

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

Tuesday, June 11, 2019
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401
Timberwolf Conference Center

Noon Public Hearing on 2019-2020 Northcentral Technical College District Budget

- I. Call to Order
- II. [Highlights of FY2019-20 Budget](#)
- III. Adjourn Public Hearing

12:30 p.m. Lunch

Special Guest: Layla Merrifield, WTC District Boards Association Executive Director

1:15 p.m. Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)**I. PLEDGE OF ALLEGIANCE TO THE FLAG****II. PUBLIC INPUT**

- A. Public Comments
- B. WTC District Boards Association Update – Layla Merrifield, Executive Director

III. APPROVAL OF MINUTES

- A. Approval of minutes from May 7, 2019 Board of Trustees meeting

Motion: That the Northcentral Technical College Board approve the meeting minutes from the May 7, 2019 Board of Trustees meeting.

Voice vote required to approve.

IV. ACTION ITEMS

- A. [Resolution disclosing district reserves maintained by Northcentral Technical College](#) – Roxanne Lutgen

Motion: The Northcentral Technical College 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

Voice vote required to approve.

- B. [Resolution for Adoption of 2019-2020 Northcentral Technical College District Budget](#) – Roxanne Lutgen

Motion: The Northcentral Technical College Board hereby adopts the budget for the fiscal year 2019-2020 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2019.

Voice vote required to approve.

V. CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda
1. [New Human Resources Associate Degree Program](#)
 2. [Receipts + Expenditures](#)
 3. [Personnel Changes](#)

Motion: That the Board approves the Consent Voting Agenda including:

1. New Human Resources Associate Degree Program
2. Receipts + Expenditures
3. Personnel Changes

Roll call vote required to approve.

VI. BOARD DEVELOPMENT

1. User Experience (UX) – Cassie Baeseman, Anne Drake + Eric Semling

VII. INFORMATION/DISCUSSION

- A. President's Report
1. Student Representative's Report – Kayley McColley
 2. Graduate Report Executive Summary (Handout) – Vicki Jeppesen/Angie Servi
 3. Residential Building Project – Sheila Rossmiller
 4. Summer Advertising Schedule – Katie Felch
 5. Comments from Informational Update
- B. Chairperson's Report
1. WTC District Boards Association Summer Meeting – July 18th-20th, 2019 Wisconsin Indianhead Technical College – Rice Lake, WI
 2. Next NTC Board of Trustees Meeting – **Monday**, July 8, 2019
- C. Information
1. [Annual Affirmative Action Report](#)
 2. [Fiscal Strength](#)
 3. [Advisory Meeting Minutes](#)
 4. [Upcoming Meetings/Events](#)
 5. [Good News](#)

VIII. CLOSED SESSION (Immediately following the above Open Meeting)

- A. Adjourn Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:
1. Approval of the May 7, 2019 Closed Session Minutes
 2. Approval of CEO Evaluation and Contract

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

1. Approval of the May 7, 2019 Closed Session Minutes
2. Approval of CEO Evaluation and Contract

Roll Call Vote Required

IX. OPEN SESSION

Reconvene Board into Open Session to take any action deemed necessary as a result of the closed session.

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

Roll Call Vote Required

X. 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

Budget & Planning 2019 - 2020



1000 W. Campus Drive
Wausau, WI 54401

715.675.3331

 www.ntc.edu

Budget

*Linking NTC Strategic Planning
and Resource Allocation*

NORTHCENTRAL TECHNICAL COLLEGE

Wausau, Wisconsin

DISTRICT BUDGET 2019-20

Members of the Board



Tom Felch (Central)
Chairperson



Paul C. Proulx (Central)
Vice Chairperson



Maria A. Volpe (Central)
Secretary/Treasurer



Lee Lo (Central)
Member



Douglas Faragher (East)
*Member through
December 31, 2018*



Dr. Kristine Gilmore
Member



Dale Smith (West)
Member



Ruth Risley-Gray (East)
Member



Charlie Paulson (West)
Member

EXECUTIVE LEADERSHIP TEAM

- Dr. Lori A. Weyers, President
- Dr. Jeannie Worden, SPHR, Executive Vice President
- Dr. Vicki Jeppesen, Vice President of College Advancement
- Dr. Darren Ackley, Vice President for Learning
- Roxanne Lutgen, MBA, JD, CPA, Vice President of Finance & General Counsel
- Rob Elliott, Associate Vice President of Facilities Management
- Dr. Chet Strebe, Associate Vice President of Information Technology & Chief Information Officer
- Katie Felch, Associate Vice President of Marketing, Public Relations & Legislative Advocacy
- Cher Vink, Associate Vice President of Human Resources

MISSION STATEMENT

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

DISTRICT OFFICE

Northcentral Technical College
1000 W. Campus Drive, Wausau, Wisconsin 54401, 715.675.3331

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SECTION I

**BUDGET AND
PLANNING**

Dear District Taxpayer:

We are pleased to present Northcentral Technical College's (NTC's) proposed budget for fiscal year 2020. In developing the budget, NTC's Board of Trustees, administration and staff allocate resources in alignment with the mission and vision of the College.

For more than 100 years, NTC has been a vital educational component for the citizens of north central Wisconsin. Today, our commitment to offering high quality educational opportunities to the communities we serve remains at the heart of what we do. With a focus on cultivating partnerships and collaborating with business and industry, K-12, higher education and government, NTC is building a brighter future for the District community.

The 2019-20 budget plan reflects the efforts of the NTC Board of Trustees, administration and staff to allocate resources to support growth in the quality educational programs and services we provide to residents of the NTC district. This budget includes an operating mill rate of 0.63237.

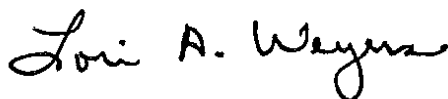
In 2018-19, NTC continued to serve the community through sound fiscal management and the reallocation of resources. NTC continues to meet the needs of the District through:

- **Access:** NTC continued to expand pathways to educational offerings, including new and expanded programming to meet learner and business needs. The College expanded opportunities for high school students to earn college credit through dual enrollment courses and academies. The College's **most flexible option – Virtual College**, continues to grow and thrive with over 80 programs and certificates serving students in 34 states. Incumbent workers and business were served by NTC's Business & Industry and Continuing Education offerings, with over 900 businesses and 10,000 learners served with conferences, seminars, consulting services, and customized training.
- **Outreach:** NTC continues to **expand educational opportunities for learners** through the expansion of new programs and continuing education opportunities, and currently serves 1 in 5 residents in the NTC District.

- **Innovative Learning:** NTC students continue to make a difference locally – **94 percent of 2018 graduates were employed within one year of graduation, with 70 percent of graduates working within the NTC District and 98 percent employed within the state of Wisconsin.** In addition, graduates in 39 of NTC’s programs had 100 percent job placement in 2018.
- **Transfer Opportunities:** The College creates seamless learning opportunities – students from high schools in the NTC District earned approximately **11,428 college credits** in 2017-18, **saving students \$1.7 million in tuition.** Students have the opportunity to transfer those credits to NTC and beyond, with **all of NTC’s associate degree programs offering junior status transfer** to at least one four-year college or university through the college’s 400+ transfer guides and 50+ partner colleges.
- **Partnership and Collaboration:** NTC recognizes that the needs of our communities, businesses and workforce change over time. Through a unique advisory committee model, NTC is **closer to business and industry** than any other educational system. Advisory committees, comprised of local business experts, assure that technical college programs meet business and industry needs.

We strongly believe this budget allows Northcentral Technical College to continue building futures as your college of choice one learner, one employer and one community at a time. We look forward to your continued support as we fulfill this vision.

Sincerely,



Lori A. Weyers, Ph.D.
NTC President



Tom Felch
District Board Chairperson

2018-2019 Year End Update on NTC's Wildly Important Goals (WIGs)

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

- *Awarded \$4,019,258 for 14 FY20 WTCS State, AEFLA, and Perkins grant proposals; 100% of NTC applications were funded.*
- *Awarded 625 scholarships to students totaling \$360,000.*
- *Created Timberwolf Learning Commons that incorporates the Library, IT Help Desk, Academic Resource Center, and Flex Lab to provide seamless collaborative student support services. Also implemented a help desk live chat system to help students more readily access assistance when off campus in addition to a new IT Help Desk Page.*
- *Submitted successful Higher Learning Commission AQIP Systems Portfolio.*
- *Led NTC's Outcomes-Based Funding efforts; ranked 5th out of the 16 technical colleges in performance overall for the 3-year cohort (2015-16, 2016-17, and 2017-18).*
- *Implemented part-time student initiative including creating part-time plans with a goal to complete in four years for Accounting, Business Management, Software Developer, Early Childhood Education and Nursing. Created an integrated advising program, and able to show pathways for students to earn embedded technical degrees as a milestone in their associate degree plan. NTC is a lead for the part-time student initiative for the WTCS.*
- *Phi Theta Kappa earned 5-star status for the 6th year in a row.*

WIG 2: Grow Skilled Workforce (*Increase FTEs from 3,083 to 3,122 by 6/30/22.*)

- *Launched Move to Manufacturing initiative with Greenheck Corporation which included the creation of a logo, marketing strategy, and website.*
- *Program Development: Automation, Cosmetology, Gas Utility/EPDP (classroom facility has been completed at the Ag Center of Excellence and plans for the 7 acre training field have been developed), Cyber Security, Foundations of Teaching and Culinary Assistant will begin in or have been approved for 2019-20.*
- *Virtual College has grown 11.8% (8% in FTE and 12% in unduplicated headcount).*
- *Business & Industry team was recognized as one of the top training colleges in North America by the Learning Resources Network (LERN). NTC is one of seven colleges out of 6,000 in the nation to receive this recognition.*
- *Signed a unique partnership agreement with Northern Michigan University to offer an online electrical engineering technology degree.*

- *Created a Presidential Leadership and Community Involvement Camp for highly motivated 6th-8th grade students.*
- *Created and implemented marketing plan for new Culinary Continuing Education courses.*
- *CPAT Addition: new facility is complete which will allow for year round candidate agility testing (the only site in Wisconsin). A marketing plan has also been created for the center.*
- *Raised \$223,000 for new culinary bistro (addition of bar + restaurant). The addition will showcase the program, teach students how to run a restaurant, and incorporate hospitality services.*

WIG 3: Strengthen Infrastructure (Streamline College-wide processes to increase the safety, sophistication, and efficiency of learning and work environments by 6/30/20.)

- *Implemented Cengage (Digital Learning and Online Textbooks) to reduce financial barriers for students. Projected student savings for 2019-2020 is \$250,000.*
- *To gain efficiencies and benefit from economies of scale, NTC Finance and HR staff investigated, analyzed, negotiated, recommended, gained approval, and transitioned NTC employees from a regional self-funded health insurance to a self-funded WTCS Employee Benefits Consortium.*
- *Added legal counsel function to NTC staff to reduce legal expenses and to supply additional expertise in various areas such as legal research, policy updates, contracts, real estate transactions, and insurance.*
- *NTC maintained Moody's Aa1 bond rating.*
- *Disaster Recovery (DR) Site: The site drawings have been finalized and the project is out for RFP. The fully enclosed IT smart racks have been ordered. We have also received our Cloudian hardware and have begun the setup, configuration, and use to provide off-site backs. Construction will begin in May and be completed by the end of June.*
- *Awarded NTC's first USDA grant; NTC is leading seven Midwestern two-year college partners outside of Wisconsin (C2A3 Consortium).*
- *Launched User Experience (UX) Charter to evaluate class search and enrollment processes and implement enhancements to make the process intuitive and seamless for all student personas.*
- *Restructured advising under Student Services while implementing Virtual College best practice strategies including new student mandatory advising prior to class registration.*
- *Completed Active Shooter Response Training known as Alert, Lockdown, Inform, Counter, Evacuate (ALICE) for all employees.*
- *Expanded the features of the new transfer guide system on the website.*
- *Built a K-12 Administrator Resources page on the website.*
- *Developed a plan for part-time track integration on the website.*
- *Renovated the Ag Vet Science Lab to provide students and staff with a state-of-the-art lab setting.*

BUDGET PLANNING PROCESS 2019-2020

The Northcentral Technical College budget is adopted for one fiscal year beginning July 1, and ending June 30. This budget allocates financial resources for ongoing programs, courses and services as well as for new initiatives. Budgeting is done in accordance with Chapter 65 of the Wisconsin State Statutes, Wisconsin Technical College System Administrative Rules, and local district policy. It is prepared in the format required by the Wisconsin Technical College System and must be submitted to the state office by July 1 of each year. Expenditures must be accommodated within the authorized tax levy and other funding sources.

Budgeting is an important step in the college's strategic planning process and achievement of the college's goals. Instructional program area and operational budgets are developed based on meeting the needs of business and industry, the students and the college's strategic plan. These needs are identified through Presidential Listening Sessions strategically held by the President and key leaders to gather information related to customer needs. The Executive Leadership Team works closely with the district Finance Department in developing and balancing the budget. During the May board meeting, the District Board of Trustees reviews the tentative budget summary and refers it to a public hearing. In June, preliminary budget information is shared with local municipalities, business leaders, and interested parties at the public hearing. Following the open hearing, the Board considers public input in adopting the budget at its regular meeting in June. The table below shows the planning process:

Budget Planning Process Timeline

Planning Level Timeline	Event	Responsible Party	
STRATEGIC	Mission, Vision, Purposes, Values Strategic Directions	Board of Trustees	Summer
OPERATIONAL	Budgeting Parameters Set	Exec. Leadership/ Board of Trustees	Sept - Mar
	Budget Reallocation Review	Exec. Leadership	Nov - Mar
	Budget Development/Change	Exec. Leadership	Jan - Mar
	Budget Compilation/Balancing	Finance	Feb - Mar
	Final Budget Document Compiled	Finance	April - May
EVALUATIONS	Review of Budget Data	All NTC Staff	On-going

BUDGET PREPARATION

2019-2020

BUDGET CONSTRUCTION

The budget itself is a natural outcome of the planning process. In October and November, the Learning Team, Facilities and Information Technology assess and prioritize capital needs in the following key areas: construction projects, facilities remodeling, furniture, major equipment, audio/visual equipment and computer hardware & software. Priorities are based on College strategic plans, new initiatives or equipment replacement plans for maintaining current operations.

While Deans and Directors are reviewing plans and submitting capital budget requests, the Executive Leadership Team (ELT) forecasts future-year revenues and expenditures. Resources (revenues) are estimated by reviewing trends, assessing the political environment and predicting growth. Some revenues are constrained by statutory rates or rules (parameters). Expenditures are projected based on current operations at future costs plus the cost of new initiatives and strategic investments.

Collectively, the College's policies, parameters and planning assumptions result in a forecast - a projected operating surplus or deficit for the future year. The forecast is compared to long-range planning estimates and long-range goals to ensure compatibility.

In years when revenue is constrained, such as in recent years, it is necessary to reduce projected expenditures or find new revenue sources. The Executive Leadership Team works with budget manager input to identify areas where expenditures can be reduced or eliminated. The forecast, together with required changes, becomes the preliminary operating budget.

The Capital Expenditure plan is shared with the Board in February for tentative approval. The Board ensures that the Capital Expenditure plan is consistent with the College's strategic directions. The Capital Expenditure plan is shared with the Board for final approval in March. After Board approval, this plan becomes the Capital Budget.

The draft Operating Budget is built in two major sections. Salary and benefit budgets are set by using existing staff records and applying future salary and benefit adjustments. Non-salary budgets are set by using existing budgets and then adjusting or reallocating for known changes. Position budgets are submitted to budget managers who must verify staff-related budgets. The Executive Leadership Team ensures that the proposed budget conforms to the Budgeting Parameters set throughout the planning phase.

The Budgeting Parameters are shared with the Board repeatedly throughout the budget planning process. The proposed Operating Budget summary is presented to the Board in May. After public hearing, the Board adopts all budgets at its June meeting.

BUDGET MONITORING

- Teams are expected to operate within their budgets, once established. Budget managers are held accountable and expected to be disciplined in budget management.
- Teams and managers are expected to use established purchasing procedures.

BUDGET MODIFICATION

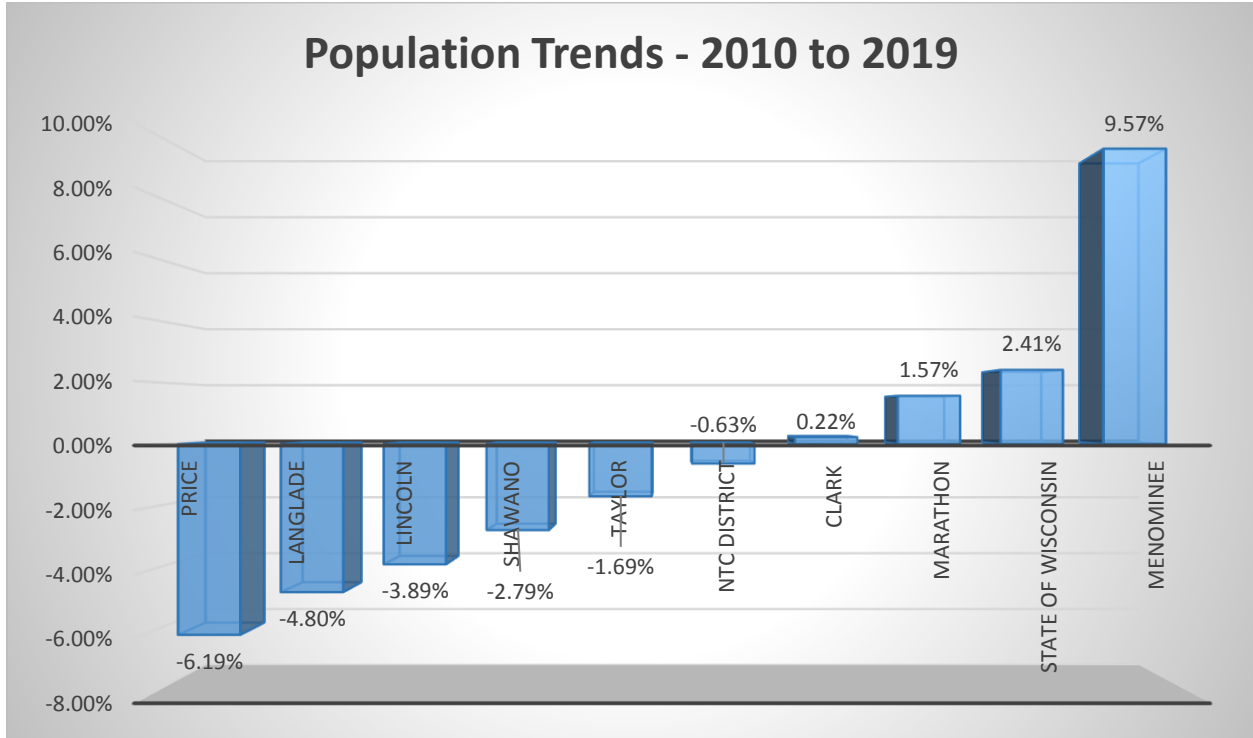
The budget is a plan, and changes inevitably occur during the year that were not anticipated at the time the original budget was developed. Examples of changes include approval of new strategic initiatives, new grant funding or other significant changes in revenues or expenditures. Since the budget is approved by fund and function, changes impacting these parameters require the budget to be amended.

At least two thirds of the district board membership must approve any budget modification. Also, Wisconsin state statutes require that budget changes be published as a Class I notice within 10 days to be valid, and that the state office be notified within 30 days.

FACTS, TRENDS AND FORECASTS

In planning for the new fiscal year budget, NTC takes into consideration emerging trends identified by NTC’s College Advancement Team through the Environmental Scanning and Institutional Research processes. These processes can help proactively define opportunities, potential threats, and areas of expected change that may impact NTC. The following information is used to aid the college in directing resources to the highest areas of community need.

Population and Demographic Trends



Source: EMSI – Demographic Overview by County (Counties more than 5% in NTC District included)

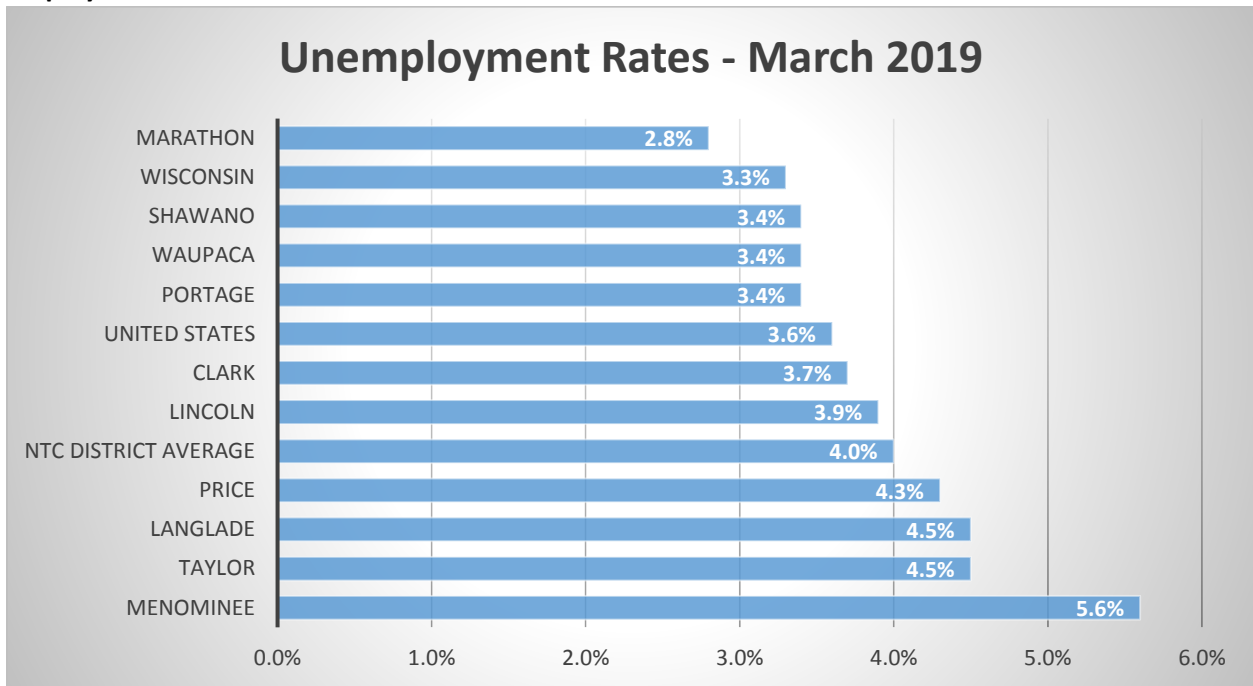
- The NTC district has seen an overall population decrease of 0.63% since 2010. In certain counties in the district, population has decreased as much as 6.19%. Marathon and Menominee counties are the only counties that experienced an increase in population. *(Economic Modeling Specialists, Intl.)*
- The NTC district has seen population changes in the following age groups:

<p>Declining populations</p> <ul style="list-style-type: none"> Birth to 19 years 25 to 54 years 	<p>Increasing Populations</p> <ul style="list-style-type: none"> 20 to 24 years 55 years and over
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(Economic Modeling Specialists, Intl.)
- High schools in the NTC district experienced a decrease of 20% in high school graduates when comparing 2011 to 2018. *(Wisconsin DPI WiseDash)*
- As the population and demographic profile of the NTC District changes, the College is well poised to serve learners with expanded support services and programming. With the large increase in aging populations in the District, the College has responded with expanded specialized training and continuing education offerings. A retiring workforce also widens the skills gap, as retirees take their knowledge and skills with them. NTC’s Business & Industry team works diligently to fill the critical and growing need for a skilled workforce as demographic

profiles change by offering customized training, conferences and professional development opportunities for younger incumbent workers. Close relationships and expanded programming in District K-12 schools ensure the College captures a larger market share of a declining pool of high school graduates.

Employment Trends



Source: https://dwd.wisconsin.gov/dwd/newsreleases/2019/unemployment/190424_march_local.pdf (DWD)

- Unemployment rates in the NTC district are steady, with an average unemployment rate of 4%. This is slightly higher than the National rate of 3.6% and the Wisconsin rate of 3.3%. Marathon County is experiencing the lowest unemployment rate, at 2.8% (*Wisconsin Department of Workforce Development*). A recovering job market means that adults returning to college may decline. It also indicates that students enrolling at NTC are more likely to be employed. The College is addressing these trends through expanded incumbent worker training opportunities including customized training, short term credentials and professional development opportunities. Programs such as “Move to Manufacturing” encourage underemployed individuals to seek free training opportunities that provide the skills and knowledge needed for entry level manufacturing positions.
- NTC has seen an 89% decrease in dislocated workers served at the College during the past six years, going from 715 dislocated workers served in 2011-12 to 76 dislocated workers served in 2017-18. (*WTCS Outcomes-Based Funding Data, Criterion 9*) Rapid response teams from the College meet routinely with dislocated workers to identify potential career pathways.
- High growth is expected in jobs in geriatric care – this is based on labor market needs as well as the growing population of those over the age of 55 in the NTC district. (*Economic Modeling Specialists, Intl.*) Courses and programs offered at NTC’s Center for Geriatric Education ensure a skilled health workforce that is prepared for the challenges of an aging population.

- The number of jobs available in the NTC district has increased by 5.5% since 2010. This is lower than growth at the state (7.6%) and National (12.7%) levels. (*Economic Modeling Specialists, Intl.*) As students seek career opportunities upon graduation, they are well prepared with the skills needed to be successful as evidenced by the College’s 94 percent job placement rate.

Job Trends by County – 2010 Through 2018

County	2010 Jobs	2018 Jobs	Change Since 2010
Clark County (32% is in NTC District)	11,277	13,189	16.95%
Marathon County (98% is in NTC District)	71,409	77,336	8.30%
Lincoln County (69% is in NTC District)	11,577	12,285	6.12%
NTC District Average	136,468	144,028	5.54%
Taylor County (81% is in NTC District)	9,013	9,247	2.60%
Shawano County (25% is in NTC District)	14,506	14,716	1.45%
Langlade County (86% is in NTC District)	9,129	8,636	-5.40%
Price County (100% is in NTC District)	6,688	6,225	-6.92%
Menominee County (100% is in NTC District)	2,869	2,393	-16.59%

Source: *Economic Modeling Specialists, Intl.*

- Of the nearly 4,300 NTC program graduates over the last 3 years who responded to the Graduate Follow-Up Survey and are currently in the labor market, 94% are employed. Of those employed, 82% are employed in the field from which they graduated. (*NTC Graduate Employment Report Data*)

Program Trends

- NTC’s Virtual College, which was implemented in academic year 2011-12, has increased from 44 FTEs in 2012-13 to 329 FTEs so far in 2018-19. The unduplicated number of students served through Virtual College has also increased from 98 students in 2012-13 to 945 students so far in 2018-19. These increases translate to a 648% increase in FTEs and a 864% increase in the number of students served over a five-year period. (*NTC FTE Reports*) Flexible learning opportunities such as Virtual College continue to be integral to the College’s ability to meet the needs of incumbent workers in a period of low unemployment.
- NTC has increased the number of programs enrolling students from 78 in 2013-14 to 138 in 2017-18. This represents a 77% increase (*WTCS Outcomes-Based Funding Data*). Expanded and new programs are a direct response to industry need. NTC is adding programs in Cybersecurity, Gas Utility Construction & Service, Automation and Cosmetology in direct response to local employer and market needs.

Overall Higher Education Trends

- An evolved form of performance funding, Outcomes-Based Funding, has been implemented within the Wisconsin Technical College System, and is spreading to other states and systems as well. Outcomes-Based Funding has a more direct connection to state needs, aligning the method of funding with the state’s higher education attainment goals and student success priorities. As of academic year 2015-16, 74% of states (37 states) are developing and/or implementing Outcomes-Based Funding policies. (*National Conference of State Legislatures, 7.31.2015*)

- In a survey of academic leaders, cost/student indebtedness ranked as the top factor driving the future of higher education (39%), followed by workforce development/gainful employment (20%). (*Babson Survey Research Group, 2015*) The College has implemented a number of initiatives to mitigate the student indebtedness issue including outreach services for student loan borrowers, financial literacy courses and programs and student loan repayment workshops. NTC's Business & Industry team offers consulting services, customized training and continuing education conferences and courses to help local businesses develop their workforce and ensure a highly skilled incumbent workforce.

BUDGET PREPARATION ASSUMPTIONS

2019-2020

Program and Service Assumptions

The Northcentral Technical College planning and budget process will select new objectives based on NTC's Strategic Directions:

STRATEGIC DIRECTIONS

Innovation and Growth

The College implements new products or services to meet current and future stakeholder needs.

Strategic Partnerships

The College becomes the preferred strategic partner of area businesses and industries, K-12 districts, local communities, entrepreneurs and other institutions of higher education to support learning and economic development, establishing NTC as an educational leader.

Continuous Quality Improvement

The College develops innovative ways to continually improve learning, support systems, and processes, and the responsible use of natural resources that enhance organizational effectiveness and demonstrates sustainability. The College encourages and supports professional growth and team development throughout the organization.

Fiscal Strength

The College prudently manages and strengthens its financial resources in order to thrive in a complex and changing environment.

Student Success

The College promotes student retention, degree completion, career and job placement and engages a diverse student population through its programs, support services, and campus settings.

Financial Assumptions

- FTE projection of 3,040.
- District property tax revenue remains constant.
- State aids, based on FTEs, expenditures, property valuation, and performance measures remain constant.
- Tuition rate is projected to increase 1.7% and material fee revenue remains constant.
- Salary increases are budgeted between 0% and 2.5%, benefit increases are budgeted between 0% and 4.0%, and WRS contribution for staff is 6.55%.

NEW PROGRAM INITIATIVES AND ORGANIZATIONAL CHANGES 2019-2020 BUDGET YEAR

In the coming year, the College continues to build upon the rich array of programs and services offered to District residents through sound fiscal management and the reallocation of resources. Those reallocations are guided by NTC's core beliefs and values.

The 2019-2020 Budget includes the following:

- ***Learner Focus***

The College fosters a dedication to student success by providing a technologically advanced academic environment, a dedicated Student Success Team, and a strong institutional commitment to exceptional instruction. The College makes data-informed decisions about investment priorities based upon measurable student success points that include applications, matriculation, enrollment, retention, completion, graduation, transfer and placement. Greater emphasis will be placed on integrating staff advising and faculty mentoring of students to better provide wrap-around services to students in the 2019-2020 school year.

- ***Continuous Improvement***

The College has designated the improvement of process efficiency as one of its Wildly Important Goals. Teams across the College are seeking ways to streamline processes, reduce redundancy and enhance services. An example of this work is the restructuring of adjunct faculty support to improve efficiency and effectivity for part-time faculty delivering outstanding education to our learners.

- ***Ingenuity***

The College has dedicated resources to support creative initiatives proposed by all NTC employees that generate Full Time Enrollments (FTEs) and revenue through the introduction of the Innovation+ Program. The first commitment to be funded through this new program is the development of an E-Sports program at the College.

- ***Access***

NTC continues to increase access to education through the expansion of the College's flexible delivery options including the deployment of part-time tracks in Accounting, Business Management, Software Developer, Early Childhood Education and Nursing. More programming will be added to the Virtual College portfolio, including Foundations of Teacher Education and Cyber Security. The College continues to support the delivery of regional programs and courses in multiple modes of delivery to maximize offerings in support of regional learner needs. For example, Medford businesses needing trained Industrial Maintenance Technicians will receive service through a unique partnership with the Medford School District. Students from out of district or those seeking a well-rounded collegiate experience have access to a partnership for student housing – Timberwolf Suites.

- ***Service to Community***

The College remains dedicated to serving all stakeholders in our community by working closely with local K-12 districts, supporting local businesses and partnering with local government to seek efficiencies and opportunities in the expansion of regional educational opportunities. Strong relationships with other higher

NEW PROGRAM INITIATIVES AND ORGANIZATIONAL CHANGES 2019-2020 BUDGET YEAR

education partners to provide transfer options are important to learners. The opening of a new bistro (bar and restaurant) on the Wausau campus, serviced by the NTC Culinary students, will provide senior citizens on fixed incomes access to an exceptional dining experience. NTC is preparing to meet District employer needs through the launch of new programs in Automation, Cosmetology, Gas Utility/Electrical Power Distribution Professional, and Culinary Assistant.

- ***Diversity***

NTC recognizes its role in embracing diversity and fostering relationships among the District's increasingly diverse population. In 2019-2020, the College continues their efforts to promote student and staff diversity at the College. Equity related to student access drives programming and student services. Increasing the diversity of the student populations has been identified as a priority for the Innovation+ funded projects. NTC uses data to advance strategies to not only improve access, but also to improve achievement differentials between student groups.

- ***Culture of Professionalism***

NTC believes that professional development provides opportunities for staff to gain and improve the knowledge and skills that are important to their role and thus support student achievement. Completing the three-year Achieving the Dream commitment as a College-wide professional development opportunity has resulted in improved data-informed analytic capacity at all levels of the organization.

- ***Advocacy***

In order to promote the success of our Learners, the College is adopting Cengage Unlimited (Digital Learning and Online Textbooks) to reduce financial barriers for students. The NTC Promise Program and dual credit expansion further demonstrates the College's focus on adding affordable educational resources while removing obstacles for students.

CAPITAL RESOURCE PLAN DEFINITIONS

Capital Equipment – Moveable capital assets, including computers, vehicles, furniture, or other furnishings, having a useful life of greater than one year and a dollar value greater than \$5,000.

Capital Facility Improvements – Changing or upgrading existing buildings without adding additional size to the building.

Building Expansion/Leases – Adding size to an existing building, new building, or site acquisition.

Capital Non-Facility Improvements – Changing or upgrading sites not attached to any building, such as roads, parking lots, water and sewer mains, landscaping or signs.

MAJOR CAPITAL PLANS FOR 2019–2020

Annual capital planning began with determination of equipment needs by each individual instructional area. The divisional Deans and the Vice President for Learning then prioritized and approved instructional equipment needed in order to meet established college goals. The President of the college, in conjunction with the Vice President of Finance and General Counsel, the Associate Vice President of Information Technology & Chief Information Officer and the Associate Vice President of Facilities Management, determined the prioritization of technology and facility needs. As a result, the District Board approved the capital plan to spend \$11,850,000, funded through capital borrowings, donations, and capital fund balance.

The major expenditures planned for the 2019-2020 fiscal year are:

Previously Committed Capital Expenditures \$1,567,207

This category includes funding for ongoing distance education leases and other ongoing items, including software and license renewals and capital contingency.

High Priority Educational Needs \$1,720,322

This category includes equipment purchases needed for instruction. Examples include:

Equipment for the following New Programs: Automation, Cosmetology, and Gas Utility. Dental chairs for the Dental program, restaurant equipment for Culinary, Class B Equipment for CDL, Hyperflex System Servers for Computer Information Technology, SUV Interceptor for Criminal Justice, Farm equipment to support all Agriculture Programs, and other equipment and software specifically used for instruction.

Technology Maintenance \$3,886,701

This category captures maintenance and renewal costs of technology throughout the College for all instruction and administrative responsibilities. Examples include maintenance and replacement costs for: server and network equipment, data cabling, operating system upgrades, and microcomputer upgrades and replacements. Also included are IT consulting, high definition video conferencing, and development of smart classrooms, as well as advanced technology initiatives.

Long Range Facility Plan Recommendations

Regional Campuses \$810,558

Regional facility plans include storage shed heat and insulation at the Merrill Campus, blacktop of the service area at the Farm, completion of a road to the Electrical Power Distribution and Gas Prop areas, natural gas piping to the Gas Utility Field, and a storage shed at the Farm, as well as a concrete slab for a fire trailer at the Phillips campus.

Central Campus Facility and Improvement \$3,865,212

Central campus plans include renovations to Building F for the Salon and Spa Remodel, reconfiguration of the Early Childhood program, and of the Culinary addition, including a solarium and equipment, the replacement of the boiler plant pump, the Bos Creek Berm, a storage garage, parking lot improvements, sidewalk replacement, and H Building roof replacement. Also planned are additional improvements in the Center for Health Sciences, purchase of fleet vehicles, lighting upgrade, restroom ADA accessible door operators, as well as facilities maintenance equipment, remodeling and furniture.

**Northcentral Technical College
Staff Position Summary - Full Time Equivalent (FTE) Basis**

	2017-2018						2018-2019						2019-2020					
	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2017-2018	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2018-2019	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2019-2020
Administrators/ Supervisors	62.78	19.24		2.00	4.14	88.16	56.47	13.52	2.68		3.14	75.81	56.47	13.52	2.68		3.14	75.81
Teachers	124.37	11.63				136.00	122.60	11.30				133.90	126.60	11.30				137.90
Specialists	14.02	6.82	2.00			22.84	20.15	10.35	0.50	1.00	2.00	34.00	20.15	10.35	0.50	1.00	2.00	34.00
Other Staff	139.04	36.59		3.13	2.25	181.01	111.36	29.28	1.00	2.13	1.50	145.27	116.29	29.88	1.00	2.13	1.50	150.80
	340.21	74.28	2.00	5.13	6.39	428.01	310.58	64.45	4.18	3.13	6.64	388.98	319.51	65.05	4.18	3.13	6.64	398.51

Notes:

- 1 - FTE totals include grant funded positions, and do not include student workers or adjunct faculty.
- 2 - 2018-2019 FTE totals are estimated year-to-date through May 14, 2019.
- 3 - Projected 2019-2020 FTE totals are based on current positions, approved new positions, less positions not in place/posted for the new year.

SECTION II

FINANCIAL DATA

FINANCIAL STRUCTURE

FUND - A fund is a fiscal and accounting entity with a self-balancing set of accounts, which is established for a specific purpose or objective. It includes accounts for assets, liabilities, fund balances, revenues, and expenditures necessary to record the financial condition and the results of operation of the fund.

GOVERNMENTAL FUNDS

General Fund - The General Fund is the principal operating fund of the district and accounts for all financial activities of the district not required to be accounted for in another fund.

Special Revenue Fund - Operational - A special revenue fund type is used to account for the proceeds and related financial activity of specific revenue sources that are legally restricted for a specific purpose except for major capital projects and expendable trusts. In general, activities that are project in nature and not considered part of the regular program of the district should be budgeted and controlled through the Special Revenue Fund. Typical inclusions are Vocational Education Act, Adult Education Act, and Workforce Investment Act. Excluded would be construction or remodeling projects, and trust/agency activities, including student loans.

Capital Projects Fund - The Capital Fund is used to account for financial resources used for the acquisition of equipment and the construction, improvement, and refurbishment of capital facilities other than those financed by enterprise operations.

Debt Service Fund - The Debt Service Fund is used to account for the accumulation of resources for, and the payment of general long term debt and long term lease purchase debt principal and interest.

PROPRIETARY FUNDS

Enterprise Fund - The Enterprise Fund is used to account for district operations where the cost of providing goods or services to students, district staff, faculty or the general public on a continuing basis is financed or recovered primarily through user charges or where the district board has decided that periodic determination of revenues, expenses or net income is appropriate.

Internal Service Fund - Internal Service Funds are used to account for the financing and related financial activities of goods and services provided by one department of the district to other departments of the district, or to other governmental units on a cost reimbursement basis.

FIDUCIARY FUNDS

Special Revenue Fund – Non-Aidable

- *Expendable Trust Fund* – The expendable trust fund is used to record resources and related financial activities where both the principal and earnings may be expended and where the district acts as trustee.
- *Non-Expendable Trust Fund* – The non-expendable trust fund is used to record resources and related financial activities where the principal may not be expended and where the district acts as trustee.
- *Agency Fund* – The agency fund is used to record resources and related financial activity where the district acts as an agent or custodian for others, rather than as an owner.

ACCOUNT GROUPS

General Fixed Assets Account Group - The General Fixed Assets Account Group is used to record assets of a physical nature having a long period of usefulness such as land, buildings, and equipment, not including fixed assets in proprietary funds.

General Long-Term Debt Account Group - This account group represents all unmatured general long-term liabilities that are not recorded in proprietary funds. Payments on general obligation and other long-term debts are made from the Debt Service Fund.

BASIS OF BUDGETING

Northcentral Technical College adopts an annual operating budget which is prepared on substantially the same basis as the financial statements, which are prepared in accordance with GAAP, except budgetary expenditures include encumbrances and budgetary revenues include all summer session tuition and fees for the summer session ending in the fiscal year and property taxes levied for the fiscal year.

BASIS OF ACCOUNTING

Basis of accounting refers to when revenues and expenditures or expenses are recognized in the accounts and reported in the financial statements. Basis of accounting relates to the timing of the measurement made, regardless of the measurement focus applied.

The governmental, expendable trust and agency funds are accounted for on a modified accrual basis. Under the modified accrual basis of accounting, transactions are recorded in the following manner:

- Revenues are recognized when they become both measurable and available (susceptible to accrual). All revenues are considered susceptible to accrual. Summer session tuition and fees are prorated between the fiscal years covered by the summer session, based on the number of days of the session that fall in each fiscal year. For debt service, property taxes levied to make principal and interest payments with due dates within the fiscal year are revenue. Any debt service property taxes levied to make principal and interest payments with due dates outside the fiscal year are deferred revenue.
- Expenditures are recognized when the liability is incurred, except for interest and principal on general long-term obligation debt, which are recognized as expenditures when due. Expenditures for claims and judgments are recognized when it becomes probable that an asset has been impaired or a liability has been incurred.
- Expenditures for compensated absences, including vacation and sick leave, are recognized when the liability is incurred for past services of an employee that vest and accumulate.
- Capital assets are recorded as capital outlays at the time of purchase.
- Proceeds of long-term obligations are treated as a financing source when received.

The proprietary funds are accounted for on an accrual basis, whereby revenues are recognized when measurable and earned and expenses are recorded as liabilities when incurred and, where applicable, depreciation expense is also included.

The Governmental Accounting Standards Board (GASB) Statement No. 20 "Accounting and Financial Reporting for Proprietary Funds and Other Governmental Entities that Use Proprietary Fund Accounting" provides that proprietary funds may apply all GASB pronouncements as well as the following pronouncements issued on or before November 30, 1989, unless those pronouncements conflict with or contradict GASB pronouncements: Statements and interpretations of the Financial Accounting Standards Board (FASB), Accounting Principles Board (APB) opinions, and Accounting Research Bulletins (ARBs) on the Committee on Accounting Procedure. Northcentral Technical College has elected to apply only FASB, APB, and ARB materials issued on or before November 30, 1989.

DESCRIPTION OF REVENUE SOURCES

Northcentral Technical College has a diversified funding base comprised of property taxes, state aid, student fees, federal grants and institutionally generated revenues. Northcentral Technical College believes that this diversity, the strength of the local economy, and its fiscal management will continue to provide the resources required to fulfill its mission now and in the future without significant changes in the level of services provided.

Local Government – Revenue of the district that is received from taxes levied on the equalized property value within the district. Annually in October, the property tax levy is billed based upon the equalized value of taxable property within the district, excluding tax incremental financing districts, to the local municipalities who act as assessors and collection agencies. All delinquencies are assumed by the respective counties; therefore, Northcentral Technical College will receive each levy in full. The debt service mill rate is added to the operational mill rate to determine a total mill rate.

State Revenue – General state aid is provided by the Wisconsin Technical College System to fund regular operations and is calculated using an expenditure-driven formula that takes into account full time equivalent student counts and equalized valuation throughout the district. State aid includes general, outcomes based, and property tax relief aid. Additionally, state grant revenue supports specific projects such as Career Pathways, Student Support, Core Industry, and New Markets.

Program Fees – Fees for tuition paid by students. Program Fees, which are set annually by the Wisconsin Technical College System, are based upon estimated total operating expenditures of all Wisconsin technical college districts.

Material Fees – Fees paid by students to cover the cost of instructional materials used by the student or instructor in the classroom. Material fees are also set annually by the Wisconsin Technical College System.

Other Student Fees – Examples of other student fees include group dynamics course fees, testing fees, application fees, and graduation fees.

Institutional Revenue – Revenue generated by business and industry contracts (38.14 contracts) for customized instruction and technical assistance, technical preparation contracts (tech prep, 118.15 slotter contracts), interest or investment earnings, and enterprise activities.

Federal Revenue – Northcentral Technical College receives federal grants for specific projects such as Adult Basic Education, National Science Foundation, and Carl D. Perkins Career and Technical Education Act. Federal revenue includes student financial assistance such as Pell, Federal Supplemental Educational Opportunity Grants, and Federal Work Study.

DESCRIPTION OF EXPENDITURE FUNCTIONS

The Wisconsin Technical College System Board requires each technical college to classify expenditures by function:

Instruction – This category includes teaching, academic administration, including clerical support, and other activities related directly to the teaching of students, guiding the students in the educational program, and coordination and improvement of teaching.

Instructional Resources – Instructional resources includes all learning resource activities such as the library and audio-visual aids center, learning resource center, instructional media center, instructional resources administration, and clerical support.

Student Services – Encompassed in this category are those non-instructional services provided for the student body such as student recruitment, student services administration and clerical support, admissions, registration, counseling (including testing and evaluation), health services, financial aid, placement, and follow-up. Non-instructional athletics such as varsity and intramural athletics are also included.

General Institution – This function includes all services benefiting the entire college, exclusive of those chargeable directly to other functional categories. Examples of this type of expenditure are legal fees, external audit fees, general liability insurance, non-resident tuition, interest on operational borrowing, and public information. General personnel, employment relations, and affirmative action programs are included in this function.

Physical Plant – Physical plant includes all services required for the operation and maintenance of the District's physical facilities. Principal and interest on long-term obligations are included under this function, as are the general utilities such as heat, light, and power.

Auxiliary Services – This function includes commercial-type activities such as the automotive repair shop, the dental clinic, and the campus store.

Northcentral Technical College
BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING
July 1, 2019 - June 30, 2020

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actual 2017-2018	Estimated (1) 2018-2019	Budget 2019-2020	Actual 2017-2018	Estimated (1) 2018-2019	Budget 2019-2020
SOURCES OF FUNDS						
<u>Revenue</u>						
Local Revenue-Property Tax	\$10,089,481	\$10,259,743	\$10,259,743	\$11,732,664	\$10,621,287	\$10,755,619
Revenue Recognized from Prior Levy	\$0	\$0	\$0	\$0	\$0	\$0
State	22,628,482	21,392,385	21,923,906	1,427,586	1,477,639	1,649,149
Student Fees	11,056,346	10,280,204	11,291,939	845,216	780,000	787,800
Institutional (2)	4,585,879	4,385,944	4,312,500	10,439,836	9,868,573	9,643,260
Federal	1,660,901	1,486,004	1,337,288	11,756,354	10,498,603	9,602,052
Total Revenue	\$50,021,089	\$47,804,280	\$49,125,376	\$36,201,656	\$33,246,102	\$32,437,880
<u>Other Funding Sources:</u>						
Proceeds from Debt	\$0	\$0	\$0	\$11,868,309	\$11,869,000	\$11,869,000
Interfund Transfers In	445,126	30,205	0	1,793,355	421,477	18,600
Reductions in Fund Balance	8,531	238,421	338,702	79,655	1,726,729	3,022,203
Total Sources of Funds	\$50,474,746	\$48,072,906	\$49,464,078	\$49,942,975	\$47,263,308	\$47,347,683
USES OF FUNDS						
<u>Expenditures</u>						
Instruction	\$30,041,734	\$29,733,611	\$31,068,672	\$1,833,337	\$2,104,530	\$2,340,089
Instructional Resources	1,593,470	1,631,127	1,563,050	1,250,986	1,431,037	1,407,003
Student Services	3,716,660	3,734,959	3,763,132	14,076,667	12,742,222	11,992,493
General Institutional	8,901,849	8,610,352	9,087,345	2,746,665	4,511,477	4,867,917
Physical Plant	3,707,764	3,941,380	3,963,279	17,878,343	15,210,351	17,440,204
Auxiliary Service	0	0	0	10,543,874	10,172,958	9,152,718
Public Service	0	0	0	33,053	48,000	50,000
Total Expenditures	\$47,961,477	\$47,651,429	\$49,445,478	\$48,362,925	\$46,220,575	\$47,250,424
<u>Other Uses</u>						
Interfund Transfers Out	\$2,184,084	\$421,477	\$18,600	\$54,397	\$30,205	\$0
Increases to Fund Balance	329,185	0	0	1,525,653	1,012,528	97,259
Total Uses of Funds	\$50,474,746	\$48,072,906	\$49,464,078	\$49,942,975	\$47,263,308	\$47,347,683
FUND BALANCE						
Beginning	\$17,164,576	\$17,485,230	\$17,246,809	\$18,831,780	\$20,277,778	\$19,563,577
Ending	17,485,230	17,246,809	16,908,107	20,277,778	19,563,577	16,638,633
Less:						
Committed Fund Balance	17,485,230	17,246,809	16,908,107	5,118,530	5,595,124	3,897,412
Fund Balance Designated for Subsequent Year	\$0	\$0	\$0	\$15,159,248	\$13,968,453	\$12,741,221

PROPERTY TAX AND EXPENDITURE HISTORY					
Year	Equalized Valuation	Operational	Debt Service	Mill Rate	Percent Inc/(Dec)
2016	\$15,250,959,190	0.63534	0.62575	1.26109	n/a
2017	\$15,589,508,123	0.63925	0.62620	1.26545	0.35%
2018	\$16,025,457,462	0.64225	0.62620	1.26845	0.24%
2019	\$16,540,469,445	0.63237	0.63005	1.26242	-0.48%
2020 (3)	\$16,540,469,445	0.63237	0.63817	1.27054	0.64%
Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	Tax on \$100,000 of Property
2016	\$96,877,492	n/a	\$19,232,908	n/a	\$126.11
2017	\$98,438,004	1.61%	\$19,727,694	2.57%	\$126.55
2018	\$96,324,402	-2.15%	\$20,327,421	3.04%	\$126.85
2019 (1)	\$93,872,004	-2.55%	\$20,881,030	2.72%	\$126.24
2020 (3)	\$96,695,902	3.01%	\$21,015,362	0.64%	\$127.05

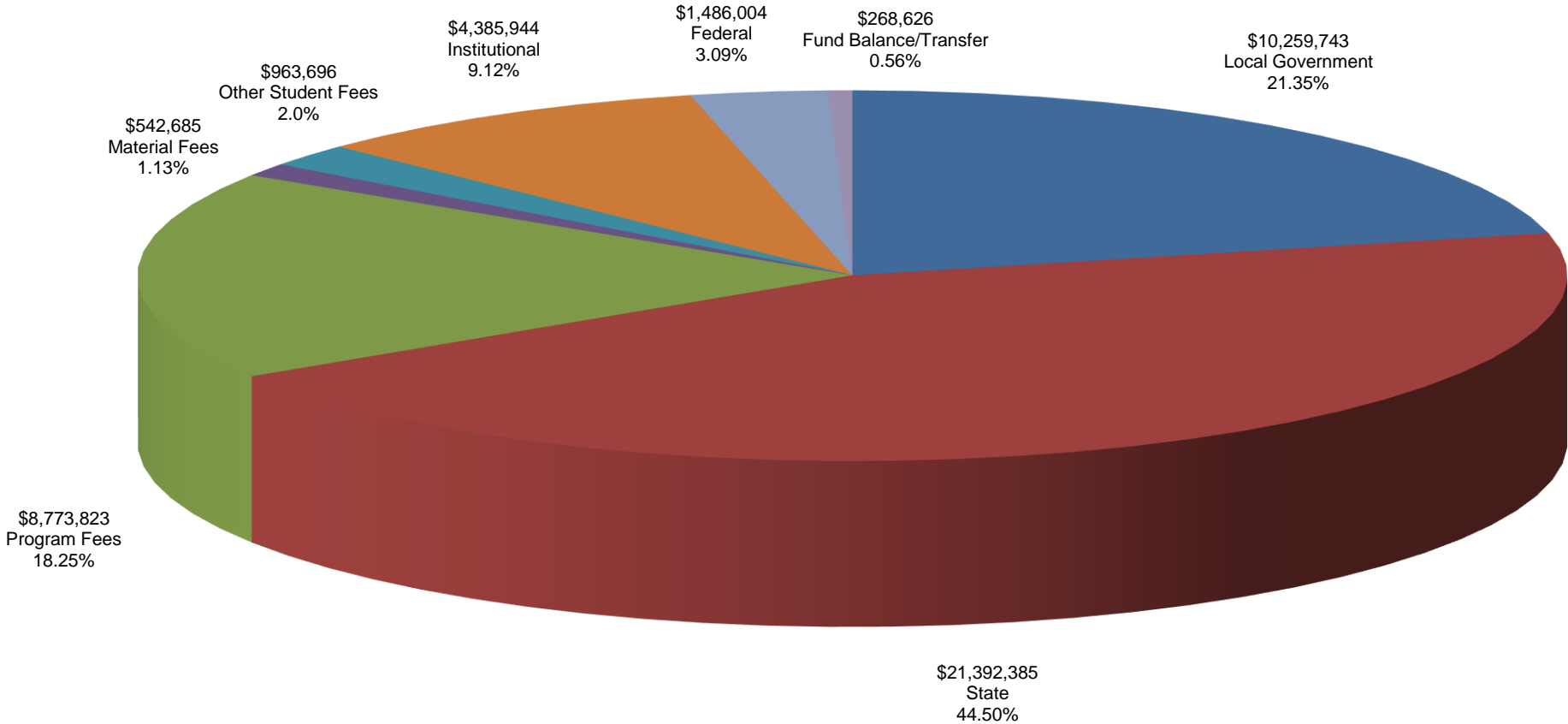
- (1) Nine months actual and three months estimated.
(2) Consists of interest income, contract revenue, gifts, grants, sales and miscellaneous revenue.
(3) Based on a projected no change in assessed valuation.

NOTICE OF PUBLIC HEARING

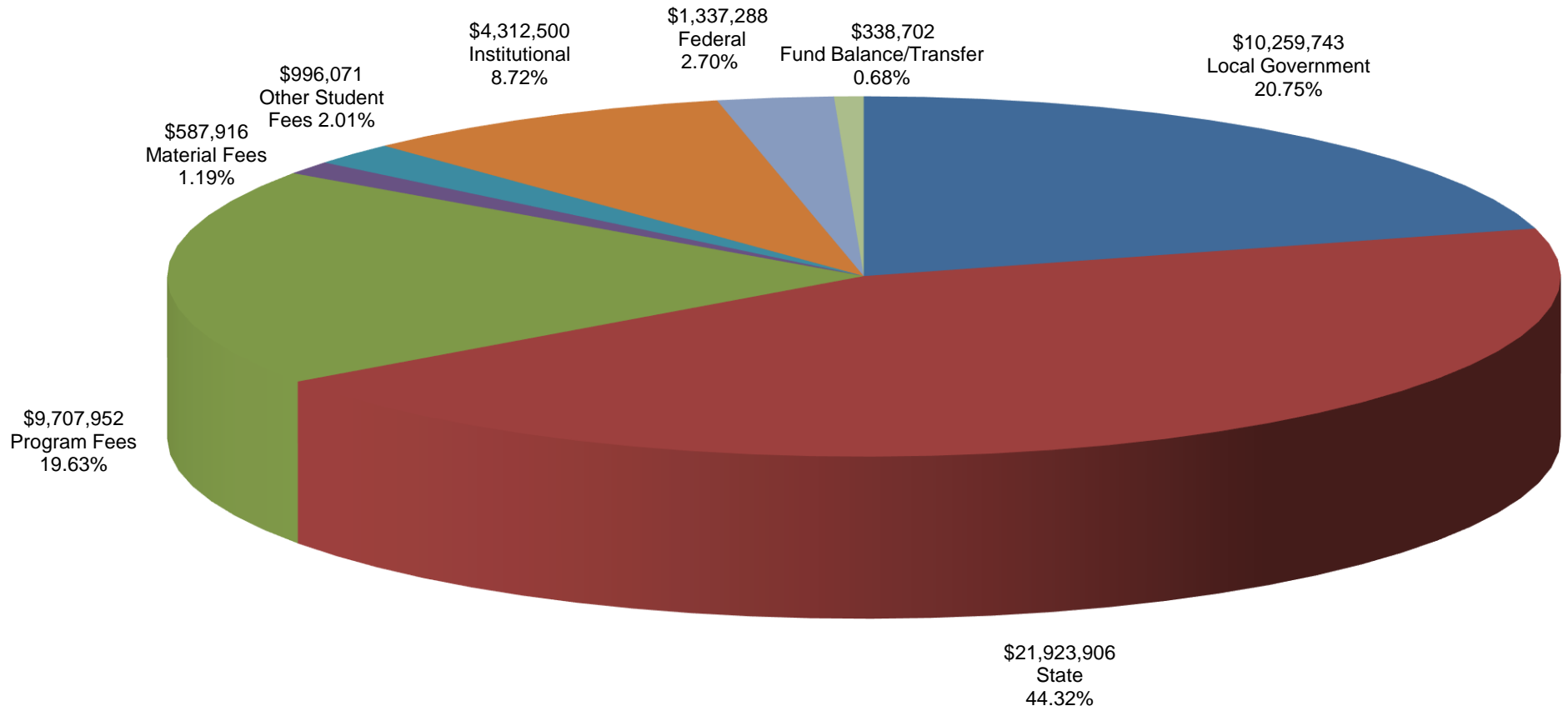
A public hearing on the proposed 2019-2020 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Timberwolf Conference Center - D100, 1000 West Campus Drive, Wausau, WI 54401, on Tuesday, June 11, 2019 at 12:00 p.m. This hearing will be projected through interactive videoconferencing to regional campuses in Antigo, Medford, Phillips, Spencer, Wittenberg, and Public Safety Center of Excellence, Rooms T107, M115, P133, S108, WITTENBERG and PS110 respectively. The hearing will also be available through interactive videoconferencing at the Wittenberg campus main office.

The detailed budget is available for public inspection in the district finance department.

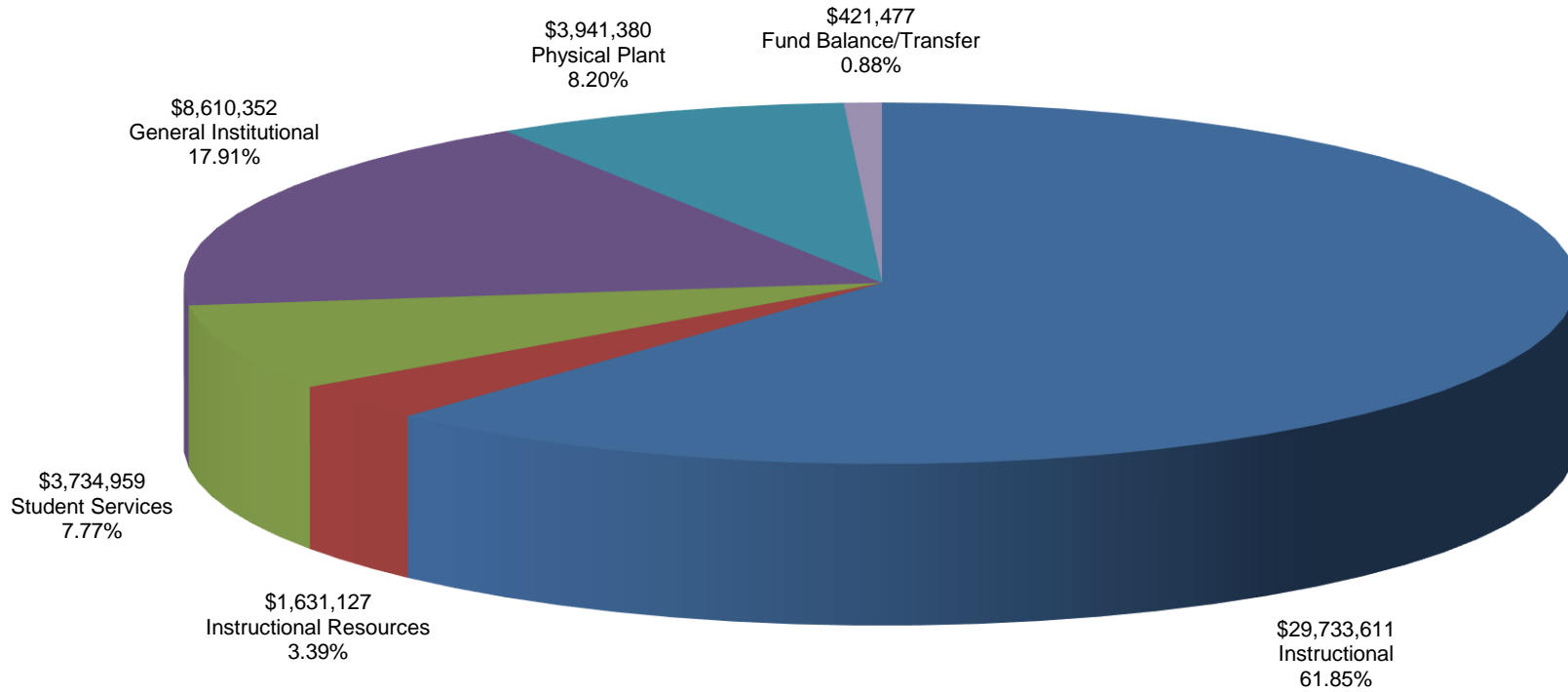
Operational (Funds 1 & 2) Estimated Sources of Revenue 2018-2019



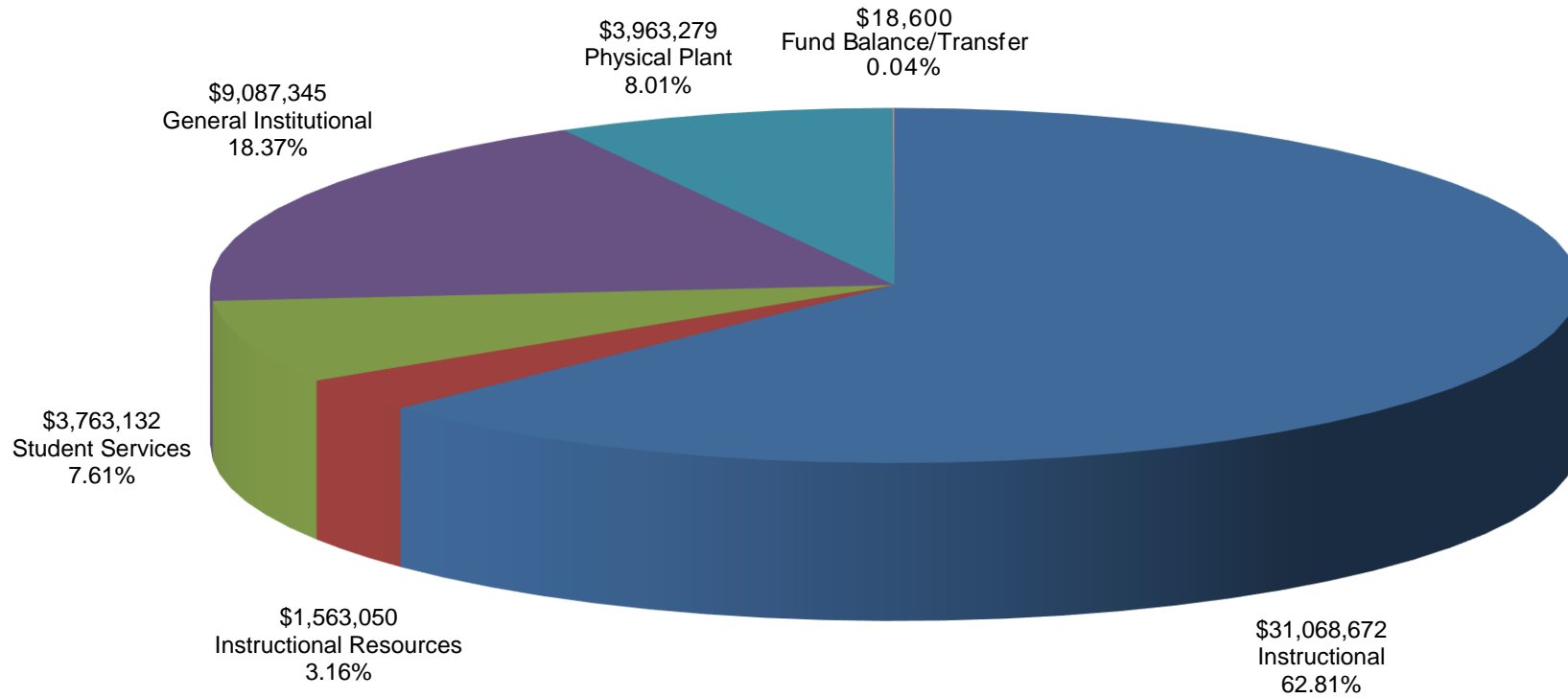
Operational (Funds 1 and 2) Budgeted Sources of Revenue 2019-2020



Operational (Funds 1 and 2)
Estimated Expenditures by Function
2018-2019



Operational (Funds 1 and 2) Budgeted Expenditures by Function 2019-2020



**Northcentral Technical College
Budgeted Expenditures by Object Level (1)
2019-2020 Budget Year**

Personnel Services		
Salaries and Wages	\$30,421,522	
Fringe Benefits	<u>10,755,416</u>	\$41,176,938
Current Expense		8,268,540
Capital Expense		13,326,623
Debt Retirement		<u>12,728,590</u>
Total Budgeted Expenditures		<u><u>\$75,500,691</u></u>

(1) General Fund, Special Revenue Fund - Operational, Capital Projects Fund, and Debt Service Fund only.

NORTHCENTRAL TECHNICAL COLLEGE
Pro-Forma Balance Sheet - Budgetary Basis
June 30, 2019

	Governmental Fund Groups				Proprietary Fund Types		Account Groups		
	General	Special Revenue Operational	Special Revenue Non-Aidable	Capital Projects	Debt Service	Enterprise	Internal Service	General Long-Term Obligations	Capital Assets
ASSETS AND OTHER DEBITS									
Cash and Investments	\$10,167,297	\$1,588,794	\$211,527	\$15,259,953	\$9,776,438	\$67,933	\$1,240,494	\$0	\$0
Receivables:									
Taxes	5,650,000								
Accounts	1,050,000	260,000		8,500		90,000	182,000		
Interest									
Due from Other Governments		788,318	308,850						
Due from Other Funds							100,000		
Inventories						375,000			
Prepaid Expenditures	105,000								
Land, Building, and Equipment									126,500,000
Amount Available in Debt Service								3,895,820	
Amount to be Provided for Long-term Debt								45,004,180	
Total Assets and Other Debits	<u>\$16,972,297</u>	<u>\$2,637,112</u>	<u>\$520,377</u>	<u>\$15,268,453</u>	<u>\$9,776,438</u>	<u>\$532,933</u>	<u>\$1,522,494</u>	<u>\$48,900,000</u>	<u>\$126,500,000</u>
LIABILITIES									
Accounts Payable	\$215,000	\$121,600	\$11,500	\$1,300,000		\$115,000	\$685,000		
Accrued Salaries and related items	1,100,000								
Due To Other Funds	100,000								
Due To Student Organizations			60,000						
Deferred Revenues	776,000	50,000			5,880,618	5,000			
Long-term Notes Payable								48,900,000	
Unfunded Employee Benefits									
Total Liabilities	<u>2,191,000</u>	<u>171,600</u>	<u>71,500</u>	<u>1,300,000</u>	<u>5,880,618</u>	<u>120,000</u>	<u>685,000</u>	<u>48,900,000</u>	<u>0</u>
FUND EQUITY									
Investment in General Fixed Assets									126,500,000
Retained Earnings - Unreserved						412,933	837,494		
Fund balances									
Reserved:									
Capital projects				13,968,453					
Debt service					3,895,820				
Prepaid expenditures	105,000								
Student organizations			448,877						
Unreserved:									
Designated for Operations	8,048,803	2,465,512							
Designated for State Aids Fluctuations	816,297								
Designated for Subsequent Years									
Designated for Subsequent Year									
Designated for Post Employment Benefits	5,811,197								
Designated for Special Projects									
Total Fund Equity	<u>14,781,297</u>	<u>2,465,512</u>	<u>448,877</u>	<u>13,968,453</u>	<u>3,895,820</u>	<u>412,933</u>	<u>837,494</u>	<u>0</u>	<u>126,500,000</u>
Total Liabilities and Fund Equity	<u>\$16,972,297</u>	<u>\$2,637,112</u>	<u>\$520,377</u>	<u>\$15,268,453</u>	<u>\$9,776,438</u>	<u>\$532,933</u>	<u>\$1,522,494</u>	<u>\$48,900,000</u>	<u>\$126,500,000</u>

Northcentral Technical College
Combined Budgetary Summary
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	<u>2017-2018</u>	<u>2018-2019</u>	<u>2018-2019</u> <u>Estimated and</u>	<u>2019-2020</u>
	<u>Actual</u>	<u>Budget</u>	<u>Revised (1)</u>	<u>Budget</u>
Revenues				
Local Government	21,822,145	20,327,421	20,881,030	21,015,362
Revenue Recognized from Prior Year Levy	0	0	0	0
State Aids	24,056,068	22,706,264	22,870,024	23,573,055
Program Fees	9,521,172	9,528,359	8,773,823	9,707,952
Material Fees	584,491	535,961	542,685	587,916
Other Student Fees	1,795,899	1,764,126	1,743,696	1,783,871
Institutional Revenue	15,025,715	14,939,573	14,254,517	13,955,760
Federal Revenue	13,417,255	11,583,044	11,984,607	10,939,340
Total Revenues	<u>86,222,745</u>	<u>81,384,748</u>	<u>81,050,382</u>	<u>81,563,256</u>
Expenditures				
Instruction	31,875,071	32,043,998	31,838,141	33,408,761
Instructional Resources	2,844,456	3,294,123	3,062,164	2,970,053
Student Services	17,793,327	16,403,807	16,477,181	15,755,625
General Institutional	11,648,514	13,285,116	13,121,829	13,955,262
Physical Plant	21,586,107	19,448,098	19,151,731	21,403,483
Auxiliary	10,543,874	10,490,313	10,172,958	9,152,718
Public Service	33,053	126,500	48,000	50,000
Total Expenditures	<u>96,324,402</u>	<u>95,091,955</u>	<u>93,872,004</u>	<u>96,695,902</u>
Net Revenue (Expenditures)	(10,101,657)	(13,707,207)	(12,821,622)	(15,132,646)
Other Sources (Uses)				
Proceeds from Debt	11,868,309	11,821,000	11,869,000	11,869,000
Total Resources (Uses)	<u>11,868,309</u>	<u>11,821,000</u>	<u>11,869,000</u>	<u>11,869,000</u>
Transfers To (From) Fund Balance				
Designated for Operations	1,131,603	(921,571)	(114,811)	(338,702)
Designated for State Aids Fluctuations	41,220	(91,667)	(123,610)	0
Designated for Subsequent Years	0	0	0	0
Designated for Subsequent Year	0	0	0	0
Designated for Post-Employment Benefits	(852,169)	0	0	0
Reserve for Student Organizations	50,619	(31,820)	93,924	97,259
Reserve for Capital Projects	753,059	(1,347,854)	(1,190,795)	(1,227,232)
Reserve for Debt Service	510,355	445,141	918,604	(1,752,971)
Retained Earnings	131,965	61,564	(535,934)	(42,000)
Total Transfers To (From) Fund Balance	<u>1,766,652</u>	<u>(1,886,207)</u>	<u>(952,622)</u>	<u>(3,263,646)</u>
Beginning Fund Balance	35,996,356	37,763,008	37,763,008	36,810,386
Ending Fund Balance	37,763,008	35,876,801	36,810,386	33,546,740

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
General Fund
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
			Revised (1)	
Revenues				
Local Government	8,989,481	8,992,280	9,159,743	9,159,743
State Aids	19,438,280	19,273,382	19,130,000	19,029,908
Program Fees	9,304,321	9,274,800	8,500,000	9,432,200
Material Fees	548,545	492,450	496,000	540,895
Other Student Fees	486,963	445,000	465,000	482,738
Institutional Revenue	529,453	440,000	573,000	438,000
Federal Revenue	9,235	0	8,130	0
Total Revenues	39,306,278	38,917,912	38,331,873	39,083,484
Expenditures				
Instruction	21,803,596	23,323,526	22,380,000	23,213,940
Instructional Resources	1,464,324	1,637,795	1,555,000	1,464,398
Student Services	2,198,537	2,289,174	2,273,000	2,351,506
General Institutional	8,053,055	8,881,253	8,023,000	8,403,736
Physical Plant	3,662,043	3,805,081	3,880,000	3,899,904
Total Expenditures	37,181,555	39,936,829	38,111,000	39,333,484
Net Revenue (Expenditures)	2,124,723	(1,018,917)	220,873	(250,000)
Other Sources (Uses)				
Interfund Transfers In (Out)	(2,133,254)	(21,877)	(372,672)	0
Total Resources (Uses)	(2,133,254)	(21,877)	(372,672)	0
Transfers To (From) Fund Balance				
Designated for Operations	802,418	(949,127)	(28,189)	(250,000)
Designated for State Aids Fluctuations	41,220	(91,667)	(123,610)	0
Designated for Subsequent Years	0	0	0	0
Designated for Subsequent Year	0	0	0	0
Designated for Post-Employment Benefits	(852,169)	0	0	0
Total Transfers To (From) Fund Balance	(8,531)	(1,040,794)	(151,799)	(250,000)
Beginning Fund Balance	14,941,627	14,933,096	14,933,096	14,781,297
Ending Fund Balance	14,933,096	13,892,302	14,781,297	14,531,297

The General Fund is used to account for all financial activities except those required to be accounted for in another fund.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Special Revenue Fund - Operational
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
			Revised (1)	
Revenues				
Local Government	1,100,000	1,100,000	1,100,000	1,100,000
State Aids	3,190,202	2,189,882	2,262,385	2,893,998
Program Fees	216,851	253,559	273,823	275,752
Material Fees	35,946	43,511	46,685	47,021
Other Student Fees	463,720	474,126	498,696	513,333
Institutional Revenue	4,056,426	3,463,973	3,812,944	3,874,500
Federal Revenue	1,651,666	1,339,931	1,477,874	1,337,288
Total Revenues	10,714,811	8,864,982	9,472,407	10,041,892
Expenditures				
Instruction	8,238,138	6,653,503	7,353,611	7,854,732
Instructional Resources	129,146	71,800	76,127	98,652
Student Services	1,518,123	1,507,200	1,461,959	1,411,626
General Institutional	848,794	541,000	587,352	683,609
Physical Plant	45,721	63,923	61,380	63,375
Total Expenditures	10,779,922	8,837,426	9,540,429	10,111,994
Net Revenue (Expenditures)	(65,111)	27,556	(68,022)	(70,102)
Other Sources (Uses)				
Interfund Transfers In (Out)	394,296	0	(18,600)	(18,600)
Total Resources (Uses)	394,296	0	(18,600)	(18,600)
Transfers To (From) Fund Balance				
Designated for Operations	329,185	27,556	(86,622)	(88,702)
Total Transfers To (From) Fund Balance	329,185	27,556	(86,622)	(88,702)
Beginning Fund Balance	2,222,949	2,552,134	2,552,134	2,465,512
Ending Fund Balance	2,552,134	2,579,690	2,465,512	2,376,810

Special Revenue Funds-Operational are used to account for the proceeds and related financial activity of specific revenue sources that are legally restricted to specific purposes other than expendable trusts or major capital projects.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Special Revenue Fund - Non-Aidable
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
			Revised (1)	
Revenues				
Local Government	121,466	200,000	200,000	200,000
State Aids	1,182,591	1,157,000	1,178,239	1,299,000
Other Student Fees	845,216	845,000	780,000	787,800
Institutional Revenue	271,189	238,000	230,000	232,300
Federal Revenue	11,720,997	10,243,113	10,471,113	9,602,052
Total Revenues	<u>14,141,459</u>	<u>12,683,113</u>	<u>12,859,352</u>	<u>12,121,152</u>
Expenditures				
Instruction	0	0	0	0
Student Services	14,076,667	12,607,433	12,736,028	11,992,493
General Institutional	0	0	0	0
Public Service	33,053	126,500	48,000	50,000
Total Expenditures	<u>14,109,720</u>	<u>12,733,933</u>	<u>12,784,028</u>	<u>12,042,493</u>
Net Revenue (Expenditures)	31,739	(50,820)	75,324	78,659
Other Sources (Uses)				
Interfund Transfers In (Out)	18,880	19,000	18,600	18,600
Total Resources (Uses)	<u>18,880</u>	<u>19,000</u>	<u>18,600</u>	<u>18,600</u>
Transfers To (From) Fund Balance				
Reserve for Student				
Organizations	50,619	(31,820)	93,924	97,259
Total Transfers To (From) Fund Balance	<u>50,619</u>	<u>(31,820)</u>	<u>93,924</u>	<u>97,259</u>
Beginning Fund Balance	304,334	354,953	354,953	448,877
Ending Fund Balance	354,953	323,133	448,877	546,136

Special Revenue Funds-Non-Aidable are used to account for assets held by the District as an agent for individuals, private organizations, other governmental units, or other funds.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Capital Projects Fund
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
	Actual	Budget	Revised (1)	Budget
Revenues				
Local Government	0	0	0	0
State Aids	244,995	86,000	299,400	350,149
Institutional Revenue	480,232	218,600	323,221	249,242
Federal Revenue	35,357	0	27,490	0
Total Revenues	<u>760,584</u>	<u>304,600</u>	<u>650,111</u>	<u>599,391</u>
Expenditures				
Instruction	1,833,337	2,066,969	2,104,530	2,340,089
Instructional Resources	1,250,986	1,584,528	1,431,037	1,407,003
Student Services	0	0	6,194	0
General Institutional	2,746,665	3,862,863	4,511,477	4,867,917
Physical Plant	6,436,012	5,638,094	5,287,668	4,711,614
Total Expenditures	<u>12,267,000</u>	<u>13,152,454</u>	<u>13,340,906</u>	<u>13,326,623</u>
Net Revenue (Expenditures)	(11,506,416)	(12,847,854)	(12,690,795)	(12,727,232)
Other Sources (Uses)				
Proceeds from Debt	11,500,000	11,500,000	11,500,000	11,500,000
Interfund Transfers In (Out)	759,475	0	0	0
Total Resources (Uses)	<u>12,259,475</u>	<u>11,500,000</u>	<u>11,500,000</u>	<u>11,500,000</u>
Transfers To (From) Fund Balance				
Reserve for Capital Projects	753,059	(1,347,854)	(1,190,795)	(1,227,232)
Total Transfers To (From) Fund Balance	<u>753,059</u>	<u>(1,347,854)</u>	<u>(1,190,795)</u>	<u>(1,227,232)</u>
Beginning Fund Balance	14,406,189	15,159,248	15,159,248	13,968,453
Ending Fund Balance	15,159,248	13,811,394	13,968,453	12,741,221

Capital Projects Funds are used to account for financial resources and related financial activity for the acquisition and improvement of sites and for the acquisition, construction, equipping and renovation of buildings.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Debt Service Fund
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
	Actual	Budget	Revised (1)	Budget
Revenues				
Local Government	11,533,588	10,035,141	10,421,287	10,555,619
Revenue Recognized from Prior Year Levy	0	0	0	0
Institutional Revenue	50,789	30,000	51,000	51,000
Total Revenues	<u>11,584,377</u>	<u>10,065,141</u>	<u>10,472,287</u>	<u>10,606,619</u>
Expenditures				
Physical Plant	<u>11,442,331</u>	<u>9,941,000</u>	<u>9,922,683</u>	<u>12,728,590</u>
Total Expenditures	11,442,331	9,941,000	9,922,683	12,728,590
Net Revenue (Expenditures)	142,046	124,141	549,604	(2,121,971)
Other Sources (Uses)				
Proceeds from Debt	368,309	321,000	369,000	369,000
Interfund Transfers In (Out)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Resources (Uses)	368,309	321,000	369,000	369,000
Transfers To (From) Fund Balance				
Reserve for Debt Service	<u>510,355</u>	<u>445,141</u>	<u>918,604</u>	<u>(1,752,971)</u>
Total Transfers To (From) Fund Balance	510,355	445,141	918,604	(1,752,971)
Beginning Fund Balance	2,466,861	2,977,216	2,977,216	3,895,820
Ending Fund Balance	2,977,216	3,422,357	3,895,820	2,142,849

The Debt Service Fund is used to account for the accumulation of resources for, and the payment of, general long-term debt and long-term lease purchase principal and interest.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Enterprise Fund
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
			Revised (1)	
Revenues				
Local Government	77,610	0	0	0
Institutional Revenue	2,488,223	2,591,000	2,332,000	2,179,000
Federal Revenue	0	0	0	0
Total Revenues	<u>2,565,833</u>	<u>2,591,000</u>	<u>2,332,000</u>	<u>2,179,000</u>
Expenditures				
Auxiliary Services	<u>2,624,362</u>	<u>2,550,313</u>	<u>2,389,795</u>	<u>2,215,000</u>
Total Expenditures	2,624,362	2,550,313	2,389,795	2,215,000
Net Revenue (Expenditures)	(58,529)	40,687	(57,795)	(36,000)
Other Sources (Uses)				
Interfund Transfers In (Out)	<u>(21,126)</u>	<u>2,877</u>	<u>(27,328)</u>	<u>0</u>
Total Resources (Uses)	(21,126)	2,877	(27,328)	0
Transfers To (From) Fund Balance				
Retained Earnings	<u>(79,655)</u>	<u>43,564</u>	<u>(85,123)</u>	<u>(36,000)</u>
Total Transfers To (From) Fund Balance	(79,655)	43,564	(85,123)	(36,000)
Beginning Fund Balance	577,711	498,056	498,056	412,933
Ending Fund Balance	498,056	541,620	412,933	376,933

Enterprise Funds are used to account for operations where the cost of providing goods or services to the student body, faculty and staff, or the general public are financed primarily through user fees.

(1) Nine months actual and three months estimated; revised May 7, 2019

Northcentral Technical College
Internal Service Fund
2019-2020 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	2017-2018	2018-2019	2018-2019	2019-2020
	Actual	Budget	Estimated and	Budget
	Actual	Budget	Revised (1)	Budget
Revenues				
Institutional Revenue	7,149,403	7,958,000	6,932,352	6,931,718
Total Revenues	7,149,403	7,958,000	6,932,352	6,931,718
Expenditures				
Auxiliary Services	7,919,512	7,940,000	7,783,163	6,937,718
Total Expenditures	7,919,512	7,940,000	7,783,163	6,937,718
Net Revenue (Expenditures)	(770,109)	18,000	(850,811)	(6,000)
Other Sources (Uses)				
Interfund Transfers In (Out)	981,729	0	400,000	0
Total Resources (Uses)	981,729	0	400,000	0
Transfers To (From) Fund Balance				
Retained Earnings	211,620	18,000	(450,811)	(6,000)
Total Transfers To (From) Fund Balance	211,620	18,000	(450,811)	(6,000)
Beginning Fund Balance	1,076,685	1,288,305	1,288,305	837,494
Ending Fund Balance	1,288,305	1,306,305	837,494	831,494

Internal Service Funds are used to account for the financing and related financial activity of goods and services provided by one department to other departments of the District on a cost-reimbursement basis.

(1) Nine months actual and three months estimated; revised May 7, 2019

**Northcentral Technical College
Schedule of Long-Term Obligations
2019-2020 Budget Year**

General obligation promissory notes, Series 2013A (\$12,000,000 for new construction on the Phillips campus, building remodeling and improvement projects, building and site maintenance and repairs, site improvements, engineering costs related to the capital budget, and equipment acquisition, installation and related costs -- interest rate varying from 2% to 3%, dated June 11, 2013, with first interest payment due March 1, 2014, semiannually September and March thereafter, principal payments due annually commencing September 2014).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	1,360,000	105,513	1,465,513	1,501,913
2020-21	1,410,000	77,813	1,487,813	1,533,713
2021-22	1,470,000	49,013	1,519,013	1,559,313
2022-23	1,525,000	17,156	1,542,156	0
	<u>\$5,765,000</u>	<u>\$249,494</u>	<u>\$6,014,494</u>	<u>\$4,594,938</u>

General obligation promissory notes, Series 2014A (\$10,000,000 for new construction on the Medford campus, building remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate varying between 1.0% to 1.5%, dated June 2, 2014, with first interest payment due March 1, 2015, semiannually September and March thereafter, principal payments due annually commencing September 2015).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	2,075,000	15,563	2,090,563	0
	<u>\$2,075,000</u>	<u>\$15,563</u>	<u>\$2,090,563</u>	<u>\$0</u>

General obligation promissory notes, Series 2015A (\$10,000,000 for the purchase of the Wittenberg campus, purchase of a mobile classroom and construction of a building addition on the Wausau Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate varying between 1% to 2.25%, dated June 1, 2015, with first interest payment due September 1, 2015, semiannually March and September thereafter, principal payments due annually commencing September 2016).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	1,865,000	60,612	1,925,612	1,906,962
2020-21	1,865,000	20,981	1,885,981	0
	<u>\$3,730,000</u>	<u>\$81,593</u>	<u>\$3,811,593</u>	<u>\$1,906,962</u>

General obligation promissory notes, Series 2016A (\$10,000,000 for the construction of an addition to the Student Life Center on the Wausau Campus, construction of a tactical safety range and multi-media classroom on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate 2%, dated May 2, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	890,000	138,300	1,028,300	1,019,400
2020-21	920,000	120,500	1,040,500	1,031,300
2021-22	950,000	102,100	1,052,100	1,042,600
2022-23	985,000	83,100	1,068,100	1,058,250
2023-24	1,020,000	63,400	1,083,400	1,073,200
2024-25	1,055,000	43,000	1,098,000	1,087,450
2025-26	1,095,000	21,900	1,116,900	1,105,950
	<u>\$6,915,000</u>	<u>\$572,300</u>	<u>\$7,487,300</u>	<u>\$7,418,150</u>

**Northcentral Technical College
Schedule of Long-Term Obligations
2019-2020 Budget Year**

General obligation promissory notes, Series 2016B (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate 2%, dated June 15, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	130,000	19,800	149,800	148,500
2020-21	130,000	17,200	147,200	145,900
2021-22	135,000	14,600	149,600	148,250
2022-23	140,000	11,900	151,900	150,500
2023-24	145,000	9,100	154,100	152,650
2024-25	150,000	6,200	156,200	154,700
2025-26	160,000	3,200	163,200	161,600
	<u>\$990,000</u>	<u>\$82,000</u>	<u>\$1,072,000</u>	<u>\$1,062,100</u>

General obligation promissory notes, Series 2016C (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 30, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	140,000	19,800	159,800	157,700
2020-21	145,000	15,600	160,600	159,150
2021-22	155,000	12,700	167,700	166,150
2022-23	160,000	9,600	169,600	168,000
2023-24	105,000	6,400	111,400	110,350
2024-25	105,000	4,300	109,300	108,250
2025-26	110,000	2,200	112,200	111,100
	<u>\$920,000</u>	<u>\$70,600</u>	<u>\$990,600</u>	<u>\$980,700</u>

General obligation promissory notes, Series 2017A (\$10,700,000 for purchase of the diesel building and construction of building additions at the Agricultural Center of Excellence on the Wausau Campus; construction of a building addition on the Merrill Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 1, 2017, with first interest payment due September 1, 2017, semiannually March and September thereafter, principal payments due annually commencing March 2018).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	815,000	201,169	1,016,169	1,003,943
2020-21	835,000	176,719	1,011,719	999,193
2021-22	865,000	151,669	1,016,669	1,003,693
2022-23	890,000	125,719	1,015,719	1,002,368
2023-24	915,000	99,019	1,014,019	1,000,293
2024-25	945,000	71,569	1,016,569	1,002,393
2025-26	975,000	43,219	1,018,219	1,007,859
2026-27	1,000,000	22,500	1,022,500	1,011,250
	<u>\$7,240,000</u>	<u>\$891,581</u>	<u>\$8,131,581</u>	<u>\$8,030,992</u>

**Northcentral Technical College
Schedule of Long-Term Obligations
2019-2020 Budget Year**

General obligation promissory notes, Series 2018A (\$11,500,000 for construction of building additions on the Merrill Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 3% and 4%, dated May 22, 2018, with first interest payment due September 1, 2018, semiannually March and September thereafter, principal payments due annually commencing March 2019).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	920,000	315,000	1,235,000	1,221,200
2020-21	960,000	287,400	1,247,400	1,233,000
2021-22	995,000	258,600	1,253,600	1,238,675
2022-23	1,035,000	228,750	1,263,750	1,248,225
2023-24	1,080,000	197,700	1,277,700	1,256,100
2024-25	1,125,000	154,500	1,279,500	1,257,000
2025-26	1,170,000	109,500	1,279,500	1,261,950
2026-27	1,215,000	74,400	1,289,400	1,271,175
2027-28	1,265,000	37,950	1,302,950	1,283,975
	<u>\$9,765,000</u>	<u>\$1,663,800</u>	<u>\$11,428,800</u>	<u>\$11,271,300</u>

General obligation promissory notes, Series 2019A (\$11,500,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate estimated at 4%, dated May 2019, with first interest payment due September 1, 2019, semiannually March and September thereafter, principal payments due annually commencing March 2020).

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	3,200,000	348,833	3,548,833	3,596,000
2020-21	780,000	332,000	1,112,000	1,096,400
2021-22	815,000	300,800	1,115,800	1,099,500
2022-23	845,000	268,200	1,113,200	1,096,300
2023-24	880,000	234,400	1,114,400	1,096,800
2024-25	920,000	199,200	1,119,200	1,100,800
2025-26	955,000	162,400	1,117,400	1,098,300
2026-27	995,000	124,200	1,119,200	1,099,300
2027-28	1,035,000	84,400	1,119,400	1,098,700
2028-29	1,075,000	43,000	1,118,000	1,096,500
	<u>\$11,500,000</u>	<u>\$2,097,433</u>	<u>\$13,597,433</u>	<u>\$13,478,600</u>

**Northcentral Technical College
Schedule of Long-Term Obligations
2019-2020 Budget Year**

COMBINED:

<u>Budget Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>	<u>Amount of Levy</u>
2019-20	11,395,000	1,224,589	12,619,589	10,555,618
2020-21	7,045,000	1,048,212	8,093,212	6,198,656
2021-22	5,385,000	889,481	6,274,481	6,258,181
2022-23	5,580,000	744,425	6,324,425	4,723,643
2023-24	4,145,000	610,019	4,755,019	4,689,393
2024-25	4,300,000	478,769	4,778,769	4,710,593
2025-26	4,465,000	342,419	4,807,419	4,746,759
2026-27	3,210,000	221,100	3,431,100	3,381,725
2027-28	2,300,000	122,350	2,422,350	2,382,675
2028-29	1,075,000	43,000	1,118,000	1,096,500
	<u>\$48,900,000</u>	<u>\$5,724,364</u>	<u>\$54,624,364</u>	<u>\$48,743,742</u>

The indebtedness shown on this page includes the total present obligation for debts incurred for the purposes of capital purchases, and for construction and improvements to the facilities of the District. No dollars are included for operating purposes.

Northcentral Technical College
Legal Debt Limitations
2019-2020 Budget Year

State statutes impose two debt limitations on WTCS districts' debt. The following computations are based on the aggregate debt budgeted to be outstanding as of June 30, 2020 net of resources available to fund principal and interest payments.

The aggregate indebtedness of the district may not exceed 5% of the equalized value of the taxable property located in the district (\$16,540,469,445) per s. 67.03 (1), Wis. Stats. This limitation applies to indebtedness for all purposes - bonds, promissory notes and capital leases, including taxable and nontaxable borrowings. It also applies to WRS prior service liability refinanced with the proceeds of promissory notes or bonds.

The maximum aggregate indebtedness of the district budgeted for fiscal year 2019-2020 is \$48,900,000. The 5% limit is \$827,023,472.

The bonded indebtedness of the district may not exceed 2% of the equalized value of the property located in the district (\$16,540,469,445) per s. 67.03 (9), Wis. Stats. This limitation applies to bonded indebtedness for the purchase of district sites, the construction and remodeling of district facilities and the equipping of district facilities.

The maximum bonded indebtedness of the district budgeted for fiscal year 2019-2020 is \$48,900,000. The 2% limit is \$330,809,389.

SECTION III

**ADDITIONAL
COMMUNICATIONS**



VISION

Building futures as your college of choice, one learner, one employer, and one community at a time.

MISSION

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

CORE BELIEFS/VALUES

These guiding principles and values are inherent at Northcentral Technical College.

Learner Focus

We believe in and promote an engaging life-long learning environment that supports learners as they realize their educational and career goals.

Continuous Improvement

We believe in and promote the continuous improvement of learning, support systems and processes to meet learner, employer and community needs.

Ingenuity

We believe in and promote a learning environment that fosters innovation and entrepreneurship.

Access

We believe in and promote flexible educational opportunities to serve all learning communities.

Service to Community

We believe in and promote service to our communities through leadership, collaboration and volunteerism.

Diversity

We believe in and promote an inclusive environment that celebrates, embraces and respects individual differences.

Culture of Professionalism

We believe in and promote a culture of knowledgeable, forward-thinking, accountable, caring and collaborative employees who act with integrity and respect.

Advocacy

We believe in and promote the success of our learners, employers and communities.

STRATEGIC DIRECTIONS

Innovation and Growth - The College implements new products or services to meet current and future stakeholder needs.

Strategic Partnerships – The College becomes the preferred strategic partner of area businesses and industries, K-12 districts, local communities, entrepreneurs and other institutions of higher education to support learning and economic development, establishing NTC as an educational leader.

Continuous Quality Improvement - The College develops innovative ways to continually improve learning, support systems, and processes, and the responsible use of natural resources that enhance organizational effectiveness and demonstrates sustainability. The College encourages and supports professional growth and team development throughout the organization.

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

Student Success – The College promotes student retention, degree completion, career and job placement and engages a diverse student population through its programs, support services, and campus settings.

Accreditation & Continuous Quality Improvement at NTC

Northcentral Technical College is regionally accredited by the Higher Learning Commission (HLC). NTC's institutional accreditation is reaffirmed by HLC through 2022-23. Since 2001, to support its institutional focus on continuous quality improvement, NTC has benefited from building on positive improvements through HLC's Academic Quality Improvement Program (AQIP) Pathway of accreditation. This past year HLC retired the AQIP Pathway for all institutions participating, and has since transitioned NTC to the HLC Open Pathway of accreditation. The Open Pathway also focuses on quality improvement, as institutions identify and complete an ongoing Quality Initiative Project. NTC is in the process of identifying the Quality Initiative Project which will focus and guide continuous quality improvement efforts at the College over the next several years.

In spring 2016, NTC took the next step in continuous quality improvement by joining Achieving the Dream, a network of more than 200 community colleges in 35 states helping community colleges focus efforts on student success and completion. Achieving the Dream provides a framework for integrating college-wide student success efforts and tracking progress and benchmarking results. Previously, NTC aligned its accreditation quality projects with its Achieving the Dream student success and completion strategies to leverage both the Achieving the Dream national network and the continuous improvement best practices of AQIP. Moving forward, NTC will leverage best practices learned through Achieving the Dream to align with its Quality Initiative Project and other continuous quality improvements at the College.

Continuous Quality Improvement at NTC

Continuous Quality Improvement is a College Strategic Direction. At NTC quality is strategic, integrated, and intentional in how NTC employees approach their tasks. Quality is embedded in the culture of the College and its key processes and starts at the top of the organization with the President. The quality philosophy spills down to the Executive Leadership Team (ELT) and to employees and is engrained in how the College plans, evaluates, and executes tasks. The heart of NTC's quality journey is its evaluation model that provides an ongoing process of data collection, analysis, and continuous improvement. To promote student success, a college-wide conscious effort to stay well-informed of performance along each step within the student pathway (developmental education through student graduation and transfer) is systematically examined for effectiveness and quality and is guided by learner needs utilizing the Deming cycle of Plan-Do-Check-Act. The following evaluation and strategic planning processes support continuous quality improvement at NTC:

Instructional Vitality Process: NTC's evaluation processes provide a framework for identifying areas of continuous quality improvement for both academic and service teams. Academic program teams are evaluated annually using the Instructional Vitality Process. NTC's Instructional Vitality Process provides a program evaluation framework. Program performance data and environmental scanning data are utilized by faculty to guide program improvement.

Team Action Plans: The Executive Leadership Team establishes institutional goals that will be reflected on departmental or academic Team Action Plans. Beginning in 2018-19, the Team Action Plans are in the form of Wildly Important Goals (WIGs). These institutional goals are aligned with the Strategic Directions of the College. Each department or academic team documents their Wildly Important Goals that align with the institutional Wildly Important Goals on their Team Action Plan. Team Action Plans are

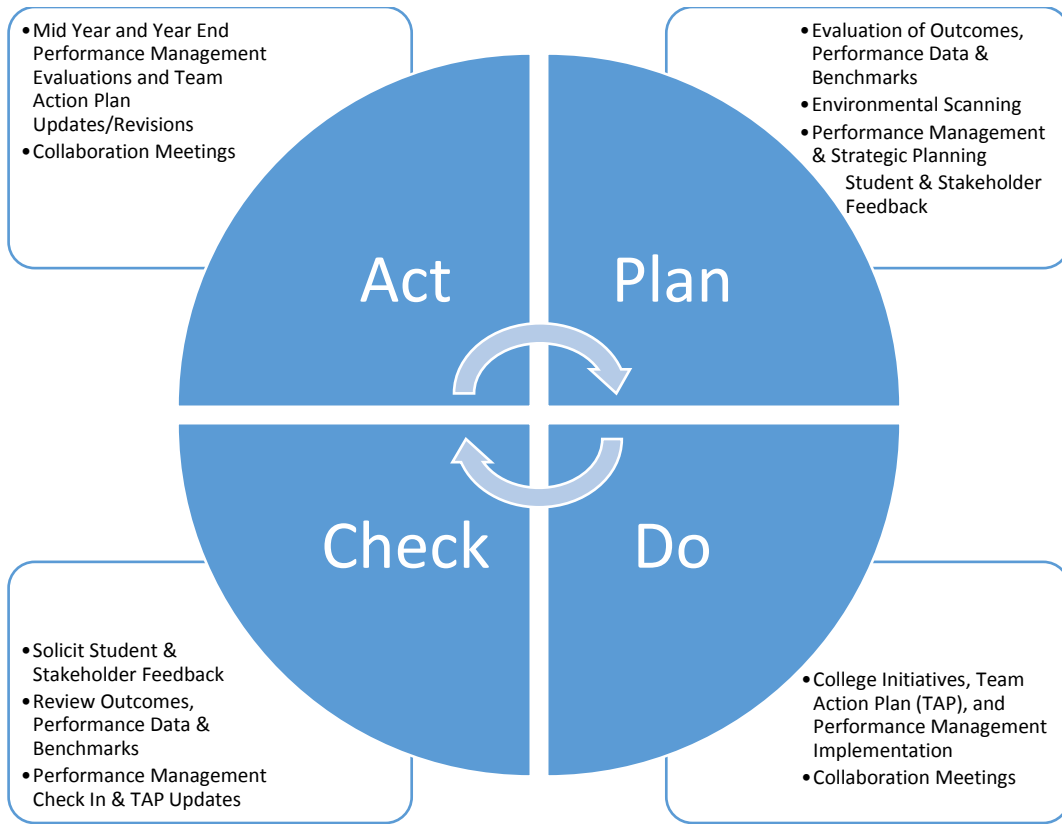
developed in the fall, monitored throughout the year to ensure institutional goals are met, and are used to inform the Team Action Plan and Wildly Important Goals for the following academic year.

Employee Performance Management: Individual employee performance management provides a mechanism for supervisors and employees to monitor progress at the employee-level. The model, which ties personal performance to team Wildly Important Goals, is designed to create an ongoing evaluation conversation that promotes continuous improvement at the employee level.

Stakeholder Satisfaction & Environmental Scanning Data: NTC systematically gathers, analyzes, and prioritizes stakeholder feedback. Listening Sessions help the College identify community/stakeholder, employer, graduate, employee, and student concerns. NTC gathers feedback with a College-wide student and employee surveys, alternating between the two each year. NTC utilizes Economic Modeling Specialists International (EMSI) software to monitor district educational, economic, and labor market trends. In addition, NTC collects qualitative environmental scanning data.

Connecting NTC's Key Planning and Continuous Improvement Processes

Quality is linked with NTC's planning processes in order to promote student success. The NTC Board of Trustees develops and approves a strategic plan to achieve the College's mission and goals based on stakeholder needs. After the Board sets College Strategic Directions, the Executive Leadership Team identifies operational strategies to support these Strategic Directions. From the Executive Leadership Team's identified College-wide Wildly Important Goals, the process cascades down to the department or academic team level to support the College-wide goals. Both the Executive Leadership Team and individual teams determine quality initiatives identified through the Instructional Vitality Process, stakeholder feedback and environmental scanning data, or best practices learned from others (such as through the WTCS Student Success Center, Achieving the Dream, or through professional development). Team Action Plans provide a centralized location for both teams and supervisors to document priorities, thereby providing accountability for completing initiatives. The individual Performance Management process supports the College and team goals.

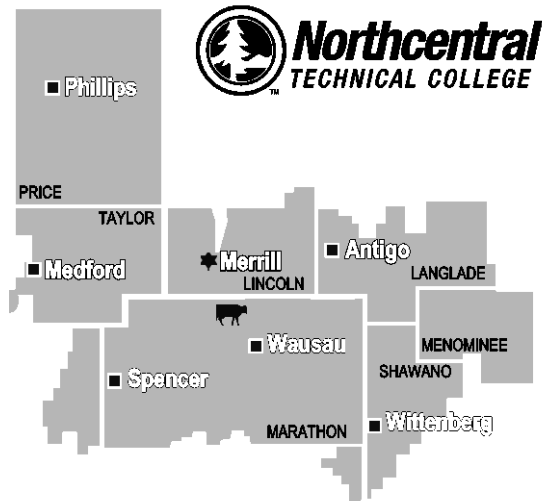




Wisconsin Technical College System



NTC DISTRICT



Antigo

ANTIGO, EAST CAMPUS
WOOD TECHNOLOGY
CENTER OF EXCELLENCE
312 Forrest Avenue
Antigo, WI 54409
715.623.7601

Medford

MEDFORD, WEST CAMPUS
1001 Progressive Avenue
Medford, WI 54451
715.748.3603

Merrill

PUBLIC SAFETY
CENTER OF EXCELLENCE
1603 Champagne Street
Merrill, WI 54452
715.675.3331

Phillips

PHILLIPS, NORTH CAMPUS
1408 Pine Ridge Road
Phillips, WI 54555
715.339.4555

Spencer

SPENCER, SOUTHWEST CAMPUS
808 N. Pacific Street
Spencer, WI 54479
715.659.5120

Wausau

WAUSAU, CENTRAL CAMPUS
ADVANCED MANUFACTURING
& ENGINEERING CENTER OF
EXCELLENCE
CENTER FOR
BUSINESS & INDUSTRY
CENTER FOR
GERIATRIC EDUCATION
CENTER FOR
HEALTH SCIENCES
1000 W. Campus Drive
Wausau, WI 54401
715.675.3331
AGRICULTURE
CENTER OF EXCELLENCE
6625 County Road K
Wausau, WI 54401
715.675.3331

Wittenberg

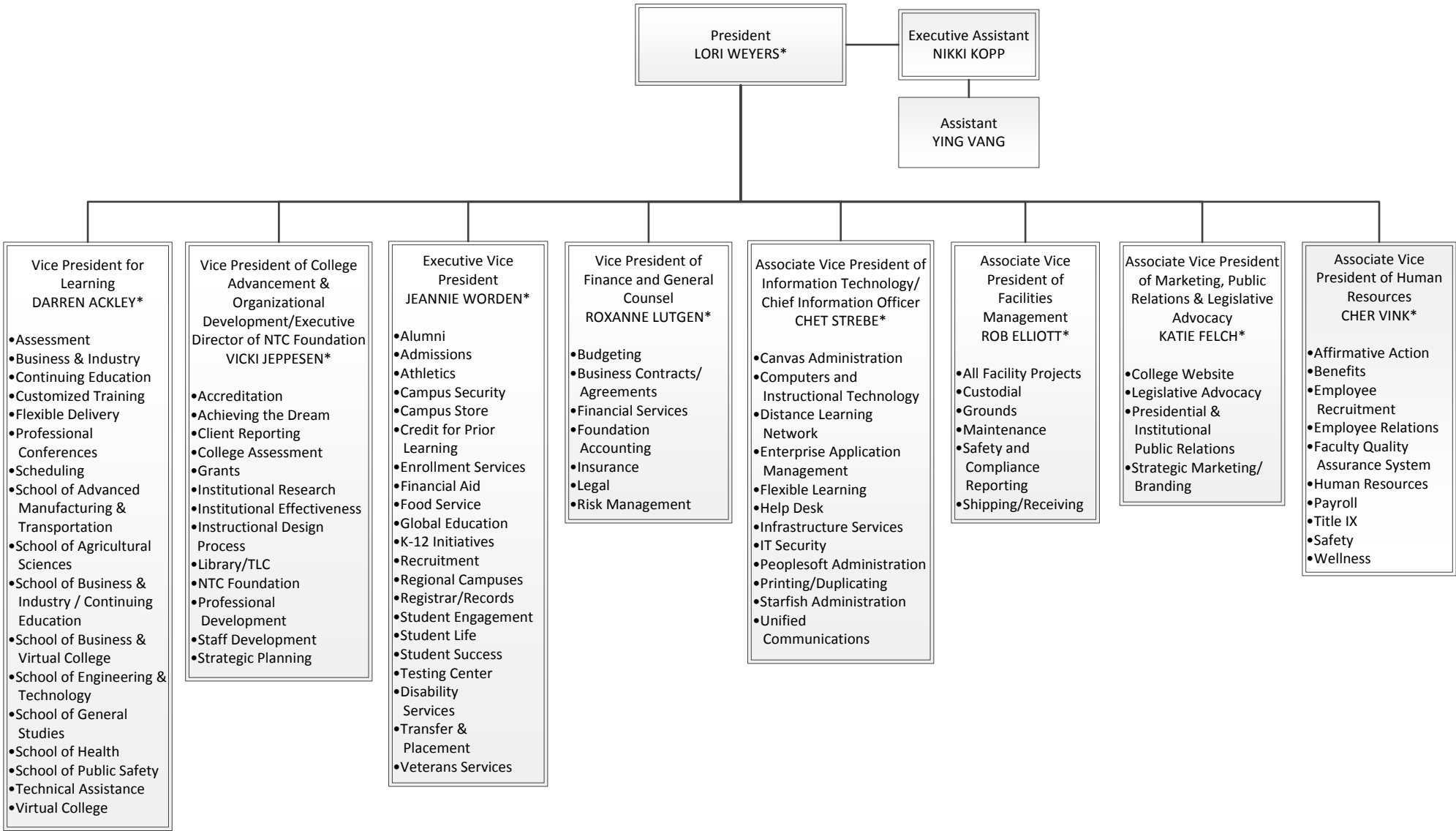
WITTENBERG,
SOUTHEAST CAMPUS
402 N. Genesee Street, Suite 3
Wittenberg, WI 54499
715.253.3500

➔ For more location
information visit
www.ntc.edu

NTC’s regional campus locations provide accessible education to learners throughout the NTC district. In addition to the central campus located in Wausau, NTC also has six regional campuses located in Antigo, Medford, Merrill, Phillips, Spencer and Wittenberg.

NTC’s Centers of Excellence focus on expanding and developing the natural assets and resources in a particular community area. By creating educational programs and instructional services that are geographically located adjacent to regional economic assets, the College positions itself to provide value added services in support of local economic development.

NORTHCENTRAL TECHNICAL COLLEGE ORGANIZATIONAL CHART



* The President's Executive Leadership Team (ELT)
1/22/2019

**Northcentral Technical College
Student Enrollment Statistics**

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
<u>Head Count Enrollments</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Estimated (5)</u>	<u>Projected</u>
Postsecondary (1)	9,385	9,787	9,311	9,903	10,038	10,860
Basic Education (2)	5,649	5,770	5,391	4,584	5,086	5,265
Continuing Education (3)	8,924	9,694	9,074	9,154	8,925	9,845
TOTAL (4)	<u>23,958</u>	<u>25,251</u>	<u>23,776</u>	<u>23,641</u>	<u>24,049</u>	<u>25,970</u>
<u>Full-Time Equivalent Enrollments</u>						
Postsecondary (1)	2,903	2,840	2,695	2,558	2,345	2,490
Basic Education (2)	410	460	450	403	345	415
Continuing Education (3)	113	122	97	121	120	135
TOTAL	<u>3,426</u>	<u>3,422</u>	<u>3,242</u>	<u>3,082</u>	<u>2,810</u>	<u>3,040</u>

(1) Postsecondary: Students enrolled in courses at the associate degree, technical diploma, apprenticeship, and certificate levels.

(2) Basic Education: Students enrolled in remedial courses.

(3) Continuing Education: Students enrolled in courses for personal development to increase job skills or to learn new skills.

(4) The headcount listed above is unduplicated within the category, but many students enroll in several categories. The total unduplicated headcount is as follows: 2014-2015 18,626, 2015-2016 19,635, 2016-2017 18,574, 2017-2018 19,071, 2018-2019 19,000 (estimated), 2019-2020 20,500 (projected).

(5) Estimated numbers as of March 2019; fiscal year end numbers will be available in August of 2019.

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT

DEGREE/DIPLOMA PROGRAM OFFERINGS

OUR OFFERINGS

Northcentral Technical College has over 200 programs and certificates in the Business, Service Occupations, and Trades and Technical Areas. Many of these programs have qualities that are unique to the state and to the country. Following is a list of the programs offered:

ASSOCIATE DEGREE PROGRAMS

Accounting	Electromechanical Technology	Marketing
Administrative Professional	Fire Medic	Mechanical Design Engineering Technology
Agri-Business	Fire Services Leadership	Medical Laboratory Technician
Architectural Design & Technology	Foundations of Teacher Education	Nursing
Automation Systems Technology	Graphic Communication Technologies	Paramedic Technician
Automotive Technology	Health Care Business Services	Radiography
Business Analyst	Health Navigator	Safety Engineering Technology
Business Management	Human Services Associate	Sign Language Interpreting in Education
Criminal Justice Studies	Individualized Technical Studies	Small Business Entrepreneurship
Crop Science	IT - Computer Support Specialist	Substance Use Disorder Counselor (SUDC)
Culinary Arts	IT - Mobile Application Developer	Supply Chain Management
Dairy Science	IT - Network Specialist	Technical Studies-Journey Worker
Dental Hygienist	IT - Software Developer	Veterinary Science
Diesel Technology	IT - Web Designer	Video Production
Digital Marketing	Leadership Development	Welding Fabrication & Robotics
Early Childhood Education	Manufacturing Engineering Technology	Wood Science

TWO-YEAR TECHNICAL PROGRAMS

Automotive Technician	Machine Tool Technics
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ONE-YEAR TECHNICAL PROGRAMS

Accounting Assistant	Gas Utility Construction & Service	Medical Coding Specialist
Cosmetology	Human Services Assistant	Medical Office Specialist
Culinary Assistant	IT - Computer Support Technician	Office Assistant
Diesel Equipment Mechanic	IT - Mobile Programmer	Substance Abuse Counselor Education
Electrical Power Distribution	Machine Tool Operation	Surgical Technologist
Emergency Medical Technician - Paramedic	Manufacturing Technician	Welding
Fire Science	Medical Assistant	Wood Technology

SHORT-TERM TECHNICAL PROGRAMS

Accelerated - Human Resource Management	Flux Core Arc Welding (FCAW)	IT - Web Design Specialist
Accelerated - Leadership	Gas Metal Arc Welding (GMAW)	Manufacturing Basics
Accelerated - Lean Organizations	Gas Tungsten Arc Welding (GTAW)	Marketing - Digital Internet Marketing
Accelerated - Supervision	Healthcare Receptionist	Marketing - Digital Marketing Promotions
Advanced EMT	Industrial Electronics & Maintenance Technician	Marketing - Social Media
Applied Mechanical CAD Technician	Industrial Environmental Engineering Technician	Nursing Assistant (CNA)
Architectural Design Software	Industrial Manufacturing Engineering Technician	Phlebotomy Technician
Basic Machining	Industrial Safety Engineering Technician	Quality Manufacturing
Construction Technologies	IT - Help Desk	Shielded Metal Arc Welding (SMAW)
Criminal Justice - Law Enforcement 720 Academy	IT - Network Technician	Truck Driving
Dental Assistant (Short-Term)	IT - Software Development Specialist	Welding Robotic Operation
Emergency Medical Technician	IT - User Experience Programmer	

NORTHCENTRAL TECHNICAL COLLEGE DISTRICT DEGREE/DIPLOMA PROGRAM OFFERINGS (CONTINUED)

APPRENTICESHIP PROGRAMS

Dairy Grazier	Lubrication Technician	Millwright/Maintenance Mechanic
Electrical and Instrumentation	Machinist	Plumbing
Industrial Electrician	Maintenance Technician	Tool & Die
Instrumentation		

CERTIFICATES

Advanced Care Nursing Assistant	Emerging Technologies	Medical Scribe Specialist
Agronomy	Equine Fundamentals	Metal Forming
Applied Design Software	Fundamentals of Central Services	Microsoft Office
Applied Manufacturing & Design Concepts	Furniture Design and Craftsmanship	Multimedia & Computer Arts
Auto Collision Technician	General Studies Transfer	Non-Profit Management
Automation - Control and Communication	Hardwood Manufacturers	Office Technology Basics
Basic Digital Photography and Digital Video	Health Insurance Business	Patient Services Specialist
Basic Wood Manufacturing	Health Services	Plastics Injection Molding Technician
Bookkeeping Technology	Home Health Aide	Print Production
Business Administration	Industrial Laser Operator - Machine Tool	Production Planner
Business Requirements Specialist	Industrial Laser Operator - Welding	Professional Communication - Criminal Justice
CNC Router	Internet Graphic Design	Professional Communication - Digital Marketing
Communication	Intro to Graphics	Professional Communication - Health Care Business Services
Computed Tomography Imaging Clinical	IT - A+ Exam Preparation	Professional Communication - Marketing
Computed Tomography Imaging Non Clinical	IT-Database Specialist	Professional Communication - Sign Language
Counseling	Jail Academy	Project Management
Critical Care Paramedic	Leadership Essentials	Promotional Graphic Design
Data Analysis Specialist	Lean Manufacturing Leadership	Purchasing Agent/Buyer
Digital Marketing Basics	Local Anesthesia for Dental Hygienists	QuickBooks
Early Childhood Education - Advanced	Logistics	Retail Operations
Early Childhood Education - Early Care Provider	Manufacturing Fundamentals	Service Sector Supply Chain Management
Early Childhood Education - Foundations	Marketing - Basics	Small Business Bookkeeping
Early Childhood Education - Infant Toddler	Marketing - Promotions	Social and Behavioral Science
Early Childhood Education - Intermediate	Marketing - Retail Management	Socioeconomic Studies
Early Childhood Education - Provider	Marketing - Sales Representative	SUDC Specialization
Early Childhood Education - The Registry Family Child Care	Materials Specialist	Supply Chain Operations Effectiveness
Early Childhood Education - The Registry Preschool	Mathematics	Technology Education Broad-Based Curriculum
Electrical Maintenance	Mechanical Design Drawing Software	Telehealth
Emergency Medical Services Leadership	Medical Office Documentation Specialist	Youth & Family

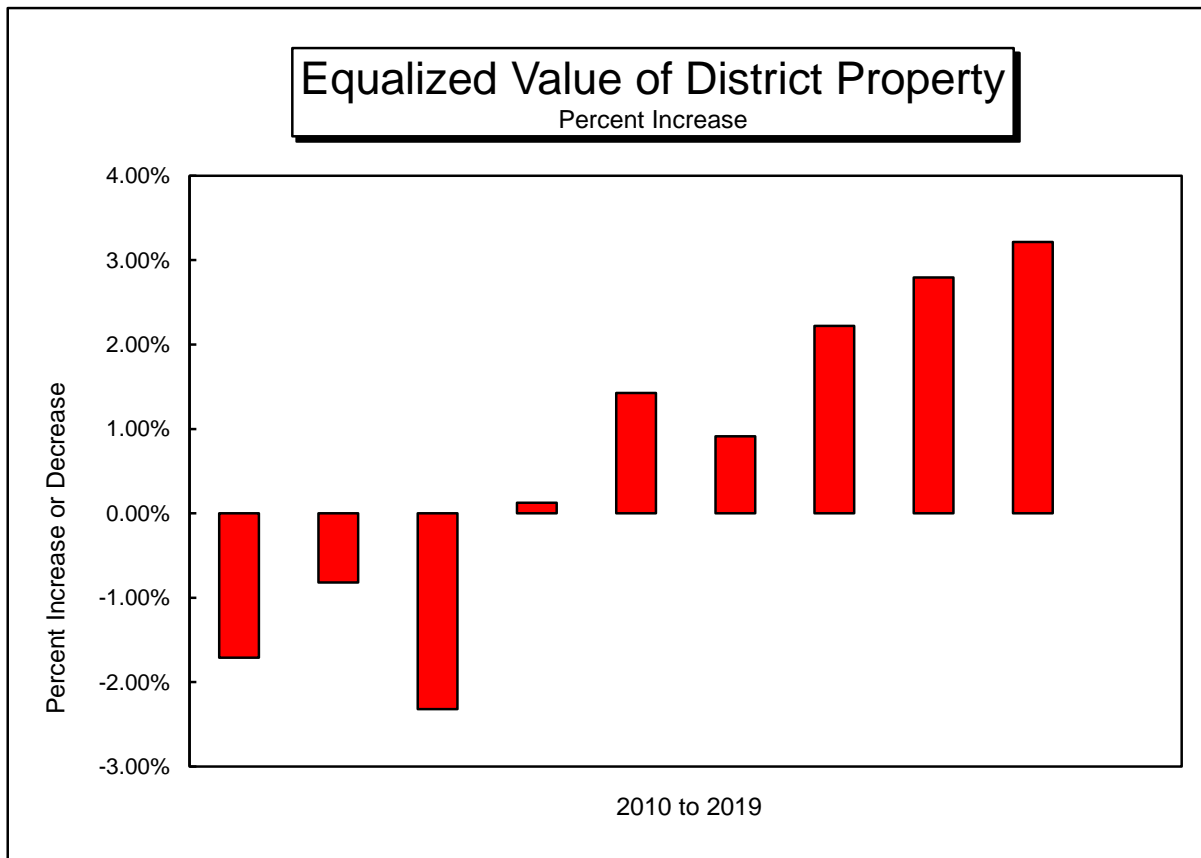
SPECIAL SERVICES

Academic Resource Center	Counseling Services	Placement & Transfer Services
Accommodations for Students with Disabilities	Diversity Services	Start College Now
Advising Services	English Language Learners (ELL)	Student Life
Alternative High School	Financial Aid & Foundation Scholarships	Testing & Assessment Services
Campus Store	Food Services	Tutoring Services
Career Coaches	Non-Traditional Occupations Services	Youth Apprenticeship
Career Services		

Northcentral Technical College also offers numerous non-degree program courses and seminars designed to meet the needs of business and citizens in the NTC taxing district.

**Northcentral Technical College
Property Valuations and Mill Rates
2019-2020 Budget Year**

Year		Property Valuation	Operational Mill Rate	Debt Mill Rate
2009-2010	Actual	\$15,628,355,047	1.47348	0.43905
2010-2011	Actual	15,361,066,821	1.49977	0.47644
2011-2012	Actual	15,235,061,955	1.49970	0.52281
2012-2013	Actual	14,881,761,339	1.49674	0.52576
2013-2014	Actual	14,900,465,191	1.51035	0.57486
2014-2015	Actual	15,113,021,324	0.62683**	0.59124
2015-2016	Actual	15,250,959,190	0.63534	0.62575
2016-2017	Actual	15,589,508,123	0.63925	0.62620
2017-2018	Actual	16,025,457,462	0.64225	0.62620
2018-2019	Actual	16,540,469,445	0.63237	0.63005
2019-2020	Projected*	16,540,469,445	0.63237	0.63817



* Projected to remain the same

** Mill rate reflects a change in Wisconsin State Statutes providing a dollar for dollar reduction in property tax funding with an increase in state aid funding

**Northcentral Technical College
Property Tax Levy
2019-2020 Budget**

TAX DISTRIBUTION BY FUND	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate
General Operations										
General Fund	\$8,389,577	0.55011	\$8,665,544	0.55586	\$8,992,280	0.56112	\$9,159,743	0.55378	\$9,159,743	0.55378
Special Revenue Fund - Operational	1,100,000	0.07213	1,100,000	0.07056	1,100,000	0.06864	1,100,000	0.06650	1,100,000	0.06650
Special Revenue Fund - Non-Aidable	200,000	0.01311	200,000	0.01283	200,000	0.01248	200,000	0.01209	200,000	0.01209
Capital Projects Fund										
Total General Operations	\$9,689,577	0.63534	\$9,965,544	0.63925	\$10,292,280	0.64225	\$10,459,743	0.63237	\$10,459,743	0.63237
Debt Retirement										
Debt Service Fund	\$9,543,331	0.62575	\$9,762,150	0.62620	\$10,035,141	0.62620	\$10,421,287	0.63005	\$10,555,619	0.63817
Total Debt Retirement	\$9,543,331	0.62575	\$9,762,150	0.62620	\$10,035,141	0.62620	\$10,421,287	0.63005	\$10,555,619	0.63817
Total Levy	\$19,232,908	1.26109	\$19,727,694	1.26545	\$20,327,421	1.26845	\$20,881,030	1.26242	\$21,015,362	1.27054

DISTRICT DESCRIPTION

Menominee County; Price County; Taylor County less the portion of the School District of Gillman, the School District of Flambeau, the Stanley-Boyd Area School District, the School District of Thorp, and the School District of Owen-Withee; Marathon County less the portion of the School District of Auburndale and the Unified School District of Marshfield; Langlade County less the portion of the School District of Elcho and the School District of Rhinelander; plus the portion of the School District of Colby, the School District of Loyal, the School District of Spencer, and the School District of Abbotsford in Clark County; the Merrill Area Common Public School District in Lincoln County; the Unified School District of Antigo, the School District of Bowler, and the Wittenberg-Birmamwood School District in Shawano County; the Rosholt School District in Portage and Waupaca Counties; and the School District of Tigerton in Shawano and Waupaca Counties.

STATISTICS	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Equalized Valuation (TID Out)	\$15,250,959,190	\$15,589,508,123	\$16,025,457,462	\$16,540,469,445	\$16,540,469,445 (1)
Tax Levy Requested	19,232,908	19,727,694	20,327,421	20,881,030	21,015,362
Total Mill Rate	1.26109	1.26545	1.26845	1.26242	1.27054
Mill Rate -General Oper.	0.63534	0.63925	0.64225	0.63237	0.63237
-Debt Retire.	0.62575	0.62620	0.62620	0.63005	0.63817

(1) Projected to remain the same

NORTHCENTRAL TECHNICAL COLLEGE GLOSSARY OF TERMS

Accreditation – The assurance offered by recognized agencies that a college or program is of sufficient quality to earn the agency’s approval.

Agency Fund – Accounts to measure assets held in trust by the district. Agency Funds are used to record resources and related financial activity where the district acts as an agent or custodian for others rather than as an owner.

Assessed Valuation – The valuation set upon real estate or other property by the state through the Wisconsin Department of Revenue. This valuation is multiplied by the tax rates set annually by the board to determine and levy property taxes due. Assessed value may be different than market value.

Auxiliary Services – The expenditure function used to record costs for all activities of a commercial enterprise or of a proprietary nature, such as the campus store, campus cafe, and vending services.

Bond Rating – A level of risk assigned to general obligation promissory notes assessed by rating agencies. A higher bond rating indicates less risk.

Budget – A plan of financial operation representing an estimate of proposed expenditures for a given period and the proposed financing or revenues.

Capital Outlay – An appropriation and expenditure category for government assets with a value of \$5,000 or more and a useful economic lifetime of more than two years.

Capital Projects Fund – Accounts for financial resources used for the acquisition or construction of major capital assets and remodeling, other than those financed by enterprise or internal service funds.

Current Expense – Expenses that are not salaries, wages, or fringe benefits. Current expense examples include: supplies, travel, utilities, and insurance.

Debt Limit – The maximum amount of gross or net debt legally permitted.

Debt Proceeds – Amounts received from the issuance of general obligation promissory notes.

Debt Service – Expenditures for the retirement of debt, as well as the interest payment on that debt.

Debt Service Fund – Accounts to measure the resources for and the payment of general long-term debt principal and interest.

Deficit – The excess of expenditures/uses over revenues/resources.

Enterprise Funds – Accounts to measure net income for ongoing activities which are similar to those often found in the private sector and the services are provided primarily through user charges.

Equalized Valuation – The full value of the taxable property in the NTC district, as determined by the Wisconsin Department of Revenue. Full value less the value of tax incremental financial districts (TIF) is used for allocation of tax levy to municipalities in a taxing district.

Financial Accounting Manual (FAM) – The FAM outlines accounting regulations that the sixteen technical colleges within the State of Wisconsin must follow.

Fiscal Year – A twelve-month period to which the annual operating budget applies and, at the end of which, a governmental unit determines its financial position and the results of its operations. NTC’s fiscal year begins July 1st and ends June 30th.

Full-time Equivalent (FTE) – A student taking at least fifteen credits each semester or thirty credits per year. When total credits taken by all students are divided by thirty, the calculation produces a universal, comparable measure of enrollment that is used to assess productivity of different institutions.

Function – A group of related activities aimed at accomplishing a major service/activity for which a governmental unit is responsible, such as instruction or student services.

General Fund – The primary operating fund of the district that reflects all financial activity not required to be accounted for in another fund.

General Obligation Debt – Long-term debt for facility upgrade and capital equipment backed by the full faith and credit of the district.

Government Fund Types – The general, special revenue, capital projects, and debt service funds.

Institutional Revenue – Revenue generated for contracts for instruction with business and industry, interest income, and miscellaneous user charges.

Internal Service Fund – Accounts to measure the financing and related financial activities of providing goods or services from one department to another department within the college on a cost-reimbursement basis.

Levy – The total amount of taxes or special assessments imposed by a government unit.

Mill Rate – Tax rate in mills (\$.001) per dollar of valuation. Mill rates are usually expressed in mills per \$1,000 of valuation. NTC has two components in its mill rate: Operational and Debt Service.

NTC – Northcentral Technical College.

Net New Construction – Includes changes to equalized value due to new building construction and land improvements less changes to equalized value due to demolition/destruction of building and removal of land improvements.

Operating Funds – The general and special revenue funds combined.

Operational Expenditures – Salaries, fringe benefits, materials, supplies, services, and other expenditures related to district operations.

Revenue – All funds that the district receives, including tax payments, fees for specific services, receipts from other governmental units, and interest income.

Special Revenue Fund – Accounts to measure the proceeds of specific revenue sources (other than debt service, major capital projects or expendable trust) that are restricted to expenditures for designated purposes because of legal or regulatory provisions. Special Revenue Funds consist of federal and state grants and business and industry contracts.

Special Revenue Non-Aidable Fund – Funds used to account for assets held by the district in a trustee capacity or as an agent for individuals, private organizations, other governmental units and/or other funds, e.g. Federal financial aid.

State Aid – Funds made available by the Wisconsin state legislature for distribution to each Wisconsin Technical College district, based on a prescribed formula of distribution, to offset some portion of the instructional expenses.

Surplus – The excess of revenues/resources over expenditures/uses.

Tax Rate – The amount of tax stated in terms of the unit of the tax base (mill rates).

Tuition and Fees – Revenue generated from charges to students. The Wisconsin Technical College System Board determines both rates.

Wisconsin Technical College System (WTCS) – The state system of sixteen technical colleges in various parts of Wisconsin.

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

MEETING DATE: June 11, 2019

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 23.5 percent of total operational expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2019. These operational reserves are projected to remain at 22 percent as of June 30, 2020. The College has set aside the fund equity designation for state aids fluctuations 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: Lori A. Waynes

Date: June 11, 2019

**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 2019-2020 annual budget at its June 11, 2019 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, 2019, this reserve is planned to be \$13,968,453. This balance is budgeted to decrease by \$1,227,232 during 2019-2020, 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, 2019, this reserve is planned to be \$3,895,820. This balance is budgeted to decrease by \$1,752,971 during 2019-2020, 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, 2019, this designation is planned to be \$8,153,803 in the general fund and \$2,465,512 in the special revenue operational fund. This balance in the general fund is budgeted to decrease by \$303,153 during 2019-2020. This balance in the special revenue operational fund is budgeted to decrease by \$88,702 during 2019-2020.

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, 2019, this designation is planned to be \$816,297 in the general fund. This balance is budgeted to increase by \$53,152 during 2019-2020.

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, 2019, this designation is planned to be \$5,811,197 in the general fund. This balance is budgeted to remain unchanged during 2019-2020.

BE IT RESOLVED, that the District Board authorizes that any 2018-2019 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subsequent year(s) as a hedge against operational borrowing and to work toward maintaining its reserve between 16% and 20% of the operating budget as defined in Executive Limitation Policy 1.3 - Budgeting.

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

MEETING DATE: June 11, 2019

TOPIC: Resolution for Adoption of NTC's 2019-2020 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 2019-2020 budget that was tentatively approved in May 2019. The total budgeted expenditures of \$96,695,902 include operating budget expenditures of \$49,445,478. 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 11, 2019 in Wausau, Wisconsin, at Northcentral Technical College, 1000 W. Campus Drive and broadcast over Interactive Television to five of NTC's regional campuses (Antigo, Medford, Phillips, Spencer, Wittenberg, and Public Safety Center of Excellence), 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 2019-2020 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2019.

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 11, 2019

**RESOLUTION FOR ADOPTION OF THE 2018-2019
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2019-2020 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2019-2020 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Friday, May 31, 2019, 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 2019-2020 fiscal year budget on June 11, 2019, 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 2019-2020 for the operation and maintenance of the District beginning July 1, 2019.

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

MEETING DATE: June 11, 2019

TOPIC: New Human Resources Associate Degree Program

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

DATA/RESULTS: The Human Resources Associate Degree program provides a well-rounded study in the Human Resources profession within the context of the fundamentals of a business organization, finance, management and related studies. This program provides the learner with training in a broad range of Human Resource topics including: employment law, training and development, compensation and benefits, labor relations, and safety programs.

According to EMSI 2018 data¹, there are currently 1,058 jobs in the NTC District for this type of occupation. The number of projected job openings from 2017 to 2027 is 108 per year. This total includes the projected growth of 24 additional jobs (2% growth) over the next ten years, as well as retirements and turn-over. The current workforce in this profession is aging, with approximately 265 (25.5%) of current workers in the NTC district being 55 years of age or older. NTC conducted a formal survey of forty-eight in-district employers in May of 2019. Seventeen in-district employers responded. Respondents indicated they currently have a total of 68 employees with this type of skill set. One respondent commented, "We would like to be notified if this program becomes available. A great program and would like to see it become available." In summary, the majority of respondents indicated they would hire a graduate of this program, and over half indicated they would encourage a current employee to complete this program.

The College wishes to submit the Human Resources 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.

¹Economic Modeling Specialist International, EMSI 2018 data.

AGENDA CATEGORY:

PROPOSED MOTION:

✓ **Consent Agenda** Approval of program proposal of the Human Resources Associate Degree program

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

Signed Lois A. Waynes Dated 6/11/19

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

MEETING DATE: June 11, 2019

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, 2019.

YTD Fund 1 – 7 Revenues: \$75,522,301

YTD Fund 1 – 7 Expenses: \$79,120,711

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed _____ *Lori A. Waynes* _____

Dated 6/11/19

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

MEETING DATE: June 11, 2019

TOPIC: Personnel Changes

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

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

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

New Hires:

1. Amy Ziembo – Central Services Assistant

Resignations:

1. Virginia Bowman – School of Business, Community Services, and Virtual College Assistant
2. Megan Corum – Academic Coach
3. Sheila Cover – Resource Development Coordinator
4. Kristin Kruzan – Director of Instructional Design and Library Services
5. Jacob Schneider – IT Networking Faculty

Position Eliminations:

None

Retirement:

1. Linda Niziolek – Alternative High School Program Administrative Assistant
2. Cynthia Reinert – Accounting Faculty

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Lois A. Wayman

Dated 6/11/2019

**5 Year Affirmative Action Plan – Annual Update
Northcentral Technical College
May 2019**

EMPLOYMENT-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.

2. Employee Development and Training

- All new employees take Kognito (focusing on Veteran students) online training.
- Offered Title IX training, Sexual Harassment training and “Achieve the Dream Finish Line Game” to all new employees during New Employee Orientation.
- Library Services offers curated library resources and materials for equity and inclusion topics.
- Faculty Training:
 - Appreciative Advising
 - Open Educational Resources (OER)
 - Wisconsin Council of Teachers in English (WCTE) Convention
 - Correctional Education Conference
 - Common Ground Conference
 - Rewired: Understanding the iGeneration and the way they learn
 - Adult Learners: The Key to Meeting the Completion Agenda
 - FQAS Diversity course
 - “E”ffordability Summit
 - Ethics and Boundaries in Counseling
 - Wisconsin Teachers of English to Speakers of Other Languages (WITESOL) Conference
 - Crisis Conference and Mental Health
 - Northern WI Substance Abuse Conference
 - Crystalizing Success: The Role of Colleges in Supporting Students’ Basic Needs
 - National At-Risk Association Education Network (NAREN) Conference
- Other Employee Training:
 - Community College Women Succeed Initiative
 - Safe Space Training
 - Ouch! That Stereotype Hurts!
 - American Indian Lunch and Learn
 - Ghana/West Africa Lunch and Learn
 - Understanding Alzheimer’s/Other Dementias and Responding to Related Behaviors
 - Alzheimer’s Association Annual Conference
 - DREAM Conference

3. College Sponsored Activities

- Northcentral Technical College sponsored the Dream Big 2056 Hmong Scholarship event.
- Employees attended in the Hmong Wausau Festival and Hmong Pageant.

STUDENT-FOCUSED ACTIVITIES

1. Recruitment of minority/LEP students/Recruit and support ABE/ELL students’ transition

- Staff attended the Wisconsin Indian Education Association conference in April 2019. Staff also attended Ho-Chunk Nation Youth and Family College Expo in May, 2019.
- K12 staff working with Abbotsford, DCE, and Wausau school districts to support minority students’ postsecondary planning and enrollment. Also focused recruitment and transition for students in Alternative High School.

- Continued partnership with Independent Living/Youth in Foster care to support students' awareness of NTC and college opportunities.
- Pathway Advisor supports and guides ABE/ELL students' transition into post-secondary coursework.
- Dual Credit courses offered at Menominee Indian HS, White Lake, Bowler, and Wittenberg.

2. Recruit females into School of Engineering and Technology and School of Advanced Manufacturing and Transportation programs

- Activities and events to promote programs include the Central Wisconsin Science and Engineering Festival, Heavy Metal bus tour, Career Fair Day, Career Exploration Days, Campus Visit days, Skills USA competition, the high school Welding and Mechanical Design Competition and Make IT Happen (High school IT Competition), Middle and high school summer camps.
- Targeted job fairs, job-related workshops, employer visits and mock interviews provided opportunities for females to meet others employed in the field.
- Alumni panels for Electromechanical, Architectural Design, and Mechanical Design including females on each panel.
- Engineering Lunch and Learn in the STEM center
- Mobile Transportation Education Center deployed at Imagine College event and at regional campuses and high schools.

3. Recruitment of students w/disabilities

- Transition Coordinator attends transition meetings in Taylor, Marathon, Langlade County to share resources and support/advise area high school Special Education staff, presents to local high schools and to instructors of dual credit instructors on transition services, and attends transition fairs in Antigo/Langlade, Shawano/Menominee, and Gilman/Thorp. The Transition Coordinator also conducts accommodation intake meetings with students at their high schools.
- Disability Services host an orientation for new students to receive accommodations, become familiar with support available as well as assistive technology.

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

- Through targeted grant activities, minority students and students with disabilities receive intensive advising/case management services.
- Targeted monthly transition meetings for new high school students during June, July and August.
- Tutoring and Academic Coaching is available through the Academic Resource Centers.
- Mandatory orientation for all students was implemented beginning May 2018.
- Starfish Early Alert implemented college-wide in Fall 2018, including 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.

5. Professional Development to build cultural competence and inclusive culture at NTC

- Think Tanks on topics offered throughout the year. The Diversity Committee has 18 workshops developed that can be requested for team times, through Organizational Development, and for student clubs or classrooms.
- Shared reading offered Fall semester: The Story of Act 31
- Film Discussion for students, staff and public: *Reel Injun; 13th, The IF Project; TEDTalks Temple Grandin- The World Needs All Kinds of Minds*

- In-class Safe Space training for Human Services students, Safe Space Think Tanks offered for students and staff.
- Diversity presentation to students in Succeeding in Health class.
- Privilege activity with faculty
- Train-the-trainer session for staff on OUCH! That Stereotype Hurts!
- Veteran's Expo for students and the public at NTC in May 2019.
- A total of 13 topical diversity resource guides are available through the library for student, staff, and faculty use.

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

MEETING DATE: June 11, 2019

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 23.5 percent of total expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2019.

NTC’s rating analysis from Moody’s Investors Service reaffirmed the Aa1 rating as of May 2019. 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 11, 2019

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>.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 8, 2019

Program Name: Surgical Technologist

Attendees

Industry Members

- Kirsten Kilcoyne, Certified Surgical Technologist (CST), Eye Clinic Laser and Surgery Institute of Wisconsin, LLC
- Angela Koca, Surgical Services Manager, Aspirus Langlade Hospital
- Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center
- Angie Schroder, Surgical Technologist, Bone and Joint Surgery Center in Rib Mountain
- Barb Seliger, Surgical Services Clinical Educator, Aspirus Wausau Hospital
- Sean Witz, Certified Surgical First Assistant, Urology Specialists of Wisconsin
- Jennifer Check, ASC Manager, Marshfield Clinic, Wausau and Minocqua Centers (via phone)
- Jill Bloch, Materials Manager, Wausau Surgery Center (via phone)

NTC Staff:

- Marlene Roberts, Dean of Health Sciences
- Janet Baumann, Associate Dean of Health Sciences
- Jason Beasley, Surgical Technologist Instructor
- Stephanie King-Witz, Surgical Technologist Adjunct

Other

- Wendy Wilde, Treasury and Payment Solutions, BMO Harris

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

- The Surgical Technologist Instructor’s plan to make the onboarding process smoother going forward is to submit all of the student’s information to all of the clinical sites at the beginning of clinicals so that each site has all the information they should need on each student. This will make transitioning students out of one facility and into another seamless and without interruption.
- Another change our Surgical Technologist Instructor would like to make is to try and obtain temporary security badges for students at their clinical sites. This would enable students to show up at their clinical site ahead of their start time thus giving them time to pull their case files and prep for their cases before starting their shift.
- On behalf of NTC and the Surgical Technologist, our Surgical Technologist Instructor expressed great appreciation for all the donations we have received. The drapes, gowns, packs, and prep kits, etc are always appreciated. The donations provided help give our students the most practice possible (for example gloving and gowning procedures) in learning the proper protocols. Thank you also to all of our clinical facilities for all you do.
- 2019-2020 Surgical Technologist Program Goal reads “Graduates of the Surgical Technologist Program will be satisfied learners, demonstrate entry level knowledge and clinical skill, and achieve national certification in order to better meet the needs of patients, team members, and employers. This will be accomplished by preparing competent entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains set forth in the current CAAHEP Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology.”

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 17, 2019

Program Name: Mechanical Design

Attendees

Industry Members

- Dan Siebert (Wausau Tile), Roger Clark (Imperial Industries), Shane Herdt (Imperial Industries), Carl Dahm (Greenheck Fan Corp), Chris Chula (ADC Equipment Innovation), Mike Sagsetter (Greenheck Fan Corp), Jim Peterson (Enerquip), Joe Jackan (Jarp Industries), Brandon Boris (Luoma Design Solutions), Theran Peterson (Wausau West High School), David Williamson (A-Team Machine), Mike Greenheck (CTECH Manufacturing), Richard Metzler (Siemens Energy)

NTC Staff:

- Bryan LaVigne (faculty), Chris Severson (Dean, ScET), Brad Schinker (faculty)

Other

-

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: Chris Severson gave an overview of initiatives instituted throughout the college, including: offering new programs such as Automation, Salon/Spa, Gas Utility, IT-Cyber Security (Fall 2019) and Civil Engineering (Fall 2020); offering new apprenticeship opportunities including IT-Software Developer and IT-Service Desk while exploring additional apprenticeship opportunities in Business Analyst and Finance; and investigating an online student textbook subscription platform called Cengage Unlimited.
- Agenda 4: Chris Severson gave a brief overview of the services provided by the Business & Industry and Continuing Education team. Business & Industry delivers customized training on-site to meet employer demands. Continuing Education delivers workshops and seminars on industry-related topics. For more information regarding the services available or upcoming events, visit <https://www.ntc.edu/about/locations-facilities/center-business-industry> or <https://www.ntc.edu/continuing-education>.
- Agenda 5:
 - Program information
 - Enrollment Report: Brad Schinker shared the enrollment data for the program. For spring 2019 there are 10 first semester students, 14 second semester students, 4 third semester students and 14 fourth semester students. At this point in time, there are 20 student applicants for the fall 2019 term (program takes 24 students/semester).
 - Spring Start transition to Virtual College: Chris Severson shared that Virtual College (VC), a fully online platform, has had consistent growth, predominantly from out-of-district. This allows NTC to serve a population of students that may not physically live in a geographic area where they could come and take classes onsite. NTC is seeking to launch a Spring start within the VC platform. Bryan LaVigne shared that he has found teaching VC has created unique opportunities, including fielding more questions that have increased student-faculty dialog. His preferred method of addressing student questions is to create a short video and uploading it to the Learning Management System (LMS) so that all the students gain the benefit of the individual's question.
 - School of Engineering/Technology Job Fair Follow-up: Brad Schinker reported out on the Spring Job Fair. The event started at 8:00 AM with a number of break-out sessions focused on entry into the workforce. NTC invited employers to come in and present to the students on various topics including employee benefits and interviewing skills.

There was also an alumni panel, broken out based on field of study. The event ended with a Job Fair that ran from 11:00 AM – 1:30 PM. Immediate feedback from students was positive overall.

- Internship Opportunities: Bryan LaVigne teaches the Design Problems course. He is seeking a more realistic experience for the student. Internships work well for both students and employers; the employer gets the opportunity to field test potential new hires while the students gain great real-world experience while learning on-the-job. The classroom requirement is 200 hours. If anyone is interested in becoming an internship site, please contact Bryan at lavigne@ntc.edu.
 - Curriculum/Assessment
 - 8-week Delivery: Brad Schinker reviewed transitioning to 8-week delivery. Some of the courses were ideal to be delivered in an accelerated format. The faculty focused on smaller courses, for example, Brad has a one-credit class where students compute engineering calculations in Excel. Initially, this course met for 1.5 hours over 16 weeks. Maintaining student engagement during this time was challenging. By compressing the course to 3 hours over 8 weeks, the students are proving to remain on target with course work. Overall, Brad reported that the courses he's transitioned to 8-weeks have been positive. Bryan LaVigne witnessed some positive effects to chunking courses so that students could focus on one/two classes for the first 8 weeks, then move on to other classes second 8 weeks.
 - Solidworks – Business & Industry: Bryan LaVigne reported that this has been a positive partnership with Expera mill. He shared there had been discussions of possibly continuing delivering Solidworks training into the summer. It was delivered in a traditional, in person format. Chris Severson shared that if any organization present needed customized training to revitalize incumbent worker skills, NTC's Business & Industry team would meet their individual needs. Bryan LaVigne also shared that Virtual College would be a flexible option for companies looking to train their workforce.
 - Chairperson for Committee: Chris Severson asked for volunteers to step into the role of Chairperson. If interested, contact Chris at seversonc@ntc.edu or Jess at benton@ntc.edu.
 - Industry Trends: Overall, those present reported strong performance for 2019, with many on target to either meet or exceed goals set for the year. Many indicated interest in seeking out NTC interns and will be in contact with Bryan LaVigne. A number of employers are seeking new hires; many having interviewed NTC students for available positions. Soft skills continue to be a challenge with candidates and new hires.
- Agenda 6: The next meeting will take place on Wednesday, October 23, 2019; 4:00 PM.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 23, 2019

Program Name: Electrical Power Distribution

Attendees

Industry Members

- Don Bohlin, Wisconsin Public Service
- Don Harnisch, Alliant Energy
- Kevin Comstock, Taylor Electric

NTC Staff:

- Greg Cisewski, Dean, School of Advanced Manufacturing and Transportation
- Susan Clark, Administrative Assistant
- Marc Cegielski, Instructor
- Jared Eggebrecht, Business & Industry

Other

-

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

Discussion:

- **CONTINUING EDUCATION/BUSINESS TRAINING:** Jared Eggebrecht explained what the Business and Industry Division can do for employers. Upcoming seminars and workshops include Leadercast which will be held on May 31, 2019. A handout sharing information on training seminars and workshops available to address workforce shortages, production delays, and lean training was discussed. The Business and Industry division serves over 900 different businesses and over 10,000 separate individuals. The College has been recognized as one of the top training colleges in North America by the Learning Resources Network (LERN), which is the world's largest association in continuing education. NTC is one of seven colleges out of 6,000 in the nation to receive this recognition.
- **INDUSTRY TRENDS:** Don Bohlin, Wisconsin Public Service, shared that the company has approximately eight line vacancies with five of those positions being filled with internal applicants. WPS has a feeder program of applicants from their locator positions to the lineman positions. The locator position requires 2080 of working hours to be able to advance to a job in the electric company. Three or four individuals will be hired from outside applicants. WPS is facing a 20% turnover of employees over the next five years due to the aging workforce. Don mentioned that the students involved in mock interviews this spring did very well. WE Energies is hiring for approximately 24 positions with the majority of these positions in the Milwaukee metro area. Don Harnisch, Alliant Energy, anticipates hiring individuals to fill about 15 positions mainly for construction crews. The interview process consists of a behavioral aspect, a technical/oral test and an outside climbing evaluation. The company will interview approximately 30 individuals for the 15 positions. Marc added that the employment process is very lengthy with power companies and it is a competitive industry with approximately 120 applicants for each position. Kevin Comstock, Taylor Electric Cooperative, stressed that individuals that may not work as lineman immediately after graduating from this program but there are multiple aspects of the electric industry that can use the this NTC degree as a starting point. Kevin Comstock mentioned that he was very impressed with how NTC has implemented the Electrical Power Distribution program. There is a definite need in this area for this program as well as Gas Utility. Taylor electric is a smaller company so the individual that they hire, needs to commit to an apprenticeship with the company. The committee members agreed there is always a need for meter individuals. The committee discussed whether offering a program for meter technicians would be beneficial for NTC and industry. NTC is looking for enough need in our district to employ our graduates. WPS meter technicians are required to take six courses to meet the education requirements for a meter technician job. WPS has a three year progression program for this employment. Don Bohlin will get Greg the curriculum for the training for this position. Alliant Energy has their meter technicians complete a four year apprenticeship through JATC to gain this employment position. The average age of this group of employees at any of the power companies is 50-55. An EPD program degree is a foundation to progress through many of the jobs at any of the electric companies.

- **ENROLLMENT REPORT:** Currently, the program has five students enrolled. Of the spring graduates, one found employment with the local utility in Marshfield. The remaining four graduates are submitting applications to companies around the area. We currently have twenty eight applications for the fall semester. We will accept 16 students for the fall semester. Enrollments are taken on a first come, first serve basis for each semester.
- **CURRICULUM UPDATE:** Since the beginning of the EPD program, the requirements included a basic CDL class prep class. The curriculum has been changed to have students obtain a complete CDL license. The Federal Motor Carriers Safety Administration are changing their requirements on February 7, 2020 and any school offering this license must be a fully registered school. The requirement for CDL license have been added to the curriculum for the Diesel program, EPD program and the Gas Utility. The fall EPD program applicants will start taking these CLD classes in the summer 2019 session. They are required to have a FED MED Card and a negative drug test for enrollment in the program. The CDL program is 10 credits in 8 weeks. There is a small online prep class prior to face to face instruction. The committee unanimously agreed that the CDL program requirements should be included in the Diesel, EPD, and Gas Utility degree requirements. The Trucking Driving class for the fall EPDP students will start in July. The CDL classes typically run six to seven hours per day, four days a week. We are hiring another CDL instructor for the upcoming school year to be able to meet the demand for employees and offer more flexibility in the CDL sessions
- **FACILITYIES UPDATE:** Concrete will be poured on the roads and building approaches throughout the Agriculture Center of Excellence in the coming months. The concrete floors in the EPD building will have a finish coat installed. The bathrooms will be operational shortly. There will be roads installed in the nearby field to accommodate working on the power poles. The EPDP building has offices for two instructors.
- **EQUIPMENT UPDATE:** Marc Cegielski reviewed a list of equipment that the program could use. The program is looking for poles. NTC will pick up any used poles that a company may be willing to donate to NTC. It would be advantageous for the program to have a backyard pole also. We are in need of a backyard machine, digger derricks, a reel trailer as well as smaller items such as terminators, arrestor brackets, pallet boxes, Ampack tools, insulators, gloves, keepers and any spare underground primary wiring. Committee members were asked to call or email Marc to ask if an item could be used. Committee members offered different items that their company could provide. Marc stated that #2 triplex wire is the standard used in the program. Don Harnish volunteered that if any students want to job shadow, Marc should contact Don.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 26, 2019

Program Name: Radiography

Attendees

Industry Members

- Valerie Alft, Lead CT Technologist, Ascension Good Samaritan Health Center
- Michele Butalla, Regional Radiology Manager, Marshfield Clinic Wausau Center
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford
- Beth Hallas, Supervisor, Diagnostic and Treatment Center – Radiology
- Anne Kamke, Aspirus Clinics Imaging Supervisor, Aspirus
- Amy Roberts, Aspirus Wausau Hospital Radiology
- Becky Stueber, Assistant Radiology Manager/Hospital Radiology, Marshfield Clinic
- Carrie Utphall, Imaging Manager, Aspirus Riverview
- Andrea Varga-Miller, Supervisor, Diagnostic and Treatment Center – Radiology
- Staci Zdroik, Ascension St. Michaels Hospital (via phone)

NTC Staff:	Other
<ul style="list-style-type: none"> • Janet Baumann, Associate Dean, School of Health Sciences • Marianne Rhodes, Radiology Program Director • Amber Schuck, Clinical Coordinator/Radiography Faculty • Heidi Nichols, CT Program Director – Virtual College 	<ul style="list-style-type: none"> • Jessie Denny, NTC Radiography Student

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

- Our JRCERT 4 year interim report was submitted in October and NTC was granted an additional 4 year accreditation which extends accreditation to Fall 2022. This is a huge honor for all staff members who worked so hard on putting this report together. The letter of approval was included in the folder of information for today's meeting.
- Current program numbers: We have 15 second year students that will be graduating and 16 first year students.
- In order to aid in retention efforts, NTC is looking to write new marketing materials that try to give a more true view of what the radiography program/career is like. For example, in this profession you will be dealing with people who are ill, and give a more in-depth synopsis of the types of patients you may be exposed to in order to help with retention in the program.
- Wildly Important Goals (WIG's). All NTC programs are working on increasing student numbers and increasing student success. The Radiography program is progressing with one of the goals being to increase first year student retention from 70% to 75%. Utilizing Starfish for student contact, test remediation, absences, and "kudos" has been 95% successful. Tutoring success rate is at 95% by using first and second year tutors helping the students in the Academic Resource Center (ARC).
- The 2019 state aligned curriculum starts this fall (of 2019) and the program is ready to go. There are reduced credits from 70 to 65 and one less general education course. This should help lighten the load for students a bit, however, we don't feel that we've lost any content with the reduction of the credits and we are still teaching the same material as we were prior to reducing the number of credits.
- Admission Standards – TABE 11-12: The Radiography team used the Test of Adult Basic Education (TABE) testing for Fall 2019 admissions. The TABE 11-12 version was used, which is more difficult than the version used for fall 2018 admissions. Testing was administered in March of 2019 and there were 63 candidates for admission into the Radiography program. Twenty students were selected to start in the Fall of 2019.
- The Radiography staff was asked to look at part time options for the Radiography program. To maintain the ability to complete the curriculum in a 2 year window, we have removed all of the general education classes out of the curriculum and placed them in a "pre-radiography" category. This plan accommodates students who are not yet enrolled in the program, but want to lighten the work load when they are admitted. Waiting candidates or "pre-radiography" students can complete their general education classes prior to coming into the Radiography Program, allowing program students to concentrate on radiography specific courses. This will be referred to as a 3 year plan. This was shared with NTC's advising staff to assist when counseling pre-radiography students.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 29, 2019

Program Name: Agricultural Sciences

Attendees

Industry Members

- Chad Glaze, President/Owner, Vine Vest North, Inc.—Advisory Chair
- Ed Sabey, Wholesale Acct Mgr/HR, ProVision Partners
- Josh Schmidt, Outreach & Solutions Adv, AgSource Diary
- Kevin Sommer, Equipment Dealership Owner, Service Motor Company
- Tom Zorzin, Regional Manager, Service Motor Company
- Kristin Matthias, HR Manager, Service Motor Company
- Annie Falkowski, Senior Accountability Officer, PAW Health Network
- Hans Breitenmoser, Owner, Breitenmoser Family Farm
- Sly Krautkramer, Chief Operating Officer, Swiderski Equipment
- Pat Socha, Farm Owner
- Steve Boehm, Sales Manager, Reisterer & Schnell
- Joe Rudolph, President, Merrill Equipment Company

NTC Staff:

- Bobbi Lee, Assistant
- Dr. Darren Ackley, Vice President of Learning
- Katie VanDerGeest, School of Agricultural Sciences Development Manager
- Charl VanDerNest, Instructor
- Steve Krueger, Instructor
- Don Radtke, Farm Operations Manager
- Sarah Steger, Instructor
- Roy Hardy, Instructor
- Brad Gast, Dean, Business & Industry and Continuing Education

Other

- RT Hartson, NTC student
- Adam Liegel, NTC student
- Bri Jankowski, NTC student
- Tori Hagman, NTC student
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Summary—Include a brief statement(s) of topics and action items

- New programs being explored and starting at NTC include; Cosmetology (Salon & Spa), Electrical Power Distribution Program (EPDP) and Gas/Utility Program. Currently, the EPDP and Gas/Utility Programs are being held at the farm, so the students have room to put up poles and bury cables/lines. The cold storage shed is being remodeled to house the two programs.
- The Marathon County June Dairy Breakfast will be held at the Northcentral Technical College Agriculture Center of Excellence on June 2, 2019.
- NTC was recognized as one of the top training colleges in North America by the Learning Resources Network (LERN).
- The Professional Agriculture Students (PAS) Club went to State and National competition and did very well in placing. We have 6 students place in the top 5 in nationals, including 1 first place. One of our students was elected State and National PAS Vice President. PAS is by far the most active club at NTC.
- Soil Health Partnership held their annual conference in St. Louis and Don Radtke and two students attended.
- The Department of Agriculture Sciences had a total of 131 students in the spring 2019 semester, with 40 of those students graduating this spring.
- The decision was made to suspend the Agriculture Equipment Program for the 2019-2020 school year. Industry members stated the program is needed and discussion was held on low enrollment and how to correct that issue. Committee members also discussed recruitment and offering apprenticeships. NTC would

like to set-up strategic planning meetings with industry members to come up with a viable plan to continue the Agriculture Equipment Program.

- Part-time initiative, 8-week initiative and the new on-line student orientation were discussed.
- Outcomes for Technical Skills Attainment were discussed at the last meeting and updated. Changes were given to the committee and approved.
- Agricultural Continuing Education programs had slightly lower attendance so far this year, but that may be due to cold weather for our Garden Visions conference. The Beekeeping Conference is now being looked at to be turned into a series of classes. Canine Obedience and Psychology training is coming up in May.
- Annie Falkowski, PAW Health Network, reported a lack of small animal handling skills with our students and feels this is something that needs to be more of a focus for our Veterinary Science program.
- Our 72x200 foot hoop house is now up at the farm. As soon as the floor is finished the equipment will be moved inside. The barn roof collapsed on March 3rd, but no animals or people were hurt. Vector was down, but was restarted on April 1st. Tours of the Vector will be available at the June Dairy Breakfast on June 2, 2019.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: April 30, 2019

Program Name: MET/SET

Attendees

Industry Members

- Kevin Woolsey (Crystal Finishing), Terri Erickson (Crystal Finishing), Jennifer Marzu (Borregaard/Lignotech), Dana Gunderson (Blount), Jason Witzeling (Blount), Max Gillette (Schuette Metals), Paul Swanborg (Ryan Manufacturing), Kathy Muegge (Ki Mobility)

NTC Staff:

- Chris Severson (Dean, ScET), Amy Denissen (Academic Advisor), Joe Proulx (Faculty), Kristin Reinicke (Marketing Coordinator), Bob Mindock (Adjunct), Ashley Deaver (Business Development Manager), Zach Popp (Director of Recruitment)

Other

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

- Agenda 1: All present introduced themselves and the organization they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: Chris Severson gave an overview of initiatives instituted throughout the college, including: offering new programs such as Automation, Salon/Spa, Gas Utility, IT-Cyber Security (Fall 2019) and Civil Engineering (Fall 2020); offering new apprenticeship opportunities including IT-Software Developer and IT-Service Desk while exploring additional apprenticeship opportunities in Business Analyst and Finance; and investigating an online student textbook subscription platform called Cengage Unlimited.
- Agenda 4: Ashley Deaver provided an overview of the products/services available through the Center for Business and Industry. This team develops customized training available for on-site delivery to provide training to the incumbent workforce. Additionally, they develop continuing education opportunities. She explained that they are seeing great demand for manufacturing safety course work (i.e.: OSHA training). She also shared that her team is always seeking OSHA instructors to help meet current demand for training. Finally, she shared that Business & Industry has launched a Lean Six Sigma accelerated certificate in partnership with Church Mutual Insurance Company. The first cohort started January 2019. A second cohort will begin September 2019. Classes are conducted at Church Mutual. Over the span of one year, the cohort

meets for 96 contact hours. Completion of the coursework prepares the learner to sit for their Green Belt exam. For more information, contact Ashley at deaver@ntc.edu.

- Agenda 5:
 - Industry Trends: Overall, all present reported business was either stable or growing. Some reported a slow start to the year due to the inclement weather experienced. Additionally, some reported challenges in finding qualified candidates to fill available entry-level positions.
 - Program Information
 - Move to Manufacturing: This is a new program with NTC partnering with local manufacturers (Greenheck Fan Corporation, Crystal Finishing Systems, Linetec, and Wausau Window and Wall Systems). This is an employer-driven initiative. The majority of applicants that apply for a specific manufacturing job don't possess the background in this area to meet entry-level requirements. With this accelerated generalist approach, the goal is to give potential employees/applicants the skills necessary to meet entry-level requirements. The program is designed to provide an online learning aspect with a hands-on, workshop component conducted at NTC that gives the learner about 30 hours of manufacturing experience. This will help grow the potential candidate pool for the manufacturing workforce need. With this initial cohort, Joe currently has nine students in the online component. For example, ideal candidates for this program would be Shopko employees that will soon be displaced. This program provides learners the opportunity to see some manufacturing organizations while learning basic concepts such as blueprint reading, measurement, safe lifting, assembly and rigging. This is a free program with a guaranteed interview with the partners should the learner complete program. Upon hire, the learner will receive \$500 bonus.
 - Enrollment Report: Joe Proulx reviewed the enrollment report. Enrollment has remained stable with no real increase in enrollments from fall 2019. He shared that there were 32 in the MET program, 11 in SET program, 4 non-associate degree and 6 other students. Geographically, the majority of the students are located throughout WI, with some students spread throughout the United States and one student originating from South Africa.
 - Curriculum/Assessment
 - Curriculum Modifications
 - 03-623-8 Quality Manufacturing Technical Diploma
 - Removed 10623183 Problem Solving & Teams from Term 2 and replaced it with 10196189 Team Building and Problem Solving: The changes to the curriculum was in an effort to better balance out the course load for the technical diploma. This is an improvement to the course flow while also better balance student resource availability (i.e.: financial aid). **The advisory committee supports this change.**
 - Development of a Career Skill/Internship Course/Move to Manufacturing: At present, those enrolled in the MET or SET programs that want to pursue a career in either Manufacturing Engineering or Safety Engineering do not have an internship component to give the learner onsite experience. One thought was to mirror the Move to Manufacturing structure to provide a learning opportunity to program students. Another thought was to develop either an internship or career skills course. Joe Proulx asked those present whether the employers would consider supporting some sort of short-term internship experience for program learners. Chris Severson explained that at the end of the IT program, students have the option of a 1-credit Career Skills course, where the learner is preparing for entry into the workforce; or the student can choose to find an internship (80 hours). One of the challenges is whether a student will finish a program because they cannot find an employer willing to provide an internship opportunity. Some employers are unable to accommodate the internship request due to hour limitations. The questions posed to the advisory committee

was whether the organization would have the ability to offer internships and whether they found value in NTC adding into the program a careers skills focused class.

- Recruitment/Grant: Zach Popp shared that NTC was awarded the Adult Pathway grant. This helps NTC recruit and support students in certain programs. Programs supported by this grant this year are Safety Engineering Technology, Manufacturing Engineering Technology, Machine Tool, IT-Software Developer and Leadership Development. This year, NTC launched the Metal Manufacturing Tour. This event is similar to the Heavy Metal Tour, which is geared toward 8th graders. The three-hour long event includes tours at Schuette Metals, Jarp Industries and NTC’s state-of-the-art labs. The event is free. For more information or to schedule an onsite visit from one of the Career Coaches, please contact Zach at popp@ntc.edu.
- Adjunct/Advisory Committee Recruitment: Chris Severson gave an overview of adjunct need. If interested, please consider applying at <https://www.ntc.edu/careers>. If you have members of your organization or know someone in this field that could bring added value to this committee, please contact Chris at seversonc@ntc.edu.
- Agenda 6: The next meeting will take place on Tuesday, October 29, 2019; 12:00 PM.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 1, 2019

Program Name: IT Programs

Attendees

Industry Members

- Wayne Pierce (Aspirus), Ben Stahlecker (DWD), Troy Radtke (Deluxe Corporation), Matthew Hall (Greenheck Fan Corporation), Bryan Housely (MarTech Systems), Joni Van Ooyen (CoVantage Credit Union), Andrew Hale (The Dirks Group), Emmett McBride (DC Everest), Julie Henrichs (City/County IT Commission), Molly Diers (Aqua Finance)

NTC Staff:

- Ruth Muschinske (Faculty), Katie Metko (Learning Coordinator, ScET), Kimberly Reed (Faculty), Jake Seever (Instructional Assistant), Tracy Brewer (Business Development Manager), Calvin Thorne (Faculty), Clay Hess (Faculty), Dina Kilinski (Youth Apprenticeship Coordinator), Jake Seever (Faculty), Raymond Gruetzmacher (Faculty), Brandy Breuckman (Dean, SoBVC), Sara Bartelt (Assoc. Dean, SoBVC), Chris Severson (Dean, ScET), Dominic Gruetzmacher (Faculty), Gregg Husband (Faculty)

Other

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: Chris Severson gave an overview of initiatives instituted throughout the college, including: offering new programs such as Automation, Salon/Spa, Gas Utility, IT-Cyber Security (Fall 2019) and Civil Engineering (Fall 2020); offering new apprenticeship opportunities including IT-Software Developer and IT-Service Desk while exploring additional apprenticeship opportunities in Business Analyst and Finance; and investigating an online student textbook subscription platform called Cengage Unlimited.

- Agenda 4:
 - IT Apprenticeship: Dina Kilinski, Katie Metko (NTC) and Ben Stahlecker (DWD) presented to the advisory committee what an apprenticeship program is. Dina began explaining the Youth Apprenticeship (YA) program, which serves high school juniors and/or seniors. Ben continued to explain the merits of the Registered Apprenticeship (RA) program, which serves adults. In both cases, an apprentice needs to be employer-sponsored. The model involves a balance of on-the-job training coupled with related instruction (school). The goal is for the learning institute to deliver the theory, while the employer provides the opportunity to apply the theory learned in school. With the RA program, the apprentice is considered working fulltime, with some of that time dedicated to related instruction. Katie Metko reviewed the IT apprenticeship program guidelines. Related instruction for the IT programs is delivered online. As the YA program ladders into the RA program, which has the potential to ladder into an associate degree program, this is a great opportunity for those interested in pursuing a career in IT but may not have the means to go to school full time. Further, should someone have a traditional IT credential and want to seek journey status, they may receive credit for prior learning toward completion of their apprenticeship program. Ultimately, this is an opportunity to attract new hires to an organization or to promote/transition existing employees to a new role from within. NTC has received approval to offer the IT apprenticeship program (Data Analyst, Software Developer and Help Desk) and is looking for employers to partner with. For more information regarding Youth Apprenticeship, contact Dina Kilinski at kilinskid@ntc.edu. For more information regarding NTC's Registered Apprenticeship program, contact Katie Metko at metko@ntc.edu. To discuss the potential of becoming an employer-sponsor, contact Ben Stahlecker at benjamin.stahlecker@dwd.wi.gov.
 - Industry Trends: The main focus for discussion among those present revolved around security initiatives and migration to the Cloud. Tools currently used in industry include ACI, Hyperflex, Python, SDN, VMWare, UCS, Ansible, VXLAN, Azure, PCP and Proofpoint. Many of the organizations present reported that they were seeking talent, some at entry-level positions, including Software Developer, Web Application Developer, Network Administrator, Security Analyst, System Administrator, IT Services Coordinator, and Technical Sales Representative.
 - Program Information
 - IT Cyber Security Specialist Associate Degree program will launch Fall 2019. Jake Schneider explained that the program will share the first two semesters as the IT-Network Specialist program. The focus of the second year will be on Ethical Hacking, Business Continuity, and Security Incident and Event Management. There will be a Security+ course, allowing students to earn industry credentials. One of the other focuses will be on automation and programming languages. PowerShell and Python will be introduced to the students. There will be Firewall/VPN/Intrusion Detection curriculum. The curriculum will also include a course in Policy, Auditing and Design.
 - IT Web Designer: Fall 2019 will bring the launching of 1-credit grouping of curriculum, mirroring the delivery of the IT Software Developer program. In addition to anticipating greater success rate (as demonstrated by the IT-Software Developer program), moving to one-credit groupings opens opportunities to partner with the K-12 system through dual credit initiatives. The IT Development & Design Fundamentals course will be offered via dual credit this fall. This course is the prerequisite to all IT Developer courses. They anticipate this will help with first semester completion rates. They have seen significant difference between first semester and the remaining of the curriculum. As many of the fundamentals are covered in other first semester coursework, the plan is to revamp the Client Side Development 1 curriculum to dive a little deeper into JavaScript concepts. Feedback

received from students (Open Source Web Development) is that they wish more in depth content (for example, TypeScript is similar to C#).

- IT-CSS: Ruth Muschinske shared the A+ exam content has been updated for the next three years. This means Computer Fundamentals 1 & 2 will be updated this summer to reflect content change. Kimberly and Ruth have both been developing courses for the Service Desk apprenticeship program. Once course has been developed and is in use by apprentice in Service Desk program. There are four total developers working toward creating this apprenticeship program. Service Skills Documentation and Service Skills Professional Skills are currently being developed by Ruth Muschinske and Kimberly Reed. WCTC created the first course; Ruth and Kimberly will follow that model so that the courses have a similar look/feel for the apprentice. There is an initiative with the state of WI and a community-college consortium to review the IT Support Professional certificate that Google has developed to help get professionals in the door quicker. They have been struggling to meet their need for first level support. To address this, Google put together a five course program/certificate that resides on Coursera. Ruth sees it as a way to attract people to the field that cannot take the time to follow a traditional educational path. She believes this would be an opportunity to be offered through Continuing Education or Business & Industry training. In order to deliver this content, NTC submitted a letter of intent to be a participant to deliver the certificate. Gateway Technical College has also expressed an interest in delivering this content. Updates on this initiative will come in the future. Kimberly Reed shared that virtual college students are not required to complete an internship. She also explained that it's illegal for a company to reap benefits from an internship without compensating the student. She is looking for a way to assess virtual college for students in their ability to provide support in a technical environment. She is seeking ideas on ways to formally assess student skills. Wayne Pierce suggested a capstone piece that ties back into other disciplines.
- IT Software Developer: These programs have enjoyed a stable year. They have seen more students go through the program this year than in previous years, with 71 students in Programming Concepts in fall 2019. It was asked whether they feel they are pulling from other programs. Dominic Gruetzmacher stated that it was his perception that they had received a large influx of high school graduates. Many of the students, when questioned, stated they wanted to be gaming programmers. His current student audience is predominantly young males; there isn't a great deal of diversity in the classroom. It's a challenging audience to keep engaged; writing code for a game isn't the same as playing a game. There's a misconception, "I love playing Xbox, and therefore, I want to go into Game Development". Many don't understand the rigors of coding/development. Students need to make the choice to work hard and stay focused if they're to be successful in the program. Dominic reported one challenge is poor performance in virtual college. Of the students that are not successful, he sees two categories: those that procrastinate until weeks 9 or 10 to begin and those that do not adapt to an online learning environment/platform (for example, the student may be technically savvy, but doesn't know how to apply themselves in a self-paced learning environment).
 - Chris Severson shared that NTC is launching an eSports team fall 2019. Participating students will be required to maintain 12 credits with minimum GPA. For those students that want to pursue a Developer degree because they love playing video games, this will be an avenue to attract students who want to participate in eSports while holding them accountable for their academic performance.
- Curriculum/Assessment
 - IT-Network Technician Technical Diploma:
 - **Remove Fundamentals of IT Systems:** Initially, this course was designed to be a six-week course to be followed by Windows Server 1. Since course rollout, it has been determined that six-weeks is not enough time to deliver a foundational

understanding of computers and operational systems. With the idea of aligning the IT-Network Specialist program with the IT-Computer Support Specialist program and with CompTIA changing exam objectives, it is believed that CF1 and CF2 are much more applicable than had been in the past. This change will give students a more holistic knowledge and skill set related to the client computing system prior to the server operating system. Relevant content from FITS not covered in CF1/CF2 will be added to the CISCO 1-Network Communications 1 content.

- **Add Computer Fundamentals 1:** Computer Fundamentals 1 (CF1) will be added to the first semester of the associate degree. This course will be revised to cover more networking content that is being introduced to the CompTia A+ certification.
- **Add Computer Fundamentals 2:** Computer Fundamentals 2 (CF2) will be added to the first semester of the associate degree. This course will be revised to cover more networking content that is being introduced to the CompTia A+ certification.
- **Change title of Network Administration 1 to Windows Server 1:** This change will better reflect course content. When reviewing transcripts, this new name will be more readily understood from an employer's perspective with regard to what a graduate has mastered rather than a generic Network Administrative 1 course title. The class will be also be moved to second semester.
- **Change title of Network Administration 2 to Linux Server 1:** This class is no longer a sequential course to Network Administration 1. It was always a Linux Server class and will therefore be named thusly. When reviewing transcripts, this new name will be more readily understood from an employer's perspective with regard to what a graduate has mastered rather than a generic title.
 - **The advisory committee approves the changes to the curriculum.**
- IT-Software Development Specialist Technical Diploma:
 - **Removed: Advance.NET Programming A/B/C:** This is to better align a clear pathway to the associate degree program. The significance of this change is to become a general purpose technical diploma.
 - **Add Web Design A/B/C.** These three credits were added in order to satisfy the change in pre-requisites for Collaborative Application Development.
 - **The advisory committee approves the changes to the curriculum.**
- Facilities/Equipment: TABLED
- Continuing Education/Business & Industry Initiatives: Tracy Brewer gave an overview of the services available through Business & Industry and Continuing Education. The business and industry team delivers customized training, onsite, to meet industry need of training/growing incumbent workers. Continuing education delivers training opportunities at NTC, including Leadercast (5/31/19). The Business & Industry team recently received the Contract Training College of the Year award through LERN. NTC was one of six colleges nationwide to receive this award. NTC served more employers via customized training than any other college in the WTCS (900 businesses and over 10,000 people served). That ranking is given on pure number served, rather than percentage of district served; meaning, NTC had to compete against schools in larger communities (MATC-Milwaukee and Madison College). The Continuing Education team just received recognition for their work with AOD programming. For more information on training opportunities, contact Tracy at brewer@ntc.edu.
- Agenda 5: The next meeting is scheduled for November 13, 2019, 4:00 PM.

SUMMARY OF ADVISORY MINUTES FOR NTC BOARD PACKET

Meeting Date: May 15, 2019

Program Name: Electromechanical

Attendees

Industry Members

- Jim King (Greenheck Fan Corp), Andrew Marvin (Harley-Davidson), Mike Ritter (Great Lakes Cheese), Fred Wenzell (Harley-Davidson), Mike Lawyer (Complete Control Solutions), Greg Mattmiller (Wausau Tile), Bill Huebsch (Greenheck Fan Corp), Scott Bouchard (Creative Automation), Ryan Hall (Rocket Industrial), Paul Smith (Greenheck Fan Corp), Phil Nichols (Complete Control Solutions), Mike Henrichs (Sierra Pacific Windows)

NTC Staff:

- Bryan Schroder (Faculty), Mike Rhyner (Faculty), Tracy Brewer (Business Development Manager), Chris Severson (Dean, ScET), John Menard (Faculty), Dustin Van De Weerd (Faculty)

Other

-

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

- Agenda 1: All present introduced themselves and the organizations they represent.
- Agenda 2: The minutes were reviewed. A sign-in sheet was circulated.
- Agenda 3: Tracy Brewer provided an overview of the products and services provided by Business & Industry and Continuing Education. Business & Industry provides onsite customized training to meet incumbent workforce need. If you have any questions, please contact Tracy at brewer@ntc.edu.
- Agenda 4: Overall feedback regarding the student projects was positive. Many commented on the students' ability to persevere in challenging times and their appreciation for the student's commitment to completing the project. Feedback included requiring documentation (i.e.: CAD drawings, schematics) to be shared at this event. Another suggestion was to formalize the presentation process to allow for everyone to hear the full story of the project, rather than snippets as they moved from one project to the next.
- Agenda 5:
 - Industry Trends: Automation and technology was a common theme shared by advisory committee members. Data analytics is important, not just the compilation of data but the ability to effectively use the data gathered for decision making. Some employers are moving toward predictive maintenance. One employer has begun implementing Lean. The relationship between IT/OT is converging as plants embrace/integrate technology (networking systems, server-based systems).
 - Program Information
 - Enrollment report: John Menard reviewed the enrollment report. For the spring term there were 17 first semester students, 23 second semester students, 8 third semester students and 18 fourth semester students. There were 76 students taking 20 classes through the flexible lab format. For Fall 2019, there are currently 24 student applications for the Electromechanical associate degree program and 5 student applications for the certificate and/or technical diploma credential. Additionally, with the launch of the Automation program, there are six student applications for the fall semester.
 - Electromechanical Club: Bryan Schroder shared that they are struggling with participation. The goal is to make a big recruitment push in the fall, combining EM and Automation in to one club. One challenge to recruitment is the big event the club's attended previously, no longer exists. This eliminates an incentive to join the club. Moving forward, NTC will be soliciting the other technical colleges to host a smaller robotics-style competition. This could potentially become a travelling event that the students could compete in annually.

- Medford High School Lab Option: NTC has offered a one year technical diploma at the regional campuses (Antigo, Phillips). Fall 2019, NTC will be partnering with Medford high school to offer the IEMT technical diploma. After hosting a number listening sessions, employers have indicated that there was need/demand for this program to be delivered locally. NTC is moving equipment to the high school. Medford high school is donating a room for an Electromechanical Academy (9 credits). NTC will be able to utilize the room in the evenings (non-school hours).
- Curriculum/Assessment
 - Updated curriculum for Electromechanical: Bryan Schroder shared that John Menard is writing the curriculum for Fluid Power. The biggest curriculum project for next year is developing a troubleshooting course. MSTC/NATC/NTC can decide on a set of competencies that are agreed upon that meet employer need. They have been looking at what needs will evolve within the Electromechanical program as Automation comes online. Jim King asked about the curriculum development process. Bryan explained NTC has procedures in place to develop course content. Jim King shared that the Industrial Apprenticeship (Millwright, E&I, Maintenance Technician) programs have undergone a complete a curriculum review (listening sessions). Within the review, employers shared what they believed was value-added, what may be obsolete. He felt those conversations were very successful and; therefore, he advocates for input from outside/employers. Chris Severson shared that other technical colleges would look at NTC's Electromechanical program and call it an Automation program. To Bryan's point, he shared that it's important to get one-two years of Automation running prior to fine-tuning the two programs. Based on employer feedback, the Troubleshooting class will be developed and added to the curriculum. He continued to state that the purpose for having advisory committee meetings is to receive feedback that includes whether NTC is delivering the curriculum necessary to provide employers with a qualified workforce upon graduation. To Jim's point, NTC held listening sessions for the Apprenticeship programs. This was a unique experience because the Bureau of Apprenticeship Standards sets the competencies for the courses, however, it's up to the technical college to deliver the curriculum based on those competencies. Chris suggested a similar approach in reviewing the Electromechanical and/or the Automation program/s to ensure that the curriculum taught meet employer needs upon graduation.
- Equipment/Facilities
 - Approved capital equipment: Dustin VanDeWeerd shared 2019-2020 capital equipment acquisitions. Most of the new equipment revolved around the new Automation program. Items purchased include Thanics SCARA Robots, conveyor systems, an Allen-Bradley PanelView, Vision Systems, Cognex cameras, hardware to build cells, Allen-Bradley PLCs, Point I/O, and safety equipment. One industry trend renown is switching to Safety PLCs, rather than standalone safety relays. Dustin encouraged employers to donate older equipment. He shared that NTC will be putting a greater emphasis on the safety side of automation with the start of the Automation program. To effectively accomplish this, NTC will need both old and new equipment to teach to students. Mike Rhyner shared that the Automation program has a class, Intro to Safety PLC. The course starts off with hardwiring safety and traditional safety relays. This is because it is believed that this is an area where students struggle and understanding the redundancy in the circuitry and how those components work is crucial. The course begins with basic E-Stop, Door Switch to hardwiring safety relay and then transitions

from there to getting the information to a PLC that displays on a screen to compile data. The course ends with writing programs for safety PLCs. If employers are removing or upgrading components (traditional hardwired safety relays, E-Stops, Door Switches), please consider a donation to the program.

- Grants
 - NSF: Dustin VanDeWeerd shared that this is NTC's first National Science Foundation (NSF) grant. The grant is in its second year. Dustin has taken an active lead in this grant, guiding the Maker Mentors. Through the process of developing activities, NTC has been running events with K12 and events in the community. The goal is to bring making out into the community; encouraging people to contemplate what it means to tinker or to make something from nothing. He reported the program has seen a lot of success, including developing strong relationships with area 4H clubs (Lincoln and Langlade counties), libraries and Boys and Girls clubs. Another goal is to reach out to underserved populations. It's important to expose the populations to things they've never seen before and showing them that they can do things they never thought possible. The third year of the grant focuses on research. There is discussion regarding getting an extension for the grant. The hope is to build some sustainability in the region, where the partner organizations (4H, libraries, and Boys/Girls clubs) will run these events/activities independently. To learn more about the NSF grant, please click [here](#) and [here](#). These links gives a glimpse of what Dustin and the NSF team have done to build the awareness around STEM education and training these young mentors to deliver activities at area schools, libraries and clubs. Ryan Hall asked whether NTC was working with Samoset Council. Chris Severson shared that STEM Scouts were on campus several nights per week.
 - GPR: Bryan Schoder shared the General Purpose Revenue (GPR) grant was wrapping up its first year. The project for the first year was aligning curriculum between technical colleges (Mid State Technical College/Nicolet College/NTC). The result means that if a student transfers from one partner-college to another, the student will receive the appropriate credits for prior learning. The second year will focus on equipment acquisition. The partners were to meet, Friday (5/17/19) to discuss purchases. Everyone is interested in vibration analysis equipment. This is something that aligns with the need to address predictive maintenance. With the remaining NTC dollars, Bryan is looking to update existing Electromechanical equipment (mechanical systems trainers, etc.). One goal of the GPR is to bring counterparts from south and north in alignment knowing that we live in a transient community, where students may travel back and forth. Another goal is to review best practices among the three colleges, and promote transparency between the three colleges.
- Adjunct need – lab coverage: Chris Severson shared that NTC is always looking for adjunct lab instructors. The position entails providing support in AME lab (week nights 4:00 PM – 8:00 PM, Saturdays 8:00 AM – 12:00 PM) from a safety perspective and to answer general questions as they arise. If interested, please contact Chris at seversonc@ntc.edu.
- Election of Chair/Vice Chair: Chris Severson thanked Jim King and Ryan Hall for their leadership in recent years. He solicited the committee for a new chair/vice chair. If interested, please contact Chris at seversonc@ntc.edu.
- SACA Certification: Matt Kirchner shared a presentation on employer-driven industry certifications (Smart Automation Certification Alliance). This is an organization that is building certifications around competencies that are important to advanced manufacturing. Manufacturing is still the place where an

employee can start at an entry-level position and end their career in an executive leadership role. Manufacturing is struggling to find people because education and industry are no longer inspiring young persons to enter a career in advanced manufacturing. Industry is getting better at doing this, but promotion of opportunities isn't as good as it should be. Jim Wall has created SACA and is creating certifications across every single level of manufacturing from basic machine operation, advanced machine operator, to technician, and finally, to a professional engineer in an advanced manufacturing operation. Jim Wall compiled a list of key competencies for each level based on what was important to a wide variety of employers/companies. He then had major manufacturers validate the list, adding or removing competencies as they went. The end result was a comprehensive list of competencies for each level; all validated by industry. SACA is partnering with UW-Stout (Memorandum of Understanding, MoU). He then drew up another MoU with Wisconsin Indianhead Technical College, Chippewa Valley Technical College, Western Technical College and Gateway Technical College that states these colleges will (1) implement the SACA certifications in their programs, (2) participate in the technical work groups to define/refine competencies and (3) complete pilot testing of assessments/exams. Each college is a teacher-trainer site, where they are working to prepare their instructors to be proctors for the exams. The goal is to ultimately get all of the technical colleges to implement the SACA certification.

- Agenda 6: The next meeting will take place on December 11, 2019; 4:00 PM, immediately following viewing of the student projects.



Date	Event	Tom Felch	Kristine Gilmore	Lee Lo	Charlie Paulson	Paul Proulx	Ruth Risley-Gray	Dale Smith	Maria Volpe
2018									
July 9	Annual Organizational Meeting (Wausau)	X	E	X	X	X	X	X	X
July 12-14	WTC District Board Assn. Summer Meeting (Green Bay)					X			
Aug 7	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	E	X	X	X	X
Sept 12	A Day for NTC Students (Medford)				X				
Sept 18	Regular NTC Board of Trustees Meeting (Wausau Campus)	X	X	E	X	X	E	X	X
Sept 26	A Day for NTC Students (Antigo)								
Oct 11-13	WTC District Board Assn. Fall Meeting (Appleton)					X			
Oct 23	NTC Board & NTC Foundation Joint Lunch (Wausau) Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	X	X	X	X	X
Oct 24-27	ACCT Leadership Congress (New York, New York)					X			
Nov 15	NTC Foundation Regular Meeting (4:00 – 5:30)								
Nov 29	Scholars & Donors Reception (3:30 – 5:30)								
Dec 4	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	E	X	E	X	X
Dec 15	Mid-Year Commencement (Grand Theatre)					X	X	X	
2019									
Jan 15	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	X	X	E	X	X
Jan 16-18	WTC District Board Assn. Winter Meeting (Madison)	X				X			
Feb 12	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	X	X	X	X	X
Feb 10-13	ACCT National Legislative Summit (Washington, D.C.)								
Mar 12	Regular NTC Board of Trustees Meeting (Wausau)	X	X	E	X	X	X	X	X
Mar 13	NTC Foundation Regular Meeting (4:00 – 5:30)								
Apr 2	Regular NTC Board of Trustees Meeting (Wausau)	X	E	E	X	X	X	X	X
Apr 11-13	WTC District Board Assn. Spring Meeting (Fond du Lac)								
Apr 30	Scholars & Donors Reception (3:30 – 5:30)	X							
May 7	Regular NTC Board of Trustees Meeting (Wausau)	X	X	X	E	X	X	X	X
May 9	A Day for NTC Students (Wausau)								
May 18	Commencement (Wausau West Fieldhouse 9:00 – 12:00)	X	X	E	E	X	X	X	E
June 11	Regular NTC Board of Trustees Meeting (Wausau)								
June 12	NTC Foundation Regular Meeting (4:00 – 5:30)								
July 8	Regular NTC Board of Trustees Meeting (Wausau)								

History Hunt set for Saturday

The Merrill Historical Society will host its 5th Annual History Hunt on Saturday, April 27, from 9 a.m. to 3 p.m. A History Hunt is a cross between a scavenger hunt, a driving rally, and a trivia contest, wherein the teams travel around via a determined route to discover historical facts. The theme of this year's hunt will be "City of Parks". Teams will visit Merrill's parks, learn their histories, and find clues that will lead them to the location of the After Party. There, prizes and awards will be given and raffles held. This year's major sponsors are Park City Credit Union, [North Central Technical College](#), Weinbrenner Shoe Company, and the City of Merrill Park and Recreation Department.

Teams will register from 9:30 to 10 a.m. at the Merrill History & Culture Center (100 East Third Street) and have their photographs taken and posted on social media, after which the hunt will begin. Registrants will receive History Hunt driving directions, the guidebook to the history of Merrill's parks, miscellaneous goodies, promotions, and coupons. A team must consist of at least 2 persons (a driver and navigator) with no upper limit to team size. Cost is \$10 per person for Merrill Historical Society Members and \$15 per person for non-members.

The After Party is scheduled for 3 p.m. and prizes will be awarded for "Best Team Name", "Best Team Costume", and "Best Social Media Presence". Raffle prizes will also be drawn during the After Party.

Registration forms are available at the Merrill History and Culture Center, or via the society's website www.merrillhistory.org. Registration will close Thursday, April 25, or sooner if 100 entrants have registered. The History Hunt is one of the major fundraising activities which support the programs and operations of the Merrill Historical Society. The Society's mission is to educate the public about our heritage using the unique historical and cultural resources we collect and preserve. For further information on the programs and activities of the Merrill Historical Society, or to become a member, please contact the Society at 715-536-5652 or merrillhs@frontier.com, or see the website at www.merrillhistory.org.

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NTC to offer new academy for Medford students

In partnership with Medford school district, Northcentral Technical College (NTC) will offer a new academy at Medford Area Senior High School next fall. The Industrial Electronics and Maintenance Technician (IEMT) Academy has been created due to a need for skilled workers in the field within the greater Medford area.

“Local business had reached out to NTC in need of Electrical Mechanical workers so in partnership with the Medford school district we are going to begin building that pipeline to fill the need in our community,” said Shanna Hackel, dan of NTC’s Regional Campuses.

Through the partnership, Medford High School will host the academy and NTC will provide the equipment and curriculum. Juniors and seniors will have the opportunity to earn up to 12 credits at no cost by completing the IEMT Academy because the classes will be offered through NTC’s dual credit, which allows high school students to earn college-level credit in their school, tuition free. The credits that students earn in the IEMT Academy can be applied toward the IEMT technical degree at NTC, allowing students to get a jump start on college and save approximately \$1,600+ in tuition. Students and parents are encouraged to contact their school counselor for more information.

Additionally, advanced IEMT training will also be available during the evenings, so local businesses can receive advanced training for their workers.

“This partnership exemplifies the ways that businesses, schools and NTC work together to collaboratively meet the needs of employers in the area,” said Tracy Brewer, business development manager at NTC.



Volpe named new VP of MAPS Board of Education

At its organizational meeting on April 22, the Merrill Area Public Schools (MAPS) Board of Education appointed Maria Volpe as its new Vice-President. Volpe replaces former board VP Eric Geiss who resigned in March. While Volpe steps in as VP, Geiss' vacancy has yet to be filled. That process concludes April 30 at 4 p.m.

Volpe has been on the MAPS Board for almost three years and the Northcentral Technical College Board of Trustees for nine years. Volpe is currently the secretary/trea-



Maria Volpe

urer on the NTC Board and a past board chairperson and vice chairperson. Volpe also is a volunteer in the MAPS District and at St. Francis Xavier School as a Junior Achievement leader and a parent ambassador at Merrill High School. She is a member of the Merrill Small Business Scholarship Group as well and has been on the Merrill Area United Way Board of Directors and the Lincoln County Humane Society Board in the past.

Please send announcements, news briefs, photo submissions



NTC to Host Overcoming Addiction Educational Series

Wausau- [Northcentral Technical College \(NTC\)](#) will host a three-part series focused on understanding and overcoming addiction, as a community.

The series, *Overcoming Addiction Together*, will be held at [NTC's](#) Wausau campus in the Center for Health Sciences Conference Center on Thursday, May 16; Thursday, July 18; Thursday, August 15 from 9:00 a.m. – 1:00 p.m. The series will focus on several aspects of overcoming addiction, including: the science behind addiction, boosting skills and learning about resources to overcome trauma and addiction, and caring for oneself while caring for those who are challenged with substance use disorders. The series is open to health-care, public health and behavioral health professionals, recovery coaches, social workers, educators, law enforcement/safety/courtroom professionals, students, concerned loved-ones and community members.

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Pollinator garden workshop to be held May 15

A “The Perfect Pollinator Garden,” workshop will be held from 3 to 6 p.m. on May 15, in Room T 131 at the **North-central Technical College**, 312 Forrest Avenue, Antigo.

At this workshop, participants will learn how to create and maintain a perfect pollinator garden or establish farmland and greenspace pollinator buffer strips. Highlights will include how to use early- and late-blooming native plants to extend the season, provide nesting habitat and offer safe water sources to promote pollinator well-being. Continuing Education Credits (CEUs) are available at this workshop.

There are as many as 30 million species of insects on the planet. They pollinate food, recycle dead things, supply fibers and raw materials to humans, and provide food for birds, mammals, and fish. Insects make up the base of the food chain and are critical to ecosystems and the health of the planet. Pollinator populations are plummeting.

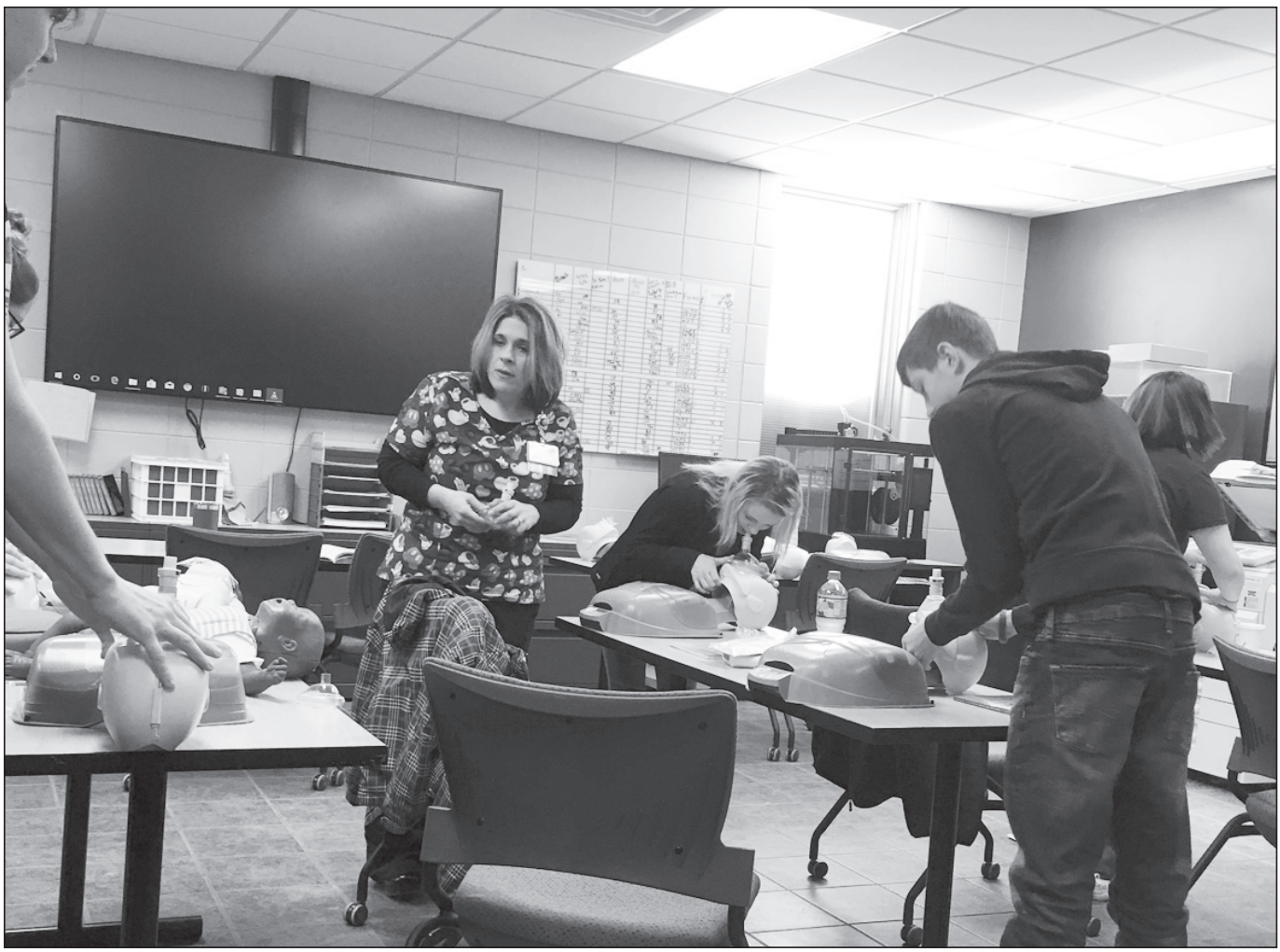
Lepidoptera (moths and butterflies) have declined by 53%. In the last 22 years, Monarch butterfly numbers have decreased by 68%, with the West-

ern population especially at risk of extinction. Native bee populations have also declined dramatically. Historically, the Rusty-patched bumble bee was found throughout Wisconsin. In 2017, it became the first federally-listed endangered bumble bee species, and is now known to exist only in small pockets in western and southern Wisconsin.

Insect population declines are mainly due to habitat loss, climate change, pesticides, and pathogens, but small changes starting in backyards, along lake shores, in the city, and in farm fields can benefit insects.

Workshop attendees will be given the tools to “Bee the Change” and make pollinators great again. Registration is not required but is greatly appreciated. Register at https://ntcforms.formstack.com/forms/pollinator_antigo.

For additional information contact Baerbel Ehrig, pollinator project coordinator at behrig@co.oneida.wi.us or call either of the following pollinator partners: Langlade County Land Conservation Department at 715-627-6292 or the Oneida County Land and Water Conservation Department at 715-369-7835.

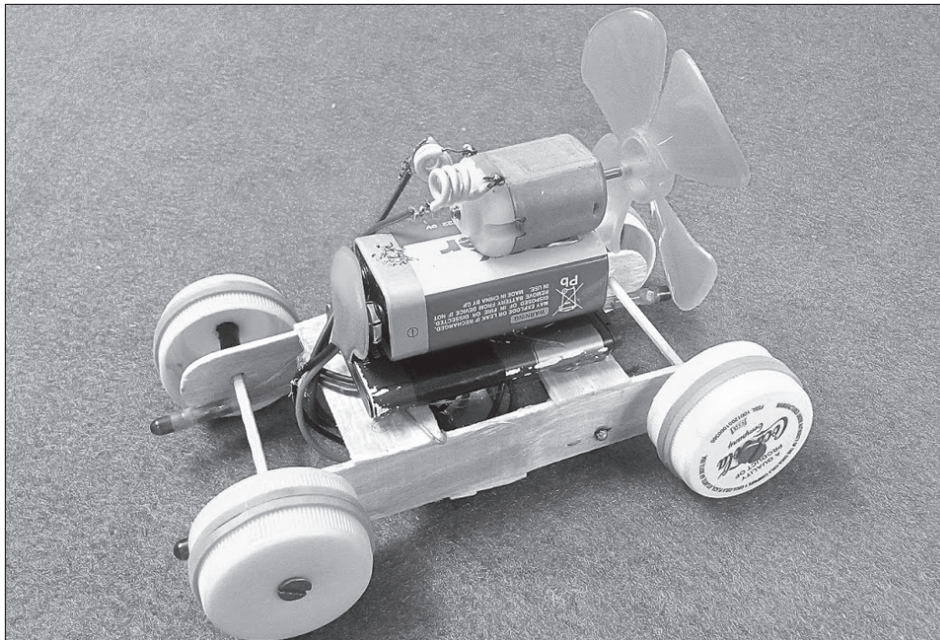


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EMERGENCY SKILLS—Northcentral Technical College, Antigo High School and Aspirus Langlade Hospital partnered to teach students emergency medical skills. The training was facilitated by Carrie Kelly and Ashley Frisch of Aspirus Langlade Hospital and trained students to develop first aid, CPR and AED skills and assist in the event of a stroke, heart attack, allergic reaction and obstructed airway. Students at Partners Alternative High School are shown completing the training.



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POPSICLE CAR—The Antigo Public Library will be hosting an EMMET maker event this Saturday between noon and 2 p.m. Volunteers from Northcentral Technical College, along with local mentors, will be on hand to help attendees build a self-propelled popsicle stick fan car, similar to the one shown above. The event is entirely free and open to the public, and is recommended for children of upper elementary school and middle school age.

It's time to cure the stigma surrounding mental illness

By CARRIE KUBACKI UW-Extension positive youth development educator

The National Alliance on Mental Illness (NAMI) is focusing this year's Mental Health Awareness Month during May on curing stigma around mental illness.

Stigma is when someone views a person in a negative way because they have a mental health condition. It confuses feeling bad with being bad. Stigma creates huge challenges to those living with a mental illness

because it can cause shame, fear and isolation and prevent them from seeking help.

One in five Americans is affected by mental health conditions and are the leading cause of disability in the United States. In fact, 75 percent of chronic mental illnesses begin before the age of 24 which demonstrates the need to detect early signs of mental illness in children and youth and provide intervention and services as soon as possible. Even though most people can be successfully treated, less than half of the adults who need services get the help they need.

diagnosis and getting treatment can be permanently removed—giving greater



hope for a healthier future.

For more information about mental illness and how to cure stigma, visit www.curestigma.org.

Campus News

Joseph Servi, an electro-mechanical technology program student from Antigo, was named to Western Technical College's President's List of High Distinction for the spring 2019 term. The school is located in LaCrosse.

The good news is that stigma is 100 percent curable. With compassion, empathy and understanding people can change the view of mental illness in themselves, their families and their communities. By using our voices to speak directly, openly and honestly about mental illness, the shame and fear surrounding a mental health

Let our classifieds work for you! Antigo Daily Journal 715-623-4191

Mosinee Area College Notes

Northcentral Technical College

Northcentral Technical College (NTC) is pleased to announce the President's List for outstanding academic achievement for the summer 2018 term.

The following students enrolled in a post-secondary program, earned a 3.75 grade point average or above and successfully completed a minimum of six credits during the summer term.

Edgar: Tyler Hall, Brandon Karlen.

Kronenwetter: Katierina Morris

Hatley: Tessa Kurszewski

Marathon: Kyle Schmidt

Mosinee: CJ Apfelbeck, Lisa Curtis, Taylor Elliott, Maeghan Pochinski, Bradley Gross.

Rosholt: Jody Aschenbrenner



Church Mutual receives Employer of the Year Award From NTC

Northcentral Technical College (NTC) is pleased to recognize Church Mutual Insurance Company as the 2018-2019 Employer of the Year. The award was given to Church Mutual at NTC's advisory committee breakfast on Wednesday, May 8.

NTC's Employer of the Year award honors one employer whose efforts resulted in an extraordinary impact on NTC, its students, as well as in the community in which the employer operates. The organization demonstrates a commitment to the students, the academic programs and the overall mission of the college. Their leadership drives contin-

uous improvement and innovation providing exemplary support to college efforts.

"Church Mutual Insurance Company is one of the most community minded companies that I have had the privilege of working with," said Lori Weyers, Northcentral Technical College President. "As a premier partner and supporter of NTC, they have been instrumental in providing opportunities for our students, including Church Mutual IT Scholars and The Branch, both of which support valuable skills development and promote economic vitality for the region. A strong advocate that recognizes and promotes technical

education through collaborative efforts with the College, Church Mutual has contributed to student scholarships, event sponsorships and capital campaigns, including making our vision for the Public Safety Center of Excellence in Merrill a reality."

"Church Mutual is pleased to partner with NTC in so many ways because we believe strongly in the value NTC brings to the communities it serves," said Rich Poirier,

Church Mutual president and CEO. "NTC is making a big difference for this area by producing the well-educated, well-prepared workforce our employers need. We look forward to furthering our partnership with NTC, while continuing to hire its graduates. Overall, this relationship underscores our commitment to education and strengthening the economy in Central Wisconsin and beyond."



Leaders from Church Mutual and NTC stand together after the Employer of the Year award was presented at NTC. Pictured Left to Right: Barb Tushoski, Church Mutual Human Resources Manager; Dawn Bernatz, Church Mutual Director of Corporate Communications; Dr. Lori Weyers, President of NTC; Rich Poirier, Church Mutual President and CEO; and Kshitij Kohli, Church Mutual Advisory IT Application Development Manager.

Buddy Poppy Campaign benefits needs of veterans

Members of Veterans of Foreign Wars (VFW) Post 1638 and its Auxiliary will be distributing Buddy Poppies in various locations throughout the city of Merrill. The main drive dates are May 17 and May 27. VFW Post member Michele Rathke and



NTC announces STEM Innovation Summer Camp

Northcentral Technical College will host a new summer camp that is designed to foster innovation and excitement in the areas of science, technology, engineering and math (STEM).

STEMing Innovation Summer Camp is designed for students entering sixth through eighth grade and will be held at NTC's Wausau campus on Aug. 5 through 7 from 9 a.m. to noon.

Through a variety of engineering challenges, camp participants will begin to develop the skills needed to succeed in the STEM field while working together in a series of contests. College engineering students and regional STEM industry pro-

professionals will reinforce how the skills learned in this camp are transferable to post-secondary opportunities and career readiness.

Discover the world of robotics, play in a virtual sandbox and experience Halo Lens augmented reality through hands-on experiments, engaging activities and projects. Camp participants will also tour NTC's state-of-the-art STEM Center that features cutting-edge technology that campers will explore.

Cost for the three day STEMing Innovations Summer Camp is \$25 and registration is currently underway online at www.ntc.edu/k12events.

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Weinbrenner Shoe Company donates 300 boots to NTC

MITCHELL A. SKURZEWSKI
REPORTER

Weinbrenner Shoe Company donated about 300 pairs of boots to the **Northcentral Technical College's** School of Public Safety.

According to Bianca Boettcher, Weinbrenner Shoe Company entered into an exclusive distribution deal with LION Inc. recently, an international supplier of personal protective equipment, resulting in having 300 boots in-house. So, the company decided to give back to Merrill.

"We want to work closely with the public safety school, seeing as it is right here," Boettcher, Weinbrenner Shoe Company Marketing Manager, said. "What better way to support and give back to the community?"

Weinbrenner shoes and boots are commonly worn by firefighters, police officers and emergency personnel.

According to Boettcher, Weinbrenner Shoe Company has been in Merrill since 1936 and is key for them to help the community.

"We employ almost 200 people and we are happy to support the community," she said. "This donation will help those training at the school and goes to many volunteers who help keep the community safe."

About 300 pairs retails at close to \$30,000, according to Boettcher, which is no small donation.

"We have a lot of students coming through who become EMS workers at the technical college and we are fortunate to



Kris Grod, left, accepts about 300 fireboots donated by Weinbrenner Shoe Company on Friday and Bianca Boettcher, Weinbrenner Shoe Company marketing manager.

have (Weinbrenner) in our back yard," said Kris Grod, Associate Dean of the School of Public Safety at **NTC**.

"This is no small donation, especially when public safety is involved, this are expensive. Also, being at **NTC** funding is precious and we are happy to receive this generosity from a local business."

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NTC to host Leadership Broadcast Event at all campuses

Advance your leadership skills by attending Leadercast Flexcast, hosted at Northcentral Technical College (NTC) on Friday, May 31 from 8 a.m. – 3 p.m.

Leadercast is the largest one-day leadership event in the world, broadcast each year from Atlanta to hundreds of host sites around the globe. The event will bring together experts in leadership and organizational health to help attendees master the art and science of developing and leading healthy teams. The best leaders know a successful team is made when focus, care, attention and development are directed to its members. Healthy teams yield effective collaboration, fulfilled employees, high organizational engagement and greater long-term success. By attending this event, you can learn what it takes to ensure your team functions at its highest and healthiest.

“NTC is proud to offer Leadercast in a flexcast format because we are able to record the live broadcast and streamline the day, so attendees can efficiently develop their leadership skills in a shorter amount of time,” said Brad Gast, Dean of NTC’s Business & Industry and Continuing Education.

This year, Leadercast will feature speakers such as Gayle King, Co-host of CBS This Morning; Patrick Lencioni, Best-



selling Author and Founder of The Table Group, among others. Attendees can register for the one-day event at NTC’s Wausau, Antigo, Phillips, Spencer, Wittenberg and Medford campuses online by visiting www.ntc.edu/calendar/2019/05/31/leadercast-2019.

About Northcentral Technical College

Northcentral Technical College (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 seven convenient locations and three Centers of Excellence in Antigo, Medford, Merrill, Phillips, Spencer, Wausau and Wittenberg.



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2019

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Wednesday, May 22, 2019 - Tribune Record Gleaner - Page 13



CONTRIBUTED PHOTO

NTC turns out new CNA class

Ten students completed their Nursing Assistant (CNA) Technical Diploma at Northcentral Technical College's (NTC) Spencer campus during the spring 2019 semester. They are (front from left) Lizaida Navarro, Sherry Krueger, Samantha Kahn, Deanna Winer, Andrea Arispe, (back) Instructor Candice Weinzing, Promise Ngirwe, Amanda Thibado, Shaneke Pierce, Amanda Morstatter and Hannah Peroshek.



Metal Master Quest prepares juniors and seniors for pre-apprenticeship

Northcentral Technical College (NTC) has announced Metal Masters Quest, which gives high school juniors and seniors the opportunity to complete machining classes at Northcentral Technical College at no cost, due to the generosity of the Central Wisconsin Metal Manufacturers Alliance.

Students will build the foundational knowledge needed to work at area man-

ufacturing businesses while having the opportunity to work at local businesses to apply their pre-apprentice skills.

Metal Master Quest classes will begin on Monday, June 17 and run through Wednesday, August 7. All classes will be held at NTC's Wausau campus and will run Mondays and Tuesdays from 7 a.m. to 3:30 p.m. and Wednesdays from 7 a.m. to

10:50 a.m.

While participants complete the Metal Master Quest classes, they can be employed at an area manufacturing business. Students may also have the opportunity to continue their employment during the school year through the Youth Apprenticeship (YA) program. The program is a partnership between area K-12s and NTC that allows juniors and seniors to get paid to work while in high

school. Through mentored, paid, on-the-job learning and classes that support their work, students develop a real-world connection between a rewarding career and their education.

“Metal Master Quest not only gives students the foundation needed to be successful in their future career, but also includes the hands-on skills developed through technical education at NTC,” Greg Cisewski, NTC’s dean of advanced manufacturing and transportation. “We are proud to partner with area school districts, employers and Central Wisconsin Metal Manufacturers Alliance to prepare students for rewarding careers at no cost.”

For more information or to register for Metal Master Quest, visit www.ntc.edu/k12events.

Comfort dog helps Wisconsin students read up a storm

BELOIT, Wis. (AP) — Beloit Memorial High School students have been reading up a storm thanks to Mary the comfort dog.

and they start reading. They lose themselves in the experience,” Cox told the Beloit Daily News.

Student Nayeli Sanchez

ways in the bean bag, Mary’s help is evident in the class. Cox said her students who hesitated to read have become more confident and



May
30

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Marathon Co. June Dairy Breakfast

SUNDAY 6/2 | **NORTHCENTRAL TECH** COLLEGE, WAUSAU

June is Dairy Month! The annual event is known for its farm-fresh scrambled eggs, pancakes, maple syrup, cheese curds and ice cream, but it's also a chance to appreciate the dairy industry and its contributions to Marathon County. This year's event is hosted at **NTC's** Agriculture Center of Excellence and features activities for all ages. Enjoy farm tours, interactive mobile labs, view the robotic milking and feeding system, a 5K run/walk and a children's activity area with a fiberglass milking cow, face painting, tractor pull, pen the pigs game, gunnysacks races and more. Park at the **NTC** Main campus and take shuttle busses from the entrance of the Center for Health Science building to the Agriculture Center. 8 am-12:30 pm. \$8 adults, \$3 ages 6-12, free 5 and under. For details and a full menu visit marathonppa.org.





The Country Today

"The Newspaper That Cares About Rural Life"

https://www.leadertelegram.com/country-today/farm/dairy/clark-marathon-counties-celebrate-dairy-tradition/article_fcc85a1d-4395-50f9-a689-8bc2fa2d2565.html

Clark, Marathon counties celebrate dairy tradition

By Nate Jackson Assistant Editor | nathan.jackson@ecpc.com May 13, 2019



Heeg Brothers Dairy, which hosted a Professional Dairy Producers of Wisconsin's annual Youth Leadership Derby in 2017, will host the Colby Dairy Breakfast June 23.

Staff file photo

With the number of dairy farms in Wisconsin in decline, many counties are struggling to find hosts for their dairy breakfasts or have moved their events off the farm.

But finding hosts for June dairy events in the central Wisconsin counties of Clark and Marathon has been less of an issue for organizers.

According to Dairy Farmers of Wisconsin, more than 70 farm families will host breakfasts on the farm across the state as part of June Dairy Month.

“Each June we turn the spotlight on Wisconsin farmers who work tirelessly to produce our state’s award-winning dairy products,” Suzanne Fanning, senior vice president of Dairy Farmers of Wisconsin and chief marketing officer of Wisconsin Cheese, said in a news release. “Wisconsin is America’s Dairyland for a reason: we do dairy better than anyone. That identity is Wisconsin’s birthright – it’s central to the state and defines how the rest of the world sees us.”

Between Marathon and Clark counties alone, diners will have four June Dairy Breakfasts to choose from on Sunday, June 2, and two more to choose between the following Sunday. Clark County rounds out the rest of the month with another breakfast on each of the remaining Sundays in June.

The breakfasts begin with the 31st Annual Abbotsford Dairy Breakfast from 7 a.m. to noon on June 2. The breakfast will take place at Dean and Sue Bender’s Bender Farms, 5769 Reynolds Ave., Dorchester. The farm is located two miles east of Dorchester on County Highway A and north a half-mile on Reynolds Avenue. The meal includes pancakes, maple syrup, sausage, cheese, juice, coffee, ice cream and milk.

From 8 a.m. to 12:30 p.m., Northcentral Technical College’s Agriculture Center of Excellence farm, 6625 County Highway K, Wausau, will host the Marathon County June Dairy Breakfast. That breakfast will include scrambled eggs, pancakes, real maple syrup, cheese curds and ice cream. The event will feature farm tours, viewing of the robotic milking and feeding system, equipment display and a children’s activity area.

The Gary, Margie and Bryan Dahl Farm, N3870 Pelsdorf Ave., Granton, will host the Granton FFA Alumni Dairy Breakfast June 2 from 7 a.m. to 12:30 p.m.

The Stratford FFA Alumni Dairy Breakfast will be held June 2 from 7 a.m. to 12:30 p.m. at the Country Aire Ballroom, F1312 County Highway P, Stratford, but will include tours of Night Hawk Dairy, running from 8 a.m. to 1 p.m.

Marathon County breakfasts wrap up Sunday, June 9, with the Edgar FFA Alumni Dairy Breakfast at Baeseman Family Farm, 1547 County Highway S, Edgar, from 7 a.m. to 12:30 pm.

Also on June 9 in Clark County, Mathis Dairy, W5325 State Highway 73, Neillsville, will host the Neillsville Dairy Breakfast from 7 a.m. to noon.

Clark County breakfasts continue June 16 with the Loyal FFA Alumni's Loyal Dairy Breakfast from 7 a.m. to 12:30 p.m., at RZ Builders, 204 E. Mill St., Loyal.

The Abbotsford/Colby Chamber of Commerce and Colby FFA Alumni host the Colby Dairy Breakfast June 23 from 7 a.m. to noon at Heeg Brothers Dairy, F2181 County Highway N, Colby.

And then on June 30, Greenwood FFA Alumni and the Greenwood Chamber of Commerce host the Greenwood Dairy Breakfast from 7 a.m. to 1 p.m. at Stieglitz Dairy, N8280 River Ave., Greenwood.

UW-Extension Clark County Agricultural Educator Richard Halopka said that, like the rest of the state, Clark County's dairy farm numbers are down, but he credited the organizing committees with pulling together hosts for the breakfasts.

"There are people in those FFA alumni committees or connected with the chambers who know a lot of farmers, and that lets them track hosts down a little easier," Halopka said. "That's why we're having more success finding farms willing to host dairy breakfasts. And with all those groups finding hosts, that's why there are so many breakfasts connected to Clark County."



College, high school students win SkillsUSA competitions

By: Daily Reporter Staff | May 9, 2019 12:47 pm

College and middle and high school students from throughout Wisconsin were among the winners at the 46th annual SkillsUSA Wisconsin State Leadership and Skills Conference at the Alliant Energy Center in Madison on April 30 and May 1.

Along with college students, nearly 1,800 middle and high school students participated in more than 80 competitions involving the skilled and technical trades. Here were the results:

Architectural Drafting – College

Gold: Madeline Culver, Waukesha County Technical College
Silver: Isiah Haun, Waukesha County Technical College
Bronze: Joshua Andreoni, Waukesha County Technical College

Architectural Drafting – High School

Gold: Allison Clark, Wilmot Union High School
Silver: Lily Stern, Monona Grove High School
Bronze: Alexandra DeGroot, Pulaski Community High School

Cabinetmaking – College

Gold: Jasper Bushman, WITC Rice Lake
Silver: Mason Kollwitz, WITC Rice Lake
Bronze: Ryan Erickson, WITC Rice Lake

Cabinetmaking – High School

Gold: Nathan Voge, Union Grove Union High School
Silver: Ethan Martin, Spooner High School
Bronze: Evan Huck, Grafton High School

Carpentry – College

Gold: Nate Fostvedt, WITC Rice Lake
Silver: Dylan Bowers, WITC Rice Lake
Bronze: Luke Hessler, WITC Rice Lake

Carpentry – High School

Gold: Alex Barbin, Oconto Falls High School
Silver: Nash Rettler, Slinger High School
Bronze: Ryan Mai, Eleva-Strum High School

CNC Milling Specialist – College

Gold: Matt Berry, Lakeshore Technical College
Silver: Josh Clay, Waukesha County Technical College
Bronze: Tom Bagneski, Northcentral Technical College

CNC Milling Specialist – High School

Gold: Nathan Kelly, Bonduel High School
Silver: Kole Jashinsky, Bonduel High School

Bronze: Coy Bowe, Cadott High School

CNC Turning Specialist – College

Gold: Cline Caleb, Mid-State Technical College

Silver: David Naud, Mid-State Technical College

CNC Turning Specialist – High School

Gold: Evan McKee, Webster High School

Silver: Douglas Cottrell, Spooner High School

Electrical Construction Wiring – College

Gold: Noah Johannes, Moraine Park Tech College – West Bend

Silver: Julian Ehlert, Fox Valley Technical College

Bronze: Kyle Penning, Fox Valley Technical College

Electrical Construction Wiring – High School

Gold: Nick Freed, Baraboo Senior High School

Silver: Ben Wallace, Elkhorn Area High School

Bronze: Brice Winkler, Gillett School District

Engineering Technology/Design – High School

Gold Team: Trent Hernandez, Zachary Mortlock, and Stephen Tolbert II, Delavan-Darien High School

Silver Team: Rachel Gottschalk, Lucas Koepke, and Paige Murphy, Elkhorn Area High School

Bronze Team: Hunter Turk, Austin Young, and Nathan Zeinz, South Milwaukee High School

Masonry – High School

Gold: Brandon Ninnemann, D. C. Everest High School

Silver: John Wolford, Oconto Falls High School

Bronze: Devin Lockett, New Berlin West High School

Precision Machining Technology – College

Gold: Kale Jauquet, Northeast Wisconsin Technical College

Silver: Nathan Corbeille, Northeast Wisconsin Technical College

Bronze: Joseph Moris, Northeast Wisconsin Technical College

Precision Machining Technology – High School

Gold: Leo Chavolla, Gale-Etrick-Trempealeau High School

Silver: Ayden White, Lincoln High School

Bronze: Simon Schumacher, Wausau West High School

Sheet Metal – High School

Gold: Alex Olsen, Union Grove Union High School

Silver: Jack Welke, Chippewa Falls Senior High School

Bronze: Alex Spang, Oconto Falls High School

Team Engineering Challenge – High School

Gold Team: Deedra Delforge, Levi Douty, and Garrett James, New Glarus High School

Silver Team: Logan Kolaske, Alex Pudzisz, and Timothy Riegelman, Case High School

Bronze Team: David Felch, Brayden Kinderman, and Evan Marcell, D. C. Everest High School

Team Engineering Challenge – Middle School

Gold Team: Madison Acker, Ella Griffin, and Jake Thering, Cardinal Heights Upper Middle School

Silver Team: Elizabeth Cleveland, Olive Srubas, and Brook Wesolowski, Parkview Middle School

Bronze Team: Jackson Heier, Gavin Payne, and Noah Stroud, Parkview Middle School

Technical Drafting – College

Gold: Bailey Bille, Northeast Wisconsin Technical College
Silver: Connor Thompson, Northeast Wisconsin Technical College
Bronze: Brian Schroeder, Madison Area Technical College

Technical Drafting – High School

Gold: Francisco Roxas, Hartford Union High School
Silver: Antonio Anaya, Marshfield Senior High School
Bronze: Ian Leonard, Germantown High School

Welding – College

Gold: Zach Jaekl, Waukesha County Technical College
Silver: Isaac Buntrock, Northeast Wisconsin Technical College
Bronze: Ryan Schroeder, Waukesha County Technical College

Welding – High School

Gold: Clayton Braun, Hartford Union High School
Silver: Jakob Doering, Kimberly High School
Bronze: Dawson Kalata, Lincoln High School

Welding Fabrication – College

Gold Team: Garrett Neumann, Grayson Weyek, and XeevYang, Waukesha County Technical College
Silver Team: Jeromy Kruse, Duncan Leene, and Dylan Seffoord, Madison Area Technical College
Bronze Team: Allison Burcham, Cameron Zablocki, and Chase Zablocki, Madison Area Technical College

Welding Fabrication – High School

Gold Team: Marshal Jacklin, Sam Strachan, and Heinz Walther, Slinger High School
Silver Team: Brandon Gardner, Maxwell Johnson, and Henry Musich, Kimberly High School
Bronze Team: Jon Draves, Owen Fletcher, and Seeger Bos, Fort Atkinson High School

Welding Sculpture – College

Gold: Madelyn Matthews, Mid-State Technical College
Silver: Justin Straub, Waukesha County Technical College
Bronze: Steph Gross, Waukesha County Technical College

Welding Sculpture – High School

Gold: Anastasia Dillenberg, Wautoma High School
Silver: Olegario Cervantes, Case High School
Bronze: Joshua Vana, Watertown High School

Welding Sculpture Middle School

Gold: Nicholas Olson, Riverside Middle School
Silver: Jesse Topel, Lake Mills Middle School
Bronze: Ty Gaffney, Barneveld Middle School

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EBN NEWSWIRE

Nuts, Bolts & Thingamajigs Announces 2019 Manufacturing Camp Grant Recipients

EBN

5/10/2019 [Post a comment](#)

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ELGIN, Ill.— Nuts, Bolts & Thingamajigs (NBT), the foundation of the Fabricators & Manufacturers Association, International (FMA), announces that 131 programs across the U.S. will receive grant funding and support to hold manufacturing camps in summer 2019.

NBT will award a total of \$259,500 in funding grants, ranging from \$1,000 to \$2,500, along with support materials to community colleges and technical high schools offering summer day camp experiences. Camps introduce young people, ages 12 to 16, to careers in manufacturing and engineering. NBT also provides each camp with entrepreneurship curriculum guides, customized T-shirts, marketing help, and other materials. In addition, each camper receives a free license to SolidWorks® CAD/CAM software.

Major sponsors of the NBT camps program are the CNA Foundation, SolidWorks Corporation, and Miller Electric.

The 2019 NBT manufacturing camp grant recipients are (listed by state):

Alabama

- Auburn High School*, Auburn, Ala.
- Calhoun Community College, Tanner, Ala.
- Chambers County Schools, LaFayette, Ala.
- Hartselle City Schools, Hartselle, Ala.
- Limestone County Career Technical Center, Athens, Ala.
- Marshall County Schools, Guntersville, Ala.
- Northeast Alabama Community College*, Rainsville, Ala.*

Arkansas

- Arkansas State University Newport — Jonesboro Campus, Jonesboro, Ark.
- East Arkansas Community College, Forrest City, Ark.
- Fort Smith Public Schools, Fort Smith, Ark.
- National Park College, Hot Springs, Ark.
- University of Arkansas — Fort Smith, Fort Smith, Ark.
- University of Arkansas College of Technology — Crossett, Crossett, Ark.
- University of Arkansas Community College at Morrilton, Morrilton, Ark.

California

- College of the Canyons*, Santa Clarita, Calif.
- Long Beach City College*, Long Beach, Calif.
- Willie's Woodshop, Galt, Calif.

Florida

- Fort Myers Technical College, Fort Myers, Fla.
- Hillsborough Community College, Tampa, Fla.**
- Lake-Sumter State College, Leesburg, Fla.**
- Northwest Florida State College, Niceville, Fla.

Iowa

- Indian Hills Community College, Ottumwa, Iowa
- Waverly- Shell Rock High School*, Waverly, Iowa

Illinois

- Carl Sandburg College, Galesburg, Ill.
- College of DuPage, Glen Ellyn, Ill.
- District 214 Community Education & Wheeling High School, Arlington Heights, Ill.**
- Elgin Community College* Foundation, Elgin, Ill.**
- Harper College*, Palatine, Ill.**
- John Wood Community College, Quincy, Ill.
- Manufacturing Next at Symbol Training Institute, Skokie, Ill.
- McHenry County College, Crystal Lake, Ill.
- Richard J. Daley College, Chicago, Ill.
- Ridgewood High School, Norridge, Ill.
- Southwestern Illinois College, Granite City, Ill.
- Triton College*, River Grove, Ill.**

Louisiana

- Bossier Parish Community College, Bossier City, La.
- Northwest Louisiana Technical College — Mansfield Campus, Mansfield, La.

Massachusetts

- Southeastern Regional Vocational Technical High School, South Easton, Mass.

Michigan

- Bay College, Iron Mountain, Mich.
- Delta Schoolcraft ISD, Escanaba, Mich.

Minnesota

- St. Cloud Technical and Community College, St. Cloud, Minn.

Missouri

- Crowder College, Neosho, Mo.
- Ranken Technical College, St. Louis, Mo.**

Mississippi

- FABLAB Jackson County, Vancleave, Miss.**
- Greenville Technical Center, Greenville, Miss.
- Itawamba Community College, Belden, Miss.**
- Pearl River Community College, Hattiesburg, Miss.
- Team Fusion at Gulfport High School, Gulfport, Miss.

North Carolina

- McDowell County Schools CTE, Marion, N.C.
- Rowan-Cabarrus Community College, Salisbury, N.C.

North Dakota

- Bismarck State College*, Bismarck, N.D.

New Hampshire

- Manchester Community College*, Manchester, N.H.**

New York

- Tech Valley High School, Albany, N.Y.**
- Ulster BOCES Career and Technical Center, Port Ewen, N.Y.**

Ohio

- Butler Tech, Hamilton, Ohio
- Clark State Community College, Springfield, Ohio
- Cuyahoga Community College, Cleveland, Ohio
- Northwest State Community College, Archbold, Ohio
- Summer Manufacturing Institute at Auburn Career Center, Concord Township, Ohio
- Trumbull Career and Technical Center, Warren, Ohio**
- Zane State College — Cambridge Campus, Cambridge, Ohio

Oklahoma

- Francis Tuttle Technology Center at Cashion Middle School, Cashion, Okla.
- Gordon Cooper Technology Center, Shawnee, Okla.**

Oregon

- Blue Mountain Community College, Boardman, Ore.

Pennsylvania

- Temple University, Philadelphia, Pa.

South Carolina

- Lexington Technology Center — Work-Based Learning, Lexington, S.C.

South Dakota

- Career & Technical Education Academy, Sioux Falls, S.D.

Texas

- Southwest Schools, Houston, Texas**

Utah

- Bridgerland Technical College, Logan, Utah
- Weber State University Center for Technology Outreach, Ogden, Utah

Virginia

- Southside Virginia Community College, South Hill, Va.**
- Vector Space, Lynchburg, Va.

Wisconsin

- Green Bay Preble High School, Green Bay, Wis.
- Lakeshore Technical College*, Cleveland, Wis.
- Madison Area Technical College — Fort Atkinson Campus*, Fort Atkinson, Wis.**
- Madison Area Technical College — Portage Campus, Portage, Wis.**
- Mid-State Technical College, Wisconsin Rapids, Wis.
- Milwaukee Area Technical College, Milwaukee, Wis.
- Moraine Park Technical College*, West Bend, Wis.
- Northcentral Technical College, Wausau, Wis.

- Northeast Wisconsin Technical College*, Green Bay, Wis.

West Virginia

- BridgeValley Community & Technical College*, South Charleston, W. Va.
- Marshall University Research Corporation on behalf of the Robert C. Byrd Institute (RCBI), Huntington, W. Va.**
- Pierpont Community and Technical College, Fairmont, W. Va.

**FMA Certified Education Center members*

***Indicates this school is holding multiple camps*

The camps target middle and high school-aged youth, introducing them to practical applications of math, science, and engineering principles. The camps afford students the opportunities to tour local manufacturing companies, work directly with technology, and design and manufacture a product they can take home. SolidWorks Corporation supports NBT camps with a generous donation of 365-day licenses of their CAD/CAM student edition design software.

“Finding highly skilled and motivated professionals continues to be a challenge in the manufacturing industry,” said Mike Cattelino, NBT Board Chair and Instructor at Fox Valley Technical College. “It is NBT’s mission to support individuals in discovering their interest in manufacturing. Summer manufacturing camps expose and engage the future workforce in ways that ignite their passion for ‘making stuff.’ Having hosted camps, I have seen the effect that these experiences have had on young adults and their families. There are so many ‘ah-ha moments’ that the camp participants experience when they recognize how products that they rely on every day are manufactured. The NBT camps and campers’ experiences continue to have a positive impact on technical education programs, build a foundation for a qualified workforce, and ensure that American manufacturing will remain strong for future generations.”

Edward Youdell, president and CEO of FMA and NBT added, “the manufacturing skilled labor shortage won’t solve itself. These camps provide youth with exposure to vocational and technical trades that no longer is available in most public education systems. For most of the young people who attend these camps, it is their first introduction to how things are made and what skills are required for entry into the world of manufacturing. They often discover that the training they will need to get started is readily available in their local community at the very school where they are attending camp.

Nuts, Bolts & Thingamajigs also issues scholarships to students attending community colleges, technical colleges and trade schools to pursue training leading to careers in manufacturing. More information is available by visiting nutsandboltsfoundation.org/scholarships.

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Wausau Pilot & Review

MORE NEWS. LESS FLUFF. ALL LOCAL.



Marijuana and youth series wraps on May 6

Published on May 3, 2019 in Community/News

WAUSAU — The final session in a four-part series on marijuana and youth will be held from 8:30 a.m. to 11:30 a.m. May 6 at Northcentral Technical College, 1000 W. Campus Drive, Wausau.

The session will focus on the teen brain and marijuana.

Dr. Sion Kim Harris, from Harvard University & Boston Children's Hospital, will break down the impact drugs can have on the developing teen brain and how to talk to youth about marijuana.

The event will be held in the Conference Center in the Health Sciences Building. Pre-registration is requested, but walk-ins are welcome. The session costs \$18 for materials and breakfast (which starts at 8 a.m.). This session offers 3 CEUs.

Visit ntc.edu/search?search_api_fulltext=marijuana+and+youth to register and for more information.

Northcentral Technical College invests in cutting-edge equipment for the forest products industry

May 3, 2019 | INsource Newsletter



Vacuum kiln in action at Northcentral Technical College

Wisconsin companies and students alike will be able to benefit from the addition of a new cutting-edge kiln at Northcentral Technical College's (NTC's) Wood Technology Center of Excellence in Antigo, thanks in part to a grant from WEDC.

WEDC awarded \$40,000 in Targeted Industry Program (TIP) funding to help NTC acquire a VacuPress Technology dry kiln that will be used to dry wood more quickly than conventional drying techniques.

The kiln will be used to develop and test a wide variety of drying practices for different species, thicknesses and pro-cuts as part of NTC's wood technology curriculum, and will be open to companies in Wisconsin's forest products industry for use at cost. In addition, the kiln will provide students with practical experience in working with different types of wood, and students will also have a chance to work with the companies that use the kiln, providing a

INsource
newsletter
May 2019

HOW IT WORKS

Vacuum drying uses a vacuum to create a pressure gradient between the surface and the core of the wood, whereas conventional drying relies on moisture

further opportunity to learn about the forest products industry.

“With limited availability of third-party research on press drying technology, we plan to provide our industry with up-to-date analysis and opportunity to compare this technology with conventional drying techniques,” says Travis Allen, a wood science instructor at NTC. “We are excited to make this technology available to our industry partners because this research opportunity allows companies to assess and experience the vacuum drying technology before investing in their own unit.”

Vacuum drying uses a vacuum to create a pressure gradient between the surface and the core of the wood, whereas conventional drying relies on moisture gradients between the surface and core, with the wood drying as water moves from the wetter core toward the drier surface. This can be a slow process since the operator must be careful not to over-dry the shell, which degrades the wood quality.

Because of the way it works—vacuum drying works more quickly by maintaining a small differential between moisture levels in the shell and the core throughout the drying period—this method is often used for high-value species or large-dimension lumber.

Grant funding for the vacuum kiln was also provided by the Wisconsin Department of Natural Resources and the Great Lakes Kiln Drying Association.

gradients between the surface and core, with the wood drying as water moves from the wetter core toward the drier surface. This can be a slow process since the operator must be careful not to over-dry the shell, which degrades the wood quality.

Wausau Pilot & Review

MORE NEWS. LESS FLUFF. ALL LOCAL.



NTC names 2019 District Student Ambassador

Published on May 7, 2019 in Schools

WAUSAU – Northcentral Technical College has named Kayley McColley as the 2019 District Student Ambassador.

“Kayley not only appreciates the value of technical education at NTC, but she also possesses leadership skills that will take her far in life and her career,” said Shawn Sullivan, director of student development at NTC. “We proudly recognize Kayley for her contributions to the NTC campus community and central Wisconsin alike.”

The recognition was made official at a ceremony in Wisconsin Dells where ambassadors throughout the Wisconsin Technical College System were recognized.

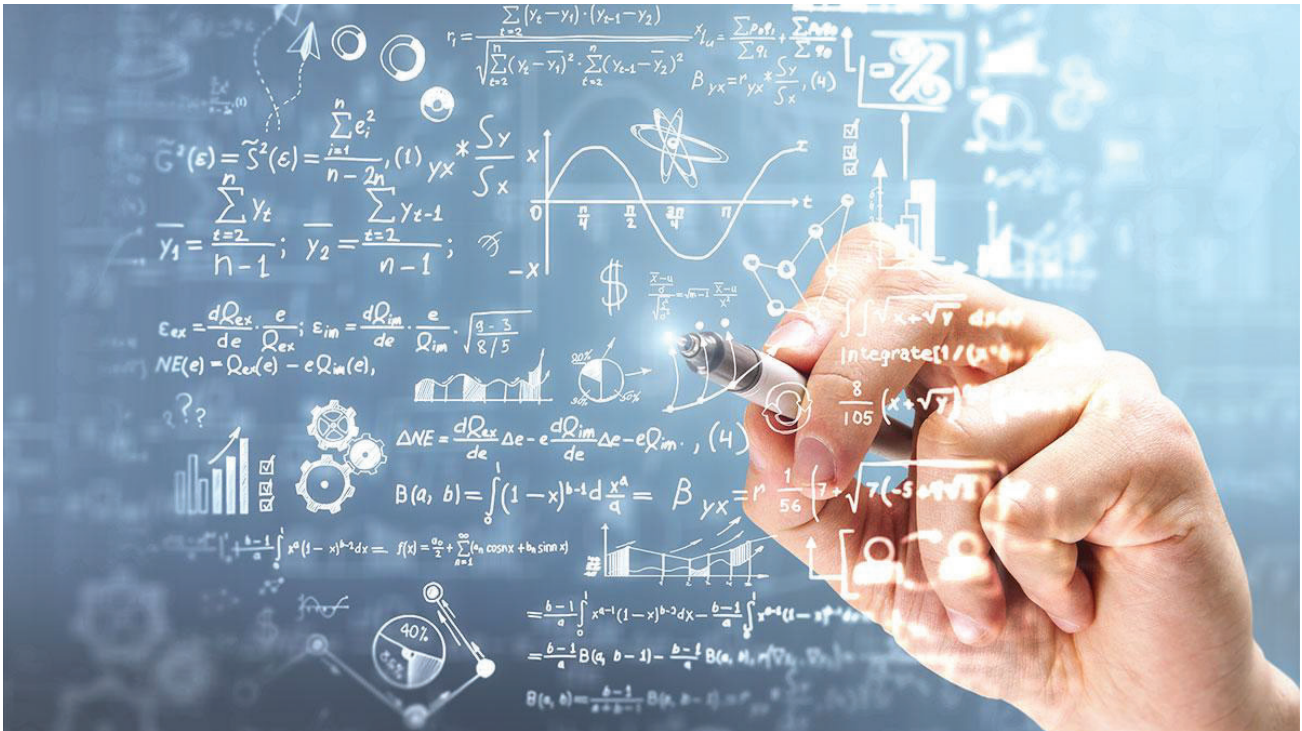
As NTC’s District Student Ambassador, McColley will champion opportunities in technical education at events and in videos and publications throughout the coming year.

Photo courtesy NTC. Kayley McColley, center, accepts her award from Lisa Voisin, managing director, Baird Public Finance, left, and WTCS President Morna Foy at the Wisconsin Technical College System banquet for student ambassadors.

NTC NEWS

NTC Student Advances to National Competition in Mathematics

MAY 31, 2019



(WAUSAU, Wis.) - Northcentral Technical College (NTC) is pleased to announce that Tyler Lendt, a student in the Machine Tool Operator program, will represent the College as he advances to the SkillsUSA National Leadership and Skills Conference in Louisville, Ky. The annual event is a showcase of career and technical education students, which is expected to draw 18,000+ people from across the country. Lendt recently placed first in the Related Technical Mathematics category of the SkillsUSA competition at the state level.

"We are proud to recognize Tyler for his technical math skills and wish him continued success as he competes nationally," said Greg Cisewski, Dean of NTC's School of Advanced Manufacturing and Transportation. "Tyler will represent NTC as a valued member of the Timberwolf pack and with the support of the entire campus community."

A generous donation from the Central Wisconsin Metal Manufacturers Alliance (CWIMMA) will help pay for the travel expenses that are incurred to and from the conference.

NTC also proudly recognizes the students who represented the College as they competed at the SkillsUSA competition at the state level including: Ernest Kress, Cody Sunie, Tyler Hlavacek, Vang Thao and Tom Bagneski, who placed third in the CNC Milling Specialist category.



NTC student, Tyler Lendt, stands wearing the first place medal he received in related technical math at the SkillsUSA competition in Wisconsin.

###

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Wausau Pilot & Review

M O R E N E W S . L E S S F L U F F . A L L
L O C A L .

NTC rolls out Metal Master Quest program

Published on May 25, 2019 in [Community/Schools](#)

NEWS RELEASE — Northcentral Technical College is pleased to announce Metal Masters Quest, which gives high school juniors and seniors the opportunity to complete machining classes at Northcentral Technical College at no cost, due to the generosity of the Central Wisconsin Metal Manufacturers Alliance.

Students will build the foundational knowledge needed to work at area manufacturing businesses while having the opportunity to work at local businesses to apply their pre-apprentice skills.

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While participants complete the Metal Master Quest classes, they can be employed at an area manufacturing business. Students may also have the opportunity to continue their employment during the school year through the Youth Apprenticeship (YA) program. The YA program is a partnership between area K-12s and NTC that allows juniors and seniors to get paid to work while in high school. Through mentored, paid, on-the-job learning and classes that support their work, students develop a real-world connection between a rewarding career and their education.

“Metal Master Quest not only gives students the foundation needed to be successful in their future career, but also includes the hands-on skills developed through technical education at NTC,” said Greg Cisewski, NTC's Dean of Advanced Manufacturing and Transportation. “We are proud to partner with area school districts, employers and CWIMMA to prepare students for rewarding careers at no cost.”

For more information or to register for Metal Master Quest, visit www.ntc.edu/k12events.

Wausau Pilot & Review

M O R E N E W S . L E S S F L U F F . A L L
L O C A L .



The Branch's Demo Day highlights student teams' project solutions

Published on June 1, 2019 in [Biz Briefs/News/Schools](#)

WAUSAU — The Branch recently hosted a Demo Day event for the program's spring session at Northcentral Technical College in Wausau.

The event included presentations by college students to leadership teams from Church Mutual Insurance Co. and M3 Insurance. Beginning in February, students in The Branch worked as teams on a pair of innovation challenges for these businesses.



STUDENTS IN THE BRANCH'S SPRING 2019 SESSION PRESENTED THEIR PROJECT SOLUTIONS TO M3 INSURANCE IN MAY. PHOTO COURTESY WAUSAU REGION CHAMBER OF COMMERCE.

The spring session included 15 students: Jane Dement, Rebekah Judd and Ngan Nguyen of Northcentral Technical College; Kyra Baeten and Andrew Johnson of UW-Stevens Point; and Michael Charnecke, Fernando Juan, Ayodeji Lawal, Amy Loppnow, Anna Marceille, Jade Romatowski, Justen Toivonen, Abigail Tveten, Aloysius Xiong and Mikayla Zastrow of UWSP at Wausau.

The Branch Academy returns this summer. Students from around the region who will be juniors and seniors in high school during the 2019-2020 school year are encouraged to apply. Visit [The Branch's website](#) for more information or to complete the application. College students are encouraged to [apply](#) for The Branch's fall 2019 and spring 2020 sessions. For more information or to register as a student or mentor, visit [The Branch's website](#). Businesses that are interested in the program can also register projects through the [site](#) or contact Renae Krings, talent development director at the chamber, at rkrings@wausauchamber.com or 715-848-5942.

Photos courtesy Wausau Region Chamber of Commerce. Featured photo: Students in The Branch's spring 2019 session presented their project solutions to Church Mutual Insurance Co. in May.



SYSTEM NEWS RELEASES

Students named tech college Ambassadors

May 01, 2019 | Conor Smyth



Wisconsin Dells, WI – The Wisconsin Technical College System (WTCS) last week recognized 16 technical college students as “WTCS Ambassadors” at a ceremony in Wisconsin Dells. After a full day of leadership training, the students will champion opportunities in technical education at events and in videos and publications throughout the coming year.

“Our students are fearless leaders at school, in the workplace and in the community,” said WTCS President Dr. Morna K. Foy. “These 16 outstanding students exemplify that.”

Baird, an employee-owned, international financial services firm headquartered in Milwaukee, has sponsored the WTCS State Ambassador program since its inception more than a decade ago.

“We’re proud of Wisconsin’s technical colleges and recognize what they do for the state’s economy,” said Lisa Voisin, a managing director with Baird’s Public Finance Team. “Tech college talent is highly valued across economic sectors. Baird is committed to supporting these students and the opportunities provided by our technical colleges,” Voisin said.

The Ambassadors’ backgrounds include traditional students attending college immediately following high school graduation, as well as those returning for additional education mid-career or changing careers. One of the program’s objectives is to develop greater public awareness and appreciation for the role and value of technical education for individuals, employers and the state’s economy.

[System News Releases](#) (57)

[College News Releases](#) (6)

[Feature Articles](#) (10)

▼ [2019](#) (5)

[May](#) (2)

[April](#) (1)

[March](#) (2)

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▶ [2017](#) (12)

▶ [2016](#) (14)

▶ [2015](#) (24)

▶ [2014](#) (11)

▶ [2013](#) (2)

Media Kit

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WTCS Colleges

Find out more about your local technical college

[Learn More »](#)

This [2019 WTCS Ambassadors](#) are:

Kwamesha Milsap, Nursing – Blackhawk Technical College
Brandy Mouldoux, Pre-Program for Nursing – Chippewa Valley Technical College
Heather Schroeder, Individual Technical Studies – Fox Valley Technical College
Angela Haney, Human Services – Gateway Technical College
Gregg Udulutch, Human Resource Management – Lakeshore Technical College
Andrew Allison, Automotive Technology – Madison College
Vikram Gill, Business Management – Mid-State Technical College
Marissa Nicholson, Criminal Justice – Milwaukee Area Technical College
Barbara Turner, Leadership Development – Moraine Park Technical College
Bess Corn, Early Childhood Education – Nicolet College
Kayley McColley, Nursing – Northcentral Technical College
Joseph Maier., Mechanical Design Technology – Northeast Wisconsin Technical College
Christina Hill, Culinary Arts – Southwest Tech
Kelly Gonzales, Baking & Pastry Management – Waukesha County Technical College
Evan Whalen, Accounting – Western Technical College
Logan Smith, Architecture Commercial Design – Wisconsin Indianhead Technical College

###

ABOUT WISCONSIN TECHNICAL COLLEGE SYSTEM

The Wisconsin Technical College System (WTCS) offers more than 400 programs awarding two-year associate degrees, one- and two-year technical diplomas and short-term technical diplomas and certificates. In addition, the System is the major provider of customized business solutions and technical assistance to Wisconsin employers. Well over 300,000 individuals access a technical college each year. For more information, visit www.wtcsystem.edu.

ABOUT BAIRD

Baird is an employee-owned, international wealth management, capital markets, private equity and asset management firm with offices in the United States, Europe and Asia. Established in 1919, Baird has approximately 3,500 associates serving the needs of individual, corporate, institutional and municipal clients. Baird has more than \$200 billion in client assets as of Dec. 31, 2017. Committed to being a great place to work, Baird ranked No. 12 on FORTUNE's 100 Best Companies to Work For in 2018 – its 15th consecutive year on the list. Baird is the marketing name of Baird Financial Group. Baird's principal operating subsidiaries are Robert W. Baird & Co. Incorporated in the United States and Robert W. Baird Group Ltd. in Europe. Baird also has an operating subsidiary in Asia supporting Baird's investment banking and private equity operations. For more information, visit www.rwbaird.com.

Wisconsin Technical College System Office

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*External site: please contact communications@wtcsystem.edu with accessibility concerns



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

Antigo works to retain Merit Gear employees after Rexnord announces plant closure

Submitted: 05/21/2019

Antigo - Close to 100 people in Antigo will soon decide if they want to move to Milwaukee and stay employed or lose their current jobs and look for new ones closer to home. That decision comes after Merit Gear's parent company announced Friday it will close its Antigo location and move those jobs by March 2020.



City officials, like Mayor Bill Brandt, say they're working hard to keep those people and their skills in the area.

Brandt ran Antigo's police department as Chief of Police before he decided to run for mayor in 2009. He says he sought the position because he wanted to make Antigo a better place to live.

"I was born and raised in Antigo so, you know, I had a genuine concern for the city so I gave it a shot," said Brandt.

The year before Brandt was elected, the city was in the spotlight when then Governor Jim Doyle mentioned Merit Gear at the 2008 Democratic National Convention.

"Just this month I was at a small town facility in northern Wisconsin called Merit Gear which has a long history of making gear boxes," said Doyle. "Most of them used to go in cars and trucks, but now they're largest and most highly engineered gears are turning inside the generators of windmills and they say business is booming."

When Milwaukee based Rexnord purchased Merit Gear in 2013, Brandt said that acquisition was viewed positively.

"We felt that it was a good fit for the community," said Brandt.

After Rexnord announced it was closing its Antigo location and moving all gear manufacturing to Milwaukee, Brandt says he was shocked.

"It was just as much of a surprise to us as it was to the employees at Merit Gear," said Brandt.

The employees he's spoken to found the move upsetting and abrupt.

"I'm hoping that all 80 find work back in our community here," said Brandt.

According to the Langlade County Economic Development Corporation, convincing the Merit Gear workers to stay in Antigo may be easier said than done. Executive Director Angie Close says North Central Wisconsin already has a problem keeping workers in the area.

"It's going to continue to be a challenge it we're not able to bring people to our area, not just Langlade county but our region," said Brandt.

She says a community response team composed of state, county and city stakeholders will provide those workers with the help they need to find new jobs if they want them.

North Central Technical College and Wisconsin based workforce development organizations are among those the city is in talks with to provide that assistance.

"Our number one priority is making sure there are resources available for any affected workers that are in any kind of industry," said Brandt.

Those resources range from writing assistance to new skills training and some sort of unemployment benefit. Brandt hopes it will be enough to connect Merit Gear workers with new employers in Antigo.

"I think the other manufacturers in town see it as an opportunity for them to get some very good employees," said Brandt.

Written By: Stephen Goin

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

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

NTC's June Dairy Breakfast event showcases robotic milker

Submitted: 06/02/2019

Wausau - Thousands gathered for the June Dairy Breakfast Sunday in Marathon County. After the scrambled eggs and cheese curds, people got to see NTC's dairy farm in action.



Over 500 gallons of milk comes from Northcentral Technical College's 57 cows, without any hand-milking. They all walk through Northcentral Technical College's robotic milker two or three times a day.

"Once the cows are ready to milk they go into the robotic milker and they then attach and milk themselves," said NTC President Lori Weyers.

The cows go up in the first place because they crave the treat that waits for them after milking. The robo-milker recognizes each cow from its collar and uses lasers to find the udders.

"We have a computer system that actually tracks how much milk each cow gives," said Weyers.

It's one of 115 measurements the machine makes, many of which monitor the cow's fitness. NTC Agricultural Sciences Development Manager Kate Van Der Geest said clean cows mean healthy cows.

"Between each cow it washes the brushes and steams those inflations because we don't want to transfer any bacteria between cows," said Van Der Geest.

And healthy cows mean healthy milk.

"These brushes here will swing underneath the cow and it will clean her udder off so no debris can get into our milking system," said Van Der Geest.

Once through the system, the milk is sent to Mullins Cheese in Mosinee to become cheese.

Northcentral Technical College has had their robotic milker since 2014, and will be getting a new model next year.

Written By: Dan Hagen

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



7 Things You Need to Know this June 2, 2019



Posted: Sun 8:20 AM, Jun 02, 2019 | Updated: Sun 8:52 AM, Jun 02, 2019

1. The Marathon County June Dairy Breakfast will be held Sunday at NorthCentral Technical College's Agriculture Center of Excellence. The dairy breakfast is an opportunity to showcase dairy farms in Marathon County. Those planning to attend should park at the NTC Wausau campus. A shuttle bus will transport attendees to the dairy breakfast. The event is Sunday, June 2 from 8 a.m. to 12:30 p.m. NewsChannel 7 staff members are proud to volunteer at this year's event.
2. Your town Marshfield coverage continues all week, with more interesting stories from this wood county community. We're also taking NewsShannel 7 at 5 back on the road on Tuesday. Mark, Heather and Jeff will be broadcasting live from the Wenzel Family Plaza.
3. Governor Tony Evers is leading Wisconsin Democrat State Convention. He the keynote speech Saturday night. In it, the governor spoke on the 2020 elections. He urged the party to focus on the issues saying "our message has to be about the issues-it cannot be solely about what we're fighting against, it has to be about what we're fighting for." The convention continues today. It includes three training sessions over recruiting volunteers, fundraising, and digital advertising.
4. Federal data shows Wisconsin's honey production fell by nearly a quarter last year. Wisconsin Public Radio reports that the National Agricultural Statistics Service found the state produced 2.3 million pounds of honey in 2018, which is 23% less than 2017. Wisconsin Honey Producers Association President Kent Pegorsch says the main reason that honey production dropped was because of the weather, particularly heavy snow that blanketed parts of the state in April 2018.



5. Pokémon Regional Championships kicked off Saturday at Monona Terrace in downtown Madison. Players of all ages from around the country compete in different divisions based on their age. They can compete in card games or video games.

6. You normally wouldn't think that motorcycles and mobile mammography units would go together, but they did Saturday for a special fundraiser. The 12th annual riding for a reason rolled out this morning from Loopy's bar and saloon in Chippewa Falls to help spread awareness about breast cancer.

7. An 18-year-old high school student who had a stroke says it was caused by a pill -- One that two-thirds of all women between 15-and-49 years old take some form of. She wants them to be aware of the warning signs.

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Marathon County June Dairy Breakfast is Sunday, June 2

MARATHON CO. JUNE DAIRY BREAKFAST

WAUSAU



- **NTC'S CENTER FOR AGRICULTURE EXCELLENCE**
- **8 A.M. - 12:30 P.M.**
- **SHUTTLES FROM NTC CAMPUS**
- **SCRAMBLED EGGS, PANCAKES, CHEESE CURDS, ICE CREAM**



7:21.49°

By WSAW Staff | Posted: Fri 1:47 PM, May 31, 2019 | Updated: Sun 8:45 AM, Jun 02, 2019

WAUSAU, Wis. (WSAW) -- The Marathon County June Dairy Breakfast will be held Sunday at Northcentral Technical College's Agriculture Center of Excellence.

The dairy breakfast is an opportunity to showcase dairy farms in Marathon County.

Those planning to attend should park at the NTC Wausau campus. A shuttle bus will transport attendees to the dairy breakfast.

The event is Sunday, June 2 from 8 a.m. to 12:30 p.m.

NewsChannel 7 staff members are proud to volunteer at this year's event.

Other activities include, farm tours, viewing of the robotic milking and feeding system, equipment display, photos with a calf, face painting, tractor pull, needle in a haystack, pen the pigs game, and gunnysack races.

Admission is \$8, children 6-12: \$3, and under 5 free.



Northcentral Technical College holds graduation on Saturday



By Jerel Ballard | Posted: Sat 6:36 PM, May 18, 2019 | Updated: Sat 6:51 PM, May 18, 2019

WAUSAU, WIS (WSAW) -- On Saturday Northcentral Technical College held their graduation at Wausau West High School. Nearly 350 students participated in the ceremony by walking across the stage to claim their degrees, but more than 700 students completed their program requirements this semester.

"The School of Health is probably our biggest graduating class and our nursing students would be the biggest graduating group," explained Lori Weyers, President of Northcentral Technical College. "Nursing is a high demand profession in our state. We are very proud that our students can take the same state board that four year university students take and they have shown 97 completion rate just on their first time testing which is one of the highest in the state. "

According to Weyers majority of the graduates from Saturday are already employed.

41% of all graduates received honors for having a 3.5 cumulative GPA.

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	<p>WAOW (ABC) 5/21/2019 6:33:32 AM Wausau, WI Wake Up Wisconsin 6AM on News 9 Local Viewership: 3,114 Local Publicity Value: \$77.20 " and this information not only helps in an active shooter scenarios. but medical emergencies as well. the workshop is being offered as free program at northcentral technical college this morning. the r-s-v-p period is over. but more are in the works. live in the newsroom. chase mcnamara. news 9 waow. happening today -- protests on recent abortion laws ramp-up. doznes of pro-choice rights advocates are preparing a national protest today. this coming after recently passed state bills that ban most abortions. the most recent and strictest -- coming from alabama. the law prohibits all abortions -- except if a woman's life is in danger.</p>
	<p>WSAW (CBS) 5/21/2019 5:15:28 PM Wausau, WI NewsChannel 7 @ 5 Local Viewership: 8,636 Local Publicity Value: \$301.80 shootings across the country -- wausau metro strong is hoping to make our public spaces and work environments more prepared to handle emergency situations. newschannel 7's jerel blillard went to a training held at northcentral technical college today. "especially for us regarding our church, we wanted to be prepared and have a plan for anything that might happen. " for the staff at mount olive training on tuesday was a no brainer. "there is no profile to look at to say thats the person that will come in here and have a problem here." the marathon county sheriffs department says not everything can be</p>
	<p>WAOW (ABC) 5/21/2019 6:03:00 PM Wausau, WI News 9 WAOW at 6PM Local Viewership: 28,283 Local Publicity Value: \$927.20 lives... news 9's tom lally joins us live--with the details on the initiative from "wausau metro strong". that's right--local business leaders gathered at northcentral technical college today--to learn more about everbridge... from the march twenty-second shooting in marathon county back in 20- 17--to the recent aurora workplace shooting in illinois -- in times of crisis -- it's becoming more clear that businesses need a plan of action... in marathon county part of that plan is everbridge -- a new emergency notification system that will let you know what areas are safe -- in times of crisis. chad billeb chief deputy, marathon county sheriff's office do we tell people where they can and can't</p>
	<p>WSAW (CBS) 5/31/2019 12:24:39 PM Wausau, WI NewsChannel 7 @ Noon Local Viewership: 13,804 Local Publicity Value: \$361.85 the breakfast is known for its delicious scrambled eggs, pancakes, real maple syrup, cheese curds and ice cream. don't worry that's still the same. sunday's event will be hosted at northcentral technical college's center for agriculture excellence. but with this year, the ground is still very wet so the college is asking people to park at the n-t-c campus. a shuttle will then take you to the farm. june dairy breakfast is desinged to showcase marathon county's hard working agriculture industry. ((kassandra)) it's time 12:xx. and (describe conditions) as we take a live look at (location) from our skycam on wausau's north side. a final check of your forecast is next. finally this day. a patriotic rescue over the weekend.</p>
	<p>WJFW (NBC) 6/3/2019 5:47:07 AM Wausau, WI Newswatch 12 @ 5:30AM Local Viewership: 881 Local Publicity Value: \$29.95 throughout the area 43/147 celebrate national dairy month by seeing where all</p>



their dairy comes from. (marisa) coming up at six thirty, we'll show you the technology behind northcentral technical college's dairy farm.



WJFW (NBC) 6/3/2019 6:31:17 AM

Wausau, WI

NewsWatch 12 at 6

Local Viewership: 1,279

Local Publicity Value: \$42.75

newsWatch 12 today... to celebrate national dairy month, thousands gathered in marathon county for breakfast, and a tour of a farm... we'll learn more about the high tech milking process at northcentral technical college... plus... (tyler ad lib) "there are so many things about president donald trump's policies that are the antithesis of our values in london" ((angela)) and there will be a military salute -- afternoon tea -- and a state dinner at buckingham palace.. but outside the gates.. protesters are promising a very different greeting for president trump in london.. it's monday, june 3rd... (marisa)



WJFW (NBC) 6/3/2019 6:32:25 AM

Wausau, WI

NewsWatch 12 at 6

Local Viewership: 1,279

Local Publicity Value: \$42.75

pop) over 500 gallons of milk comes from these cows every day. and it's done without humans. (nat pop) "this is what milks our cows" fifty-seven in all walk through northcentral technical college's robotic milker two or three times a day. "once the cows are ready to milk they go into the robotic milker and they then attach and milk themselves." the milker recognizes each cow from its collar and uses lasers to find the udders. "and then we have a computer system that actually tracks how much milk each cow gives." it's one of 115 measurements the machine makes, many of which monitor the cow's fitness. (nat pop) clean cows mean healthy cows. "between each cow it washes the brushes and steams those inflations because we don't want to transfer any bacteria between cows." and healthy cows mean



WJFW (NBC) 6/3/2019 6:33:26 AM

Wausau, WI

NewsWatch 12 at 6

Local Viewership: 1,279

Local Publicity Value: \$42.75

(angela) northcentral technical college has had their robotic milker since 2014, and will be getting a new model next year.

Items in this report: 8

Total Local Viewership: 58,555

Total Local Market Publicity Value: \$1,826.25

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Nicole M. Kopp

From: Lori Weyers
Sent: Friday, May 24, 2019 3:14 PM
To: Nicole M. Kopp
Subject: Fwd: [External] Thank you for your participation in NPSAS:18-AC

For board meeting

Sent from my iPhone

Begin forwarded message:

From: Peter Siegel <siegel@rti.org>
Date: May 24, 2019 at 2:04:55 PM CDT
To: <weyers@ntc.edu>
Cc: <portalhelp@rti.org>
Subject: [External] Thank you for your participation in NPSAS:18-AC

Dear Lori Weyers:

On behalf of our entire team, I am writing to thank you for your institution's participation in the 2017-18 National Postsecondary Student Aid Study, Administrative Collection (NPSAS:18-AC), conducted by the U.S. Department of Education's National Center for Education Statistics. In an effort to thank all who participated in the success of this collection, we would like to recognize these individuals at your institution:

Angie Servi

In addition, the 2018 edition of NPSAS marks the first time we will be able to provide state- and sector-representative data, depending on response rates. We are in the process of developing data feedback reports for participating institutions and will send one to you in the spring of 2020.

There is a new feature on the Postsecondary Data Portal website (<https://surveys.nces.ed.gov/portal>) where you can upload any files or programming code you used to create the enrollment list or the student records data for this study. If your institution is selected for a future NPSAS, we will provide these files back to you to assist you in providing data for that study. To access the new feature, log in to the Postsecondary Data Portal website, and click "Archive Notes or Other Documentation" on the Task Menu.

Again, thank you for your participation in NPSAS and your continued support of NCES postsecondary studies.

Peter Siegel
Project Director

150



Center for Excellence
1625 Eastover Drive
Jackson, MS 39211
ptk.org

PHI THETA KAPPA
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Lynn Tincher-Ladner, Ph.D.
President and CEO
601.987.5498
lynn.tincher-ladner@ptk.org

May 20, 2019

Dr. Lori Weyers
President
Northcentral Technical College
1000 W Campus Drive
Wausau, WI 54401-1880

Dear President Weyers,

I am often asked why Phi Theta Kappa enjoys such a high rate of student success and my answer is always the same—Phi Theta Kappa has an army of dedicated chapter advisors who work on community college campuses across the country to carry out the mission of the organization. A Phi Theta Kappa advisor serves as your chapter’s caregiver, its advocate, its sustainer, its leader. Show me a healthy chapter and I will show you a caring and committed advisor who is leading the charge in the areas of programming, membership recruitment, and community service.

The **Five Star Advisor Plan**, a free self-guided online curriculum, was developed to better support this vital group. I am delighted to share that **Matt Chitwood** has successfully completed all five levels of the Five Star Advisor Plan. Matt will receive a certificate and pin in honor of this achievement and will be recognized at our next annual convention, PTK Catalyst 2020.

We appreciate the time your advisor has invested in learning how to increase their effectiveness to build a stronger chapter that supports the students on your campus. Attached are the learning outcomes from PTK’s online advisor curriculum. I hope you will join me in recognizing Matt for this achievement. And thank you for providing such wonderful leadership for your chapter.

Sincerely,

Lynn Tincher-Ladner, Ph.D.
President and CEO
Phi Theta Kappa Honor Society

Attachment

FIVE STAR ADVISOR PLAN – ONLINE GUIDED CURRICULUM SUMMARY

LEVEL 1

Develop and execute a communications plan to reach these students.

Promote and market an international organization.

Identify student needs and match them to opportunities and benefits.

Ensure diversity in a large group.

Plan and host a large-scale event.

Promote student success among marginalized groups, such as incarcerated students.

LEVEL 2

Identify and nourish leadership potential in others.

Develop operations for a group of people and a strategy for effectively communicating them.

Set a goal and develop a plan for achieving it.

Motivate others.

Put together and lead a successful team.

Conduct effective meetings.

Manage conflict through appreciative inquiry.

LEVEL 3

Support service learning.

Connect and collaborate with peers at other colleges.

Develop a travel budget and organize a trip for a group.

Organize a campaign for an elected office.

Increase awareness of the importance of diversity and inclusion.

Promote the development of soft skills by students.

LEVEL 4

Promote student success.

Coach students through the transfer process.

Equip workforce-bound students for career success.

Help students craft effective scholarship applications.

Support international students.

Develop a project to solve or fulfill a need on your campus.

Understand bystander strategies to prevent discrimination.

LEVEL 5

Build collaborative partnerships with campus and community leaders.

Utilize social media more effectively.

Be a better marketer.

Support undergraduate research.

Shape civic-minded scholar-leaders.

Engage student success stakeholders.

Guide students through competitive awards processes.

