begin during the fall 2023 semester.

NTC students can select from six new degrees that have been created in response to growing job market needs and feedback from local employers.

Applications are now being accepted at **NTC** for:

- Hospitality management associate degree.
- Smart manufacturing technology associate degree.
- QuickBooks specialist technical diploma.
- Therapeutic massage technical diploma.
- Nail technology certificate.
- Pasture to plate butchery certificate.

For more information or to apply to one of **NTC's** new programs, visit www.ntc.edu or call 715-803-1645.



NTC Announces Six New Programs for Fall 2023

By Mike Leischner

May 25, 2023 | 6:03 PM



WAUSAU, WI (WSAU) — Six new programs have been added to the course catalog at [Northcentral Technical College](#) in Wausau.

Executive Dean for Academic Excellence Dr. Emily Stuckenbruck says the programs bring much-needed training to the local labor market, as evidenced by their recent discussions with employers and students. She calls the new programs a “smorgasbord of offerings.”

“We got the feedback from the industry that [these courses] were needed. Since we fire on all cylinders here we got them up and going as quickly as our accrediting bodies would allow us to, and we now have them ready to accept students for the fall.”

The six programs now being offered at the Wausau campus include:

- Hospitality Management Associate Degree
- Smart Manufacturing Technology Associate Degree
- QuickBooks Specialist Technical Diploma
- Therapeutic Massage Technical Diploma
- Nail Technology Certificate
- Pasture to Plate Butchery Certificate

The associate’s degree programs can be completed in two years. Technical diplomas can be completed in one or two semesters. The certificates take about two months to complete.

Dr. Stuckenbruck says the associated degree programs in smart manufacturing and hospitality management fill two growing industries in the area. “Hospitality is growing in our area, which is exciting. Having a hospitality management associate degree program sets up our entire community to be successful in the long term.

“The smart manufacturing technology degree [is designed to] really help individuals transition out of the old-school thoughts we have around manufacturing to the reality of manufacturing which is clean, smart automation and how to think critically across machines,” added Stuckenbruck.

The shorter-term certificates and diplomas are designed to fill more immediate needs in the community, allowing someone to skill up or study for a new career while still employed.

Those interested in enrolling for the programs this fall should contact **NTC** to begin the application process.

NTC to offer machine tool program during the summer



By [Alicia Schumacher](#)

Published: May. 24, 2023 at 8:08 PM CDT

WAUSAU, Wis. (WSAW) - This summer, high school students will have the opportunity to learn about machines and metalwork **at Northcentral Technical College** during a five-week “Metal Masters Quest” program.

It’s open to juniors and seniors and is completely free. The program is an annual teaching opportunity where students can learn hands-on skills that help them get a head start in the field. The experience is also helpful for those who are still undecided about their future.

“They will also get a chance to work at a local employer and use those skills that they learned here in the classroom,” said Ben Bliese, career and employer services coordinator at **NTC**.

Jeff Block, a machine tool instructor at **NTC** said, “After six weeks, you might say this is awesome, I want to keep doing it, or maybe it’s just not for you, but I think they’ll get a pretty good idea of what machine tool is after that.”

Students who complete the program and enroll in a machine tool tech degree program, are eligible for a \$150 scholarship.

If you’re interested in joining the program, [sign up here](#).



APL, NTC & Gearbox Labs partner to offer free STEM-learning workshops at the library!

© MAY 22, 2023 / 0

The Antigo Public Library is excited to announce that we will be offering 5th -12th graders, teachers, and parents a STEM-based learning opportunity during the Summer of 2023. On July 6 and 7 we will be hosting two free all-day workshops for students and teachers. The workshops will introduce engineering, electronics and coding using Arduino.

They will be taught by Gearbox Labs with grant funds provided to them by the VELA Education Fund. Our partners at the [Northcentral Technical College](#) will be providing laptops that the learners can use during the classes. Participating teachers or families will receive a FREE STEAM kit and project book they can take home.

The workshops are being held on July 6 and 7 from 9 a.m. – 3:30 p.m. July 6 is for students in grades 5-12 and July 7 is for educators (homeschool parents encouraged to register!) Lunch and snacks are provided at no cost. Registration is required to attend.

We can accept up to 20 participants at each workshop. For the student workshop this means 20 total families and for the teacher workshop it means 20 total individual educators. Participants can find a link to register at antigopl.org. Families with more than one child only have to register once and note the other children in the notes area of the registration form.

The workshops will cover computer science concepts including line/text-based coding in C++, variables, loops, libraries, data types, mapping, inputs and outputs, subroutines, functions, and operations.

Engineering concepts covered will include digital versus analog signals, PWM signals, reading schematics, resistor selection, circuits, prototyping, servos, and polarity. Technologies like microcontrollers, diodes, resistors, servos, and buzzers will be explored and science concepts like Ohm's Law, light-color mixing and sound frequency will be discussed.

"We are so excited to have this amazing partnership with [NTC](#) and Gearbox Labs to bring a dynamic and interactive learning experience to our youth and those who teach them." said library director Ada Demlow.

"I have met personally with one of the lead instructors, Peter Haydock, and was impressed by his passion for bringing this important learning to students all over our state." she said. Demlow added that having Northcentral Technical College enthusiastically offer to loan laptops was icing on the cake. "It is wonderful to have partners who understand the value of this project and are willing to share resources to make it the best experience possible." she said. "Having an [NTC](#) campus here is Antigo is wonderful treasure." she added.

Wausau Pilot & Review

NTC Alternative High students contribute sculptures to Monk Botanical Gardens

May 16, 2023



WAUSAU – Six butterfly benches, three coneflowers and other metal botanical sculptures created by high school students will be placed in Sara’s Storybook Garden at Monk Botanical Gardens on May 23.

The public is invited to join a presentation of the installations at 11 a.m. at Monk Botanical Gardens, 1800 N. First Ave. These sculptures are the result of a partnership with [Northcentral Technical College](#) Alternative High School. Students designed, welded and painted these whimsical metal pieces.

Sara’s Storybook Garden is under development and honors the memory of Sara Quirt-Sann, a local attorney who lost her life in 2017 during a domestic violence tragedy.

One of the latest features underway in Sara’s Storybook Garden is a hobbit house, to be enjoyed by children of all ages.

It will be completed this summer.

The husband of Dianne Look, another community member who died in the 2017 domestic violence incident, donated a book written by his late wife to Sprouts Garden Preschool, a nature-based preschool serving 3- to 5-year olds at Monk Botanical Gardens. The book is titled “Memory Garden: Bebe the Tiny Beast” and was published by D.C. Everest Senior High School.

Roundtable at North Central Technical College lead by congressmen

Veronda King May 3, 2023 Updated May 4, 2023 0



WAUSAU, Wis. (WAOW) — Aspects of economic development are just one of many topics discussed at the roundtable led by Congressman Tom Tiffany on Wednesday.

The Roundtable discussion was located at the [Northcentral Technical College](#) in Wausau.

Members of the meeting included commerce members, local business owners, and other community leaders. A range of topics were discussed including inflation, national debt and more.

They also discussed proposed changes to the Weston Power Plant and its plans to add more green energy to the mix, some fearing Wisconsin Public Service (WPS) would close the plant altogether.

"We need to make sure that Wisconsin Public Services We-Energy that they do not choose to close this plant if they choose to close this plant our manufactures here in this area--are we are going to see sufficiently raising electrical rates," Tiffany said.

WPS said last year it plans to add a new \$171 million natural gas plant to its [Weston site](#).

Wausau Pilot & Review

NTC to host open house



WAUSAU – **Northcentral Technical College** will hold a Community Open House at the Wausau campus from 3:30 p.m. to 5:30 p.m. May 3. The event is free and open to the public.

Attendees can meet with faculty, explore 190+ program options and tour **NTC's** state-of-the-art labs and facilities on the Wausau campus, including:


- Agriculture Center of Excellence
- Automotive
- Communication Technology Center of Excellence: Studio 7
- Criminal Justice
- Culinary Kitchen and SPOONS Restaurant
- Industry 4.0 Smart Manufacturing
- Information Technology Entrepreneurial Center
- Machine Tool
- STEM Center
- Studio Max: Salon and Spa
- The Center for Health Sciences
- Timberwolf Learning Commons
- Timberwolf Suites
- Welding

Attendees can also tour Timberwolf Suites, **NTC's** partnership for student housing. High school students and their parents, as well as returning adults are encouraged to attend to learn about getting started at **NTC**, paying for college, campus life and more. A financial aid resource room will also be available for free, professional help completing the Free Application for Federal Student Aid. Attendees can also apply to the college, 1000 W. Campus Drive, Wausau, at no cost during this event, which is a savings of \$30.

For more information about this event, visit www.ntc.edu/openhouse, call 715-803-1645 or email admissions@ntc.edu.

Wausau Pilot & Review
1d · 🌐

Applications are now being accepted.



WAUSAUPILOTANDREVIEW.COM
NTC announces new fall programs
 WAUSAU – Northcentral Technical College has announced several new industry-driven progra...

👍 You and 8 others 1 share

Chequamegon School District · Follow
2d · 🌐

The registration deadline for the [Northcentral Technical College Summer Fun Camp](https://www.ntc.edu/.../20/phillips-campus-summer-fun-camp) is almost here! Open to 6th-8th grade students, spend a day of interactive learning and entertainment in a variety of different fields. Visit <https://www.ntc.edu/.../20/phillips-campus-summer-fun-camp> by June 1st to register.

#NTCSoar #CSDSoar



**Summer Fun Camp
PHILLIPS CAMPUS**

\$20
July 20 | 9:00 a.m. - 3:00 p.m.
 Students entering 6th - 8th grade

This one-day summer camp will give students the opportunity to participate in fun hands-on activities! Students will experience a variety of healthcare-related activities as well as learn some basic welding skills led by NTC's industry-expert faculty.

Register online at www.ntc.edu/k12events



👍 You and 2 others

👍 Like 💬 Comment ➦ Share

Sunshine Social Dance, Wausau, WI · Follow
3d · 🌐

- Next 2 sessions dance lessons will be in the fall (9/5-10/24 & 10/31-12/12) <https://www.ntc.edu/.../social-dance-hustle-waltz...>
- We wrapped up our 7-wk West Coast Swing and Nightclub-2 Step Dance Lessons at [Northcentral Technical College](#) this week. Big thanks to everyone for another fun session!
- There will be two sessions in the fall (Hustle & Waltz, Jitterbug & Rumba) and registration is open! See link for details <https://www.ntc.edu/.../social-dance-hustle-waltz...>
- Happy summer! When in doubt, dance it out 🥳🕺!




👍 You and 8 others

👍 Like 💬 Comment ➦ Share 🌐

Rosholt School District · Follow
3d · 🌐

Senior Spotlight!
Lily Lorbiecki

What are your plans for the future?
I will be attending North Central Technical College for radiology technician.

What advice do you have for our students?
Respect your classmates because they could be your best friend when senior year comes around.



👍 You and 59 others

💬 8 comments

Community Boxing Club · Follow

Join us in congratulating our boxing family member, Easten Schultz, on his recent graduation from Northcentral Technical College! 🌟
Easten earned his degree in Criminal Justice, and is moving into employment with the Clark County Jail.
Easten started boxing with CBC at age 10, and has continued on with the club, assisting at practice and working with the younger boxers. His parents have also been an integral part of the club's successes! 🥊
Our community has a great mentor with this young man!!



You and 55 others

4 comments 2 shares

Allied Cooperative · Follow

Allied Cooperative congratulates Cora Brandau of Wilton -- one of our 2023 scholarship award winners. Cora is graduating from Brookwood High School and plans to attend Northcentral Technical College to pursue a degree in dairy science.

In her essay, Cora wrote "Farmers don't farm to become wealthy, they do it because of passion and happiness." We wish Cora all the happiness in the world as she pursues her dreams!




You and 27 others


2 comments

North Central WI Master Gardeners · Follow
3d · 🌐

Do you love hostas? Join us for this upcoming class at [Northcentral Technical College](#)! Spots are limited so sign up now if you're interested!



WORKFORCE TRAINING + PROFESSIONAL DEVELOPMENT



BONUS
Enjoy a tour of Monk Gardens


GROWING & CARING FOR HOSTAS

Monday, June 26, 2023
6:00 p.m. – 8:00 p.m.
Northcentral Technical College
Wausau Campus

offered in partnership with
NORTH CENTRAL WISCONSIN MASTER GARDENERS

Join us for a unique class learning about hostas and touring the Shade Hosta Garden at Monk Gardens! Hosta plants come in a variety of colors and sizes. This class will teach students an overview of the types of hostas, how to grow them, what kind of environment they need, and how to care for them.

Registration:
Master Gardener Members.....Free
Community Members.....\$10



Learn More + Register Here:
www.ntc.edu/calendar/2023/06/26/growing-caring-hostas

*Class starts at the NTC/Wausau Campus for a session on Growings and Caring for Hostas followed by a tour of the Hosta Garden at Monk Gardens.

CONTACT US FOR MORE INFORMATION: 📞 715.803.1034 • ✉ ce@ntc.edu

Northcentral Technical College does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admission or its programs or activities. This following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Officer, Northcentral Technical College, 1000 W. Campus Drive, Wausau, WI 54980, Phone: 715.803.1000

👍 You and 5 others 2 shares

Hmong American Experience · Follow
4d · 🌐

A new place to get barbecue is coming soon to Wausau.
Bobby Xiong is a recent Northcentral Technical College graduate.
He's created Dijon BBQ.
The name is a cheeky combination of his last name and his wife's first name Di.

DIJON BBQ

By Bobby Xiong

ne from each category. Meals served with white b

WAOW.COM

New BBQ-Asian fusion food truck coming to Wausau
New barbecue truck coming to Wausau, with a twist.

👍❤️ 11 2 comments 2 shares

 **Rosholt School District** · Follow
6d · 🌐

Senior Spotlight!

Jalyn Yenter


What are your plans for the future?
I plan to attend Northcentral Technical College to pursue a degree in Agribusiness.

What advice do you have for our students?
My advice to students would be take every opportunity you can in school even if you don't think you're going to like it.



  68

6 comments 3 shares

 **Enerquip Thermal Solutions** · Follow
5d · 🌐


Congratulations to 2023 [Medford Area Senior High School](#) graduate Cole Dassow for being awarded the \$2,500 "Joseph 'Pep' & Frances Simek – #Enerquip Memorial Scholarship" at the school's May 24 scholarship banquet. Cole plans to pursue a welding degree at [Northcentral Technical College](#) this fall.


Enerquip Process Manager Tom Steen presented the scholarship on behalf of the late Pep and Fran Simek, and the entire Enerquip team. Pep Simek, one of the founders of #Enerquip, and his wife, Fran, were known for their philanthropy and commitment to giving back to the community where they lived. Through this scholarship, Pep and Fran's spirit of generosity lives on.



We extend our heartfelt congratulations to Cole and all the graduates of 2023!

Cole Dassow

2023 Recipient of the
Joseph 'Pep' & Frances
Simek – Enerquip Memorial
Scholarship






  21

2 comments 2 shares

Colby School District · Follow
May 23 at 11:54 AM · 🌐

Senior Highlight

Congratulations to Dameon Strangfield for his acceptance to Northcentral Technical College majoring in CNC Machining Apprenticeship! Way to work hard! #colbyhornets




63 9 comments 4 shares

Susan Lor
May 20 at 9:47 PM · 🌐


Today was a day to celebrate. Thanks to my brother, [Chang Lor](#) for being here to support me here today. I am so proud of myself for finishing this program and I am so thankful for my instructor for helping and teaching me.

Although this is my second program at [Northcentral Technical College](#), I am glad to have such an amazing experience here at this college.


With this chapter ended another chapter has begins. I've been accepted at Viterbo University to continue my education for Elementary Education Bachelor Completion program.



97 67 comments

 **Chequamegon School District** · Follow
May 22 at 9:00 AM · 🌐

Some of our Eagles had an early graduation, last week. CHS counselor Mrs. Patterson explains:
 "Congrats to our 7 Welding Academy graduates! [Northcentral Technical College](#) hosted a beautiful event to celebrate these students and family members. Thank you instructor Adam for your patience and guidance this last year. Our students know the meaning of WELD (work hard, everyone matters, live each day like your last, and dream)."
 Don't forget to Like and Follow Chequamegon School District on Facebook & Instagram!
[#NTCSoar](#) [#CSDSoar](#)



👍❤️ 34 3 shares

👍 Like 💬 Comment ➦ Share 🌐


 **WSAW NewsChannel 7** ·
5d · 🌐

The program is an annual teaching opportunity where students can learn hands-on skills that help them get a head start in the field.



WSAW.COM
NTC to offer machine tool program during the summer
 This summer, high school students will have the opportunity to learn about machines and met...

👍❤️ 18 2 comments 28 shares

 **Chloé Ertl** is with **Wyatt Ertl** and 9 others at **Northcentral Technical College**.
May 20 at 1:30 PM · Wausau · 🌐

A bitter sweet end to my Agri-Business journey at [Northcentral Technical College](#)!

I am so thankful for all the support from my parents, my classmates, and especially from my instructors/faculty/Advisors: [Charl](#), [Trevor](#), [Alex](#), [Katy-Jane](#), Steve, and [Bobbi](#)!

I am so grateful to have met you all and teach me about all different aspects of agriculture and challenging me to always do great things.

I graduated with:

- Outstanding Graduate
- Honors
- Phi Theta Kappa Honors Society
- PAS President
- WI PAS Vice President
- Presidents List all 4 semesters

Traveled many miles:

- Minneapolis
- Des Moines
- Washington DC

Almost 20,000 miles of driving for class and events!





 **Monk Botanical Gardens**
6d · 🌐

We are so proud to partner with [Northcentral Technical College](#) and [NTC Alternative High School](#) on this amazing project. Students from NTC High School learned welding while creating three cone flowers, three dandelion puff statues and six butterfly chairs for [Sara's Storybook Garden](#). We are in the process of completing Phase I, the Hobbit House, and these artistically created features only make this garden even more magical.

A special thank you to the [Community Foundation of North Central Wisconsin](#), [Schuette Metals, Inc.](#) and [ADC Equipment Innovations, LLC](#) for this project's guidance and financial support.

[#monkgardens](#), [#monkaround](#), [#wausaushappyplace](#)



  Kristin Reinicke and 173 others

6 comments 13 shares



Tina Marie Geer

May 20 at 11:44 AM · 🌐

Today, my heart swells with pride as my 17-year-old graduates from North Central Technical College. With one more year of high school ahead, I know she's destined for greatness. Her healthcare journey has only just begun, and I have no doubt she'll achieve incredible things. She's going places, and her future is filled with boundless opportunities.



👍❤️ LeAnn Boller and 78 others

17 comments



Wausau Police Department

May 22 at 6:00 PM · 🌐

This past week our officers gathered for Day 2 of our annual inservice training at the [Northcentral Technical College](#) Public Safety Campus in Merrill. Our staff worked on Pursuit Intervention Techniques, Mock Pursuits, High-Risk Vehicle Contacts, Evasive Maneuvers and more. Check out this video slideshow of the awesome day of training!



👍❤️ Katie Lech-Felch and 78 others

2 comments 3 shares



Schuette Metals, Inc. is 🥰 feeling happy at Monk Botanical Gardens.

Wausau

...

Get ready to be blown away by an incredible project Schuette Metals had the honor to support! We've got a story that's all about art, community, and making a positive impact. So sit tight and prepare to be inspired!

Thanks to the Beyond Pencils & Crayons Grant program of the North Central Wisconsin Community Foundation and Northcentral Technical College, we joined forces with some seriously talented students from NTC AHS. These youngsters dove into immersive experiences like welding classes and hands-on activities spanning different subjects.

Talk about a one-of-a-kind learning adventure!

But this project wasn't just about hitting the books—it was about fostering a sense of community, building positive relationships, and encouraging these students to never give up on their high school education. We've seen firsthand the incredible determination and persistence these young minds possess, and we couldn't be prouder of their achievements.

So, what did all their hard work and creative genius lead to?

Drumroll, please!

Presenting: The installation of their jaw-dropping artwork at the stunning Monk Gardens in Wausau, Wisconsin.

Trust us when we say that these students have outdone themselves. Their creations are simply breathtaking and will leave you in awe.

But this project holds a deeper meaning. It's a tribute to Sara Quirt-Sann, a local attorney who tragically lost her life in a 2017 domestic violence incident that shook the entire Wausau community.

Another community member, Dianne Look, also lost her life in the same heartbreaking event. In a heartwarming gesture, Bob Look, Dianne's husband, donated a children's book that she wrote called "Memory Garden: Bebe the Tiny Beast."

This touching book will find a new home at Sprouts Garden Preschool, a garden and nature-based preschool program at Monk Gardens. It's a beautiful way to honor Dianne's memory and keep her spirit alive.

As part of this powerful project, The Women's Community hosted health education programming at AHS. Their mission was to raise awareness about domestic violence and emphasize the importance of healthy relationships.

By equipping students with knowledge, we empower them to make a real difference and create a safer future for everyone.

But enough talk—let's dive into the captivating visuals! We've captured the essence of this project through 18 stunning photos showcasing the artwork installation. Each image tells its own story and captures the magic of these students' creations. I'm sure you've heard this before, but the photos don't do justice - you have to see them yourselves!

Get ready to be wowed!



SPASH Career and Technical Education · Follow
May 22 at 2:54 PM · 🌐

Congratulations to our 2023 Wisconsin Technical Excellence Scholarship (TES) recipients! The TES is worth \$6,750 (over six semesters) and can be used at one of Wisconsin's sixteen technical colleges. Jackson, Kacie and Lucas will be attending Mid-State Technical College, and Brooklyn and Quintin will attend Northcentral Technical college. We wish you success as you begin your post secondary journey. #wisconsinexcellence #tes #CTEWorks #scholarship #classof2023 #wisconsinHEAB #pointproud #spashpride

42 4 comments 6 shares

Chequamegon School District · Follow
May 23 at 7:00 AM · 🌐

And then there were three! We've reached the final week of our Celebration of Seniors and the Class of 2023 is mere days away from calling it on their Chequamegon careers. Helping guide us to the big commencement is Hailey Bourgard. Beyond CSD, Ms. Bourgard will experience a whole new world at [Northcentral Technical College](#). Good luck in all things, Ms. Bourgard!

#Classof2023 #CSDClassOf23 #CSDSoar

41 2 comments 1 share

Message by Melissa · Follow
6d · 🌐

Thank you everyone for the well-wishes and kind words on my return to teaching massage therapy.

I'm in my third week at NTC and I'm loving it! The support and access to resources and technology is beyond what I ever could have expected.

I am missing my clients though.

Although I do hope to eventually schedule clients here and there, I sincerely hope my regulars are having luck finding other good massage therapists to check out. 🙌

(And should you be interested in massage as a career for yourself, definitely check out the new massage program at NTC. I could carry on about why you should choose NTC, but I don't want to become a broken record. Feel free to DM me if you have any questions.)

#wausau massage #wausau #wausauwi #wausauwiconsin #ntc #northcentraltechnicalcollege



Laila Wiitala added a new photo — at Northcentral Technical College.
May 20 at 6:27 PM · Wausau · 🌐



👍❤️ 8

1 comment


Wausau Police Department •
May 19 at 4:30 PM • 🌐

Today marked an end and a beginning for 5 new officers with the Wausau Police Department. The officers ended their 720-hour (18-week) recruit academy at [Northcentral Technical College](#). With that now behind them, each officer will now begin their field training.

Please join us in congratulating today's graduates!

Pictured in uniform (left to right):

- Officer Devin Talg
- Officer Samuel Reyes
- Officer Joshua Bergquist
- Officer John Shoemaker
- Officer Douglas Frick (not pictured)




👍❤️👉 Lori LaBonty Fehr, Skylar Marie and 393 others 33 comments 6 shares

Elizabeth Stewig Hillebrand
May 17 at 1:37 PM • 🌐


The Northcentral Technical College Veterinary Technician program has received Initial Accreditation from the AVMA! Wahoo and a big thank you to everyone who has helped make this possible!




👍❤️👉 66 31 comments 1 share


Merritt Pratt is at **Northcentral Technical College**.
 May 17 at 7:58 PM · Wausau · 🌐

Isaac I am so proud of you buddy!!! I love you💙




 Miranda Lezcano and 36 others

5 comments


Chequamegon School District · [Follow](#)
 May 18 at 7:00 AM · 🌐

The road to May 27th has been long but the journey has been fruitful. Our Celebration of Seniors is nearing it logical end but we're not saying goodbye to the Class of 2023, yet. Let's celebrate Grace Brandt, today. After she wraps things up at Chequamegon, Ms. Brandt will head off to higher learning at [Northcentral Technical College](#). Best wishes, Ms. Brandt!

#Classof2023 #CSDClassOf23 #CSDSoar

Grace Brandt

Northcentral Technical College



Class of **2023!**

Saturday
May
27

Chequamegon
High School




 56

6 comments 2 shares



Marshfield Agricultural Research Station · Follow
May 17 at 11:22 AM · 🌐

For years, MARS has been a proud supporter of the Youth Apprenticeship program by employing high school students as apprentices. Isaac Kruger, Marshfield High School senior and apprentice at MARS, graduated from the YA program today. Isaac is working in the MARS livestock program. Upon graduation, he'll continue his ag education at [Northcentral Technical College](#)




52
5 comments 9 shares

United Way of Marathon County · Follow
May 19 at 12:51 PM · 🌐

We held our first-ever Lunch, Learn & Do yesterday! Volunteers enjoyed lunch from Mint Café, learned about the ALICE population, put together "welcome home" kits for [New Beginnings for Refugees](#) and made laundry detergent kits for our Community Closet.

THANK YOU to all the volunteers who took time from their day to lend a helping hand.

Uniting to Thrive!
[Bridge Community Health Clinic](#)
[Childcaring, Inc](#)
[Children's Wisconsin](#) - Marathon County Family Resource Center
[Connexus Credit Union](#)
[Festival Foods](#)
[Festival Foods Schofield](#)
[Great Lakes Cheese](#)
[M3 Insurance](#)
[Nationwide](#)
[Northcentral Technical College](#)
[St. Vincent de Paul of Wausau](#)



11
Like Comment Share

Chloé Ertl is with **Sara Snorheim** and **2 others** at **Northcentral Technical College**.
 May 12 at 3:53 PM · Wausau · 🌐


Last day of class at the [Northcentral Technical College Agricultural Center Of Excellence](#) 🐾 🌾
 Glad to have met all these wonderful women in ag!



👍❤️ 75 1 comment

MLE Photo Art · Follow
 May 10 at 2:53 PM · 🌐

Congratulations Lizzy! She will be graduating from Northcentral Technical College with a nursing degree!



👍❤️ 33 5 comments

Wisconsin River Pro Rodeo · Follow
May 15 at 10:30 AM · 🌐

Hey everyone! Meet Alison Leonard, a senior at Northland Lutheran High School, who's living her dreams as a Certified Nursing Assistant at Marshfield Medical Center. But that's not all, she's also embarking on a journey to become a registered nurse through UW-Stevens Point and Northcentral Technical College. And did we mention she's a pro horse rider? Competing in the Wisconsin River Pro Rodeo Queen Competition is just one of her many accomplishments. She's an inspiration to her younger self and all of us!




12 3 shares

Bulltair Industries/Star Lab · Follow
May 17 at 4:19 PM · 🌐

A Huge Congratulations to NorthCentral Technical College on their pair of 4x8 Star Lab CNC systems with Hypertherm Sync 85s. Leading the way to the future NorthCentral Technical College is ahead of the curve with these two Star Lab machines. Congratulations Staff and Students! The future is bright the Star Lab CNCs! Made in the USA. www.StarLabCNC.com




21

 **Wittenberg Fire Department** · Follow
May 17 at 6:00 PM · 🌐


Need to take the Firefighter 1 class? Wittenberg Fire Department will be hosting one starting August 28th! Classes are Mondays and Wednesdays 6:00pm - 10:00pm.

🔥 We would love for you to join us! 🔥

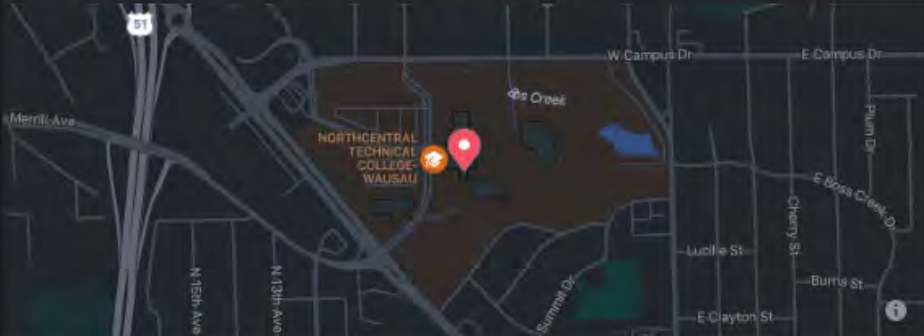



NTC.EDU
CERTIFIED FIRE FIGHTER 1 22763 | Northcentral Technical College
This 96-hour course prepares the participant to be able to perform fire fighting functions at th...

👍❤️ 8 2 comments 8 shares

 **Heidi Renee**
May 8 at 10:53 AM · Wausau · 🌐

Today I was a guest speaker at NTC! Full circle experience from attending NTC as a student. — with **Tammy Zarecki-Gorski** at **Northcentral Technical College**.



 **SCHOOL**
Northcentral Technical College
Jonnee and 36 other friends have been here

👍❤️👎 24 3 comments

Monk Botanical Gardens
May 18 at 2:00 PM · 🌐

Join us at the Gardens on **Tuesday, May 23rd at 11AM** as we welcome our partners at Northcentral Technical College with the delivery of a custom set of metal **Butterfly Bench installations**. NTC Welding students have dedicated their time and talents to create colorful and inviting child-size butterfly benches as a welcomed enhancement to Monk Gardens. Eventually to be placed in Sara's Garden, these benches will serve as an inspirational place to be still and enjoy the beauty of nature around you.

Bring the whole family for this event and be one of the first to experience the joy they'll create! **NO RSVP REQUIRED!**



4

2 shares

Wausau Homes · Follow
May 9 at 10:06 AM · 🌐

[Northcentral Technical College](#) students studying Architectural Design & Technology are on site today learning about the systems and processes used to build our custom panelized homes.

13

3 shares

Stable Hands Equine Therapy Center · Follow
May 13 at 7:10 AM · 🌐

Thank to all that attended the Ponies & Pearls 30th Anniversary Gala. The numbers are in and we raised just over \$10,000 towards our new stall barn!

We couldn't do it without each and everyone that attended, sponsored, donated raffle items and volunteered.

Thank you to our Sponsors:
Baird - Wausau
Northcentral Technical College
Meyer Buildings
Marathon Feed Inc.
Londerville Steel Enterprises Inc.

Thank you to our contributors that donated raffle items and services.

Thank you to [Rib River by Accentu, Inc.](#) for the awesome food, hospitality and service.

Thank you to all of our volunteers and their dedication to making sure this event was a success.



GI Associates · Follow
May 12 at 4:38 PM · 🌐

GI Associates had a successful experience at the [Northcentral Technical College](#) Nursing Job and Transfer Fair this morning. It was a pleasure meeting everyone that stopped by our booth. Thanks NTC for hosting a great event.



👍❤️ 17

1 share

Boys & Girls Club of the Wausau Area · Follow
May 8 at 12:00 PM · 🌐

CAREER EXPLORATION: Club Members recently toured Northcentral Technical College's Dental Clinic and learned about the Dental Assistant and Dental Hygienist programs. They experienced firsthand what it's like to be a student in these programs, toured the classrooms and tried out the learning labs! Club Members also attended NTC's Open House where they learned about additional programs, connected with faculty, students and staff and explored more of the campus. Thank you [Northcentral Technical College](#) [Northcentral Technical College](#) for hosting our Club Members and supporting them as they explore their college and career options in our community! [#GreatFuturesStartHere](#)

11

1 share

Ho-Chunk Nation · Follow
May 17 at 10:07 AM · 🌐

Career & School Fair

Today!
Wednesday, May 17th
1:00 - 6:00 p.m.

[Siga Funmaker Community Center](#)
W17634 Radke Road
Wittenberg, WI 54499

Sponsored by:
[Northcentral Technical College](#)
[Marshfield Clinic Health System](#)
[Ho-Chunk Nation Department of Labor](#)

CAREER & SCHOOL FAIR:
Find the career path for you

OPEN TO THE
COMMUNITY &
STUDENTS

MAY 17TH
1:00PM - 6:00PM
SIGA FUNMAKER COMMUNITY CENTER
W17634 RADKE ROAD
WITTENBERG, WI

MANY OPPORTUNITIES AVAILABLE

OPEN POSITIONS

- Appointment Coordinator
- Dermatology Technician
- Hospital Coding Specialist (remote)
- HUC/CNA
- Medical Assistant
- Registered Nurse
- Respiratory Therapist
- Surgical Technologist

EDUCATION

- Agriculture
- Business
- Engineering
- Information Technology
- Nursing
- Public Safety
- Transportation

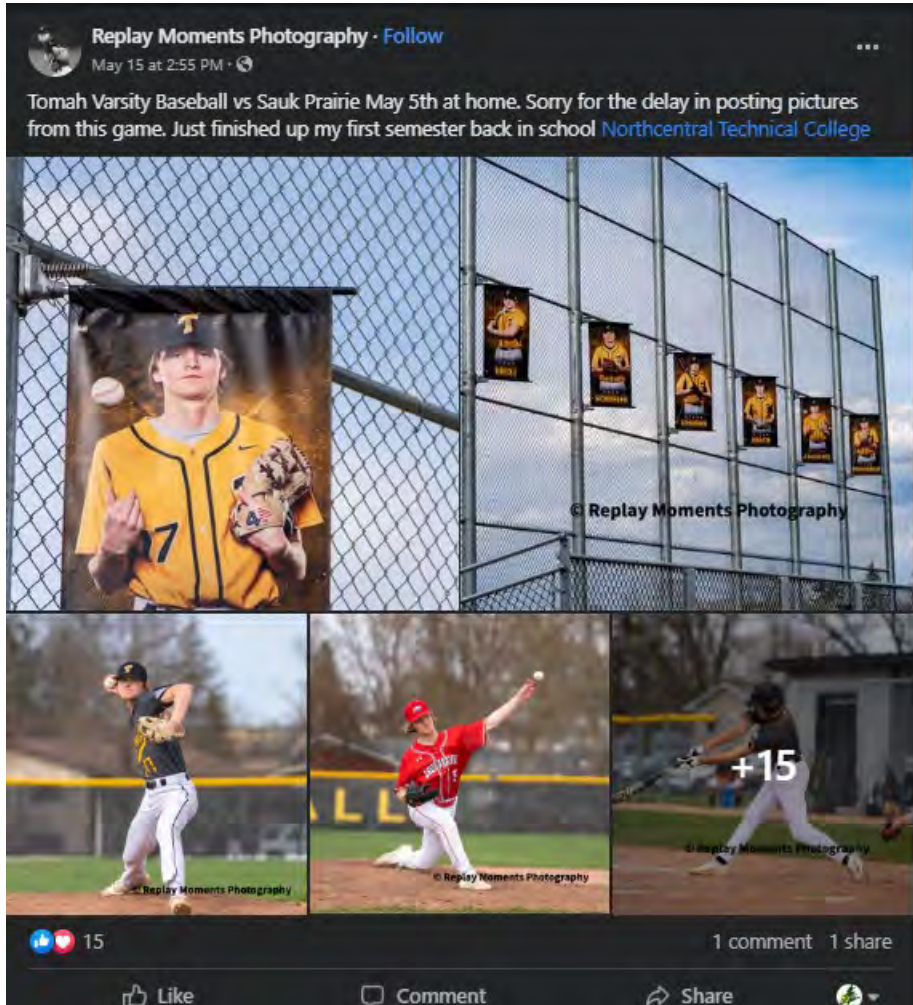
In Memoriam
William Collins

We invite you to join us for a piece of cake in memory of William's dedication to his role as the Ho-Chunk Nation's Department of Labor Tribal Workforce Development Manager. Food will be provided.

For more information on the event, please contact:

Angela Ward, Executive Director of Labor, Ho-Chunk Nation,
Angela.Ward@ho-chunk.com

Julie Rodriguez, Case Manager,
Ho-Chunk Nation,
Julie.Rodriguez@ho-chunk.com



Cheese Brothers · Follow
May 12 at 10:08 AM · 🌐

🧀 We asked you last week to nominate teachers for our educator appreciation giveaway, and you delivered! We received hundreds of nominations for dedicated teachers nationwide. We have to admit - we got a little misty eyed reading the nominations 🥹 What a reminder of the power of great teachers!

This week we shipped 50 free cheese gift boxes packed with fresh cheese curds, three tasty cheeses, and summer sausage from Usinger's to teachers across the country 🧀 Winning nominations have been notified via email. We wish we could have chosen them all! Our teachers deserve this and so much more 🥰❤️

Here's a sampling of some of the inspiring winning nominations we received:

🌟 "I'd love to nominate my principal, Jill Knudsen, for bravely, cheerfully, steadily coaching all of us through our final year of teaching as a team. Our school is closing at the end of this year, and our close-knit team of students, families and staff will scatter to new schools. We are all saddened and are throwing everything we have at the last 26 days of school together under her creative, kind & thoughtful leadership."

🌟 "My name is Savana, and I have just moved from Los Angeles to Wausau Wisconsin in order to pursue my dreams of working in the dairy industry. I joined the Dairy Science program at North Central Technical college where I have met one of the BEST instructors in my life (and I had already graduated from college, so I have me a TON of instructors).

My instructors name is Charls Van Der Nest and he teaches almost all of the dairy classes at this school. He has so much experience from being a herds manager, to even starting up his own dairy from scratch. Charl has increased my passion for dairy to levels I didn't even know were possible! I have learned so much and he has helped me get super involved in the dairy industry which has meant the absolute world to me. I 110% believe that Charl deserves a Wisconsin cheese box as an appreciation for his role in inspiring the future minds of the dairy industry."

Thank you again for your nominations! We appreciate you all! - Eric, Gene, and the Cheese Brothers team ❤️



First State Bank
May 19 at 9:49 AM · 🌐

Congratulations to Connor Simington from Owen-Withee High School on being awarded a First State Bank \$1,000 scholarship! Kahri Rueth and Jana Young, branch managers from First State Bank in Withee and Greenwood, present Connor's scholarship certificate at his high school's awards ceremony.

Connor is the son of Karen and Adam Simington. Fascinated by the changing world of information technology, he plans to further his education in the computer support specialist program at Northcentral Technical College.

👤 You and 7 others · 1 comment



Rib Lake School District

6d · 🌐

...

Rhonnie Jo has been involved in volleyball, basketball, softball, band, marching band, pep band, jazz band, polka band, and the Marawood Conference Art Exhibit. She hopes to one day be a herd manager. Congratulations, Rhonnie Jo! [#RLSD](#) [#RLSDPride](#)

RHONNIE JO SCHEITHAUER

20



23

**NORTHCENTRAL TECHNICAL COLLEGE
DAIRY SCIENCE**



Rib Lake School District

May 19 at 12:00 PM · 🌐

...

During high school, Aaron has been a member of the band. He hopes to one day be a lineman. Congratulations, Aaron! [#RLSD](#) [#RLSDPride](#)

AARON MATYKA

20



23

**NORTHCENTRAL TECHNICAL COLLEGE
ELECTRICAL POWER DISTRIBUTION**



Rib Lake School District

May 10 at 12:00 PM · 🌐

Throughout high school, Angel has been a part of cheerleading, band, jazz band, polka band, choir, show choir, Drama Club, forensics, and student council. She hopes to one day be a photographer. Congratulations, Angel! [#RLSD](#) [#RLSDPride](#)

ANGEL KRUEGER

20



23

**NORTHCENTRAL TECHNICAL COLLEGE
PHOTOGRAPHY**



Rib Lake School District

May 4 at 12:00 PM · 🌐

During high school, Riley has taken part in softball and choir. She hopes to one day be a veterinary technician. Congratulations, Riley! [#RLSD](#) [#RLSDPride](#)

RILEY EISNER

20



23

**NORTHCENTRAL TECHNICAL COLLEGE
VETERINARY TECHNICIAN**

Rib Lake School District
May 2 at 2:00 PM · 🌐

May 2nd is Dual Credit Day, and earning college credit while still in high school is something to celebrate! In 2021-2022, our high school students earned 286 dual credits, saving them over \$46,000 in tuition. In partnership with [Northcentral Technical College](#), we offer over 15 college-level certificates, including certificates in welding, nursing, and youth apprenticeship!
#NTCDualCreditDay #RLSD #RLSDPride



You and 76 others

4 shares

Like Comment Share

Chequamegon School District
May 18 at 7:00 AM · 🌐

The road to May 27th has been long but the journey has been fruitful. Our Celebration of Seniors is nearing its logical end but we're not saying goodbye to the Class of 2023, yet. Let's celebrate Grace Brandt, today. After she wraps things up at Chequamegon, Ms. Brandt will head off to higher learning at [Northcentral Technical College](#). Best wishes, Ms. Brandt!
#Classof2023 #CSDClassOf23 #CSDSoar



You and 55 others

6 comments 2 shares



School District of Spencer

May 17 at 12:00 PM · 🌐

...

Senior Spotlight!



CLASS OF *Twenty Twenty-three*

**PEYTON
BROOKHART**

Parents

SHAWN BROOKHART & DANIELLE
ZABEL

Future Plans

ATTEND NTC TO STUDY TECHNOLOGY



School District of Spencer

May 5 at 12:00 PM · 🌐

...

Senior Spotlight!



CLASS OF *Twenty Twenty-three*

**BRISTOL
ENGEVOLD**

Parents

MIKE & KRISTEN
ENGEVOLD

Future Plans

ATTEND NTC TO STUDY
LAW & CRIMINAL
JUSTICE



Dakiya Baratka

Graduating from NTC (Phillips)

Major: Welding

**Class
of
2023**



Braden Yanich

Northcentral Technical college
(Wausau) and Michigan Tech
University

Houghten, MI

Major: Mechanical Design and
Engineering/ Mechanical

Engineering

**Class of
2023**





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Ascending ▲

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WAOW (ABC) 5/2/2023 4:13:22 PM

Wausau, WI

News 9 WAOW at 4 PM

Local Viewership: 12,978

Local Publicity Value: \$291.33

taking a look at some of your hometown headlines - northcentral technical college wants you to come check them out - they're hosting an open house tomorrow from 3:30 to 5:30 in the afternoon - and say its a great opportunity if you've been interested in going back to school or looking into a trade program. its free - and you can even apply to programs on-site with no cost. new at four--the alliant energy center in madison was taken over by alpacas. more than 300 of them were in town for the 'wisconsin alpaca and fiber fest' on sunday. wade gease has been judging alpacas



WAOW (ABC) 5/3/2023 11:25:12 AM

Wausau, WI

News 9 WAOW at 11AM

Local Viewership: 1,416

Local Publicity Value: \$67.93

on-the-spot interviews and fun activities... including a virtual reality station to experience dozens of different careers. and northcentral technical college is hosting an open house today if you're interested in going back to school or looking into a trade program. the open house is from 3-30 to 5-30 this afternoon. and they say its a great opportunity to look into with over one hundred ninety programs on site. its free, and you can even apply to programs on-site with no cost. the nicer weather is just in time-- because today is national garden meditation day! gardening can bring people a sense of peace. the holiday encourages people to take time out from their hectic



WAOW (ABC) 5/3/2023 10:05:47 PM

Wausau, WI

News 9 WAOW at 10PM

Local Viewership: 5,149

Local Publicity Value: \$494.34

many topics disscussed at a roundtable led by republican congressman tom tiffany business and community leaders from throughout the area came to northcentral technical college to discuss a range of topics -- including inflation - u-s debt and more. also on the table -- proposed changes to the weston power plant -- as wisconsin public service and we enegies look to create a new 171-million-dollar nataural gas plant to the site. " we need to make sure that our manufactures here in this area--are we are going to see sufficently raising eletrical rates "



WSAW (CBS) 5/16/2023 6:21:55 PM

Wausau, WI

NewsChannel 7 @ 6

Local Viewership: 10,605

Local Publicity Value: \$655.62

and erosion, flooding prevention, and supports pollinators, like bees, to name a few. next tuesday, the butterfly benches students have been working on at northcentral technical college alternative high school, will be installed at monk botanical gardens. they'll be installed in sara's storybook garden at 11 in the morning. it honors the memory of sara quirt-sann, a lawyer who died in the 20-17 shooting in the wausau area. the public is invited to the ceremony. now that the packers drafted a kicker, what does this mean for mason crosby? nolan has the answer, next in sports.



WSAW (CBS) 5/23/2023 6:24:00 AM

Wausau, WI

Sunrise 7

Local Viewership: 7,721

Local Publicity Value: \$174.63

in monk botanical gardens in wausau will soon be more colorful than ever. today at 11... several new benches will be installed. students from northcentral technical college alternative high school used a grant from the community foundation to make several butterfly shaped chairs. the garden honors the memory of sara quirt-sann, a lawyer who died in the 20-17 shooting in the wausau area. the public is invited to the ceremony. time for our facebook question of the day...which decade had the best music? donald says started in the 50s ended in the 90s



WSAW (CBS) 5/24/2023 6:06:46 PM



Wausau, WI

NewsChannel 7 @ 6

Local Viewership: 10,007

Local Publicity Value: \$630.20

the rest of the building evacuate before firefighters arrived. this summer, high school students have the opportunity to learn about machines and metal work at northcentral technical college. the five week "metal masters quest" program is open to juniors and seniors, and is completely free. the program is an annual teaching opportunity where students learn hands-on skills that help them get a head start in the field. the experience is also helpful to those who are still undecided. ben bliese, career and employer services coordinator, "they will also get a chance to work at a local employer and use those skills that they learned here in the classroom. butted jeff block, machine tool instructor, "after 6 weeks, you might say this is awesome i want

	<div>WSAW (CBS) 5/25/2023 8:56:41 AM</div> <div>Wausau, WI</div> <div>CBS Mornings</div> <div>Local Viewership: 5,831</div> <div>Local Publicity Value: \$166.16</div> <div>opportunity, inc. building. looking ahead this morning-- this summer... high school students have the opportunity to learn about machines and metal work at northcentral technical college. the five week "metal masters quest" program is open to juniors and seniors, and is completely free. the program is an annual teaching opportunity where students learn hands-on skills that help them get a head start in the field. the experience is also helpful to those who are still undecided. that's the news. meteorologist audrey leigh is in next with your forecast. our phones keep us constantly "connected"... flight attendant: "...please switch to airplane mode" ...but what if they had a mode to help us actually connect? introducing us mode.</div>
	<div>WAOW (ABC) 5/26/2023 4:36:32 PM</div> <div>Wausau, WI</div> <div>News 9 WAOW at 4 PM</div> <div>Local Viewership: 12,355</div> <div>Local Publicity Value: \$311.22</div> <div>but if you'd rather leave grilling to the professionals... a new place to get some barbecue is coming soon to wausau. bobby xiong... a recent northcentral technical college graduate... created dijon barbecue. the name combines his last name and his wife's name... di . and it's not just any barbecue... it's brisket, ribs and pulled pork with a bit of an asian fusion twist. "we're making our own hmong sausages, we're adding hmong pepper in there as well, there's thai tea ice cream i'm trying to add to the menu ...i wanted to bring a little different variety to the area. "</div>

Items in this report: 8

Total Local Viewership: 66,062
Total Local Market Publicity Value: \$2,791.41

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