

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, June 8, 2021
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Microsoft Teams: [June NTC Board of Trustees Meeting](#)

**12:00 p.m. Public Hearing on 2021-2022 Northcentral Technical College District Budget
Timberwolf Conference Center/D100 + Microsoft Teams: [Public Hearing](#)**

- I. Call to Order
- II. Highlights of Fiscal Year 2021-22 Budget
- III. Adjourn Public Hearing

1:15 p.m. [Call to order](#), compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)

I. PUBLIC INPUT

- a. Citation Presentation – Senator Felzkowski + Senator Petrowski
- b. Public Comments

II. APPROVAL OF MINUTES

- a. Approval of minutes from May 4, 2021 Board of Trustees Regular Meeting

Motion: That the Northcentral Technical College District Board approve the meeting minutes from the May 4, 2021 Board of Trustees Regular Meeting.

Voice vote required to approve.

III. ACTION ITEMS

- a. [Resolution Disclosing the District Reserves Maintained by Northcentral Technical College](#)
– Roxanne Lutgen

Motion: That the Northcentral Technical College District Board approve 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.

Voice vote required to approve.

- b. [Resolution for Adoption for 2021-2022 Northcentral Technical College District Budget](#) –
Roxanne Lutgen

Motion: That the Northcentral Technical College District Board hereby adopts the budget for the fiscal year 2021-2022 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2021.

Roll call vote required to approve.

c. [Grant-funded Semi-Truck – Capital Purchases > \\$50,000](#) – Roxanne Lutgen

Motion: That the Northcentral Technical College District Board approve to utilize up to \$100,000 of CRRSAA grant funds to purchase a semi-truck costing no more than \$100,000 to enhance student learning, increase student enrollment and adhere to CDC guidelines regarding social distancing and COVID prevention protocols.

Voice vote required to approve.

d. [Approval of Program Proposal of the Liberal Arts Associate of Arts Associate Degree Program](#)

Motion: That the Northcentral Technical College District Board approve the program proposal of the Liberal Arts Associate of Arts Associate Degree Program.

Voice vote required to approve.

e. [Approval of Program Proposal of the Liberal Arts Associate of Science Associate Degree Program](#)

Motion: That the Northcentral Technical College District Board approve the program proposal of the Liberal Arts Associate of Science Associate Degree Program.

Voice vote required to approve.

f. [Remodeling: Antigo + Phillips Technology Center Renovations](#) – Rob Elliott

Motion: That the Northcentral Technical College District Board approves the Antigo Technology Center not to exceed \$360,000 and the Phillips Technology Center not to exceed \$310,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

g. [Additions: Wausau – Industry 4.0 Addition](#) - Rob Elliott

Motion: That the Northcentral Technical College District Board approves an additional \$240,000 for the Industry 4.0 Addition at a cost not to exceed \$1,040,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

h. [Remodeling: Wausau – Ag Center Veterinary Science Learning Lab](#) – Rob Elliott

Motion: That the Northcentral Technical College District Board approves the Wausau – Ag Center Veterinary Science Learning Lab Renovation at a cost not to exceed \$750,000 and requests the WTCS State Board to do the same.

Voice vote required to approve.

IV. CONSENT VOTING AGENDA

- a. Approval of Consent Voting Agenda
 - i. [Receipts + Expenditures](#)
 - ii. [Personnel Changes](#)

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

- i. Receipts + Expenditures
- ii. Personnel Changes

Roll call vote required to approve.

V. INFORMATION/DISCUSSION

- a. President's Report
 - i. Legislative Updates
 - ii. [End of Year Accomplishments/Initiatives Going Forward](#) – Jeannie Worden
- b. Chairperson's Report
 - i. WTC District Boards Association Summer Meeting – July 15-17, 2021, Mid-State Technical College + via Zoom
 - ii. Next NTC Board of Trustees Meeting – **Monday**, July 12, 2021
- c. Information
 - i. [Annual Affirmative Action Report](#)
 - ii. [Fiscal Strength](#)
 - iii. [Tentative 2021-2022 NTC Board of Trustees Meeting Dates](#)
 - iv. [Advisory Meeting Minutes](#)
 - v. [Upcoming Meetings + Events](#)
 - vi. [Good News](#)

VI. MEETING ADJOURN

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

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

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

MEETING DATE: June 8, 2021

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).

Operational reserves are projected to be 23 percent of total operational expenditures, assuming a \$1.2 Million transfer to the capital fund at fiscal year-end for PeopleSoft System replacement with Workday, and excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2021. These operational reserves are projected to be 20.02 percent as of June 30, 2022. 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: Loni A. Waynes

Date: June 8, 2021

**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 2021-2022 annual budget at its June 8, 2021 meeting,

THEREFORE BE IT RESOLVED, that the Northcentral Technical College District Board hereby approve 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, 2021, this reserve is planned to be \$17,450,366, or \$18,650,366 assuming a \$1.2 Million transfer to the capital fund at fiscal year-end for PeopleSoft System replacement with Workday. This fund is budgeted to decrease by \$2,178,482 during 2021-2022, to be used for subsequent year capital projects.

RESERVE FOR DEBT SERVICE - A segregation of a portion of the fund balance to provide for debt retirement. At June 30, 2021, this reserve is planned to be \$3,839,263. This balance is budgeted to decrease by \$138,252 during 2021-2022, 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, 2021, this designation is planned to be \$9,776,176 in the general fund and \$2,638,150 in the special revenue operational fund. This balance in the general fund is budgeted to decrease by \$1,573,982 during 2021-2022. This balance in the special revenue operational fund is budgeted to increase by \$31,787, during 2021-2022.

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, 2021, this designation is planned to be \$910,158 in the general fund. This balance is budgeted to decrease by \$26,018 during 2021-2022.

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, 2021, this designation is planned to be \$5,540,389 in the general fund. This balance is budgeted to remain unchanged during 2021-2022.

DESIGNATED FOR SUBSEQUENT YEAR(S) – A portion of unreserved fund balance is designated to be used in futures year(s). At June 30, 2021, these designations are planned to be \$2,500,000 in the general fund. These balances are budgeted to remain unchanged during 2021-2022.

BE IT RESOLVED, that the District Board authorizes that any 2020-2021 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subse-

quent 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 8, 2021

TOPIC: Resolution for Adoption of NTC's 2021-2022 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 2021-2022 budget that was tentatively approved in May 2021. The total budgeted expenditures of \$107,403,663 include operating budget expenditures of \$54,301,803. 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 8, 2021 in Wausau, Wisconsin, at Northcentral Technical College, Center for Health Sciences Room 1004, 1000 W. Campus Drive and on Microsoft Teams at 12:00 pm, 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 2021-2022 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2021.

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

Signed: Lori A. Waynes

Dated: June 8, 2021

**RESOLUTION FOR ADOPTION OF THE 2021-2022
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2021-2022 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2021-2022 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Thursday, May 13, 2021, 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 2021-2022 fiscal year budget on June 8, 2021, 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 2021-2022 for the operation and maintenance of the District beginning July 1, 2021.

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

MEETING DATE: June 8, 2021

TOPIC: Grant-funded Semi-Truck- Capital Purchases > \$50,000.

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

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

DATA/RESULTS: The College will apply up to \$100,000 in CRRSAA grant funds towards the purchase of a Semi-Truck costing no more than \$100,000 for use in our Commercial Driver’s License (CDL) program.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
Approval to utilize up to \$100,000 of CRRSAA grant funds to purchase a Semi-Truck costing no more than \$100,000 to enhance student learning, increase student enrollment and adhere to CDC guidelines regarding social distancing and COVID prevention protocols.

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

Signed *Lori A. Weyers*

Dated 6/8/2021

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

MEETING DATE: June 8, 2021

TOPIC: Liberal Arts Associate of Arts Associate Degree Program

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

DATA/RESULTS: Wisconsin lags the U.S. in adults with Baccalaureate; a greater level of education leads to higher living wages and job opportunity which positively impacts economic stability within communities.¹ This program can increase transfer opportunities for technical college graduates to help grow a pool of Baccalaureate degree holders who live and work in the state of Wisconsin (93% of WTCS program graduates work within Wisconsin after graduation (7,924 of 8,491 graduates in 2018-19).² Wisconsin's statewide attainment goal through the Lumina Foundation's grant (collaboration between WTCS, UW and WAICU) to ensure those between the ages of 25 and 64 have every opportunity to earn degrees and high-value education credentials, ensuring opportunities are equally accessible to all prospective students including first-generation college students, low-income students, people of color, and working adults. The statewide postsecondary credential attainment goal is 60% adults by 2027; in 2019, it was 53%.³

NTC needs flexible, multi-path options for students seeking to transfer to the UW System and other universities, especially under-represented, non-traditional, and under-resourced students. Traditional linear articulation agreements are cumbersome to manage and do not offer flexibility for the evolving education needs of many adult learners; although a Universal Undergraduate Credit Transfer Agreement is in place between the UW System and WTCS colleges, approved courses are subject to transfer per each UW and at times only transfer as electives rather than coursework, thus requiring lengthy alternative conversations and agreements between each WTCS college and any UW university it wishes to partner on behalf of its students.⁴

With only one UW 2-year campus vs. six NTC locations students within our District will have increased local access to a liberal arts education. By offering this program within the NTC District learners will be able to remain living and working in their local communities while taking classes at one of NTC's locations. A Liberal Arts Associate of Science Associate Degree will also increase access through increased affordability for all learners, especially lower income individuals (2020-21 WTCS in-resident tuition for a 3-credit collegiate transfer course is \$563.55 vs. 2020-21 UW in-resident tuition for a 3-credit course is \$1,381.91, a savings of \$818.36 in personal and/or financial aid loan repayment), seeking to obtain a Baccalaureate Degree.⁵

The College wishes to submit the Liberal Arts Associate of Arts 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.

¹National Science Foundation. (2020). *Bachelor's degree holders among individuals 25-44 years old (percent)*.

²Wisconsin Technical College System. (2020). WTCS Program Performance Tableau Dashboard.

³60Forward. (2017). *Wisconsin's statewide attainment goal*.

⁴University of Wisconsin System. (2020). *Universal credit transfer agreement (UCTA)*.

⁵Wisconsin Technical College System. (2020). *Tuition and material fees*.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

That the Northcentral Technical College District Board approve the program proposal of the Liberal Arts Associate of Arts Associate Degree Program

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

Signed Lori A. Weyna

Dated: June 8, 2021

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

MEETING DATE: June 8, 2021

TOPIC: Liberal Arts Associate of Science Associate Degree Program

POLICY Community Benefit Statement 2
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NTC needs flexible, multi-path options for students seeking to transfer to the UW System and other universities, especially under-represented, non-traditional, and under-resourced students. Traditional linear articulation agreements are cumbersome to manage and do not offer flexibility for the evolving education needs of many adult learners; although a Universal Undergraduate Credit Transfer Agreement is in place between the UW System and WTCS colleges, approved courses are subject to transfer per each UW and at times only transfer as electives rather than coursework, thus requiring lengthy alternative conversations and agreements between each WTCS college and any UW university it wishes to partner on behalf of its students.⁴

With only one UW 2-year campus vs. six NTC locations students within our District will have increased local access to a liberal arts education. By offering this program within the NTC District learners will be able to remain living and working in their local communities while taking classes at one of NTC's locations. A Liberal Arts Associate of Science Associate Degree will also increase access through increased affordability for all learners, especially lower income individuals (2020-21 WTCS in-resident tuition for a 3-credit collegiate transfer course is \$563.55 vs. 2020-21 UW in-resident tuition for a 3-credit course is \$1,381.91, a savings of \$818.36 in personal and/or financial aid loan repayment), seeking to obtain a Baccalaureate Degree.⁵

The College wishes to submit the Liberal Arts Associate of Science 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.

¹National Science Foundation. (2020). *Bachelor's degree holders among individuals 25-44 years old (percent)*.

²Wisconsin Technical College System. (2020). WTCS Program Performance Tableau Dashboard.

³60Forward. (2017). *Wisconsin's statewide attainment goal*.

⁴University of Wisconsin System. (2020). *Universal credit transfer agreement (UCTA)*.

⁵Wisconsin Technical College System. (2020). *Tuition and material fees*.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

That the Northcentral Technical College District Board approve the program proposal of the Liberal Arts Associate of Science Associate Degree Program

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

Signed Lori A. Weyers

Dated: June 8, 2021

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

MEETING DATE: June 8, 2021

TOPIC: Remodeling: Antigo & Phillips Technology Center Renovations

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (4) (a) A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: NTC continues to meet the needs of our learners by implementing innovative strategies and improving upon our support services and spaces. With education moving more content online, accelerated by COVID-19, NTC's goal is to ensure our classes, support, and spaces are accessible where internet access and resources may be limited. To meet the needs of our learners and provide increased equity of all NTC learners across our communities, NTC formed the Regional Campus Technology Charter. Multiple sub-committees provided recommendations to transform the regional campuses to support learners, including K12, businesses, and the community by creating greater internet access and enhance support, services, and spaces.

The Antigo and Phillips Campus Technology Center Renovation projects will remodel approximately 3,000 sq.ft. of space at the Antigo and Phillips Campus. The remodel will improve social distancing and will include spaces for private study, small and large group study, conference rooms, printing and duplicating services, exterior entrances, natural lighting, and eSports arenas. Funding for this project will come from Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act. In order to begin construction in August, the College will be requesting WTCS State Board approval at its July Board Meeting. The NTC Board is asked to approve the proposed renovation and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Antigo Technology Center not to exceed \$360,000 and the Phillips Technology Center not to exceed \$310,000 and requests the WTCS State Board to do the same.

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

Signed Lori A. Weyns

Dated: June 8, 2021

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

MEETING DATE: June 8, 2021

TOPIC: Additions: Wausau – Industry 4.0 Addition

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (2) (a) A resolution of the district board approving the additional or new facilities, (b) A resolution of the district board requesting board (WTCS) approval of the additional or new facilities.

INTERPRETATION: Additions to existing facilities requires Board approval.

DATA/RESULTS: At the December 2020 meeting, the Board approved an \$800,000 addition to the Advanced Manufacturing & Engineering Lab (AME) for Industry 4.0. National labor shortages, delays in shipping and transportation, and supply shortages have recently inflated construction budgets. Bidding of this project resulted in a 31% increase in construction cost over project estimates. Contractors responding to the bid expressed concerns with staffing levels and project timelines. Lead times for steel building materials usually ranged from 12-14 weeks but have increased to 26-30 weeks in the last 6 months.

In order to complete construction, the College will be requesting WTCS State Board to approve \$240,000 in additional funding for the project at its July Board Meeting. The NTC Board is asked to approve the additional funding and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board approves an additional \$240,000 for the Industry 4.0 Addition at a cost not to exceed \$1,040,000 and requests the WTCS State Board to do the same.

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

Signed *Lori A. Weyers*

Dated: June 8, 2021

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

MEETING DATE: June 8, 2021

TOPIC: Remodeling: Wausau - Ag Center Veterinary Science Learning Lab

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (a) For the use of the district schools the district board may: (3) Construct, enlarge, or improve buildings.

TCS 5.04 (4) (a) A resolution of the district board approving the remodeling of existing facilities, (b) A resolution of the district board requesting board (WTCS) approval of the remodeling.

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: The Ag Center Veterinary Science Learning Lab Renovation project will remodel approximately 4,900 sq.ft. of the existing Ag Center Equipment Repair Learning Lab. The Ag Equipment Repair program has been integrated within our Diesel Program freeing up the space for Veterinary Science. New efforts to gain program accreditation will require designated space for veterinary labs, offices, x-ray rooms, and animal kennels. The renovation will also include using \$350,000 in Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (CRRSAA) funding to relocate and upgrade the restroom into multiple restrooms with lockers and a boot cleaning station. The Coronavirus pandemic has prevented students from using the one single stall shower at the Agriculture Center. The larger showers and locker rooms will allow students in any agriculture program to shower when needed with required social distancing. In order to begin construction in August, the College will be requesting WTCS State Board approval at its July Board Meeting. The NTC Board is asked to approve the proposed renovation and requests the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Wausau – Ag Center Veterinary Science Learning Lab Renovation at a cost not to exceed \$750,000 and requests the WTCS State Board to do the same.

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

Signed Lori A. Weyns

Dated: June 8, 2021

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

MEETING DATE: June 8, 2021

TOPIC: Receipts & Expenditures

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

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

DATA/RESULTS: The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **April 30, 2021** (preliminary).

YTD Fund 1 – 7 Revenues: \$82,022,352.83

YTD Fund 1 – 7 Expenses: \$79,758,245.34

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Lois A. Weyns

Dated 6/8/2021

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

MEETING DATE: June 8, 2021

TOPIC: Personnel Changes

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

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

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

New Hires:

- David Boisen – Academic Technologist & E-Learning Developer
- Casey Brown - Student Success Assistant & Customer Service Representative (Wittenberg)
- Joe Busch – Custodian
- Ada Demlow – Student Success Assistant & Customer Service Representative (Antigo)
- Josh Grubb – Faculty, Nursing
- John Minarcin – Faculty, IT Developer
- Ross Vetterkind – Video Production Specialist
- Karissa Zastrow – K12 Events and Communications Coordinator

Resignations:

- Robert Cummings – Software Developer
- Brandon Loertscher – Faculty, Welding
- Clifford Oertel – Instructional Assistant, Machine Tool
- Joe Proulx – Facilities Manager
- Ruth Rettinger – Custodian
- Angie Servi – Deans of Grants, Research & College Effectiveness
- Michael Schneider – Welding Material Handler
- Rebekah VanErp – Faculty, Nursing (LTE)
- Cynthia Wooldridge – Student Success Assistant Customer Service Representative (Spencer)

Retirement:

- Arnold (Bud) Gennrich – Custodian
- Don Radtke – Farm Operations Manager

Terminations/Non-Renewals:

- Evan Barshack – Faculty, Accounting

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 Loi A. Wayna

Dated 6/8/2021

End of Year Highlights on NTC's Wildly Important Goals (WIGs)

WIG 1: Increase Student Success (*Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6/30/22.*)

- *Expanded the laptop scholarship program to include English Language Learner (ELL)/Adult Basic Education (ABE) and Alternative High School students, as well as students who did not apply for scholarships.*
- *NTC along with our Community College Alliance for Agriculture Advancement (C2A3) partners worked closely with the United States Department of Agriculture (USDA) and the National Resources Conservation Service (NRCS) to develop a collaborative agreement where the nine C2A3 colleges will conduct on-farm field studies on soil development through the use of cover crops, nutrient application timing and other conservation measures to share with Agriculture Producers. This collaborative agreement has opened some opportunities for future grant writing with the NRCS and the USDA.*
- *College 101 implementation; 13.82+ new FTE; 81% course completion; 414 course enrollments.*
- *Awarded the RAISE EM UP grant which included hiring Student Connection Specialists (SCS), a Project Manager and Career Advisor. The SCS's are already helping with outreach to students and supporting connection to advising and enrollment.*
- *Successful Phi Theta Kappa (PTK) Year:*
 - *5-star Chapter*
 - *Advisor recognition for Krista Reince and Carrie Heckendorf at the regional and international level*
 - *Award winning Honors in Action project*
 - *Inducted 131 new members, up from last year*

WIG 2: Grow Skilled Workforce (*Increase FTEs from 2,865 to 2,894 by 6/30/22.*)

- *Completed Day for NTC Students 2020 Campaigns (Wausau, Medford + Antigo) in January 2021 and raised \$245,000.*
- *Awarded 564 student scholarships in spring 2021, totaling \$374,930.*
- *Ranked 5th of 16 colleges for our Outcomes-Based Funding performance.*
 - *3rd in Wisconsin Technical College System (WTCS) for ABE Student Transitions*
- *Awarded a total of \$2,164,361 in Adult Education and Family Literacy Act (AEFLA), Perkins, and State grants for 2021-22.*
- *New programs approved through WTCS and Higher Learning Commission (HLC): Vet Technician Associate Degree, Data Analytics Associate Degree, Law Enforcement in the 21st Century Associate Degree, Industrial Automation Technical Diploma, Human Services Shared Agreement with Fox Valley Technical College (FVTC), Machine Tool Basics Certificate, Auto Collision Basics Certificate, Intro to Electrical Technology Certificate and Clinical Lab Assistant Certificate.*

- *HLC: will need to submit the Associate of Arts/Science and the Animation to Video Production degrees.*
- *Virtual College is now serving students in 41 states, including Wisconsin and 7 countries outside of the United States.*
- *Completed strategic plan.*
- *New programs: legal studies/paralegal, human resources, straight truck certificate.*
- *Launched Liberal Arts shared agreement; 30 student headcount, 17.43 new FTE.*
- *Transfer agreements created with UW-Stout for our Manufacturing Engineering and Mechanical Design programs to transfer into Stout's Bachelor of Science Engineering Technology (Production Operations and Mechanical Design concentrations respectively). The intention is that these can be completed in Wausau at NTC. Agreements to be signed as part of a larger transfer partnership with the UW system.*
- *Successful Commission on Dental Accreditation (CODA) virtual accreditation site visit.*
- *Launch of Medical Assistant Apprenticeship Program.*
- *Implemented part-time Nursing track and modified petition process for spring 2021 cohort.*
- *Secured 2 years of grant funding to continue and expand the successful Move to Manufacturing program.*
- *Piloted the Regional Technology Center model for employee and business access in Phillips and Wittenberg.*
- *The Interactive Video Conferencing (IVC) Ad Hoc committee completed its work of choosing our new IVC replacement. The new platform will consist of Zoom, Polycom Clariti cloud bridging service and new in room cameras and microphones. Upgrading our learning spaces has begun with expected completion in August 2022.*
- *Completed planning for the new Industry 4.0 Addition and Advanced Manufacturing + Engineering Lab Renovation.*
- *Completed the addition of the new bar/restaurant, SPOONS before the start of the fall 2020 semester.*
- *Completed the installation of a greenhouse at the Ag Center of Excellence.*
- *Worked with Learning to develop plans for the new robotic milker.*
- *Solicited, purchased, remodeled and installed a new HD Multi-Sport virtual gaming system in the cafeteria at the Wausau Campus.*
- *Hispanic Initiative:*
 - *Grew in person English Language Learning enrollments at the Spencer campus from 16 in spring 2020 to 33 in spring 2021 with additional enrollments in the virtual Zoom classes as well.*
 - *Food Safety testing offered in Spanish at the East and West region campuses. Interest continues to grow.*
 - *English Language Learner Basic Welding Class – two sections have successfully run with 15 individuals receiving certificates (an additional 1.20 FTE).*
- *Esports arenas opened at the Antigo, Medford and Phillips campuses.*
- *Soft launch of the Wittenberg Technology Center. Community members are invited to come to the Wittenberg campus and use the existing technology available on campus.*
- *NTC continues to be one of the few testing centers open to the public for Pearson Vue exams. People travel quite a distance from out of our district to test at NTC.*
- *NTC went live as a participant in Transferology a nation-wide network showing our transfer equivalencies to students interested in NTC.*
- *Served 290 Youth Apprenticeship students.*
- *Developed an Auto Academy for high school students to begin in fall 2021.*

- Coordinated pilot of Move to Manufacturing program for area high schools to begin in fall 2021
- Launched a communication plan for NTC Connect and created a new campaign landing page (www.ntc.edu/ntcconnect).
- Expanded the Workforce Training + Professional Development (WTPD) social media presence and saw a 1,560.75% Increase in Social Media Impressions (number of unique visitors who saw WTPD content) for WTPD over the last year.

WIG 3: Strengthen Infrastructure (Streamline and strengthen College-wide processes to 1) ensure and promote equity and inclusion and 2) increase the safety, sophistication, and efficiency of learning and work environments by 6/30/22.)

- Competency Based Education (CBE) is part of the Flexible Learning Taskforce. NTC's first CBE program submitted to the HLC was preliminarily approved. Second CBE Program has been submitted for approval to the HLC. Continuing to lead implementation of CBE offering through definition of processes, guidelines, and stakeholder input. (Electrical Mechanical/Automation)
- Presented to Statewide Assessment Conference on NTC's project to review the curriculum for diversity equity and inclusion. Faculty and Dean of General Studies also presented at the conference on leading practices in using emerging technologies in the classroom.
- Academic Excellence (AE) is completing intensive training with Achieving the Dream (ATD) on implementing the Culturally Responsive Curriculum Scorecard that ATD introduced at their conference in 2021. We are one of the first institutions nationally to seek coaching and implementation of the scorecard leading practices.
- Assisted with planning, set-up and implementation of Department of Health Services (DHS) Community-Based Vaccination Clinic at Marathon County.
- Implemented SumTotal which is our new employee Learning Management System used to track all professional development.
- Enhanced our disaster recovery process by implementing backups of NTC data in multiple locations including the cloud.
- Completed the renovation of the following spaces:
 - Academic Resource Center – staff offices on second floor of the Timberwolf Learning Commons.
 - CHS Academic Resource Center – remodeled existing space to enlarge total footprint needed to increase student tutoring capacity.
 - Student Services Reconfiguration – remodeled Student Finance, One-Stop, and staff cubicles to allow for social distancing.
 - iTEC Improvements – completed aesthetic improvements of the iTEC Center and added two new collaboration rooms.
- Completed the following building or site improvements:
 - C parking lot replacement at the Wausau Campus with new area for trailer parking.
 - A new parking lot and Americans with Disabilities Act (ADA) access was added at our Center for Diesel Training located in the Village of Maine Industrial Park.
 - Replaced a portion of the C Building roof over Testing, Security, and Student Services.
 - Repaired the exterior wall of the F Building to replace rusted siding and water infiltration.
 - Completed on-going improvements to sidewalks and lighting at all campuses.

- *NTC maintained Moody's Aa1 bond rating and secured a 1.10% interest rate on \$11.5M and 1.15% on \$1.5M notes.*
- *NTC and NTC Foundation received clean audit opinions for 2019-20 and NTC applied for Government Finance Officers Association (GFOA) Comprehensive Annual Financial Report award. (Review is currently pending; if NTC receives an award for 2019-20, it will be the 25th consecutive year.)*
- *COVID Funding:*
 - *Submitted and received approval for \$296,743 of COVID-related expenses for Department of Administration (DOA) Coronavirus Relief Funds.*
 - *CARES Institutional (\$741,188), Strengthening Institutions Program (SIP) (\$73,720) and Student (\$741,188) Funds totaling \$1,556,096 have been fully spent and tracked. Annual report was submitted to the Department of Education and passed all data quality edits.*
 - *CRRSAA Institutional (\$3,250,463), SIP (\$166,633) and Student (\$741,189) Funds totaling \$4,158,285 are being diligently tracked, claims are being processed and all reporting is up-to-date.*
- *IT led the college-wide discussion to pick our new enterprise resource planning and student information systems. Preparation involved demos, remote sessions, meetings with WorkDay, assistance with Statement of Work document. The decision was made to move to WorkDay with the implementation of Human Resources and Financials to start July of 2021 with an expected completion date of June 2022.*
- *Organized a college-wide diversity presentation with Liz Murray (Homeless to Harvard) for staff development and awareness (fall 2020).*
- *Spearheaded the creation of the College's Inclusion Committee.*
- *Over 30 staff were certified in Adult Mental Health First Aid.*
- *Participated in the military friendly schools survey resulting in NTC earning the 2021-2022 Military Friendly® School designation.*
- *Translated the NTC College Viewbook into Spanish. Also translated several flyers and are evaluating a process to continue translation of appropriate materials to increase enrollment in ELL and General Education Development (GED) specifically.*
- *Successfully kept a safe and secure environment for our employees, students and community*
- *Created advocacy materials in support of AB 266 and coordinated letter writing campaigns in support of NTC and the WTCS.*

2021-2022 College Goals

- *Implementing College Strategic Plan*
- *3% FTE Growth*
- *NTC Connect*
- *E101/E102 for WTPD Training at NTC*
- *Regional Technology Centers*
- *Industry 4.0: Smart Manufacturing*
- *Industry 4.0: Health Planning*
- *Diversity, Equity, Inclusion + Access (DEIA) – WTCS has asked for our rubric*
- *Plan for NTC Workforce Shortage – Similar to Business + Industry*
- *Post-Pandemic Work from Home*
- *College-wide Education 4.0*
- *Short-term Credentials: Commercial Driver's License (CDL), Industry 4.0, Animation, Certified Nursing Assistant (CNA)*
- *Expand Partnership with Michigan Technological University (MTU): Electrical Engineering Technology*
- *Listening Sessions with Key Community Partners*
- *Revamp Graduation Post-Pandemic*
- *ELL K-12 Academy*
- *Implement Saw Filing – national training for saw filers*
- *HLC Accreditation*
- *WorkDay: HR and Finance; plan for student*
- *Property Foundation – Crop Science*
- *Dental Therapy*

**5 Year Affirmative Action Plan – Annual Update
Northcentral Technical College
June 2021**

EMPLOYEE – FOCUSED ACTIVITIES

1. Recruitment of Employees and Talent Sourcing

- All open positions are posted on wisconsiniversity.com which posts to many other various diversity-related sites such as Veterans, gender specialized, ethnic sites, etc.
- Human Resources developed five diversity-related applicant interview questions. One to two questions must be included in each interview process.

2. Employee Development and Training

- All new employees are required to complete an online New Employee Orientation module which consists of Title IX training and Sexual Harassment training.
- Library Services offers curated library resources and materials for equity and inclusion topics.
- NTC purchased additional licenses for Tableau software to make student equity data interactive for faculty and staff. ACE staff continue to provide training on viewing, analyzing and using data.
- “Engaging Conversations” were offered for students, staff, and faculty to learn about the traditions many cultures observe during the Chinese Lunar New Year, and on the topic of Women, Work and the Pandemic.
- Inclusion Committee created to focus on the College’s policies and practices with the intent to enhance a culture of inclusion, expanding and enhancing College efforts to build a community of belonging, emphasis on how grants can be more aligned with our inclusion goals and how data can be used to clarify and support our programs, and create opportunities to collaborate on activities throughout the College and the community.
 - Early work of the Inclusion Committee included development of a campus “We All Belong” campaign which will feature a video, hashtags and posters to promote an inclusive culture around campus. Another subcommittee created a diversity, equity, and inclusion rubric to evaluate curriculum which is being piloted with the Criminal Justice program and will be expanded in 2021-2022. Other tasks of the committee are providing professional development for faculty and staff that strengthen awareness, provide growth and open dialogue, elevate equity, activate diversity, and lead inclusively and to evaluate data and recommend strategies to address equity gaps.
- Student Services Staff and Faculty participated in a two-part series on *Understanding and Engaging Under Resourced College Students*. Additional staff will be able to engage in the training in Fall 2021.
- Employee Training:
 - Ouch! That Stereotype Hurts
 - Achieving the Dream Culturally Responsive Curriculum Development
 - 3P Insights Coaching on Building Diverse, Equitable and Inclusive Curriculum
 - Recognizing and Addressing Unconscious Bias – Wisconsin Literacy Project
 - Achieving the Dream Annual Conference
 - WTCS Assessment Conference – Assessing in a Virtual Environment
 - WTCS Assessment Conference – Assessing for Diversity, Equity and Inclusion Session
 - Student Success Summit – Addressing Achievement Gaps
 - Embracing Diversity FQAS Course
 - New Faculty Academy
 - Adjunct Faculty Mentoring – focus on Diversity, Equity and Inclusion for the month of May

- OPID | 2021 Spring Conference for Wisconsin Educators | The Joys of Teaching & Learning
- Microsoft Office Certiport Certifications
- Wisconsin Equity Summit
- 60Forward: WTCS Equity in the Classroom Live Webinar Series
- Fall 2020 Faculty Development Days
 - Why Some Seeds Don't Grow – What Works to Ensure Student Success Presented by Dr. Newton Miller, Associate Dean, Ashford University
 - Analyzing your program and course data in Tableau
 - Universal Design for Learning: What is the role of Faculty in accessibility?
 - Building Rapport at a Distance
 - Creating Embedded Course Videos
 - Online Instructional Design Tips
- Spring 2021 Faculty Development Days
 - Lights, Camera, ACTION! Creating Videos with Panopto
 - Zoomtastic Tools for Heightened Student Collaboration & Interaction
 - Get (and keep) Their Attention: Strategies to Engage Students in an Online Course
 - Faculty Round Table Discussion: Evaluation Kit Survey
 - Pandemic Fatigue - Presented by Aspirus
 - CircleIn
 - Quizzes, Assignments & Accessibility for Student Success
 - Student Success & Starfish
 - Student Support in the TLC
 - Getting Creative with GoReact!
- 2021 Higher Learning Commission (HLC) Annual Conference
- Homeless to Harvard Presentation
- Interview Bias Training
- Title IX – 2020 Regulations Update Training
- Mental Health First Aid
- Understanding and Engaging Under Resourced College Students
- Engaging Conversations
- Tableau Data: NTC's Demographics and Equity
- Inclusive Spaces
- Hmong Heritage Month Virtual Conference
- Wisconsin Indian Education Association Virtual Conference
- University of Southern Florida School of Business Diversity, Equity, and Inclusion in the Workplace Certificate
- Toward One Wisconsin
- WTCS Working as One 4 Part Series
- Noel Levitz Conference
- United Way 21 Days of Equity
- Caring for Yourself and others During Pandemic Fatigue
- LinkedIn Learning (*access to various "On-Demand" style trainings*)

3. Employee Data

- Collected voluntary disclosure of employee data related to disability and veteran status through confidential electronic process that will be used for future reporting purposes.

STUDENT – FOCUSED ACTIVITIES

Recruitment of minority/LEP students/Recruit and support ABE/ELL students' transition

- NTC hosted a virtual booth to share videos, links, documents, and live connection to admissions staff and Career Coaches at the virtual Wisconsin Education Fair in October 2020.
 - NTC hosted blended in-person/virtual open house experiences in Fall 2020 and Spring 2021.
 - Several staff attended the virtual Wisconsin Indian Education Association conference in April 2021.
 - K12 staff continues to work with Abbotsford, DCE, and Wausau school districts to support minority students' postsecondary planning and enrollment. NTC's Academy Specialist has continued to work this year with these school districts but also with organizations like Hmong American Center, B&G Club, and others to build relationships with participants. These organizations serve traditionally more diverse students. The Academy Specialist is also the point of contact for Alt High and increased efforts have been placed on that collaboration/transition. Alt High has dedicated staff to help students with transition to NTC as well. In addition, we offer the Youth Apprenticeship program to all these schools as well and support them with both their postsecondary and employment efforts.
 - NTC translated the Viewbook into Spanish, as well as some other resource documents (using Zoom, Laptop rental form).
 - ELL Welding basics program was offered at the Medford campus.
 - We added two additional sections of in-person ELL in the West region.
 - NTC maintains an ongoing partnership with Independent Living/Youth in Foster care to support students' awareness of the Youth Apprenticeship program, as well as college opportunities.
 - NTC's Pathway Advisor supports and guides ABE/ELL students' transition into post-secondary coursework.
 - Dual Credit courses offered at Abbotsford, Menominee Indian HS, White Lake, Bowler, and Wittenberg. NTC also partners with White Lake, Bowler, and Wittenberg to offer the Youth Apprenticeship program to their students.
 - NTC will continue recruitment of low-income students into NTC's Promise programs and provide dedicated support to these students.
- **Recruit females into School of Engineering and Technology and School of Advanced Manufacturing and Transportation programs**
 - Activities and events to promote programs were largely virtual with some limited in-person opportunities offered in Spring 2021. NTO programs were promoted through a video series and showcased Machine Tool, Wood Science, Welding, Gas Utility, Civil Engineering and Electrical Engineering. Video highlighting STEM experiments added as part of Careers Camp Video Series and another highlighting STEM careers.
 - Job-related workshops, employer presentations and mock interviews were held virtually and provided opportunities for females to meet others employed in the field.
 - Welding and Wood Technology contests are planned for May. "Girls Make it Real: Imagine, Design and Manufacture" camp planned for June.
 - **Recruitment of students w/disabilities**
 - Accommodations Services Coordinator and/or other Disability Services staff attend virtual transition meetings in Taylor, Marathon, and Langlade County to share resources and support/advise area high school Special Education staff.
 - The Accommodations Services Coordinator presents to local high schools and to instructors of dual credit instructors on transition services.
 - High Schools brought transitioning students to tour NTC and meet with Disability Services staff, and individual students met with staff during the College Exploration Day in late April 2021.

- NTC partnered with the Unified School District of Antigo Spring 2021 to offer a Customer Service course to students with disabilities.

Activities to support retention/completion of minority students/students with disabilities

- Targeted outreach to students with disabilities who are transitioning for Fall 2021 began in late March and will continue through the summer.
- Disability Services is included in the mandatory New Student Orientation for new students to receive accommodations, become familiar with support available as well as assistive technology.
- Through targeted grant activities, minority students and students with disabilities receive intensive advising/case management services. Advisors and the Accommodations Services Coordinator have access to student progress information in Canvas, which supports better case management.
- A Predictive Analytics model has been continued each 8 week term to identify students who may need additional support to be successful. The model was expanded in Fall 2021 to include General Education courses. Advisors, instructors and other staff provide outreach to identified students to determine if resources or assistance are needed.
- Mandatory advising continues for students in most programs.
- Timberwolf Ready sessions introduced new students to NTC systems: E-mail, Canvas, their My NTC student account, what is needed for class, learn how to read their schedule, etc.
- Sessions on how to use Zoom video conferencing software were offered for students.
- Expanded laptop loan and laptop scholarship opportunities were made available to students.
- Student Life offers scholarship application workshops to students.
- College 101 was implemented in Spring 2021.
- Tutoring and Academic Coaching is available through the Academic Resource Centers, with flexible appointments available through Zoom.
- The Academic Resource Center/Timberwolf Learning Commons offered workshops on Conducting Research, APA, Exam Study Tips, Writing, Math, Notetaking, Time Management, Active Reading, and Email Etiquette.
- Starfish Early Alert includes an intake form which helps identify students needing support services. Starfish is being used for case management of all students, but also supports other initiatives including faculty advising, the Promise program, students using the Academic Resource Center, Disability Services, and students taking Enhanced General Education courses.
- Enhanced general education courses provide concurrent ABE support while a student is taking Written Communications or College Math post-secondary courses.
- Instructional Assistants support key low-completion or gatekeeper courses.

Professional Development to build cultural competence and inclusive culture at NTC

- Student Life shares e-mails weekly that include DEI topic information and links to resources. Examples include information for Suicide Awareness, Hispanic Heritage Month, Disability Awareness, Indigenous People's Day, MLK Jr. Day, African American History, Women's History, Hmong Heritage Month, Sexual Assault Awareness, and more. The NTC Library now has 25 topical research guides on these and many other subjects for students, faculty and staff to access.
- An NTC Local Equity Report College-wide was developed and will be shared internally as well as in a public forum (such as WTCS-hosted meeting).
- Over 30 staff in Student Services were trained in Mental Health First Aid. Trainings are planned in May and June for other college staff, and a plan to train faculty in 2021-2022 is being developed.

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

MEETING DATE: June 8, 2021

TOPIC: Fiscal Strength

Strategic Direction #5 – Fiscal Strength – The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

INTERPRETATION: To *prudently manage and strengthen its financial resources*, the College intends to maintain district designated funds within the board’s policy and account for funding of the Other Post-Employment Benefits (OPEB) liability over time. In addition, the College intends to maintain or improve on the Moody’s Investor Service bond rating of Aa1.

DATA/RESULTS: District Operational Funds are projected to be 23 percent of total expenditures, assuming a \$1.2 Million transfer to the capital fund at fiscal year-end for PeopleSoft System replacement with Workday, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, and designations for state aid fluctuation and subsequent year(s), as of June 30, 2021.

NTC’s rating analysis from Moody’s Investors Service reaffirmed the Aa1 rating as of April 2021. Attached is a list of bond ratings from high to low with a brief explanation of each.

AGENDA CATEGORY:

PROPOSED MOTION:

✓ **Other Business That May Come Before the Board**

For information only. No motion is necessary.

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

Signed Lori A. Waynes

Dated: June 8, 2021

Bond Ratings – High to low

Aaa – Bonds that are rated Aaa are judged to be of the best quality. They carry the smallest degree of investment risk and are generally referred to as “gilt edge.” Interest payments are protected by a large or by an exceptionally stable margin, and principal is secure. While the various protective elements are likely to change, such changes as can be visualized are most unlikely to impair the fundamentally strong positions of such issues.

Aa – Bonds that are rated Aa are judged to be of high quality by all standards. Together with the Aaa group, they comprise what are generally known as high-grade bonds. They are rated lower than the best bonds because margins of protection may not be as large as in Aaa securities or fluctuation of protective elements may be of greater amplitude, or there may be other elements present that make the long-term risks appear somewhat larger than in Aaa securities. (Ranked 1 to 3 – highest to lowest levels)

A – Bonds that are rated A possess many favorable investment attributes and are to be considered as upper-medium-grade obligations. Factors giving security to principal and interest are considered adequate, but elements may be present that suggest a susceptibility to impairment some time in the future.

Baa – Bonds that are rated Baa are considered as medium-grade obligations, i.e., they are neither highly protected nor poorly secured. Interest payments and principal security appear adequate for the present, but certain protective elements may be lacking or may be characteristically unreliable over any great length of time. Such bonds lack outstanding investment characteristics and, in fact, have speculative characteristics as well.

Ba – Bonds that are rated Ba are judged to have speculative elements; their future cannot be considered as well assured. Often the protection of interest and principal payments may be very moderate, and thereby not well safeguarded during both good and bad times over the future. Uncertainty of position characterizes bonds in this class.

B – Bonds that are rated B generally lack characteristics of the desirable investment. Assurance of interest and principal payments or maintenance of other terms of the contract over any long period of time may be small.

Caa – Bonds that are rated Caa are of poor standing. Such issues may be in default or there may be present elements of danger with respect to principal or interest.

Ca – Bonds that are rated Ca represent obligations that are speculative in a high degree. Such issues are often in default or have other marked shortcomings.

C – Bonds that are rated C are the lowest rated class of bonds, and issues so rated can be regarded as having extremely poor prospects of ever attaining any real investment standing.

Moody's Rating Definitions, <https://www.bonddesk.com/moodys.html>.



TENTATIVE Board of Trustees Meetings – 2021-2022

Date	Event
2021	
Monday, July 12	Annual Organizational Meeting (Wausau)
Tuesday, August <u>10</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, September <u>21</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, October <u>19</u>	NTC Board & NTC Foundation Board Joint Lunch Regular NTC Board of Trustees Meeting (Wausau)
November	No Meeting in November
Tuesday, December <u>7</u>	Regular NTC Board of Trustees Meeting (Wausau)
2022	
Tuesday, January <u>11</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, February <u>8</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, March <u>8</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, April <u>5</u>	Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, May <u>3</u>	NTC Partner Award Recognition Lunch Regular NTC Board of Trustees Meeting (Wausau)
Tuesday, June <u>7</u>	Public Hearing at Noon + Regular NTC Board of Trustees Meeting at 1:00pm (Wausau)
Monday, July 11	Annual Organizational Meeting (Wausau)

Board Lunch 12:15 p.m. – 1:00 p.m. | Board Meeting 1:00 p.m. – 4:30 p.m. | Unless otherwise specified.

(Note – Due to COVID-19, the NTC Board of Trustees are not participating in lunch.)



Business Management/Business Analyst/Small Business Entrepreneurship Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 03/31/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Paul Dau – Edward Jones Financial
- Molly Diers – Aqua Finance
- Kelly Franklin – Cloverbelt Credit Union
- Chad Lemmens – Lemmens Creative Design
- Cory Tomczyk – IROW Shredding, Recycling, Document Storage

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Sara Hill – Faculty, Accounting
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Leadership Development & Business
- Kimberly Reed – Faculty, Business & IT
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
 - Molly Diers – Molly is an IT Project Manager at Aqua Finance and started there as a Senior Business Analyst. As a company there are a lot of open positions, specifically in IT they are looking to hire more developers, business analysts, and people to work with data. Aqua Finance employees have been working from home for the last year and there are no plans to reopen and return to the office yet. As a finance company their business was impacted by COVID with fewer people borrowing. They are now seeing increases in financing which is a positive sign for the company.

- Chad Lemmens – Chad is originally from the Wausau area and currently resides in Connecticut. He launched a drone and videography company, Lemmens Creative Design, and is also a data governance leader at United Health Group’s Optum Rx. He has telecommuted for about eight years so COVID impact him in that respect. The drone industry is huge and drones are becoming more and more engrained in business. Chad taught NTC courses related to drone technology, rules and engagement. The training, license, and certification process is easy, however, there is a time investment. The network of drone users is launching huge scale cell tower inspections throughout the Midwest. Chad feels there is a lot of stigma around entrepreneurship and he is interested to see how NTC handles the multiple facets of owning a business.
- Kelly Franklin – Kelly is an HR Specialist at Cloverbelt Credit Union. They are a small operation so there have not been many changes since the last meeting. They have posted a few open positions and it’s been very challenging to find qualified candidates. COVID has presented many challenges, changing the way they work and interact with members. It also changed the way people handled the stress of their daily lives and there was no way to keep that out of the workplace, it was overwhelming for many. The challenges continue but are slowly getting better. Kimberly asked for more details about the difficulty hiring. Kelly explained the biggest challenge was the lack of applicants, then the quality of those applicants. It is even difficult to get candidates to commit to aspects of the job search process. Many candidates don’t call back to setup an interview, they don’t show up to the interview, or they do show up but don’t display professional and appropriate conduct during the interview. Having talked with other human resource professionals in different industries this is not unique or uncommon.
- Cory Tomczyk – Cory is the owner of IROW Shredding, Recycling, Document Storage. They have been in business for 31 years and currently have 18 employees. He also had a garbage hauling business but sold it three years ago. COVID affected their business because the daily paperwork generated in offices declined as people worked from home. Although they see that volume coming back pretty quickly. IROW is heavily involved in providing recycling and product destruction services to the food industry and serve nearly every hospital in Central Wisconsin for document destruction and industrial recycling services. The company survived the pandemic in the black and continues to move forward.
- Paul Dau – Paul is a Financial Advisor with Edward Jones in the Wausau area and works mostly with small business owners, entrepreneurs, and their employees. He has provided a lot of education to clients over the past year, and creating plans to move forward. Paul tries to support clients by being a stable resource they can go to for reassurance. Edward Jones had a hiring freeze when COVID began and there is still a hold on hiring new graduates. Currently, they are only hiring career changers or those coming from other firms because they have valuable experience and already have an established network. In the current environment, those without a network in place are really struggling. For clients who don’t

want to come into the office, they conduct Zoom meetings. Business has not changed much except they have increased the use of technology, like Zoom, to conduct business. Many people enjoy what their business does but they don't want to deal with the finance side or don't know how to market their business. As Chad mentioned, there are multiple facets of owning a business and people need to be educated and understand all that ownership entails.

- Brandy asked if a 4-year degree is required and what major Edward Jones sees most often with candidates. Paul said a bachelor's degree is preferred although if someone understands what it takes and is willing to put forth the effort, that has been more important than having a bachelor's degree. Most often those right out of school have a Finance or Economics degree or something similar. The degree doesn't matter as much for career changers. Chad stated education often tags a job description to a major or program. He can see a financial background being important for a company like Edward Jones, however, he tends to look at a person's traits and skills rather than their specific education credential. Does the program still matter so much anymore for hiring? Brandy explained we try to walk that fine line because we train in such applicable degrees, they are very specific because that is the nature of being a technical college. However, that has evolved and data is a great example of an industry that has emerged that we haven't been specifically teaching. As technologies change, traits change, and soft skills change, so in some ways we are trying to teach for jobs that don't exist yet. We used to just teach one trade and now we are teaching those specific hands on skills as well as the ability to adapt to new things in the changing market. It depends on the organization, but we are seeing more companies hiring for the person and willing to train on the specific organizational knowledge. Brad agrees that it is more of a skill-based economy going forward, but the value of education is becoming more important at the same time. Moving forward he believes it will be a mix of both skills and education from a quality institution. The Business faculty team does a great job of connecting those pieces together.

- **Enrollment**

- The Business Management program had 32 students last year, 28 currently enrolled, and 50 students are accepted for the fall semester. Business Analyst currently has 7 students enrolled, which is one more than last year, and 3 students accepted for fall. The Small Business Entrepreneurship program had 25 students last year, with 19 students currently enrolled, and 7 students accepted for fall semester.

Our Business Management is incredibly strong, one of the strongest at NTC. These programs are offered fully online or in a face to face environment. We have seen a dip in registrations, but more than that it seems people are hesitant to enroll in classes early and they wait until closer to the start of the semester to enroll.

- **Business Analyst**

- Program changes



BA Program Changes
S2021.xlsx

- We want to provide students in the Business Analyst program the opportunity to start looking into data since many businesses are making data-driven decisions. A new course called Business Analytics would replace the current Data Concepts course series. Data Concepts doesn't really start at the beginning and Business Analyst students need a better data foundation. Data Concepts also goes too deep into the programming side of database or design, where these students need to learn more about accessing data and understanding how it is stored. The Business Analytics course will provide more entry level examination of data and will serve the Business Analyst and Business Management programs.
- The goal is for graduates to have the ability to manage the entire process of changing or administering a business change, like a service or process change. This person would be in the business area with a role of change management and process management. They could be considered more of a project manager depending on the organization. The students will be able to interpret data but they won't be learning all of the skills on the IT side to manage the data. Members agreed different organizations classify the role of business analyst differently. Molly teaches Data Concepts courses and stated Business Analyst students struggled compared to IT students. We don't know what the Data Specialist courses will look like at this point and we may end up making some changes again once those courses are developed. Initially we created the Business Analyst program as part of our IT programs. Then we saw the need for it to be less IT focused and more as the liaison during projects, understand the business process, change process, and project management. Right now we need a starting point to ease Business Analyst students into data better than we had been. The students will still have some IT courses like Data Reporting, Collaborative Computing, and Data Analytics, so they will gain an understanding of the IT components. Members understand the reasoning for the changes. Chad believes there will be a shift in the industry based on the trends he sees so one position will be responsible for both the IT and business sides in the future.

- **The advisory committee supports these changes.**

- **Business Management**

- Program changes



Program



Revised Business

Requirements Overview Management Association

- Based on the feedback from committee members through the survey last fall, and some additional research, faculty found the program needs improvement in some

core areas. There was consensus on the need for international content within the program so we want to develop a new course, Introduction to International Business. During the last meeting we also discussed the provision for less accounting within the Business Management program because there is an Accounting program if that is what a student wants to specialize in.

- We want to remove Accounting 1 and Accounting 2 from the program, and instead include Accounting Fundamentals. Accounting Fundamentals is an introduction to accounting and financial aspects important in business, but with less focus on how to complete the accounting processes. We will remove Project Management Leadership Principles since there is also a Project Management course in the program. Project Management Leadership content will still be included in one of the courses we develop. We are also removing Lean Organizations, Leading Change and Diversity, and Leading Strategically from the Business Management program to focus more on functional areas and develop a foundation of business. Students without much business experience can learn the fundamentals through the Business Management program and those with years of experience would more likely complete the Leadership Development program. Removing some of the Leadership Development courses will make room for several new courses in key areas like Business Management, Business Finance, Business Analytics, Supply Chain, and Introduction to International Business to ensure the program includes aspects of business. We also want to replace the Mentored Business Experience course with the Business Management Capstone course.
- Kelly teaches in the Business Management and Leadership Development programs and noticed the Leadership Development assignments rely heavily on work experience. Those students in the Business Management program often do not have that experience. These changes will allow us to better prepare students with a broad base business foundation. Most often the student would be looking at an entry level management or manager trainee position. The Leadership Development program is geared more toward higher level management.
- Another reason we wanted to offer a broader degree is because we want to be able to offer more of these courses to our high school students through dual credit. High school students can complete almost two semesters of the program before graduating high school if they choose.
- Chad suggested including content on utilizing Excel for business applications, not just learning the fundamentals of the software but how to use it for a business. Paul agreed. Knowing how to use Excel, and more specifically, when to use it is important. The faculty appreciate the feedback and explained some textbooks are more heavily structured with Excel so it's something they can work into the curriculum. Cory asked if meeting facilitation is taught since meetings are a significant part of business. This

is a great suggestion and would fit well in the new Business Management course. We could introduce the concept earlier on in Introduction to Business and practice and apply the skills in the management courses.

- Members agree the Supply Chain course is important for a well-rounded graduate to have awareness of supply chain and understand how it fits different organizations. We will invite Kurt Swanson, the instructor for our Supply Chain Management program, to the next meeting so he can discuss the supply Chain course he is developing for Business Management. Business Analytics is another important that has become increasingly important in industry. The Management Capstone course will allow students to utilize what they learned through these courses and prepare them to move into a managerial position. Having all of these different courses in the Business Management program will create a broad understanding and provide students opportunities to discover a specific area of interest if they pursue a 4-year degree.
- We will make sure the Business Finance course incorporates Excel applications in business. We can also add Accounting Fundamentals, and have an “OR” option for students to complete Accounting 1 or Accounting Fundamentals to fulfill the program requirement. This allows students who intend to transfer to a 4-year the ability to transfer those credits with Accounting 1 if they choose. Jim will be able to advise students which course to take based on their goals.
- There will also be a title change to Managing Human Resources & Labor Relations in the Leadership Development programs, the title will change to Managing Human Resources. The change is being made so courses in the Human Resources and Leadership Development programs do not sound like they cover overlapping content.
 - **The advisory committee supports these changes.**
- **Small Business Entrepreneurship**
 - We are not making any changes to the Small Business Entrepreneurship program at this time other than textbook and resources. In the fall we will meet separately as a Small Business Entrepreneurship Advisory Committee and we will review the entire program at that time.
- **Continuing Education/Workforce Training & Professional Development**
 - We are open for business to support your business. We provide customized training, professional development, bring in large conferences and events. We’ve moved the vast majority of content online and made it available live through Zoom as well as on demand so businesses can access training in the format that works for them. If you have contract training needs, our team can work with your organization to identify solutions. If you have training needs please contact Brad Gast at gast@ntc.edu. Our Career Skills Path offers skill-based training modules that can be stacked to earn a technical diploma. The Dale Carnegie program is more advanced leadership training that will be offered again in fall.

Gas Utility Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/07/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Vince Federman-City Gas Company-Antigo
- Patrick France-France Propane
- Matthew Murphy-Wisconsin Public Service & WE Energies
- Kelly Zagrebski-WEC Energy Group
- Dillon Gorman-IBEW 965

NTC Team:

- Greg Cisewski– Dean, School of Agricultural Sciences, Utilities & Transportation
- Josh Fenske– Faculty, Gas Utility Program
- Bobbi Lee-Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Brad Gast-Dean, Workforce Training and Professional Development

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

- Industry trends-locating and boring is a serious problem for the industry. There is a ton of money for broadband expansion right now and the industry is overwhelmed with crews that are trying to get as much footage into the ground as possible. It has been crippling for diggers hotline for locating. Alliant also installs underground electric and there is a big push to go from

overhead to underground right now. On the propane side they are looking for well rounded employees with CDL, hazmat, etc. Safety is the number one priority. WEC is looking to build a facility in Wisconsin like the Blue Water natural gas storage facility in Detroit. Looking to build two L&G sites in Waukesha County.

- Committee member questioned if it was possible to set up a short-term certificate due to the extremely high demand for locating. A subset of the Gas Utility program with a shorter duration, potential to go out and use a couple of different pieces of equipment to locate. Brad and Greg will look into this further.
- Enrollment report-currently have 7 students. Half of the students already have jobs and they will be finished with classes in one week. So far for next fall Gas Utility has 4 and Electric Power has 50-how do we make this more even? Open house, social media, virtual tours online, local chamber of commerce, hoping to get into the high schools this fall. Need to get the parents involved and interested.
- WATEA-Wheels to Work. Discussion on how to get the students with no transportation out to the farm. NTC main campus is the northern most stop of the Wausau city bus. Partnering with industry to get people rides to any job.
- Recruiting in a Virtual Environment-career cluster videos, gas utility video.
- Propane Education & Research Council (PERC) Grant-program received \$5,000 grant. Provides funds for a few different gauges and equipment, regulator testing board for propane and natural gas.
- Gas Utility classes were held face to face all year, utilizing face coverings and social distancing. We were able to get different resources from WPS and InterCon so students were able to do more welding in the field. Working on marketing and the need for additional enrollment, we hope to be able to go to local high schools in the fall. Local news channels were mentioned as always looking for stories, tie it to something like an anniversary date or Gas Utility day, might be a way to get parents interested. This is a unique program to central Wisconsin, this could be a big thing. WEC can help with marketing.
- Capital Equipment-trencher/backhoe approved. Hydraulic fusion equipment did not go through this year. InterCon came in and was able to facilitate for us. Directional drilling is costly to rent, still better than us owning our own equipment. Electric Power Distribution and Gas Utility share for about a week to get the students trained and some experience with the equipment.

Program Modifications discussion

- **Program Update**
 - **10-449-122 Workplace Safety**-working with Brad's team in Workforce Development. This is a one credit class, OSHA competencies with First Aid, AHA, CPR credentials as well.

Discussion regarding curriculum mods for next year for IET 1 and 2. Students have relayed they don't feel the knowledge is applicable as an entry level employee. IET 1 is good, multi-meters and different circuits, but IET 2 is more advanced and not sure they need it. AC/DC electricity. Could move 1 credit to appliances class and introduce IET 1 class concepts there instead. The committee thought there was real value in IET 1 and 2 as students need basic understanding of current flow. IET 1 and 2 will stay in the program.

Next meeting date: Doodle poll for fall meeting will be sent out later this year. Hopefully we will be able to meet face to face, Zoom will also be available.



Hospitality, Sports and Recreation Advisory Committee

Summary for

NTC Board of Trustees

Date: 04/07/2021

Time: 4:30 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Bill Bertram – Ironbull
- Stephanie Daniels – Woodson YMCA
- Mark Dorow – Marathon County Supervisor
- Mark MacDonald – WI Woodchucks
- Tom Vollstedt – Wausau Kayak & Canoe, Secretary

NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Matt Chitwood – Hospitality/Sports & Recreation Faculty
- Amy Denissen – Student Success Advisor
- Amy Gajewski – Marketing Faculty
- Brad Gast – Workforce Training & Development
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

Summary

- The Hospitality, Sports and Recreation program has students enrolled from across the United States.
- COVID-19 protocols have created challenges for this particular profession, but, industry members are anticipating an increase in events, participants and spectators as the pandemic slowly begins to come under control.
- The board agreed on the importance of volunteerism as organizations and for the individual gratification of the experience.



- All are looking forward to having interns again, continuing to be as flexible as they can within their organizations and future events.

Program Modifications Discussion

10-109-112 Hospitality/Sports and Recreation Internship

- A. Changed course name from Sports and Recreation Internship.
 1. This better defines the program. The advisory committee supports this change.
- B. Added Pre-Requisite of 10-109-100 Exploring Hospitality and Recreation.
 1. This change was made to make sure students have the foundational framework/components of the program and field prior to doing into internship. The advisory board supports this change.
- C. Added Pre/Co-Requisite of 10-109-101 Hospitality Recreational Law.
 1. Advisory Board requested the addition of a class on various laws pertaining to this profession. The advisory committee supports this change.

Supply Chain Management Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/08/2021

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Victor Carungi – Wausau Homes
- Kevin Muraski – Wausau Coated Products
- Scott Pettit – The Lake Companies
- Marty Robbins – Marathon Cheese Corporation
- Laurie Sazama – Greenheck Fan Corporation

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Jim Ortiz – Student Success Advisor
- Bonnie Osness – Director of Accreditation & Career Pathways
- Kurt Swanson – Faculty, Supply Chain Management & Leadership Development
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
 - Laurie Sazama – Greenheck has been doing well. In supply chain, they are starting to see some burnout in their buyers. Buyers are working 12-14 hours a day, 5-6 days a week, so they are hiring for some new buyers. They hope to find someone with metal buying experience, but they mainly need people who understand the SAP system they run and they can teach the rest. Suppliers are experiencing shortages so every order needs to be prioritized and watched. Greenheck is moving product between their plants when needed. Carrier shortages have been astronomical in the last 3-6 months and orders no longer deliver when expected. This is where they are seeing a lot of challenges and why the buyer workloads are so high. Before they could trust the data and tracking but now they have to monitor everything. Greenheck employees are still working from home for the most part

- although that will probably change this summer. In the future, supply chain staff will not necessarily need to work in the office full-time as they did before.
- Kevin Muraski – Kevin is the Production Scheduling Manager at Wausau Coated Products. Wausau Coated has had a huge demand since the pandemic began and had a record year. They don't see an end in sight and are planning for additional capacity. Like Laurie, they have had challenges with supplies not making the production schedule and have had to rearrange their schedule. There were ships backed up US ports which created issues. With COVID there have been challenges manning machines so they need to get very creative or shut them down. Trucking shortages continue to be an issue. People commit to loads then drop them for a higher priced load or don't show up when planned for various reasons. Wausau Coated continues to have hiring campaigns like most, they are about 30 people short. Burnout is a concern from production all the way up to leaders as the workload has been extreme.
 - Victor Carungi – Victor recently switched jobs and is now at Wausau Homes. In the construction industry things skyrocketed last year. This year companies continue to see a high demand, however, it's causing a strain because there is no inventory like many business had available last year. Scarcity is the biggest thing. The lumber season was shortened in Canada and weather wrecked a Louisiana resin plant utilized for vinyl production. Toyota and Honda have shut down production in North America because they can't get semiconductors. Victor agrees the carriers are a problem and getting tied up at the ports. People can't travel so they are spending their money on goods. All of these things are happening and they are driving prices sky high. Resin, poly, petroleum, aluminum, and steel are through the roof. Victor has seen increases of about 25% a month for the last few months.
 - Scott Pettit – Scott works for The Lake Companies, a business software consulting firm out of Green Bay. He works with customers all over the Midwest and into Canada and agrees with what others have said. Almost everyone he talks with is expecting business to slow down yet they keep getting busier and busier. There is a very high turnover in the supply chain ranks as people are just getting burned out.
 - Marty Robbins – Marty is the Transportation Manager and Director of fleet Operations for the private fleet at Marathon Cheese. Labor issues in the cheese plant are pushing towards more automation. As others mentioned, truck spot market rates are at an all-time high. The government has put regulation in full force which can be seen on the ocean and DOT sides of transportation. The Federal Motor Carrier Safety Administration's drug and alcohol clearinghouse declared 200,000 drivers no longer fit to drive. With the high demand for capacity and drivers pushed out of the industry there are many challenges. Marty believes people will start hearing more about rare earth metals. China has cornered the market on purchasing and making rare earth metals into finished products that vendors are buying. They are controlling the monetary side of things, controlling rare earth metals, and

controlling containers with the ability to slow down ships to the United States. They will be able to drive pricing up, drive demand up, and get tariffs that are more favorable to China and less so for North America. These are some high-level aspects of supply chain that leaders need to monitor. Marathon Cheese is doing alright with raw materials, like cheese, film, and corrugated, but the machines need parts and those parts come from other places. If the parts can't be engineered here, the food industry will lose capacity in food production and fundamentally that will have negative effects for everyone. Marty is not having trouble getting fuel for their fleet but parts are challenging. It used to take a day or two for parts and now can take a week, so drivers may be unable to pull freight because they are sitting.

- **Technical Skills Attainment (TSA) – Phase 2 Approval**

- 10-182-1 Supply Chain Management Associate Degree

- We introduced how Kurt will be assessing students in Supply Chain Management and during the last meeting we introduced the assessment for the Supply Chain Assistant Technical Diploma. The scoring guide for Supply Chain Management has changed since we first discussed it. The outcomes have remained the same but the criteria have changed significantly. Technical skills attainment is something the state values very highly and it's important for us to be on top of these scoring guides. Graduates are expected to be able to obtain the specified program outcomes.
- The program outcomes remain the same for the Supply Chain Associate Degree and Supply Chain Assistant Technical Diploma. In fall 2019, Supply Chain Management instructors approached the WTCS about making changes to our TSA outcomes. When the outcomes were originally proposed there were only three programs at the time. We thought we could make some improvements in what students need to be able to do when they finish the program. The 11 technical colleges met and decided we would focus on supply operations, logistics, and demand management techniques, with a specific focus on customer service technology, global aspects of supply chain, some risk management, data analysis, and project management. We will now have consistency across the technical colleges to ensure we are all covering the same important aspects and program outcomes. To measure the outcomes we utilize a combination of assessments like written product, case studies, active quizzes, a combination of performance assessments, and objective assessments. We introduce, practice, and assess the outcomes skills throughout the program. There will be a final assessment in the Supply Chain Management Project course simulation. Members agree it's a well-organized plan and the outcomes are clear and understandable.

- **The advisory committee support the TSA plan.**

- **Program Information**

- Enrollment Report

- There are five students currently taking courses in the Supply Chain program. We have one new student accepted and enrolled for fall 2021. Students in this program tend to already be working and are taking courses to add to their skill sets. With these being

working students, they have taken fewer courses this year. Usually there are 18-20 students taking courses in the Supply Chain programs but numbers have decreased this year. Several students told Kurt they were not able to take courses because they had so much going on with their personal lives and additional hours at work. There were a larger number of extensions in December with so much going on for students. The course completion rate is very strong at 90%. Jim explained many students withdrew from courses late in the year in December due to family strain and we look forward to increased enrollment this fall. Kurt works closely with the recruitment and K-12 teams at NTC to get more students in the program. We are open to any new recruitment ideas industry members may have. Victor pointed out that even though automation is becoming more prominent, people will still be necessary in supply chain and purchasing. A machine can't just replicate the work, it's difficult to automate it with a program. It's a possible angle to take with recruitment.

- **Program Updates**

- Each year we review our curriculum to see if there are areas we can improve. Overall, Kurt is pleased with the programs. We will send out a survey prior to the fall meeting and then discuss curriculum changes. Our Business Management program is undergoing some changes and will be adding a Supply Chain Operations course. It will be a high-level overview course to raise awareness of supply chain in business operations. The Business programs will also be developing Business Analytics and Business Finance courses. We will request feedback from the committee and discuss any curriculum changes further during our fall meeting regarding these opportunities to solidify and improve the Supply Chain Management programs.
- The majority of our students are already in the field and we have requests for interns at times, and we have the capstone course, but we don't have a career experience course like some other WTCS schools. The course allows students to choose the format that is most applicable to them. It's a way to meet the students where they are at with some possible internship opportunities for employers in the future.
- Jim is excited about the Supply Chain Operations course for the Business Management program and the dual credit possibilities for high school students. He works with many students who don't understand what supply chain means. Marty agrees most high school students and many college students don't realize that supply chain is part of business. Kevin feels the finance and data analytics pieces would be beneficial to the Supply Chain Management program. Data is power and the people who can provide it have a lot of opportunities. If anyone has any additional feedback or suggestions, please contact Kurt at swanson@ntc.edu.

- **Continuing Education/Workforce Training & Professional Development**

- We are piloting some conferences and classes with the NTC connect initiative. Our goal is to meet people where they are at and be flexible to meet their needs. Our short-term

credential initiative allows us to customize content and build pathways that meet the needs of local employers. We can build a short-term program and rapidly upskill an individual so they are ready to move into a position. What are some of the minimal level trainings that could help you hire a new worker? Please contact Brad with feedback or workforce development needs at gast@ntc.edu.

- All of the positions Victor currently hires for share some of the same skills sets like understanding Excel worksheets, math, and supply chain theory. He has been conducting some of his own Excel courses to get employees up to speed. Data helps illustrate a problem and it helps show what is logical versus emotional. Being able to conduct and drive a meeting and being able to communicate and share ideas is also important. The better people we can get in the industry the better our businesses can do locally. Marty agrees that all want to make their people better, including developing soft skills. Employees need to better understand criticism and that people are providing feedback to make them better, not to hurt their feelings. NTC offers a 1-credit Meeting Facilitation course in our Human Resources program to teach those skills. The workforce development team is prepared to teach some of the Excel pieces and relieve that burdened as well.



Human Services and Substance Use Disorder Condition (SUDC) Advisory Committee

Summary of Meeting Minutes for NTC Board of Trustees

Date: 04/09/2021

Time: 11:30 a.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

Caylee Nichols – Positive Alternatives

Heather Sann – Innovative Services

Alicia Weix – Div. of Juvenile Corrections

Scotty Witkus – Benedictine Living – Northland House

Melissa W. Walsh – Change Within

NTC Team:

Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College

Sam Buemi – Faculty

Brad Gast – Workforce Training & Development

Tammy Gorski – Faculty

Danny Knoblock – Faculty

Vicki LaPorte – Administrative Assistant (Meeting Recorder)

Christina Lucas – Faculty

April McHugh - Faculty

Katie Oelig – Student Success Advisor

Bonnie Osness – Director, Accreditation & Career Pathways

Kimberly Waltz – Faculty

Summary

- There was a 30% increase in student enrollment into the Human Services/SUDC program.
- The strategic plan was presented to implement two Technical Skills Attainment (TSA) scoring guides, where the criteria will be introduced, and where it will be practiced and assessed throughout the program. There are pre-requisites for internships and students are assessed by skills demonstrations (interviewed and written). Case studies are also assessed and compared to ethical standards. Faculty are making sure the learner understands what they are doing and why, and what the expected outcome should be. The committee approved faculty plans to assess program outcomes for both TSA Scoring Guides.

Program Modifications Discussion

Program: 10-520 Human Services

Modifications:

10-520-115 Intro to Counseling: Pre-requisites revised

OLD: Pre/Co-Requisite: 10-520-101 Intro to Human Services, accepted into the SUDC Certificate, with instructor's consent, or accepted into the Fox Valley Shared Program

New: Pre/Co-Requisite: 10-520-101 Intro to Human Services or Condition: Accepted into the Counseling Skills in the Helping Profession Certificate, Substance Abuse Counselor Education Technical Diploma, or with instructor's consent.

Rationale: Updated to reflect new name of Counseling certificate, added SACE since some students only select the technical diploma. The Advisory Committee approved this change.

10-520-119 Counseling Theory and Tactics: Removed

Rationale: Previously, students has the option of taking Issues in 10-520-141 issues in Child Maltreatment OR 10-520-143 Crisis Intervention. Through previous Advisory board discussions, NTC was hearing from members of industry that students should have both courses prior to working in the field to be best prepared. To maintain a curriculum of consisting of 62 credits, faculty felt they could remove the Counseling Theory course, as students are gaining components in other courses. The Advisory Committee approved this change.

10-520-102 Boundaries and Ethics: Pre-requisites revised. Removed Pre-Requisite, Pre/Co-requisite. The Advisory Committee approved this change.

10-520-101 Introduction to Human Services or Condition: Accepted into the Counseling Skills in the Helping Profession Certificate, Substance Abuse Counselor Education Technical Diploma, or with instructor's consent.

Rationale: Faculty felt that pre-requisites were not necessary on this course and the content in Intro to Human Services was not necessary to be covered prior. The Advisory Committee approved this change.

Program: 10-550 – SUDC



Modifications:

10-520-115 Intro to Counseling: Pre-requisites revised

OLD: Pre/Co-Requisite - 10-520-101 Introduction to Human Services, accepted into the SUDC Certificate, with instructor's consent, or accepted into the Fox Valley Shared Program

New: Pre/Co-Requisite: 10-520-101 Introduction to Human Services or Condition: Accepted into the Counseling Skills in the Helping Profession Certificate, Substance Abuse Counselor Education Technical Diploma, or with instructor's consent.

Rationale: Updated to reflect new name of Counseling certificate, added SACE since some students only select the technical diploma. The Advisory Committee approved this change.

10-520-102 Boundaries and Ethics: Pre-requisites revised: Removed Pre-Requisite, Pre/Co-requisite. The Advisory Committee approved this change.

10-520-101 Introduction to Human Services or Condition: Accepted into the Counseling Skills in the Helping Profession Certificate, Substance Abuse Counselor Education Technical Diploma, or with instructor's consent.

Rationale: Faculty felt that pre-requisites were not necessary on this course and the content in Intro to Human Services was not necessary to be covered prior. The Advisory Committee approved this change.



Administrative Professional Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/13/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

Ann Dahlke - UMR

Kelly Franklin – Cloverbelt Credit Union

Taren Fuller – Wausau West High School

Sara Ruffi – Ruffi Law Offices

Lisa Westphal – Westphal Staffing

NTC Team:

Erin McNally – Learning Manager

Dianne Carroll - Faculty

Amy Denissen – Student Success Advisor

Carrie Heckendorf – Faculty

Brad Gast – Dean, Workforce Training and Professional Development

Other:

Jessica Yang – NTC Intern

Summary

- COVID-19 protocols have created challenges for this profession with hiring freezes and the remote flexibility unavailable for many who previously held front-desk receptionist positions.
- The committee discussed the need for flexibility in business hours in the industry to encourage and create opportunities for high school students interested in pursuing this career.



- There is a current shortage of applicants in the administrative profession field, which is concerning to members, who are also challenged in finding the needed talent.

Program Modifications Discussion

None at this time.



Diesel/CDL Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/13/21

Time: 12:00 pm

Location: Zoom

Attendees

Industry Members:

- Marty Robbins – Marathon Cheese Transport, Committee Co-Chair
- Traci Champagne - Crystal Freight Systems, LLC
- Marty Draxler - Draxler Transport
- Dan Kleiser - Wisconsin Kenworth
- Kenny Engen - Mid-State Truck Service, Inc.
- Jon Shimel - JX Truck Center
- Joe Welter - Wausau Supply

NTC Team:

- Greg Cisewski – Dean, School of Agricultural Sciences, Utilities & Transportation
- Shane Heilmann—Dean, School of Public Safety
- Bobbi Lee - Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Paul Strehlow – Learning Coordinator, School of Public Safety
- Eric Antonson – NTC Instructor
- Doug Behnke – NTC Instructor
- James Eckardt – NTC Instructor
- Mike Sewell - NTC Instructor
- Brad Gast - Dean of Workforce Training & Professional Development
- Katie Metko - Apprenticeship Manager, B&I and CE
- Gera Peterson – Public Safety Administrative Assistant

Other:

- Sara Guild – WATEA
- Danika Woods-WTCS
- Owen Smith-DWD-Bureau of Apprenticeship Standards

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

- **NTC Updates:** Paul Strehlow, Public Safety Learning Coordinator, shared college updates regarding NTC's Wildly Important Goals, 2021-2022 School year information, Budget proposals & updates, New Programs for Fall 2021, NTC as a community vaccine clinic, announcement of Jeannie Worden as new NTC president, and Student Support information.
- **Industry Trends:** Committee had a long conversation regarding issues such as, high capacity pricing, needing more drivers, needing more trained mechanics and technicians, the struggle to get parts for repairs, not being able to track ordered parts, keeping more inventory in stock at shops, increased cost of fluids like gas and DEF, inability to find tires, disruptions in supply chains, and limited supplies of trucks.
- **Workforce Training & Professional Development:** Brad Gast, Dean of Workforce Training & Professional Development, discussed the spring catalogue attachment showing huge variety of classes and training events.
 - Brad talked about NTC Connect, which involves three options for participating in classes: in-person, live stream (via Zoom), and on-demand library. Offering this flexibility will be the future model for classes so that everyone can get the training they need.
 - Brad discussed short term industry credentials, which have to do with the minimum level of skills and training that a person would need to acquire an entry level position in a field. These credentials would have a pathway so that if the person needs more training in the future, they can jump back in and get some additional credits. There will be 20-25 of these credentials coming out in the next year.
- **Capital Equipment:** CDL has purchased items such as, two Class B crew cab trucks, and a used tractor. They are wrapping two trailers with NTC logos, and would like to purchase another trailer and a school bus in future. Diesel has updated three engines in their lab, and purchased a running engine on a test stand. They would also like to purchase a 2017 or newer vehicle with mitigation auto shift and active suspension.
- **Enrollment Reports:** CDL and Diesel classes have been running with full rosters. They've only lost a couple students for various reasons. Classes are already full for next year too.
- **Yearly Schedule:** A year-round schedule has been developed for CDL classes. In addition to helping regular truck driving students with planning, this should also help the EPDP,



Diesel, and Gas Utility students to plan for the CDL classes that they need for their program. It also provides the opportunity to train as many students as possible.

- **ELDT – February 2022:** Entry Level Driver Training rules will be coming into effect on February 7, 2022. This will involve minimum training standards are met before students are eligible to test. Everyone will now need to get training via a certified training provider. NTC is already providing training in excess of those minimum standards.
- **Class B Vehicles & Program:** Program trucks will be ready soon (after COVID, they will be able to have three students plus a driver in the back bench seats). Current Class B sections are limited to four students right now due to spacing issues and having only two Class B trucks. This is only a five-week class.
- **Part-Time Instructional Assistants:** The CDL program needs a lot of part-time instructional assistants to help with students and road driving. Staff asked the committee to help spread the word to anyone who might be interested. HR will also be posting the position soon.
- **Donations:** Staff expressed gratitude for past donations to get their programs started, but they are asking for more donations again to try to keep a decent fleet going. They are asking for donations of any type of vehicle or trailer.
- **Exhaust evacuation systems/running trucks indoors:** A discussion took place regarding buying expensive exhaust evacuation systems or running trucks indoors. Most of the shops agreed that they tend to just run the trucks indoors. NTC staff thought money could be better spent elsewhere.
- **Potential certified apprenticeship program:** Sara Guild, from WATEA, and Katie Metko, NTC, talked about identifying companies who can help develop registered apprenticeship programs for diesel technicians.
 - Timeline for events will be as follows: Focus group will start to meet in May. They will determine key tasks and duties. As they move through summer they will look at minimum standards and drafting on the job learning related instruction. They will be working with college representatives. The goal is to have the program ready by end of the year or early 2022.
 - They are hoping to use this committee and other WATEA members to give more input as they go through the process.



- Trying to align the registered apprenticeship program with current degrees. Would like people in the RA program to be able to earn credentials through NTC at the same time.
- Asked businesses to let them know if they would like to host an apprentice in the future. It is essential to have businesses participate in making this work. This will help prove to the state that there is a need for this, it has a desired outcome, and it will have long-term support.
- **Diversity in the Diesel Program:** We need to get more diversity in the Diesel program. It typically attracts white males. There have only been a few females over the last few years. They have also started trying to make connections with the Hmong and Hispanic populations in the area, but are still asking others to help spread the word that this is a safe place to come and work.
- **Program Modifications discussion - Remove CLP Prep from Truck Driving (Class A) Technical Diploma:** A discussion ensued regarding wanting to let students obtain their Class A Permit on their own before starting Class A. We don't want to require that students have to take the CLP prep class with us anymore. We want students to have the option to do it themselves because there are so many apps and online options out there already, and then this won't delay the process of getting students enrolled into Class A sections anymore.
 - 1st and 2nd Motions were made by Marty Robbins and Traci Champagne. The Committee voted, and Motion Passed to remove the CLP Prep from Truck Driving (Class A) Technical Diploma.
- **WATEA Update- Wheels to Work Shuttle:** Sara Guild discussed various changes and updates at WATEA. They have their own stand-alone office for the first time! Location is at 617 Forest St in Wausau. They now have meeting spaces for hosting classes and meeting with clients.
 - Wheels to Work program is housed in the new office. Sara is helping to coordinate this program to make sure people who need vehicles or help with vehicle repairs in order to get to their job are able to do so.
 - Community careers employment shuttle service has expanded. They are able to coordinate rides for any new employees who need rides to/from work when they're first starting out. They now have drivers who can help with all shift workers (1st, 2nd and 3rd).
 - WATEA annual meeting will be held on May 11. More info coming soon.
 - Annual WATEA golf outing will be held this summer on July 30. Planning is just beginning for this. Contact Sara for details or questions.



- Next meeting will be scheduled in October 2021. Time will be from 12:00pm-1:30pm. A Poll will be sent out to committee members to determine the best date.

Mechanical Design Engineering Technology Advisory Committee Meeting Minutes Summary

NTC Board of Trustees

Date: 4/13/2020

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

- **Industry Members:** Chris Chula (ADC Equipment Innovations), Roger Clark (Imperial Industries), Carl Dahm (Greenheck Fan Corporation), Mike Greenheck (CTECH Manufacturing), David Grosheck (Aiolite/Greenheck), Michael Heiring (Siemens Energy), Shane Herdt (Imperial Industries), Joe Jackan (Jarp Industries), Jeff Roberts (Superior Diesel), Luke Schultz (A&B Processing Systems)

NTC Members: Iain Cameron (Dean, ScEAM), Brad Schinker (Faculty), Bryan LaVigne (Faculty), Brad Gast (Dean, WT&PD), Tim Fetting (Associate Dean, ScEAM), Heidi Latendresse (Learning Coordinator, ScEAM)

Other: Jessica Benton (Recorder)

NTC College-Wide Updates

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

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched "NTC Connect". This new modality will allow students to

- Take courses in a format that best aligns with learner preference
- Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
- Modality wraps education around the life of the student rather than expecting the student to wrap their life around education

NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology



13th April 2021 | 3:00pm to 5:00pm | Zoom Meeting

- Amend WI Statute 36.31 to expand equity, access and opportunity
- \$11.8 million investment in Wisconsin Grants to address rising student debt
- \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
- \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software

New Programs coming Fall 2021:

- Veterinary Technician Associate Degree
- Data Analytics Associate Degree
- Law Enforcement in the 21st Century Associate Degree
- Medical Assistant Internship

Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.

NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the [NTC Center for Business & Industry](#) and is operated by AMI Expeditionary Healthcare.

- Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
- Appointments: Registration must be done through the DHS registry system online at [Wisconsin COVID-19 Vaccine Registry](#)

Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.

Instructional Area / Program Updates

- Program Enrollment

Fall 2020 Enrollment Information	49 Total Students
First Semester	13 students
Second Semester	18 students
Third Semester	5 students
Fourth Semester	13 students

- **Industry Trends:**

- A survey was sent to all advisory committees associated with the School of Engineering and Advanced Manufacturing (ScEAM). Of all members surveyed, there were 50 total responses. Key points include:
 - o 89% stated business has been flat or demonstrated growth (year over year)
 - o 81% of staffing needs are low to medium skilled positions
 - 31% Low = General laborers
 - 50% Medium = Technicians
 - o 95% are forecasting growth over the next fiscal year
 - o Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel

- **Facilities and Equipment:**

- Industry 4.0/Smart Manufacturing Addition: The new Smart Manufacturing/Industry 4.0 addition is moving forward, with an anticipated completion date of January 2022. While this addition will benefit the Electromechanical Technology, Automations Systems and Manufacturing Engineering and Safety Engineering programs, there will be ample opportunities for other programs, like Mechanical Design, Injection Molding, Machining, and Welding, to collaborate with other students on projects. The addition is designed to provide learners with a “lights out” manufacturing experience.

- **Workforce Training and Professional Development initiatives**

- Brad Gast (Dean, Workforce Training & Professional Development): As mentioned earlier, Workforce Training and Professional Training are also piloting offering using NTC Connect. Thus far, participation has been approximately 50% participating in-person (on NTC’s campus) and 50% online. To date, few have taken advantage of the Zoom option. Again, the purpose of this new modality is to meet learners on their comfort level/terms as companies and communities relax pandemic protocols.
- The employment shortage is forecasted to continue, especially as productivity increases and exceeds goals. NTC offers Move to Manufacturing (<https://www.movetomanufacturing.com/>) as a way for unskilled workers to earn a quick degree and enter the manufacturing industry. Bryan LaVigne shared that he conducted professional development training via Zoom, thus allowing out-of-state employees to participate. It was a very positive experience. If there is anything NTC can develop and/or provide to help upskill incumbent workers, please reach out to Jared Eggebrecht at eggebrecht@ntc.edu or Brad Gast at gast@ntc.edu.

Program and Curriculum Modification Discussion

NTC Connect: To create a more immersive educational experience, NTC has launched a new modality to deliver content throughout the district. NTC has invested in technological upgrades at all campuses. NTC connect will

Advisory Committee Meeting Minutes

Mechanical Design Engineering Technology



13th April 2021 | 3:00pm to 5:00pm | Zoom Meeting

allow students to participate in-person or computer conferencing (i.e.: Zoom). In addition, all lectures will be recorded, allowing students to complete the course online. As we move to the new normal and begin to open the campus to the public, this will allow students to complete course content on their terms (in real-time or asynchronous). Unlike Virtual College, students choosing to complete the course online will begin at the beginning of the semester and all students will have the same deadlines/milestone that they must meet to successfully complete the course. As many faculty record and post their lectures to Canvas, this new approach to delivering course content will be a small transition for faculty, but may have a tremendous impact on student success.

NTC is currently collaborating with UW-Stout to develop an articulation agreement so that program graduates would be able to enroll at UW-Stout at junior status. This would allow learners to complete UW-Stout's B. S. Engineering Technology with an concentration in Mechanical Design. Students will be able to transfer up to 60 credits toward their bachelor's degree (121 credits total). For this to work, the following changes in the associate degree will need to be made:

- 200-Level General Education courses have been added as "Or" options (see Collegewide Updates discussion regarding WI Statute 36.31)
- Intermediate Algebra with Applications (4 credits) will replace College Algebra with Applications (3 credits) as the primary course
- Mechanisms will be reduced from 4 credits to 3 credits
- Quality Assurance (1 credit) will be added to semester 3 curriculum
- Quality Systems (2 credits) will be added to semester 4 curriculum

The changes to the associate degree will also impact the Mechanical CAD Technician Technical Diploma:

- Intermediate Algebra with Applications (4 credits) will replace College Algebra with Applications (3 credits) as the primary course

The proposed changes would only happen should the transfer agreement be adopted. NTC has been the driver in this partnership. This new agreement will not impact NTC's partnership with Michigan Tech or any other schools that accept the Mechanical Design Associate Degree. Additionally, NTC is exploring the ability for students pursuing the four-year degree with UW-Stout to be able to remain local and complete their final two years of education using technology (i.e.: Zoom, online). This will help reduce the number of graduates moving out of the district.

After discussion, the advisory committee fully supported these changes to the curriculum.

Iain also shared NTC was in the initial stages of exploring a partnership with UW-Stevens Point and UW-Stout to complete a Manufacturing Engineering degree. This will involve NTC's Manufacturing Engineering and Safety Engineering programs. Updates will be provided as events progress.

Other Business

- Bryan LaVigne thanked the companies that have sponsored internship students. He shared that the internship experience has proven to be highly successful. The partnership has oftentimes proven positive for both the organization and the student. He followed with a request for additional

companies to consider taking on an intern. He has many students still needing a worksite to complete their internship hours. Internships are crucial for learners to complete the program, so if there are additional questions or interest, please contact Bryan at lavigne@ntc.edu.

Next Meeting Details and Suggestions

- We will make the decision for fall meetings on format being in person or virtual, though this may change depending on the situation at the time.
 - o The advisory committee shared that there's value to allowing members to participate remotely (i.e. Zoom). It was decided that the next advisory committee will be scheduled via NTC Connect. This will provide the greatest flexibility for members to participate.
- We are always open to suggestions and feedback, so please get in touch if you have anything to share! Our contact details are on the agenda.

Graphic Communication Technologies/ Video Production Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/14/2021

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Todd Baeten – Wausau Police Department
- Mike Busch – Worzalla
- Ryan Dallman – Wausau Supply
- Dan Jalinski – Marshfield Clinic
- Elizabeth Kysely– Wausau East High School
- Scott Reindl – Reindl Printing
- Joe Van Der Geest – Quality Resource Group

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Jordan Innes – Faculty, Video Production
- Dan McRoberts – Faculty, Communications
- Dan Seanor – Faculty, Graphic Communication Technologies
- Andy Somers – Faculty, Graphic Communication Technologies
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
 - Mike Busch – Mike works at Worzalla, a book manufacturer in Stevens Point. The pandemic has been great for their industry because many people have been home reading books. Last year was the best year in Worzalla’s history. Employees worked on cross training, everyone had to learn the job above theirs and train the person below them. In the press room and

prepress areas that Mike is responsible for they lost 140 days of coverage because employees were out due to COVID. Meanwhile, they were only down for eight hours with cross training and employees willing to step up and fill in when needed. Customer interactions have changed with the use of Zoom. The book manufacturing industry is looking to become more of a North American solution rather than an overseas solution. With large printers like Quad out of the business and LSC struggling, books are being pushed down to smaller businesses so there is huge growth in the market. Worzalla is the 4th largest book manufacturer in North America. They are installing a new press and continue to grow. There are currently 40-50 open positions, so the challenge is finding people to operate all of their machines.

- Todd Baeten – Todd is the Patrol Captain at the Wausau Police Department. They adopted the practice of hiring a part-time videographer to create original content to help tell their story and build trust with the community. It's been so successful they received approval from the City Council to create a full-time position. The hope is it will become a trend among police departments as they see a greater need to connect with communities in a digital sense. A lot of people, especially younger citizens, are receiving their information digitally so it's a great opportunity to reach the population. The police department typically holds an annual awards banquet, and this year it was an opportunity for their videographer to create about 30 videos telling some great stories. Officers have stayed busy during the pandemic with 39,000 service calls in 2020, and the department had to get creative with staffing at times to keep officers isolated from each other. They recently switched their squad designs to a new striping scheme with the city skyline. Currently, they use a vendor outside of the area but maybe there is a local opportunity in the future for their squad graphics.
- Elizabeth Kysley – Elizabeth is a Technology Education Instructor at Wausau East High School. The majority of students are back in person, although some students are still learning virtually which has been a challenge. Students aren't typically working with a real computer, they are using Adobe software on a Chromebook, so it's not the same experience. Some of the virtual students have chosen to come in on Fridays for lab activities which is helpful, however, it's difficult to complete everything in an hour and perform at 100% of the standard. From a planning perspective, they have had to regroup and start from scratch with some basic skills that students didn't learn last year. Scheduling has changed and Elizabeth's production class has a small customer base due to the lack of events. There will be a virtual graduation along with in person, so students have been challenged to put together some video pieces. They are looking for some youth apprenticeship opportunities for graphics and design to get high school students introduced to the industry. As Todd mentioned, it would be a great opportunity for high school students or NTC student to get involved with things like the squad car designs. Nick Stetzer, the resource officer at Wausau East is great about getting students involved with designing t-shirts for fundraisers and those types of things. It's great to have students involved with the police department

creating positive connections. Brandy will connect with Dina Kilinski, who coordinates Youth Apprenticeship at NTC, to get the word out to businesses for possible high school opportunities.

- Dan Jalinski – Dan is the Printed Mail Services Manager at Marshfield Clinic and graduated from NTC’s Printing and Publishing program. They struggled with COVID early on last year. Volume was down substantially and they had to furlough some employees, but after a few months were back to full capacity and extremely busy right now. There is currently have an open position for a print operator. Marshfield Clinic invested in all new technology including high speed inkjet technology, one of the few in the state. It was difficult to find qualified candidates to operate the offset technology and they have been able to train their existing employees on the new equipment. It’s been a great year as far as technology upgrades. The vast majority of Dan’s staff are NTC graduates and as they hire they look for this associate degree. The printing area at Marshfield Clinic also encompasses promotional items and logo wear.
- Joe Van Der Geest – Joe works at Quality Resources Group and works with print marketing and logo wear. The company is based in Minneapolis and they do a lot of print signage, point of purchase displays, clothing, and apparel for major businesses in the Wausau area. Overall, they are getting back to normal and expect to get back into the office on May 3. They have seen a dramatic increase in production with promotional items, everything from pens to logo wear. Their technology has pushed the business to the next level in the industry in printing on demand for brochures, labels, apparel, clothing, and marketing material. They did take a hit with the lack of trade shows but those events are coming back. The biggest challenge right now is inventory. Joe is seeing a lot of price increases, especially in the label industry. Everything from paper, label material, and glue are all increasing. The company is always looking for more customer service team members but their production staff has been pretty good. They are doing more with kitting and fulfillment. A new niche market they are into with so many people working remotely, is sending new hire kits directly to an individual’s home that include things like paper, pens, pads, promotional items, and clothing. Again, the biggest challenge will be the price of products going up. It’s probably going to get a bit scary on their end in the future, and for the print industry in general. Brandy agreed it is an issue across the board, and someone in another meeting mentioned the lack of containers and lack of drivers causing issues in supply chain.
- Ryan Dallman – Ryan is a Digital Printing Specialist at Wausau Supply Company. They are a leading distributor of building materials and a manufacturer. One of their brands is Enkor Interior Accents, and they print on composite wooden planks to have the appearance of barn wood for people to use on accent walls. Ryan was previously in marketing and believed print was a dying market but now he sees print is alive and well, and with some emerging markets in the industrial deco industry. Many upscale businesses and new constructions are using printed products that look like wood, marble, or stone. He encourages NTC to keep

students engaged in printing technologies, especially as inkjet evolves. It's great to hear about the technology upgrades that are occurring locally. There is a need for students to understand design color management and it's not part of many printing programs. He doesn't recall taking a course on this area although it is a very important component in his current role.

- Scott Reindl – Their business is recovering from a cyber-attack and it sounds like it's a problem in the area. It was recommended they conceal IT administrator titles in email signatures so attackers don't know an individual's position and the level of access they may have in an organization. They had very strict protocols before the incident and want others to know it can happen to anyone. Business at Reindl Printing has started to pick up a bit. As Joe mentioned they lost a lot with the lack of trade shows. They are tied to the housing market though and it's been strong. Like everyone else, there are problems with supply. Paper is becoming an issue and anything plastic has gone through the roof. They do some inkjet printing and that has been steady and the company is planning to make some technology upgrades. As far as staffing, they could really use someone who is skilled in multiple areas so they could move between departments as volume shifts. Some openings were just posted in Handshake today.
- **Program Information**
 - **Enrollment Report**
 - Currently, there are 20 students enrolled in Graphic Communication Technologies program and 58 students enrolled in the Video Production program, which has a 100% online option. There are 15 students accepted for Graphic Communication Technologies for fall and 24 students accepted for Video Production. Faculty have done a great job keeping students engaged through the pandemic and working with student impacted by COVID.
 - **Portfolio Show**
 - Last semester all the students created an online portfolio and we provided a link to advisory committee members to view them. We received positive feedback from the students on the process and would like to do the same thing this semester with committee members each providing feedback for a couple students. Committee members agreed on using the same process this semester.
 - **COVID Mode/Delivery Modifications**
 - The students did a great job working remotely when they needed to. They are back nearly full-time in the classroom now and we are hoping to have normal scheduling in fall. Students have done a great job adhering to the policies during this time. It's been challenging as students are collaborating on video projects but they did well.
- **Update on WTCS Core Industry Grant for Video Production**
 - Thank you to those who participated in the survey and all of the questions during the meeting last fall. We were approved for the grant. It kicks off July 1 so we will start looking



at purchasing new equipment and looking for an instructional assistant. If there is equipment that industry members recommend, or want students to be trained on, we will definitely consider any suggestions. Please contact Jordan at innes@ntc.edu if you have equipment suggestions.

- **Continuing Education/Workforce Training & Professional Development**

- We are offering NTC Connect options as we move forward, providing the flexibility to meet people where they are at. NTC Connect offers an in-person opportunity, live stream, and an on-demand recording. So far there has been a 50/50 split with people attending in person and virtually. In the future you will see these options with all of our training offerings.
- Listening to the challenges in the industry, one of our initiatives is to rapidly rollout short term credentials. These are basically a package of classes or skills identified by employers to rapidly upskill an individual to get them hired by an organization. There is a large investment through the state for this initiative and we are hoping this helps area employers.

Next meeting schedule & agenda items discussion

- We will select a date for the fall meeting and send a notification to the committee.

Automotive Technology Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/15/2021

Time: 7:30 a.m. – 9:30 a.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Stephanie Stanke – Woosters Garage
- James Hubing – Car Connection Central
- Aaron Hoffman – D.C. Everest High School
- Sara Guild – WATEA
- Jerry Brickner – Brickner Family Auto Group
- Tyler Svoke – Toyota of Wausau
- Ray Bikowski – Snap-On Industrial
- Jon Griesbach – Griesbach Auto
- Kent Olson – Olson Tire & Auto
- Jamie Boettcher – Pierce Manufacturing

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Randall Wesenick – Faculty
- Matt Klug – Faculty
- Ross Nevienski – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant
- Brad Gast – Dean, Workforce Training & Professional Development

NTC College-Wide Updates

- A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



15th April 2021 | 7:30am to 9:30am | Zoom Meeting

- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022
- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched “NTC Connect”. This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference
 - Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
 - Modality wraps education around the life of the student rather than expecting the student to wrap their life around education.
- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
 - Amend WI Statute 36.31 to expand equity, access and opportunity
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- New Programs coming fall 2021
 - Veterinary Technician Associate Degree
 - Data Analytics Associate Degree
 - Law Enforcement in the 21st Century Associate Degree
 - Medical Assistant Internship
- Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.
- NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the NTC Center for Business & Industry and is operated by AMI Expeditionary Healthcare.
 - Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
 - Appointments: Registration must be done through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry
- Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



15th April 2021 | 7:30am to 9:30am | Zoom Meeting

- NTC continues to support learners during the challenging and uncertain times. Resources available include:
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons
 - CRRSAA Grant direct student funding
 - “It’s In Our Jeans” employee giving campaign
 - Student Scholarships

Instructional Area / Program Updates

- Program Enrollment
 - Fall enrollments are totaling approximately 45-47 students.
 - 10-12 students are anticipated to enroll for the fall 2021 High School Academy cohort
 - 19 first semester students are matriculated for fall 2021, (24 will be accepted)
 - 8 second semester students are enrolled in the Automotive Technology program for spring 2021
 - 7 fourth semester students are enrolled in Automotive Technology program for spring 2021
 - 11 students are currently enrolled in flex-lab courses

Note: Fall 2021 applications for the program are up approximately 40% from 2020.

- Industry Trends
 - 50 total responses were received
 - 89% stated business has been flat or demonstrated growth YOY
 - 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
 - There was a discussion on the preparation needed for auto technician positions and which roles are compensated at a higher or lower level as well as how they are viewed by prospective students.
 - 95% are forecasting growth over the next fiscal year
 - Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel
- Program Information Update
 - A High School Academy was scheduled for the spring 2021 semester but due to low enrollment it did not run. The high school cohort is scheduled for fall 2021 through spring 2022. After completing the program students would graduate with a technical diploma in Automotive Maintenance and Light Repair. If these students enroll in the NTC Automotive program they will have completed 12 credits toward the degree.
 - The Auto-Collision Certificate is currently being offered in conjunction with WATEA and a Fast-Forward Grant. This is being offered to meet the needs of area employers. The group of individuals that worked on the grant proposal included Jerry Brickner, Kent Olson, Sara Guild, Iain

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



15th April 2021 | 7:30am to 9:30am | Zoom Meeting

Cameron, and others. Industry experts are developing the curriculum and teaching these courses. There are 14 students enrolled in this program.

- Brad Gast, NTC, informed the group that the Fast Forward Grant dollars are available up to \$50,000 per grantee. Schools looking for new equipment funding should consider this option. Brad shared the link for the Fast Forward Grant at <http://wisconsinfastforward.com>. You can also contact Brad for more information at gast@ntc.edu.
- Tyler Svoke shared that Toyota is now offering Technical Education College support, as well as college level support, in the form of access to the Technical Information System (TIS) which is a library of repair and training materials, access to Lexus and Toyota's online e-learning courses and employment opportunities.
- Aaron Hoffman, D.C. Everest High School, mentioned that the school has been successful in transitioning Youth Apprenticeship students into Registered Apprenticeships particularly in the construction industry. The model has been proven and he thanked the businesses that are involved at any level with apprenticeship programs.
- Sara Guild, WATEA, shared that their Annual Meeting will be held on Tuesday, May 11, 2021 and the WATEA Golf Outing will be held on July 30, 2021.
- ASE Recertification will be taking place next year.
- The review of program requirements is on-going.

- Facilities and Equipment

- There will be an addition to the school for smart manufacturing. This addition will cost approximately 1.7 million dollars relating to Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to the different program areas.

- Workforce Training and Professional Development Update

- Brad Gast, Dean of Workforce Training and Professional Development, (formerly B&I), reported that the division is offering training. Brad shared that there will be training dollars available in the future for industry training and credentialing. Workforce boards and the technical college system will be seeing dollars earmarked for getting individuals into a pathway in which they can be successful.
- The State of Wisconsin received a multi-million dollar grant from the Department of Labor to increase the number of apprentices in the state. One target area for this funding will be transportation apprenticeships specifically relating to registered apprenticeships in Diesel, Auto Collision, and Automotive Technician. Sara asked if any businesses are willing to add apprentices to their workforce to contact her. Kent Olson added that promoting registered apprenticeship for the automotive field can have a huge impact on training and keeping individuals in the industry. We need to develop a registered apprenticeship that outlines how become a master level technician in our industry.
- Tyler Svoke mentioned that a shorter certificate, such as a quick lube technician, may be a way to get individuals to start on the path to a degree without overwhelming a student with all the degree requirements.

Advisory Committee Meeting Minutes

Automotive Technology Advisory Committee



15th April 2021 | 7:30am to 9:30am | Zoom Meeting

- NTC will be implementing a new mode of instruction for the 2021-2022 school year. This mode is NTC Connect which will allow students to attend a course in three possible ways including face-to-face instruction, online instruction, or zoom meeting attendance. This new mode will give the students the flexibility they need to be successful.

Program and Curriculum Modification Discussion

- There are currently no program or curriculum modifications.

Next Meeting Details and Suggestions

- We will make a decision for fall meetings on format being in-person or virtual, though this can be changed depending on the situation at the time. Committee members provided feedback on their preferences.



Medical Assistant Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/15/2021

Time: 12:00pm – 1:30pm

Location: Zoom

Attendees

Industry Members:

- Carrie Arrowood, Operations Assistant Manager, Marshfield Clinic
- Gina Backus, Operations Manager, Marshfield Clinic (Mosinee and Wittenberg Centers)
- Kathy Bowman, Clinic Manager, Aspirus Antigo, Elcho, and Birnamwood Clinics
- Heidi Kramer, Director of Talent Acquisition and Workforce Planning, Marshfield Clinic
- Becki Mork, MA Supervisor Cardiology Clinic Manager, Aspirus
- Juanmanuel Rocha, MA Graduate, Marshfield Clinic
- Krissy Rodewald, Director of Human Resources, G.I. Associates
- Suzette Samuels, Recruiter, Marshfield Clinic
- Linda Schemenauer, MA Graduate and CMA, Aspirus Clinics
- Karin Schmoltdt, Clinic Coordinator, GI Associates
- Nicole Trempe, Clinic Manager, Quad Medical
- Melanie Zollpriester, Recruiter, Marshfield Clinic

NTC Team:

- Janet Baumann, Associate Dean of Health
- Stephanie Fandrey, Instructional Assistant for the MA program
- Brad Gast, Dean of Workforce Training and Professional Development
- Michael Kozlowski, Instructional Designer
- Stacy Kunz, Clinical Coordinator
- Katie Metko, Apprenticeship Manager
- Becky Leopold, Administrative Assistant
- Kristin Reinicke, Marketing Coordinator
- Jenny Stieber, Medical Assistant Faculty and Program Director

Other:

- Tammy Kirsch, Community Member, Independent Sales Director at Mary Kay
- Bethany Bunce, Current MA Student

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

- MA Apprenticeship program is a unique opportunity that has not been offered in the state before. The launch of this apprenticeship opportunity allows employees to obtaining the journey worker card, as a normal apprenticeship status would be, but also these apprentices will also receive the WTCS technical diploma in medical assistant.
- Enrollment Report and Retention:
 - For the fall 2020 semester, the MA Program for Clinical Procedures started with 16 students. Due to different reasons, we are currently at four students and all four of the students are currently at practicum now.
 - For the spring 2021 semester, the MA Program for Clinical Procedures 1 started with six students and, again, due to different reasons, we are currently at three students.
- Spring 2021 Practicum Placement:
 - There will be four students in Practicum, which will run from April 6, 2021 – May 15, 2021.
- 2020 CMA Exam Results:
 - This past year (2020), there were a total of 18 students who took the CMA (Certified Medical Assistant) Exam with 14 of those passing.
- Kristin Reinicke, Marketing Coordinator, provided the board an update on what NTC is doing to promote our MA Program. Our marketing strategy for the college, as a whole, includes both paid and unpaid tactics.
- This fall the MA Program is moving to implementing Cengage for on line textbooks versus the traditional, physical textbook used previously.
- NATC/NTC Consortium Grant Minor Equipment Purchases in 2021:
 - Infrared thermometers
 - Updated Stethoscopes
 - Additional Pulse OX meters
 - Our JUNO simulator will also be getting some “add-ons”. We have used Juno for obtaining vitals, performing injections, performing an ear lavages, and now the students will be able to use our JUNO for wound cleaning, packing, and wrapping/application of DME (Durable Medical Equipment).
 - The MA Program was able to hire a Professional Tutor for the remainder of the spring 2021 semester to also assist students as the need support.



Early Childhood Education Advisory Committee

Summary of Meeting Minutes for

NTC Board of Trustees

Date: 04/16/2021

Time: 11:00 a.m. – 12:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Micki Krueger – Childcaring
- Elizabeth Channel – Principal, Montessori Charter School
- Stephanie Daniels – YMCA – Aspirus Branch
- Terse Baier – D. C. Everest School District

NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Amy Denissen – Student Success Advisor
- Pa Houa Lee – Faculty
- Rachael Loucks – Faculty
- Brad Gast – Workforce Training & Development
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

Summary

- There has been a steady influx of new students to the Early Childhood Education Program.
- COVID-19 protocols have created challenges for the practicum courses and alternative options are being utilized for the interim. Industry members are looking forward to having interns again within their businesses.
- Childcare programs have the space to increase, but not the staff to take additional children.



- Members shared the current availability of grants and funding to assist individuals in starting in-home or group daycare centers.

Program Modifications discussion

- There were no curriculum changes for the 20-21 school year.



Cosmetology Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 09/01/2020

Time: 9:00 a.m. – 11:00 a.m.

Location: Zoom

Attendees

Industry Members:

- Stefanie Abel – Small City Stylist, LLC.
- Ashley Buchacek – Blonde & Beyond
- Shelly (Rachel) Dankemeyer – Great Clips
- Nicole Glenzer – Cool Noggins
- Dianne Heindl – CosmoProf
- Kaelee Howard – Blonde & Beyond
- Marie Kieffer – Verve Salon and Spa
- Laurie McGill – Fantastic Sam’s
- Paula Pries – CosmoProf
- Nicole Stephens – Brush & Bashful
- Steve Svensson – Great Clips

NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Allegra Coolige – Faculty, Cosmetology
- Brad Gast – Workforce Training & Development
- Autumn Laabs – Instructional Assistant, Cosmetology
- Yangyee Lor – Student Success Advisor
- Scott Staples – Faculty, Cosmetology
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

Summary

- An Instructional Assistant has been hired for the Cosmetology program to assist with the increasing number of students.
- The Cosmetology program is exploring additional cohort options as the increase in the program continues to expand.
- Studio Max is open to the public again, following strict COVID-19 protocols. This allows the students a wonderful experience in learning different hairstyles, multiple services requested, utilizing different tools and techniques, and a variety of clients to interact with.
- Industry trends the salons are seeing are an increase in recent business, which has been appreciated, and clients choosing to allow more time between appointments than previously seen.

Program Modifications discussion

- Program Modification
 - There are no curriculum changes for the 20-21 school year.



Criminal Justice Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/20/21

Time: 12 p.m. – 2:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Clay Schulz, Chief, Everest Metro Police Department
- Ben Bliven, Chief, Wausau Police Department
- Mark Westen, Sheriff, Langlade County Sheriff
- Terry McHugh, Chief, Kronenwetter Police Department
- Mark Wagers, Lieutenant, Marathon County Sheriff's Department

NTC Team:

- Shane Heilmann, Dean of Public Safety
- Paul Strehlow, Learning Manager
- Matthew Kecker, Faculty
- Paul Clarke, Faculty
- Michelle Shepherd, Administrative Assistant
- MaiGer Moua, Advisor
- Brad Gast, Dean of Business and Industry & Continuing Education

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

- Shane Heilmann gave an update on College-wide Initiatives
- Workforce Learning - Brad Gast gave an update on industry credential upgrades and new registration system.
- Instructional Area/Program Updates:

- Status of mobile field force training. Mark Wagers gave an update on the situation and likelihood of having classes. NTC would be the hub if possible. T&S is not part of the process.
- Recruitment perspective. We are continuing to try to sell and influence that this is a fulfilling career that has longevity. It is a challenge to get majority of people that come to the program through to the end of the program.
- Program Updates:
 - Virtual College Associates Degree - Fall 2021 Start: Online associate degree that is being developed for people that work in the industry who would like to get their associate's degree and are unable to attend in person. Must be employed in the field. It has been laid out in four semesters, but can be done either part-time or full-time.
 - Jail Officer Academy – Part Time – September 23 to December 17, 2021; Meets on Thursdays from noon to 8 pm and Fridays from 8 am to 4:30 pm.
 - Jail Officer Academy – Full Time – January 4 to February 4, 2022, Monday through Friday
 - Training & Standards Updates were presented to advisory committee.
 - COVID-19 Response: We are still wearing masks and we are still social distancing, with limited capacity in classrooms.
 - Recruitment in Academy by Departments: Public Safety will make sure that as soon as fall academy schedule is ready to publish, departments will get access to it so they can better schedule interviews with recruits.
 - Department Gear for Employed Officers: A policy may be developed regarding placement of gear on the external carrier, so it is where it has to be on their duty belts.
 - Application Deadline for Academy: A memo will be sent in the spring and fall going out to departments setting a deadline where we cannot guarantee a space for their officer. The deadline date would likely be several weeks before the start of the academy. This is not likely to happen, but if a request for a sworn officer position was done after the deadline, and academy was already full, we would not force already accepted non-sworn students out of the academy.
- Facilities/Equipment:
 - SB Tactical training equipment overview and training opportunities were presented.
 - Potential expansion of Merrill facility. CDL driving pad expansion will free up usage of the facility for CDL, academy, fire, and EMS.

Machine Tool Technology Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/20/2021

Time: 7:30 a.m. – 8:30 a.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Gary Christianson – Greenheck Fan Corp.
- Kee Her – Jarp Industries
- Gary Sulzer – Sulzer Machine & Manufacturing
- Craig Lange – Lange Machine & Tool
- Corrie Searles – Wausau Window and Wall and Linetec
- Mark Synder – A&B Process Systems

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Heidi Latendresse – Learning Coordinator
- Jeffrey Block – Faculty
- Joe Bonke – Faculty
- Duane Yorde - Faculty
- Susan Clark – Administrative Assistant
- Brad Gast – Dean, Workforce Training & Professional Development

NTC College-Wide Updates

- A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
 - Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022
- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched "NTC Connect". This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference

- Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
- Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
- Modality wraps education around the life of the student rather than expecting the student to wrap their life around education

- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
 - Amend WI Statute 36.31 to expand equity, access and opportunity
 - \$11.8 million investment in Wisconsin Grants to address rising student debt
 - \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
 - \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software

- New Programs coming fall 2021
 - Veterinary Technician Associate Degree
 - Data Analytics Associate Degree
 - Law Enforcement in the 21st Century Associate Degree
 - Medical Assistant Internship

- Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.

- NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the NTC Center for Business & Industry and is operated by AMI Expeditionary Healthcare.
 - Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
 - Appointments: Registration must be done through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry

- Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.

- NTC continues to support learners during the challenging and uncertain times. Resources available include:
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons
 - CRRSAA Grant direct student funding
 - “It’s In Our Jeans” employee giving campaign
 - Student Scholarships

Instructional Area / Program Updates

- Program Enrollment
 - 6 second semester students enrolled in Machine Tool programs for spring 2021
 - 1 fourth semester student enrolled in a Machine Tool programs for spring 2021
 - 16 students are enrolled in Machine Tool Apprenticeships (1st, 6th, 8th semesters.)
 - 6 student applications for fall 2021 for the Wausau Campus
 - No demand for regional offerings for spring 2021

- Program Information Update
 - Faculty and advisory committee members explored options on how to get more students into the program. The possibility of offering a shorter certificate or technical diploma in an area that is often mentioned frequently in discussions, such as CNC operations, at the beginning of the program would generate interest to continue with the complete program.
 - Mark Synder noted that we need to make rural high schools aware that employment opportunities are available in Machine Tool and that this specialty is a viable career path for students. These rural schools lack the equipment to offer this training. Jeff Block added that the instructors are working with Athens, Abbotsford and Loyal High Schools starting in fall 2021 to offer a Programming class and Precision Inspection class to those rural high schools. The mobile training lab will be used in the fall for visiting schools. Athens is looking to secure funding to purchase a Haas VF1 mill. Jeff asked if any company willing to contribute to their funding efforts to contact the high school. CWIMMA is also is looking into helping these rural high schools with funding.
 - Heidi Latendresse, our Learning Coordinator, will be the contact for scheduling the Machine Tool Mobile Learning Lab at external sites.
 - Brad Gast shared information on the Fast Forward Grant and the link located at <http://wisconsinfastforward.com>. You can also contact Brad for more information at gast@ntc.edu.

- Industry Trends
 - 50 total responses
 - 89% stated business has been flat or demonstrated growth YOY
 - 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
 - 95% are forecasting growth over the next fiscal year
 - Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel

- Facilities and Equipment
 - We do not have any capital equipment purchases for the upcoming year.
 - One of the upcoming projects for facilities will be adding an addition to the EM automation lab for smart manufacturing. This addition to the school will be around a 1.7 million dollar investment and will be related to Industry 4.0. The timeline shows the building being completed between

December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas.

Workforce Training and Professional Development Update

- Brad Gast reported that the division is offering training. Brad shared that there will be training dollars available in the future for industry training and credentialing. Workforce boards and the technical college system will be seeing dollars earmarked for getting individuals into a pathway in which they can be successful. Workforce Training and the faculty are working hard to develop some, short term, credentialing that can go toward the full program degree. However financial aid for these short term courses is not available and has proved to be a roadblock to getting these offered.
- The State of Wisconsin received a multi-million dollar grant from the Department of Labor to increase the number of apprentices in the state. One target area for this funding will be transportation apprenticeships specifically relating to apprenticeships in Diesel, Auto Collision, and Automotive Technology.

Program and Curriculum Modification Discussion

- There are currently no program or curriculum modifications.

WTCS -TSA Scoring Guide

- The 32-420-5 Machine Tooling Technics WTCS-TSA Scoring Guide 2020 was distributed to the advisory committee for their review. Joe Bonke reviewed the document and explained how the guide is setup with the goals and assessments for the skills. After review, the WTCS document has had some changes to the terminology. Previously, the document mentioned certain technology that not all technical colleges had so the terminology was broadened to apply to all WTCS schools. Also, the wording in some of the scoring guide was changed to encompass the range of skills that could be completed. Faculty discussed their strategies for assessing the program outcomes within courses of the program. The advisory committee approved the objectives stated in the scoring guide and how those skills would be assessed.

Next Meeting Details and Suggestions

- We will make a decision for fall meetings on format being in-person or virtual, though this can be changed depending on the situation at the time. Committee members provided feedback on their preferences.



NTC/WIOA Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/20/2021

Time: 11:00 a.m. – 12:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Nikki Baron – Forward Service Corporation – WIOA Adult/Youth – Langlade County
- Robert Bauer – LETC
- Connie Heidemann – Marathon County Literacy Council
- Kaitlin 'Katie' Knospe – Forward Service Corporation
- Monica Littlegeorge – LETC
- Der Lo – Forward Service Corporation
- Nicole Rice – NCWWDB
- Keele Westcott – DWD - DVR

NTC Team:

- Jeff Cichon – Director
- Sarah Dillon – Dean
- Brad Gast – Dean
- Barb Juliano – Instructional Assistant
- Kathy Krause – Faculty
- Nicholas Lampone – Director
- Shannon Livingston – Dean
- Anessa Ludwig – Admin. Assistant
- Katie Metko – Apprenticeship Manager
- Becky Michels – Regional Manager
- Ashlee Neve – Career Coach
- Angela Reimer – Reporting Specialist
- Brooke Schindler – Dean
- Wendy Storlie - Faculty

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

- Agenda Item 1: Welcome and Introductions
- Agenda Item 2: Updates and Highlights from Last Meeting
- Agenda Item 3: College-Wide Initiatives
 - Brooke presented the Spring Advisory Committee PowerPoint.

A. Industry Trends

- Nicole Rice: There is a region wide Virtual Job Fair on May 5th from 10:00a to 1:00p via Premier Virtual. Wisconsin was awarded the Support to Communities Grant to provide training, career services, and supportive services to individuals impacted by the opioid crisis (and substance abuse). We also received the H-1B Rural Healthcare Grant, which is specific to Langlade, Lincoln, Wood, and Adams Counties. Individuals do not have to live in those counties, but they do have to be willing to work in those counties and be unemployed or underemployed. The grant is for those positions where there's a shortage of healthcare workers (Registered Nurse, Home Health Aid, Medical Assistant, Medical/Clinical Lab Tech, Substance Abuse Counselor, Social/Human Services Assistant, and Phlebotomist) and provides tuition assistance and supportive services.
- Bob Bauer: We are actively recruiting dislocated workers. If you know of any students attending NTC that might qualify for the Dislocated Workers Program please encourage them to email us at wioa6dw@gmail.com.
- Connie Heidemann: Marathon County Literacy Council (McLit) now has its own building located at 515 N. Third St. Contact info for McLit: Phone – 715-679-6170; email: mclitofwausau@gmail.com; website: <https://mclitofwausau.org/>. Being located in our own building gives us flexibility to better serve the community. We've been able to remain open for individuals to come in for assistance or to use our computers. We help monitor individuals that complete the Joseph Project program to ensure that they stay on track once they start earning income. We have been reaching out to parents to support little children that have completed the LENA (Language Environment Analysis) program, by helping them continue using what they've learned until they are eligible to begin pre-K or Kindergarten. We offer basic first-aid needs for our low-income individuals that cannot afford to the Bridge Street Clinic. We will be doing more outreach around Wausau to try to get a more diverse population to come in for help with reading, resumes, etc.
- Katie Knospe: We are continuing to serve people virtually and are seeing an increase in the need for people in the field of Human Services. I am working on placing people, primarily in Manufacturing and Healthcare. Limited childcare availability remains biggest issue.
- Monica Littlegeorge: A lot of people have been establishing a "back-to-back" benefit year, which means that they've been unemployed for a year now and they're starting again to see if there's anything else left there for them. It could be part of what is going on with the unemployment rate, as individuals' unemployment benefits could have ended and they haven't tried to reestablish it or they aren't qualifying for the benefits anymore.
- Keele Westcott: DVR is still providing services virtually. Our referrals are still down, but they have been steady, so we are hoping that the number of referrals will increase.

- Der Lo: I am focusing on youth recruitment (youth and young adults). If anyone knows of anyone that may need extra assistance with job development, career exploration, etc., please send them my way - derlo@fsc-corp.org.
- Nikki B: Our biggest focus has been on recruitment. Our team has been doing a lot of outreach with community agencies with a focus on building a presence in high schools through setting up presentations.

B. Program information

a. Enrollment Update

- Our numbers have been down at our College Prep Centers, though we are seeing great enrollments at our Antigo, Spencer, and Medford campuses. Some of our other campuses, including at the Job Center location, are still down due to the closures that we had earlier in the year with the pandemic. One way that we are starting to improve enrollment is through our new virtual Life Skills Workshops.
 - Job Center FTEs: 2020: 3.46 FTE; 2021: 1.17 FTE; 1-yr change: -2.30 FTE

b. New Programs (currently offered – Spring 21)

Auto Collision Basics Certificate (8 credits).

c. NTC New Programs (coming soon – Fall 21)

Law Enforcement in the 21st Century Associate Degree (61 credits); Data Analytics Associate Degree (61 credits); Veterinary Technician Associate Degree (66 credits) –The Veterinary Technician Associate Degree is not currently accredited, though NTC is currently on working to get it accredited.

d. NTC Promise

We have hired MaiGer Moua as our new NTC Promise person. She will also be advising Public Safety students. Deadline for Promise Programs applications has been extended to May 15 - <https://www.ntc.edu/admissions/financial-aid/promise>.

e. Promotion of shorter-term programs (dental Assistant, Medical Assistant, & Gas Utility)

- Medical Assistant Apprenticeship. This unique apprenticeship program allows our students to earn a Journey Worker Card through the state, a Technical Diploma from NTC, as well as sit for their Medical Assistant exam (required).
- Gas Utilities is a nine-month program with truck driving built into the program. The program is located at our Agricultural Center of Excellence, where students will be able to train for their Class A CDL, along with the gas utility program.
- Dental Assistant program is a short-term program (16 credit hours) that students can complete in 1 year.

f. Translated Materials: What resources would be of value?

We have translated our View Books into Spanish and can be made available online if needed. Are there other materials would be beneficial to translate for prospective students and their families? If so, please email dillon@ntc.edu.

g. Spring events

College Exploration Days is April 22-23. This in-person event will give prospective students and their families an opportunity tour campus, connect with faculty members, etc., during 90-minute, pre-registration-required, visits.

C. Curriculum/Assessment

a. Workforce Readiness Certificate

We have created a new Workforce Readiness Certificate (WRC) to replace NCRC (National Career Readiness Certificate) using Edmentum in Canvas at all of our College Prep Center sites, including the Marathon County Job Center and the Jails. So far, there have been 3 students that have successfully completed the WRC program.

b. Technical Algebra Concepts (TAC) course

TAC is a course that students can take to brush up on their skills before moving on to Intermediate Algebra or a higher-level algebra course. Students that have completed TAC have gone on to pass Intermediate Algebra.

c. Life Skills Workshops

Life Skills Workshops have been running since October via Zoom. Some of the topics covered in this month's series include interview preparation, effective communication skills, how to be a good listener, and dealing with good and bad stress. To register for these workshops, students can email Wendy at storlie@ntc.edu or call 715-348-7737.

D. Equipment/Facilities

a. Marathon County Job Center Update

The Marathon County Job Center is open by appointments only (715-261-8700). We are hoping that some of the guidelines will be relaxed during the summer so we can make more individualized services available.

b. NTC COVID Protocol Update

NTC is continuing COVID-19 safety protocols through the end of July, at which time, we will review local data and update our protocols using the guidelines set by the CDC.

E. Focus Discussion Item: Promoting WIOA Services via e-Blast & Social Media

Marathon County Job Center partners are looking for a way to get information to students on a more regular basis. Would it be possible to include information about the availability of financial aid through our services in a newsletter to students, on NTC's social media pages, or NTC's website?

Brooke: There is always an opportunity for us to mention this information to students during advising. Working with Shannon and Katie Felch, our Associate Vice President of Marketing would also be a good start, as Katie would be the one to make the final call about where on NTC's website/social media outlets this information can go.

Shannon: There is a 'resources' place in Canvas that would be a good place to get that information to students. The financial aid that is program specific, we can talk with the faculty to promote that more on the program level.

Becky: The regional campuses each have a resource guide that they could add information about Job Center resources and the availability of financial aid to.

F. Workforce Training

a. Workforce Training and Professional Development Update

Move to Manufacturing (MTM) is still available. NTC is partnering with Antigo High School to offer MTM to high school students. If anyone would like more information or would like to register, they can visit the Move to Manufacturing website at <https://www.movetomanufacturing.com/>.



Fire Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/15/2021

Time: 5:30 pm

Location: Zoom

Attendees

Industry Members:

- Jason Minks – Kennan Fire Department, Committee Chair Person
- Joe Bozinski – Town of Maine Fire Department
- Robert Pound – Retired (SAFER)
- Jason Foth – Spencer Fire Department
- Dean Reilly – Medford Fire Department

NTC Team:

- Shane Heilmann – Dean of Public Safety
- Paul Strehlow – Public Safety Learning Coordinator
- Dan Conrad – Fire Coordinator
- Kyle Lech – Fire Faculty
- Brad Gast – Dean of Workforce Training & Professional Development
- Mai Ger Moua – College Advising Specialist
- Gera Peterson – Public Safety Administrative Assistant

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

- **NTC Updates:** Shane Heilmann, Dean of Public Safety at Northcentral Technical College (NTC) shared college updates regarding NTC's Wildly Important Goals, 2021-2022 School year information, Budget proposals & updates, New Programs for Fall 2021, NTC as a

community vaccine clinic, announcement of Jeannie Worden as new NTC president, and Student Support information.

- **Workforce Training & Professional Development:** Brad Gast, Dean of Workforce Training & Professional Development, discussed the following:

There has been an upgrade to our online registration system. Groups of people can enroll into a CE fire class on the website now and enter any billing information for that whole group. This should make group registration much easier.

Brad talked about NTC Connect, which involves 3 options for participating in classes: in-person, live stream (via Zoom), and on-demand library. Offering this flexibility will be the future model for classes so that everyone can get the training they need.

Brad discussed short term industry credentials, which have to do with the minimum level of skills and training that a person would need to acquire an entry level position in a field. These credentials would have a pathway so that if the person needs more training in the future, they can jump back in and get some additional credits. There will be 20-25 of these credentials coming out in the next year.

- **Industry Trends:** Committee members had discussions regarding issues such as, an ongoing lack of recruitment in full-time and part-time departments, staffing concerns in places like Westboro, an attitude change among students who don't seem to want to work, not wanting to let students squeeze through the cracks to enter the EMS/Fire world if they really aren't qualified, how the Entry Level firefighter written exam has helped to weed out some students who shouldn't be in this field, how NTC staff try to talk to students about expectations, how fire chiefs should know who they are sponsoring for classes, and how the whole employment industry seems to be hurting to find qualified people for positions.
- **Enrollment Report** – FF1 and FF2 classes had good enrollment. Only a few students dropped for various reasons. We also had a state fire certification test recently; this was our first one in about a year. All of the students successfully passed their state practical exams. NTC also has our first fire program graduates this May. These students will have a fire service leadership associate degree and a fire technician technical diploma. We are looking forward to more program graduates in the future.

- **Program Information** – There will be FF1 and FF2 classes again in the fall. We are also looking at trying to develop an online Officer 1 class for the fall. Other colleges have been successful at running Officer classes virtually and we are in the process of working out the details to accomplish this. Additionally, we are changing how we run FF1 classes this fall. The daytime and nighttime FF1 classes will both run 2 times a week on Tuesdays and Thursdays. This allows time for the follow up Haz Mat Ops classes to be completed before the end of the semester. The goal is to be able to have students get through FF1, Haz Mat Ops, and have a State Practical exam completed before the end of the semester in December. The curriculum will be the same in both classes, so it will also create more flexibility for students. For example, if a student needs to miss the day time class then they can jump in and attend the same material at the night class, or vice versa.
- **Program Recruitment/events** - COVID has put a damper on recruitment efforts. Open Houses have been almost nonexistent, but we have been able to get a lot of publicity via word of mouth through our CPAT testing. Students have been telling us that they need CPAT testing to get jobs and NTC is one of the few places in the state that is still running tests. Departments have been asking us when they can send students up for testing and we tell them we test every 2 weeks.
- **Overview of CPAT** - Since January 2021, we have had more people attend/come through our CPAT process than the entire year of 2020, and we're only 4 months into the year! 45 students have attempted the test so far this year. We are really excited about this and are happy to see the facility is being utilized as intended.
- **Program Modifications discussion:** Dan Conrad talked about the biggest modification being the FF1 schedule change that he mentioned earlier. They want to get more students pushed through in a shorter timeframe.

They are also in the very beginning stages of discussing a new technical diploma. This would be 1 year of classes that would be covered by financial aid. They are thinking it would be an entry level firefighter class (meaning FF1 and EMT basic). We would have a few General Education classes in there too in order to round out the degree program. The Gen Ed's would be classes that fit or match with ones from our associate degree classes. We are hoping to bridge that gap between somebody who has no experience/training, to somebody that just wants to be on a volunteer department, but

isn't able to pay for those classes. We might call a special summer session if we need to get official approval from the committee before the next meeting.

- **Capital Equipment & Recent Purchases:** Dan talked about how NTC was awarded about \$6000 worth of grant money from a supplemental COVID related AFG grant. They were able to purchase 3 powered air purifier respirators, also known as PAPR's, and some surgical masks. They can teach students how to use the PAPR's in a COVID environment and they can also use them for normal Haz Mat classes in the future. They will also be looking at purchasing additional nozzles and scene lighting for the new Fire Engine that was purchased last year. Another large purchase was a new 24-foot enclosed fire trailer that can carry up to 10,000 pounds of payload. There is more than enough room to house their class equipment and any live burn equipment they might need. NTC will be putting a wrap on the outside of the trailer soon so it will be a nice rolling billboard wherever they go.

Another committee member brought up the issue of The Burn Tower needing a lot of repairs. They stressed the idea of spending some money on maintaining the facility that we already have. Supervisors are working on taking care of the repairs and possibly hiring another inspection company.

- **Advisory Committee Recruitment:** We invited several new people to attend the advisory committee today to see if this would be something they were interested in, but nobody new was able to attend. We are still actively looking to increase our advisory committee numbers and make sure there is equal representation across our NTC district. We hope to meet in person for the next meeting and have dinner catered in for the meeting. He asked the committee members to let him know if they know anyone who is interested so we can start the process of adding them to the committee.
- **Changing Fees for Live Burn Events:** We have been collecting data regarding how much these acquired structures, flash overs, and other events truly cost the college, so we don't price them too low for covering our costs, or make them too high for fire departments with small training budgets. This is still a work in progress and we hope to report more at the next meeting. Current pricing: \$50 per student for flashovers, and \$33 per student for an acquired structure burn.



- **Summer & Fall 2021 Schedule:** Dan discussed how we started our fire class schedule for the fall. We primarily have Cert FF1 in the daytime and evening, Haz Mat Ops in the daytime and evening, and also a FF2 class in the daytime. We are looking at trying to schedule a FF1 class at the Town of Wausau Fire Department during the summer per their request. We are also looking at running an online Officer1 class this fall if we can figure out the logistics. We will list these on the website when they are ready. We also have a handful of virtual college offerings that are already listed for the fall.
- **Fire Class Scheduling:** Dan talked about putting feelers out to see if there is anything that other fire departments really need to have scheduled. He also mentioned how CPAT testing is scheduled out through December 2021. April 30 is the last full orientation session for this fiscal year and then we start up those sessions again in July for the new fiscal year. Otherwise, we are just running CPAT test outs, alongside the orientation students that already started, until the end of June.
- Next meeting is scheduled for October 14, 2021. We will try to schedule the meeting in person at 5pm or 6pm. Zoom will be available as well.



IT Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/21/2021

Time: 4:00 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Denise Burkhart – CoVantage Credit Union
- Josh Calmes – Church Mutual Insurance
- Molly Diers – Aqua Finance
- Matt Hall – Greenheck
- Julie Henrichs – City-County IT Commission
- Matt Hildebrandt – Strata Defense
- Brian Housley – Martech Systems
- Elgin Hushbeck – CGI
- Gerry Klein – City-County IT Commission
- Emmett McBride – DC Everest Area School District
- Joe Thimm – The Dirks Group
- Joni VanOoyen – CoVantage Credit Union

NTC Team:

- Kendra Barnes – Student Success Advisor
- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean-Workforce Training & Professional Development
- Dominic Gruetzmacher – IT Faculty
- Ray Gruetzmacher – IT Faculty
- Ken Hallas – IT Faculty
- Clay Hess – IT Faculty
- Josh Kretzschmar – IT Faculty
- Chris Munson – Director of Advising
- Ruth Muschinske – IT Faculty
- Kimberly Reed – IT Faculty
- Zach Thunder – IT Faculty

- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
 - Brian Housley – Brian Works for Martech Systems, a company that creates software for organizations that hold fairs or sell tickets. He is a Networking Administrator and Server Administrator. He also maintains all of the PCI certifications which is sometimes challenging to keep the developers in sync with what they need to do. They are still working from home since March 2020 and it is working well. Business has been very static the last year since so many of their clients have cancelled events or had slower business. Things are picking up a little with more clients able to hold their scheduled events, or at least planning to hold them this summer. Fewer people seem to be using desktops and laptops, they are using more handheld devices like phones, notebooks, and Apple devices. Brian tried to buy a laptop locally but had to order it online as some items are not available locally.
 - Molly Diers – Molly is a project manager in the IT department at Aqua Finance, an indirect financial lender for water treatment systems, recreational vehicles, and home improvement. They have been working mostly from home with about 20% of their workforce in the office. The executive teams have started conversations about bringing people back later in the summer, however, they are watching COVID trends and don't want to rush people back in. They are also looking at more permanent work from home options for employees going forward. In the IT department they have a lot of strategic projects. Currently, Aqua Finance has openings for a Business Analyst, Senior QA Analyst, and QA Engineer. Because they have been looking for mid to senior-level people, it's been difficult to find talent locally. Entry level talent is easier to find locally.
 - Julie Henrichs – Julie works at City-County IT and will be retiring this month. Her supervisor, Gerry Klein, will be joining the committee in her place. They are still using SQL for their database and started using Angular to get a more modern look and feel to their systems. Brandy congratulated Julie on her retirement and thanked her for her participation and contributions to this committee.
 - Gerry Klein – With so many people working from home they needed to purchase some new laptops and had to bulk up their VPN concentrators substantially. They implemented Webex and it was complicated handling all the elected bodies and moving them online, like the City Council, County Board, and all of their committees. There has been a lot of education and training on how to use the tools and figuring out how to make things work for the voting that needed to occur. Cyber security is a big issue. A lot of vendors need to remote in to work on software so they are using Secure Link. Products they are looking to buy are cloud solutions so they are trying to interface them from one cloud solution to another and back to theirs. Vendors are less flexible with contract negotiations than they were years ago which has been a challenge. The county has a Broadband Task Force with some fiber projects, partnerships with wireless ISP vendors and cell vendors to improve broadband in

the community. City County IT is in the process of selecting a new ERP system for Finance and HR as well as moving everyone over to Office 365. Brandy welcomed Gerry to the committee.

- Matt Hildebrandt – Strata Defense is a cyber security company and managed service provider in Wausau. When everything shifted to remote work Strata Defense made sure their employees could all work from home, then looked at their 2500 different client nodes to make sure they could all work from home as well. Their biggest challenges in terms of security have been the never ending list of vulnerabilities that have hit the world. They are looking for an administrative assistant, potentially someone in the tier 1 tech space, and possibly an entry level security analyst in the coming months. They are looking for people who can think critically, be flexible, and adapt to the needs of the company.
- Matt Hall – Matt is a Software Developer at Greenheck. His team works mainly on their customer-facing systems used by their sales representatives and engineers looking at their ventilation equipment. They continue to work on several major projects to roll out a new web-based platform. They have been working on it for a few years already and right now they are working on a transitional piece to be able to embed new capabilities into their old sales application. Almost everyone has been working remotely since March. The plan is to stay remote at least until June. It sounds like there may be a mix of some people remote and some on site going forward. They have an IT Support Technician position that could be an entry level opportunity. Their team has been hiring some offshore developers to help with a project Matt is working on. Greenheck has been having a good year despite the challenges of the pandemic and slowdowns within the construction industry.
- Joe Thimm – Joe is the Operations Manager at the Dirks Group, a managed service provider in Central Wisconsin. As far as COVID, they are back in the office. As others have mentioned, cyber security is important right now. There are many vulnerabilities coming out on a consistent basis so they are trying to stay ahead of them and work with clients to provide education and prevention. With clients working remotely they need to make sure they have the infrastructure in place to accommodate several employees working from home at one time. With so many working from home there have been some issues with getting laptops, docking stations, and monitors because everyone is using these items now. In addition to cloud solutions that have been mentioned, they are trying to get away from the on-premise hardware as well. In terms of hiring, they have not slowed down during the pandemic and are looking for help desk employees all the way to tier 3 engineers, project engineers, and data center engineers. They are also looking for some administrative staff to accommodate growth in the organization.
- Denise Burkhart – Denise is the IT Manager at CoVantage Credit Union and also oversees the service desk. She brought her team back to the office on April 1 because they will be bringing back other office staff in a couple days. It was easier to have the team on site to help with any issues. They are moving their data center to Azure and there has been a

- learning curve since they have not worked in Azure before. There are two open positions within IT, an IT Collaboration Specialist and a Security Analyst.
- Josh Calmes – Josh is the IT Manager at Church Mutual Insurance Company. Much of the focus right now is planning for returning back to the office. They are planning a phased approach in September. The company is moving from a one-to-one cubicle relationship to more of a community approach with reserving areas for individuals when they come in, since the majority of the campus will now be remote. There is new software they are trying to bring in to be able to identify where individuals are seated and working so they can be positioned in the same area if needed for collaboration. They went through a major transition to leverage Microsoft Teams and Office 365, eliminating additional external collaboration tools. COVID has pushed the company to move a lot of infrastructure pieces to Azure so they have less dependency on on-premise infrastructure, and leveraging some portal technologies in order to expand into their marketing realms. They are hiring in a couple areas, predominantly security architecture and infrastructure architecture.
 - Elgin Hushbeck – Elgin is the Site Lead for CGI, the offshore delivery center in Wausau. They had to relocate their office during COVID and are preparing the new office location for employees to come back. They moved from doing a lot of consolidation and now are in a strong growth phase. They currently have 35 open positions in a wide range of areas.
 - Joni VanOoyen – Joni is the Assistant Vice President of Operations at CoVantage Credit Union, supporting the applications and operational support side of things. Like many others, they have people work from home but they still need to serve their members. They have had tellers in the drive up and had a soft opening for the lobby with limited staff, while trying to maintain social distancing. There were many challenges getting everyone what they needed to serve members when remote work began. Challenges even surrounded which application to use for meetings and collaboration, and getting people used to using those applications. Even though lobby hours may have been reduced, the online and mobile services increased and they were always able to serve their members. Denise’s team is working on moving to more of an Azure environment. Their core financial system is currently inhouse so they are in the process of reviewing and taking it off premise. Just before COVID hit they started putting in ITM machines, which can be used like an ATM but can also connect to a person for assistance with other banking needs. They have these machines inside their buildings as well as in the drive up. In their Rothschild branch the ITM machines have eliminated the need to hire a teller. It really helped when they didn’t have people in person to assist members and make transactions.
 - Emmett McBride – COVID impacted their schools in many of the same ways as NTC, yet different in other ways. The major changes are providing remote assistance to students and families, and having students in hybrid learning environments, on and off campus. Hopefully next fall will be better for everyone.

- **Program Information**
 - **Enrollment Report**
 - As of today, 84 students have applied for fall semester. There are currently 228 students in the IT programs and we are working on getting them enrolled in courses for fall by the end of this semester.
 - **Data Degree Status**
 - We are launching the Data Analyst Associate Degree program in fall 2021 and just hired a new faculty member for the program. Some of our Software Developer courses will crossover into the Data Analyst program and there will also be new courses developed. One of the new content areas will be some introductory Python courses. The application for this program just opened up so we hope to have students applying soon.
 - **COVID Response**
 - The hybrid format has worked well for our IT students, with the option to come to campus if they want or to attend classes synchronously through Zoom, or complete courses online. We were well positioned to move things online when the pandemic began and have been really impressed with how well our students have transitioned to learning remotely, collaborating, and staying engaged. The use of Canvas and Slack has allowed us to stay connected and to provide quality content and resources for students during this time.
- **Curriculum Overview**
 - **Mobile Competencies**
 - Last time we met we discussed the suspension of our Mobile degree and that we would transition those competencies into our Software Developer program. We started the Mobile degree several years ago at the request of the advisory committee. We didn't have a lot of enrollment in the program, and we think that was partly because mobile used to be separate but now it is a part of web development and software development environments. As we restructure some of the 1-credit courses we have been including mobile competencies to keep this valuable content in the Software Developer program.
 - **Status of Reorganizing Under 1-Credit Model/1-Credit Data**
 - A few years ago, we began breaking down the 3-credit IT courses into three 1-credit course sequences. We did this first in the Software Developer and Web Designer programs, and then the Cybersecurity Specialist program. The Computer Support Specialist and Network Specialist programs have remained mostly 3-credit courses. We have had good outcomes with this so far and are retaining students who just need more time to complete their courses.

Students who are not successful in the initial 1-credit courses tend to either realize the program is not for them and move into a different program, or they retake the course we retain them in the program. In the Software Developer program specifically, the expectations of some students in the first semester are very different than what the

program really is. For those students to only spend time and money on a couple 1-credit courses ends up being better for them if they decide the program is not what they expected. It also impacts student financial aid less if a student is unsuccessful in a 1-credit course versus a 3-credit course.

The first semester courses for the Data Specialist program are part of the Software Developer program so they are already 1- credit courses, and we will work on converting the rest of the program courses as they are created. We don't see a pathway to break our team-based courses into 1-credits because it takes time for those teams to develop and function fluidly with each other and we don't want to disrupt that process.

- **Program Outcome Review/Confirmation**

- The program outcomes are what we want our graduates to be able to do when they complete the program. When outcomes are approved we need to bring them to the advisory committee. We had brought these to the committee in bits and pieces previously but this will help provide a holistic picture. It's valuable for us to review the outcomes regularly so committee members know what they are and what they can expect from graduates. Outcomes marked with an asterisk are state aligned outcomes. Those without an asterisk are those we have added based on feedback from this committee. We have been in the process of curriculum mapping, looking at which courses hit these outcomes and at what level. We look at our course competencies, objectives, and the assignments to see how they all align.

- Software Developer Associate Degree
 - Navigate in a software development environment*
 - Design software systems*
 - Develop software applications*
 - Integrate data technologies*
 - Develop technical documentation*
 - Implement a team-based software development methodology*
 - Create optimal user experiences
 - Participate effectively within a team
 - Incorporate strategies to support learning new technologies
 - **The advisory committee supports the program outcomes.**
- Web Designer Associate Degree
 - Design web applications
 - Develop web applications
 - Integrate database technologies
 - Develop technical documentation
 - Create and implement web optimized assets
 - Participate effectively within a team implement
 - Agile principles within the SDLC

- Incorporate strategies to support learning new technologies
 - **The advisory committee supports the program outcomes.**
- **Azure Usage**
 - We are doing a lot more with Azure in the program, working to do more with APIs, and putting more into the cloud. We have used Jira for a long time and are transitioning to Agile DevOps, so we are consolidating a bit and looking at the number of student accounts needed to be added to projects. The big reason for transitioning away from Jira is they have ended their educational on-premise hosting that was free for educational institutions and are trying to get people to move to their cloud. Matt Hall commented that Greenheck is doing more in Azure with more things moving in that direction, so this is excellent.
- **Question: Flutter, Vue Usage**
 - We are wondering if committee members are using Flutter and if this is something we need to incorporate as we move more mobile pieces into our programs at various levels. We have a course that has done several things with Angular the last couple years and we are looking to implement a 1-credit course of React. We are also wondering if any committee members utilize Vue and if that should be introduced at all. Members indicated they are not using Flutter or Vue. Matt Hall stated Greenheck looked at Vue but decided not to use it. They are doing a lot with Angular and some with React as well.
- **Faculty Member Retiring**
 - Brandy announced this will be Ruth Muschinske's last advisory meeting as she is retiring at the end of this semester. She has been amazing with students. We greatly appreciate her and she will be missed. Ruth thanked everyone for all of their help and input over the years.
- **Program Modification**
 - During our last meeting we talked about adding a 1-credit Introduction to IT Technical Support course to our IT-Computer Support Specialist program. When we made this change, it increased the technical diploma by one credit which makes it a different type of technical diploma through the state.
 - 30-154-1 IT-Help Desk Technical Diploma
 - 30-154-1 IT-Help Desk Technical Diploma will increase by 1 credit (added Introduction to IT Technical Support course) for the 2021-2022 school year. The total program credit value will increase to 26 credits which requires us to change the program number/program title per WTCS guidelines as any program 26-53 credits needs to be assigned a program number with an aid code 31. To stay in alignment with the other colleges offering Help Desk technical diplomas in the "31" aid code we will be changing the program number and title to 31-154-7 IT-Help Desk Support Specialist. This change will take place for the 2021-2022 school year.
 - **The advisory committee supports this change.**



- **Continuing Education/Workforce Training & Professional Development/Apprenticeship**
 - From a workforce training standpoint, we are open for business. We are prepared to help your organization with training needs on-site at your location or here at NTC. As Brandy shared, the College is launching NTC Connect and all of the professional development seminars will be in the NTC Connect format moving forward, so there will be an in-person options, live Zoom option, and on demand recorded option in our training library.

Welding Technology

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/21/2021

Time: 7:30 a.m. – 9:00 a.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Brad Miler – Merrill Steel
- Jeff Dums – Enerquip
- Trent Weik – Enerquip
- Tony Schmidt – Schuette Metals
- Tim Striebig – Enerquip
- Chris Brooks – Imperial Industries
- Dan Apfelbeck – ADC Equipment Innovations
- Mark Synder – A & B Process Systems

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Heidi Latendresse – Learning Coordinator
- Adam Zogata – Faculty
- Veronica Hope – Faculty
- Dan Grabko – Faculty
- Robert Leafblad – Faculty
- Brandon Loertscher – Faculty
- Susan Clark – Administrative Assistant
- Brad Gast – Dean, Workforce Training & Professional Development

NTC College-Wide Updates

- A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



21st April 2021 | 7:30am to 9:00am | Zoom Meeting

- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022
- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched “NTC Connect”. This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference
 - Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
 - Modality wraps education around the life of the student rather than expecting the student to wrap their life around education
- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
 - Amend WI Statute 36.31 to expand equity, access and opportunity
 - \$11.8 million investment in Wisconsin Grants to address rising student debt
 - \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
 - \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software
- New Programs coming fall 2021
 - Veterinary Technician Associate Degree
 - Data Analytics Associate Degree
 - Law Enforcement in the 21st Century Associate Degree
 - Medical Assistant Internship
- Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.
- NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the NTC Center for Business & Industry and is operated by AMI Expeditionary Healthcare.
 - Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
 - Appointments: Registration must be done through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry
- Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



21st April 2021 | 7:30am to 9:00am | Zoom Meeting

- NTC continues to support learners during the challenging and uncertain times. Resources available include:
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons
 - CRRSAA Grant direct student funding
 - “It’s In Our Jeans” employee giving campaign
 - Student Scholarships

Instructional Area / Program Updates

- Program Enrollment
 - 77 total students are enrolled in the welding programs
 - 25 students are in the Wausau technical diploma program
 - 6 students are in Wausau associate degree program
 - 23 students are in the Wausau flex or night classes
 - 7 students are in the Antigo evening classes
 - 16 students are in the High School Welding Academy in Phillips
 - 3 students are in the Phillips evening classes
 - 55 active applications for fall 2021
 - 46 applications in Wausau
 - 5 applications in Antigo
 - 4 applications in Phillip
- Program Information Updates
 - The Welding program is offered at various campuses in a variety of ways. We have flex students, night class students, technical diploma students, associate degree students, and high school academy classes.
 - We continue to look at Competency-Based Education (CBE), a college-wide initiative, to see how this may affect the Welding Lab. We are continually working on streamlining the Flex-Lab mode of learning. The program requirements are currently set up in a way that can promote the CBE system of instruction.
 - The Phillips High School Welding Academy continues to be very popular and we are anticipating two groups running in fall 2021 through spring 2022.
 - Mark Synder asked if the high school academy model has been offered at any other high schools besides Phillips High School. We have run an academy for the D.C. Everest High School. We are continuing to explore this option with other high schools. Brandon Loetscher added that when we enroll high school students in our courses, there is a definite impact on enrollments for electives at the high schools. Brad Gast mentioned that there are funds available from Department of Workforce Development to get more of these academies underway.
 - We are looking at the evening welding classes in Antigo and Phillips and evaluating how we can make this training more effective for those regional areas. We are looking at making some changes

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



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to the Phillips lab to be able to accommodate more students. Enrollment numbers for the evening labs are consistent from year to year.

- Faculty and staff are exploring short-term credential options that could benefit our industry partners and their employees.

- Industry Trends

- 50 total responses were received
- 89% stated business has been flat or demonstrated growth YOY
- 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
- 95% have forecasted growth over the next fiscal year
- Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel

- Facilities and Equipment

- NTC is adding an approximately 1.7 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas. We have a lot of robotic welding in our Welding program but we are hoping to create a live manufacturing line for students to plan out and analyze a production line. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.

- Workforce Training and Professional Development Update

- Brad Gast reported that his division has training dollars available for industry training and credentialing. Workforce boards and the technical college system will be seeing dollars earmarked for getting individuals into a pathway in which they can be successful. These funds can help retrain employees or help them increase their skill level for new employment. Workforce Training and faculty are working hard to develop, short-term, credentialing that can go toward a degree.
- We have been offering Welding training in our West Region for the Hispanic population. Adam Zogata has been training two cohorts in Blueprint Reading and Virtual Welding at the Medford Campus. This training has been challenging but very successful. Working with these students has made NTC aware that we could bring more training opportunities to this community.
- NTC Connect will be a new learning model for the upcoming semester. Each course will be offered in a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability.
- The State of Wisconsin received a multi-million dollar grant from the Department of Labor to increase the number of apprentices in the state. One target area for this funding will be transportation careers specifically in Diesel, Auto Collision, and Automotive Technology.

Advisory Committee Meeting Minutes

Welding Technology & Robotics Advisory Committee



21st April 2021 | 7:30am to 9:00am | Zoom Meeting

Program and Curriculum Modification Discussion

- There are currently no program or curriculum modifications.

Next Meeting Details and Suggestions

- Committee members provided feedback on their meeting preferences for in-person or virtual. The majority of committee members felt that a blended meeting format with both virtual and face-to-face would be their choice. Committee members asked that, if possible, they would like to have a tour of the new technology classrooms at the D.C. Everest High School. This tour, which was scheduled for spring 2020, and was canceled due to the pandemic. We will look into that option for a future meeting.

EMS/Paramedic Advisory Committee Meeting Minutes

Date: 4/22/2021

Time: 5:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Jon Leiskau, Battalion Chief, Merrill Fire Department
- Linda Vollmar, CCEMT-P, City of Antigo Fire Department
- Dianne Cummings, AEMT, Town of Norwood
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Jim Schmidt, Colby Fire and EMS
- Jeff Freese, Education Outreach Coordinator, Aspirus MedEvac
- Chaylen Kuklinski, Past Student Representative

NTC Team:

- Shane Heilmann, Dean, School of Public Safety
- Paul Strehlow, Learning Manager, School of Public Safety
- John Connor, Paramedic Program Director
- Will Isham, EMS Program Director and EMS Faculty
- Jennifer Schult, Administrative Assistant
- Susie Borchardt, AHA Training Center Coordinator
- Nick Uttecht, Current Student Representative
- MaiGer Moua, EMS Advisor

Other:

- Don Kimlicka, Regional Coordinator for Regions 1 and 2, Wisconsin DHS EMS Section

AHA Updates

Susie Borchardt, AHA Coordinator, shared the following college updates:

- Instructor Renewal is May 17 and 18
- 2020 updates/guidelines have been released for the Pars course. NTC will start using the new guidelines May 1. Heartsaver went from 7 hours to 4.5 hours.

- New Courses
- Babysitting course
- Lifeguarding Course

Program Updates

Will Isham, EMS Program Director and Paramedic Faculty, reported the following:

- EMR/EMT Part 1 and Part 2 - These courses are designed as a full EMT class but students are able to choose to complete the first part for EMR certification if they desire. The EMS team also made this change for those who are already EMR certified and would like to only take Part 2 to get EMT certified.
- Platinum Planner is now required in all EMS programs. It is a smaller cost to the students. It tracks their skills and progress electronically which is beneficial if the team is ever audited.
- AEMT will eventually be an accredited program
- Paramedic - This is the first year the 8 week format was implemented. The previous format made it difficult for students and some had to quit their jobs because of lack of flexibility. An example of how this is beneficial to students is one student had a family member pass away and took 2 weeks off. With the previous format, she would have had to drop the program but since the classes are 8 weeks now she was able to catch up.
- WTCS and DHS have been pushing for more online offerings.
- We are offering EMR/EMT Part 1 and EMT Part 2 in the summer.
- Fall classes – We have day and night EMT offerings in Wausau. Regional EMT offerings are scheduled in Antigo, Medford and Phillips. Lower enrollment numbers were an issue in the past with the regional EMT class offerings so the team is looking to provide an option in the future where the students can do a large portion of the class online and then come to Wausau for labs. We also have AEMT offerings in Wausau and Medford.

John Connor, Paramedic Program Director, introduced two student representatives:

- Nick Uttecht is a current paramedic student
- Chaylen Kuklinski is a paramedic student from last year

John Connor, Paramedic Program Director, reported the following:

- Curriculum Changes - EMT classes will be jumping up from 180 hours to an estimated 270 hours of education due to all the skills that need to be assessed. Therefore, EMT will be offered over two semesters instead of one. Jim asked if part of EMT can be done online when the hours increase. Will explained that even though a lot of the extra hours will be extra labs to practice skills, there will still be content that can be offered online. Refresher hours increased to 40 hours.
- Advisory Committee Input – John requested the committee send an email with suggestions of what they would like to see included in these meetings or in the EMS classes.

- MaiGer asked if we accept out of state CPR certification. John said we do accept them as long as it's American Heart or Red Cross.
- Help needed suggestions – John asked the committee if they are aware of why people are reluctant to assist. Chaylen said people are working multiple jobs so providing dates that help is needed way ahead of time might help. It's hard to participate when work schedules are set months ahead of time. Daytime hours go unfilled a lot. Let us know if anyone is interested who is in being an assistant.

Will Isham, EMS Program Director and Paramedic Faculty, provided the following updates:

- New program - Entry level EMT-Firefighter. It includes EMT Part 1 and 2, Firefighter 1, Hazmat Operations, Written Communications, Thinking Critically and Creatively. The cost of the EMT program has been a barrier for students. Therefore, this new program would make it financial-aidable for students. Students who are in other programs such as Fire Medic, Paramedic or Fire Science can transfer these specific classes they completed within those programs and use them as Credit for Prior Learning for this new program. We are starting the process right now since it takes a year to make it available.
- The feedback from the committee is there are no additional needs for Critical Care Training. The current training is going well with their employees. Their only concern with Critical Care is the lack of years of experience in the recruitment pool.
- Linda Vollmar – Antigo is working on starting an EMT cadet program with high school students.

Summary

- Don Kimlicka, state EMS office, discussed the details of Bill 89, Bill 90 and LRB 3102. Bill 89 takes away the requirement of the National Registry Testing for EMR. Bill 90 states if a facility wants to flex staff with a paramedic level, DHS cannot require that service to hold all the paramedic level skills and equipment to provide paramedic care. The second part of this bill states a non-emergency inter-facility transfer can be staffed with only an EMT and another person who has a CPR certification. LRB3102 states a doctor can write an open prescription to anybody in WI that wants to go to a pharmacy and get an EpiPen or a prefilled syringe. He also discussed the scope of practice and that the implementation may need to be looked at. We are told the Advanced skill forms are not statute, they can be optional, but we can't use them anymore.
- Susie Borchardt, AHA Coordinator, shared the following college updates: Instructor Renewal is May 17 and 18. Updates and guidelines have been released for the Pars course. NTC will start using the new guidelines May 1. Heartsaver went from 7 hours to 4.5 hours. They are offering a new babysitting course and a new lifeguarding course.
- Will Isham, EMS Program Director and Paramedic Faculty, provided the following program updates:
 - Platinum Planner is now required in all EMS programs.
 - AEMT will eventually be an accredited program
 - Paramedic - This is the first year the 8 week format was implemented.

- WTCS and DHS have been pushing for more online offerings.
- We are offering EMR/EMT Part 1 and EMT Part 2 in the summer.
- Fall classes – We have day and night EMT offerings in Wausau. Regional EMT offerings are scheduled in Antigo, Medford and Phillips. We also have AEMT offerings in Wausau and Medford.
- New program - Entry level EMT-Firefighter. It includes EMT Part 1 and 2, Firefighter 1, Hazmat Operations, Written Communications, Thinking Critically and Creatively.
- Open lab format- If students have the resources available at their site, then skills can be done there. If the resources are not available, they need to drive to NTC to get them done.
- John Connor, Paramedic Program Director, provided the following program updates:
 - Curriculum Changes - EMT classes will be jumping up from 180 hours to an estimated 270 hours of education due to all the skills that need to be assessed.
 - 9 students from last year's cohort that completed the program met all the graduate requirements.
 - Appendix G is now referred to as Student Competencies. The accrediting body is allowing simulations to be done through December 31, which would include skills, clinical patient contacts and team leads.
 - The Annual Report was finished today. It is based on the 2019 cohort because 2 years is the timeframe to complete National Registry. Of those who graduated in 2019, 94% are employed and we had an 88% retention rate. The 12% were unable to complete the program due to academics. Of those students who tested, 77% completed the National Registry exam. Some students have not tested yet.
- Facilities/Equipment Updates: The team will be getting a new ambulance. We have new Ares manikins and moulage kits. There is also a new instructional workspace area on the 4th floor.
- The next meeting will be held on Thursday, October 21 at 5:30pm.



Medical Coding Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/22/2021

Time: 7:30am – 9:00am

Location: Zoom

Attendees

Industry Members:

- Jackie Kellner, Co-Owner/Consultant, Kellner & Company
- Beth Radke, Customer First Representative, United Healthcare/UMR
- Jennifer Underwood, Central Billing Office Contact Center Manager, Aspirus
- Jeni Wesenick, Executive Assistant, Northcentral Health Care

NTC Team:

- Janet Baumann, Associate Dean of Health
- Amy Denissen, Student Success Advisor
- Brad Gast, Dean of Workforce Training and Professional Development
- Becky Leopold, Administrative Assistant
- Sara Nickel, Medical Coding Faculty

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

- Medical Coding Programs are categorized under the Health Division, therefore, with the discontinuation of the HCBA, it made sense to align our medical coding program with the other WTCS colleges.
- Healthcare Business Administration (HCBA) “teach out plan” will end in the spring 2022 term.
- Aspirus has taken steps to make many of their temporary work from home positions more permanent (work from home positions) for their Medical Coder positions.
- Aspirus is seeing a trend that focuses on patient prior authorizations and specific treatment plans. In addition, payers (like insurance companies) are denying more services, which creates more work for their prior authorization team, and more collaborations with their clinical teams to ensure coverage for patient care.
- COVID has added new challenges for UMR, as a payer site, with new coding challenges, and an influx of claims; with some claims needing special handling.



- Enrollment Report:
 - Currently, there are 22 students in some sort of course in Health Care Business Administration Program.
 - For the spring 2021 semester, there are 91 Medical Coding Specialist students
 - There are 12 new matriculated students for summer/fall 2021 with over half already registered.
 - The spring 2022 semester will be the final semester for the class “Long Term Healthcare.”
- Spring 2021 is the second semester in which the Medical Coding Program has used Cengage.
- This upcoming fall semester (2021) the program is going to try something new; we are able to get a multiple user license, through the American Medical Association (AMA) for electronic code books (ICD-10-CM, ICD-10-PCS, and CPT) for students to access for free.

Program Modifications Discussion

- College 101 is a one credit course that will prepare student to be successful learners. The course will teach students to explore effective learning strategies, analyze personal and professional goals for a balanced lifestyle, and create skills for interdependence. College 101 is a graduation requirement, not a program requirement, for some programs starting during the spring 2021 semester and beyond.

Civil Engineering Technology

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 4/27/2021

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Matt Gruan – Becker Hoppe Associates, Inc.
- Kyle Beld – Integrity
- Stephanie Christensen – EMCS
- Kevin Boyer – EMCS
- Justin Penrose – Norcon
- Andy Walters – American Engineering and Testing
- Tonia Westphal – Clark Dietz, Inc.
- Matt Mohr – Rei Engineering

NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Heidi Latendresse – Learning Coordinator
- Michael Kowal – Faculty
- Susan Clark – Administrative Assistant
- Brad Gast – Dean, Workforce Training & Professional Development
- Travis Severson – Faculty

NTC College-Wide Updates

- A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
 - Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched “NTC Connect”. This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference
 - Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
 - Modality wraps education around the life of the student rather than expecting the student to wrap their life around education
- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
 - Amend WI Statute 36.31 to expand equity, access and opportunity
 - \$11.8 million investment in Wisconsin Grants to address rising student debt
 - \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
 - \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software
- New Programs coming fall 2021
 - Veterinary Technician Associate Degree
 - Data Analytics Associate Degree
 - Law Enforcement in the 21st Century Associate Degree
 - Medical Assistant Internship
- Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.
- NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the NTC Center for Business & Industry and is operated by AMI Expeditionary Healthcare.
 - Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
 - Appointments: Registration must be done through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry
- Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.
- NTC continues to support learners during the challenging and uncertain times. Resources available include:
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons
 - CRRSAA Grant direct student funding
 - “It’s In Our Jeans” employee giving campaign
 - Student Scholarships
 - We have consolidated our Soft Skills into four categories including communicating effectively, thinking critically, modeling integrity and respecting diversity. They have been renamed Success Skills.

- The College goals for this year include increasing student success, growing the skilled workforce and strengthening our infrastructure.

Instructional Area / Program Updates

- *Program Enrollment*

- 5 students are enrolled in the Civil Engineering program for fall 2020
- The program can accept 24 students through face-to-face and online instruction.

- *Program Information Update*

- We continue to invest in equipment for the program. The program was setup using grant funding for Michael's salary, supplies and curriculum development. We were able to acquire additional supplies through a college partnership agreement which will allow us carry-over funding for next year. We were able to get GPS equipment and Robotic Topo Stations for the students.
- Committee members mentioned that it is important to give the students experience using the WisDOT templates.
- Michael will make sure the students are aware that internship applications should be submitted early in the fall prior to that summer term. The two current students have summer internships. The committee discussed the use of Handshake as the technology for posting job openings for students and graduates.
- Michael gave a brief overview of the program sharing curriculum requirements and that the program and students are doing well. Michael mentioned the current courses in which the students are enrolled which include Soil Mechanics, Cemented Aggregate Mixtures, Surveying 2, and Intermediate Civil 3D.
- Iain gave an overview of the program requirements for the 4th and 5th semesters (fall 2021 and spring 2022). Iain clarified that the program is a two-year, five-semester, program that includes a summer internship or industry project.
- We are exploring how we could offer a Surveying program. Kevin Boyer mentioned that the licensing requirements should be reviewed and the instructor should be a Certified Survey Technician (CST) Level 4. We do not want to make it an embedded technical diploma in the Civil Engineering program but rather have it as an add-on to the Civil Engineering degree. It was noted that students interested in a surveying career, should check with the North Wisconsin Chapter of the WSLs regarding scholarships that may be available.
- Our transfer team is working on an articulation agreement with UW-Plattville for Civil Engineering. Plattville contacted us regarding the agreement and transferring our credits into their program. Ian asked the committee if there is a demand for higher education employees in Civil Engineering. All of the committee members agreed that there is a need for UW-level trained engineers in the industry as well as in our area. It was mentioned that Michigan Tech has a four-year Surveying degree in addition to their Civil Engineering degree. Wisconsin has an agreement with Michigan Tech that any students coming from Wisconsin to Michigan Tech for Surveying pay in-state tuition.

- Iain extended an invitation to the advisory committee to come and visit the Civil Engineering classes to meet some of the students and see the equipment. Members are welcome to visit now or in the fall.

- *Industry Trends:*
 - 50 total responses were received
 - 89% stated business has been flat or demonstrated growth YOY
 - 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
 - 95% are forecasting growth over the next fiscal year
 - Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel
 - Stephanie Christensen shared that technicians with Civil 3D experience are in high demand and it is extremely hard to find employees that have experience with this technology. Kevin Boyer added that having served as a past president of the Wisconsin Society of Land Surveyors (WSLS), Civil Engineering and Surveying go hand-in-hand with each other. The average age of the current surveyors, in the industry, is 62 years of age. We see an employee shortage statewide in this career. Matt Graun added that giving the students experience with the software in both careers mentioned here is important. Mike Mohr also agreed that surveyors are impossible to locate and hire.

- *Facilities and Equipment*
 - NTC is adding an approximately 1.4 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas. We are hoping to create a live manufacturing line for students to plan out and analyze a production line. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.

- *Workforce Training and Professional Development Update*
 - Brad Gast, Dean of Workforce Training and Professional Development, gave the committee an overview of NTC Connect which will be a new learning model for the upcoming semester. Each course will be offered in a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability. This flexibility was critical in being able to offer our training during the pandemic and it has become evident that this flexibility should continue to be offered to promote student success.
 - Brad Gast reported that his division and faculty are working hard to develop, short-term, credentialing that can go toward a degree. Workforce boards and the technical college system will be seeing dollars earmarked for getting individuals into a pathway in which they can be successful. This credential training can be anywhere from four to twelve weeks in length and help retrain employees or help them increase their skill level for new employment.

Advisory Committee Meeting Minutes

Civil Engineering Advisory Committee



27th April 2021 | 3:00pm to 5:00pm | Zoom Meeting

Program and Curriculum Modification Discussion

There are currently no program or curriculum modifications.

Next Meeting Details and Suggestions

We are hoping to have a blended approach to the advisory committee meetings in the fall. The majority of committee members felt that a blended meeting format with both virtual and face-to-face would be their choice. Information on the fall meeting date will be shared as it becomes available.



Culinary Arts Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/27/2021

Time: 9:00 a.m. – 10:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Charlie Gray – Culvers
- Olivia Telschow – Helene’s Hilltop Orchard
- Daniel Landsverk – Sysco

NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brock Decker – Faculty, Culinary Arts
- Brad Gast – Dean-Workforce Training & Professional Development
- Yang Yee Lor – Student Success Advisor
- Travis Teska – Faculty, Culinary Arts
- Jessica Yang – Intern-School of Business, Community Services & Virtual College
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
 - Charlie Gray – Charlie is the owner of multiple Culvers restaurants. COVID has changed the industry tremendously. Culvers is a quick serve chain and without drive thru service they would have really struggled. A lot of their industry partners that were not setup for carry out, curbside pickup, or delivery struggled and some businesses didn’t survive. The annual Public Affairs Conference was held last week with legislators in Washington, D.C., and some grim statistics were shared. Well over 120,000 restaurants closed permanently. A significant portion of the restaurants that closed had been in business for 16 years or more, so they were not rookies in the industry. Those with drive thru are upping their game. Culvers in Rib Mountain added a second drive thru lane which has helped during peak times and they are looking at possibly adding a second lane at their other locations. The average check in the drive thru has increased tremendously, although the average check is leveling off a bit now

- that the dining rooms are open again. When people make the commitment to wait in the drive thru line when it's really busy they are typically ordering for their entire family, not just grabbing a malt for themselves. There is a huge concern in all industries that people don't want to come back to work. At Culvers they rely on students to fill in on nights and weekends and should be in better shape once students are out of school. There has been talk about raising the minimum wage and many feel that will only spur inflation. Now is not the time to raise the wage and it should be phased over time. Charlie has always been a big proponent of a separate teen wage, and a higher wage can be set for adults. Most of the time, 16 and 17-year olds are working their first job and they are most likely in entry level positions. Often times entry level jobs don't deserve \$15/hour and teens are often still learning soft skills in those positions that will benefit them in future careers.
- Olivia Telschow – Olivia is the owner of Helene's Hilltop Orchard. They are really narrowing the scope of their menu and broke down the analytics over winter while looking at what they could do with the staff, equipment, and space they already have. They also looked at what customers have been loyal about and whether they were making money off those products. Previously there were about 1500 SKUs throughout the year and Olivia is narrowing that down to just under 1000 SKUs. Helene's Hilltop Orchard is most well known for their fall apple season, but they also have a farmer's market, spring season, summer season, and once monthly drive thru season from late fall through spring. They are creating seasonal menus and focusing on products that generate more revenue. These items include ready to eat meals for the entire family, take and go soups, staple bakery items, and homemade breads. The drive thru items are preordered through their online store, they can serve about 70 cars each time and feel the process is working well. They like to have their products packaged and also want to be environmentally responsible so Olivia is currently searching for more ecological packaging. There is a struggle with the real cost of food and the consumer perspective of what the cost should be, so that will be a challenge this year with people recognizing price increases and having some sticker shock. On a positive note, through business this year they were able to further develop relationships with loyal customers. With Staffing, Olivia is currently updating many job descriptions. As Charlie mentioned, there is a sense of people not wanting to work right now, not just in entry level positions but also at the management level. She is trying to make their job descriptions more millennial friendly and will include measurable goals for employee performance. Olivia currently employs an NTC student who will graduate soon. They are working on menu development, some cost analysis, professionalism, the shift from hourly to salary and the industry expectations with that transition.
 - Like Olivia mentioned with reducing SKUs, Culvers has also eliminated a lot of menu items over the last few years. Charlie stated they implemented online ordering last year and the number of online orders increase each week. Nearly every restaurant across the country is working on increasing and upgrading their technology.
 - Dan Landsverk – Dan is a District Sales Manager with Sysco. Hiring is a huge challenge right now; one of the biggest challenge operators are facing. They are paying higher wages and still can't get people in the door. There are owners who haven't been on their cook line in 10

years and they need to cook full shifts on a daily basis now. As many are probably seeing, it's easier for people to stay home and collect all the unemployment right now rather than work. Charlie agreed it's an issue not only for the restaurant industry but across all industries. Dan said staffing is an issue all the way through the supply chain and that's being seen in product availability and cost of goods. With inbound freight, Sysco is receiving about 89% of what they order, which is an all-time low. The price increases can't just be absorbed so they are going to be passed on to consumers. There are bumpy roads ahead for this industry.

- **Program Information**

- **Enrollment**

- There are currently 9 active students, with 11 students from last year's cohort planning to graduate this spring. We have 22 applications and 19 students have been accepted for fall 2021. Brandy explained our capacity is currently set at 20 students with COVID restrictions, so we chose to keep the same capacity for the coming school year. Travis and Brock each teach a first-year section of with 10 students. This was new this year and allowed students to have a choice of attending the morning or afternoon section with some opportunities to flex between those sections if needed.
- Travis stated the drop rate was extraordinary this year. There were a couple students who had COVID, or were exposed, so they needed to be quarantined, with at least one student who had multiple quarantines. Some students decided the program was not for them and others were great students but could not continue and we hope to see them come back to complete the program. Our completion rate is awesome. We are second in the state for students completing and passing the program courses, although students sometimes falter with general education courses. We're really proud of our graduating class this year, there are some really great students.

- **Facility Update**

- As mentioned, we were happy to open the restaurant for seated service to NTC staff and students who were already going to be on campus this semester. Last semester we were only able to offer to go orders. Each week, one student is responsible for the restaurant for that week. During some weeks there was service in Spoons and the food trailer, each with a different menu. The student creates the menu, manages the other students as their staff, trains the staff on their recipes, and preps on Tuesday for service on Wednesday and Thursday. This is their capstone and they should be able to perform basic level management and prepare everything for service. Our Graphic Communication Technologies program students worked with the Culinary Arts students to design and print menus and comment cards this year. The unique collaboration opportunity between students has been a great experience for both programs and produced some great looking menus. For The graphics students, it has been great practice with deadlines and providing proofs to a client. For the Culinary Arts students, it's been good practice making sure the final proof is accurate and utilizing some

management level skills. Seeing everything come together in the restaurant and food trailer has been very cool. Some students struggle a bit and can learn from the experience while others gain confidence that they have the skills and know what they are doing.

- **Culinary Club Update**
 - The Culinary Club has been remarkably active this year. We had a culinary competition between the instructors with the students putting together a mystery basket and judging the competition. We put together a Taste of Wausau event. Since we were unable to take students off campus to experience things they haven't had yet, we brought in all of the Asian cuisine we could find so students could see and taste the things we had talked about. Most recently, the Culinary Club won a food drive challenge between the NTC student clubs to support the Timberwolf Table, our student food pantry.
- **Program Modifications**
 - **10-316-1 Culinary Arts Associate Degree**
 - Removed 10316113 CATERING 1cr from term 2. Catering is covered in other courses so a dedicated 1-credit course is not needed in addition to what is already covered.
 - Added new course 10316128 CULINARY SKILLS PROJECT 1cr to term 2. We felt a course was needed at the end of the first year to pull all of the skills together. In the first-year students learn all of the foundational skills like time management, menu planning, physical skills, knife skills, and sanitation. This course is an opportunity to put those skills together in a capstone and demonstrate they can apply them to a project. We want students to prove they can do what they say they can do. In the Culinary Skills project it will be a timed environment. If a student is not at the level we are expecting we then have the summer to figure out if there is a way to get the student to that level before fall. It is beneficial for students because this course sets a clear standard for the level they need to perform at in the industry.
 - Removed 10316122 PROFESSIONAL CAKE DECORATING 1cr from term 4. We have baking throughout the program so a dedicated 1-credit course is not needed solely for cake decorating based on the industry we serve in this area. If students are interested, we still offer a continuing education course on cake decorating.
 - Olivia asked if the expectation of accountability and critical thinking in the Culinary Skills Project course will be carried into the second-year courses. Travis confirmed that is the ultimate goal and there are some areas that will need to be tweaked to make it happen. Charlie agrees removing Catering and Professional Cake Decorating is a good move since those are peripheral type skills. It's better to focus on learning to prepare and cook under pressure and to make quick decisions.
 - **The advisory committee supports these changes.**
 - **31-316-1 Culinary Assistant Technical Diploma**
 - Removed 10316113 CATERING 1cr from term 2. Catering is covered in other courses so a dedicated 1-credit course is not needed in addition to what is already covered.

- Added new course 10316128 CULINARY SKILLS PROJECT 1cr to term 2. We felt a course was needed at the end of the first year to pull all of the skills together. In the first-year students learn all of the foundational skills like time management, menu planning, physical skills, knife skills, and sanitation. This course is an opportunity to put those skills together in a capstone and demonstrate they can apply them to a project. We want students to prove they can do what they say they can do. In the Culinary Skills project it will be a timed environment. It is beneficial for students because this course sets a clear standard for the level they need to perform at in the industry.
 - **The advisory committee supports these changes.**
- **Continuing Education/Workforce Training & Professional Development**
 - Due to COVID, one of the things we had to put on hold this past year was our Culinary Arts continuing education offerings. We hope to be able to offer some of those professional development opportunities again in fall. We are currently working with an industry partner to collaborate on some videos offering healthy cooking tips and nutrition. There is a lot of interest in our Culinary Team Building and businesses wondering when we will offer this again. We hope for some more normalcy this fall and the opportunity to offer some of these popular culinary classes and events to business partners and the community.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 27, 2021

Program Name: Electrical Power Distribution

Attendees

Industry Members

- Don Bohlin, Wisconsin Public Service
- Steve Willhite, Wisconsin Public Service
- Dan Biggers, Alliant Energy Corp.
- Kelly Zagrzebski, Wisconsin Public Service
- Kenneth Ceaglske, Taylor Electric

NTC Staff:

- Greg Cisewski, Dean, School of Advanced Manufacturing and Transportation
- Susan Clark, Administrative Assistant
- Marc Cegielski, Instructor
- Brad Gast, Dean, Workforce Training & Professional Development

Other

-

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

Discussion:

- A PowerPoint presentation was shared with the committee. Key points included NTC's Wildly Important Goals (WIGs) are:
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
 - Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
 - Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022
- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched "NTC Connect". This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference
 - Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
 - Modality wraps education around the life of the student rather than expecting the student to wrap their life around education
- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
 - Amend WI Statute 36.31 to expand equity, access and opportunity
 - \$11.8 million investment in Wisconsin Grants to address rising student debt
 - \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
 - \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software
- New Programs coming in fall 2021 include Veterinary Technician Associate Degree, Data Analytics Associate Degree, Law Enforcement in the 21st Century Associate Degree, and Medical Assistant Internship.

- *Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.*
- *NTC Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the NTC Center for Business & Industry and is operated by AMI Expeditionary Healthcare. Their hours of operation are Tuesdays through Saturdays, 11:00AM – 7:00PM. Appointments must be made by registering through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry*
- *Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.*
- *NTC continues to support learners during the challenging and uncertain times. Resources available include Timberwolf Table, Peaceful Solutions Counseling, Timberwolf Learning Commons, CRRSAA Grant direct student funding, “It’s In Our Jeans” employee giving campaign, and Student Scholarships.*
- **INDUSTRY TRENDS:** *Don Bohlin, Wisconsin Public Service, shared that the company carried a lot of vacancies throughout 2020 resulting in a large amount of overtime for employees. WPS added eight employees to the line department, all of which were hired internally. WPS does have more vacancies to be filled in the future. The contract with Local 420 does include a preferred hiring process for qualified current Union members into positions. We have not hired outside the company for at least three years. We do have job openings in other areas such as locating which may lead to a line career. The company did finish the year in very good financial shape. WPS is spending capital funds on our distribution systems, sub-stations, and other technologies like our AMR devices, line regulators, capacitors, and protection devices. WE Energy is in the process of hiring 25 new line electricians in their territory. They are interviewing 75-100 individuals.*
- *Dan Biggers, Wisconsin Power and Light, informed the committee that WP&L is hiring about six new hires this year in the line program. They are also filling some positions internally with announcements of potential changes in our general fleet. We are also doing infrastructure underground as the opportunities become available.*
- *Kenneth Ceaglske, Taylor Electric, reported that they have added two new hires this year, one of which was an apprentice. They tend towards hiring a journeyman since they feel apprentices work well for them.*
- **ENROLLMENT REPORT:** *Currently, the program has twelve students. They are currently in their last week of program classes. Marc shared a short video of the students introducing themselves. There are approximately 60 applications for the fall semester. The program can accept 14 students each fall.*
- **DRUG POLICY:** *Marc voiced concerns to the committee about our drug testing policy. The committee discussed drug testing requirements and felt this should be a requirement. The committee felt that drug testing is a requirement of power companies and the committee unanimously agreed that drug testing should be a requirement of this program just as it is for the CDL program. Greg will investigate how we can implement a drug testing requirement. Greg explained how tuition is prorated should a student have to leave the program for any reason.*
- **TRANSPORTATION PARTNERSHIP OPTION:** *Greg shared with the committee that the student body at the farm is not as diverse as it could be. Students have to travel a distance to get to the farm and we have students coming from a large area. Our concern is for students who use city bus transportation to get to school and cannot get to the farm with that mode of transportation. WATEA has a rideshare program in place that allows individuals to get a job and the WATEA Wheels-to-Work program helps them with their transportation issues. Greg informed the committee that he will look into what type*

transportation partnerships might be available to NTC. We need to make sure we are giving all students all the opportunities possible to complete an education.

- **EQUIPMENT UPDATE:** Marc Cegielski shared that by using funds from the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) we were able to acquire a derrick truck from Utility Sales and Service in Appleton. The truck is in great shape with very low mileage and from a different manufacturer than our other equipment which is a plus. We will be submitting our capital funding requests in October and committee members were asked if they had anything specific they felt should be included. Committee members mentioned that keeping current with technology would be important. At some point, a high voltage lab could be considered. Committee members were asked to consider donating items to the program if the item is going to auction or being discarded. Marc thanked WPS in Green Bay for sending over pallets of discarded equipment for him.
- **CURRICULUM AND ASSESSMENT:** Previously, the committee discussed adding safety training for the Gas Utility and Electrical Power Distribution programs. The curriculum for fall 2021 now includes Workplace Safety, CPR and First Aid Training.
- **CONTINUING EDUCATION/BUSINESS TRAINING:** Brad Gast, Dean of Workforce Training and Professional Development, shared that training for companies is ongoing. Brad expects training needs for area employers to increase over the next several months as businesses try to get back to pre-pandemic levels of operation. The labor force in our district has dropped by 3% during the pandemic and now companies are looking for employees. We feel that short-term credentialing will rapidly upscale individuals to meet the needs of area businesses. There is funding available for this short-term training which was a barrier for students in the past. Brad shared that the new training mode, NTC Connect, will give students the flexibility they need to succeed.
- **NEXT MEETING DATE:** Greg informed the committee that he would like to finalize the fall meeting date and time early in September with the hopes that that meeting can be in-person in the EPDP classroom. Greg will send out a Doodle Poll early in September to gather if the committee wants to meet in person or on Zoom. The committee agreed that waiting until later to schedule the meeting would be preferable.

Paralegal Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 04/28/2021

Time: 4:30 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Angela Gonzalez – Paralegal, Ruder & Ware (2 countries)
- JoAnn Mancl, Paralegal – Crooks, Low & Connell
- Chelsea Payant, Attorney – Sommers, Olk & Payant
- Kourtney Imig, Attorney – Winter, Winter & Behrens

NTC Team:

- Sara Bartelt – Associate Dean
- Tom Wendt – Faculty
- Brad Gast – Dean
- Amy Denissen – Student Success Advisor
- Vicki LaPorte – Administrative Assistant

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

- The Wisconsin Technical College System (WTCS) changed the program name to Legal Studies/Paralegal effective June 2021.
- The first year of the program has been successful and internships will begin in Spring 2022.
- Consideration is being given to possible credit for prior learning in lieu of the internship requirement, as one-third of the program's students are already working in the legal field. Compliance for the other internship requirements will still need to be met - journal submission, instructor meetings, etc.
- NexisUni, is a database featuring over 15,000 news, business and legal sources (including U.S. Supreme Court decisions). Utilization of this academic research tool is being incorporated into all classes and will fulfill the four requirements needed for a library in a paralegal program.



Program Modifications discussion

There are no new program modifications at this time.

Nursing Advisory Committee Meeting Minutes

Date: 04/29/2021

Time: 7:30a.m. – 9:00 a.m.

Location: Zoom

Attendees

Industry Members:

- Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh
- Amber Blocker, DON, Rennes Health and Rehab Center, Wausau/Weston
- Kristen Hansen, Student Coordinator, Marshfield Clinic
- Ryan Hanson, Director of Nursing, Pine Crest, Merrill
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Mary Moore, Director Organizational Development and Nursing Administration, Aspirus Langlade Hospital
- Julie Riemer, Nurse Recruiter, Aspirus Wausau Hospital
- Mai Ka Thor, Education Program Specialists, Marshfield Clinic Wausau/Weston
- JoAnn Weinfurter, VP Patient Care Services, Marshfield Clinic
- Heidi Wincentzen, Nursing Faculty, UW Stevens Point

NTC Team:

- Brad Gast, Dean of Workforce Training and Professional Development
- Timothy Hinke, Academic Advisor
- Stacy Kunz, Clinical Coordinator
- Becky Leopold, Administrative Assistant
- Laura Litzer, Academic Advisor
- Sara Peterson, Science Faculty
- Marlene Roberts, Dean of Health
- Angela Roesler, Nursing Faculty/Program Director
- Marianne Rhodes, Radiography Faculty and Program Director
- Bethany Snyder, Administrative Assistant

Welcome and Introductions

Mary Moore, Director Organizational Development and Nursing Administration, Aspirus Langlade Hospital, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves, gave their title, and their place of employment.

Update and Highlights from last Meeting

Marlene Roberts, Dean of Health, started the meeting by briefly mentioning the Nursing Simulation consortium grant NTC has through WTCS (Wisconsin Technical College System) and shared that we will be discussing/updating the information later in the meeting. Marlene asked if there was anything anyone wished to discuss from our previous meeting. No one had any discussion points so we proceeded with the agenda.

College-Wide Initiatives

Marlene Roberts, Dean of Health, shared a power point presentation outlining the current college-wide initiatives and updates happening at NTC. The power point is attached for your convenience.

Industry Trends

Mary Moore, Director Organizational Development, Aspirus Langlade Hospital, asked Marshfield Clinic for industry trends. Mai Ka Thor, Education Program Specialists, Marshfield Clinic, and Kristen Hansen, Student Coordinator, Marshfield Clinic, are new to the meeting. Kristen shared that Marshfield Clinic is always looking for Nurses, CNA's, and Surgical Technologists (ST) recruits.

- JoAnn Weinfurter, VP Patient Care Services, Marshfield Clinic, shared there are Registered Nurse (RN) openings in every department at her facility; in addition, they have specific needs for Surgical Technologists (ST) and Medical Assistants (MA).
- Amber Blocker, Director of Nursing (DON), Rennes Health and Rehab Center, spoke that her facility is trying to make it out of the COVID pandemic. Her facility has experienced many changes in policies, processes, and procedures. Currently they are seeing a lot of rotation in the workforce.
- Mary Moore, Director Organizational Development, Aspirus Langlade Hospital, stated that more retirements have a difference in the workforce as well. She also noted that at Langlade they lost a number of employees due to traveling (for their positions). They, too, are in need of Surgical Technologists (ST) as they are short staffed by two ST positions, therefore, they are needing to adjust surgeries to accommodate for lost staff.
- Ryan Hanson, Director of Nursing (DON), Pine Crest, reported that things were going okay on his end. His facility has a history of some very long term employees which has helped sustain them during this time (COVID), and hopefully, his staff can continue going forward toward what he hopes is the last leg of the pandemic. North Central Health Care and Lincoln County entered into a management contract and were looking at 2020 being a transition year for them, but with COVID, that was put on hold. Once we get through the pandemic then the real transition can occur.
- Julie Reimer, Nurse Recruiter, Aspirus Wausau Hospital, said they have a great need for nurses (new grads or experienced) and Surgical Technologists. They will be extending orientation period for new grads, ramping up nurse residency, and having their preceptors engage more with students going forward.

- Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh, said they were seeing a number of students coming back to finish their BSN degrees from last year. The students who were enrolled really slowed down their pace of progression in their courses, as they had many things happening in their lives, but are now back and picking up where they left off.
- Heidi Wincentzen, Nursing Faculty, UW Stevens Point, has seen record enrollments for pre-nursing for this spring (2021) semester. Due to higher enrollments, Heidi piloted 8 week courses versus the traditional 16 week courses last year. Students loved this set up so much so that they are going to implement the 8 week courses for fall (2021) as students wanted to complete their studies a little quicker.

Program Updates

Angela Roesler, Nursing Faculty and Program Director, wanted to first and foremost thank everyone for helping us get students through their clinicals so they could graduate this past year. The Nursing Program had a record number of graduates in the last two cohorts and that would not have been possible without the support of our clinical partners.

Angela continued the meeting with the following program updates:

- National Council Licensure Examination (NCLEX) Pass Rate in fall of 2020:
 - There was a decrease in our pass rate for the NCLEX to 89%
- Program Enrollment:
 - Fall 2020:
 - We had 42 students graduate
 - All of our second, third, and fourth semester students were able to complete their clinicals
 - Current Spring Progression :
 - 1st Semester: 39 students
 - 2nd Semester: 44 students
 - 3rd Semester: 45 students
 - 4th Semester: 61 students graduating
 - All students in first through fourth semesters have been able to attend their clinicals this semester. For our first semester students, this is the first time since fall of 2019 that they have attended clinicals.
- Program Information:
 - COVID Program Alterations:
 - The nursing program clinical courses ran with four to six students in each group, versus the traditional eight students, for our second, third, and fourth semesters. There are eight students in each first semester clinical group.
 - The plan is to run groups of four to eight again in fall 2021.

- Fall Planning
 - Nights/Weekends Part Time Track:
 - All students have taken the HESI A2 entrance exam and it appears as though we will have enough students to run this pathway. Our Advising Team and our Admissions Team will be looking at the applicants to see where the students can be placed. The nights/weekends part time track will start small with 8-12 students for a 16-semester pathway; our ultimate goal is to have 16-20 students take this track.
- Program Recruitment/Events:
 - NTC hosted a college exploration event last week (April 22, 2021 and April 23, 2021) which was a smaller version of our Career Exploration Days. This two day event allowed students to sign up and meet with nursing faculty in-person or via zoom, as well as connect with support staff, to discuss NTC's educational opportunities.
- Accreditation Planning & Preparation:
 - The Nursing program anticipates our accreditation site visit to be in fall of 2022 and is currently in its accreditation look back period for assessment. Nursing faculty will be kicking off a year of preparation, beginning in August (2021), as they work on site visit preparations and self-study writing.
- Nursing Simulation Grant:
 - The first year of the WTCS simulation grant is coming to a close. The Nursing program was able to purchase a simulation game called "Friday night in the ER", which is a game that is never the same and is very much a system and collaborative thinking game. This was piloted with the fourth semester students in spring 2021 with positive feedback.
 - Marlene (Roberts, Dean of Health) and Angela were able to complete a virtual training for the Missouri Community Action Poverty Simulation and the nursing program will be running a pilot group in fall of 2021. The simulation is designed to represent the community as a whole, not just across nursing or the healthcare field, but helps students to understand the social determinants of health and to open the students eyes to a different experience and a different way of thinking. The simulation takes about 25-30 people to run the training and needs at least 40 people to participate. Post-COVID we would like to have this be a community event where we can bring in a group of students from different divisions across the college and also have our community partners participate.
 - A simulator named "Alex" was purchased through our WTCS grant. Alex is very communication focused and will respond to touch and will respond to questions it is asked.
 - A pediatric simulator named "Hal" was also purchased. Hal is about the size of a 7-year-old and can mimic a seven year olds behavior (crying, temper tantrum etc) and Hal works via blue tooth.

- We are also receiving a new Pyxis to replace an outdated one.

- An additional area of focus with the grant was to have all of our faculty at the same level of knowledge and understanding to use/run our simulators. Faculty are completing basic Simulation Educator Training through George Washington University this spring (2021) and the NLN (National League for Nursing) SIRC (Simulation Innovation and Resource Center) training this semester to prepare for the fall semester. In an effort to ensure all nursing faculty follow the same best practices in our simulation center, we will be having them share the same objectives, work in reflective practice, and to be sure that they are pre-briefing our students. Stephanie Bessert, Nursing Faculty, is the Certified Simulation for Health Educator and is key for this process. Stephanie will assist in faculty evaluations as she observes and gives feedback to ensure faculty understand the sim processes. Mary Moore, Director Organizational Development and Nursing Administration, Aspirus Langlade Hospital, asked if students are recorded for reflections on what they did and how they responded after the simulation activity is complete. Angela responded that, yes, we have had that capability for years and it is a valuable tool that we do use. Another area we continue to investigate is the use of virtual reality (VR). Virtual reality has been budgeted for in the grant, and as a side note, we were just notified by our IT department that they also received a grant for simulation enhancements so we are looking to partner with them to maximize all of the grant dollars we have. Angela shared that if our partners need training, or if they want to touch on a specific topic, NTC can help with that as we will have some great tools. Mary (Moore) asked how long the grant is for. The grant is for two years and we are currently in year one.

- May 14-15 pinning and graduation:
 - Pinning and graduation ceremonies this spring (2021) will be face-to-face in modified ceremonies.

- Challenges:
 - The Nursing program has seen some retention issues in our first semester cohorts due to COVID.
 - Changes for fall (2021):
 - We are planning face-to-face classes
 - Only classes that were previously online (pre-COVID) will continue to be online.
 - We are also integrating a faculty member, as a retention specialist, specifically to work with our first semester students and faculty. We want to have more time dedicated to early identification of students who are struggling, and have a conversation with them, prior to having them drop the program.
 - Investigation and prepping has been taking place regarding a peer mentoring program for first semester. The premise is to pair a lowerclassmen with an upperclassmen to help them (the first semester student) feel more connected with the program and their peers.
 - The Admissions team was awarded a career pathways grant (effective July 1, 2021) where they identified the nursing program as one of the areas to focus on. We want to ensure that we're getting the right student in the right seat, at the right time. We also want to be sure that the students are in the right frame of mind to be successful and that we are offering the needed student support.

Program Modification Discussion

Angela (Roesler) shared her screen with the advisory board while she walked us through the WTCS End of Program Competencies Review & Approval document (this document is attached above for our advisory board to review). Currently, there are five standards/competencies, whereas previously there were seven. The standard on technology was one that was removed as technology is embedded in everything we do and teach. There is a two-year integration plan to meet all five standards; our deadline is July of 2023. Our faculty will decide at their next meeting how they would like to roll these new standards out to the students. Angela would like feedback if there is anything anyone would like to see modified at the program level.

Facilities/Equipment

Marlene Roberts (Dean of Health), shared updates on our facilities and equipment.

- Capital Equipment/Recent Purchases/Update on Equipment/Trainers:
 - Through our capital equipment funds, we have ordered a ventilator; however, this was pre-COVID and we will always relinquish ours for an industry partner in need, therefore our ventilator should be arriving within the next few months.
 - The front entrance of the Center for Health Sciences (CHS) will be remodeled to allow our dental clinic to have a separate entrance/exit from the rest of the main building and to have this entrance closer to the dental parking spots.
 - Another renovation we are looking to make is to have a single staircase that goes from the first floor to the fourth floor. Currently the only way to reach the fourth floor from the first floor is either via the elevator or a variety of separate staircases.

Workforce Training and Professional Development Initiatives

Brad Gast, Dean of Workforce Training and Professional Development, is hopeful that this coming summer and fall we will be able to bring in person conferences back on our campus. NTC is committed to keeping our community safe, therefore, we are shifting to a model called NTC Connect which allows us to offer professional development events either in person, on line on demand, or via zoom. Brad also shared that his team is seeing, both statewide and nationally, that there will be dollars invested in short term industry credentialing. What this means is that employees, whether they are underemployed or unemployed, and are looking to up-scale their skills into a higher paying career or a more sustainable career going forward, will have more opportunities for this. Currently, at NTC, we are doing an analysis of what those industry credentials could be. We will keep our advisory boards updated as more information becomes available.

Mary (Moore) asked how many programs were looking to upgrade. Brad shared that we have a list of about 20 programs, however, the list is still flexing back and forth as the requirements are not totally set yet. Mary also asked Brad about the apprenticeship flyer that was attached to the agenda. Brad spoke that NTC launched its Medical Assistant Apprenticeship this spring (2021) and it has been very successful so far; this apprenticeship is the first of its kind in the state of Wisconsin. The launch of this apprenticeship opportunity allows employees to obtaining the journey worker card, as a normal apprenticeship status would be, but also these apprentices will



receive the WTCS technical diploma in Medical Assistant. All apprentices are required to sit for one of four exams, just like our traditional students would.

Open Discussion

Angela (Roesler) asked the group if they thought the COVID vaccine would be required for our clinical partners going forward (much like the flu vaccine is). Mary (Moore, Director Organizational Development and Nursing Administration, Aspirus Langlade Hospital), indicated that as of right now she hasn't heard of anything being mandatory. Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital, met with Employee Health about student requirements for the fall and they are not planning to have the vaccine mandatory (they are looking to have students sign a declination form if they are choosing to not have the vaccine). Students who do have the vaccine will, more than likely, need to be tracked. Mason said they may be adding tracking to their application process where if the student has been vaccinated they would enter in the dates they received the vaccine and if they declined the vaccine, they would need to upload that form. Mason doesn't see masking and face shields going away any time soon. Mason now has goggles, but not sure if students will be required to wear them. Mary concurred and also doesn't see masking going away in the near future.

Next Meeting Schedule and Agenda Items Discussion

At this point in time, we did not discuss when the fall 2021 meeting would be taking place. We will keep our advisory board updated when a date and time is chosen.



Nursing Advisory Committee

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Date: 04/29/2021

Time: 7:30 a.m. – 9:00 a.m.

Location: Zoom

Attendees

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 - A pediatric simulator named “Hal” was also purchased. Hal is about the size of a 7-year-old and can mimic a seven year olds behavior (crying, temper tantrum etc) and Hal works via blue tooth.
 - We are also receiving a new Pyxis to replace an outdated one.

Manufacturing Engineering Technology & Safety Engineering Technology Advisory Committee Meeting Minutes Summary

NTC Board of Trustees

Date: 5/3/2021

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Meeting Attendees

Cliff Cebula (LS Electric), Jenna Drenkler (Greenheck Fan Corp), Terri Erickson (LS Electric), Casey Johnson (Welcome Dairy, LLC), Justin Krzanowski (Welcome Dairy, LLC), Jennifer Marzu (Borregaard/Lignotech), Ashley Placek (Crystal Finishing Systems), Paul Swanborg (Ryan Manufacturing), Jason Witzeling (Blount, Inc.), Kevin Woolsey (Crystal Finishing Systems)

NTC Members: *Iain Cameron (Dean, ScEAM), Brad Gast (Dean, WT&PD), Tim Fetting (Associate Dean, ScEAM), Heidi Latendresse (Learning Coordinator, ScEAM), Joe Proulx (Facilities Manager)*

Other: *Jessica Benton (Recorder)*

NTC College-Wide Updates

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

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

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 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
- Modality wraps education around the life of the student rather than expecting the student to wrap their life around education

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



3rd May 2021 | 3:00pm to 5:00pm | Zoom Meeting

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- \$11.8 million investment in Wisconsin Grants to address rising student debt
- \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
- \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software

New Programs coming Fall 2021:

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- Data Analytics Associate Degree
- Law Enforcement in the 21st Century Associate Degree
- Medical Assistant Internship

Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.

NTC as a Community Vaccine Clinic: NTC has been chosen as a designated large scale vaccination site by the Marathon County Public Health Department. The clinic is located at the [NTC Center for Business & Industry](#) and is operated by AMI Expeditionary Healthcare.

- Hours of Operation: Tuesdays-Saturdays, 11:00AM – 7:00PM
- Appointments: Registration must be done through the DHS registry system online at [Wisconsin COVID-19 Vaccine Registry](#)

Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.

Instructional Area / Program Updates

- Program Enrollment

Spring 2021 Enrollment Information	51 Total Students
In district/In state	22 students (43%)
Out district/In state	9 students (18%)
Out district/Out state	20 students (39%)

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology

3rd May 2021 | 3:00pm to 5:00pm | Zoom Meeting



- **Industry Trends:**

- A survey was sent to all advisory committees associated with the School of Engineering and Advanced Manufacturing (ScEAM). Of all members surveyed, there were 50 total responses. Key points include:
 - o 89% stated business has been flat or demonstrated growth (year over year)
 - o 81% of staffing needs are low to medium skilled positions
 - 31% Low = General laborers
 - 50% Medium = Technicians
 - o 95% are forecasting growth over the next fiscal year
 - o Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel

- **MET/SET Program Updates:**

- NTC is still seeking an Applied Engineering Technology faculty member. Committee members were encouraged to share this opportunity with their colleagues and networks. Moving forward, Tim Fetting (Associate Dean) will be the leadership contact for these programs. He may be reached at fetting@ntc.edu.
- NTC will continue to reach out to industry partners to ensure the Applied Engineering Technology program will continue to serve the community. Additionally, NTC is exploring ways to modularize course content to encourage learners to complete curriculum in a concise and cohesive pathway.

- **Facilities and Equipment:**

- Industry 4.0/Smart Manufacturing Addition: The new Smart Manufacturing/Industry 4.0 addition is moving forward, with an anticipated completion date of January 2022. While this addition will benefit the Electromechanical Technology, Automations Systems and Manufacturing Engineering and Safety Engineering programs, there will be ample opportunities for other programs, like Mechanical Design, Injection Molding, Machining, and Welding, to collaborate with other students on projects. The addition is designed to provide learners with a “lights out” manufacturing experience.

- **Workforce Training and Professional Development initiatives**

- Brad Gast (Dean, Workforce Training & Professional Development): As mentioned earlier, Workforce Training and Professional Training are also piloting offering using NTC Connect. Thus far, participation has been approximately 50% participating in-person (on NTC’s campus) and 50% online. To date, few have taken advantage of the Zoom option. Again, the purpose of this new modality is to meet learners on their comfort level/terms as companies and communities relax pandemic protocols.

Advisory Committee Meeting Minutes

Manufacturing Engineering Technology & Safety Engineering Technology



3rd May 2021 | 3:00pm to 5:00pm | Zoom Meeting

- The employment shortage is forecasted to continue, especially as productivity increases and exceeds goals. NTC offers Move to Manufacturing (<https://www.movetomanufacturing.com/>) as a way for unskilled workers to earn a quick credential and enter the manufacturing industry. If there is anything NTC can develop and/or provide to help upskill incumbent workers, please reach out to Jared Eggebrecht at eggebrecht@ntc.edu or Brad Gast at gast@ntc.edu.

Program and Curriculum Modification Discussion

NTC is in the initial stages of developing an articulation agreement with UW-Stevens Point and UW-Stout where NTC learners could complete the Manufacturing Engineering Technology associate degree and continue to complete a Manufacturing Engineering Bachelor's degree. For the articulation agreement to be agreed upon by all parties, certain curriculum modifications will need to take place, including:

- 200-Level General Education courses have been added as "Or" options (see Collegewide Updates discussion regarding WI Statute 36.31)
- Manufacturing Process Planning reduced from 3-credits to 2-credits
- Add Fluid Power 1: Fundamentals (1-credit) to fourth semester
- Add Tooling and Production (2-credits) to fourth semester

There was great discussion regarding the future of the program/s and how changes to the curriculum would benefit the learner. The advisory committee found value in the additions of the new courses.

After discussion, the advisory committee fully supported these changes to the curriculum.

Iain will keep the advisory committee apprised of any updates regarding the potential articulation agreement with UW-Stevens Point and UW-Stout.

Other Business

- No other business was discussed.

Next Meeting Details and Suggestions

- We will make the decision for fall meetings on format being in person or virtual, though this may change depending on the situation at the time.
 - o The advisory committee shared that there's value to allowing members to participate remotely (i.e. Zoom). It was decided that the next advisory committee will be scheduled via NTC Connect. This will provide the greatest flexibility for members to participate.
- We are always open to suggestions and feedback, so please get in touch if you have anything to share! Our contact details are on the agenda.



Foundation of Teacher Education Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 09/01/2020

Time: 9:00 a.m. – 11:00 a.m.

Location: Zoom

Attendees

Industry Members:

Eric Becker – Northland Pines School District, Eagle River Elementary School

Tammy Bents – Wausau School District

Kim Hall – D. C. Everest School District

Kelly Kapitz – Marathon County Special Education

NTC Team:

Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College

Pa Houa Lee – Faculty

Amy Denissen – Student Success Advisor

Vicki LaPorte – Administrative Assistant

Summary

- The program was launched in Fall 2019 and we will be seeing our first graduates this year. All of the Wisconsin Technical College System (WTCS) colleges above the line competencies are now aligned.
- There has been a 9% increase in enrollment year over year.
- NTC has secured articulation agreements with UW-Green Bay, Cardinal Stritch University, Carroll University and Viterbo College in which students are able to transfer their credits and pursue a bachelor's degree in Elementary Education if they desire.
- Diversity and mental health are being integrated into many of the program classes per the committee's recommendation at the Fall 2020 meeting.
- The advisory committee members acknowledged the course in equity aligned perfectly with what teachers are currently doing in their own professional development.



Program Modifications discussion

There are no new program modifications at this time.

Electromechanical Technology & Automation Systems Technology Advisory Committee Meeting Minutes Summary

NTC Board of Trustees

Date: 5/5/2021

Time: 3:00 p.m. – 5:00 p.m.

Location: Zoom

Industry Members: *Scott Bouchard (Creative Automation, Inc.), Robert Fromm (Northwest Petroleum Service), Ryan Hall (Rocket Industrial), Casey Johnson (Welcome Dairy, LLC), Jim King (Greenheck Fan Corp), Justin Krzanowski (Welcome Dairy, LLC), Mike Lawyer (Complete Control Solutions), Mike Martin (Complete Control Solutions), Greg Mattmiller (Wausau Tile), Brandon Rindfleisch (A&B Process Systems Corp), Mike Ritter (Great Lakes Cheese), Kourtny Vanderploeg (Volm Companies)*

NTC Members: *Jain Cameron (Dean, ScEAM), Brad Gast (Dean, WT&PD), Tim Fetting (Associate Dean, ScEAM), Heidi Latendresse (Learning Coordinator, ScEAM), Bryan Schroder (Faculty), Mike Rhyner (Faculty), Dustin VanDeWeerd (Faculty), John Menard (Faculty), Frank Fernandes (Physics Faculty)*

Other: *Jessica Benton (Recorder)*

Student Videos – Final Projects

- Dustin VanDeWeerd and Mike Rhyner gave a detailed summary of the capstone projects students completed. Dustin was pleased to announce that a number of his students opted for an internship opportunity. Videos of the final projects were made available for the advisory committee to review (click [here](#) and [here](#))

NTC College-Wide Updates

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

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow the Skilled Workforce: Increase full time enrollments from 2,700 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline College-Wide processes to increase the safety, sophistication and efficiency of learning and work environments by 6.30.2022

2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched "NTC Connect". This new modality will allow students to

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology

5th May 2021 | 3:00pm to 5:00pm | Zoom Meeting



- Take courses in a format that best aligns with learner preference
- Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
 - Unlike Virtual College that allows learners to set their own due dates, the online component will have set due dates that align with the Face-to-Face course progression
- Modality wraps education around the life of the student rather than expecting the student to wrap their life around education

NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:

- Amend WI Statute 36.31 to expand equity, access and opportunity
- \$11.8 million investment in Wisconsin Grants to address rising student debt
- \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
- \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software

New Programs coming Fall 2021:

- Veterinary Technician Associate Degree
- Data Analytics Associate Degree
- Law Enforcement in the 21st Century Associate Degree
- Medical Assistant Internship

Budget Updates – CRRSAA Funding: NTC received a second round of federal emergency relief grants for 2021 under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA). NTC received a grant of \$3,250,463 that must be used to defray college or student expenses associated with COVID-19.

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Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology

5th May 2021 | 3:00pm to 5:00pm | Zoom Meeting



Instructional Area / Program Updates

- Program Enrollment

Spring 2021 Enrollments – 82 Total Students		
	Electromechanical	Automation
1 st Semester	16	4
2 nd Semester	17	6
3 rd Semester	9	4
4 th Semester	19	7

Fall 2021 applications year-over-year are as follows:

- Electromechanical Technology applications are down 40%
- Automation Systems applications are up 11%

- Industry Trends:

- A survey was sent to all advisory committees associated with the School of Engineering and Advanced Manufacturing (ScEAM). Of all members surveyed, there were 50 total responses. Key points include:
 - o 89% stated business has been flat or demonstrated growth (year over year)
 - o 81% of staffing needs are low to medium skilled positions
 - 31% Low = General laborers
 - 50% Medium = Technicians
 - o 95% are forecasting growth over the next fiscal year
 - o Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel
- The data captured is a generalization based on the number of responses. Those that completed the survey were thanked. As this was the first attempt at compiling data this way, NTC will continue to encourage participation to ensure data compiled is more program/industry specific.
- Members in attendance, regardless of the industry they represented, all reported growth. Challenges they were facing were supply bottlenecks and finding qualified employees. Many are looking to invest more in automated systems to address the workforce shortages.

- Facilities and Equipment:

- Industry 4.0/Smart Manufacturing Addition: The new Smart Manufacturing/Industry 4.0 addition is moving forward, with an anticipated completion date of January 2022. While this addition will benefit the Electromechanical Technology, Automations Systems and Manufacturing Engineering and Safety Engineering programs, there will be ample opportunities for other programs, like Mechanical Design, Injection Molding, Machining, and Welding, to collaborate with other students on

Advisory Committee Meeting Minutes

Electromechanical Technology & Automation Systems Technology

5th May 2021 | 3:00pm to 5:00pm | Zoom Meeting



projects. The addition is designed to provide learners with a “lights out” manufacturing experience. Updates will be provided at the fall advisory committee meeting.

- **Workforce Training and Professional Development initiatives**

- Brad Gast (Dean, Workforce Training & Professional Development): As mentioned earlier, Workforce Training and Professional Training are also piloting offering using NTC Connect. Thus far, participation has been approximately 50% participating in-person (on NTC’s campus) and 50% online. To date, few have taken advantage of the Zoom option. Again, the purpose of this new modality is to meet learners on their comfort level/terms as companies and communities relax pandemic protocols.
- The employment shortage is forecasted to continue, especially as productivity increases and exceeds goals. If there is anything NTC can develop and/or provide to help upskill incumbent workers, please reach out to Jared Eggebrecht at eggebrecht@ntc.edu or Brad Gast at gast@ntc.edu.

Program and Curriculum Modification Discussion

NTC Connect: To create a more immersive educational experience, NTC has launched a new modality to deliver content throughout the district. NTC has invested in technological upgrades at all campuses. NTC connect will allow students to participate in-person or computer conferencing (i.e.: Zoom). In addition, all lectures will be recorded, allowing students to complete the course online. As we move to the new normal and begin to open the campus to the public, this will allow students to complete course content on their terms (in real-time or asynchronous). Unlike Virtual College, students choosing to complete the course online will begin at the beginning of the semester and all students will have the same deadlines/milestone that they must meet to successfully complete the course. As many faculty record and post their lectures to Canvas, this new approach to delivering course content will be a small transition for faculty, but may have a tremendous impact on student success.

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Advisory Committee Meeting Minutes

Electromechanical Technology &

Automation Systems Technology

5th May 2021 | 3:00pm to 5:00pm | Zoom Meeting



Other Business

- No other business was discussed.

Next Meeting Details and Suggestions

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Architectural Design Technology

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 5/11/2021

Time: 3:00 p.m. – 4:15:00 p.m.

Location: Zoom

Meeting Attendees

Industry Members:

- Brandon Boris – Luoma Design Solutions
- Thomas Grund – Oldcastle Building Envelope
- Jeff Voight – Major Industries
- Mark Dillman – Architectural Design
- Craig Kersemeier – K-Tech Kleening Systems
- Andy Maas – Linetech & Wausau Window & Wall
- Dawn Keel – S.C. Swiderski
- Frank Opatik – Opatik Engineering LLC

NTC Team:

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

NTC College-Wide Updates

- A PowerPoint presentation was shared with the committee. Key points include NTC's Wildly Important Goals (WIGs).
 - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
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- 2021-2022 School Year: Where possible, NTC intends to return to normal program scheduling. Additionally, NTC has launched "NTC Connect". This new modality will allow students to:
 - Take courses in a format that best aligns with learner preference

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee



11th May 2021 | 3:00pm to 4:15pm | Zoom Meeting

- Delivery will be a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability
- Unlike Virtual College that allows learners to set their due dates, the online component will have set due dates that align with the Face-to-Face course progression
- Modality wraps education around the life of the student rather than expecting the student to wrap their life around education
- NTC has been meeting with local legislators as part of the biennium budget process. The WTCS Budget Proposal includes the following requests:
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 - Data Analytics Associate Degree
 - Law Enforcement in the 21st Century Associate Degree
 - Medical Assistant Internship
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 - Appointments: Registration must be done through the DHS registry system online at Wisconsin COVID-19 Vaccine Registry
- Presidential Search Update: NTC District Board of Trustees approved the hiring of Dr. Jeannie Worden as the next president of NTC at the regular meeting of the Board on Tuesday, April 6th. She will begin her new role on Thursday, July 1, 2021. She will succeed President Dr. Lori Weyers, who will retire on June 30, 2021.
- NTC continues to support learners during challenging and uncertain times. Resources available include:
 - Timberwolf Table
 - Peaceful Solutions Counseling
 - Timberwolf Learning Commons
 - CRRSAA Grant direct student funding
 - “It’s In Our Jeans” employee giving campaign
 - Student Scholarships
 - We have consolidated our Soft Skills into four categories including communicating effectively, thinking critically, modeling integrity, and respecting diversity. They have been renamed Success Skills.
 - The College goals for this year include increasing student success, growing the skilled workforce, and strengthening our infrastructure.

Instructional Area / Program Updates

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee



11th May 2021 | 3:00pm to 4:15pm | Zoom Meeting

- **Program Enrollment**

- 17 second semester students enrolled in the ADT program for spring 2021
- 13 fourth semester students enrolled in the ADT program for spring 2021
- 41 application have been received for fall 2021
- 8 students are enrolled for fall 2021

- **Program Information Update**

- Tim Fetting shared that there is an ongoing discussion about offering a Surveying program as an add-on to Civil Engineering. This Surveying program would also be beneficial for Architectural Design students. The Civil Engineering Advisory Committee felt that Surveying would meet a need in the industry.
- Tim asked this committee if a technical diploma or certificate focusing on Restoration would be worth pursuing. Mike Block gave the committee background information on previous discussions regarding this training. Craig Kersemeier, K-Tech, shared that Restoration involves various aspects including mold remediation and not just storm or water damage. Craig volunteered to help structure a program when needed to make it a viable certificate or technical diploma. The group agreed that there is a demand for a Restoration program this area.

- **Industry Trends:**

- 50 total responses were received
- 89% stated business has been flat or demonstrated growth YOY
- 81% of staffing needs are medium to low preparation positions
 - 50% Medium – technicians
 - 31% Low – general laborers
- 95% are forecasting growth over the next fiscal year
- Technology and Investment Goals
 - 37% Automation, equipment, facilities
 - 32% Personnel
- Jeff Voight, Major Industries, shared that that Major Industries was kept busy in 2020 with one large job which took the majority of production for several months. Starting in January 2021 they have seen job sites not being able to take delivery for a multitude of reasons. Going forward material shortages and price increases are hampering business. They are hiring.
- Tom Grund, Oldcastle Building Envelope, has been seeing a huge increase in business over the last seven to eight months with the last four months being particularly busy. They are hiring for several positions.
- Brandon Boris, Luoma Design Solutions, stated that there was a drop in business over last summer but since January business has been increasing and they are looking for employees. It seems that business levels are back to pre-Covid levels and higher.
- Craig Kersemeier, K-Tech Kleening Systems, agreed that 2020 was an unusual year since some areas of their business were lower than usual and others higher than normal. K-Tech is in the business of selling labor and right now there is no labor to sell so this shortage is delaying projects.
- Mark Dillman commented that inventory in the housing market is very slim. Building costs are incredibly high which is making it difficult for individuals to get into the housing market.

Advisory Committee Meeting Minutes

Architectural Design Advisory Committee



11th May 2021 | 3:00pm to 4:15pm | Zoom Meeting

- Dawn Keel, S.C. Swiderski, stated that her company is seeing a huge labor shortage. They are scheduling projects as far out as 2024. Her company needs designers, entry-level laborers, Architects, siding crews, HVAC crews, and a large number of sub-contractors. The increase in projects does not show any indication of slowing down in the near future.

- **Facilities and Equipment**

- NTC is adding an approximately 1.4 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas. We are hoping to create a live manufacturing line for students to plan out and analyze a production line. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.
- In looking at Lights Out Manufacturing and Smart Manufacturing, the tie-in is mainly with Electromechanical and Automation but there is some opportunity for Architectural Design. Augmented Reality (AR) is becoming more popular and could be used for Architectural Design with the AR goggles which can interface with REVIT. Students could walk through a house before it is built.

- **Workforce Training and Professional Development Update**

- Tim reported that Brad Gast and his division, along with faculty, are working hard to develop short-term, credentials that can go toward a degree. This credential training can be anywhere from four to twelve weeks in length and help retrain employees or help employees increase their skill level for new employment. Brad's division can offer any training your company may need and he can be reached at gast@ntc.edu.
- Tim Fetting gave the committee an overview of NTC Connect which will be a new learning model for the upcoming semester. Each course will be offered in a blend of Face-to-Face, Zoom (live), or online (videos to review) when it fits learner schedule/availability.

Program and Curriculum Modification Discussion

There are currently no program or curriculum modifications. Travis Severson shared that instructors are considering taking the Architectural Design 1 class and dividing it into two separate classes to help with student success. More information will be coming in the fall.

Next Meeting Details and Suggestions

We are hoping to have a blended approach to the advisory committee meetings in the fall. The majority of committee members felt that a blended meeting format with both virtual and face-to-face would be their choice. Tim asked the committee if they prefer a meeting scheduled before May and the consensus was that April or earlier is better. Information on the fall meeting date will be shared as it becomes available.



MLT/Phlebotomy Advisory Committee

Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 05/12/2021

Time: 4:00pm –5:00pm

Location: Zoom

Attendees

Industry Members:

- Stacy Buatti, Specimen Processing Lab Associate, PreventionGenetics
- Kristi Krajewski, Laboratory Supervisor, Ascension, St. Michael's

NTC Team:

- Laura Ahonen, MLT/Phlebotomy Faculty and Program Director
- Janet Baumann, Associate Dean of Health
- Becky Leopold, Administrative Assistant
- Valerie Natzke, MLT/Phlebotomy Faculty
- Angela Roesler, Nursing Faculty and Program Director

Other:

- Dustin Steger, Current NTC Student

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

- Phlebotomy program outcomes:
 - Spring 2021 had 10 students completing Phlebotomy program courses
 - 100% pass rate on ASCP Phlebotomy Technician exam in 2020
 - Graduation rate was 84% during July 2019 through June 2020
 - Employment rate was 100% during July 2018 through June 2019
- Medical Laboratory Technician outcomes:
 - Spring 2021 will have five graduates of program
 - First year student numbers are strong, with 10 students remaining
 - 100% pass rate on ASCP MLT exam in 2020
 - Graduation rate was 100% for students who start the second half of the program
 - Employment rate was 80% for 2020
- Job outlook for both Phlebotomists and Medical Laboratory Technicians is strong;



- Industry partners continue to show strong support of both programs by providing numerous donations of outdated laboratory supplies.
- Online resources for students have been expanded to include Osmosis and Labster. Osmosis is a medical video/tutorial library, and Labster is an interactive lab simulation program.
- Proposal for “distance learning” in the MLT program is being discussed. Distance learning would allow working phlebotomists or specimen processors to take courses at NTC by completing online didactic content, but performing hands-on lab activities at their place of employment. The goal of the distance learning MLT program is to help with the shortage of trained laboratory professionals in rural, underserved areas of the country.

Program Modifications Discussion

- To improve retention from first year to second year, Immunology was moved from Fall to Spring semester, QA Lab Math course is being revamped, and new students will take College 101 and Program Readiness Modules.



Date	Event	Troy Brown	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
2020										
MONDAY July 13	Annual Organizational Meeting (via Zoom)	X	X	X	E	X	X	X	X	X
July 24	WTC DBA Summer Meeting (Marshfield)						X			
Aug 4	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	X	X	X
Sept 22	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	E	X	E	X	E
Oct 5 - 8	ACCT Leadership Congress (Virtual Event)									
Oct 13	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	E	X	X
Oct 23	WTC DBA Fall Meeting (Virtual)						X			
Nov 11	WTCS Board Meeting Featuring NTC (Virtual event)		X							
Dec 1	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	X	X	U
2021										
Jan 12	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	E	X	X	X	X	X
Jan 15	WTC DBA Winter Meeting (Virtual)									
Feb 9	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	X	X	X	E	X
Feb 15-19	ACCT National Legislative Summit									
Mar 9	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	E	X	X	X	X	X	X
Apr 6	Regular NTC Board of Trustees Meeting (via Zoom)	X	X	X	X	E	X	X	X	X
Apr 16	WTC DBA Spring Meeting (Virtual)						X			
May 4	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	E	X	E
May 15	Commencement (NTC)		X				X	X	X	
June 8	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00pm, Regular Meeting at 1:15pm)									
MONDAY July 12	Annual Organizational Meeting									

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

(Note – Due to COVID-19, the NTC Board of Trustees are currently holding all meetings in a virtual manner through June 2021. Meeting format will be reassessed prior to that time.)



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North Central Technical, Wausau Campus Announces Drive-Through Commencement Ceremony On Saturday, May 15

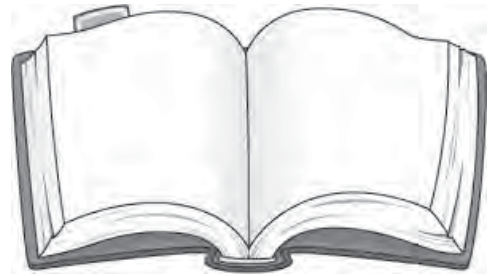
In a recent press release, NTC's Wausau Campus announced:

- Date:** Saturday, May 15, 2021
- Time:** 10:00 a.m. –3:00 p.m.
- Location:** NTC's Wausau Campus, Parking Lot A (1000 W Campus Drive)

After a year in which students faced many challenges, we are excited to announce our plans for a drive-through commencement ceremony for spring 2021 graduates at the NTC Wausau Campus on Saturday, May 15th. Through this immersive experience, graduates will be able to celebrate with their families and walk across a stage to receive their diplomas. Join NTC faculty, staff and Board of Trustees as we cheer on 220 graduates during this event.

Additionally, after 15 years as President of NTC and 40+ years as

an instructor, counselor, and administrator in the Wisconsin Technical College System, Dr. Lori Weyers will present diplomas to graduates. Dr. Weyers has devoted her life's work to helping students achieve their goals, has left a lasting impact on the College and the community and will be retiring on June 30. Dr. Weyers will deliver the farewell address to graduates, which can also be accessed by visiting <http://www.ntc.edu/graduation>



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Where to find a COVID-19 vaccine

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Vaccine providers in Dane County, across the state

Area pharmacies

Prepare to join wait lists at local pharmacies or schedule your appointment a few weeks in advance.

- Fitchburg Family Pharmacy, 3050 Cahill Main, Suite No. 6, Fitchburg: Join the online waitlist at whatagreat-pharmacy.wordpress.com
- Hometown Pharmacy, in Verona, Oregon, Belleville, Madison, Waunakee, Sun Prairie, outside of Dane County: Register online at hometownpharmacyrx.com
- McGlynn Pharmacy, 100 E. Main St., Stoughton: Join waitlist online at mcglynnrx.com
- Walgreens, various locations in and out of Dane County: Register online
- Walmart, various locations in and out of Dane County: Register online

Community-based vaccination clinics (all outside Dane County)

Register online with the Wisconsin COVID-19 Vaccine Registry or call 1-844-684-1064.

- Douglas County: UW-Superior Wessman Arena, Superior
- La Crosse County: UW-La Crosse, La Crosse
- Marathon County: [Northcentral Technical College](#), Wausau
- Racine County: Regency Mall, Racine
- Rock County: Blackhawk Technical College, Janesville

Health care providers

Some healthcare providers will vaccinate you, even if you are not a current patient.

- Access Community Health Centers: Patients only; call (608) 443-5480
- Group Health Cooperative: Sign up through GHC's MyChart app or fill out online interest form at ghcscw.com
- SSM Health: Call (608) 250-1222 for appointments or schedule online
- Stoughton Health: Join the waiting list at stoughtonhealth.com
- UW Health: Call (608) 720-5295 or schedule online at coronavirus.uwhealth.org

Mass vaccination clinics

Online registration available at: vaccinate.wi.gov/en-US/

- Alliant Energy Center, 1919 Alliant Energy Center Way, Madison: Call 1-844-684-1064 or register online
- Wisconsin Center, 400 W. Wisconsin Ave., Milwaukee: Call 1-414-286-6800 or register online
- University of Wisconsin-Eau Claire Zorn Arena, 121 Garfield Ave., Eau Claire, register online



Photo by Kimberly Wethal
Employee Alejandro Salazar receives a COVID-19 vaccine at the Stoughton Trailers facility on Friday, April 2.

With all Wisconsin residents ages 16 and older eligible for a COVID-19 vaccine, more people than ever are scrambling to find doses.

Even with more people who are interested in receiving shots than vaccines themselves, there are a few ways you can get an appointment. Those include signing up at a mass vaccination site, calling your health provider or going to a local pharmacy.

People ages 16 and older can receive the Pfizer vaccine, and those 18 and older can receive Moderna. The federal government has temporarily paused the use of Johnson and Johnson's vaccine to study rare blood clots found in six people out of 7 million recipients, but if and when the pause is lifted, that vaccine is available for people 18 and

older.

All COVID-19 vaccines are given out by appointment only.

People have often found appointments by scheduling them for locations that have a smaller population, oftentimes outside of Dane County, or by scheduling their vaccine weeks in advance, rather than expecting to get in the next day. When looking for an appointment, try to remain flexible with when and where the appointment is.

We've compiled a list of resources to find vaccine appointments, but for the most current information, visit Public Health Madison and Dane County's website at publichealthmdc.com, or the state Department of Health Service's website at dhs.wisconsin.gov/covid-19.

— Kimberly Wethal

Fill your car with brats and (hot) dogs at the

DRIVE-THROUGH

BRAT BASH!

Friday, May 7

11:00 AM - 1:00 PM



37.8% of county residents have at least 1 dose of vaccine

Seven new cases of COVID-19 were reported to the Langlade County Health Department between May 1 and May 7. The cases were spread across five age groups.

The burden of illness

for the county is 80.9 per 100,000, and the case activity has decreased to moderately high. The Wisconsin burden of illness is 150.1 per 100,000, and case activity is considered high.

The community-based

vaccination clinic in the state remains open in Marathon County at the North-central Technical College in Wausau and is open from 11 a.m. to 7 p.m. Tuesday through Saturday. Individuals must register for

an appointment using the Wisconsin COVID-19 Vaccine Registry at <https://vaccinate.wi.gov/en-US/>.

To find a nearby vaccine provider, visit www.wisconsin.gov.

See Vaccine Page 8A



Vaccine

Continued from Page 1A

vaccines.gov/search/.

For questions about the COVID-19 vaccine and appointment registration support, call 844-684-1064.

State and county data as of Friday includes:

— 44.1% of Wisconsin residents have received at least one dose of the COVID-19 vaccine.

— 81.4% of Wisconsin-ites aged 65 and older have

received at least one dose of vaccine.

— 37.8% of Langlade County residents have received at least one dose of the COVID-19 vaccine.

— 74.1% of Langlade County residents aged 65 and over have received at least one dose of vaccine.

— In total (first and second doses), 12,905 doses have been given to Langlade County residents.

— Langlade County Health Department has administered 3,780 total doses.

Individuals can register

at <http://forms.gle/tpH-jKbUDGWkjEjA2A> for a COVID-19 vaccine through the Langlade County Health Department, or they can call 715-627-6250.

As part of its grant activities, the health department providing outreach to the homebound population in the county. If you or a family member are considered homebound, and you are interested in receiving the COVID-19 vaccine, contact the department at 715-627-6250 to determine the best method to ensure a vaccine can be obtained.

Grantsburg, Burnett County Sentinel

6 BURNETT COUNTY SENTINEL

GRADUATION www.burnettcountysentinel.com

MAY 12, 2021

Siren High School



Zayden Christopher Anderson
Crystal Brady and Ronald Anderson Sr.
CVTC - Criminal Justice



Sydney Marie Atkinson
Gayle and Rick Atkinson
WITC - New Richmond
Registered Nurse



Brach Stone Christianson
Casey Christianson and Jeramie Christianson
Pursue career as a Real Estate Agent while attending college majoring in Business



Destiny Corbine
Natalie Miller and Maurice Corbine
Undecided



Nathan Xavier Curry
Heidi and Jeremy Anderson, Robert Curry
Technical College, two-year



BreAnna Lynn Fancher
JoAnna and Jamie Fancher
NJC Early Childhood Education and Special Education

Congratulations Siren Class of 2021 from the following businesses:

- Adventures
- Benson Law Office
- Corey Arnold Insurance & Financial Services
- Daeffler's Quality Meats
- ERA Parkside Realty
- Indianhead Credit Union
- Northwestern WI Electric



Casey Daniel Goranson
Dan Goranson and Marci Fohrenkamm
Undecided



Abigail Hayman
Mark Hayman and Catherine and Jeffrey Howe
Idaho State University
Secondary Education specializing in English



Hailie Kay Balluff-Huntley
Christa and Kyle Huntley and the late Shiloh Balluff
Pine Tech Community College for Automotive



Jaidyn Lee Juliet Jewell
Heather and Jake Herwick, Tommy Jewell
Nursing

HOORAY!
Class of 2021

Four arguments

This editorial is not intended for the 53,707 residents of Marathon County over age 16 who have received the COVID-19 shot. Nor is this editorial meant to be read by any county resident who firmly has decided never to get the coronavirus vaccine. It is to be read, instead, by people who have hesitated to get vaccinated, but might consider getting the vaccine if presented with the right facts and arguments.

The editorial starts with the premise that no one, including the government, doctors, business and the media, even this newspaper, can make you get a COVID-19 shot. Whether you get vaccinated is your decision.

We, then, present four arguments why people should get vaccinated.

Reason Number One: think how lucky you are. The history of mankind is largely one where progress was cut short, time and again, by plagues and disease. Over centuries, millions died for lack of proper medical care. People had no science, no understanding of illness. They were superstitious and tried to fight horrible diseases with useless tinctures and potions. We live, then, in a remarkable time. In what is a modern miracle, scientists repurposed mRNA technology, perhaps 15 years in the making, to bring forward highly effective vaccines against COVID-19 in a little over a year. The first thing we should do is thank the army of medical researchers, hospitals, drug inspectors and pharmaceutical company workers who labored to bring not one, but several vaccines to market in such a short period of time. The last thing we should do is turn our back on such a herculean effort. Consider the people in India right now suffering from a horrible contagion of COVID-19. These people would give anything for a dose of the coronavirus vaccine, yet they cannot obtain it. Here, in Marathon County, you can get your first shot without [appointment at several locations](#), including at a mass clinic at [Northcentral Technical College](#). It is free. This modern age, incredibly, has given all of us a gift of life. We should grasp it.

Reason Number Two: think how much good you can do. While the vaccine was under development, people got COVID-19 and, in some cases, could not avoid it. Maybe they were front-line workers. Maybe they were health care providers. Maybe they were police or emergency personnel. These people got COVID, but it was unavoidable. Now, however, we have a vaccine and, going forward, people will be able to protect not just themselves but also their families and co-workers. While some people might have medical reasons not to get vaccinated, the large majority of people can and, in doing so, they will have a chance to shine as local heroes.

Reason Number Three: don't live in fear. Many people uninterested in protecting themselves against COVID--being opposed to wearing a mask, keeping social distance, et cetera--argue that life cannot be lived in fear. Some of these same people, however, suspect that the COVID-19 vaccine can't be trusted because it might cause future medical problems and push away the vaccine. True enough, any medical procedure involves risk, but the risk of having a COVID-19 vaccine complication is nothing compared to the risk of getting COVID-19 and dying. Here, in Marathon County alone, roughly 200 people have died because of the coronavirus. We don't need to fear this statistic, but just be smart about it.

Reason Number Four: celebrate America. Today's COVID-19 vaccines represent the best of this country's know-how, free enterprise, technological savvy, work ethic and industrial might. The development of the vaccine here in the United States is an amazing moment in world history. Every vial of vaccine should be colored red, white and blue. It is this country's gift to the world. The 0.3 milliliters of vaccine is a super-chilled essence of America. People should take the vaccine with the same spirit they salute the flag.

The choice to be vaccinated for COVID-19 is, again, yours alone. It is up to you. We ask only that you choose wisely.

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Vaccine

Continued from page 1

in the state were administering 57,577 doses of COVID-19 vaccine each day, but, one month later, the daily average has tumbled to 32,320.

In Marathon County, Health Department public information officer Judy Burrows confirms a similar drop in vaccinations despite a multi-pronged effort to vaccinate people not just at the [Northcentral Technical College](#) mass clinic, but also in doctor's offices and pharmacies.

Burrows said her department strongly recommends people get vaccinated for COVID-19 but that it's everybody's personal decision whether to get a shot. People have concerns, lingering questions, she said.

So we asked Burrows the toughest questions we we could come up with about COVID-19 vaccines:

Question: Weren't the vaccines developed at "warp speed" such that nobody knows about their long-term side effects?

Burrows: I'm not Dr. Fauci, but I can tell you the mRNA sequencing behind the Moderna and Pfizer vaccines has been in development for a very long time. It gives the body a recipe of what to do if infected by COVID-19. It's a very effective vaccine.

Question: Do the vaccines use aborted fetal tissue?

Burrows: The Johnson and Johnson vaccine did use fetal tissue in development, but not the Pfizer and Moderna vaccines. So, there are two options for people with these kinds of moral concerns. There is no aborted fetal tissue in these vaccines.

Question: Can the government track people with the COVID-19 vaccine?

Burrows: No, there is no microchip in the vaccine. You can't be traced because you got the vaccine.

Question: Will the vaccine hurt? Are there side effects?

Burrows: Many people report a soreness on the arm where you got your injection. Many people, too, report being tired and even getting chills, but these symptoms usually resolve within 24 hours. There are people who have an allergic reaction to the vaccine, but these are mostly people who are allergic to eggs. The pharmaceutical companies use egg albumen in the vaccine.

Question: The COVID-19 infection rate is much lower now than back in November last year. Why do I need to get the vaccine?

Burrows: It is still important that people get vaccinated. Every time somebody gets sick with COVID-19, that gives the virus a chance to mutate and create another surge like we had last fall and winter. Variants are present in Wisconsin. Seventy percent of the variants we see in Wisconsin are the U.K. variant.

Question: I never get a flu shot. Why should I take a risk and get vaccinated?

Burrows: In Marathon County, we've had over 16,000 people get the coronavirus. Of that number, roughly 200 people have died. We've had 53,000 county residents get vaccinated for COVID-19 and we are not seeing deaths. Getting COVID-19 is more dangerous than getting the vaccine.

For additional information about COVID-19 vaccines, go to the vaccination page at the Marathon County Health Department website. The page includes information about vaccine clinics, eligibility and vaccine safety information.

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METRO BRIEFS by B.C. Kowalski

Unmasked

The Wausau School Board removed masking requirements for students starting this summer

Starting this summer, students attending Wausau schools will have the option to wear a mask, but it won't be required.

The Wausau School Board, in its first full meeting with its new makeup following what was a contentious spring election, voted to remove the requirement starting in summer, and removed it immediately for outdoor activities and events. The board also voted to change the six foot requirement to three feet for all students in school.

The vote came after a motion from newly elected member Jon Creisher under the board's regular "Project Relaunch" agenda item. Creisher and others cited low numbers of COVID cases in the county, low evidence of transmission by students and the need to start returning to normal. Creisher says the district is behind other districts that already have implemented similar policies.

The move came after a public comment period with people expressing strong opinions on either side of the masking issue, including both making claims of mask bullying — referring both to people being bullied into wearing a mask and people being bullied because they wear a mask.

Creisher initially wanted the mask option to be implemented immediately, but the board approved an amendment by another new board member, Karen Vandenberg, to delay it until the end of the year. Vandenberg cited Superintendent Keith Hilts in suggesting that the sudden change wouldn't give staff, parents or students time to adjust to the new policy.

The changed passed 7-3. Member Jane Rusch says the public hadn't been given enough notice about the intention to make masks optional, and member Ka Lo pointed out that the CDC only recommended three feet of social distancing if other mitigations measures, such as wearing masks, were in place.



▲ UWSP says it will no longer operated the dorms at its Wausau campus.

The board also voted to remove a requirement that children be quarantined if their sibling shows symptoms. Pupil Services Director Angie Lloyd says that policy has been removing many children from school who probably don't need to be.

UWSP Wausau dorms will no longer be dorms

UW—Stevens Point will no longer be using its dorms at its Wausau campus by the end of the year.

UWSP—Wausau Campus Executive Ann Herda-Rapp told the county's Economic Development, Education and Extension Committee that the university doesn't have a strong need for the dorms and won't be operating them after the first of the year.

The dorms have been in need of significant repairs and updates for some time, and UWSP no longer wants to operate them. The building still belongs to the county, but its furniture technically belongs to UWSP.

Students weren't the only group to use dorms — 4H

students presenting at the fair stayed there for two weeks out of the summer, County Administrator Lance Leonhard explained. But, that has declined too and this year the 4H program had no plans to use the dorms at all.

Herda-Rapp says many students stay in apartments such as the Timberwolf Apartments near NTC, and many students commute. Students can also stay at UWSP campus dorms and commute to Wausau. "We don't encounter many students challenged to find housing," Herda-Rapp says.

Commission nixes compromise on Community for All resolution

A proposed compromise to the controversial Community for All resolution has been rejected in favor of the original proposal.

The county's Diversity Affairs commission Thursday rejected a new version of the resolution developed by some members of the commission along with some members of the public, including former county board member Joane Leonhard, who had problems with some wording of the resolution.

The changes in the new resolution shortened it, removed the first paragraph that called for racial and ethnic equity among other things, and substituted in another place impartial and just treatment.

Bill Conway, who helped craft the compromise resolution with Leonhard and others, says after the discussion a lot of the problems weren't with messaging, but with verbiage. Changing "equity" to "impartial and just" came from the Webster's Dictionary definition of equity, for instance.

But Commission Member LaTanya Campbell says the language of the motion was crafted that way for a reason. The original No Room for Hate resolution came in response

to the murder of George Floyd by Minneapolis Police Officer Derek Chauvin, which kicked off a series of Black Lives Matter protests.

To change the resolution in the way suggested, she says, would have essentially eliminated its purpose in the first place.

"The point is to tell people they're safe here and that we welcome diversity," Campbell says. "To remove that removes why we did this. If we can't say that statement, why are we saying anything else?"

Alderman warning about safety hazard on city-owned site

A city council member is raising concerns about a city-owned site after a state agency urged caution at the site.

According to a letter from the Department of Health Services, city leaders were warned they ought to do what they can to keep children away from the 1300 Cleveland Avenue site due to the presence of thallium in the soil. The city-owned property was the former business incubator and after some study, turned out to be contaminated.

The city had hoped to market the site but held off after concerns were raised about potential contamination. DHS sent a letter advising the city to take steps to prevent children from accessing the site and also listed a series of recommendation on gardening in the neighborhood near the site. Those precautions included using raised beds with bought topsoil to garden, and thoroughly washing and peeling vegetables harvested from that garden.

In follow-up emails with Parks Committee Chair Pat Peckham, a state toxicologist clarified that those concerned about the potential for thallium are advised to use those practices.

City Council Member Tom Kilian, who is publicizing the letter, says he has been in talks with the mayor and public works director about putting out signs on the site.

Plans for school forest updates continue following referendum failure

Plans to address updates at the Wausau School Forest continue after a referendum that would have included improvements at the forest failed last April.

Wausau School District Finance Officer Bob Tess says there have been a variety of funding sources that can be or have been used for the school forest - about \$615,000 total. Much of that has already been spent on improvements including planning for the school forest upgrades, buying more land for the forest and improving the fiber and data capabilities at the forest. There's about \$219,000 left.

But the main issue, Tess says, is replacing the Red Lodge, which has "seen better days, let's just say that," Tess says. Replacing that with an environmental learning center, which staff and school board members says was one of the better liked parts of the otherwise failed referendum, would cost about \$4 million.

In the meantime, Tess says, money designated toward the forest will be focused on upgrading roofs and siding on buildings other than the Red Lodge, and possibly replacing the storage sheds on the site.

Library to open June 1

After more than a year of being closed to the public, the Marathon County Public Library system is expected to open on June 1.

The Marathon County Library Board voted in April to reopen the library, says Library Director Ralph Illick. Service staff are working to retrain staff, according to a memo Illick provided about the library reopening.

Coinciding with the opening, a significant restoration the library has been undergoing while shut down, including repairs to its roof, should be complete by the time the library reopens. There will still be plenty of safety precautions, including a staff member to provide extra cleaning and sanitation.

Last charge against former Weston administrator dismissed

The last felony charged against a former Weston administrator has been dismissed, court records show.


An Oneida County judge dismissed the last felony charge against Daniel Guild, a former administrator of Weston, stemming from his time as Rhinelander's administrator as part of a deferred prosecution agreement, court records show.

Guild was arrested March 2020 following an investigation by the Oneida County Sheriff's Office, which led to felony charges being filed against Guild for felony misconduct in public office and records tampering.

Records tampering charges were previously dismissed. Guild as part of a deferred prosecution agreement needed to not commit any new crimes between Feb. 5 and May 6, WXPB reported. Guild fulfilled that part of the agreement so the charges were dismissed.

Guild had served as Weston's administrator until 2018 when he was suspended for 30 days for reasons the Village Board never explained, though later records released by the village included a poor performance review. The suspension was later rescinded and Guild resigned.

Correction

In the cover story about the court backlog two weeks ago, the OWI court should have been referred to as a treatment program, not a diversion program. Also, the offenses listed for John Lee were incorrectly referred to as "minor offenses," according to District Attorney Theresa Wetzsteon. The point of that anecdote was to demonstrate the various pathways someone might end up in jail for longer periods than one year, which is ostensibly the point of county jails. But calling them "minor offenses" might have missed the mark, even if the point was that they were offenses that one wouldn't typically associate with longer periods of detention. 



Merrill, Foto News

Thursday, May 13, 2021

MERRILL FOTO NEWS

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NTC Announces new scholarship for young women leaders

Wausau, Wis. – Northcentral Technical College (NTC) and the NTC Foundation are pleased to announce an exciting new scholarship opportunity for women from Merrill and its surrounding communities pursuing a degree at NTC. The Charmaine Whitburn Women’s Leadership Scholarship will annually provide a \$1,500 scholarship for a full-time student enrolled at NTC. The scholarship was established to honor Charmaine Whitburn through the support of Merrill School District students and advancement of young women in leadership.

“We are proud to support the educational and career advancement of Merrill High School’s brightest young women leaders through our new scholarship,” said Charmaine Whitburn. “It is an honor to partner with NTC, a local leader in higher education, to administer this scholarship on behalf of our family in support of women pursuing leadership opportunities.”

The Charmaine Whitburn Women’s Leadership Scholarship is designated for a new, full-time student enrolled in any associate degree or diploma program at NTC who is in good academic standing

with a minimum grade point average of 3.25. The recipient must be a graduate of Merrill High School who exhibits strong leadership involvement while in high school. Preference is given to female applicants with a demonstrated financial need.

The Charmaine Whitburn Women’s Leadership Scholarship is made possible through a generous \$20,000 donation from Gerald and Charmaine Whitburn. Gerald Whitburn served on the NTC Foundation Board from July 2008 to February 2012 and was Chair of the Government Relations/Capital Projects Committee.

“We are incredibly thankful for the generosity of the Whitburn family,” said Dr. Lori Wevers, President, NTC. “Jerry and Charmaine recognize the importance of giving back to our community and are stewards of education.”

The first recipient of the Charmaine

Whitburn Women’s Leadership Scholarship will be recognized at the Merrill High School Scholarship Event on Wednesday, May 26.

“We are honored that the Whitburn family selected Merrill High School graduates as the recipients of their scholarship,” said Dr. John Sample, Superintendent, Merrill Area Public Schools. “This scholarship will create pathways for our young women leaders to pursue a technical college education and advancement in leadership.”

For more information on scholarship opportunities available at NTC, please visit <https://www.ntc.edu/students/financial-aid/grants-scholarships/foundation-scholarships>. For more information on how you can give back to students in need through a donation or the establishment of a scholarship, please visit <https://www.ntc.edu/give>.

Schulz is April Youth Optimist at MHS



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COVID-19

Addressing a vaccine demand shortage

Verona pharmacy grapples with having more shots than patients

NEAL PATTEN

Unified Newspaper Group

When COVID-19 vaccines first became available, people were driving up to five hours to get it, Hometown Pharmacy pharmacist Gary Bongey said.

But the availability of vaccines is no longer an issue, he told the Press on

On the Web

To find COVID-19 vaccine providers, visit:

dhs.wisconsin.gov/covid-19/vaccine-map

April 30.

At the end of last month, Bongey said the Verona location, 202 S. Main St., had a waiting list of around 300 people – but its pharmacists had to call around 40 to 50 people to find someone

Turn to **Vaccines**/Page 14

Vaccines: Hometown sees downturn in demand, despite long initial wait list

Continued from page 1

who had not been vaccinated yet. Many had found vaccinations elsewhere, he explained, regardless of how far they had to go.

But as the vaccine becomes more readily available, other people aren't wanting to drive at all. The same day Bongey spoke to the Press, he said he'd also spoken to a Verona resident who didn't want to drive to the Alliant Energy Center in Madison for the job.

"The expectation is now is to get it closer to home," he said. "The people banging down the door driving five hours was the easy part. Even on-the-fencers are not too hard. People not yet vaccinated are the tougher nut to crack - there's tough stuff yet to come with the anti-vaxxers."

Pharmacies and clinics across the nation are seeing the same downward trend in vaccine demand. Health providers are now strategizing ways to reach patients who either don't have the resources to access a shot, or are averse to being immunized altogether.

Despite decrease in patients wanting shots, Dane County continues to be a leader in vaccinating people. The state's Department of Health Services data as of Wednesday, May 5 indicates that 46.5% of Dane County residents are fully vaccinated. That's compared to the state's full vaccination rate of 35.3%, according to the dataset.

The dataset states that white people make up 33.5% of the state percentage of vaccinated residents, while 14.9% are Black, 20.8% are American Indian and 26.1% are of Asian descent. Women make up 39.1% of those who are fully vaccinated, while men are around 31%.

The Verona pharmacy is carrying the Johnson & Johnson vaccine by Janssen, and the Pfizer vaccine. It has stopped carrying the Moderna vaccine because of the longer length between doses and the challenge in record keeping for both, Bongey said.

The Pfizer vaccine is only stable for six hours and each vial has six doses, which means Hometown's pharmacists ideally want to schedule six people within six hours of each other, and schedule the same six people for 21 days later.

Bongey called the process a "complicated game of musical chairs."

Johnson & Johnson vaccine has five doses and are also only viable for six hours once prepared, Bongey said.

While Johnson & Johnson vaccines can be refrigerated for six months, Pfizer vaccines have to be stored at colder temperatures and only last in the fridge for 120 hours. That means Pfizer doses that arrive on Tuesday must be used up by Saturday.

"That is remarkably short when you think about trying to get everyone lined up," he said.

The vaccine ordering and delivery process

- The federal government informs the state Department of Health Services how many vaccines Wisconsin will be allocated on a week-by-week basis.
Enrolled vaccinators indicate how many initial doses they can safely store and administer the following week.
DHS generates the recommended number of vaccine doses for each vaccinating entity using an allocation algorithm, which factors in prioritization recommendations from federal and state advisory groups; the state's federal vaccine allocation for the upcoming week.
DHS reviews the results and places orders with the federal government on behalf of providers.
Once received, vaccinators are responsible for ensuring vaccine viability. Proper vaccine security, storage, handling and administration are key to ensuring patients receive a viable vaccine.

-Department of Health Services



Hometown Pharmacy, 202 S. Main St.

Bongey said Verona Hometown Pharmacy had only administered around 150 vaccines as of the end of April, which he called a "low volume" in comparison to other area pharmacies, some of which he said are doing 100 immunizations a day.

"We were a little slow getting into the process, we were not cutting edge - I assume you get better," he said. "Some must have it pretty well down pat, they're scheduling more than can be supplied."

The Press also contacted Walgreens, 704 N. Main St., for comment on outreach efforts.

A spokesperson told the Press in an email April 21 that its trained immunizers have administered more than 11 million COVID-19 vaccines in stores nationwide and through dedicated clinics since the first vaccines were approved in December.

Relaxed expectations

For smaller community pharmacies such as Hometown, which are not vaccinating at the high rates that others are, the state Department of Health started recommending that pharmacies maximize opportunities to vaccinate rather than wasting doses at the end of April.

Previously, the goal had been not to waste a single dose, and pharmacists bent over backward to not waste any, Bongey said. The newer recommendations are a mindset shift for providers, he added.

"I think they realize now that for people who are sitting on the fence, if you have those people in front of you,

vaccinate them before they change their mind again," he said. "If I get a fence-sitter off the fence, ideally I want to vaccinate them right now before they find another reason to get back on the fence."

Bongey said he's certain that the Johnson & Johnson blood clot issue has led some people to not get vaccinated. He said other adverse effects such as the Moderna rash aren't stopping people from getting their jab, but the blood clots are more serious.

But he said with Johnson & Johnson being a single-dose vaccine, it's especially important for reaching herd immunity. For that reason, Bongey said he plans to encourage it over the Pfizer vaccine at Hometown.

"It's a super important part of the process, and putting it on the sidelines couldn't have helped for sure," he said.

Though Bongey said that now that providers and recipients are better informed of the symptoms of the blood clots, such as headaches, he suspects there will be almost no deaths from blood clots going forward - and said there's a greater chance of being bitten by a shark.

Getting people in the door

While Bongey said you cannot force people to get vaccinated, you can incentivize them. While Hometown is not offering such incentives yet, he has heard of pharmacies offering \$100 savings bonds to get immunized.

Vaccine providers in Dane County, across the state

Area pharmacies

Prepare to join wait lists at local pharmacies or schedule your appointment a few weeks in advance.

Fitchburg Family Pharmacy, 3050 Cahill Main, Suite No. 6, Fitchburg: Join the online waitlist at whatagreatpharmacy.wordpress.com

Hometown Pharmacy, in Verona, Oregon, Belleville, Madison, Waunakee, Sun Prairie, outside of Dane County: Register online at hometownpharmacy.com

McGlynn Pharmacy, 100 E. Main St., Stoughton: Join waitlist online at mcglynnrx.com

Walgreens, various locations in and out of Dane County: Register online

Walmart, various locations in and out of Dane County: Register online

Community-based vaccination clinics (all outside Dane County)

Register online with the Wisconsin COVID-19 Vaccine Registry or call 1-844-684-1064.

Douglas County: UW-Superior Wessman Arena, Superior

La Crosse County: UW-La Crosse, La Crosse

Marathon County: Northcentral Technical College, Wausau

Racine County: Regency Mall, Racine

Rock County: Blackhawk Technical College, Janesville

Health care providers

Some healthcare providers will vaccinate you, even if you are not a current patient.

Access Community Health Centers: Patients only; call (608) 443-5480

Group Health Cooperative: Sign up through GHC's MyChart app or fill out online interest form at ghscwv.com

SSM Health: Call (608) 250-1222 for appointments or schedule online

Stoughton Health: Join the waiting list at stoughtonhealth.com

UW Health: Call (608) 720-5295 or schedule online at coronavirus.uwhealth.org

Mass vaccination clinics

Online registration available at: vaccinate.wi.gov/en-US/

Alliant Energy Center, 1919 Alliant Energy Center Way, Madison: Call 1-844-684-1064 or register online

Wisconsin Center, 400 W. Wisconsin Ave., Milwaukee: Call 1-414-286-6800 or register online

University of Wisconsin-Eau Claire Zorn Arena, 121 Garfield Ave., Eau Claire, register online

For now, Bongey said he expects to see more pop-up clinics to encourage people and a big push through newspaper ads, public service announcements on television, and billboards along highways.

"It's super important people realize there is work to be done here yet," he said. "Super important work. Time is wasting. I know people are tired of this. Pharmacists are too."

He said Hometown hasn't done much promoting on social media and hasn't put out extra signage yet because of the pharmacy's visibility on Main Street.

But Bongey said he is considering starting to put a table out on the sidewalk during Saturday brat sales in the Miller and Sons Supermarket parking lot, which adjoins the pharmacy.

"We'll get some vials mixed up and tell people they can get their vaccine right here right now, and see if we can get some work done that way," he said.

Getting ahead of variants

Bongey said the clock is ticking now, as he's expecting the warmer weather to lead to more mass gatherings that could be super-spreader events.

And COVID-19 variants are also of concern, which Bongey said can start anywhere.

"The Spanish Flu didn't start in Spain, it started here," he said. "You don't need India to make the next variant - it could be created in Michigan, it could have been created at Mifflin Street (block party)."

Variants - which are a wild

card, Bongey said - get created in unvaccinated environments, and every time a virus infects a person there is a chance it morphs into something it wasn't before.

"Imagine if you're fighting a war and never know the enemy in front of you - they keep changing uniforms and getting different weapons - variants are completely unknown and a potential game changer," he said.

But he said the defense doesn't have to be difficult. Variants are made in environments with unvaccinated people where there are many people to infect, so the solution is getting people vaccinated, he said.

"We have to jam this back in the box and screw on the cap," he said. "Does anyone want to go into 2022 with the same conditions we have now?"

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May 13 2021 Page A014 Clip resized 42% From A001

May 13 2021 Page A04 Clip resized 46%

Health Series: Let's talk about Cystic Fibrosis

By Angie Griepentrog Pursuit Editor

Patty Rinehart was only two weeks old, and her mother Tina was afraid for her baby's life. Patty wasn't gaining weight. Then a sweat test introduced Tina and husband Brian to a new thing, Cystic Fibrosis (CF).

That was the year 2002. CF was considered a fatal childhood disorder. Patty wasn't expected to live much past eight years old. Today she is 19.

"I was worried and scared not knowing if I would be able to get through this, learning everything that had to be done," Tina said. "I was afraid of losing her, but research has come a long way."

Treatment and management of CF has come so far that Patty's new life expectancy is well into her 40s.

CF causes severe damage to the lungs, digestive system and other organs in the body, according to the Mayo Clinic website.

"Cystic fibrosis affects the cells that produce mucus, sweat and digestive juices. These secreted fluids are normally thin and slippery. But in people with CF, a defective gene causes the secretions to become sticky and thick. Instead of acting as lubricants, the secretions plug up tubes, ducts and passageways, especially in the lungs and pancreas," stated the Mayo Clinic website, as of May 9.

Complications can include damaged airways, chronic infections, nasal polyps, coughing up blood, respiratory failure, nutritional deficiencies, diabetes, liver disease, intestinal issues, thinning of bones, dehydration and more, according to Mayo Clinic documentation.

Daily treatments are required. Tina learned quickly how to help with her baby's digestion and respiratory issues when Patty was just a newborn. This included medicine with every feeding, twice daily nebulizer treatments and chest clapping to help break up mucus in her lungs. When Patty was entering into her teen years, doctors said she needed to gain weight or else she would need to go on a feeding tube. She needed to get up to 100 pounds. Patty figured out a way. She did it.

Today Patty's biggest physical challenge with her CF is breathing.

"Every day I do treatments in the morning and at night to help with my breathing. Part of my treatments is wearing a vest for 30 minutes after my treatments," Patty said. "I have to plan for an hour each morning and each night



Tina Rinehart is pictured with her brand new baby Patty in 2002. Patty was born with Cystic Fibrosis.

to do my treatments so I can stay healthy and breathe right."

A vest used in treating CF vibrates the chest to loosen mucus so it can be expelled from the body.

Patty also struggles regularly to maintain a healthy weight. She does not want a feeding tube.

"I have to take Creon pills to help me gain weight," she said, noting that she can eat anything she wants as long as she remembers to take her pills.

According to the Creon official patient website (creon.com), dated May 9, "Creon (pancrelipase) is a prescription medicine used to treat people who cannot digest food normally because their pancreas does not make enough enzymes."

Stress is Patty's biggest mental challenge in dealing with CF. She said it is a lot of work to accomplish all of her physical treatments and remembering all of her medicine. A good day consists of getting it all done. A bad day is when she doesn't. Then she has difficulties breathing.

The most common cause of death in people with CF is respiratory failure, according to Patty. While some people with CF need lung transplants or suffer kidney infections, Patty has not had any of those problems. She does not feel that her life is threatened by CF.

Patty is currently a senior at Fox Valley Lutheran High School and plays on the varsity soccer team. She has plans to attend Northern Technical College in Wausau. She lives in Freedom.

(Editor's Note: The Freedom Pursuit is in the process of writing personal accounts on many different health-related topics. It is our hope that this Health Series will shed some light on various topics that may be commonly misunderstood or otherwise not typically openly talked about.)



Patty Rinehart was born with Cystic Fibrosis (CF). She lives in Freedom and attends Fox Valley Lutheran High School where she is a member of the varsity soccer team this season. The Mayo Clinic website stated that getting exercise can improve lung health and overall well-being for a person with CF.

Photo by A. Griepentrog

Advertisement for Calmes' Pub featuring live music schedules and happy hour details.

Advertisement for Fox Valley Family Eye Care featuring a photo of the staff and contact information.



May 17 2021 Page A001 Clip resized 63%

County residents with at least one COVID vaccine dose almost at 39%

Fifteen new cases of COVID-19 were reported to the Langlade County Health Department between May 8 and May 15, more than twice the number reported the previous week. The cases were spread across six age groups.

The burden of illness for the county is 91 per 100,000, and the case activity remains moderately high.

The Wisconsin burden of illness is 135.4 per 100,000, and case activity is considered high.

The Centers for Disease Control and Prevention (CDC) announced last week that fully vaccinated people no longer need to wear a mask or socially distance in any setting except where required by law, including local businesses and workplace guidance. These recommendations refer to non-health care settings, and school guidance remains unchanged.

The Wisconsin Department of Health Services (DHS) also announced that children 12-14 are eligible to receive the Pfizer COVID-19 vaccine. This requires two doses. This is the first and, so far, the only vaccine available to this age group.

The community-based vaccination clinic in the state remains open in Marathon County at the [Northcentral Technical College](#) in Wausau and is open from 11 a.m. to 7 p.m. Tuesday through Saturday. Individuals must register

for an appointment using the Wisconsin COVID-19 Vaccine Registry at <https://vaccinate.wi.gov/en-US/>.

To find a nearby vaccine provider, visit www.vaccines.gov/search/.

For questions about the COVID-19 vaccine and appointment registration support, call 844-684-1064.

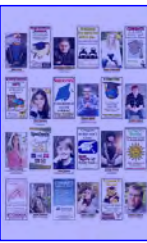
State and county data as of Friday includes:

- 44.9% of Wisconsin residents have received at least one dose of the COVID-19 vaccine.
- 38.9% of Langlade County residents have received at least one dose of the COVID-19 vaccine.
- In total (first and second doses), 13,562 doses have been given to Langlade County residents.
- Langlade County Health Department has administered 3,966 total doses.

Individuals can register at <http://forms.gle/tpHjKbUDGWkjEjA2A> for a COVID-19 vaccine through the Langlade County Health Department, or they can call 715-627-6250.

As part of its grant activities, the health department providing outreach to the homebound population in the county.

If you or a family member are considered homebound, and you are interested in receiving the COVID-19 vaccine, contact the department at 715-627-6250 to determine the best method to ensure a vaccine can be obtained.



May 19

2021

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Jake Ernst
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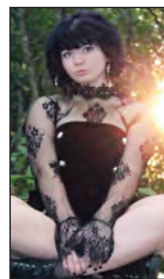
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Syrus Gruber
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Crystal Harms
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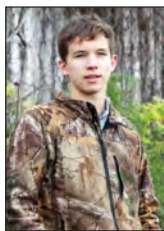
Congrats Grads!
Hope your future is always bright

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Good Luck to the Graduating Class!

This is your time to shine - you've all done one fantastic job!

H CIENDA
BAR & GRILL



Justin Hubbard
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Analise Jensen
Joining the workforce

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It's your day, Grads. May you enjoy it in every way!

THIRSTY SQUIRREL
Owen



Gunnar Johnson
Joining the workforce



May 19 2021 Page 0012 Clip resized 45% From 0011



Jeffrey Kalepp
Joining the workforce

Graduating Class...
Treat life like "Rock 'n Roll" - always have a blast!

Turenne Auto Body
Thorp



Ainsley Kelsey
Attending UWSP-Marathon County for History

Proud of our Grads? You Bet!

We know what hard work it took to get those diplomas... **Congratulations!**

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Cheyenne Kloss
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Dylan Lampi
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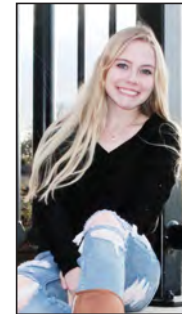
Elizabeth Lehr
Attending UW-Stout for Special Education



Olivia Lenzen
Attending CVTC for Liberal Arts



Ashton Litten
Joining the workforce



McKenzie McCoy
Joining the workforce



Aaron Ovin
Joining the workforce



Kyle Peterson
Attending CVTC for Gas Utility



Jesus Rivas
Joining the workforce



Sierra Thorne
Attending NTC for Nursing



Laila Young
Joining the workforce



Quintin Zarins
Attending NTC for Video Production

Computer issues limit blood drive donations

By Linda Barna
Owen-Withee American Red Cross Coordinator
The American Red Cross hosted a blood drive on Tuesday May 11, 2021 at the Clark County Rehabilitation & Living Center in Owen, Wisconsin. Total units collected were 49, Our goal for this blood drive was 67. Due to computer problems we did not start the blood drive until 2 PM.
I want to thank our donors and volunteers for their patience and understanding.
Our blood drive is always a success because of all our wonderful donors. Congratulations to our Milestone donors: Gloria Fremuth 11 gallons, Bruce Headings 5 gallons, Dennis Liepke 4 gallons, Esther Fox 3 gallons, Regina Newswanger and Curvin Nolt 1 gallon. Also had one first time donor, Amanda Hurst, and some that tried and

were unable to give, we appreciate everyone's efforts. Thank you all very much. If you had a milestone and did not get your name recognized please let me know.
All donors are very important to the blood drive.
Our devoted volunteers for the blood drive were: Sister Margaret Trzebiatowski, Chris Plautz, Shirley Brecht, Mary Darnell, Carol Oryszczyn, Laurie Shilts, Susie Sholes, Che Che Myher, Marge Oryszczyn, Marge Rohland, Betty Prepluh, John and Linda Barna.
A BIG THANK YOU to: Clark County Rehabilitation & Living Center for use of the multi-purpose room, Carol Oryszczyn for the wrapped treats, Red Cross for the juice, bottled water and packaged treats, Che Che Myher for the cheese sticks, Prevail Bank for the napkins, and Dawn at

CreekSide Convenience for displaying the Blood Drive information on her outdoor sign.
The next blood drive will be on Tuesday, August 10, 2021 from 11:30 AM to 5:30 PM at the Clark County Rehabilitation & Living Center multi-purpose room. If you have a smart phone and would like to speed up your blood donation, call 1-866-236-3276 or customer service at 1-855-210-1278 for a Rapid Pass. If you are healthy and 16 years of age or older, please consider donating and bring a friend! The need for blood is great!!!
Thank you to everyone who helped in any way, by donating or as a volunteer. Again, I want to apologize for any inconvenience caused by the computer problem. Together we make a difference.
Have a great summer!



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Loyal Class of 2021



Olivia M. Ho eser
Deanna & Greg Ho eser
Workforce



Kaden Horn
Dawn & Ken Horn
Heavy Equipment Operator



Luke Landini
Leilani Landini & Steve Kautzer
Northcentral Technical College
Welding, Fabrication & Robotics



Katlyn Jane Lindner
Wendy & Chris Lindner
UW-La Crosse
Exercise & Sport Science



Brody J. Miller
Julie & Greg Miller
Northcentral Technical College
Architectural Design & Technology



Jorge Tadeo Munoz Segoviano
Jorge Fernandez
Midstate Technical College
Nursing



David John Nikolai
Junitta & Todd Nikolai
Chippewa Valley Technical College
Motorcycle, Marine & Outdoor Products Technician

Congratulations, GRADUATES



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Laura & Alan Piller
UW-Stout
Food Science & Technology



Olivia L. Piller
Laura & Alan Piller
UW-Stevens Point
Elementary Education



Margaret Reis
Jody & Tony Reis
Northcentral Technical College
Nursing



Brady Paul Robida
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Jaden James Ruggles
Michelle & Jeremy Ruggles
Undecided



Cesyln Jlynn Scheel
Tara & Christopher Scheel
Certified Child Care Teacher



Savannah Schley
Alison & Steve Schley
*University of Minnesota-Duluth
Undecided*



Edwin A. Schubert
Tamera & Scott Schubert
*Chippewa Valley Technical College
Automotive Maintenance Technician*



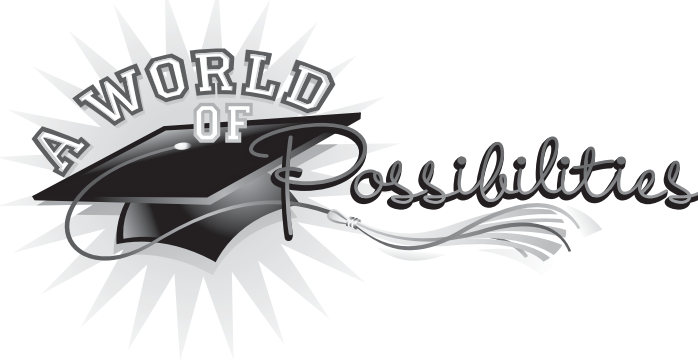
Breuna Schultz
Pam & James Schultz
*Midstate Technical College
Health & Wellness Promotion*



Makayla Shirk
Dana & Aaron Shirk
*UW-Stevens Point
Spanish Education*



Brayan Soto Reyes
Elizabeth Reyes Marquez & Adan Soto Torres
*Northcentral Technical College
Fire Medics Program*



Jade LeAnn Springer
Melissa Decker & Raymond Springer
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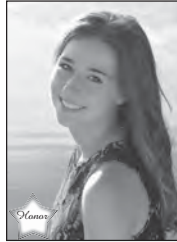
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Jacob E. Strey
Candy Strey & Ed Strey
UW-Stevens Point
Forestry



Matthew Szymanski
Margie & Rick Szymanski
Mid-State Technical College
Diesel & Heavy Equipment Technician



Jenna R. Waldhart
Lisa & Tom Waldhart
UW-Eau Claire
Biology



Taylor L. Weinfurter
Laurie & Patrick Weinfurter
Northcentral Technical College
Business Management




Hunter Zamecnik
Tracie Garner & Christopher Zamecnik
Workforce



Madison K. Zettler
Emy & Ken Zettler
UWSP-Marshfield
Nursing

Loyal High Schools
Class of 2021




Plans Attend UWSP for two years then Eau Claire for a bachelors degree in Microbiology and Human Anatomy, afterward receive a four year doctorate degree in Research Pathology.
Hobbies/Interest: Friends, family, basketball, baking, showing pigs at the Clark County Fair. Most of all, spending time with her niece and nephew!
We love you and are so proud of you Emileigh!
Love Mom, Dad, Logan, Jannah, Matt, Brooklyn and Mason!



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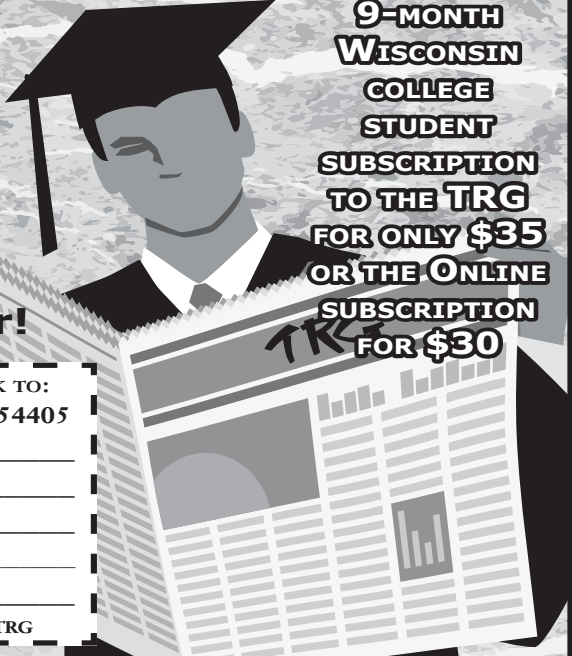


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Spencer Class of 2021

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From B006



Paige Bauer
Val & Lance Bauer
Mid-State Technical College
Business Management



Dylan Bohlinger
Angela & Justin Bohlinger
Northcentral Technical College
Electrical Lineman



Emma Lynn Brooks
Amy & Brent Brooks
Jennifer & Clayton Louis
Undecided



Alizabelle Rose Carman
Christina & Chad Carman
Winona State University
Pre-Medicine: Cell & Molecular Biology



Kyler Bainer
Patti & Lester Bainer
Mid-State Technical College
Diesel Tech



Connor Clark
Cindy & Cory Clark
UWSP-Marshfield
Engineering

Spencer Class of 2021 Congratulations

Class Flower:
White Rose with Red Tips

Class Color:
Black

Class Motto:
"They don't think it be like that, but it do."
Unknown

Class Song:
Party in the U.S.A.
by Miley Cyrus

Commencement
Saturday, May 22
Noon
RJ Tack Auditorium
Private Ceremony for Family Only

Valedictorians:
David Ellefson & Brody Much

Officers:
President:
Zalexis Mannigel

Vice President:
Paige Bauer

Treasurer:
Haylee Hopperdietzel

Secretary:
Haley Miller

Student Council Representative:
Faith Miller



Matthew Clark
Amy & Kevin Clark
Northcentral Technical College
Welding/Machinist



Haley Morgan Faber
Tracy & Robert Faber
Paul Mitchell The School Madison
Cosmetology



Camryn M. Cook
Amy & Greg Cook
Taking a year off then go to college for Nursing



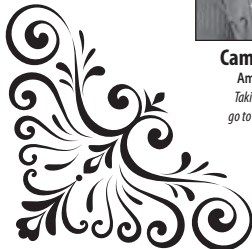
Dakota Ehlert
Dave Ehlert, Melissa Carpenter, Shelly Ehlert
Welding



David Ellefson
Kathy & Joe Ellefson
Attend La Crosse



Blake Engevold
Kristen & Mike Engevold
Northcentral Technical College
Automotive Technician



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Erin Gessert & Nathan Gessert
Workforce



Aidan Griepentrog
Tanya & Josh Griepentrog
Northcentral Technical College
Computer Support Specialist



Thunder Hardesty
Lisa & Jeff Hardesty
Forest Springs, Westboro
Camp Ministry



Chase Higgins
Debbie & Michael Higgins
UW-Stout
Baseball/Mechanical Engineering



Bayli Jean Hildebrandt
Patti Hildebrandt & Lee Hildebrandt
UWSP-Marshfield
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Congratulations Graduates!

The TRG and the advertisers in this supplement wish to congratulate all graduates from the area schools on their accomplishments. May the coming years bring happiness, health, joy and fulfillment, as you continue to rise to new challenges. Believe in yourselves and go after your goals and dreams!





TRG

Spencer Class of 2021

Wednesday, May 19, 2021 - 11

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2021

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From B006



Sawyer Kilty
Tanya & Bryan Kilty
Workforce



Kyle N. Klimpke
Jennifer & Nick Klimpke
Workforce



Connor Luedtke
Alison & Cory Luedtke
UW-Stout



Courtney A. Lyon
Shawn Lyon & Ralph Lyon
UW-Eau Claire
Biology



Zalexis Mannigel
Lila & Larry Mannigel
UWSP-Marshfield
Business



Martina Miradoli
Jo Schultz
Sponsor: Jo Schultz
Return to Italy



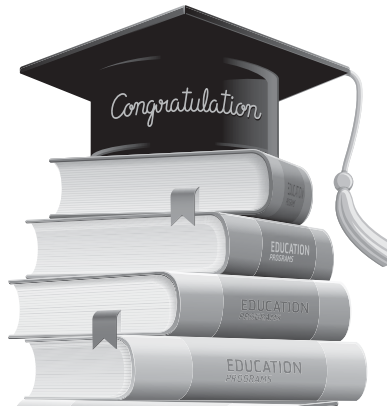
Braedon Miller
Kirsten Miller & Jason Miller
Workforce



Faith LiDonna Miller
Tammi & Scott Miller
Air Force
Operations Intelligence Analyst



Haley Miller
Heather & Adam Miller
UW-Stevens Point
Psychology



Brody Much
Dawn Much & Chad Much
Northcentral Technical College



Cameron Nieman
Kim & Donnie Nieman
Freed Hardeman University
Biology major
Photography minor

2021 GRADS



Lydia Nieman
Jenny & Rich Nieman
UWSP-Marshfield
Nursing



12 - Wednesday, May 19, 2021

Spencer Class of 2021

TRG

May 19 2021 Page B012 Clip resized 44% From B006



Samantha Nowak
Jennifer Nowak & Jonathan Nowak
Midstate Nursing



Samuel Pallhuber
Sponsors:
Jessica & Greg Nowaczyk
Return to Italy



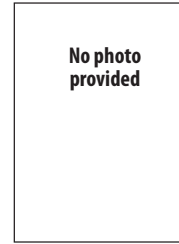
Dominic J. Post
Kristina & John Post
UW-Stout Engineering



Alexa Post
Paula & Dave Post
UW-Eau Claire Pre-vet



Austin Schofield
Melanie & Randy Schofield
Working on the home farm



Tressler Sovo
Rhonda Devries & Ken Hill
Workforce

And off they go to change the world!



Devyn Weiler
Tasha Wallace & Todd Weiler
Workforce



Bradley Willcome
Cheryl & Kevin Willcome
Work at Stratford Homes



Delaney Rose Wichlacz
Kerri & Ken Wichlacz
UW-LaCrosse Clinical Laboratory Sciences



Cassidee Widmann
Martha & Jamie Widmann
Northcentral Technical College Vet Tech

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Abby seniors to graduate on Saturday

A total of 55 graduates will receive their diplomas at Abbotsford High School's commencement this Saturday, May 22, starting at 2 p.m.

Like last year, the ceremony will be held at the high school football field.

Abbotsford High School is proud to announce a three-way tie for valedictorian, along with its salutatorian for the Class of 2021. The 2021 valedictorians are Courtney Bittner, Catie Clement and Ava Decker, each earning a 4.0 grade-point average. Brenda Gomez is the salutatorian, earning a 3.978.

Clement, the daughter of Joe and Cathy Clement, partook in numerous extracurricular and volunteer activities.

Among Catie's accomplishments are leadership roles such as the president of FC-CLA, class president, tri-president of National Honor Society, FBLA president, Student Senate president,



Courtney Bittner



Catie Clement



Ava Decker

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See **GRADUATION**/ Page 10



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Graduation

Continued from page 1

basketball and volleyball captains. She also participated in National Honor Society, Student Senate, FBLA, BLAST, FCCLA, volleyball, basketball, softball, Spanish Club, Presidents Club, show choir, forensics and Mathletes.

Outside of school, Catie has participated in the Abbotsford Christmas Parade, helped with Lions Club events, the American Red Cross blood drives, and raked leaves for the community. She also helped coach youth basketball and volleyball.

Catie is planning to attend UW Stevens Point in the fall, majoring in elementary and special education.

Ava Decker, the daughter of Scott and Michelle Decker, participated in numerous extracurricular and volunteer activities. She is the secretary of Student Senate, captain of the volleyball team, class secretary and tri-president of the National Honor Society. She also participated in volleyball, Student Senate, National Honor Society, FBLA, choir, show choir, Mathletes, track and Spanish Club.

In addition, Ava raked leaves in the community for FBLA. She also worked at Abbotsford Lions brunches.

She plans to attend UW La Crosse, majoring in psychology.

Courtney Bittner, the daughter of Jim and Sarah Bittner, partook in a variety of extracurricular and volunteer activities. Among Courtney's accomplishments are leadership roles such as the



Brenda Gomez

tri-president of National Honor Society, treasurer of FCCLA, and captain of the varsity volleyball team. She also participated in track, volleyball, National Honor Society, Student Senate, band, jazz band, choir, show choir, FBLA, FCCLA and Mathletes.

Courtney also has volunteered by raking leaves for the community. She volunteers for the St. Anthony church every summer. Every year, she volunteers for the Elementary Literacy Night.

Courtney plans to attend college at UW Whitewater, majoring in history education.

Brenda Gomez, daughter of Jorge and Eloisa Gomez, participated in many extracurricular and volunteer activities.

Among Brenda's accomplishments include being the vice president of National Honor Society, FBLA vice president, FCCLA secretary, treasurer of Student Senate and treasurer of Spanish Club. She also participated in National Honor Society, Student Senate, band, choir, FBLA, FCCLA, Spanish Club and Mathletes.

Brenda also has volunteered for the FBLA/Red Cross Blood Drive and a CCD teacher for her church.

Brenda plans to attend college at [NTC](#) for a degree in business management.

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Vaccines now available for those 12 & up

As of May 13, the Community Clinic at [Northcentral Technical College](#) is providing COVID-19 vaccine to those aged 12 and older as of Thursday, May 13.

Parents or guardians must be present for the vaccine to be administered. You can make an appointment by going to COVID-19 Vaccination Registration (wi.gov) or calling 1-844-684-1064.

Walk-in appointments are available.

The clinic is open Tuesday through Saturday, 11 a.m. to 7 p.m.

The availability of the vaccine to those 12 and older comes after the Wisconsin Department of Health Services (DHS) announced that children 12 to 15 years old are now eligible to receive the Pfizer COVID-19 vaccine.

The Pfizer COVID-19 vaccine requires two doses for full protection and is the first and only vaccine available for this age group. Parents or guardians must give consent for their children to be vaccinated.

To find where vaccine is available go to COVID-19: Find a Vaccine | Wisconsin Department of Health Services. You can filter your search by the brand of vaccine you are looking for (Pfizer, Moderna, and Johnson& Johnson Janssen vaccine).

Parents and guardians can learn more by visiting the COVID-19: Resources for Parents and Guardians page or by calling 1- 844-684-1064 toll-free.

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Jefferson County FTD announces scholarship recipients

JEFFERSON — The Jefferson County Wisconsin Farm Technology Days Executive Committee has announced the second group of students who will be receiving funds from the Jefferson County WFTD scholarship fund.

The scholarships are awarded to any high school senior attending a technical college or four-year university in an agricultural field.

Recipients of the 2021 scholarships include:

- Jax Bound, a graduate of Fort Atkinson High School, attending The University of Georgia and majoring in biological sciences.

- Jason Gruenwald, a graduate of Watertown High School, attending Fox Valley Technical College and majoring in farm operation.

- Ethan Heagney, a graduate of Fort Atkinson High School, attending Southwest Wisconsin Technical College and majoring in agribusiness science and technology – agronomy.

- Elizabeth Katzman, a graduate of Whitewater High School, attending Northeast Wisconsin Technical College and majoring in entrepreneurship with an eye in a career in the agricultural industry.

- Lauren Marks, a graduate of Watertown High School, attending Iowa State University and majoring in agricultural business.

- Lashawna Vogel, a graduate of Denmark High School, attending The University of Wisconsin-River Falls and majoring in agricultural

business.

- Alice Zerneke, a graduate of Wausau East High School, attending [North-central Technical College](#) and majoring in vet science.

An amount of \$8,500 was awarded in 2021. Additional scholarships will be awarded over the next three years. Total scholarships over the five years will be \$50,000.

The 2022 scholarship information will be available in late winter.

Wisconsin Farm Technology Days is a non-profit, educational organization that has sponsored an annual event showcasing agriculture and related industries since 1954. WFTD-Jefferson County took place July 23-25, 2019 at Walter Grain Farms located in Johnson Creek.

Former UW chancellor paid \$135,000 for ‘outreach’

**KELLY MEYERHOFER
LEE NEWSPAPERS**

The University of Wisconsin System paid a former chancellor \$135,000 for “community building and outreach” in north central Wisconsin through a contract that lacked specifics on what work must be accomplished.

Bob Meyer, who retired as chancellor of UW-Stout in August 2019, worked as a System consultant from late 2019 through March 2021, according to a contract obtained under the state’s public records law. Former System president Ray Cross hired him at 40% of his chancellor pay, or about \$8,445 monthly.

While the contract is light on details, Meyer said he oversaw development of a new academic program that involves two UW campuses and a technical college.

The majority of Meyer’s contract was in place during the pandemic, which hit UW campuses

hard, resulting in hundreds of millions of dollars in losses, thousands of furloughed employees and an untold number of layoffs, including at both Stout and the System. The project arose because of Wausau’s shortage of manufacturing employees, Meyer said. Through a new program that may launch as soon as this fall, students will take courses from UW-Stout, Northcentral Technical College and UW-Stevens Point, which oversees the UW-Stevens Point at Wausau branch campus, and eventually earn a manufacturing engineering degree from Stout, located in Menomonie.

Workforce shortage challenges reemerge as Wisconsin businesses dig out of the pandemic

An assessment by an outside group indicated “substantial need” for programming of this type in the Wausau area, he said. Projections show strong, sustained enrollment and graduates’ starting salaries would fall within the range of \$75,000 to \$90,000.

Meyer said the contract was “pretty vague” but that expectations were fully discussed with

Cross and the work actually began when he was still serving as chancellor. He said he personally covered his travel expenses, received no employee benefits through the System other than his salary and was also subject to a salary reduction through the System furloughs.

Meyer saw himself as the “jumper cables” to kick-start the program and pass the torch on to the Stout and Stevens Point chancellors, both of whom are relatively recent new hires. He worked with local employers to discuss their needs and also on securing accreditation for the program.

“The project holds tremendous economic and educational benefit for the Wausau region, and Mr. Meyer’s unique background, credibility and skill set were critical to developing it,” System spokesperson Mark Pitsch said.

Meyer’s background includes five years as Stout’s chancellor, time as dean of the university’s engineering college and a stint as president of a technical college in northwest Wisconsin.

UW-Stout Chancellor Katherine

Frank through a spokesperson declined to comment, referring questions to the System.

No formal report

The contract’s lack of any specific assignments stuck out to Judith Wilde, a George Mason University professor who has written extensively about college leaders and the “golden parachutes” they receive after leaving the job. She reviewed Meyer’s contract at the State Journal’s request.

“There’s nothing here that indicates a deliverable,” she said. “If this were a true consultant position, as I have worked as a consultant for universities, there’s always a report or something specifically due at the end. This certainly doesn’t list anything like that.”

But considering the multimillion-dollar payouts some other college leaders receive, Wilde said this one doesn’t strike her as particularly troublesome.

“I recognize it’s a large amount of money for a small school but in light of what we’re seeing at other places, it’s not horrible,” she said. “He may be providing some ben-

efit for the university. It’s just not clear from the contract what that is.”

Meyer said there wasn’t a formal report but he provided regular updates to the System president throughout the project, which he called a “win-win-win-win” for the community and its employers, students, the UW System and the technical college.

Other contracts

Meyer is the latest example of a UW administrator earning six figures after stepping down.

Amid UW System cuts, ex-president paid full salary to review leadership search process, work on other jobs

Cross was hired as a full-time consultant for three months last year. A contract required him, among other assignments, to submit a written plan on how to increase diversity of students and staff at each UW campus. Cross didn’t write the report, instead providing “verbal recommendations” and shifting his focus to COVID-19 testing. He earned about \$125,000.



Meyer



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Brandon Kieper

Deena Grabowsky is the executive director of the Antigo/Langlade County Chamber of Commerce and Visitors Center. Her commitment to the community extends to her involvement in several other organizations as well.

BEHIND THE SCENES

Grabowsky busy as chamber director and community activist

Optimist Club, Skating clubs, Swim Club, foreign exchange host all on her resume

By Brandon Kieper
bkieper@antigojournal.com

To put it quite simply, Deena Grabowsky is one of the key cogs that keep

the economic and social engines of Langlade County running.

If you are active in the community, it's a solid bet you already know her. But

if you don't, meet Deena Grabowsky, executive director of the Antigo/Langlade County Chamber of Commerce and Visitors Center.

Grabowsky has served as the executive director for the past 15 years, beginning in January 2006. As crucial as that post is to local

economic success, it hardly scratches the surface of her community involvement.

She is a member of the Antigo Optimist Club and was awarded the President Award in recognition of exceptional leadership

See Grabowsky Page 8A

Grabowsky

Continued from Page 1A

and devoted service twice. She is part of collaborative partnerships with the Northwoods of Wisconsin Marketing Consortium and Destination Wisconsin, which shares resources and grant opportunities to market and promote Langlade County.

Grabowsky has served as a Langlade County 4-H leader, a board member and show committee member of the Langlade County Figure Skating Club, the president and show committee member of the Timberline Figure Skating Club, manager of the Timberline figure skating high school team, a board member of the Antigo Swim Club and an Antigo Rotary Club foreign exchange host.

Back at her actual job, Grabowsky's duties at the Chamber of Commerce and

Visitors Center are wide and varied. She encourages and promotes general business interests, as well as working on event development, promotion and marketing strategy.

Grabowsky is also involved with content development and fundraising, she helps to fulfill visitors' requests on lodging, dining, recreation, community events, and trail conditions and maps. She also greets and welcomes guests at the Visitors Center on the city's south side.

Grabowsky grew up in Eagle River and is a graduate of Northland Pines High School. She attended **North Central Technical College**. Prior to her current position, she worked for GTE and the Antigo Housing Authority.

Let's check out some fun facts about her:

What is the coolest thing that ever happened to you?

I went white water rafting in Colorado many years

ago. The trip was amazing. The river was running very fast and we went through an array of weather conditions from sunshine, rain, sleet and hail.

What was your first car?,

Amaroon Dodge Daytona.

What item always finds its way into your cart at the grocery store?

I love "anything chocolate" ice cream!

Worst food in the history of mankind?

.Spam

Your favorite song.

"Riding with Private Malone"

Your favorite TV show, movie, and/or book.

I have many favorites, however, I do really enjoy watching "Outlander."

Invite any five people in history to dinner. Who's on the guest list?

Helen Keller, Oprah Winfrey, Queen Elizabeth II, Walt Disney and Anne Frank.

\$135,000 paid to former chancellor for 'vague' mission

Contract light on details for retired UW-Stout leader

KELLY MEYERHOFER
kmeyerhofer@madison.com

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The System also agreed to pay former UW-Whitewater Chancellor Beverly Kopper at her chancellor's salary over an eight-month period in 2019 — about \$162,000 — while she prepared to return to a full teaching schedule in fall 2019.



Meyer

COMMUNITY SPOTLIGHT

Students transition to workplace, adulthood

By Kevin Passon

kpasson@antigojournal.com

[NTC \(Northcentral Technical College\)](#)

The Antigo High School transition program has run for years on a small scale, but it was recently revamped and continues to grow as student needs change.

"We want to individually meet the needs of each student, not create a situation and drop students in it, so this could look different for everyone involved," said Michelle Arlen, transition coordinator for the Antigo School District.

Goals for the special education transition program are derived from data to improve access, services and job opportunities in the community for students with disabilities.

The program was a recent recipient of a transition readiness grant from the Department of Public Instruction to help meet those goals.

"We want to increase access to higher education, so we have partnered with

NTC to create opportunities for education and potential employment," Arlen said. "We are working with employers to find out their needs and potential barriers to employing students with disabilities, recently hosting a virtual Community Conversation, which included business leaders, caregivers, students and disability support services who serve our community.

"Lastly, we are working to ramp up our services for students or adults with disabilities in the 18-21 age range so they can become full members of the Antigo community with the support of the school and the support services offered. In order to make this happen to the fullest extent possible, we have recently been awarded funds to purchase a school van to increase students' accessibility to their community to improve their access and engagement."

In 2020-21, 10 students



Contributed

A Goodwill Industries employee, at left, works with students, from left, Tessa Searvogel, Andrew Gelhausen and Mason Kielcheski.

participated in the Job Skills program and a Customer Care class at NTC.

It's hoped that number will increase to 12 next year. Students generally need to

be 16 to participate. Partnering with the district are several businesses,

including Aspirus,

See Spotlight Page 8A



Contributed

Northcentral Technical College instructor Carrie Hackendorf, front row on the left, is pictured with, from left, Andrew Gelhausen, Mason Kielcheski and Tessa Searvogel. In the back, from left, are Matthew Lawrence and Dalton Robinson.



Contributed

Ab Baker, left, works with Andrew Gelhausen, center, and Tessa Searvogel.

Spotlight

Continued from Page 1A

Langlade Ford, Arby's, Mattek Farms, Neon Sign, Unified School District of Antigo, Burger King, town of Rolling and Peace Lutheran.

"We are partnered with Goodwill Industries and operate in five to six different stations," Arlen said. "Students also receive instruction on job skills outside of class and then bring it into the job training. Jobs that students may be involved in are receiving product, sorting merchandise, placing product on shelves, pulling product, boxing inventory up and counting, to name a few.

"Goodwill has done a very nice job supporting our students with on-the-job training. While students are working there, they also receive a paycheck. Not all sites are paid sites, but this particular one is. We work to teach students how to follow directions, the importance of punching a time clock, budgeting their money, working with others, customer care to name a few."

Many different businesses took part in the virtual Community Conversation, including Amron, Sartori Cheese, Parsons of Antigo, CoVantage, city of Antigo, Antigo Construction and Badger Highway, Johnson Coil, Brown Mug, Karl's Transport, Goodwill Industries as well as NTC,

Antigo, Elcho and White Lake school districts.

"We received good feedback and businesses are wanting to help in both paid and unpaid experiences," Arlen said. "Ultimately, we would like to pair a student with an employer in an area of interest to the child and we teach them on site with a job coach. We would work with them until the student becomes independent, with the hope that they continue in paid employment for years to come."

Many times, students are not sure what they want to do or if they would like particular work, so some students and job coaches shadow at a business to get a feel for it before commitments are made.

Once hired, a work shift is usually held during the school day, especially in the beginning. The student also receives school credit at this time.

"We also partner with community agencies, such as DVR (Division of Vocational Rehabilitation) and North Central Health Care to hopefully transition from school based services to the adult services, so that it will be a continuum of support once they leave the USDA," Arlen said. "Students with disabilities are able to stay with the school district until the age of 21 to help with that transition."

Arlen said there are many success stories in the program.

One student worked at Johnson Coil for three

years as part of the program, including two hours each day before he went into the school.

"He started working with a job coach and became more independent to the point where he was on his own," she said. "After graduation, Johnson Coil continued to keep him on the schedule, and he still works there today."

"Another student was interested in working with the elder population, so we worked with Aspirus, and this young lady worked at Rosalia Gardens in the kitchen area for meal delivery as her experience."

Both of these experiences were paid experiences.

Arlen wants the program to continue to grow

to help more students.

"We would just like to be able to continue to grow the access, educational opportunities, gainful employment and services for students with disabilities in the community so they can lead full productive lives in an inclusive environment," she said. "We will continue to use our data to help drive our goals, including feedback from students, caregivers and community members."

Any business willing to help or be put on a list should contact Arlen at Antigo High School.

"As students work on career goals, they all differ, so we are always looking for different locations based on student needs," she said.

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2021
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Glenwood City's 2021 graduates awarded over \$417,000 in scholarships

GLENWOOD CITY — For the past several years graduating classes at Glenwood City High School have been the recipients of six figure scholarship totals before eclipsing the one million dollar mark last year.

But while this year's graduating class at Glenwood City High School did not surpass the record-setting tally of \$1,028,782 set just last year, the Class of 2021 was awarded \$417,000. It was announced during the senior awards on May 21 and printed in an insert that accompanied the May 22 graduation program.

In all, 29 of the 44 class members will be receiving monetary awards.

The lion's share of the monies came from post secondary sources such as colleges and universities.

Honor student Logan Bazille received the largest total, \$95,650, with nearly all that sum coming via a Milwaukee School of Engineering Academic Scholarship valued at \$24,000 per year for up to four years or \$96,000. Bazille also received one of the 11 Russell Meyer Scholarships (each valued at \$1,500 this year), and a pair of \$500 awards - the Glenwood City Class of 1950 Scholarship and the St. Croix Electric Scholarship.

Nicholas Melendrez received the largest awards which was \$107,008 to further his education

through the GI Bill.

Three other 2021 graduates - Annika Bauman, William Eggert and Yasmin Leandro-Mendez - received over \$75,000 in awards.

Bauman, the class salutatorian, hauled in \$85,000 through four scholarship the largest ones were a \$63,000 Competitive Excellence Scholarship and a \$20,000 Gold Merit Scholarship from New Mexico Institute of Technology. She also received a \$1,500 Russell Meyer Scholarship and the Patricia and Laverne Gust Class of 1947 Scholarship for \$500.

William Eggert, who recently signed a letter of intent to compete in track and field at Lawrence University in Appleton, WI earned that university's Light! More Light! Scholarship valued at \$80,000 (\$20,000 per year over four years). He also won a \$300 Dorothy Kuhn Memorial Scholarship and a \$200 Glenwood City Basketball Scholarship to bring his final take to \$80,500.

Class co-valedictorian Yasmin Leandro-Mendez earned \$76,650 with \$72,000 from St. Catherine's University Presidential (832,000), Venture (\$20,000) and Katie Housing (\$20,000 if living on campus all four years) Scholarships. She also received eight other monetary awards including a \$1,500 Russell Meyer Scholarship and a \$1,000 Mayo Clinic

Health System Scholarship and the Kay Logghe Inspirational and SF Insurance Group Scholarships both valued at \$500.

Class co-valedictorian Delanie Fayerweather will receive \$12,200 in awards with the largest sum of \$9,000 through the Wisconsin State Academic Excellence Scholarship (\$2,250 annually for four years). Fayerweather will also receive a \$1,500 Russell Meyer Scholarship, a \$750 West Wisconsin Telecom Scholarship and a \$500 Scholarship from Patricia and Laverne Gust Class of 1947.

Two other honor students will be receiving over \$11,000 each. Gabrielle Moede will receive \$12,400 with \$8,000 coming from a North Dakota University Presidential Honor Award while Alexis Wannemacher hauled in \$11,250 in awards which included a \$6,750 Technical Excellence Award and two \$1,500 scholarships - the Russell Meyer and Glenwood City FFA Alumni awards.

The Russell Meyer Scholarship fund benefited 11 graduates this year with each receiving \$1,500.

A complete list of scholarship recipients and their respective awards follow:

Alexis R. Albrecht: Family and Consumer Science Award; George Johnston Memorial Scholarship—\$250; Northcentral Technical College Foundation Scholarship—\$500

Annika E. Bauman—Salutatorian: New Mexico Institute of Technology Competitive Excellence Scholarship—\$63,000 split over 4 years; Gold Merit Scholarship—\$6,000 x4 years—up to \$20,000; Patricia & Laverne Gust Scholarship-Class of 1947—\$500; Russell Meyer Scholarship—\$1,500

Logan C. Bazille: Glenwood City Band Boosters—\$150; Glenwood City Class of 1950 Scholarship—\$500; Milwaukee School of Engineering Academic Scholarship—\$24,000 x4—up to \$96,000; Russell Meyer Scholarship—\$1,500; Spanish Department Award; St. Croix Electric Scholarship—\$500

Taylor A. Clay: Nilssen's

Scholarship—\$2,000

Kristin B. Dayton: George Johnston Memorial Scholarship—\$250; Glenwood City Volleyball Club Scholarship—\$200

Isabel G. Draxler: Band Department Award

William R. Eggert: Dorothy Kuhn Memorial Scholarship—\$300; Glenwood City Basketball Scholarship—\$200; Lawrence University Light More Light Scholarship—\$20,000 x4 years—up to \$80,000 total

Myah G. Eliason: Glen Hills Lions Club Scholarship—\$500; Glenwood City FFA Alumni Scholarship—\$1,500; St. Croix Electric Co-Op Principals Scholarship—\$1,500; UW River Falls Falcons Sear Award—\$1,000; Falcons Fly Higher Scholarship—\$1,000

Delanie J. Fayerweather—Valedictorian: Academic Excellence—\$2,250 X4 years - up to \$9,000 total; George Johnston Memorial Scholarship—\$250; Glenwood City Basketball Scholarship—\$200; Patricia & Laverne Gust Scholarship-Class of 1947—\$500; Russell Meyer Scholarship—\$1,500; Science Department Award; West Wisconsin Telecom—\$750

Jacob John Forrest: Lane Berenschot American Family Insurance Scholarship—\$250; Russell Meyer Scholarship—\$1,500

Lillian R. Gilbert: George Johnston Memorial Scholarship—\$250

Andrew D. Grant: Ann Marie Foundation Scholarship—\$2,000; English Department Award; Glenwood City Fire Association Scholarship—\$250; Glenwood City Wrestling Scholarship—\$300; Glen Hills Tuesday Night Ladies Golf League Scholarship—\$250; Phil Ottney Memorial Scholarship—\$300; Ridge Runner Snowmobile Club Scholarship—\$300; Troy Rathai Scholarship—\$500

Jaissa A. Hager: Glenwood City Area USBC Association—\$300; Russell Meyer Scholarship—\$1,500; Wally Lindholm Memorial Scholarship—\$1,500

Brandyn Hallquist: Glenwood City Basketball Scholarship—\$200; Glenwood City Coop Trust Scholarship—\$500;

Lane Berenschot American Family Insurance Scholarship—\$250; Physical Education Department Award

Nicholas P. Hill: Glen Hills Lions Club Scholarship—\$500; Phil Ottney Memorial Scholarship—\$300

Garret M. Kohls: Chuck Rasmussen Captain's Scholarship—\$500; Dunn-St. Croix Scholar Athlete Award; Glenwood City Basketball Scholarship—\$200; Russell Meyer Scholarship—\$1,500; WIAA Scholar Athlete Nominee

Yasmin Leandro-Mendez—Valedictorian: George Johnston Memorial Scholarship—\$250; Glenwood City Basketball Scholarship—\$200; Math Department Award; Mayo Clinic Health System Scholarship—\$1,000; Patricia & Laverne Gust Scholarship-Class of 1947—\$500; Russell Meyer Scholarship—\$1,500; SF Insurance Group Scholarship—\$500; Social Studies Department Award; St. Catherine University Presidential Scholarship—\$32,000 split over 4 years; Venture Scholarship—\$5,000 x4—up to \$20,000 total; Katie Housing Scholarship—\$5,000 x4 (if living on campus)

Rachel A. Mintz: English Department Award

Gabrielle L. Moede: American Legion Auxiliary Post #168 Scholarship—\$100; Glenwood City FFA Alumni Scholarship—\$1,000; Konder Family Cross Country Scholarship—\$500; Matson-Miller American Legion & Auxiliary Post 330 Wilson, WI—\$500; North Dakota University Presidential Honor Award—\$2,000 x4 years—up to \$8,000 total; Phil Ottney Memorial Scholarship—\$300; Russell Meyer Scholarship—\$1,500; Topper Partnership Foundation Scholarship—\$500

Tabitha P. Nadeau: Matson-Miller American Legion & Auxiliary Post 330 Wilson, WI—\$500; Miss Glenwood City Princess

Scholarship—\$250; St. Croix Electric Scholarship—\$500; St. John's Council of Catholic Women—\$400; St. John's Council of GC, Knights of Columbus Scholarship—\$250; Topper Partnership Foundation Scholarship—\$500

Gavin W. Janson: Chuck Rasmussen Captain's Scholarship—\$500; Dunn-St. Croix Scholar Athlete Award; Glenwood City Basketball Scholarship—\$200; Russell Meyer Scholarship—\$1,500; WIAA Scholar Athlete Award

Shelby A. Pillsbury: George Johnston Memorial Scholarship—\$250; Inge Scholarship—\$500

Isabella C. Rassbach: Brenda Cassellius-Wink Scholarship—\$500; Business & Marketing Department Award; George Johnston Memorial Scholarship—\$250; Glenwood City Basketball Scholarship—\$200; Glenwood City Volleyball Club Scholarship—\$200; Lane Berenschot American Family Insurance Scholarship—\$250

Jordana F. Shervington: Bill Ulom Scholarship—\$750

Rachel A. Siegel: Brenda Cassellius-Wink Scholarship—\$500; Business & Marketing Department Award; Glenwood City Fire Association Scholarship—\$250; Russell Meyer Scholarship—\$1,500

Makyla J. Sinn: Art Department Award; Family and Consumer Science Award

Kinzie M. Strong: George Johnston Memorial Scholarship—\$250; Konder Family Cross Country Scholarship—\$500; Lane Berenschot American Family Insurance Scholarship—\$250; Phil Ottney Memorial Scholarship—\$300

Alexis W. Swanepoel: Agriculture Department Award

Henry W. Wallin: Choral Department Award; Jerry Hoffman Memorial Scholarship—\$1,000; Konder Family Cross Country Scholarship—\$500; Technology Department Award

Haidyn K. Walt: Glenwood City Elementary Parent Teacher Connection Scholarship—\$400; Kay Logghe Inspirational Scholarship—\$500; Phil Ottney Memorial Scholarship—\$300; Polar is Inc. Scholarship—\$2,500

Alexis R. Wannemacher: Career & Technical Education Scholarship—\$250; George Johnston Memorial Scholarship—\$250; Glenwood City FFA Alumni Scholarship—\$1,500; Glenwood City Vet Clinic—\$500; Physical Education Department Award; Russell Meyer Scholarship—\$1,500; SCE/DC YA Scholarship—\$250; Technical Excellence—\$2,250 X3 years—up to \$6,750 total; WEAC Region I-Glenwood City Teachers Association Scholarship—\$250; YA Certificate in Health Science

Jace A. Wilson: YA Certificate in Hospitality, Lodging & Tourism

School Board discusses open staff positions

GLENWOOD CITY—The school board took less than fifteen minutes to breeze through their open meeting agenda Monday, May 24th.

School Superintendent Tim Johnson and the board discussed a couple of open positions that need to be filled and the need to set a board meeting to accomplish the hiring of those openings.

In the consent part of the agenda the board accepted the resignation of Megan Finley, who was the sophomore and senior English teacher for the last four years.

In other consent agenda items, the board approved the minutes and financial statements for the past month, approved the posting for the English teacher. Approved the Co-Curricular Advisors for

next school year. They are: Jake Score, 8th grade class adviser; Kim Unser, student advisor; David Popko, Instructional coach; Angela Hierlmeier, show choir; Mary Jones, Art Club; Matt Lamb, National History Club; David Popko, National Honor Society; Angela Hierlmeier, show choir; Jessica O'Neal, student council (HS); Rachael Nied, student council (MS); Holly Olson, student council (GCE), and Cassandra Frieve, year book (HS).

The board also approved Sabrina Avery as Summer School Teacher and after a closed session agenda; the board gave approval of hiring Sarah Johnson as Family and Consumer Science teacher.

The next board meeting will be on June 14 at 6:30 p.m.

WITC awards \$142,580 for fall semester scholarships

WITC's loyal and generous donors continue to provide important financial assistance to the students WITC serves. The WITC Foundation awarded 357 scholarships for a total of \$142,580 toward fall semester scholarships.

Among the recipients and their scholarships was Jennifer Busted of Boyceville, Onan Family Scholarship (NR).

"This was a unique year for students," said Kim Pearson, WITC Foundation executive director. "While many students faced job loss, illness and uncertainty, they continued to persevere and celebrate triumphs.

a scholarship this year gave our students the confidence and ability to press on with their dreams. We are especially thankful for our supporters. We are proud to have provided more than \$200,000 this academic year to help student learning through scholarships."

Scholarships assist students with education-related costs such as tuition, fees, books, classroom supplies and more.

WITC is grateful to all its community partnerships. Your support of the WITC Foundation is essential to student success. For information on how to contribute, visit witc.edu/donate.



MINNESOTA FIREFIGHTERS STOP IN GC, PATCH RIDE — Several Minnesota firefighters, riding on motorcycles stopped at the Glenwood City Fire Station on Saturday afternoon to promote their organization, The Red Knights, and they received a Glenwood City Fire Department's shoulder patch from Fire Chief Greg Holden. One member of the group is Firefighter Melissa Johansen (Glenwood City High School Class of 1993) pictured, second from the right. — photo by Carlton DeWitt



Lourdes Academy High School Class of 2021

Looking to prepare your student for college and beyond? So are we!

May 26

2021

Page 003

Clip resized 45%



Brooklyn Baker
Ripon College
Ripon, WI



Joshua Bauer
Elsworth Community College
Iowa Falls, IA



Alexis Beyer
UW Parkside
Kenosha, WI



Laura Binning
Fox Valley Technical College
Oshkosh, WI



Tyler Budde
UW Milwaukee
Milwaukee, WI



Hope Burns
Marian University
Fond du Lac, WI



Peter Chartier
Marquette University
Milwaukee, WI



Chiara Chier
Belmont University
Nashville, TN



Anthony Damp
Ripon College
Ripon, WI



Paige Dressler
UW Milwaukee
Milwaukee, WI



William Frank
UW Oshkosh
Oshkosh, WI



Gavin Gresser
Fox Valley Technical College
Oshkosh, WI



James Gross
University of Mary
Bismarck, ND



Lauren Hamill
UW Milwaukee
Milwaukee, WI



Ashley Holland
UW Madison
Madison, WI



Jackson Huizenga
UW LaCrosse
LaCrosse, WI



Jacob Husman
UW Oshkosh
Oshkosh, WI



Yulin Jiao
Indiana University
Bloomington, IN



Peyton Kane
UW Milwaukee
Milwaukee, WI



Kadan Kapur
University of Wisconsin
Milwaukee, WI



Timothy Kaul
UW Madison
Madison, WI



Hannah Kettner
UW Oshkosh
Oshkosh, WI



Trang Khuc
Fulbright University
Vietnam



Chaewon Kim
Embry-Riddle
Aeronautical University
Daytona Beach, FL



Ryan Kroll
Fox Valley Technical College
Oshkosh, WI



Rudy Kuklinski
Ripon College
Ripon, WI



Dong Hyeon Lee
St. Norbert College
De Pere, WI



Jayden Lewan
Lake Forest College
Lake Forest, IL



Aocheng Li
Ohio State University
Columbus, OH



Carmen Lowe
UW Milwaukee
Milwaukee, WI



Jack McKellips
UW Whitewater
Whitewater, WI



William Navin
Marquette University
Milwaukee, WI



Prepared for College.
Prepared for Good.™



Brock Pecore
UW Oshkosh
Oshkosh, WI



William Pollack
UW Milwaukee
Milwaukee, WI



Mary Rahmlow
UW Stevens Point
Stevens Point, WI



Jack Reinarly
US Army National Guard
UW LaCrosse
LaCrosse, WI



Preston Raedinger
Valparaiso University
Valparaiso, IN



Nora Sammons
UW Milwaukee
Milwaukee, WI



Jonah Schori
Undecided



Nathan Slagter
UW Madison
Madison, WI



Christine Starshak
UW LaCrosse
LaCrosse, WI



Riley Studinski
UW Milwaukee
Milwaukee, WI



Michael Tushar
UW Eau Claire
Eau Claire, WI



Charlie Weber
Fox Valley Technical College
Oshkosh, WI



Cooper Wing
St. Norbert College
De Pere, WI



Logan Wolff
UW Milwaukee
Milwaukee, WI



Chengyi Yan
State University
of New York
Buffalo, NY



Drake Zagrodnik
Western Technical College
La Crosse, WI

WHY LOURDES ACADEMY?

100% graduation rate with 96% of graduates going on to college.

7 hours a day, 5 days a week of faith-integrated education, preparing students for college and an ongoing relationship with God.

6 WIAA Scholar Athletes in the past 8 years, more than any other school statewide during that time period.

75 service hours needed to graduate, teaching the importance of servant leadership.

427 college credits earned by the Class of 2020 while in high school, saving nearly \$98,253 in college tuition.



VISIT TODAY!

Visit lourdes.today or call (920) 426-6421 to request a tour and learn more about financial assistance.

OUR VISION:

Inspired by Our Lady of Lourdes and rooted in our Catholic faith, Lourdes Academy forms and challenges students to realize their God-given potential.



May 27

2021

Page 007

Clip resized 79%

NTC Announces Online Partnership With Purdue University Global

Northcentral Technical College (NTC) is pleased to announce a partnership with Purdue University Global (Purdue Global) that gives NTC graduates the opportunity to earn a four-year degree without leaving home. Learners can earn a Bachelor of Science in Professional Studies degree 100% online, which will emphasize their associate degree earned at NTC.

The bachelor's degree in professional studies program is a customizable way for learners to build a degree that meets their career goals.

"Purdue Global is delighted to partner with Northcentral to offer their graduates a time and money savings transfer program," said Keith Smith, Vice President & Dean of Health Sciences at Purdue University Global. "Northcentral grads may be able to transfer up to as much as 88 semester credits toward the Bachelor of Science in Professional Studies, potentially completing their program in under a year."

-- Northcentral Technical College

(<http://www.ntc.edu>) is north central Wisconsin's premier two-year college of choice and is a resource for all District residents. It provides individuals, organizations and businesses with quality skills training in a wide range of programs designed to build a competitive, technologically advanced workforce in today's rapidly changing global environment.

NTC has six convenient campus locations in Wausau, Antigo, Medford, Phillips, Spencer, and Wittenberg, as well as a Public Safety Center of Excellence in Merrill, a Wood Technology Center of Excellence in Antigo and an Agriculture Center of Excellence just north of the Wausau campus in the Village of Maine. The Wausau campus features a Center for Health Sciences, Center for Business and Industry, Center for Geriatric Education, iTEC Projects Lab and STEM Center.

May
27

2021

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NTC plans 2021 summer camps

Northcentral Technical College (NTC) announced several in-person summer camps with hands-on activities that are designed to foster curiosity and problem solving. To ensure the safety of guests, students and staff a reduced number of seats will be available for each camp and participants will need to follow campus wide safety procedures.

Presidential Leadership & Community Involvement Camp, June 15 – 16 (Wausau) — Students entering 6th – 8th grade are encouraged to apply for this prestigious summer camp opportunity focusing on leadership, learning, community involvement and fun.

Summer Fun Camps, June 29 – July 1 (Wausau), July 13 – 15 (Antigo), July 27 – 29 (Phillips)

Students entering 5th – 8th grade will have the opportunity to participate in fun hands-on activities at NTC campuses and centers of excellence.

Additional details and registration information for all NTC summer camps can be found online by visiting: www.ntc.edu/k12events

May – Additional Press Clippings



May 24, 2021

NTC announces Liberal Arts Transfer scholarship

WAUSAU, Wis. (WSAW) - Scholarships are now available to the first 30 students who begin their four-year degree at Northcentral Technical College.

“This opportunity will allow students who may not have thought about pursuing their bachelor’s degree because of cost, relocating, or other reasons to have the option to start their four-year degree at NTC,” said Darren Ackley, Vice President of Learning at NTC.

Students can receive their first class free. That is potential savings of \$500.

Students can choose from four pre-majors including arts and humanities, economics and pre-business, pre-professional health, and science, math and technology. The scholarships are provided by the NTC Foundation. The Liberal Arts Transfer scholarship is available to the first 30 students who apply, are accepted to the program, and register for classes by May 31.

The Liberal Arts Transfer program is an agreement between NTC and Madison College. Students can choose to either earn their associate degree after two years or transfer to a four-year university to earn a bachelor’s degree. Due to the partnership with Madison College, this program also has a guaranteed transfer path to UW-Madison.

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Northcentral Technical College hosts drive-thru commencement ceremony

May 15, 2021

Eight hundred students graduated from NTC this semester, according to President Lori Weyers. Three hundred of the graduates participated in the ceremony.

WAUSAU, Wis. (WSAW) - Although the spring commencement ceremony at Northcentral Technical College looked different this year, the excitement from the graduates and faculty and staff remained the same.

Eight hundred students graduated from NTC this semester, according to President Lori Weyers. Three hundred of the graduates participated in the ceremony.

"It's a real different approach to graduation," Weyers explained, "but we're making it more of a family event. The graduate comes in the car with the family. They drive up; we have a person that will escort the graduate out of their car. And they get to come up and get their diploma. We're doing elbow bumps with people."

Faculty and staff lined up beside the stage and along the drive-thru route to cheer the students on.

"We have all the faculty, staff, executive leadership team with clappers, pompoms, and really cheering our graduates today," Weyers said.

Students were also able to get their pictures taken, as they would at a normal commencement ceremony.

"They're so excited and thrill to have a graduation ceremony today," Weyers said. "They thank us every time they go across the stage."

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NTC offering high school graduates free summer classes

May 28, 2021

WAUSAU, Wis. (WAOW)-- Northcentral Technical College is giving recent high school graduates the chance to earn college credits for free.

Through the [COVID Catch Up](#) program graduates from the classes of 2020 and 2021 from schools in NTC's district can earn up to six credits this summer.

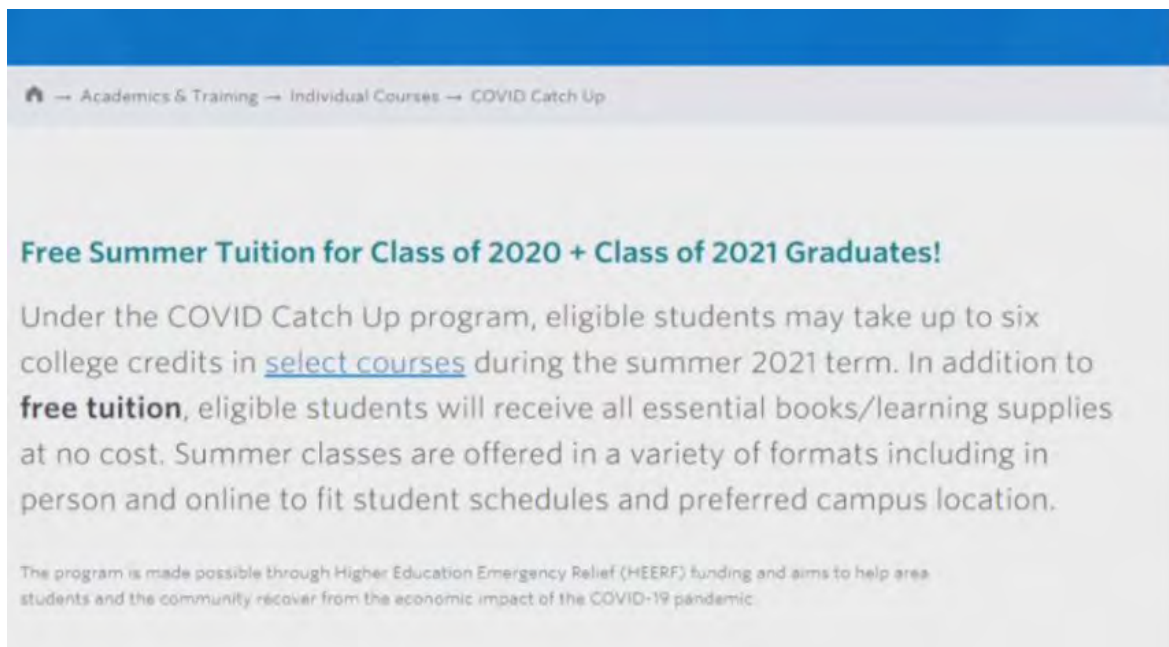
In addition to the free college credits, books and supplies for classes will also be free.

"They did kind of have a rough start to their senior year or they had a rough time during their senior year and we really wanted to be able to give back to them to show them that there are

people out there that still care about them and want to provide just a really good experience for them," said Ashley Deaver who is the Director of Student Recruitment for NTC.

There are both virtual and in person classes being offered. Classes will be starting in the next two weeks, and more will be starting later in the summer.

The program is made possible through Higher Education Relief funding.



The screenshot shows a webpage with a blue header. Below the header is a breadcrumb trail: "Academics & Training → Individual Courses → COVID Catch Up". The main content area has a title "Free Summer Tuition for Class of 2020 + Class of 2021 Graduates!" in teal. The text below reads: "Under the COVID Catch Up program, eligible students may take up to six college credits in select courses during the summer 2021 term. In addition to **free tuition**, eligible students will receive all essential books/learning supplies at no cost. Summer classes are offered in a variety of formats including in person and online to fit student schedules and preferred campus location." At the bottom, a smaller line of text states: "The program is made possible through Higher Education Emergency Relief (HEERF) funding and aims to help area students and the community recover from the economic impact of the COVID-19 pandemic."



NTC district high school grads can start at NTC tuition-free

June 1, 2021

WAUSAU – Students who planned to attend college in 2020-2021 but were negatively impacted by the COVID-19 pandemic will have the opportunity to earn free summer 2021 tuition through Northcentral.

Under the COVID Catch Up program, eligible students may take up to six college credits in select courses during the summer 2021 term. In addition to free tuition, eligible students will receive all essential books/learning supplies at no cost.

“We recognize the sacrifices that students have had to make due to the COVID-19 pandemic – from missing out on the opportunity to take dual enrollment and college courses at NTC while in high school to needing to pause or delay their education,” said Lori Weyers, president, Northcentral Technical College. “This opportunity honors the accomplishments of 2020 and

2021 high school graduates and provides an opportunity for them to start their educational journey this summer.”

Anyone who is interested in learning more can visit www.ntc.edu/COVIDcatchup or call NTC’s Director of Student Recruitment, Ashley Deaver, at 715-803-1681.

The banner features the WSAU logo (550 AM / 95.1 FM / 197.9 MHz) on the left. Navigation links include LISTEN LIVE, NEWS, WEATHER, ON AIR, PODCASTS, BLOGS, and AGRICULTURE. Advertisements include 'HO-CHUNK GAMING WITTENBERG', 'WIN A 2021 CRESTLINER VISION 1700 FISHING BOAT & \$500 CASH', and 'JUN 26 10PM'.

NTC Adding Free Summer School Classes

By Tom King
May 29, 2021 | 6:02 AM



CURRENT WEATHER Wausau, WI
75°

ON AIR NOW



Northcentral Technical College. Image courtesy: NTC/Facebook

WAUSAU, WI (WSAU-WAOW TV) — Northcentral Technical College is giving recent high school graduates the chance to earn college credits for free.

WAOW-TV reports that the COVID Catchup Program will allow grads from 2020 and 2021 to earn up to six credits this summer. Books and supplies for the classes will also be free.

There are both virtual and in-person classes available and will be starting in the next two weeks. There will be more classes later in the summer.

The program is made possible through Higher Education Relief Funding.

Like 0 Tweet

Wausau Pilot & Review

More news. Less fluff. All local.

NTC to hold summer camps

May 27, 2021

WAUSAU – Northcentral Technical College will hold several in-person camps this summer with hands-on activities that are designed to foster curiosity and problem-solving.

To ensure the safety of guests, students and staff, a reduced number of seats will be available for each camp and participants will need to follow campus wide safety procedures.

2021 Summer Camps at NTC

Presidential Leadership & Community Involvement Camp

June 15 – 16 (Wausau)

Students entering sixth through eighth grade are encouraged to apply for this summer camp opportunity focusing on leadership, learning, community involvement and fun.

Summer Fun Camps

June 29 – July 1 (Wausau)

July 13 – 15 (Antigo)

July 27 – 29 (Phillips)

Students entering fifth through eighth grade will have the opportunity to participate in fun hands-on activities at NTC campuses and centers of excellence.

Women in Industry

July 13 – 15 (Wausau)

Girls entering sixth through tenth grade can take the first steps to becoming women in industry by exploring engineering and manufacturing fields and creating fun hands-on projects.

Additional details and registration information for all NTC summer camps can be found at www.ntc.edu/k12events.

Wausau Pilot & Review

More news. Less fluff. All local.

NTC offers scholarships to four-year degree students

May 25, 2021

WAUSAU – Students who start their four-year degree at Northcentral Technical College have the opportunity to save even more money through a new scholarship. Due to the generosity of the NTC Foundation, the Liberal Arts Transfer scholarship is available to the first 30 students who apply, are accepted to the program and register for classes by May 31.

“This opportunity will allow students who may not have thought about pursuing their bachelor’s degree because of cost, relocating, or other reasons to have the option to start their four-year degree at NTC,” said Darren Ackley, vice president of learning at NTC.

The Liberal Arts Transfer program is an agreement between NTC and Madison College. Students can choose to either earn their associate degree after two years or transfer to a four-year university to earn a bachelor’s degree. Because of the partnership with Madison College, this program also has a guaranteed transfer path to UW-Madison.

Students can choose from four pre-majors, including arts and humanities; economics and pre-business; pre-professional health and science; math and technology.

Anyone who is interested in learning more can visit www.ntc.edu/liberal-arts or call NTC’s director of enrollment, Nick Lampone, at 715-803-1014.

Wausau Pilot & Review

More news. Less fluff. All local.

High school students invited to participate in The Branch Academy

WAUSAU — Next month, The Branch Academy will return to offer juniors and seniors to be (in the 2021-2022 school year) an opportunity to earn college credit while showcasing their talents for business and community leaders.

Students will work weekly as a team on a challenging innovation problem presented by [Northcentral Technical College](#). The Branch Academy will present students with a unique opportunity to add a real-world experience to their college applications and career portfolio.

The program's summer session has extended the [application](#) deadline to Wednesday, May 26. Coach mentors for the program are also needed and can [apply on The Branch's website](#). The Branch and The Branch Academy are workforce development initiatives formed in partnership by the Greater Wausau Chamber of Commerce, Northcentral Technical College and Church Mutual. The programs serve as skills accelerators which build businesses and retain talent in central Wisconsin. Both programs teach collaboration, communication, critical thinking and creativity through the exercise of entrepreneurship.

"This is an opportunity for students to enter an environment where they can apply their classroom skills and transfer it into a real-world business setting." said Dave Eckmann, President/CEO of the Wausau Region Chamber of Commerce.

Students and their guests are invited to attend The Branch Academy's Demo Day 5 p.m. on Thursday, August 12 in the Timberwolf Conference Center at Northcentral Technical College in Wausau. The event will include a presentation by students to the leadership team from Northcentral Technical College. Those interested in attending Demo Day should register at [WausauChamber.com](#) or RSVP by Friday, August 6 to Brian Otten, marketing manager at the Wausau Region Chamber of Commerce at botten@wausauchamber.com or 715-848-5947.

Wausau Pilot & Review

More news. Less fluff. All local.

COVID vaccines available in Wausau for youth age 12-15

Children ages 12-15 are now eligible to receive the Pfizer COVID-19, according to the Wisconsin Department of Health Services.

The Pfizer COVID-19 vaccine, which requires two doses for full protection, is the first and only vaccine available for this age group. Parents or guardians must give consent for their children to be vaccinated.

As of Thursday, the Community Clinic at **Northcentral Technical College**, 1000 Campus Dr., Wausau, will distribute the vaccine to people age 12 and older. Parents or guardians must be present for the vaccination. To make an appointment, call 844-684-1064.

Walk-in appointments are available. The clinic is open from 11 a.m. to 7 p.m. Tuesday through Saturday.

May - Social Media



Wisconsin Technical Colleges @WisTechColleges · May 4



Merrill HS students: @NTCNews (NTC Foundation) is offering a Women's Leadership Scholarship worth \$1,500 to a full-time student from the Merrill School District. Apply & make an outstanding technical college education even more affordable: Learn more: bit.ly/3gO14Gr.



New Scholarship for Young Women Leaders
(WAUSAU, Wis.) – Northcentral Technical College (NTC) and the NTC Foundation are pleased to announce an exciting new scholarship ...
ntc.edu





Wisconsin Technical Colleges @WisTechColleges · May 6



NTC's Dr. Jeannie Worden will begin her role as college president, taking over for Dr. Lori Weyers, who's retiring 🌴 on July 1. Our thanks to Dr. Weyers for her many years of service 🏆 to the college & the Wisconsin Technical College System.



Northcentral Technical College hires new president

The Northcentral Technical College District Board of Trustees has approved the hiring of Dr. Jeannie Worden as the next president of NTC

wsaw.com



1



9



MAPSDSpecialEd @Joseph_Greget · May 3



We held our Medford Adult Diploma Academy Graduation tonight. Starting in 2010 we have had 47 graduates. MADA is a partnership between Medford Area Public Schools and **Northcentral Technical College**. We give adult students an opportunity to earn a High School Diploma @NTCNews



1





CTech Manufacturing @_CTech · Apr 28



Time spent learning is sacred. Time spent wrenching in the shop is cherished. Time spent hanging around a CTech Caster Cart... Priceless! Check out the agriculture/diesel tech shop at **Northcentral Technical College**.
Read more: ctech.is/CTechEd





CTech Manufacturing

May 6 at 8:14 PM · 🌐

...

Is it a classroom, or a workshop? With CTech storage, it can be both. Each student is assigned a caster cart and workspace within the central base cabinet system. For cleanup, caster carts are stored neatly underneath the worktop.

This efficient setup allows [Northcentral Technical College](#) students to learn and work in the same space. Students may also wheel their assigned toolbox around the workshop at will. Read more about CTech's educational storage projects: ctech.is/CTechEd FSS Business Systems



👍 26

4 Shares

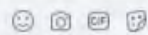
👍 Like

💬 Comment

➦ Share



Write a comment...



Press Enter to post.



Boys & Girls Club of the Wausau Area

May 3 at 12:47 PM · 🌐



Healthy Lifestyles: Dental Clinic Students from [Northcentral Technical College](#) talked with Members about the importance of good dental hygiene. They reminded Members to brush and floss twice a day and provided dental kits for each Member!



You and 16 others

1 Share



Like



Comment

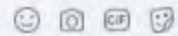


Share



Write a comment...

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Northern Michigan University Global Campus

May 4 at 4:50 PM · 🌐



The online electrical engineering bachelor's completion program designed for graduates of [Northcentral Technical College's](#) electromechanical AAS program includes a lab component that is taken at NTC. The new addition of a "robot" on the Wausau campus makes it possible for NMU faculty to engage in real-time with students while they're working on projects in the lab. [#onlineducation](#) [#innovation](#) [#ShareNMU](#) Jacobetti Complex- Northern Michigan University



You and 3 others

1 Share



Like



Comment



Share



Write a comment...



Press Enter to post.



Business Professionals of America: Wisconsin Association is 😊 feeling excited with Lakeshore Technical College-Manitowoc and Northcentral Technical College.

May 4 at 6:49 PM · 🌐

Way to go Wisconsin!!! Lakeshore Technical College and Northcentral Technical College representing in the MIS National Event Finals!
[#WIBPA](#) [#LTC](#) [#NTC](#) [#WTCS](#)



**Congratulations Wisconsin BPA
MIS National Event Finalists!**

300 - Computer Networking Technology - PS
Matthew Nitsch - Lakeshore Technical College
Evelyn Kizewski - Northcentral Technical College

305 - PC Servicing & Troubleshooting - PS
Matthew Nitsch - Lakeshore Technical College
Evelyn Kizewski - Northcentral Technical College

315 - Network Admin Using Cisco - PS
Matthew Nitsch - Lakeshore Technical College

320 - Computer Security - PS
Evelyn Kizewski - Northcentral Technical College



You and 8 others

2 Comments 1 Share



Ascension Wisconsin Spirit Medical Transport

April 19 · 🌐



We had the opportunity to land our Spirit 1 spare in Merrill Saturday at the [Northcentral Technical College](#) Public Safety Center of Excellence. Our crew of Critical Care Flight RN Carolyn S., Critical Care Flight Paramedic John P., and Air Methods Pilot Mike B. met with a large group of emergency medical technician (EMT) students to share the education and experience needed to fly critical care patients or to work on our ground ambulances. Thanks to NTC and the students for the invitation! [#NTC](#) [#EMS](#) [#WeAreSpirit](#) [#Merrill](#) [#AirMethods](#) [#emt](#)



44

5 Comments 1 Share

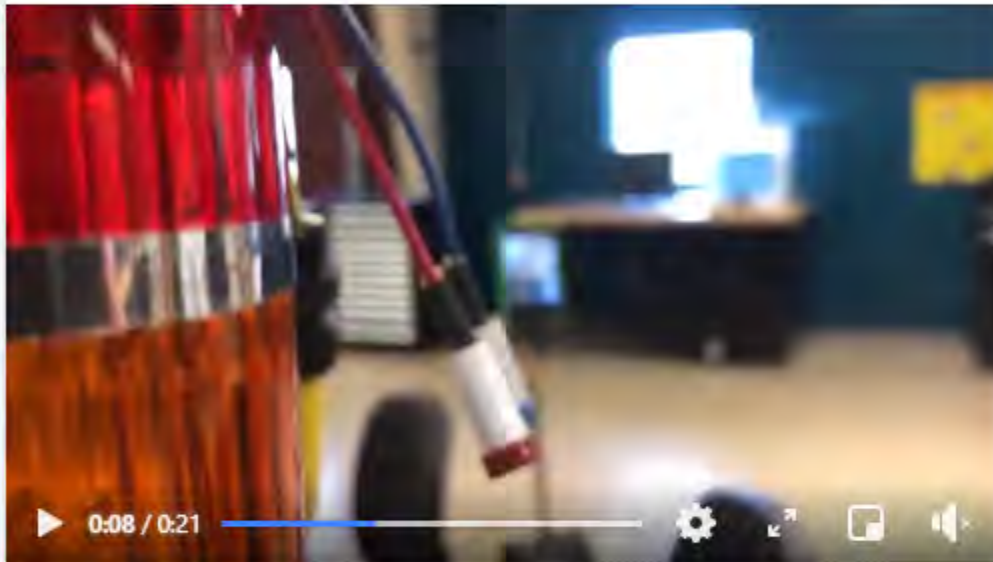


Northern Michigan University Global Campus

May 4 at 4:50 PM · 🌐



The online electrical engineering bachelor's completion program designed for graduates of [Northcentral Technical College's](#) electromechanical AAS program includes a lab component that is taken at NTC. The new addition of a "robot" on the Wausau campus makes it possible for NMU faculty to engage in real-time with students while they're working on projects in the lab. [#onlineducation](#) [#innovation](#) [#ShareNMU](#) [Jacobetti Complex- Northern Michigan University](#)



You and 3 others

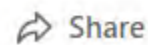
2 Shares



Like



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Schierl Tire

May 14 at 10:05 AM · 🌐



Help us congratulate Ethan, our May Associate Spotlight Recipient! 🌟

Ethan is currently participating in our Youth Apprenticeship Program in partnership with [Northcentral Technical College](#). He is working to complete the Automotive Technician Program there, too. Way to go!

Ethan, we're happy to have you on the team and we know you'll do great in the automotive industry. Thank you for all you do!



Associate Spotlight:
Ethan
General Service Technician



138

5 Comments 7 Shares



Rosemberg Ruiz is in Wausau, Wisconsin.



May 17 at 7:01 PM · 🌐

This day but 7 years ago I was graduating from [Northcentral Technical College](#) thanks to the SEED Scholarship administrated by the [USAID - US Agency for International Development](#) and [Georgetown University](#) . At that time I wasn't aware how lucky I was, not just for studying abroad, meeting very awesome people, serving a host community as my own, but also for having a wider perspective of how small and interconnected the world was (and still is). If I had the chance to repeat a part of my life, without any doubt it'd be my time in Wisconsin.



You and 76 others

31 Comments



Like



Comment



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CTech Manufacturing

May 26 at 7:13 PM · 🌐



What happens when you combine a school desk with a toolbox? It might look something like this. Check out the mobile desk pods currently deployed inside [Northcentral Technical College's](#) Electromechanical Laboratory.

These Caster Carts were outfitted with a custom butcher block worktop to facilitate a safe electrical workstation. The lab also hosts a custom cabinet with locks for secure bulk storage. [FSS Business Systems](#) Read more: ctech.is/LearningLabs



👍 37

1 Comment 5 Shares

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	<p>WSAW (CBS) 5/13/2021 5:48:09 AM Wausau, WI Sunrise 7 Local Viewership: 2,004 Local Publicity Value: \$69.94</p> <p>highway 51 in wausau. northbound and southbound traffic will not be impacted but eastbound and westbound vehicles will be detoured using 12th avenue and randolph street. the entrance to northcentral technical college off of merrill avenue will be closed during the construction -- those wanting to enter n-t-c should do so off of campus drive. the construction is expected to last until next friday. the last time we spoke with plover's own mark scotch -- he was preparing to head off on his organ trail -- a bike trip from madison wisconsin to natchtoches louisiana. over a thousand miles into his trip -- it's been quite the journey for scotch and his friends that have joined him</p>
	<p>WSAW (CBS) 5/13/2021 6:42:42 AM Wausau, WI Sunrise 7 Local Viewership: 3,929 Local Publicity Value: \$130.65</p> <p>northbound and southbound traffic will not be impacted but eastbound and westbound vehicles will be detoured using 12th avenue and randolph street. the entrance to northcentral technical college off of merrill avenue will be closed during the construction -- those wanting to enter n-t-c should do so off of campus drive. the construction is expected to last until next friday. the last time we spoke with plover's own mark scotch -- he was preparing to head off on his organ trail -- a bike trip from madison wisconsin to natchtoches louisiana. over a thousand miles into his trip -- it's been quite the journey for scotch and his friends that have joined</p>
	<p>WSAW (CBS) 5/13/2021 12:02:42 PM Wausau, WI NewsChannel 7 @ Noon Local Viewership: 15,364 Local Publicity Value: \$672.10</p> <p>northbound and southbound traffic will not be impacted but eastbound and westbound vehicles will be detoured using 12th avenue and randolph street. the entrance to northcentral technical college off of merrill avenue will be closed during the construction -- those wanting to enter n-t-c should do so off of campus drive. the construction is expected to last until next friday. after a six-day disruption from a cyber-attack, fuel is flowing again through the colonial pipeline, but it could take several days before supplies return to normal. elise preston has the latest from new york. :08-:14 cherie thomas/gas station manager :17-:20 gary</p>
	<p>WAOW (ABC) 5/13/2021 10:22:43 PM Wausau, WI News 9 WAOW at 10PM Local Viewership: 20,652 Local Publicity Value: \$1,254.26</p> <p>all wisconsin teenagers can get a covid-19 vaccine--but just need parents' permission. clinics like the one at northcentral technical college started vaccinating twelve to fifteen year olds today. some teens who got their shots today were excited to get the shot--another said they were indifferent. one area resident says teenagers should get vaccinated--for their family. " well, i feel as long as it's safe for the kids, then they to see them and be safe, not risk their lives. " just the pfizer vaccine is available for the twelve to fifteen age group--which requires two</p>
	<p>WAOW (ABC) 5/14/2021 5:33:20 AM Wausau, WI Wake Up Wisconsin 5AM on News 9 Local Viewership: 690 Local Publicity Value: \$25.29</p>




all wisconsin teenagers can get a covid-19 vaccine--but just need parents' permission. clinics like the one at northcentral technical college started vaccinating twelve to fifteen year olds on thursday. some teens who got their shots were excited --another telling news 9 they were indifferent. one area resident says teenagers should get vaccinated--for their family. " well, i feel as long as it's safe for the kids, then they should probably do it. kids miss their grandparents, grandparents miss their grandkids, you know, and it would be nice to be able to see them and be safe, not risk their lives. " just the pfizer vaccine is




WAOW (ABC) 5/14/2021 6:34:05 AM
 Wausau, WI
 Wake Up Wisconsin 6AM on News 9
 Local Viewership: 690 Local Publicity Value: \$25.29
 all wisconsin teenagers can get a covid-19 vaccine--but just need parents' permission. clinics like the one at northcentral technical college started vaccinating twelve to fifteen year olds on thursday. some teens who got their shots were excited --another telling news 9 they were indifferent. one area resident says teenagers should get vaccinated--for their family. " well, i feel as long as it's safe for the kids, then they should probably do it. kids miss their grandparents, grandparents miss their grandkids, you know, and it would be nice to be able to see them and be safe, not risk their lives. " just the pfizer vaccine is available for the twelve to




WSAW (CBS) 5/15/2021 6:09:43 PM
 Wausau, WI
 NewsChannel 7 @ 6
 Local Viewership: 16,955 Local Publicity Value: \$883.08
 for students across the country... including some impressive graduates here in wausau. newschannel seven's sydney hawkins shows us how northcentral technical college is adapting to the pandemic and still celebrating its graduates. honking, nat pop cheering, nat pop, and several congratulatory wishes nat pop those were the sounds at the drive thru commencement ceremony for northcentral technical college "it's a real different approach to graduation, but we're making it more of a family event. so, the



WSAW (CBS) 5/15/2021 10:02:45 PM
 Wausau, WI
 NewsChannel 7 @ 10
 Local Viewership: 13,502 Local Publicity Value: \$839.64
 result of an accident. students across the country are earning their diplomas... including right here in wausau. hundreds of students at northcentral technical college participated in a drive thru graduation ceremony. despite how different the ceremony looked compared to previous years, students were just as excited and faculty and staff were just as proud. 8 sec "we have all the faculty, staff, executive leadership team with clappers, pompoms, and really cheering our graduates today. so, we're very, very proud." 800 students graduated from ntc and over 300 participated in the drive-thru ceremony thrive church is hosting an experiential art project this



WBNS-CBO (CBS) 5/16/2021 6:57:12 AM
 Columbus, OH
 The Wake Up Cbus
 Local Viewership: 2,450 Local Publicity Value: \$99.90
 . well, some college graduates in wisconsin are celebrating their commencement in a way that's become quite familiar during the pandemic this year's commencement at northcentral technical college hosted a drive through ceremony different approach to graduation but we're making it more family event and so the graduate comes in a car with the family they drive up. we have like a person to escort the graduate out of his car and then they get to come and get their diploma. we're doing elbow bumps with people. three hundred thirty students took part in that drive through graduation. unfortunately it looked like it



WSAW (CBS) 5/16/2021 7:03:46 AM
 Wausau, WI
 Sunrise 7
 Local Viewership: 4,988 Local Publicity Value: \$178.04
 the month of may means the month of may means graduations for students across the country... including some impressive graduates here in wausau. newschannel seven's sydney hawkins shows us how northcentral technical

college is adapting to the pandemic and still celebrating its graduates. honking, nat pop cheering, nat pop, and several congratulatory wishes nat pop those were the sounds at the drive thru commencement ceremony for northcentral commencement ceremony for northcentral technical college "it's a real different approach to graduation, but we're making it



WBNS-CBO (CBS) 5/16/2021 8:56:33 AM
Columbus, OH
The Wake Up Cbus

Local Viewership: 26,691 Local Publicity Value: \$903.54

some college graduates in wisconsin are celebrating their commencement in a way that's become quite familiar during the pandemic this year commencement ceremony at northcentral technical college hosted a drive. the ceremony a different approach to graduation. but we're making it more a family event and so the graduate comes in a car with the family they drive up. we have like a person to escort the graduate out of his car and then they get to come up and get their diploma. we're doing elbow bumps with people. three hundred thirty students did take part in that drive through graduation. if you're planning to head to



WSAW (CBS) 5/16/2021 7:56:38 AM
Wausau, WI
Sunrise 7

Local Viewership: 4,988 Local Publicity Value: \$178.04

health. . . and this kind of expression can help us heal. students across the country are earning their diplomas... including right here in wausau. hundreds of students at northcentral technical college participated in a drive thru graduation ceremony. despite how different the ceremony looked compared to previous years, students were just as excited and faculty and staff were just as proud. the city of stevens point is looking to build dedicated pickleball courts to better serve area pickleball enthusiasts-- right now, stevens point only has what are called 'multiuse' courts, meaning folks can play both tennis and pickleball on them-- right now the difficult part of the project is finding the right location



WSAW (CBS) 5/17/2021 4:50:27 AM
Wausau, WI
Sunrise 7

Local Viewership: 2,936 Local Publicity Value: \$96.20

afternoon with the college revealing the return of its school mascot -- grit. graduation celebrations taking place right here in wausau this weekend as well -- with hundreds of students at northcentral technical college participating in a drive thru graduation ceremony. despite how different the ceremony looked compared to previous years, students were just as excited and faculty and staff were just as proud. 8 sec "we have all the faculty, staff, executive leadership team with clappers, pompoms, and really cheering our graduates today. so, we're very, very proud." 800 students graduated from ntc and over 300 participated in the drive-thru ceremony



WISC (CBS) 5/17/2021 5:25:36 AM
Madison, WI
News 3 Now This Morning

Local Viewership: 1,696 Local Publicity Value: \$71.96

a college in central wisconsin has found a new way to celebrate its graduates. northcentral technical college converted to a drive-thru commencement ceremony. the graduates were allowed to bring their family in the car and drive up to receive their diplomas. even in the rain - more than 300 of the 800 graduates made it to the ceremony. they were greeted by faculty - staff - and an executive leadership team cheering them on.



WSAW (CBS) 5/17/2021 5:39:19 AM
Wausau, WI
Sunrise 7

Local Viewership: 2,581 Local Publicity Value: \$90.61

revealing the return of its school mascot -- grit. graduation celebrations taking place right here in wausau this weekend as well -- with hundreds of students at northcentral technical college participating in a drive thru graduation ceremony. despite how different the ceremony looked compared to previous years, students were just as excited and faculty and staff were just as proud. 8 sec "we have all the faculty, staff, executive leadership team with clappers, pompoms, and really cheering our graduates today. so, we're very, very

proud." 800 students graduated from ntc and over 300 participated in the drive-thru ceremony now -- one very special wisconsin



WISC (CBS) 5/17/2021 6:25:23 AM
Madison, WI
News 3 Now This Morning
Local Viewership: 7,178

Local Publicity Value: \$316.68

a college in central wisconsin has found a new way to celebrate its graduates. northcentral technical college converted to a drive-thru commencement ceremony. the graduates were allowed to bring their family in the car and drive up to receive their diplomas. even in the rain - more than 300 of the 800 graduates made it to the ceremony. they were greeted by faculty - staff - and an executive leadership team



WSAW (CBS) 5/17/2021 6:37:27 AM
Wausau, WI
Sunrise 7
Local Viewership: 4,716

Local Publicity Value: \$159.97

revealing the return of its school mascot -- grit. graduation celebrations taking place right here in wausau this weekend as well -- with hundreds of students at northcentral technical college participating in a drive thru graduation ceremony. despite how different the ceremony looked compared to previous years, students were just as excited and faculty and staff were just as proud. 8 sec "we have all the faculty, staff, executive leadership team with clappers, pompoms, and really cheering our graduates today. so, we're very, very proud." 800 students graduated from ntc and over 300 participated in the drive-thru ceremony the pandemic and the



WHNT (CBS) 5/17/2021 12:25:15 PM
Huntsville, AL
WHNT News 19 at Noon
Local Viewership: 13,560

Local Publicity Value: \$779.26

students across the country and the college in central wisconsin is adopting the to the pandemic with a different way to celebrate its graduates northcentral technical college held a drive-thru commencement ceremony this weekend of the 800 students graduated from the college this semester and 300 of them participated in the drive-thru ceremony. >> the real approach to graduation but we're making it more family event and so the graduate comes in a car with the family they drive up we have a like a person that forced the graduate out of car. >> and then they get to come up and get their diploma are doing elbow bumps with people. >> well the ceremony looked



WSAW (CBS) 5/24/2021 6:08:49 PM
Wausau, WI
NewsChannel 7 @ 6
Local Viewership: 7,373

Local Publicity Value: \$417.72

affects of that." business owners say they see the industry returning to normal by this fall. scholarships are now available to the first 30 students who begin their four-year degree at northcentral technical college. students can receive their first class free. that could save students up to 500- dollars. students can choose from four pre-majors. including arts and humanities, economics and pre-business, pre-professional health, and science, math and technology. when you were 10 years old-- built around school and play time-- you probably did a few chores around the house to earn an allowance. one wisconsin rapids boy is earning some money while bringing happiness to families.



WSAW (CBS) 5/25/2021 6:17:48 AM
Wausau, WI
Sunrise 7
Local Viewership: 4,204

Local Publicity Value: \$145.86

continue and experts believe prices will stay high through the end of the summer. scholarships are now available to the first 30 students who begin their four-year degree at northcentral technical college. students can receive their first class free. that could save students up to 500- dollars. students can choose from four pre-majors. including arts and humanities, economics and pre-business, pre-professional health, and science, math and technology. people in milwaukee say they are seeing a string of reckless driving...one of the most recent incidents saw a car barreling down a sidewalk. and it was all caught on camera. you can see the driver driving on the sidewalk.

Items in this report: 20

Total Local Viewership: 157,147

Total Local Market Publicity Value: \$7,338.00

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