

## DISTRICT BOARD OF TRUSTEES ORGANIZATIONAL/REGULAR MEETING

### AGENDA

**DATE:** MONDAY, JULY 10, 2023  
**TIME:** 1:00 P.M.  
**LOCATION:** NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,  
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401 AND VIA [ZOOM](#)

### CALL TO ORDER

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

### ORGANIZATIONAL ITEMS

- A. Oath of Office for Reappointed District Board Members – Nikki Kopp
- B. Election of Board Chairperson
- C. Election of Vice Chairperson
- D. Election of Secretary-Treasurer
- E. Establish WTC District Boards Association Committee Representatives
- F. [2023-2024 Board of Trustees Meeting Dates](#)
- G. Annual Board Conduct and Ethics Acknowledgement

### APPROVAL OF MINUTES

- A. Approval of Minutes from June 6, 2023 Board of Trustees Public Hearing + Regular Meeting

### ACTION ITEMS

- A. [Antigo – Merrill Rivers Edge Property Acquisition \(Public Safety Center of Excellence\)](#) – Rob Elliott
- B. [Approval of Board Policy 3.4: President's Performance Evaluation](#) – Jeannie Worden
- C. [Approval to Delete Board Policy 3.5: Chief Executive Officer Compensation Review](#) – Jeannie Worden

### CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
  - a. [New Automotive Collision Technician Apprenticeship Program Request](#)
  - b. [New Automotive Service Consultant Apprenticeship Program Request](#)
  - c. [Delegated WTCS Authority for Out-of-State Tuition Remission Requests](#)

- d. [Receipts + Expenditures](#)
- e. [Personnel Changes](#)

#### **BOARD DEVELOPMENT**

- A. HLC Update – Emily Stuckenbruck

#### **INFORMATION/DISCUSSION**

- A. President's Report
  - a. Graduate Outcomes Report (handout) – Katie Felch
  - b. [Outcomes-Based Funding Annual Report](#) – Katie Felch
  - c. [End of Year College-Wide Accomplishments](#)
  - d. Comments from Informational Update
- B. Chairperson's Report
  - a. WTC DBA Summer Meeting: July 20-22, 2023 at Fox Valley Technical College + Zoom
- C. Information
  - a. [Out-of-State Tuition Remission](#)
  - b. [Advisory Meeting Minutes](#)
  - c. [Upcoming Meetings + Events](#)
  - d. [Good News](#)

#### **CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)**

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(c) for the purpose of:
  - a. Approval of June 6, 2023 Closed Session Meeting Minutes
  - b. Conducting Year End Review + Approval of President's Performance and Contract

#### **OPEN SESSION**

- A. Reconvene the Board into Open Session to confirm any action deemed necessary as a result of the Closed Session.
- B. Approval of President's Year End Review and Contract

#### **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.*



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

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



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

**MEETING DATE:** July 10, 2023

**TOPIC:** Antigo – Merrill Rivers Edge Property Acquisition (Public Safety Center of Excellence)

**POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2)** Buildings and Equipment. (a) For the use of the district schools the district board may: 2. Purchase or lease suitable land and buildings....

**TCS 5.04 (2) (a)** A resolution of the district board approving the additional or new facilities.

**INTERPRETATION:** Purchasing or leasing suitable land and buildings requires board approval.

**DATA/RESULTS:** Increase program offerings and continuing education trainings at the Public Safety Center of Excellence (PSCE) in Merrill, WI. has created challenges and/or scheduling conflicts with classrooms and lab spaces. Recently, an adjacent land owner has expressed interest in selling Northcentral Technical College (NTC) the Rivers Edge property located at 1505 Champagne Dr. in Merrill, WI. The property consists of a 4,800 sq. ft. metal building on 1.03 acres and is located on the southwest corner of the PSCE property. NTC would like to purchase this facility and use the space to expand classrooms and/or labs for Public Safety and CDL course offerings. The College will be asking the WTCS State Board for approval at its September Board meeting. The Board is asked to approve the proposed acquisition and request the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

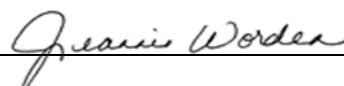
**AGENDA CATEGORY:**

Voting Agenda

**PROPOSED MOTION:**

BE IT RESOLVED that the Northcentral Technical College Board approve the acquisition of the Rivers Edge Property at a cost not to exceed \$280,000, and request the WTCS State Board do the same.

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

Signed  Dated 7/10/23



## **President's Performance Evaluation**

### *Board Policy 3.4*

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

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

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

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 06/18/2008

Reviewed on 06/06/2023 (Policy formerly known as: Chief Executive Officer Performance Assessment)



## Chief Executive Compensation Review

### *Board Policy 3.5*

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

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

Revised and Reviewed on 07/11/2005

Revised and Reviewed on 08/20/2005

Revised and Approved on 02/22/2006

Reviewed on 08/17/2006

Reviewed on 05/16/2007

Reviewed on 06/18/2008

Reviewed on 06/06/2023

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

**MEETING DATE:** July 10, 2023

**TOPIC:** New Automotive Collision Technician Apprenticeship

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

**DATA/RESULTS:**

In July 2019, the U.S. Department of Labor (DOL) Employment and Training Administration (ETA) awarded 51 states and territories ASE (Apprenticeship State Expansion) grants to engage industry and workforce intermediaries, employers, and other partners to expand apprenticeship to underserved populations; expand apprenticeship into new occupations and industry sectors; and integrate apprenticeship as a talent solution into their education, workforce, and economic development systems. Wisconsin Bureau of Apprenticeship Standards (BAS) a subset of Department of Workforce Development (DWD) is collaborating on these projects in partnership with the Wisconsin Technical College System (WTCS). The focus with Northcentral Technical College (NTC) is the transportation industry and developing the Automotive Collision Technician Apprenticeship.

This program is designed for learners who are interested in gaining employment and / or an Apprenticeship in the Auto Collision industry or for those who wish to further develop their existing skills in this subject area.

According to Lightcast 2022 data, the Automotive Collision Technician occupation within NTC's District is projected to grow by 4% over the next ten years, with an average of 78 annual openings in the district.

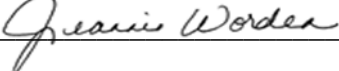
The College wishes to submit the Automotive Collision Technician Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program available to be offered at NTC.

**AGENDA CATEGORY:**

**PROPOSED MOTION:**

- ✓ **Consent Agenda** Approval of program request for the Automotive Collision Technician Apprentice program

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

Signed  Dated 7/10/23

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

**MEETING DATE:** July 10, 2023

**TOPIC:** New Automotive Service Consultant Apprenticeship

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

**DATA/RESULTS:**

In July 2019, the U.S. Department of Labor (DOL) Employment and Training Administration (ETA) awarded 51 states and territories ASE (Apprenticeship State Expansion) grants to engage industry and workforce intermediaries, employers, and other partners to expand apprenticeship to underserved populations; expand apprenticeship into new occupations and industry sectors; and integrate apprenticeship as a talent solution into their education, workforce, and economic development systems. Wisconsin Bureau of Apprenticeship Standards (BAS) a subset of Department of Workforce Development (DWD) is collaborating on these projects in partnership with the Wisconsin Technical College System (WTCS). The focus with Northcentral Technical College (NTC) is the transportation industry and developing the Automotive Service Consultant Apprenticeship.

The Automotive Service Consultant Apprenticeship program is for learners who are interested in working as a front line customer service representative in the automotive industry. Service Consultants closely communicate with internal and external customers regarding vehicle service, parts, warranties and service contracts.

Due to the Automotive Service Consultant occupation being a unique mix of automotive skills and customer service skills there is a lack of occupation specific data for Lightcast to capture. NTC and DWD will work together to provide a training program specific to Automotive Service Consultants to meet employer needs.

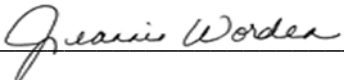
The College wishes to submit the Automotive Service Consultant Apprenticeship program District Request form to the Wisconsin Technical College System Office for consideration. By approving the submission of the program request, the College will continue to the next step in the process for developing this as a WTCS approved apprenticeship program available to be offered at NTC.

**AGENDA CATEGORY:**

**PROPOSED MOTION:**

✓ **Consent Agenda** Approval of program request for the Automotive Service Consultant Apprentice program

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

Signed  Dated 7/10/23

**Northcentral Technical College  
District Board of Trustees  
Topic Summary Sheet**

**Meeting Date:** July 10, 2023

**Topic:** Delegated WTCS Authority for Out- of- State Tuition Remission Requests

**Policy:** Wisconsin Technical College System Board Policy Number 405: System Office Audit Reports

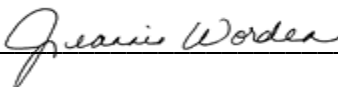
**Interpretation:** Annual out-of-state remission for non-resident learners requires pre-approval by the system president and a yearly report to the District Board of Trustees and the system office within 60 days of the end of the academic year. The District Board must delegate authority to specific individuals at the College to submit the annual remission request.

**Data/Results:** This memo updates Northcentral Technical College's delegated authority to individuals in the positions of Vice President of Student Services + Regional Campuses and/or the Dean of Student Success to remit annual tuition remission to WTCS.

**Agenda Category:**  
Consent Agenda

**Proposed Motion:**  
(Motion is included with consent agenda)

Certification of Accuracy and Request for Approval: I, your CEO, certify that the information in this report is true as of this date.

Signed 

Date July 10, 2023

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

**MEETING DATE:** July 10, 2023

**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 **May 31, 2023** (preliminary).

**F1-F7 Revenue:** \$90,407,813.55

**F1-F7 Expense:** \$82,719,869.39

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

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

Signed: 

Dated: July 10, 2023

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

**MEETING DATE:** July 10, 2023

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

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

New Hires:

- Derek Bennett – Career Coach
- Brenda Gomez – Assistant, Student Services
- Diana Halverson – Specialist, Testing & Accommodation
- Jesse Groo – Custodian, General

Resignations:

- Tammy Neeb – Faculty, Alternative High School
- Maureen Fuller – Academy Specialist & Career Coach

Retirements:

- Terri Johnson – Assistant, Scheduling Services
- Duane Tietz – Custodian, General

**AGENDA CATEGORY:**

Consent Agenda

**PROPOSED MOTION:**

(Motion is included with consent agenda.)

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

Signed Dr. Jeanie Worden

Dated 07/10/2023



## 2023-24 Outcomes-Based Funding Report

As authorized under 2013 Act 20, the Wisconsin Technical College System (WTCS) Board established a new funding model for allocating a portion of general state aid to Wisconsin's technical colleges.

- Act 20 specified that the funding model is used to distribute 30% of general state aid funding, with the remainder of general state aid distributed based on the enrollment and cost-based statutory aid formula.
- The model uses data from the three previous fiscal years and each college is required to designate seven out of the ten criteria below for use in the funding allocations.

The funding model is based on an initial ten criteria with colleges required to annually determine which seven they want to use toward that year's award:

- Job placement rates in jobs related to students' programs of study
- # of degrees and certificates awarded in high-demand fields (as determined by the WTCS)
- # of programs or courses with industry-validated curriculum
- Transition of Adult Basic Education (ABE) students to skills training
- Success rate of adults in basic education courses
- Participation in dual enrollment programs
- Workforce training provided to businesses and individuals
- Participation in collaboration or efficiency initiatives
- Training provided to special populations or demographic groups unique to the district
- # of credits awarded to students for relevant education experience or training, including skills and training received during military service

In April of each year, the WTCS provides a summary of how every college fared in each of the ten criteria. By mid-May, each college must submit the seven criteria for which it chooses OBF funding to be based.

## 2023-24 Outcomes-Based Funding Report

NTC's 3-year data results (2021-22 through 2023-24):

- Across all ten categories, NTC ranked 6<sup>th</sup> out of the 16 WTCS colleges.
- NTC received the seventh highest dollar amount of the WTCS colleges.
- NTC will receive \$1,936,815 in funding for the upcoming year (this is an increase of \$127,420 or 7% from last year).

Northcentral Technical College – Rankings for 2023-24 Funding and Actual Dollars Awarded											
	Job Placement	High Demand Fields	Industry Validated Curriculum	ABE Transition	ABE Success	Dual Enrollment	Workforce Training	Collaboration	Special Populations	Credit for Prior Learning	Total
Award	\$238,594	-	\$294,190	\$291,307	\$298,621	\$333,851	-	\$249,512	\$230,741	-	\$1,936,815

# 2022-2023 End of Year College-Wide Accomplishments

July 10, 2023

## Learner Success

- Successfully launched University Transfer Program. 76 students accepted to NTC's program and 69 in the Madison College shared program.
- Celebrated National Transfer Week with a Transfer Fair that included 15 college partners.
- Completed implementation of student progress tool allowing students and advisors to view percent of progress student has made toward credential completion.
- Decrease in Cohort Default Rate for FY2019 (from 8.5% to 2.0%).
- Moved Alt High to the main campus. This will allow efficiencies in providing security coverage, introduces students to the college environment, saves operating costs, and eliminates the safety issues with students walking down the road without sidewalks to the bus stop.
  - Thanks to the increased proximity, students took 85 college credits, 50 campus tours were provided, and they experienced 187 career explorations.
- Accreditation:
  - Successfully hosted our Automotive Service Excellence (ASE) recertification visit and were recommended for our 5-year recertification.
  - Successful Accreditation Commission for Education in Nursing (ACEN) site visit for Nursing; recommended continued full accreditation.
  - Radiography successfully completed a site visit with the Joint Review Committee on Education in Radiologic Technology (JRCERT) with an anticipated eight-year approval.
- Open Educational Resources (OERs) were implemented for first semester nursing students.
- Completed 3-year nursing simulation clinical enhancement grant which included:
  - Hosting a nursing educator simulation conference
  - Installation of Pyxis machine
  - Virtual Reality equipment installed
  - Purchase of two ethnically diverse simulators
- Completed 2-year Career Pathways Nursing grant which included:
  - Purchase of Next Gen NCLEX preparation product for 3<sup>rd</sup> semester students
  - Increased tutoring for nursing students
- Successfully completed the Faculty Quality Assurance System state office visit, with every area of code identified as "met." They commented that we were recognizably "innovative" and "a forward-thinking organization." They emphasized that these traits are "unique" in our system and they look to us to lead the way.
- Candidate Physical Ability Test (CPAT) continues its success, and the number of registrants in fall was five times higher than when the program started in 2019.
- In the 2021-2022 Fact-Book published by the WTCS, NTC is noted as ranking:
  - 3<sup>rd</sup>: Percent increase in headcount from last year
  - 5<sup>th</sup>: Total headcount in 2021-2022
  - 3<sup>rd</sup>: Non-post-secondary (AE/ELL) total headcount 21/22
  - 4<sup>th</sup>: Vocational-adult (CE/PD) total headcount 21/22
  - 3<sup>rd</sup>: Total headcount of justice involved students

- 4<sup>th</sup>: Most academically disadvantaged students in the WTCS
- Completed blacktop surfaces on the new CDL parking lot at the Public Safety Center of Excellence (PSCoE). This new lot will allow more area to store and park CDL trucks with electrical plugs for winter use. It will also allow for additional training areas when the EVOC track is in use by Public Safety.
- Completed construction of the Center of Excellence in Communication Technologies (Studio 7) and held a ribbon cutting ceremony in March 2023 with the Dudley Foundation, Dudley family, NTC Board of Trustees, and NTC Foundation Executive Committee.
- Moved Nursing Assistant program to the Health Sciences building to integrate Nursing Assistant into the health area and increase exposure to additional health career options.
- Integrated Virtual Reality into Nursing program courses.
- Added Nursing Instructional Assistant to support nursing student learning (with great success!).
- Professional Development reached pre-pandemic levels for students served and revenue generated.
- The NTC Library created a self-guided audio tour and scavenger hunt event to encourage student exploration of the newly redesigned Timberwolf Learning Commons space. The tour includes both audio and transcript to increase accessibility.
- Changed admissions process for culinary and cosmetology programs removing program wait lists resulting in a better experience for incoming students.
- EMS/EMT programming was moved to the Geriatric Education Center which has been renamed the Emergency Services Center. This will allow EMS/EMT classes to be close to the Regional Forensic Science Center.
- Increased Adult Basic Education (ABE)/English Language Learning (ELL) FTE by 16.4 over last year.
- Redesigned the website's mobile navigation menu to provide quicker access to search functionality for individuals using mobile devices.
- Expanded content strategy for digital, social and public relations around storytelling.
- Awarded \$2,406,329 in WTCS competitive and allocation grants for 15 different projects; 100% of NTC proposals were awarded; NTC received the 6th largest amount.
- Workforce Advancement Training grants were awarded by the WTCS for a total of \$766,584 to support 1,400 employees at 39 companies.
- Youth Apprenticeship:
  - Awarded Wisconsin Department of Workforce Development (DWD) Youth Apprenticeship grant for \$477,400 to support 434 youth.
  - Exceeded 2023 goal by 49 students for a total of 401 Youth Apprenticeships.
- Awarded \$400,000 in non-profit grants to support scholarships, Healthcare 4.0, and our sawmill project.
- The 9th Annual Golf Fore Scholarships event was held at Bass Lake Golf Course in Antigo to support Wood Technology students and program; 131 golfers, 48 sponsors participated, and 16 volunteers, including 3 current students and two program alumni; net revenue was \$25,000+.
- Assisted donors in establishing 14 new scholarship funds.
- Phillips Welding Academy graduated 21 students.
- 246 students participated in summer camp activities where they learned about career pathways, leadership, and future job opportunities.

- Graduated our largest Law Enforcement Academy class ever – 21 students.

## Diversity, Equity, Inclusion + Accessibility

- Successful Veterans Affairs (VA) Audit and continued designation as a military friendly college.
- Created Timberwolf-to-Go option (food pantry) and relocated Timberwolf Table to the main building.
- Successfully awarded \$350,000 and began work on a National Science Foundation (NSF) grant ('Retooling Machine Tool') with a focus on supporting and developing manufacturing program access to underserved populations (in particular the southeast Asian population).
- Presented at the Limitless Learning Summit to academic leaders from across the country on NTC's Affordable Educational Resources/Cengage Unlimited Initiative.
- Purchased two ethnically diverse simulators.
- Joined Women in Manufacturing as an organizational member, allowing access to membership and events for our students.
- Amy Gajewski, Marketing Faculty, was awarded an Equity in College Classroom grant from UW Madison which resulted in the research, development and delivery of her presentation "Integrating Diversity, Equity, and Inclusion in the Virtual Classroom".
- Executive Dean of Academic Excellence and Accreditation Manager were selected to present NTC's DEIA rubric at the annual Higher Learning Commission (HLC) Conference.
- Fully implemented our DEIA rubric across all NTC courses.
- Implemented numerous accessibility improvements to ensure that all of our website's content is accessible to all individuals, including those with situational, temporary, or permanent disabilities.
- Provided Spanish language version of viewbook for Spanish speaking community members
- Increased enrollment in ELL classes at the Phillips campus. Great support from employers for their Spanish speaking employees.

## Access

- Enhanced Chatbot allowing student access to assistance 24/7.
- Community Technology Centers:
  - Have served over 150 individuals in Antigo and Phillips.
  - Launched Centers at Medford, Spencer, and Wittenberg campuses.
- Developed new admission pathways for health programs to launch in Fall 2023.
- Revised Church Mutual Scholars program to allow current students to apply.
- Adjusted Promise Program application criteria to remove additional barriers. We received 161 applications for the 2023-2024 Promise program.
- Made improvements to our NTC Connect infrastructure to address issues discovered in our phase one rollout.
- Awarded 245 scholarships totaling \$207,810 for the fall 2022 season. In Spring, 552 scholarships were awarded totaling \$413,500.
- Completed 2022 Employee Giving Campaign raising a total of \$100,830 (surpassing goal of \$82,000). As of June 7, the 2023 Employee Giving Campaign raised over \$74,000 toward the goal of \$82,000.

- Awarded over \$35,000 in student emergency funds (in addition to HEERF).
- Built a CDL Class B and Class A accelerated program, reducing the time for employees to acquire a CDL license.
- 20 NTC Apprenticeship students received a Tools of the Trade Scholarship.
- Through a Community Foundation Grant, offered Alt High School students a welding opportunity in partnership with Monk Gardens. This is our second-year collaborating to develop metal sculptures for Sara's Storybook Garden.
- As of Fall 2022, 53% of NTC courses were using affordable course materials.
- Transitioned to in-person Open House in Fall 2022 and had a turnout of over 300 guests in Spring 2023.
- Received over 760 high school applicants to NTC programs for fall 2023.
- Intramurals were revitalized post-COVID, seeing 116 total participants across all sports.
- Band saw filing classes ran at full capacity. Receiving calls throughout the US inquiring about the program.
- Purchased a Fire Vent Trailer to increase training opportunities as it is a mobile training device which can be utilized for contracts and at other regional sites.

## Collaboration

- Exceeding pre-COVID event/activity participation with over 10,000 guests participating in events, tours, custom visits, and presentations.
- Development of Langlade County Human Resources Networking committee in partnership with Langlade County Economic Development Corporation.
- Dean of School of Agricultural Sciences, Utilities + Transportation has been appointed to the Governor's Wisconsin Agriculture Educational and Workforce Development Committee.
- Agriculture Center of Excellence, along with the Wausau Area Builders Association (WABA), hosted 800 students at the farm for Build My Future day.
- Agriculture Center of Excellence hosted 500-4<sup>th</sup> grade students at the farm for Food for America.
- Hosted Early Childhood Education Career + Job Exploration Day with roughly 23 volunteers from different child care settings and agencies. The nearly 50 attendees included community members, high school teachers and students, and NTC students.
- Facilitating short-term training options for Greenheck in partnership with Workforce Training + Professional Development (WT+PD).
- Expanded professional development offerings in Electromechanical and Automation program areas with several industry partners (Harley Davidson, Mullins Cheese, Regal-Beloit) in collaboration with WT+PD.
- Hosted Wisconsin Governor Tony Evers for an event recognizing the success of Wisconsin Apprenticeship which included a tour and presentation of our new Smart Manufacturing Lab.
- Kicked off our partnership with Engineering Tomorrow with four events held in our STEM Center and included 150 students. Ended the year with 10 total events and more than 250 students impacted.
- Hosted a Society of Manufacturing Engineers meeting which included sharing School of Engineering + Advanced Manufacturing program options, and a tour of our labs and facilities.
- Successfully invested and completed over \$700,000 in local business training with our 2022 Workforce Advancement Training (WAT) grant funds.

- Partnership with Comprehensive Drug Testing; launched training portal for partnership with Canadian Hockey League, and have served 1,700 participants.
- Partnering with Wausau Fire Department (WFD) on a paramedic cohort of WFD new hires to take NTC paramedic program while employed with WFD to meet their hiring requirements. These 10+ new hires were added to our regular paramedic class cohort which began in January 2023.
- Completed the grant funded 2018 North Central Sustainable Agriculture + Research Education (SARE) Consortium Project - Community College Alliance for Agriculture Advancement (C2A3): Regionally-Specific and Collaborative Educational Approaches to Promote Sustainable Soil Health Practices; this was a collaboration with eight community colleges from seven states; NTC was the lead.
- Received Mine Safety and Health Administration (MSHA) State Grant funds to conduct safety and health training for Wisconsin's mine workers.
- Partnering with UW-Stevens Point on an awarded Wisconsin Economic Development Corporation (WEDC) Workforce Innovation Grant that will focus on the forestry industry; funds received will create a mini-sawmill at our Wood Technology Center of Excellence at our Antigo campus (\$4,497,518).
- Held a listening session with leaders in the Medford area with a goal of seeking input to improve programming and service to the Medford community. Based on the session:
  - Regional Managers meet monthly with Deans to evaluate needs and implement programming;
  - NTC participated in the Medford Community Home Show to promote NTC programs and offerings;
  - We wrote for and were awarded a Workforce grant to provide Nursing Assistant classes to ELL students in the West Region;
  - Started a Health Academy at the Medford campus in partnership with local high schools;
  - NTC wrote and received a WTCS Career Pathways Grant: Pioneering + Exploring Career Pathways in NTC's West Region. The grant includes a dedicated Regional Career Pathway Specialist, providing dedicated support to adult students, proactive career exploration to rural high schools, proactive career exploration, apprenticeship access, and allow us to engage employers for hands-on, real-life career exploration opportunities.
- Hosted the Wisconsin Technical College District Boards Association summer meeting.
- Recognized as the Organization of the Year by the Hmong American Center.
- Launched Aspirus/NTC Workforce Pipeline project team.
- Hosted 300 first through third grade students in nursing with NTC students providing education on health topics.
- Planned and executed a collaborative education/employment outreach to the Ho Chunk Nation with Marshfield Clinic and the Ho Chunk Tribal Work Force.
- Workforce Training + Professional Development fulfilled 149 customized training contracts; up 16% over last year.
- Successfully hosted the Central Wisconsin Science + Engineering Festival in April 2023, in partnership with Michigan Tech University – Mind Trekkers Road Show. During the event, we welcomed nearly 4,000 people to campus with the assistance of 181 NTC employee volunteers.

- Collaborated with DWD-BAS on the development of two Transportation Apprenticeship programs.
- Successfully joined a partnership with UW-Stout, SACA, Lab Midwest, Greenheck, and other WTCS institutions to offer a Bachelor's in Automation Leadership to our students in multiple technical program areas.
- Completed an analysis of the On-Site Clinic to determine decisions for best use in future.
- Provided armed intruder training during Faculty Development Days.
- Leadership Development and Business Management Faculty hosted and facilitated "hands on" activities focusing on leadership and career at the Wausau campus for the Central Wisconsin High School Leadership Program offered through the Wisconsin Institute for Public Policy and Service.
- Volunteer Income Tax Assistance (VITA) Program launched and processed over 70 tax returns from community members and NTC students.
- Working closely with Marathon County on plans for the Regional Forensic Science Center to be located on the NTC Wausau Campus. Assisting them with building plans, Memorandum of Understanding (MOU) draft documents, and budgeting.
- Secured two new University Transfer articulation agreements with UW-Green Bay and UW-Oshkosh.
- Partnered with Ethiopian Community Development Council (ECDC) and New Beginnings to establish a bridge between pre-literacy instruction and ELL courses at NTC for Afghan refugees.
- Co-lead on Langlade County Economic Development Community Dream-Up grant to expand child care options in Langlade County.
- Heavy Metal Tour returned this fall with the largest attendance to date.
- Student clubs did 34 community service events, including a project by our Pole Climbers Club where they traveled and extended electricity to homes in the Navajo Nation.
- Phi Theta Kappa chapter earned five-star status for the 10th year in a row.

## Innovation + Growth

- Workday:
  - Successful go-live of Workday Financials and Workday Human Capital Management on July 1, 2022. Training and full rollout of all modules are on target to complete by June 30, 2023.
  - Started Workday Student with target go-live date of October 2024. Data conversions are tracking ahead of schedule.
- Move to Manufacturing (M2M):
  - Built a new "For Employers" section on the Move to Manufacturing website, allowing existing employer partners to easily track participant activity and potential employer partners to connect with us for more information on getting started with the program.
  - Created a Move to Manufacturing Employee Onboarding option to help M2M employer partners get new employees up to speed quicker and to help increase employee retention.
  - Added six new companies as employer partners in M2M: Northern Wire, Roastar, Wausau Tile, Schuette Metals, Jarp, and Kolbe Windows and Doors.
- Revitalized NTC's Virtual Tours of Wausau, Antigo, Phillips, Medford and Spencer campuses as well as the Public Safety Center of Excellence.



- Completed construction, officially opened and held a ribbon cutting ceremony for our new Industry 4.0 Smart Manufacturing Lab and revealed our updated Engineering and Advanced Manufacturing Center of Excellence.
- Received final WTCS approval for our Smart Manufacturing Technology Associate Degree with plans to launch in Fall 2023.
- New Saw Filing lab was completed and we successfully started our Saw Filing program in Fall 2022.
- Community Education courses:
  - New classes created to be hosted at the Agriculture Center of Excellence including Beekeeping, Wine Making, and Pasture Restoration as well as two offerings in our STEM Center.
  - Signed a Memorandum of Understanding (MOU) with Master Gardeners of Marathon County as their educational partner for annual calendar of Continuing Education Unit (CEU) offerings.
- Esports team placed top 8 out of 32 teams in Wisconsin Collegiate Rocket League Tournament beating the 6<sup>th</sup> seed UW Madison team. They are also the #1 seed in the New England Collegiate Conference and won the divisional championship.
- Ran a first-time, summer jail academy to support local employer requests.
- Running double the amount of truck driving/CDL classes since the prior year; added a third full-time truck driving faculty.
- Wisconsin Department of Agriculture, Trade and Consumer Protection Secretary Romanski visited campus to announce NTC as a recipient of \$250,000 in funding from Governor Evers for Meat Processing Development programming (Pasture to Plate).
- Piloting the implementation of an employer sponsored 75-hour nursing assistant course.
- The Medical Laboratory Technician (MLT) distance learning program opened and applications have already exceeded capacity for Fall 2023.
- Ran a summer 2023 Phlebotomy program for the first-time, due to employer requests. This program exceeded capacity for student enrollment.
- Surgical Technology faculty created a “Wound Closure” course for WTPD and have already scheduled a second course due to employer requests.
- Awarded \$250,000 in WTCS Grant Funding for a Career Pathways Grant – “Invigorating NTC’s Engineering Technologies Career Pathways” – with a plan for two years of specific work on developing and increasing our Engineering Technology pathway options for students, incumbent workers, and our community members.
- Awarded Emerging Markets grant in support of developing a Therapeutic Massage program which is scheduled to launch in fall 2023.
- Completed design and Request for Proposal (RFP) for the new Mobile Health Learning Lab trailer. The Lab will be used to train 96 additional Certified Nursing Assistants (CNAs) and provide CPR training to 72 individuals at their locations, in rural northcentral Wisconsin. Scheduled to take delivery of the trailer in December 2023.
- Worked with health staff and engineers to develop plans for the Health 4.0 initiatives. Construction began in June 2023. The project will include additional simulation rooms, surgical suite renovation, an immersive technology room, virtual reality space, and other advanced

technology upgrades like Syndavers and LifeCast simulators. Project is scheduled to be complete and ready for classes in August 2023.

- Agriculture Center of Excellence improvements:
  - Completed the Veterinary Science Lab remodel at the Agriculture Center of Excellence, and currently working with Learning on attaining American Veterinary Medical Association (AVMA) Accreditation.
  - Purchased and installed loafing sheds at the Agriculture Center of Excellence. The loafing sheds will allow the Veterinary program to bring in a variety of animal species for the students in the Veterinary Technician Program.
  - Completed a new Ag Storage Building to replace storage shed used for new Ag Veterinary Science Lab.
  - Completed the new canvas Ag Feed Building. This building will help separate vehicle and equipment storage from excess feed needed to control rodents.
  - Upgraded wells and water system to ensure availability of reliable water and prevent siphoning wells dry.
  - In conjunction with Learning, installed a Grow Pod as part of the Garden to Market program.
  - Installed new staffing space for Customer Service Representative (CSR), Dean, and Learning Coordinator within the Student Engagement Center to bring the entire team to the Farm.
- Added a new state-of-the-art Helping Skills Lab to engage Human Services students in practicing helping skills and telehealth evidence-based practices.
- Completed a new pathway to completion via the High School Equivalency Diploma (HSED) 5.09 at Alt High.

## Advocacy

- Awarded the Government Finance Officers Association (GFOA) certificate of achievement for the 26<sup>th</sup> year, in recognition of innovative programs and contributions to the practice of government finance that exemplify outstanding financial management.
- Retained Moody's Aa1 bond rating.
- No annual premium increase to employees for 2023 NTC health + drug plan.
- Awarded a \$20,000 Districts Mutual Insurance (DMI) grant for IT security improvements.
- NTC Foundation and NTC Property Foundation had successful financial audits for fiscal year 2021-2022, confirming compliance with applicable laws and regulations.
- Completed Classification + Compensation Study and implemented College-wide in October 2022. Ongoing communication to ensure understanding including establishing homerooms, placing content on the Intranet, and creating videos.
- For retention and recruitment purposes, completed a vacation benefit review/study and revamped the hourly vacation policy, effective July 1, 2023.
- Continue to improve our IT security posture. Recently went live with Cisco's Managed Detection and Response (MDR) service which provides 24/7 network monitoring to identify and respond to security threats. Enhanced our two-factor authentication (2FA) to protect new applications and provide additional functionality.
- Technical Support provided:

- Supported 191 special events in our large conferencing space
  - Immediately answered 98.26% of incoming calls
- Completed disbursement of US Department of Education’s Higher Education Emergency Relief Funds (HEERF) for Institutional and Strengthening Institutions Program (SIP) portions, totaling over \$7.8 million. Quarterly and annual reports were completed and posted, as well as annual audits performed for compliance.
- Completed the installation of infrared lighting to the HVAC units at all College owned facilities. This was a project covered under HEERF and will help reduce the transmission of viruses and bacteria.
- Created and implemented a paperless New Employee Orientation.
- Re-introduced Real Appeal program for employee wellness.
- Developed and organized the college-wide Timberwolf Trail wellness activity.
- Built new servers for our video surveillance and door access system, Genetec. This enhancement increases security throughout the infrastructure.
- Participated in advocacy and lobbying efforts as part of the WTCS Day at the Capitol and Central Wisconsin Days.
- Supported Marshfield Clinic workers affected by layoffs by showcasing NTC credit and non-credit programs that may be of interest or benefit.
- Advocated for opposition to AB-2 which would eliminate operating tax levy.
- Asked to participate in Phillips Medisize employee layoff support.

**Northcentral Technical College  
District Board of Trustees  
Topic Summary Sheet**

**Meeting Date:** July 10, 2023

**Topic:** Out- of- State Tuition Remission Annual Report- Academic Year 2022-2023

**Policy:** Wisconsin Statue S. 38.24 (3)(c)1, Wisconsin Statute S. 3824 (3)(c)2, and Administrative Bulletin AB 04-02 and 04-03; Fiscal Year 2022-2023 Program Fee Rates and Out-of-State Tuition Rates.

**Interpretation:** Annual out-of-state remission for non-resident learners requires pre-approval by the system president and a yearly report to the District Board of Trustees and the system office within 60 days of the end of the academic year.

**Data/Results:** This memo details tuition remission approved by the system president for two exchange students. These international scholars pay in-state rates for program fees; only the out-of-state tuition is remitted. No exchange students attended Northcentral Technical College in 2022-2023.

**2022-23 Out of State Tuition Remission**

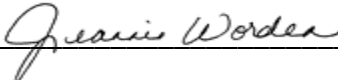
	Unduplicated Headcount	Credits Remitted	Financial Impact	% of Total Actual Credits Net of Community Services
Needy and Worthy	0	0	0	0
Exchange Agreement	0	0	\$0	0.00%
Total 2022-23	0	0	\$0	0.00%

Total year-to-date based on credits at \$71.73 per credit. Credits as a percentage of institutional totals are based on 78,617 credits for week 57 for the 2022-2023 school year.

**Agenda Category:**  
Information Agenda

**Proposed Motion:**  
None. Information Only.

Certification of Accuracy and Request for Approval: I, your CEO, certify that the information in this report is true as of this date.

Signed 

Date July 10, 2023



### Meeting Attendees

- Deb Shaw, Hsu Growing Supply
- Pam Walker, Walker Cranberry Co & ColdSnap Aquaponics
- Hannah Frank, Rue de Bungaloo Farm
- Justin Thomas, Rue de Bungaloo Farm
- Janell Wehr, Marathon County UW- Extension
- Tenzin Botsford, Red Door Family Farm
- Marissa Ashbeck, Monk Botanical Gardens
- Katrina Becker, Cattail Organics
- Olivia Telschow, Helene's Hilltop Orchard
- Danielle Winer, Mill Creek Gardens
- Erik Winer, Mill Creek Gardens
- Andrew Augustyn, Canopy Gardens
- Heather Augustyn, Canopy Gardens

### NTC Team

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Trevor Frank, Garden to Market Faculty
- Alex Crockford, Crop Science Faculty
- McKenna Dassow, Student Success Assistant & CSR
- Sharon Ruff, WTPD
- Sheila Rossmiller, Giving and Scholarships

### Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

### Chairman Elections

Responsibilities of the chairman were discussed. Pam Walker volunteered to be chairperson.

### College Wide Initiatives & Events



A PowerPoint presentation was shared with the committee. It was suggested that NTC hosts Women in Welding in Winter, along with a more agricultural specific welding course.

## **Industry Trends**

Technology is advancing within the industry. Many stated customer service and marketing skills are both crucial for this line of work. There is a lack of laborers which forces companies to buy more technology, thus costing them more money. It was agreed that farm experience should happen prior to a career choice as this is a physical and emotionally demanding job.

## **Instructional/ Program Discussion**

A PowerPoint present was shared with an overview of the program. Topics included class descriptions, available lab areas, and partnerships NTC has with the community. The Garden to Market program will also be partnering with the Culinary Arts program with the produce grown.

## **Grants**

NTC has a partnership with the National Resources Conservation Service (NRCS) for collaboration. The startup of the program is being funded by a Wisconsin Technical College System (WTCS) Developing Market Grant. Learning materials such as the grow pod were purchased via the grant as well.

## **PAS**

Professional Agricultural Students (PAS) is one of the strongest student clubs in the college. It allows for students to build relationships with others as well as get involved with the college and the community. The club hosts events such as a pumpkin painting food drive for the college's food pantry, as well as cookouts and community service. They also compete in State and National Conferences with events such as interviews, resumes, and speaking.

## **Continuing Education/ Workforce Training & Professional Development Initiatives**



## Garden to Market Advisory Meeting

**Date: 1/13/2023**

**Time: 12:00pm-1:30pm**

**Location: Student Engagement Center Commons**

We hold a wide variety of continuing education classes. NTC would be willing to find someone to teach courses if there is a topic we do not already have.

### **Future Meeting Date & Time**

Beginning of November at 12:00-1:30pm. McKenna to send out doodle poll for date.

### **(Optional) After Meeting Facility Tour**

Trevor lead a tour around the facility for those wanting to participate. There will be another tour opportunity in the summer/fall for those wanting to see the program in action.

Date: March 29<sup>th</sup>, 2023

Time: 7:00-8:30 am

Location: In Person & Zoom

### Meeting Attendees

Dr. Kris Hankison, Oakview Veterinary Medical Center

Russell Smolke, Midwest Veterinary Supplies

Dr. Becky Myszka, Wisconsin Valley Veterinary Service

Annie Falkowski, PAW Health Network

Jan Diedrich, Athens Veterinary Service

Renee Schreiner, Athens Veterinary Service

Dr. Sarah Lautzenhiser, Antigo Veterinary Clinic

### NTC Team

Dr. Greg Cisewski, Dean

Bobbi Lee, Learning Coordinator

Bill Schultz, Advisor

Bronnyn Bulgrin, Adjunct

Sarah Steger, Program Director

Dr. Elizabeth Hillebrand, Veterinarian

Jenna Breitenfeldt, Ag Outreach

McKenna Dassow, Student Success Asst. & CSR

Shayla Broeske, Adjunct

Nicole Cruise, Instructional Asst. & Club Advisor

Sheila Rossmiller, Director- Giving & Scholarships

### Welcome & Introductions

Dr. Hankison reviewed last meetings minutes, no changes.



## **College Wide Initiatives & Events**

A PowerPoint presentation was shared with the committee.

## **Industry Trends**

Telemedicine is becoming more popular due to the decrease in availability. Vet techs are now carrying more responsibility. Client education is a very important skill for techs to learn as they are starting to be more hands-on with the caregiver. Communication skills mixed with personality allow caregivers a more personalized experience. Oral communication is important, as abbreviations are used in the field and will be taught during the experience. It was recommended that the students participate in scenario role playing to practice client communication skills.

## **Instructional/ Program Discussion**

Current enrollment for the first cohort is 9 students, second cohort is 6 students, third cohort is 9 students, and fourth cohort is 21 students.

Program modifications include the internship being split into 2 courses. Each course will require 120 hours and land in the 3<sup>rd</sup> semester and 5<sup>th</sup> semester. Internship 1 will focus on the day-to-day experiences of practice. Internship 2 will focus on anesthesia, dentistry and surgery. Livestock Medicine for Vet Techs has replaced Livestock Diseases and Dairy Nutrition as it has a more mixed species focus including bovine, swine, and poultry. Bovine Reproduction was split into two classes; lab is now optional for Vet Tech students, while lecture remains as a requirement. Equine Medicine for Vet Techs is a new course that has combined material from Equine Handling & Behavior with Equine Medicine. Animal Nursing 3 has now been split into Animal Nursing 3 & 4. Nursing 3 will be both lecture and lab while Nursing 4 is lab only. The credit portion of the class due to this split was not affected.

AVMA now requires students to be vaccinated for Rabies, causing a funding issue for the students. The cost for the sequence of vaccines is \$900. The vaccine is now a requirement for enrollment moving forward and the handling of live animals. NTC is looking for ways to help students pay for the vaccine as many insurance companies are denying coverage.

## **Scholarships**

Sheila discussed the function of the NTC Foundation and the affect it has for the students. The Foundation is currently looking at building a fund available for Vet Tech students specifically to help with the cost for testing and the Rabies vaccine. Donations are tax write-offs to anyone that is interested in donating. McKenna to send Foundation flyer. If any questions please contact Sheila ([rossmiller@ntc.edu](mailto:rossmiller@ntc.edu)).

### **Student Club**

Nicole mentioned that all of the Vet Tech students except for 3 are members of the SCNAVTA Student Club. There is currently a transition of board members due to the current officers graduating. The club allows students to participate in a variety of volunteering opportunities such as local vaccine clinics. The club has fundraised enough money to pay for the Veterinary Technician National Exam (VTNE) Prep Course for all members. They are also holding weekly VTNE prep meetings.

### **Ultrasound Equipment**

Dr. Hillebrand asked for input regarding ultrasound equipment that is being used in practice. If any recommendations, please share with Dr. Hillebrand ([Hillebrand@ntc.edu](mailto:Hillebrand@ntc.edu)).

### **Adjunct Positions**

NTC is currently looking for additional adjuncts, both Certified Veterinary Technicians and DVMs. McKenna will share the adjunct information/ requirement sheet. If submitting an application, please let Bobbi Lee ([lee@ntc.edu](mailto:lee@ntc.edu)) know.

### **Continuing Education & Workforce Training and Professional Development**

Upcoming event flyers were shared with the committee as well as the opportunity for new ideas.

### **Other**

The AVMA Accreditation visit went really well. NTC will find out the accreditation status end of April/ beginning of May. The list of deficiencies that were given were minor issues and are in the process of being addressed.

### **Future Meeting Date & Time**

October 25<sup>th</sup> 7:00am-8:30am



**Date:** April 4<sup>th</sup>, 2023

**Time:** 10:30am- 1:00pm

**Location:** Utility Building

## Meeting Attendees

Kevin Kurtzweil, Central WI Electric Cooperative

Dan Biggers, Alliant Energy

Steve Willhite, Wisconsin Public Service (retired)

## NTC Team

Greg Cisewski, Dean

Bobbi Lee, Learning Coordinator

McKenna Dassow, Student Success Asst. & CSR

Jenna Breitenfeldt, Ag Outreach & Asst. Farm Manager

Marc Cegielski, Faculty

## Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

## College Wide Initiatives & Events

A Power point presentation was shared.

## Facilities & Equipment Update

Marc mentioned that he had a single man bucket truck requested for next years capital. Administration approved the change for a two man bucket truck instead due to better teaching and training capabilities. The bucket will also be used during community events.

The new utility building is up. Electrical components are on back order and have an expected installation timeframe of July. Both Electrical Power Distribution and Gas Utility will share the building. The new building is quite a bit bigger than the current building and will be a great asset for the programs.

Trouble town is composed of 7 shed buildings that were constructed during the Build Your Future Event held in October 2022. These buildings will contain both electricity and gas to assist in role playing scenarios for the students.

## Instructional/ Program Discussion

Current enrollment consists of 10 students, all anticipating graduation. There are currently 30 people on the waiting list for the program while the capacity caps at 14 students to guarantee safety.



## Electric Power Distribution Advisory Meeting

**Date:** April 4<sup>th</sup>, 2023

**Time:** 10:30am- 1:00pm

**Location:** Utility Building

Industry members are welcome to volunteer their time to help observe and connect with students. Please connect with Marc if you are interested in volunteering or connecting with students during class.

All students have good placement within the industry, as they all have attended at least one interview. A previous student came and visited with the class to answer questions about entering the workforce.

### Student Club

Four students will be attending the Light Up Navajo Volunteering Opportunity. The student club raised \$1600 during their fundraiser by selling Kwik Trip Car Wash Cards. Students run the club giving them opportunities to learn accounting skills, marketing skills, and customer service skills.

Donations were requested and received from Milwaukee Tools, Buckingham Manufacturing, and Speed Systems to help assist in the Light Up Navajo Project. In lieu of monetary donations, supplies were gifted.

April 19<sup>th</sup> students will be attending the Electrical Power Distribution "Rodeo" in Beaver Dam, where students will compete in different activities.

### Industry Trends

Members agreed that the biggest issues are currently backordering of materials and pricing of the materials. Dan stated Alliant will be attending an 8<sup>th</sup> grade career fair in Clintonville to help bring awareness to the Electrical Power Distribution career field.

NTC is currently looking into a Directional Drill Operational Certificate. Details are still in the making but will share information as progress continues.

### Others

If wanting to donate to the Timberwolf Table, please connect with Marc ([Cegielski@ntc.edu](mailto:Cegielski@ntc.edu)).

### Future Meeting Date & Time

McKenna to send out doodle poll.



**Date:** April 4<sup>th</sup>, 2023

**Time:** 10:30 am- 1:00pm

**Location:** Utility Building

### Meeting Attendees

Neil Sickich, Steamfitters Local 601

Patrick France, France Propane

Craig Piechowski, Alliant Energy Corp

Dean Julien, Steamfitters Local 601

Brian Toutant, Steamfitters Local 601

Christopher Valerine, Steamfitters Local 601

Matt Murphy, Wisconsin Public Service

Dan Kosinski, Steamfitters Local 601

### NTC Team

Greg Cisewski, Dean

Bobbi Lee, Learning Coordinator

McKenna Dassow, Student Success Asst. & CSR

Jenna Breitenfeldt, Ag Outreach

Josh Fenske, Faculty

### Welcome & Introductions

Greg Cisewski welcomed everyone to the meeting and briefly led introductions around the group.

### College Wide Initiatives & Events

A Power point presentation was shared.

### Facility & Equipment Update

The new utility building is up. Electrical components are on back order and have an expected installation timeframe of July. Both Electrical Power Distribution and Gas Utility will share the building. The new building is quite a bit bigger than the current building and will be a great asset for the programs.

The Gas Utility Program has purchased a directional drill to help further educate students regarding operation and maintenance of the equipment. This will help students in the future as industry won't have to train due to students already having that knowledge.



**Date:** April 4<sup>th</sup>, 2023

**Time:** 10:30 am- 1:00pm

**Location:** Utility Building

## Instructional/ Program Discussion

NTC is currently looking into a Directional Drill Operational Certificate. Details are still in the making but will share information as progress continues. Industry members stated that knowing how to operate the equipment during a job from start to finish is a big asset. Equipment operational skills are a necessity in the career field. Industry mentioned they would like workers comfortable with hydrovac operations as well. NTC staff will contact contractors regarding what the certificate should include, as industry member stated this kind of work is contracted out.

Gas Utility Students currently take Industrial Electronics Technology (IET) 1 and 2. The first course focuses on Direct Current (DC) theory while the second section focuses on Alternating Current (AC). Students are struggling in these courses as the concept is not relevant to the program type. Josh is looking at developing a more personalized AC/DC course for the program specifically. The course will decrease the credit load by one credit for the program and will include more hands on experiences for the students. Industry members agreed that the personalized course is a great idea as technology is constantly advancing and the technicalities are too advanced to keep up with. Keeping the information basic for the students to better understand the concepts would be a great modification for the program.

Students have been running into conflicts regarding entering the workforce while finishing the program. Many students have lost a job opportunity due to the timeframe of the program ending. The program starts in the beginning of August and currently ends in the end of April. April timeframe is typically when workers are starting in their new positions. If the program were to end a couple weeks earlier in April, it would match the hiring timeframe for the industry better.

Trouble town is made composed of 7 shed buildings that were constructed during the Build Your Future Event held in October 2022. These buildings will contain both electricity and gas to assist in role playing scenarios for the students.

## Industry Trends

Craig from Alliant Energy stated currently they have been having a lot of internal transitioning throughout the company. CDL trained employees are hard to find. Neil stated that fusers and pipefitters are also hard to find. The union has brought in 592 workers in the last 10 years that have never gone through a program. They are looking at an apprenticeship to partner with to increase the skill set of their current workers. Materials are still hard to get due to back order times and pricing. Many employees in the field are retirement eligible. WPS currently has 10% of their workers eligible for retirement.

## Other

Matt from Wisconsin Public Service mentioned an auction website for utility equipment (JKane.com)



## Gas Utility Advisory Meeting Agenda

**Date:** April 4<sup>th</sup>, 2023

**Time:** 10:30 am- 1:00pm

**Location:** Utility Building

### Future Meeting Date & Time

McKenna to send out doodle poll.

**Sign Language Interpreting in Education  
Advisory Committee Meeting Minutes**

**Date:** 04/05/2023

**Time:** 5:00 p.m. – 6:30 p.m.

**Location:** Zoom

**Attendees**

Industry Members:

- Kathleen Bauer – School District of Niagara
- Keith Burisek – Wisconsin Educational Services Program for the Deaf and Hard of Hearing (WESP – DHH)
- Jennifer Gleason – CESA 8
- Joleen Hunkins – Green Bay School District
- Jennifer Sartori – CESA 7 and SLIE Advisory Committee Chairperson
- Dawn Koplitz – Interpreter

NTC Team:

- Erin McNally – Learning Manager, School of Business
- Vicki Shapiro – Faculty
- Chanel Volpel – Instructional Assistant
- Valerie Becker – Administrative Assistant, School of Business
- Yang Yee Xiong – Student Advisor

**Welcome & Introductions**

Jennifer Sartori welcomed all to the advisory committee. Erin introduced Valerie Becker as the new Administrative Assistant for the School of Business at NTC.

**Update and highlights from last Meeting (11.2.2022)**

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

**Industry Discussion**

- **Industry Trends**
  - **Keith Burisek** - In his current role, Keith helps ASL (American Sign Language) interpreters who need to renew their licenses and can also help them create a plan to renew. Every five years, ASL interpreters need to take five credits of continuing education classes to renew their license. General Education courses can satisfy that requirement but there is not a current pathway for professional development specifically for interpreters. It would be helpful for a college like NTC to curate some continuing education classes specifically for interpreters looking to renew their license.
    - **Erin McNally** - NTC's Workforce Training and Professional Development department currently offers some opportunities for interpreters, typically on a Friday & Saturday. What additional opportunities for interpreters would he suggest that NTC does not currently cover?
    - **Keith Burisek** - Right now interpreters essentially take whatever 2-3 credit course that happens to be available. It would be beneficial to have CE courses geared towards education such as classes in early childhood, social sciences, or communication technology. A certificate for working interpreters could also be very beneficial. These could be classes already offered by NTC and offered in an online format for easy accessibility.



- **Joleen Hunkins** - Attended a 2-3 credit class for future paraprofessionals that focused on educational assistance. This class concentrated on how to help students with their reading and writing skills. Classes like that one along with classes on child development would benefit interpreters in the classroom.
- **Jennifer Gleason** - A survey for teachers was recently sent out regarding the professional development classes that teachers would like to take. This survey allowed you to select the classes you were interested in and the times and days of week that would work best. Perhaps something like this can be sent out to educational interpreters asking them what they are looking for in CE classes because the classes that interpreters are looking for differ based on geographical location and age group they are interpreting for. This way, time and resources are not being wasted by running a weekend class if people are not interested in attending on those days. Classes that would be beneficial include those that introduce new academic vocabulary in ASL for science, math, and higher-level high school courses like Algebra 2 or Medical Terminology. She also mentioned that there are newer topics that are very relevant in schools right now such as mental health resources, reproductive education, and newer changing vocabulary that would be beneficial to for interpreters to learn. Has NTC tried marketing their online classes as a package to working interpreters?
- **Erin McNally** - NTC offers some of the classes mentioned within their current programs that would be beneficial to interpreters. NTC has an Early Childhood Education Associate Degree program that focuses on children in kindergarten and below as well as a Foundations of Teacher Education Associate Degree program that preps students to work in a K-12 classroom as a teacher's assistant. These programs along with NTC's General Studies classes are available online in the Virtual College format, where there is an open entry and exit and students work at their own pace. These classes are available to anyone in Wisconsin who has access to the internet. Although these classes have been offered online for many years, they have not been packaged and marketed to a specific demographic. With some feedback from Vicki, Keith, and others in the group, perhaps these classes can be packaged together and marketed as a CE package for working interpreters. Is there an email distribution list available of all the interpreters that we would want to send this survey to?
- **Keith Burisek** - Has access to a list of licensed interpreters but he usually markets to education interpreters via the Facebook Page "Wisconsin Educational Interpreters".
- **Kathleen Bauer** - Packaging classes for interpreters is a great idea. Generally, she will go through a catalog of classes to find what sounds interesting but after a while she has taken most of the classes that match what she is looking for as an interpreter. She will also not opt for workshops if they will not provide the continuing education credits that she needs.
- **Jennifer Sartori** - Agreed that packaging these classes is a great idea. There has also recently been a focus on self-advocacy training and on the social, emotional, and academic needs to the hearing loss. It would be great if there was a class about those topics and how they relate specifically to DHH (Deaf and Hard of Hearing) students and how their hearing loss may affect their mental health.
- **Keith Burisek** - There is a court case that the National Association of the Deaf has recently been involved in with the Supreme Court in Michigan relating to how school districts provide services, how they evaluate services, and what avenues families can get retribution through

using IDEA or ADA. The National Association of the Deaf won this case so there is a lot of caution in school districts right now related to whether a family is satisfied with the services their child is getting at school or in their IEP in regards to interpreting and whether these services are helping the student progress. Keith's outreach team is looking into these concerns and how this ruling impacts the relationship between families and school districts which can, at times, already be very tense; his team is trying to address administrators concerns related to this ruling and the need for and use of interpreters.

- **Joleen Hunkins** - Will administrators and school districts start asking for EIPA scores before hiring? Right now, they are not asking for that information.
- **Keith Burisek** - In this court case in particular, the IEP team determined the need for an interpreter and the person providing services was not an actual interpreter. This court case ruling is about keeping school districts accountable to what they have in their IEP and it gives parents a lot more power and awareness. Safeguards, such as requiring EIPA scores, could start being put in place to help protect the IEP team.
- **Jennifer Gleason** - Does the IEP wording now needs to specify "licensed" education interpreter under the Supplementary Services section? Current IEPs may just list "educational interpreter" or "sign support in core classes".
- **Keith Burisek** - If an IEP team determines the need for an interpreter, that means that there must be a person providing that service and that person must have a qualified license according to their state's licensing requirements. If there is not a person providing that service then there is a disconnect between the IEP and what the school district.
- **Jennifer Gleason** - How are interpreters currently being held accountable in the classroom? Teachers have to have observation evaluations but several years back when she requested to have an interpreter evaluated, there was no way to make that happen. A licensed interpreter must take a test but taking a test is different than interpreting for a student every day in different classes and different subjects. How do we uphold a standard for interpreters if they are not being observed, evaluated, or put on an improvement plan?
- **Keith Burisek** - Licensing is the gatekeeper for all related services. If an individual satisfies what they need to be licensed and maintain their license, the state of Wisconsin allows them to provide that service. Principals and administrators simply verify that someone's license is current and professional development classes are up to date. Keith stated that his outreach team can do interpreter evaluation, monitoring, mentoring, and they have an interpreter's coaching program. Principals can also put interpreters on an improvement plan.
- **Jennifer Gleason** - Is just having a box checked that someone has a license good enough? Also, how is a principal going to access the skills of an interpreter without being fluent in sign? Should there a protocol be sent out to school districts regarding who needs to be involved on a panel when hiring an interpreter so there is someone there to assess their skills?
- **Kathleen Bauer** - Has interviewed for positions in the past where she was asked to interpret while someone was reading a book or had to interpret a science lesson while being evaluated by another interpreter and a teacher for the DHH, which was great. It wasn't an EIPA assessment but there was someone to evaluate her skills. However, she did get hired for other positions simply because she was a licensed interpreter. She is not sure how to enforce school districts use a particular hiring protocol but they could certainly be encouraged to use it.

- **Keith Burisek** - The WESP Outreach Team he works with can go into schools and do a provision of services. His team has also developed a tool for administrators to help evaluate educational interpreters. We also need to consider what happens when hiring for other related service: occupational therapists are not tested by a school district when they are interviewed; DHH teachers are also not evaluated on how they teach before they are hired. School districts look at these professionals' experience, they verify that requirements for licensing are met, that their license is up to date, or that an interpreter training program was complete. There are professional improvement plans, annual goals, and areas that each administration team uses to determine if one of these professionals is a good fit and if not, they can let someone go. When an audiologist is hired, they are not asked to show or test their equipment during the hiring process; school districts trust that they are licensed professionals
- **Jennifer Gleason** – Knows of a district that has a student who has a district-hired education interpreter and an agency interpreter. Monday through Thursday they use the agency interpreter and Fridays or if a sub is needed, the district educational interpreter is used. The student is in school sponsored extracurricular activities after school. Right now, there is a discrepancy as to what the agency says that the district employee can do and is saying that the district interpreter cannot do outside activities and cannot participate in an IEP meeting. What can a district educational interpreter legally do outside of the school day?
  - **Joleen Hunkins** - If the extracurricular activity is a sponsored school event, the district-hired interpreter can be used. For clubs and non-school sponsored activities, the district-hired interpreter cannot be used and they needed to find an outside community interpreter. If the school is paying for the activity and the school is sponsoring it, then educational interpreters can be used.
  - **Keith Burisek** - DPI has a document on guidance for school districts to determine if something is a school sponsored event or not that he can provide the group.
  - **Jennifer Gleason** - How does this relate to IEP meetings? If the student is at the IEP meeting, then the primary job of the interpreter is to interpret for the student. But if the student is not there, the interpreter is a valuable contributor to the meeting as they are the ones working with the student one-on-one every day. Also, can an interpreter's feedback be added into the IEP?
  - **Kathleen Bauer** - Has been an interpreter in this situation and has made it clear that she will not participate in the IEP meeting and interpret, too. Sometimes administrations do not understand why, but if she is participating in an IEP meeting, they clearly need to hire another interpreter for that student during the meeting.
  - **Joleen Hunkins** - As an interpreter, if they see behavioral issues in the classroom, they will give this information to the DHH teacher to address. In the IEP meeting the interpreter should then speak directly to the student's language needs and use of an interpreter because that is why they are on the IEP team; not for feedback on behavior in the classroom.
  - **Jennifer Sartori** - In Appleton they would have their student's interpreter participate as a team member during IEP meetings. They would then ask other district interpreters to interpret for the student and reach out to an outside agency if a district interpreter was not available. Can an educational interpreter provide interpreting services during an IEP meeting for the parent if the parent is deaf since it is school related?
  - **Keith Burisek** - Yes, an interpreter's feedback can be added into the IEP and the interpreter should contribute to the IEP meeting. Best practice is that a school district

should have a licensed *community* interpreter for the parent that is deaf. However, if the parent does not have an issue with an educational interpreter, then the school district is waived from that requirement.

- **Jennifer Sartori** - Another area that would be helpful is the education of administrators. It would be great if we could find a way to offer training and education to those in administration. Often times because you can't see hearing loss, people do not fully understand it and a student may appear fine, but those working with those students know differently. Administrator also think just because someone has their license, they can interpret ASL to English, Pidgin, Visual, etc. but we know that is often not the case. Interpreters that she works with provide feedback that they would like more learning opportunities, more workshops, and more training more often.
  - **Joleen Hunkins** - We often talk about how administrator and teachers don't know exactly what interpreters do and new interpreters may be in a school district that's never had an interpreter before. Does Vicki talk to her students in her classes about having to educate administrators, teachers, and staff?
  - **Vicki Shapiro** - This is a discussion that she has with her students. She often tells students that the administrators do not know anything about what they are doing as an interpreter and sometimes you have to feed them little pieces of information at a time explaining what you do.
  - **Jennifer Sartori** - Is a class offered about language deprivation?
  - **Vicki Shapiro** – There is a class where they discuss how many DHH will have different language levels and that some students will experience language deprivation and others will have a lot more language. Students are also given hands on activities about language and the structure of language.
  - **Kathleen Bauer** - The NTC graduates that she's worked with are fully aware that they are going to have educate staff and advocate for their students, especially in rural areas and small towns where there may only be one deaf student. She has worked with some great DHH teachers and they will team up with the audiologist and educate the classroom teacher and a few other staff members. Next year her current student is moving to a different area of the school where they do not know anyone so they are already planning to do major in-servicing before school starts.
  - **Jennifer Gleason** – It may be beneficial for a group of interpreters got together to create a template for an in-service. Of course, the in-service will differ based on the student, their hearing loss, their needs, and technology. This way interpreters could have a "skeleton" of what these teachers need to know and fill in the gaps based on the students age, language abilities hearing loss, etc. Something streamlined could make things easier for everyone involved at the beginning of the school year.
  - **Kathleen Bauer** – Uses the in-service format provided by the DHH teacher and then adds her notes to discuss with the classroom teacher. They will include what area to focus on such as lighting and seating and other things specific to the student. There is likely a format already established in DHH. There are times that they have waited 3 weeks into the school year to have these in-service discussions so that the classroom teachers are not overwhelmed at the beginning of a new school year and have more time for these meetings.
  - **Jennifer Sartori** – That is a great idea because a few weeks in the teacher knows who the student is and is more likely to remember the information they are talking about. She will also have her students create a PowerPoint about their hearing loss for the in-service. Does the SLIE program at NTC have the students do a case study, project,

or fill out a “skeleton” before graduating explaining their role, what the communicative needs of the student are, and the accommodations that would support them in a mainstream environment?

- **Kathleen Bauer** – This might be incorporated in the student’s practicum experience and might currently be covered in homework assignments, as well. She has seen SLIE students having to go through what accommodations are needed for a student in a “skeleton” for one of their assignments.
- **Vicki Shapiro** – There is not a project but we have a discussion about this and ask students what they would do in certain situations. Every week, students in the SLIE program also put down what their goals are with the student such as matching their signs to the student’s signs.

#### Instructional Area/Program

- **Program Information**

- **ASL 1**

- **Vicki Shapiro** – This year we will be offering ASL 1 online and this is for everyone in the community or anyone at NTC. There will only be up to 15 people in the class.
    - **Erin McNally** – This fall is the first time we have ever offered ASL 1 online. Vicki is developing a curriculum and working with some interesting technology to be able to do recordings and we hope it will be a great experience for students. Typically, ASL 1 is not offered to community members or to students not currently in the SLIE program. Offering this course online opens up the opportunity to community members, other students at NTC, and people throughout the state. We are limiting the capacity to 15 students right now while we are testing the new online modality and we want to keep it a smaller group so we can have more control over the class and the student experience. We are trying to make these changes slowly so that we can monitor and evaluate the effectiveness of the class in the online format and to make sure students grasp the same content and curriculum that would happen in an in-person class. We will get feedback from the students and if it is successful, we are looking at offering ASL 2 online in Spring 2024 and if not, we may need to make some changes. Right now, we are hoping that students who are on the SLIE waitlist will take this class. A possible benefit of this is that students who are considering the SLIE program may take this class and decide that it is not the right fit for them or it may help solidify their decision to proceed with the SLIE program and possibly help with the program retention and completion.
    - **Jennifer Gleason** – Is there anything that we can do in that ASL 1 class to shine light on all of the in-depth skills, characteristics, and qualities that an interpreter needs to have in order to be successful? As we’ve discussed before, successful interpreters should have a language background, be a strong reader or writer, and have a good language base. Is there a list of character traits that fits with interpreting and explains what this job takes?
    - **Erin McNally** – Yes, we do cover that. Someone may have an interest in leaning ASL but conversing in ASL is very different than interpreting. For the first time last spring, there was a mandatory orientation for students going into the SLIE program in the following fall semester. The orientation was about two hours via Zoom and Vicki and Chanel created a very detailed student handbook for the SLIE program. This covers the program expectations in terms of the level of academic rigor, the amount of time one will spend outside of class every week, and that it’s not possible to work a full-time job while being in this program. It also lists the different characteristics that are

important to be successful in this role. Students must read and electronically sign the handbook. During our next orientation we would like to have a previous graduate from the NTC program participate and talk about what their experience was like. Another thing we are considering doing is inviting students who have been admitted to the SLIE program to participate in events on campus that the I Sign Club coordinates to give them more exposure to the ASL and deaf culture.

- **Changing Admissions for the SLIE Program**

- **Vicki Shapiro** – We are also looking at changing admissions for the SLIE program. There are two other NTC programs that have changed their admissions process and we are waiting to see how it works for them. There would not be a limit as to how many students could be accepted into the program but the first 20 students who enroll in the classes and register would be the limit for that cohort.
- **Erin McNally** – The SLIE program has the capacity for 20 students. The way the admissions process currently works is that the first 20 students admitted are in the SLIE program and anyone else meeting those admission requirements is added to the waitlist. Since the program starts every other year, students could be on the waitlist for 2 years. As time goes by, students may no longer be interested in the SLIE program. When it's time for the program to start in the fall, we are finding out that several students admitted are no longer interested. In fall of 2022 there were a number of students admitted and on the waitlist; we ended up starting the semester with 16 students, less than capacity. Other programs have experienced this, as well, so to try and counteract that they are trying a new process. The new process that is being tested by the Culinary and Cosmetology programs allows anyone who applies and meets admission requirements to be matriculated. However, there will be a capacity on the program classes and students will enroll on a first-come, first-served basis. A big part of this new process will be to educate the students so they know that the next steps after being admitted into the program is to set up an appointment with their advisor, set up an account, and register for classes. The SLIE program is waiting to see how this new process goes with the other two programs because our start date for the next cohort isn't until fall of 2024. This way we will know how things went, what information we need to provide to students, and what services we need to provide to help them understand the process.

- **SLIE Open Lab**

- **Erin McNally** – Last fall we piloted an open lab for the SLIE program students and it has continued this spring. Since the students in the program are cohorted, there are not any senior students with experience to help tutor those in the program. The open lab takes place two hours a week for SLIE students and Vicki and Chanel are available to answer questions and work with these students outside of normal office hours. The two deaf mentors at NTC are also participating in the open labs at times. Students are really attending this lab and we are tracking the students that are coming in and identifying what class or assignment that they specifically need help with. We plan to send out a survey to those students who are participating for feedback on what they like or what they would recommend moving forward.

- **Student Enrollment**

- Currently have 7 students in the program.
- For fall of 2024, there are 20 students that have been accepted.



The College Initiative PowerPoint was not presented to the committee due to lack of time but the link to the presentation is included in the meeting minutes for members to review at their leisure.



Advisory Committee  
PowerPoint Spring 2

#### **Other Information**

Keith provided the following documents and links that were discussed in the meeting:

This main resource page: <https://dpi.wi.gov/sped/program/deaf-hard-of-hearing/resources>

[\\*video\\* Key Topics: Updated DPI documents related to Educational Interpreters](#)

[Educational Job Performance Rubric](#)

[Guidance Document for School-Sponsored Activities](#)

[\\*updated\\* Role of Educational Interpreter from DPI](#)

#### **Next meeting schedule & agenda items discussion**

The next date for the next meeting is 10/25/2023 at 5:00 pm and will be conducted virtually via Zoom.



**Date:** April 18<sup>th</sup>, 2023

**Time:** 12:00pm-1:30pm

**Location:** Zoom & Diesel Building

### **Meeting Attendees**

Eric Antonson, Wisconsin Kenworth

Jon Shimel, JX Truck Center

Marty Robbins, Marathon Cheese Transport

Marty Draxler, Draxler Transport

Justin Mergen, Penske

Chris Raemisch, Medford Cooperative

Russ Kitsemeble, Sutton Transport

Traci Champagne, Crystal Freight Systems

Derrick Anderson, Truck Country

Sara Guild, WATEA

Justin Sheley, Penske

Jason Krause, Wisconsin Kenworth

### **NTC Team**

Andrew Borski, Diesel Faculty

James Eckardt, Diesel Faculty

Frank Fernandes, Physics Faculty

Mike Sewell, CDL Faculty

Greg Cisewski, Dean for School of Agricultural Sciences, Utilities and Transportation

Billy Leggett, CDL Faculty

Doug Behnke, CDL Faculty

Paul Strehlow, Associate Dean for School of Public Safety

Mary Lou Zettler, Simulation & Equipment Technician

Jenna Breitenfeldt, Asst. Farm Manager/ Ag Outreach

McKenna Dassow, Student Success Asst. & CSR

Bobbi Lee, Learning Coordinator for School of Agricultural Sciences, Utilities, and Transportation





## Welcome & Introductions

Marty Robbins welcomed everyone to the meeting and briefly led introductions around the group.

## College Wide Initiatives & Events

A Power point presentation was shared by Greg Cisewski. McKenna to share the PowerPoint with minutes as well as Continuing Education Class flyers.

## Continuing Education/ Workforce Training & Professional Development Initiatives

Upcoming event flyers were shared with the committee as well as the opportunity for new ideas.

## Instructional/ Program Discussion

### Enrollment

*Diesel-* The current enrollment consists of 10 first year students and 9 second year students. The average turnover rate from 1<sup>st</sup> year to 2<sup>nd</sup> year is 50-60%, whereas this current year we are seeing a 75% carry over for students. One of the Diesel Technology students, Mason Knab, has been named NTC's 2023 Student Ambassador.

### CDL

- Class A- 10 sections have been available since June 1<sup>st</sup>, 2022.
  - Summer 2022- 23 students
  - Fall 2022- 36 student
  - Spring 2023- 18 students
  - There is a section that is beginning at the start of May that can hold 12 students.
  - Total- 77 students have successfully completed the course, by the date of the meeting.
- Class B- maximum enrollment is 6 students per section
  - Summer 2022- 2 students
  - Fall 2022- cancelled
  - Spring 2023- 5 students

## Capital Requests for 2023-2024

*Diesel-* A diesel truck engine with updated emission levels has been requested. An inline adapter kit alone with an alignment machine have both also been requested for the next fiscal year to help students stay up to date with technology.



**CDL-** A class A sleeper cab and trailer have been requested for the next fiscal year. This current year a 2020 Kenworth was purchased along with a trailer and a brand new Kenworth which has an expected delivery of December

### **Apprenticeship & Pre-apprenticeship**

**Diesel-** Students taking the apprenticeship and pre-apprenticeship have a chance of earning 5 credits toward the Diesel Technology program before starting at NTC. Each credit given comes from one credit per subject taught. This opportunity allows for high schools to have a chance for additional funding for Tech- Ed courses as well as ensuring students are getting the same information while also saving their money. Marty stated Marathon Cheese Transport had partnered with NTC in the past regarding apprenticeships. He mentioned that the beginning paperwork was a bit confusing, but once that's completed it is straight forward. Please reach out to NTC staff if you or your company is interested in having an apprentice.

### **Class B – 3 week program starting July 1**

The previously known 5 week class B program, has now been changed to a 3 week program. This will take place starting June 5<sup>th</sup>, 2023. This change has taken place due to suggestion from students and industry members in hopes to increase enrollment.

### **CDL New Logo Design**

NTC has been given a grant with half of it being focused on advertising. NTC's Marketing Team has also just developed a new "Howling Wolf" logo. Details of the new logo include Hmong and Spanish translation of "Start Here. Drive Anywhere." And "Student Driver". McKenna will send out the new potential CDL logo as well as the current logo with the meeting minutes.

### **HazMat Endorsement Training**

This training is required if you plan on testing for your Hazardous Material Endorsement on your CDL. It is now available completely online. The course takes about 4 hours to complete. A picture of your CDL must be emailed to Mike Sewell in order to take the class. The current cost of the training is \$100, but may go up.

### **2023-2024 CDL Schedule**

- **Summer 2023**
  - Two Class A Offerings
    - June 5 – July 31
    - June 26 – August 22 (EPDP Offering)
- **Fall 2023**
  - Three Class A Offerings
    - Aug 28 – Oct 18



**Date:** April 18<sup>th</sup>, 2023

**Time:** 12:00pm-1:30pm

**Location:** Zoom & Diesel Building

- Oct 23 – Dec 14
- Dec 18 – Feb 22 (Diesel Offering)
- Two Class B Offerings
  - Aug 28 – Sept 21
  - Nov 27 – Dec 20
- **Spring 2024**
  - Three Class A Offerings
    - Jan 22 – Mar 12 (Gas Utility)
    - Mar 18 – May 15
    - April 8 – May 30
  - One Class B Offering
    - Feb 26 – Mar 20

### Donations

*Diesel-* has received a diesel engine to be used for lab purposes. JPRO Software has allowed students the free program throughout college as well as a reduced pricing one year after college. Kenworth has donated a brand new Cummins engine as well as diagnostic software.

*CDL-* Malliette Bus Company has donated a school bus. If you or your company need training for bus driving, please connect with Paul Strehlow. Burgener Contract Carriers LTD has donated a heated pressure washer for cleaning of vehicles.

### Industry Trends

Many industry members are having issues with recruitment, due to both age and expectations. Marty from Marathon Cheese Transport stated he has had technicians come in with their parents wanting to be apart of the interview and hiring process. Equipment and parts are very scarce and hard to find as well.

Autonomous technology is becoming more popular, but raises many questions as to what the regulations and rules would be. Electric vehicles are also becoming popular. Industry is being asked for quotes regarding septic trucks, garbage trucks, and city delivery vehicles. Cummins X15 is a new engine that will be able to run on both diesel and hydrogen. Methanol engines are not being run in automotive, but are being used in landfill sites. Methanol is extremely corrosive and engines will need a rebuild every year. Compressed Natural Gas (CNG) is currently being used in India and is projected to make an appearance in the future. Many industry members believe CNG will be the next big thing before electric trucks. JX stated their company is certified for the CNG, but you can only park the vehicle in a building for 8 hours.

### Events



## Diesel-CDL Advisory Committee

**Date:** April 18<sup>th</sup>, 2023

**Time:** 12:00pm-1:30pm

**Location:** Zoom & Diesel Building

NTC hosted a STEM themed event (Mindtrekkers) April 14<sup>th</sup> & 15<sup>th</sup>. The 14<sup>th</sup> had about 4,000 6<sup>th</sup> and 7<sup>th</sup> graders attending while the 15<sup>th</sup> was open to the community. On April 19<sup>th</sup>, the School of Agriculture had 114 students attend Dual Credit day at the Agriculture Center of Excellence. Staff from the School of Agricultural Sciences, Utilities, and Transportation will be present for both the State FFA Convention held on June 14<sup>th</sup> and Farm Technology Days held July 18<sup>th</sup>- 20<sup>th</sup> in Baraboo, WI.

### Grants

NTC is currently in the process of writing an application for the National Science Foundation Grant which will allow money for marketing and curriculum development. The first round you are chosen for, you are not able to purchase equipment, but can after the first round. NTC is currently looking for ideas as to what type of technology advancements would be best to look into.

### Future Meeting Date & Time

October 10<sup>th</sup>, 2023 12:00pm-1:30pm @ Diesel Center (3353 Geischen Drive, Wausau, WI 54401)

## Foundation of Teacher Education Advisory Committee Meeting Minutes

**Date:** Wednesday, April 19, 2023

**Time:** 4:00 p.m. – 5:30 p.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Clint Rogers – Principal, Antigo High School
- Daniel Halvorsen – Principal, Mosinee High School
- Glenda Boldig – Superintendent/Director, Bowler School District
- Kelly Kapitz – Director, Marathon County Special Education

#### NTC Team:

- Amy Denissen – Student Success Advisor
- Hannah Lee – Administrative Assistant
- Pa Houa Lee – Faculty, Foundation of Teacher Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies

### Welcome & Introductions

The Foundation of Teacher Education Advisory Committee was welcomed and members introduced themselves.

### Update and highlights from last meeting, November 16, 2022

The members review the previous meeting minutes from November 16, 2022.

### NTC College Updates

Advisory members reviewed the NTC Spring 2023 presentation individually.

[Advisory Committee PowerPoint Spring 2023 FINAL.pdf](#)

### Instructional Area/Program

#### A. Program Information

##### 1. Program Overview

The Foundation of Teacher Education (FOTE) program is 62 credits, associate degree that prepares students to become paraprofessionals or instructional assistants in a K-12 setting. The program has agreements with several 4-year colleges that accept their credits and transfers students at a junior status to their teaching programs. The program is currently undergoing curriculum modifications, including a potential name change.

##### 2. Curriculum Modifications

Pa Houa provides an update on the curriculum modifications meetings she has been attending with instructors from other technical colleges within WTCS. She shares course competencies were being reviewed to ensure course content is up-to-date with current practices in the K-12 system. Some

courses have undergone major changes with a few competencies combined and condensed to make them more defined and less overwhelming for students. After examining competencies and objectives the next step is for instructors to revise the courses based on the findings. Once the revisions are complete, the courses will be re-examined to ensure they align with current practices. She also shared the program is considering a name change. Pa Houa and Amy have noticed many students who graduate from the program are transferring to a four-year college program. Because of the shift, the program is considering a new name that is more relevant and easier to understand, while still aligning with the purpose of the program. Pa Houa noted a survey will be sent out to gather suggestions and feedback from instructors and industry members, but the timeline for this change is unclear and may or may not happen until next year.

Sara clarifies the curriculum in State-aligned programs in Wisconsin Technical College system is taught the same competencies across all schools, but how they teach it could be different. Changes to the curriculum require input and approval from every school. This state alignment ensures that all students have the same skills and knowledge regardless of which school they attend.

### 3. Enrollment

Amy shares there are currently 27 active students, with 8 in the Practicum 2 course. She is working with a few students who may have a class or two to do after their second practicum and anticipates there will be some graduates this spring semester 2023. She explains the number of applications has decreased compared to previous years, with 5 applications this fall, to 14 total applications last year, and 6 applications for spring 2022. Even though applications are low, she assured there is still interest in the program and noted from the past about half of the fall applications came in after the first day of the semester. She anticipates the number of applicants will continue to grow. She notes there is movement between programs from the Early Childhood Education (ECE) to Foundations of Teacher Education (FOTE) and vice versa. She continues to work with students by providing clarification on their career goals and placing them in the right program. She also mentions there is a good mix of students who are already employed in schools and others who are looking to get employed.

### B. Industry Trends

Kelly Kaptiz – Kelly follows up on program name and suggested no changes to be made. She explains how she promotes the program to her staff by discussing the benefits for paraprofessionals in special education, highlighting the opportunity for growth, including the additional training and skills to help them succeed in their job, and the possibility of furthering education in the future. She sees the program as a win-win situation for both the employee and employer. She also mentions the challenge of filling vacancies in rural schools and how the program can help grow their own workforce. She shares how her school district provides financial incentives for educational and professional development for support staff, including contributing dollar amount towards the cost of credits and substitute training paid through CESA9. However, she notes there is a three-year payback provision to ensure that the investment pays off and the money is not wasted. Given the challenges of recruiting new staff, she hopes to attract more staff with incentives like these. Kelly meets with her paraprofessionals on a regular basis and offers “quarterly opportunities” to obtain training to improve their skills such as dealing with difficult people and managing challenging behaviors in the classroom. She likes that the FOTE program courses are offered online making them accessible for working professionals and is aware the program has connections with several 4-year colleges. However, she recognizes that not all of those 4-year programs provided flexibility for working professionals and advocates the need for a flexible and convenient option for her staff. She believes having a personal connection and communicating effectively allows both parties to have a clear understanding of the commitment to the district and help paras achieve their career goals and remain with the district.

Daniel Halvorsen – Dan discusses the upcoming job openings in his district, including a math teacher and special education teacher. He also mentions the Assistant Principal will be leaving to a different district. The district anticipates around 6-7 openings per year and will need both certified and non-certified staff, including special education aids, classroom aids, and administrative assistants. He notes that this is a busy hiring season.

Clint Rogers – Clint agrees with Dan and emphasizes the importance of actively seeking out candidates rather than waiting for them to come to you. He mentions sending screencasts, calling universities, and actively recruiting candidates. He shared about an ELA (English Language Arts) open position that only one candidate that applied, however rather than just fulfilling the role, his focus is to find qualified candidates that are suitable for the role. Sara suggests purchasing graduate lists from 4-year colleges to find potential candidates for open positions and offers to send more information on purchasing these lists to those interested.

Glenda Boldig – Glenda expresses concerns about the teacher shortage at their school, including positions for reading specialist, elementary music teacher, and middle school choir director that have gone unfilled for an entire year. However, there have been some successes in hiring and they were able to hire a second Tech Ed teacher and added another elementary teacher in April. Glenda also discusses ways to incentivize paraprofessionals to pursue an associate's degree in FOTE. She explains the degree could allow paras to become substitute teachers, which is another area where there is a shortage, and completing the associate degree would likely meet the training requirements for substitute teacher licensure as it covers the foundations of teacher education.

### Other Items

- A. Youth Apprenticeship (YA) Options: Dan asks if NTC will incorporate educational classes into YA programs, which he currently has 18-19 students participating in. Sara clarifies that they have recently discussed incorporating educational classes in YA programs and have identified a few courses that are currently going through the State Office for approval.
- B. FOTE Pathway Certificates: Sara notes the Teacher Academy certificate was recently added and it includes three courses from the FOTE program. Sara and Pa Houa also discussed about creating Special Education certificate. The certificate offers a pathway to an associate's degree or a four-year degree and bundling several courses from the FOTE program including Intro to Overview of Special Education, Supporting Students with Disabilities, and Behavior Management. Dan thinks special education certificate would be beneficial, especially with the current shortage of special education aides. Pa Houa asks for the qualifications and requirements for special education aide and Kelly explains that the requirements for being hired as a special education aide were minimal, a high school diploma and background checks are all that is needed to obtain a license. However, each school districts may have different processes for making aides qualified. Kelly also mentions that they provide support to individuals interested in special education regardless of their educational background. They offer pay increases to those who complete an associate's degree or certificate program, providing an incentive for individuals to further their education. Additionally, her district offers financial assistance to those without these qualifications to obtain them.

### Next meeting schedule & agenda items discussion

The committee has agreed to meet next Fall on Wednesday, October 11, 2023.

## Dental Advisory Committee Meeting Minutes

**Date:** April 21, 2023  
**Time:** 12:30pm-2:00pm  
**Location:** Zoom

### Industry/Student Board Members

- Dr. William Akey, Dentist, New Horizons Dental
- Morgan Bever, Dental Student
- Judith Bennett, Dental Student
- Sharon Crowe, Registered Dental Hygienist, Director for the Special Olympics Special Smiles Division
- Dr. Christy Gajewski, Dentist, Midwest Dental
- Melissa Gebhardt, Dental Hygienist, Schindelholz Dental
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Whitney Grzesiak, Registered Dental Hygienist, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Medford Dental Clinic
- Dr. Jeremy Hoffman, Dentist, Cherry Tree Dental – Weston
- Bobette Maier, Site Director, Colby Community College (in Kansas)
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Melissa Mueller, RDH, Maple Leaf Dental
- Dr. Mike Murphy, Dentist, Northwoods Dentistry
- Krystal Newman, Registered Dental Hygienist, Mosinee Family Dental, The Dental Suite
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health
- Brian Stieber, Pharmacist, Young's Pharmacy
- Heather Wadzinski, Dental Assistant, Marathon Dentistry
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental

### Attendees

Industry Members:



- Dr. William Akey, Dentist, New Horizons Dental
- Dr. Christy Gajewski, Dentist, Midwest Dental
- Kati Gress, Dental Assistant, Advanced Dental Professionals
- Whitney Grzesiak, Registered Dental Hygienist, Advanced Dental Professionals
- Paula Hamman, Dental Center Manager, Medford Dental Clinic
- Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau
- Melissa Mueller, RDH, Maple Leaf Dental
- Kara Rode, Registered Dental Hygienist, Weston Family Dental
- Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health
- Cassie Wendler, Registered Dental Hygienist, Szmanda Dental

#### NTC Team:

- Brenda Alberts, Dental Faculty
- Brad Gast, Dean of Workforce Training and Professional Development
- Dr. Michelle Hilts, Dental Program Director and Faculty
- Deb Koziel, Dental Faculty
- Emily Steinbach, Allied Health Learning Coordinator
- Aleena Lepak, Dental Faculty
- Laura Ahonen, Associate Dean of Allied Health

#### Other:

- Judith Bennett, Dental Student
- Morgan Bever, Dental Student

### **Welcome & Introductions**

Dr. Michelle Hilts, Dental Hygiene and Dental Assisting Program Director and Faculty, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

### **Update and Highlights from Last Meeting**

Dr. Michelle Hilts, Dental Hygiene and Dental Assisting Program Director and Faculty, shared that Jennifer Sawvell was promoted from the NTC Dental Clinic Administrative Assistant to the Dental Clinic Office Manager. Becky Leopold has transitioned from an administrative assistant

for School of Health programs to an administrative assistant role specifically for the Dental Clinic.

Michelle was happy to share that the program received the WTCS grant and more will be shared later on in the meeting.

Michelle updated that the faculty team is working on curriculum modifications for Dental Materials course and Dental Assistant Clinical course, and both are going well.

### College-Wide Initiatives

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

Thank You from NTC

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

New Programs 2022-2023

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

New Proposed Programs 2023-2024

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

Healthcare 4.0 Initiatives

- Provide interdisciplinary education
- Redesign of building space
- Innovative educational experiences

- Explore new health programs
  - Respiratory Therapy
  - Pharmacy Technician
  - Central Processing

#### NTC Accreditation, Higher Learning Commission (HLC) Update

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

#### Resources for Student Support

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

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

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

## Workforce Training and Professional Development Initiatives

Brad Gast, Dean of Workforce Training and Professional Development, proposed four questions to the advisory committee to discuss professional development needs.

- Where are you currently obtaining CE credits?
- Do you prefer in person or online?
- Is there a need that NTC can fill for CE credits?
- Are there specific topics you are looking for?

Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, asked if it would be possible to offer an in-office anesthetic refresher course, and Brad responded that could be offered in-office and NTC can work with the facility's preferences.

Brad asked the advisory committee if dental offices were receiving trainings in house and or free of charge. Paula Hamman, Dental Center Manager, Medford Dental Clinic, responded that their Director of Dental has been working with NNOHA (National Network for Oral Health Access) for online trainings but they are open to other options. Kara Rode, Registered Dental Hygienist, Weston Family Dental, added that a lot of individuals at her facility do the free ones from Colgate, Crest, and Dental Care, and then someone comes in to do OSHA (Occupational Safety and Health Administration) training. Paula commented that a lot of hygienists were doing their training online due to COVID-19, but most are more open to in person trainings. Dr. Christy Gajewski, Dentist, Midwest Dental shared in the zoom chat that their clinic has been doing a mix of online and in person weekly, free trainings.

Brad asked if there are any gaps in trainings that NTC could help fill. Melissa Mueller, RDH, Maple Leaf Dental shared that her office would like to see some trainings with the topic of Oral Pathology.

Deb Koziel, Dental Faculty asked if anyone in the group attends conferences like Indigo or Chicago Midwinter. Dr. William Akey, Dentist, New Horizons Dental responded that he still attends Midwinter with his office every year. He mentioned that there has been a divide in the profession since Covid, with older providers returning to in-person conventions while younger professionals are more comfortable with online learning. Paula Hamman agreed with Bill's observation and mentioned that they see a similar trend in their office. Deb mentioned that they will be taking students to Star of the North conference next week to give them the experience of attending a big conference and feeling the excitement. She emphasized that the energy and connection in person are different from online courses. Whitney Grzesiak,

Registered Dental Hygienist, Advanced Dental Professionals added to Debra's point, stating that being present in person allows for better absorption of information and personal experiences. She shared her experience of attending Indigo alone and meeting old classmates and learning about different practices.

### Industry Trends

Brenda Alberts, Dental Faculty, asked advisory members to share new trends they are seeing in the dental offices.

Kara Rode, Registered Dental Hygienist, Weston Family Dental, mentioned their use of Nomads and the excitement around expanding functions. They are using a CT scan machine to help diagnose.

Melissa Mueller, RDH, Maple Leaf Dental, shared that they recently switched to digital x-rays and a digital pan, highlighting the improvement in image quality. They also acquired a digital scanner that the doctor and patients appreciate.

Whitney Grzesiak, Registered Dental Hygienist, Advanced Dental Professionals introduced the Florida Probe, a headset that records pro readings and other measurements during patient examinations. She highlighted how it aids in patient education and engagement. Brenda asked about the accuracy of the Florida Probe and how it is operated. Whitney explained the voice recognition system and its high accuracy, along with the setup process.

Ashley Mccauley, Registered Dental Hygienist/Director of Operations, First Impressions – Wausau, mentioned the use of a soft tissue dialed laser for frenectomies and working with OMTs (Orofacial Myofunctional Therapy) for oral facial therapy. She also mentioned using a new gel form of SDF (silver diamine fluoride) that is less messy.

Kelly Schroeder, Dental Hygienist-Research, Center for Oral and Systemic Health, shared information about medical dental integration and the use of paint on therapies to prevent caries. She mentioned the introduction of a new gel called Curodont, similar to SDF, which expands within the dental tubules to prevent decay. Brenda inquired about whether the product stains, and Kelly replied that it does not since it is clear.

Kati Gress, Dental Assistant, Advanced Dental Professionals, mentioned their use of a 3Shape digital scanner in their office for several years. She highlighted the ease of use, accuracy, and patient satisfaction with crowns and bridge insertions.

Dr. Christy Gajewski, Dentist, Midwest Dental Christy Gajewski mentioned the use of a digital scanner and its benefits. Dr. Gajewski explained that she worked with EFDA (Expanded Functions Dental Auxiliary) in the army and doesn't know if that position will be useful in their dental office. She emphasized the importance of properly trained dental assistants.

Dr. William Akey, Dentist, New Horizons Dental, shared they bought a new scanner last year and it is working great. Dr. Akey also echoed that they need well-trained Dental Assistant instead of an EFDA. Brenda Alberts mentioned her experience with digital scanning and asked for recommendations on brands. Dr. Gajewski recommended 3Shape as a great brand that is easy to use. Dr. Akey shared his experience with digital scanning and suggested that the cost of the scanner may not be justified given how easy it is to train someone on it.

Paula Hamman, Dental Center Manager, Medford Dental Clinic, discussed the transition from their Cattails software to Dentrrix. She mentioned the challenges they faced during the switch and the adjustment to new digital X-ray software called MyPacks. Paula highlighted that despite the struggles, they are making progress and see a light at the end of the tunnel. They are currently hiring dental assistants.

Brenda discussed that she is on the committee for the EFDA. She clarified that the program is designed for dental assistants and hygienists with prior in-office experience and shared the curriculum. NTC is looking into offering the program in Fall of 2025 and input was sought regarding potential utilization and preferences for curriculum delivery, such as day/night classes, online vs. in-person, and pay increase expectations.

## EFDA Curriculum

Title	Credits	Description
EFDA Preventative Procedures	1	Examine the role of the Expanded Function Dental Auxiliary in WI. Learn how to provide preventative procedures performed by the EFDA including coronal polishing and application of topical fluoride, fluoride varnish, or similar dental topical agents.
EFDA Dental Procedures	3	Learn how to perform the placement and finishing of restorative materials after the dentist prepares a tooth for restoration. Includes the application of sealants and temporizations.
EFDA Prosthodontic Procedures	2	Learn how to perform dental prosthodontic procedures including adjustment of dentures and other removable oral appliances, impressions, packing cord, and removal of sutures and dressings.
EFDA Clinical	2	Expanded Functions Dental Auxiliary students apply skills developed in Preventative Procedures, Restorative Procedures and Prosthodontic Procedures in a clinical setting with patients under the direct supervision of a dentist.

Dr. Gajewski and Dr. Akey expressed that they would not utilize the program in their current practices. Ashley Mccauley is interested in utilizing EFDAs from a pediatric standpoint in the application of sealants and sees the benefits. Paula Hamman also shared that they would be interested because of the number of patients their dental offices see and will bring it back to her administration.

### Program Updates

Dr. Michelle Hilts, Dental Program Director and Faculty, shared program enrollment updates.

- Colby Community College started with 12 Dental Hygiene students in Fall of 2022 and 8 were retained.
- NTC started with 28 Dental Hygiene students in Fall of 2022 and 25 were retained.
- The students that were not retained dropped due to not liking dental hygiene, medical reasons, or poor grades.
- Colby Community College started with 12 Dental Hygiene students in Fall of 2021 and retained all 12.
- NTC started with 28 Dental Hygiene students in Fall 2021, and 23 were retained.
- Second year students are preparing to take their CRDTS board exam soon.
- There will be 8 Dental Assisting students going to clinical this summer (2023).

Next, Michelle, discussed program recruitment and events.

- NTC is hosting an Open House Wednesday, May 3<sup>rd</sup> at 3:30 pm. All NTC programs will be represented and it is open to the public.
- 118 students petitioned to enter the Dental Hygiene program in Fall 2023.
- NTC working to fill the 12 spots available for Fall 2023 Dental Assisting.

Paula Hamman, Dental Center Manager, Medford Dental Clinic noted that when they speak at High School events, they explain that Dental Assisting can be a career. Michelle agreed, and explained that the admission team reaches out to students that don't earn a spot in the Dental Hygiene program, and suggests that they enroll in Dental Assisting. Some students follow that pathway but it is still a hard program to fill to capacity. Dr. Akey shared that he heard Mid State College is starting a Dental Assisting program. The advisory committee agreed that they also might have trouble filling the program but there are a lot of Dental Assisting jobs available.

Deb Koziel, Dental Faculty, provided Dental Hygiene Club updates. The club has been actively involved in professional development and community service. In the Fall, a Wisconsin Dental Hygienist Association representative shared her experiences and provide encouragement to the

students. The club has been engaged in fundraising activities such as selling butter braids and graphic shirt design sales. They have raised funds to take a trip to the Star of the North conference and plan to utilize the remaining money to buy toothbrushes and supplies for future community service initiatives. They will also donate to the NTC Foundation and maintain a reserve in the club's account for the following year.

Michelle informed the committee about the accreditation site visit that was originally scheduled for May. However, due to unforeseen circumstances, the visit had to be postponed until Fall 2023. Michelle explained the purpose of the visit, which involves reviewing clinic facilities, records, licenses, and students' work.

Michelle shared the news of receiving the WTCS Grant for the Dental Hygiene program. The grant will support various enhancements, including the purchase of virtual reality equipment for oral anatomy, local anesthesia, and radiography. Additionally, online Dental Hygiene Board Exam prep will be made available for second-year students. The grant will also fund the revision of the clinic manual, professional development opportunities, and the purchase of books and reference materials.

### NTC's Dental Hygienist Program has TEETH: Technology + Equipment Enhancing the Teaching of Hygiene:

- Virtual Reality for oral anatomy, local anesthesia, radiography
- National Dental Hygiene Board Exam (NDHBE) prep
- Axiom software
- Intra-oral cameras
- Cone-Beam radiography machine
- Updated Kilgore models for rad, clinic, local anesthetic
- Revision of Clinical Manual (250 pages) to reflect new Axiom Software.
- Professional Development for faculty: Attendance at Mid-Winter Conference (mid-end February 2024, in Chicago)
- Books, Reference Materials

Aleena Lepak, Dental Faculty presented on course enhancements that the faculty are using to keep the students engaged and some of the software and programs that are being utilized are as follows:



- Kahoots
- Osmosis
- GoReact
- Panapto quizzes

### **Facilities/Equipment**

Dr. Michelle Hilts, Dental Program Director and Faculty, shared the recent facility and equipment updates. Some handpieces and air polishers were purchased, and new chairs were added to the clinic and dental assisting area. The plan is to continue replacing chairs in the upcoming years to ensure all areas have newer equipment.

### **Other Items**

Dr. Michelle Hilts, Dental Program Director and Faculty, requested assistance in finding new members for the advisory committee, especially from the dental assisting field. The goal is to maintain a balanced representation from hygiene, assisting, and dental professionals. Michelle shared that the program would welcome donations of expired dental materials, such as amalgam capsules, molds for crown preps, and unused dental teeth for tooth identification exercises.

Paula Hamman, Dental Center Manager, Medford Dental Clinic, indicated that the mock interviews went very well with the students this Spring.

### **Next Meeting Schedule & Agenda Items Discussion**

The proposed date for the next Dental Advisory Meeting will be on Friday, October 6<sup>th</sup>. If you have any questions, please contact Dr. Michelle Hilts ([hilts@ntc.edu](mailto:hilts@ntc.edu)).

**Date:** April 25<sup>th</sup>, 2023  
**Time:** 12:00pm-1:30pm  
**Location:** Zoom & Ag205

## Meeting Attendees

Josh Schmidt, Ag Country  
Jon Winter, Wausau School District  
Ed Sabey, ProVision Partners  
Jeni Rudolph, Merrill Equipment Company  
Chad Glaze, Vine Vest North  
Heidi Fischer, Fischer Clark Dairy Farm  
Brittany Marquard, Food + Farm Exploration Center  
Melissa Heise, Swiderski Equipment

## NTC Team

Greg Cisewski, Dean  
Bobbi Lee, Learning Coordinator  
Bill Schultz, Advisor  
Emily Stuckenbruck, Executive Dean, Academic Excellence and Learning Technologies  
Trevor Frank, Garden to Market Faculty  
Alex Crockford, Crop Science Faculty  
Jenna Breitenfeldt, Ag Outreach & Asst. Farm Manager  
McKenna Dassow, Student Success Asst. & CSR  
Sheila Rossmiller, Director, Giving & Scholarships

## Welcome & Introductions

Chad Glaze welcomed everyone to the meeting and briefly led introductions around the group.

## College Wide Initiatives & Events

A Power point presentation was shared by Greg Cisewski.

## Continuing Education/ Workforce Training and Professional Development

**Date: April 25<sup>th</sup>, 2023****Time: 12:00pm-1:30pm****Location: Zoom & Ag205**

Upcoming event flyers were shared with the committee as well as the opportunity for new ideas.

Leadership Academy was a popular demand as it focuses on the leadership and social skills required in the industry. Many members stated a 1-2 day session would be best. Night classes were also mentioned.

### **Instructional/ Program Discussion**

NTC has recently gone through the American Veterinary Medical Association (AVMA) Accreditation process in January 2023. Results should be known beginning of May. If NTC becomes accredited, this means students who graduate from our Veterinary Technical Program will be qualified to take the Veterinary Technician National Exam (VTNE) and if passed, will become Certified Veterinary Technicians (CVT). This allows for more responsibility and opportunities for our students moving into the career field.

The Garden to Market Program and Crop Science Program are looking at some class collaborations for courses required in both programs. The course layout of the programs may also be shifted as they are looking for the programs to be more relevant to the growing season. This will make hands-on opportunities easier. Crop Science courses moving forward may now have pre-requisition classes to ensure the information of previous classes can be built on. The committee agreed this would be in the best interest of the students.

### **Grants**

NTC is currently working on multiple grant opportunities to allow students access to technological advancements in agriculture.

### **Events**

The School of Agricultural Sciences, Utilities, and Transportation have been working hard to promote our programs. During Dual Credit Day, 114 High School students attended to tour the facility and participated in hands-on activities. The School of will also be present at the FFA State Convention. Farm Technology Days, and the Wisconsin Valley Fair held in Wausau.

### **State & National PAS**

Pictures of both State and National Conferences were shared with the committee. The competing students did outstanding in both competitions. NTC's PAS now holds 5 consecutive National Vice Presidents leading in the National Officer Board. Multiple students are adding additional programs to stay at NTC to compete in future conferences.

### **Farm Update**

**Date: April 25<sup>th</sup>, 2023****Time: 12:00pm-1:30pm****Location: Zoom & Ag205**

The farm is currently working on some upgrades regarding the fence as well as pasture placement and reseeding. New acreage has been found and leased, but NTC is still looking for additional land. If you or someone you know has land and are interested in leasing to NTC, please contact Charl Van Der Nest or Greg Cisewski.

### **Industry Trends**

Technology is making a huge appearance in the agricultural field. Advancements such as drones and robots are allowing for a more accurate nonlabor intensive practice. Members agreed that workers and equipment are still hard to find. Employees should have customer service skills as working with other individuals is a large portion of the industry. Data management and analytics are a skill that would be very helpful coming in to practice as it allows an explanation to farmers on how to utilize the data they are collecting. Insurance companies may require farmers to hold a CDL for road usage moving forward for safety reasonings. NTC is currently looking at the possibility of having a CDL course included in the curriculum for agricultural programs.

Wausau School District is currently increasing the staff in the Agricultural Department. There was a mention that Wausau West and Wausau East may become merged schools. One building would be used for 8-9<sup>th</sup> graders while the 10-12<sup>th</sup> graders will occupy the other building. This would allow for a more introductory setting for the lower classmen and an industry partnership setting for the upper classmen. The School District is also in the process of a potential live barn.

The Food + Farm Exploration Center is looking for a partnership regarding events such as Food for America that are held at NTC's Agriculture Center of Excellence. The Exploration Center is in the process of starting up internships as well.

### **Other**

Melissa Heise stated she had attended a Power of Ag held in Marshfield, WI. Roughly 400-500 High School Juniors from 5 different school districts attended as well as industry members. Industry were required to have an interactive display to showcase what the role of the company was. Students were given "shadow cards" at the beginning of the event. If interested in a company, students would fill out the card with their information and give it to the industry member. This allowed for industry members to have the contact information of the student(s) interested to set up a job shadow experience.

### **Future Meeting Date & Time**

December 5<sup>th</sup> 12:00pm-1:30pm

## Nursing Advisory Committee Meeting Minutes

**Date:** April 27, 2023

**Time:** 7:30 am – 9:00 am

**Location:** Hybrid of In-person (room 4011) and Zoom

### Attendees

#### Industry Members:

- Jazmine Berger, Recruiter for Nurse Interns and new RN graduates, Aspirus Wausau Hospital
- Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh
- Amber Blocker, Director of Nursing, Rennes Health and Rehab Center
- Shelly Button-Kollpainter, Director of Nursing, Aspirus Wausau Hospital
- Deborah Cipale, Assistant Professor, Upper Iowa University
- Ashley Donald, Assistant Director and Infection Preventions, Rennes Health and Rehab Center
- Dawn Gapko, VP-Chief Administrative Officer, Aspirus Merrill
- Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Daniele Joyce, Emerging Leader, Aspirus, Wausau Hospital
- Christin Lemke, Education Programs Coordinator, Marshfield Clinic
- Mindy Meehean, Director of Nursing, Wausau Manor
- Mary Moore, Director of Organizational Development and Nursing Administration, Aspirus Langlade Hospital
- Julie Riemer, Nurse Recruiter, Aspirus Wausau Hospital
- JoAnn Weinfurter, Administrative Director of Patient Services, Marshfield Clinic-Weston

#### NTC Team:

- Stephanie Bessert, Nursing Program Director
- Lana Jurek, Nursing Faculty
- Becky Haskins, Nursing Faculty
- Laura Litzer, Academic Advisor for Nursing
- Angela Roesler, Dean of Nursing
- Bethany Snyder, Administrative Assistant

#### Other:

- Julie McChesney, Nursing Student

## Welcome & Introductions

Angela Roesler, Dean of Nursing, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which organization they represented.

## Update and Highlights from Last Meeting

Angela Roesler, Dean of Nursing, reviewed updates and highlights from the last advisory board meeting that was held on October 27, 2022. The program focused on the ACEN accreditation site visit. Angela shared that the ACEN site visitors recommended full reaccreditation. The ACEN Board of Directors meets on May 1, 2023 and full accreditation is anticipated.

## Program Updates

Stephanie Bessert, Nursing Program Director, continued the meeting by sharing a power point outlining some of the Nursing Program updates. The updates are shared below.

### NCLEX Pass Rate Spring 2022

NTC Program	National AD	WTCS Programs
2022 95%	2022 77.7%	2022 94.9%
2021 94%	2021 78.8%	2021 94.9%
2020 97%	2020 82.1%	2020 96.7%
2119 94%	2019 85.1%	

HESI testing will be held Saturday, April 22 for the spring 2023 cohort. The nursing program has roughly 100 applicants and is hoping to get 64 qualified applicants.

### Program Enrollment:

- 2015-2016 – 214 students enrolled
- 2016-2017 – 266 students enrolled
- 2017-2018 – 214 students enrolled
- 2018-2019 – 219 students enrolled
- 2019-2020 – 250 students enrolled
- 2020-2021 – 202 students enrolled
- 2021-2022 – 177 students enrolled

Program Information:

- Entry Tracks Fall 2022
  - Full time:
    - Three to four days a week for students on campus and at clinical sites.
  - Part time (Nights/Weekends):
    - This track is still offered, however, there has not been enough student interest for it to run.
  - Extended First Semester (Part-Time/2.5 year completion)
    - This is a new pathway. Students who score between a 75 and 80 on the HESI A2 will be required to take an extended first semester, completing 2 classes (Nursing Fundamentals and Nursing Skills) in their 1<sup>st</sup> semester and 2 in their 2<sup>nd</sup> semester (Nursing Pharmacology and Intro to Clinical Practice), then entering the full 2<sup>nd</sup> semester program courses in their second year. They will also be required to attend Enhanced Nursing Pharmacology and Nursing Fundamentals courses to increase their time working in the content with nursing faculty and instructional assistants. The goal is to increase retention of first semester students and provide a strong foundation to students who are coming in not quite as strong as they have historically.
  - Course Completion (Previously known as Step Ahead)
    - It will be available to students petitioning in Fall of 2023. The name is still being determined. This is a pathway that is offered to students who have completed their pre-requisites (all required science classes) plus college Chemistry, which is not a required course. Students who meet these requirements will not be required to take the HESI A2. This pathway is directed at the second degree student who has previously completed a bachelors degree in a science field.
  - Paramedic to RN (Bridge Program):
    - The Paramedic to RN program recognizes the knowledge that the working Paramedic possesses. Paramedic to RN students complete four courses as a transition into the nursing program. The courses include two theory courses, a skills course, and a clinical course to transition them from a paramedic to a nursing focus. After successful completion of the transition courses, the Paramedic to RN students enter 3<sup>rd</sup> semester nursing courses and complete the 2<sup>nd</sup> year of the ADN program.
  - LPN to RN:

- This pathway is for the currently working LPN (Licensed Practicing Nurse). Students choosing this pathway have to meet the benchmark on the HESI A2. Students demonstrate competency of first-year nursing program content by successfully completing the Return to Nursing course. Successful students enter the Nursing Program at the third semester.
- Return to Nursing (readmission):
  - This is a pathway for students that have been out for more than a year or have previously failed out of the program. Students complete a multi-step readmission pathway that includes theory, skills, clinical competency, and an interview with the Nursing Admission Committee. Students are required to have an A2 score that meets the benchmark, successfully complete the Return to Nursing course, create a success plan, and complete an interview with the Nursing Admissions Committee. Students are provided a Readmission plan by the Nursing Admissions Committee which may include repeating courses or demonstrating competency in previously completed courses not covered in the Return to Nursing course.

#### Clinical Updates:

- Section size is currently between six to eight students. It varies by semester.
- Current challenges are staff availability and onboarding requirements. It would be helpful to give students a couple weeks to complete onboarding requirements. It is also helpful to present your facilities' expectations to students so the nursing program can hold students to those expectations. Faculty can help create an onboarding process if you do not already have one.
- We are transitioning to Viewpoint Screening for students' clinical requirements. Viewpoint Screening will perform the same functions as Castle Branch but with a significantly advanced processing system. Students enrolled for Fall 2023 semester will be the first to use it.

#### Grant Update

Angela Roesler, Dean of Nursing, gave the following updates on current grants.

#### Nursing Grants:



- Collaboration of Wisconsin Rural in Community Healthcare
  - Supports nursing student scholarships
- Workforce Advanced Training 2022-2023, Critical needs in Healthcare
  - Workforce working with Aspirus to create professional learning
- Next Gen RN
  - Open Educational Resources
    - Nursing Textbooks
    - Nursing Assistant Textbooks
  - Next Gen Question Writing

Nursing Grant that finished:

Student Services Adult Career Pathways Grant

- Kaplan NCLEX Review Course
- Professional Tutor – Increased hours
- Career Coaches simulation technology for preprogram and program recruitment

## Industry Trends

Angela Roesler, Dean of Nursing, asked those in attendance today to update the advisory board on the following with regards to their specific facility.

- Current RN Openings
- What's going well/what isn't going well for student placements?
- New Graduate Hires – Transition to practice, what are you currently providing for new grads?
- What's going well/what isn't going well for newly hired graduates?
- Ideas for AND student recruitment?
- Opportunities for collaboration?

Mary Moore, Director of Organizational Development and Nursing Administration, Aspirus Langlade Hospital shared their facilities has openings in many departments. The greatest need are 3 Med-Surg openings. They are fully staffed in the recovery area. New graduates are in the OB. Mary also shared that the ER is doing very well.

Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital spoke that clinicals are going very well despite having a hard time placing students,



Shelly Button-Kollpainter, Director of Nursing, Aspirus Wausau Hospital shared that they have multiple openings on every unit. At AWH the New Grad Apprenticeship has been very popular, particularly since adding a Critical Care version. They are really seeing benefits of students working as CNAs, Student Nurse Interns or Nurse Techs prior to graduation. Grads are less anxious and quicker to catch on.

Julie Riemer, Nurse Recruiter, Aspirus system shared that there are many openings throughout the Aspirus system. They are focusing on students and new graduates.

Jazmine Berger, Recruiter for Nurse Interns and new RN graduates, Aspirus Wausau hospital explained that she is new and doesn't know what it has looked like prior to her starting. People are attached to the new grad apprenticeship program and don't always know where they want to end up. Jazmine shared that students are always busy so she stays flexible. Overall, things are going well.

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home shared that his biggest need for staffing is for PM shifts. His facility has approximately 2.8 FTE total openings for nurses for PM shifts. Ryan is pleased that clinicals are happening again and that there have been some changes occurring with the rules regarding vaccinations.

Mindy Meehean, Director of Nursing, Wausau Manor shared that they have 2 PM shifts and a part time shift open. She shared that they love having students and providing great clinical experiences. They are currently providing extra training for new grad hires, at times, due to some that only had covid-clinicals or shortened clinicals. They have found that new grads seem to be adapting well post-COVID. She suggests maybe promoting the PN path for students to work as PN during their final year, focusing on the career path. Also promoting working as Med Tech after successfully completing Pharmacology. Additionally, letting students know that most facilities have tuition reimbursement programs, possibly using a flyer with the names of companies that provide reimbursement to use as part of the recruitment process for future nurses and those thinking of nursing as a career path.

Amber Blocker, Director of Nursing, Rennes Health and Rehab Center shared that they have 3 openings, 1 FT days and 2 FT PM positions. They have not hosted nursing clinicals for a while and would like to get back into the clinical rotation. She would like to connect with NTC about getting students back on site. They are currently having new grads complete 16 shifts of training with new grads. They are offering flexibility individualized to the nurses to address learning styles, working on consistent placement on specific units for learning patients and processes and consistent mentor for training for consistent learning of processes.

She also shared that things are going well with new graduate hires. They are willing to apply learned skills and identifying changes in conditions. They are seeing a lack of confidence for knowing when to update providers or how to talk to providers and all the pieces for that are

needed for updating (SBAR). She suggests reaching out to newly hired nursing assistants to recruit them into the nursing program. Rennes is willing to partner at student recruitment events at facilities and promote moving forward in education/career.

JoAnn Weinfurter, Chief Nursing Officer, Marshfield Clinic-Weston spoke that their facility has openings in all of their departments with the exception of their family birth center. Clinical placements are going very well. JoAnn talks to the leaders and students. There has been positive feedback. They take new graduates in all of their departments and limit the amount in ED and ICU for orientation purposes. There is positive feedback on the onboarding process. Marshfield Clinical Health System is redoing their curriculum and the entire onboarding experience with an anticipated pilot starting in July and a full roll out in fall 2023. Ideas for student recruitment is to get out to high school students to share what is available with them and help them get their questions answered to hopefully recruit more students into all of the health care medical fields.

Dawn Gapko, VP-Chief Administrative Officer, Aspirus Merrill shared that across all of their sites the Med-Surg unit has been the most difficult to fill positions in. They are at a 50% vacancy rate. They have had 2 graduate nurses start in the emergency room and went through the Residency program, which was very beneficial. Both students graduated. Students want to get into the specialty areas. Previously 2 years of experience was required before they could get into a specialty area. Dawn questioned what could be done to pull new nurse into Med Surg. She also shared that they recently went to the Merrill High School for their career fair and talked highly about nursing and healthcare.

Deb Cipale, Department of Nursing Assistant Professor, Upper Iowa University shared that enrollment continues to be down. They are a summer heavy program. May to August sessions triple. There is a nursing shortage in De Moines. She shared that a challenge to help the staff nurses to stop discouraging the nursing students from staying in nursing. New graduate's RN to BSN struggle more than the RN students with the transition to practice. They promote self-care in every course and check in on students who don't post discussions by a deadline.

## College-Wide Initiatives

Angela Roesler, Dean of Nursing, shared some of the college-wide initiatives taking place at NTC; an expanded outline of what was shared is below:

School of Health Updates:

- Healthcare 4.0
  - Summer 2023 Remodel
  - Diverse Lifecast Simulators
  - Immersive Interactive Room

- Facilities/Equipment Update
- Nursing Assistant relocation to CHS

### Workforce Training and Professional Development Initiatives

Angela Roesler, Dean of Nursing, shared Workforce Training and Professional Development offerings. The Workforce teams has been focusing on community classes such as: cooking, gardening and farm to table, etc. The flyers for current offerings will be attached in the meeting minutes.

To access this information, please visit [www.ntc.edu](http://www.ntc.edu), select “Workforce Training & Professional Development” from the top of the page. On this page you will see various trainings and services that NTC, Brad, and his division are offering. The page now is divided into continuing education courses, life enrichment and community courses, and there is a section on apprenticeship offerings. Brad and his team’s focus is to bring the community on to the NTC campus, especially those who either haven’t been on campus before or for those who it has been many years since their last visit. Please contact Brad Gast ([gast@ntc.edu](mailto:gast@ntc.edu)) with any questions.

### Program Modifications Discussion

Angela Roesler, Dean of Nursing, spoke that there are not many program modifications this year. Angela mentioned the bridge course, which is a readmission pathway for students who are coming back into the nursing program, is a review of previously learned material required for reentering the program. What she is seeing is that most of the students who want to come back into the program have struggled their first year, especially with Nursing Pharmacology and the Nursing Fundamentals content. Therefore, the bridge course will be split into two, eight week courses. The first eight weeks is going to be focused on first semester pharmacology, fundamentals, and skills. The second eight weeks would cover the second semester content to include Health Promotions, Health Alterations, and continued focus on pharmacology concepts. This plan has the hope of helping the program retain students once they have been readmitted.

### Other Items

Angela Roesler, Dean of Nursing, and advisory board members held an open discussion on student CPR and TB requirements. The following partners require students to be CPR certified: Wausau Manor, Aspirus and Marshfield Clinic-Weston. Rennes and Pinecrest do not require students to be CPR certified. NTC will still require students take CPR. TB is a requirement per the State of Wisconsin along with long term care.



Amber Blocker volunteered to facilitate the Nursing Advisory Board meetings for the next two years. Angela asked if there were other items that needed to be discussed. There were no other items shared.

### **Next Meeting Schedule & Agenda Items Discussion**

At this point in time, we have not yet scheduled the fall 2023 Nursing Advisory Board meeting. As the fall nears, more information on a date, time, and format of the meeting will be emailed to the advisory board.

## Human Services/SUDC Advisory Committee

### Meeting Minutes

**Date:** 5/05/2023

**Time:** 9:00 a.m. – 10:30 a.m.

**Location:** Room A232 & Zoom

#### Attendees

##### Industry Members:

- Rouleen Gartner, Good News Project
- Heather Yaeger, Lutheran Social Services, Zoom
- Melissa Moore, M3 Consulting, Zoom
- Melissa Walsh – CW Solutions, Zoom
- Nikki Holder – CW Solutions, Zoom
- Theresa Anthoney – MAC Home, Zoom

##### NTC Team:

- Shane Heilmann, Dean of Public Safety and Community Services
- Tammy Gorski, Faculty
- Christina Lucas, Faculty
- April McHugh, Faculty
- Danny Knoblock, Faculty, Zoom
- Katherine Oelig, College Advising Specialist
- Jeff Janikowski, Instructional Assistant

#### Welcome & Introductions

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

#### Update and Highlights from Last Meeting

Meeting was called to order at 9 a.m. by Shane Heilmann. Motion to approve the minutes from November 18, 2022 by Melissa Moore, seconded by Danny Knoblock. Motion carried.

#### College-Wide Initiatives

Shane Heilmann, Dean of Public Safety and Community Services gave an overview of the NTC College Updates, Spring 2023 Advisory Committees PowerPoint.

## Industry Trends

Melissa Moore spoke of the following four areas of focus that she believes would be beneficial for those in the field related to prevention and people in school as related to job readiness and desired skills, as well as for the shift in the way communities are addressing mental health and addictions; 1. Drug trends 2. Diversity, Equity & Inclusion 3. Communications 4. Grant writing

Heather Yaeger spoke of grant opportunities, informed of job openings that are available and substance abuse training that they offer to staff which provides additional tools and helps them to become more secure in their knowledge. Question was asked by Tammy if they made a shift from Bachelor degree to a lesser degree to help with the staffing needs. Heather informed that at this time they have not made the shift with exception to case management positions.

Melissa Walsh spoke of job opportunities and relayed that a Bachelor degree is a requirement. Melissa also spoke of case management and critical thinking skills and how they are a very beneficial piece that is offered to their clients and expressed that equipping people on how to advocate for changes in regards to housing is very important.

Theresa Anthoney informed that they only have 5 chairs in their warming center and have transitional living areas. She stated that the winter season has traditionally been less busy than the spring season. A bachelor's degree is not required for a position within MAC Home.

Tammy read an update on behalf of Jessica Lind at the Women's Community. She noted that there is an upward trend of domestic violence and sexual assault. There have been fewer suspected child abuse cases going through the Child Advocacy Center and more field interviews taking place by Child Protective Services. The emergency shelter continues to be full at their agency and she notices longer stays due to lack of childcare and the increase cost of housing. Volunteer advocates are needed for childcare and in assisting residents living in the shelter and answering the 24hr support line.

Tammy read an update from Rouleen Gartner at the Good News Project. She noted that they are going under renovations resulting in limited operational hours and due to that have limited intake of medical equipment. She reviewed the statistics of clients served. Volunteer hours are up 32%.

## Program Updates

Katie Oelig gave information regarding enrollment. There are 133 applications for the HS/SUDC program for the 2023/2024 school year and 112 of the applicants are fully matriculated, noting this is up from 82 in the 2022/2023 school year. In Spring 2023 there were 314 unduplicated students enrolled.

Tammy Gorski gave information on the SUDC Core Industry Grant, stating the 2-year grant is providing funds for the counseling lab, now labeled the Helping Skills Lab. The lab will be



available to the public after the grant period is done on June 30, 2024. The lab is a high tech, functional lab with a one-way mirror, 2 individual rooms and a group counseling room.

April McHugh informed that the new curriculum will be completed by June and will be used in the fall term.

Dan Knoblock informed that the team met with Tracy Raven, Director of K-12 Relations discussing the possibility of becoming involved with the High School Academy in 2024. It would involve the Human Services Assistant Technical Diploma and would go through the Start College Now program. The courses involved would be College 101, Introduction to Human Services, Introduction to Counseling, Understanding Addiction and Boundaries and Ethics in the Helping Profession. All of the classes would be taught by a NTC instructor.

Christina Lucas gave an update on the Justice & Community Advocacy technical diploma. The tentative start date has been pushed to the Fall of 2025 and will be partnered with Criminal Justice.

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

### **Next Meeting Schedule**

The next meeting is scheduled for Friday, November 17, 2023 at 9am-10:30am.

Meeting adjourned at 9:55 a.m.



# Advisory Committee Meeting Minutes

## Welding Technology & Robotics

9<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### Meeting Attendees

#### Industry Members:

- Jake Graff – Imperial Industries
- Elizabeth Confer– Imperial Industries
- Melissa Sommer – B&D Fabricators
- Janice King-Nelson – Merrill Steel
- Mark Synder – Stainless Repair
- Tony Schmidt – Schuette Metals
- Hunter Rochester – Wausau East High School

#### NTC Members:

- Iain Cameron – Dean
- Jesse Richardson – Faculty
- Veronica Hope – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

### Welcome

Mark Synder, Chair, welcomed everyone to the meeting and thanked them for attending.

### Highlights from the previous meetings/updates

The previous meeting minutes were distributed in advance for the committee for review. There were no specific follow-ups to discuss from previous meetings.

### Program and Curriculum Discussion

- Program Enrollment is as follows:
  - In Wausau, we have 32 second-semester students, 9 fourth-semester students, and 40 flex students. The Wausau Campus has 9 associate degree students.
  - In Antigo, we have 6 flex and 6 high school academy students. Next year we will be running an advanced welding section for the 6 academy students from this year.
  - The Phillips Campus has 26 students consisting of 21 high school academy students, and 5 flex lab students.
  - Overall, this is a total of 119 students in the welding program.
- Members asked that the Program Enrollment Report be included in the committee member folders for the meeting.

- Vern stated that a few of the 1<sup>st</sup>-semester student were already employed when they started the program and the majority of them currently have jobs. Vern mentioned that the company tours that are done early in the semester are very helpful for students to decide where they want to apply. They get a very clear picture of where they want to work. Several students applied to companies as soon as the tour was finished.
- Program Modifications:
  - The math requirement for the technical diplomas has changed. We removed the Applied Math from the technical diplomas. This makes the students enrolled in a technical diploma program able to receive financial aid. Instructors stated that math is still covered in other required courses such as blueprint reading and fabrication. The associate degree will continue to require College Math. All the technical diplomas will now be approved for financial aid.
  - The committee unanimously agreed with this program modification for the technical diploma's math requirement.
  - The committee was asked for feedback on whether we should be offering more specialization-based training rather than process-based training. For example, instead of FCAW, GTAW, SMAW, and GMAW technical diplomas, we would have a diploma concentrating on stainless welding, sheet metal, and heavy fabrication welding.
  - Committee members felt we should not lose the current technical diplomas but rather offer additional technical diplomas in these specialized areas. We do not want to make students less employable but rather more employable.
  - The committee supported that the welding instructors should consider what these additional technical diplomas would look like and bring the information to the fall advisory committee meeting for consideration.
  - Jesse Richardson gave the committee an overview of a proposed CWI prep course that could be offered at NTC. The NTC plan mirrors the American Welding Society certification training. This course would be offered through our welding program or our Workforce Training and Professional Development division. We have a plan in place to get all our instructors AWS certified. We would like to become a partner with AWS as a proctoring site. Currently, the prep and proctor sites are very limited in the United States. Iain thanked Jesse for the work that he has done putting this proposal together.
  - Elizabeth Conger, Imperial Industries, stated that Imperial used Real Educational Service for their AWS prep course. This program cost was approximately \$8000.
  - The committee unanimously supported moving forward with continuing the development and exploring how we can offer the CWI prep course at NTC.

### ***Industry Discussion***

- Tony Schmidt, Schuette Metals, has openings for production employees, break press operators, painters, machinists, robotic welder operators, and a production engineer. They are extremely busy. The tooling area has an 8-month backlog. The owners want this company to be a fifty-million-dollar company in three years. Currently, they have high school and NTC students working in the plant.
- Jake Graff, Imperial, shared they are very busy. They need stainless welders. Their industrial and commercial divisions are booked out to 2024. Welding at Imperial is different than most other welding situations since they are manufacturing tanks so this welding is done in varied situations.
- Melissa Sommer, B&D Fabricators, stated that business is really good and they are looking for employees. She added that their retention rates have been improving.
- Janice King-Nelson, Merrill Steel, shared that the business is booming. They just signed a contract for a new, Ford, manufacturing facility in Michigan and a Tesla plant in Texas. They need welders, maintenance technicians, over-the-road trucker drivers, and loaders. They also have a plant in Springfield, Missouri and recruiting employees in that area has been easier than in Wausau. Janice is the new corporate recruiter. Merrill Steel is sending some supervisors and team leads through leadership training to improve employee interactions and increase employee retention. Janice will share the contact information for their leadership trainer with Melissa from B&D.
- Mark Synder, S&R Trucks, only has one position open right now but does need summer employees. They are doing very well in retention and some of their divisions are booked out to 2025. The dump trucks turn over rapidly but there is an 8-month waitlist for those trucks. They just placed an order for a new laser. Mark added the company's success depends on hiring good employees and treating those employees well.
- Kevin Tork, Airgas, shared that he has been with Airgas for twelve years and is currently an account manager. The supply chain still has some areas that are struggling but it is getting better. Machines are having some long lead times. He is seeing companies making progress in hiring employees.
- The members discussed the challenges facing their companies. Aside from the employee shortage, members mentioned that students coming from the program need to have basic people skills. The instructors shared the classes which incorporate these skills.
- Members mentioned that they felt there could have been more advertising for the recent Mind-Trekkers event that was held at NTC.

### **Facilities and Equipment**

- Equipment:
  - We have plans to purchase more robotic welding equipment. Currently, we have a Lincoln E-Cell in Wausau that is older and heavily used. Due to Miller having partnered with FANUC, we will replace this equipment with more modern Miller equipment to have consistency between the welding equipment in the welding lab and the Smart Manufacturing Lab.
  - We have an older CNC plasma cutter in our Wausau Welding lab that will be replaced by a FANUC Collaborative Robot with laser cutting and welding technology.
  - We are currently waiting for the delivery of CNC tables for our regional campus Welding labs (Antigo and Phillips).
  - We are replacing our Miller Invision Weld equipment in Wausau with new DeltaWelds. We have signed a new three-year lease plan with Miller.

### **Material Donations**

If anyone has any scrap that you want to donate to NTC please get in touch with Iain or one of the welding instructors. The cost of materials has skyrocketed and we would appreciate any donations that area businesses can give us.

### **NTC College-Wide Updates**

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

# Advisory Committee Meeting Minutes

## Welding Technology & Robotics

9<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### ***Next Meeting Details and Suggestions***

The committee will be sent details for the Fall 2024 advisory committee meeting at a later date.

### **Contact Details –**

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# Advisory Committee Meeting Minutes

## Automotive Technology

11<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### Meeting Attendees

#### Industry Members:

- Kent Olson – Olson Tire & Auto
- Jamie Boettcher – Pierce Manufacturing
- James Hubing – Pierce Manufacturing
- Jim Pinsonneault – Patriot Auto
- Jerry Brickner – Brickner Family Auto Group

#### NTC Members:

- Iain Cameron – Dean
- Ross Nevienski – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

### Welcome

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

### Highlights from the previous meeting/updates

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

### Program and Curriculum Discussion

- Enrollments for the Spring 2023 semester are:
  - 6 students in second-semester classes
  - 9 students in fourth-semester classes
  - 10 students in flex sections
- The committee was presented with a plan for refreshing the automotive program. Instructors have been reviewing our program with focus on Transportation 4.0 technology, program and student flexibility, and continually evolving industry needs. The plan is to have changes in place for our Fall 2023 program modification process, and implemented for students beginning in our Fall 2024 semester.

With this in mind, the committee was provided a first draft of the suggested program modifications proposed so far, along with a full course list detailing the new program layout and flow. The thought process behind the proposed program layout includes the following considerations as explained to the committee:

- The program will become more modular in structure, with each semester being a certificate or technical diploma. A student completing all four of these will earn the full Automotive Technology Associate Degree. The intent is to provide pathway's for industry employees to come to NTC for groups of courses with more specific focus.
- Overall, industry needs gathered by NTC suggest that the needed skills and skill groups would tentatively be as follows:

*NOTE: Classes listed in their tentative order – Created to follow an entry level tech in a shop.*

- First Semester: Basic Skills Focus
  - Basic Maintenance (Fluids, tires, and brakes)
- Second Semester: Intermediate Skills Focus
  - Basic Electrical skills (Battery, starting, and charging), lighting, and power accessories.
  - Engine Operation and Service (components, operation, and repairs).
  - Steering and Suspension system (components, diagnosis, and repair, including alignments).
- Third Semester: Diagnosis Focus
  - Advanced Electrical.
  - Engine diagnosis (Sensors, ignition, fuel, and emission systems)
  - Differentials (operation, service, repair)
- Fourth Semester: Drivetrain Focus
  - Transmissions (Manual, Dual clutch, Automatic, CVT, and clutch systems. Systems, Components, operation, service, repair, and diagnosis)
  - 4WD/AWD (Systems, Components, operation, service, testing, and repair).
  - HVAC (Systems, Components, operation, testing, and repair).
  - Hybrid technology (Systems, Components, safety, and disabling HV systems).
  - Advanced Chassis systems (Stability control, ADAS, Electronic suspension).
- Key factors deemed important for the Student Experience include the following:
  - All four semesters have a live shop 'simulation' course built-in, while regular courses will continue to have Lab Learning activities combined with Theory.
  - Shop 'simulation' classes will have a focus on independent diagnosis and vehicle repair, run as an actual shop.
  - More flexible ability to accept all vehicles and truly build students' capabilities (e.g. W2W & employee vehicles).

# Advisory Committee Meeting Minutes

## Automotive Technology

11<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



- The proposed course list is as follows:

Semester 1	Automotive Service Safety	Semester 3	Body Electrical 2
	Underhood Maintenance 1		Engine Mechanical Diagnostics
	Underhood Maintenance 2		Engine Sensors
	Tire Service		Ignition Systems
	Cooling System Maintenance		Differentials
	Drivetrain Maintenance		Fuel Systems
	Brakes 1		Emission Systems
	Brakes 2		Shop Simulation 3
	Shop Simulation 1		
Semester 2	Fundamentals of Electricity	Semester 4	HVAC
	Engine Operation		Manual Transmissions
	Starting and Charging Systems		Clutch Systems
	Engine Service		4WD/AWD Systems
	Steering and Suspension		Automatic Transmissions
	Alignments		Advanced Chassis Systems
	Body Electrical 1		Hybrid
	Shop Simulation 2		Shop Simulation 4

- Additional considerations during the process of creating these have included:
  - Exploring scheduling so that students can continue to work while perusing their education (e.g. scheduling three days per week for classes and allowing students to work two days per week).
  - Expanding our Automotive enterprise business to support the semester long 'simulation' course for student variety of vehicles and to offer more availability for employees, students and W2W Vehicles (in partnership with WATEA).
- The advisory committee members discussed the proposed information during the meeting, with the following items being covered:
  - Competing auto programs offered by other schools and how we can learn of best practices / things to avoid.
  - Kent Olson mentioned that employees in the automotive fields need to have computer skills to access directions for resetting auto items such as TPMS lights, and oil procedure lights as examples. Kent also shared that there is a program offered to the industry called Training Anytime and it is an exemplary training tool using a phone-based training program, and we could keep this in mind as an option.
  - It was agreed by the group that students need to have conversational skills in order to verbally discuss car issues with customers and also transfer that information to the written page such as a work order. Ross Nevienski confirmed that the related topics previously covered in our Service Advisors Techniques course will be incorporated throughout the other courses.
- The advisory committee unanimously agreed with the proposed program modifications as shared and presented to them.



- The full committee, including those who could not attend the meeting, were also sent the same information and asked that additional feedback should be sent to NTC before 5 pm May 19<sup>th</sup>. No additional feedback or concerns were provided.
- Work on the planned changes will continue based on the discussions and feedback provided by the committee, with a full proposal planned for presentation and committee approval at the Fall 2023 meeting.

### Industry Discussion

- Jim Pinsonneault, Patriot Auto, stated that his business is very busy and they are doing well. He also stated that he needs people. He felt that customers are starting to understand that costs are increasing due to the increased cost of parts and fluids such as synthetic oils. The general public is seeing that car repair is changing and is more involved than it was in the past.
- Kent Olson, Olson Tire & Auto, has been promoting high-speed internet infrastructure for all of the state for almost 18 years, as part of the Governor's Counsel. Kent would like to see Wisconsin be proactive in internet service to rural areas. He mentioned Cook County which is submitting a 250-million-dollar application to the federal government for power stations in upper Minnesota. The trend he is seeing regarding his employees is that they value their work-life balance and need time away from work. He also mentioned that there are some industry changes coming regarding adaptive technology.
- Jerry Brickner, Brickner Automotive, shared he is also looking for employees. He stated that electricity is the future and he is looking at getting service to his business to accommodate charging electric vehicles. The plan is to have carbonless cars by 2035. The future includes wireless connectivity to address engine issues. Jerry mentioned that the ProMaster Vans is producing all-electric delivery vans and Amazon will get the first of these available.
- Jamie Boettcher, Pierce, stated that his business needs 250 employees by the end of the year. They are going strong and are recruiting statewide. Pierce has gotten the contract for electric fire trucks. If applicants are over 50 miles away they are offering a \$2500 relocation assistance to offset those costs. He is doing a lot with the Youth Apprenticeship Program to fill some of their employee needs. He currently has 25 youth apprentices and he is finding they are phenomenal welders. They are employed for two years and if they want to stay with the company, Pierce will pay for their schooling.
- James Hubing, Pierce, business is going well and they are fully staffed. Electrical diagnostics is the challenging part of his business. Having an employee that is good at electronics is a vital piece for any auto repair business.
- Discussion among all committee members confirmed that Youth Apprenticeship programming is an excellent way to get individuals into the working world and that this would be a good thing to investigate further for our auto program. Committee members shared their opinions of the program. Kent shared the evaluation levels for the Youth Apprenticeship individuals and how that process has changed over the years. Kent stated that he still has several of those youth apprentices working for him.

### **Facilities and Equipment**

One of NTC's future key strategic goals is addressing Transportation 4.0 which will incorporate new equipment and advanced technology in the automotive field. More information will be shared with the Committee at a later date.

### **NTC College-Wide Updates**

- The committee was sent a PowerPoint showing the College-Wide Updates.
- The new programs started in the fall of 2022 included:
  - Diesel Apprenticeship
  - Liberal Arts Associate Degree of Arts and Liberal Arts Associate Degree of Science – providing the general education credits toward a four-year degree.
  - Garden to Market Specialist Degree
  - Pasture to Plate Butchery Certificate
  - Nail Technology
- NTC will be starting these programs in the fall of 2023:
  - Therapeutic Massage, Hospitality Management, and Smart Manufacturing.
- The School of Engineering and Advanced Manufacturing will be posting an Engineering Pathways Coordinator shortly.
- The Higher Learning Commission (HLC) Accreditation will be done in November of this year. It is a 10-year accreditation renewal for colleges. The members were asked to forward any questions to Iain.

### **Next Meeting Details**

We will decide on the date and format for the fall meeting and inform the committee at a later date.

# Advisory Committee Meeting Minutes

## Automotive Technology

11<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom

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### Contact Details –

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## (Certified) Nursing Assistant Advisory Committee Meeting Minutes

**Date:** 5/12/2023

**Time:** 12:00pm - 1:30pm

**Location:** Hybrid of In-person (room 4003) and Zoom

### Attendees

#### Industry Members:

- Amber Blocker, DON, Rennes Health and Rehab Center
- Rachel Bolder, Executive Director, Wausau Manor
- Denice Dorpat, Manager Patient Care Services, Marshfield Clinic, Weston
- Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home
- Mason Heldt, Talent Mobility Program Specialist Organizational Learning & Development, Aspirus Wausau
- Emily Hess, Clinical Nurse Educator, Aspirus Wausau
- Dr. Michael Malone, Medical Director-Geriatrician, Advocate Aurora Health
- Cynthia Melssen, DON, Benedictine Living Community of Wausau
- Mary Moore, Director of Organizational Learning, Nursing Administration and Volunteers, Aspirus Langlade Hospital Antigo
- Pam Roux, Staff Development Coordinator, Benedictine Living Community of Wausau
- Karen Simington Clark County Rehabilitation

#### NTC Team:

- Tim Hinke, Advisor, Northcentral Technical College
- Candace Hinz, Nursing Assistant Faculty
- Kim Rauen-Heidmann, Nursing Assistant Faculty
- Angela Roesler, Dean of Nursing
- Sandie Shorey, Administrative Assistant
- Bethany Snyder, Nursing Learning Coordinator
- Pam Vetter, Nursing Assistant Faculty
- Candace Weininger, Nursing Assistant Program Director and Faculty

## Welcome & Introductions

Ryan Hanson, Director of Nursing Home Operations/Administrator, Pine Crest Nursing Home, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and which facility they represented.

## Update and Highlights from Last Meeting

Angela Roesler, Dean of Nursing, shared some highlights from the previous meeting regarding staffing needs and also introduced Pam Vetter, new Nursing Assistant, stating that the CNA faculty positions are now fully staffed.

## College-Wide Initiatives

Angela Roesler, Dean of Nursing, shared some of the college-wide initiatives taking place at NTC; an expanded outline of what was shared is below:

Healthcare 4.0. – 1<sup>st</sup> step was to move CNA program to CHS, which is complete. Tour of the lab spaces is available for those who have not yet seen the space. Also, computer labs have been moved upstairs to CHS 4<sup>th</sup> floor to accommodate the 2<sup>nd</sup> floor SIM center. An immersive 4-dimensional reality room and virtual reality (VR) lab is coming (currently under construction), plus the addition of 4 more SIM rooms with central supply and badge access (ready for fall) to give students a more accurate feeling for the badge access process that exists industry wide. An inventory management system and new recording software throughout the simulation center was a part of this as well so that all of the spaces will be recordable and able to be used. This is scheduled for installation the second week in July 2023.

College-wide- Ending the current strategic plan and in the planning stages of the new 3 to 5-year strategic plan. Enrollments for summer are full (15 sections w/wait lists); looking at where we have the capability to open more sections.

## Workforce Training and Professional Development Initiatives

This update will be included in the packet. Workforce Development was not present at the meeting to provide an update.

## Industry Trends

Ryan Hanson, Director of Nursing Home/Operations/Administrator, Pine Crest Nursing Home asked for confirmation of the details surrounding the discussion that took place at the 11/08/22 Advisory Board meeting about the changes to the skills testing for CNAs, effective 10/01/22. He reviewed these changes and all agreed the changes were made effective 10/01/22 were as reported in the 11/08/22 meeting minutes. Ryan also clarified that the knowledge testing is still being allowed virtually, while the skills portion is only available in-person.

Amber Blocker, DON, Rennes Health and Rehab Center reported they are experiencing an influx of CNAs currently and that their positions are filling. She did say there are challenges and they are working on time management and professionalism, especially with the high schoolers not having exposure and how to communicate or socialize in a professional work environment. She also mentioned that they are now also in a position to be a bit more selective with staffing and that they are staffed based on census.

Ryan from Pinecrest reported hiring for a hospitality to CNA position that they are having success with. 4 have been sent to NTC, with 3 finishing soon. He explained that they are hiring for a specific position called Hospitality Aides. They are doing those things that you do not need certification to perform in this role (i.e. assist with linen, passing food, etc) to introduce the workers to the long term care setting and provide them with patient interaction as well. So, they train the employee in as a hospitality aide and include in their offer letter to pay for their CNA training, as Pinecrest does have FTE dedicated to hospitality. Then they send them to NTC to become a CNA, in addition to providing them with on-the-job training (10 shifts beyond what they get in orientation). They do currently report being more selective with their referrals currently, as they have less ability to absorb the needs of patients who require a lower staffing ratio.

Mary Moore, Director of Organizational Learning, Nursing Administration and Volunteers, Aspirus Langlade reported they are doing well with CNA staffing. She reported their struggle is juggling schedules since about one-half of their CNAs are currently in school. She also spoke about them offering internal on the job training for the Health Unit Coordinator (HUC) role.

Mason Heldt, Talent Mobility Program Specialist Organizational Learning & Development, Aspirus Wausau added that they also allow their CNAs to take their internal classes for Electrocardiogram Technician (EKG) training so they can do EKG leads. This expands the CNA role into CNA/HUC and CNA/EKG roles, increasing what they do in their CNA role at Aspirus.



Denise Dorpat, Manager Patient Care Services, Marshfield Clinic, Weston discussed a HUC CNA role. She also mentioned a CNA Telemetry role available through Marshfield Clinic to CNAs that is popular, providing their CNAs with the necessary training to also work in telemetry as a CNA.

Dr Malone, Medical Director-Geriatrician, Advocate Aurora Health, practicing in the Milwaukee Metro area, specializes in geriatrics and trains geriatric fellows, as well as serving as the medical director of Seniors Care for Advocate Aurora Health in Illinois and Wisconsin, mentioned facilities downsized after the pandemic, there is more caregiver strain, and also longer hospital stays (average is more than 10 days) due to needs being greater.

Ryan from Pinecrest reported that pre-pandemic Pinecrest was licensed at 160 beds. They are now licensed at 120 beds, but they are running in the 80s due to staffing. They are doing well staffing-wise for that census of beds in the 80's, but if they were suddenly to have 120, they would have many openings.

Mary from Aspirus Langlade reported utilizing "swing bed" placement and discussed their struggle to find beds.

Mason from Aspirus added that they have on their larger units where typically they run with 6 CNAs scheduled, that they have had to run them with only 2 CNAs. She reported that they are very, very short of CNAs.

Ryan from Pinecrest added that when you are smaller, you have less ability to absorb 1:1 staff to patient ratios.

Both Amber from Rennes and Mary from Aspirus Langlade mentioned the challenges of geriatric psychiatry as a missing resource in our community that is causing a gap in care and a strain on resources.

Dr Malone asked, are skilled nursing facilities (SNFs) facilities participating in any project ECHO training? The consensus of the group was that none had heard of the project out of rural New Mexico. The project consists of teams reviewing cases and supporting one another to increase competencies. ECHO participants engage in a virtual community with their peers where they share support, guidance and feedback. By participating in ECHO programs, a single specialist contributes to the development of 20 or more local experts, who then go on to apply their newly acquired knowledge to improve the lives of people in their communities. The following is a Google link for **Project ECHO**, discussed briefly by Dr Malone during the meeting today:

<https://unmhealth.org/stories/project-echo.html>

## Program Updates

Kim Rauen-Heidmann, CNA Faculty, shared that NTC is still offering a blended 120-hour program and the 75-hour program is ready to go but the program needs the who, what, where, when etc. information to run it. The 120-hour program is a three-credit program where the 75-hour program is two credits.

Candy Weinzinger, CNA Program Director and Faculty, Candy also shared that the program has eased up on the attendance requirements. Previously if a student missed a class they were out of the program, however currently the staff is allowing make up work if a student needs to miss a day. Open labs are being made more available for students to come in and study or practice skills.

- Enrollment Report and retainment within the area
  - Enrollment tripled, doing better this year, more confident
  - Total cost to students, including tuition and supplies is \$579.00
- State testing stats
  - 84% (students nervous on pulse & respirations)
  - Skills students are failing (math), looking for better ways to teach students those skills
  - Pulse and respirations -students are nervous and they guess. Students aren't advocating for themselves during the test
  - Offering 3-4 hours Open Labs for students to practice skills, knowledge testing with faculty. Wausau gets the most response. Last day of class is dedicated to review for their state testing.
- Course hours
  - 120 hours, 48 online, 40 lab, 32 clinical
  - 75 Hour course is ready to go, should things suddenly move in that direction
- Program recruitment/events: SOHS Open House took place on May 3<sup>rd</sup>
- New skills demonstration videos fall semester
- OER text book fall semester – will help offset student costs
  - Want to keep costs low so it's not a barrier
  - No expense to students OER starts fall 2023
- Sponsored students- will provide enhanced communication throughout the course. This is a work in progress that we are piloting this summer. Candy shared we are working on a more consistent process of communicating with sponsors on how their students are doing, prior to them failing out, by obtaining the appropriate authorizations in advance from sponsored students that opens this communication up for us.
- Summer Curriculum
  - 10 seats per section in 17 sections
  - 170 CNA slots filled (always 15-17 sections per semester)
  - \$579, including tuition and supplies



- Graduate Surveys – Where they are going after graduation? This is an optional question that not all complete (employment-wise) on the survey.

CNA Enrollment Trends						
	Summer		Fall		Spring	
	Sec Enrl	Adj Enrl	Sec Enrl	Adj Enrl	Sec Enrl	Adj Enrl
2018-2019	152	142	170	131	199	182
2019-2020	158	150	129	111	143	109
2020-2021	141	115	144	107	193	167
2021-2022	118	106	100	74	121	111
2022-2023	110	97	94	78	159	137

## Program Modifications Discussion

Ryan, from Pinecrest, reported to the board that there are no program modifications at this time.

## Facilities/Equipment

As Angela Roesler, Dean of Nursing, shared earlier in the meeting, there are geriatric simulators coming for the program along with virtual reality being set up in the Health Sciences Building. Here is a link for the advisory board to look at them: <https://www.lifecastbodysim.com/>

- Capital Equipment: CNA Lab tour to follow meeting
  - **3 new labs**
  - **Tour is available**
- Update on equipment/trainers/staff to HLRL
  - Angela shared the LifeCast (Geriatric), we can get a diverse ethnicity SIM.

Candy shared that CNA students will have exposure to Nursing students being in CHS building. Angela shared that Healthcare 4.0 is to highlight student projects to spark student interest. Pam added that CNA students were excited about Hospital Days (Nursing does 6-8 of them during the semester). Angela mentioned that we will move to including CNA students in hospital days for better collaboration and exposure for these students.

Ryan asked about the old CGE Building. Angela advised it is now occupied by the Public Safety programs (EMS and Paramedic programs), sharing it is a better blend.

## Other Items

Public Health Emergency – Ryan from Pinecrest asked how the end of the public health emergency is impacting facilities and programs. The discussion surrounded itself around COVID and the end of testing and vaccine mandate. The group was mixed regarding who was testing upon admission, discharge and their testing protocols. The consensus was to Check with facilities on under what circumstances testing is still being required for admission/discharge. Also, it was stated that the vaccine mandate ended yesterday, although many mentioned that their corporations have their own policies on this currently. Karen shared that declination will have to be offered.

Kim spoke about NTC pathways and the model that promises to make college an option regardless of ability. The grow local stay local mentality.

Dr Malone asked if there are still issues impacting staffing. Ryan shared that CNA wages increased and it's not enough and mentioned Medicare/Medicaid funding is a specific issue. Karen agreed. DHS and State of WI are aware but he is unaware of what they are doing about it. High schoolers go through YA students to get reimbursed. Mary agreed.

## Next Meeting Schedule & Agenda Items Discussion

At this point in time, we have not yet scheduled the fall 2023 (Certified) Nursing Assistant meeting. As the fall nears, more information on a date, time, and format of the meeting will be emailed to the advisory board.

### *Items for Discussion at the October 2023 Meeting*

- Project ECHO- members will research this and bring insights/thoughts/questions back to the fall meeting
- Scholarships- Angela shared NTC has many scholarships. NTC is looking at sponsored seats for underserved students. Talking about more in the fall. What are partners thoughts on that? Scholarship and then a job.
- Underserved areas. Mobile lab should be available by spring 2024 for regional areas. How to get that population into.
- Childcare- Mary Moore asked about offering childcare. Angela shared that in the distant past, NTC did host a childcare program but it was closed several years ago. Students are bringing the need forward and this has been shared with student services. NTC is investigating options at this time. Ongoing, bring it back. Ryan shared the concept of



“supervised play”, that is used at Bio life since the parent is on site. The regs dictate the length of time, staffing ratios, etc, which are more lenient than full-fledged childcare regs.

## Early Childhood Education Advisory Committee

### Meeting Minutes

**Date:** 05/12/2023

**Time:** 11:00 a.m. – 12:00 p.m.

**Location:** Zoom

#### Attendees

##### Industry Members:

- Amanda VanOosten – Family Consumer Education Teacher, Wausau School District
- Elizabeth Channel – Head of School, Wausau Area Montessori Charter School
- Micki Krueger – Assistant Director, Childcaring, Inc.
- Terese Baier – 4K Director, D. C. Everest School District

##### NTC Team:

- Amy Denissen – Student Success Advisor
- Brad Gast – Dean, Workforce, Training, and Professional Development
- Hannah Lee – Administrative Assistant, School of Liberal Arts Transfer, Education, and General Studies
- Nicole Guthrie – Faculty, Early Childhood Education
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies
- Pa Houa Lee – Faculty, Early Childhood Education & Foundation of Teacher Education

#### Welcome & Introductions

The Early Childhood Education (ECE) Advisory Committee was welcomed, followed by introductions from members and NTC staff.

#### Update and highlights from last Meeting (10.14.2022)

- A. Members review of the October 14, 2022 minutes.
  - ECE Career and Job Exploration Event—October 28, 2022  
Sara provides an update on the Early Childhood Education Career and Job Exploration event held on Friday, October 28. There was a total of 23 volunteers from local agencies and 50 participants. The day consisted of a number of activities including guest speakers, breakout sessions, employee panel, and agency tables. Sara considers holding another event in the Fall, once schools are back in session. She hopes inviting schools to attend will bring more attraction to the program.  
[Early-Childhood-Education-Career-&-Job-Exploration-Flyer.pdf](#)
  - NTC ECE Conference – February 25, 2023  
Nicole shares she has been working with Pa Houa, Micki, and Brad's team to plan the Early Childhood Education Conference, which took place on Saturday, February 25, 2023. The event had 127 attendees and was a huge success. Brad notes it was one of the largest ECE conference held at NTC.  
[Save the Date Flyer 2023.pdf](#)

## NTC College Updates

Sara provides an update from NTC. Below is a brief overview on the NTC PowerPoint Presentation, please refer to the document included with the agenda to review more in detail.

- Thank you from NTC – Dr. Darren Ackley expresses his gratitude to all Advisory Committee members by providing members with NTC mugs, which can be picked up from the nearest campus location.
- New Programs 2022-2023:
  - Diesel Technician Apprenticeship
  - Liberal Arts Associate of Arts & Liberal Arts Associate of Science
  - Garden to Market Specialist
  - Pasture to Plate Butchery Certificate
  - Nail Technology Certificate
- New Proposed Programs 2023-2024:
  - Therapeutic Massage Technical Diploma (Fall 2023)
  - Hospitality Management Associate Degree (Fall 2023)
  - Smart Manufacturing Associate Degree (Fall 2023)
- Health Care 4.0 – The college will focus on healthcare 4.0 which includes interdisciplinary education, innovative educational experiences, a redesign of building spaces, and explore new health programs.
- NTC Accreditation – NTC is preparing for review by the Higher Learning Commission (HLC) to ensure it meets the standards and criteria and the visit will take place in November 2023.
- Professional Development Opportunities – Brad Gast discusses the increase in offerings in community education areas, including culinary, dance, gardening, and other classes, with a link provided for direct access to the changing weekly classes.
- Student Support - NTC continues to provide the following Student Support services for their students: The Virtual Care Group, NTC Advisors, Timberwolf Table, Timberwolf Learning Commons, and Student Life.  
[Advisory Committee PowerPoint Spring 2023 FINAL.pdf](#)

## Instructional Area/Program

### A. Program Information

#### 1. Program Overview

The Early Childhood Education (ECE) program is a two-year associate's degree and embedded is a one-year technical diploma, which allows students to get experience in the field their first year and can then start working in the field to get acclimated to the environment. Currently, the program is 62 credits, but will be reduced to 60 credits in the Fall.

#### 2. Curriculum Modifications/Discussion

Nicole shares that they are currently in the process of updating all 14 early childhood courses. They have collaborated with the State and received input from advisory members through a program outcome survey. She appreciates the feedback received so far. The new curriculum, based on the updates, will be implemented in the fall of 2024. Nicole will be working on adjusting the old curriculum to align with the new one. She notes the collaboration with the State has been positive, ensuring that everyone is on the same page and maintaining consistent expectations for all students.

#### 3. Enrollment

Amy Denissen provides an update on the current enrollment status for the spring semester. There are 79 students taking courses, with 64 enrolled in the associate degree program and 15 in the technical diploma program. For the spring, 15 applications were received and 12 students were accepted, although some may start in the summer or fall. Looking ahead to the fall semester, there are 29 applications, with 27 already accepted and more expected. Currently, 18 students are registered for fall, with a few more awaiting scheduling. Amy mentions the mandatory advising appointment for accepted students to ensure they are in the appropriate program. There will be both in-person and online courses offered in the fall, with approximately three in-person courses confirmed. Sara adds

that there are dual credit and distance learning options as well. Dual credit classes are taught by high school teachers in eight different high schools, covering subjects like child development, foundations of early childhood education, health, safety, and nutrition, and infant and toddler care. This allows high school students to earn an internal certificate while still in high school and then continue their studies at NTC. Sara also highlights Nicole's role in delivering distance learning courses to high schools, including infant and toddler care and foundations of early childhood education. Sara emphasizes that they are actively engaged with high schools, providing opportunities for students to explore early childhood education before transitioning to post-secondary education.

#### B. Industry Trends

Micki Krueger – Micki Krueger provides an update on various advocacy efforts and programs related to child care. She explains the Child Care Counts program, which offers monthly stipends to regulated child care programs, will experience a significant decrease in funding starting in June, about 50%, and is set to expire at the end of the year. Advocacy is underway to include the program in the state's budget and address the broken business model of child care, emphasizing the need for outside investment and partnerships. They also advocate for Family Resource Center activities in the area they serve and for Child Care Resource and Referral (CCRR) services, noting that their funding has remained stagnant since 2007. Their focus is to educate legislators and communities about the important services provided by CCRR. Then she discusses the Partner Up program, a grant program through the Department of Children and Families (DCF), where employers can contribute to their employees' childcare tuition. The program aims to cover the true cost of quality childcare, which is higher than the current market rate, with contributions from parents, employers, and the state. She mentions how the Business Childcare Advocate at Childcaring, Sarah Agena, works with businesses to educate them about the program and explore alternative arrangements if Partner Up isn't suitable for them. She shares an example of a successful collaboration between a larger employer and a nearby childcare center in Wausau. Next, she highlights the office visit from the Secretary of the Department of Children and Families, Emily Anderson. Their team was excited to have her there and showcased their unique services. They also had a director cohort meeting, providing an opportunity for directors to discuss their challenges and barriers with the Secretary. Also, she discusses recent events focused on child care start-ups and how CCRR can support them. Gail, their Certifier and Pre-licensing Consultant, conducted a Facebook Live forum to discuss the available services for those interested in becoming child care providers. They will continue to hold start-up sessions and offer one-on-one visits. Lastly, she expresses gratitude for Childcare Provider Appreciation Day and acknowledges the important role played by child care providers. In recognition of this day, they are conducting a raffle prize draw for regulated child care programs in their service area. Micki encourages committee members to subscribe to the Childcaring weekly email [newsletter](#) and utilize their website and Facebook page for valuable information.

Terese Baier – Terese continues to work closely with 10 different early childhood providers and preschools in her district, maintaining strong relationships with them. She is pleased with the new superintendent's focus on understanding the community's needs and the district's overall flourishing, with the new administration building almost completed and the construction of the Greenheck Turner Center. Then she highlights the supportive systems and people within their early childhood program, including the 4K and Special Ed programs. She mentions getting excited about a teaching assistant at one of their 4K sites who is interested in pursuing an associate degree, and she reached out to Nicole to connect the assistant with the right people for more information. She is thrilled to see young people working in the field and wants to help them expand their knowledge by connecting them to resources to move forward in their careers. Next, she notes the LENA Grant for the 3K program will continue for one

more year, offering play experiences for families. She recognizes the ongoing need for play groups and hopes for sustainable support from organizations in the future. Micki shares a [link](#) on play groups and opportunities for families in the area. Terese received positive feedback from directors and staff who attended the ECE conference, emphasizing the value of their participation. She appreciates the initiative to update the curriculum to adapt to evolving challenges and behaviors. During year-end reflections with 4K teachers, she finds the importance of family engagement highlighted and acknowledges the difficulty teachers face in initiating tough conversations with families. Lastly, she mentions the efforts to revive the Marathon County Early Years Coalition and invites the committee to contribute to its continuation.

Sara acknowledges the importance of family engagement and suggests working with the WTPD to create short-term training for those working with families. Nicole shares that she recently updated the family and community relationship course, adding her own insights and emphasizing the importance of partnership with families. She values the connection with families and believes it is crucial for understanding a child's culture. She also discusses the need to help students in the early childhood profession to step out of their comfort zones and engage with families. She suggests incorporating this topic in future conferences or events, such as the fall career and exploration event. Nicole stresses the significance of building bridges and connections with families to better comprehend child behavior and family dynamics.

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

#### **A. Informational: Apprenticeship Program**

Brad believes workforce development in the early childhood sector is crucial, and employers are increasingly interested in attracting more professionals and creating more slot in. He mentions his team is looking to implement an apprenticeship program in early childhood education, following the successful models from other technical colleges including Fox Valley, Green Bay, and Lakeshore areas. The apprenticeship program would allow professionals to learn on the job and enter the workforce more quickly. However, feasibility and alignment with faculty and businesses need to be assessed before implementing the program. The state offers grants to providers hosting apprentices, which can help offset costs. Brad plans to gather more information and seek feedback from the advisory committee to determine if this model would be valuable. Internally, they are also considering how this program would fit into their existing offerings at NTC.

### **Next meeting schedule & agenda items discussion**

The committee agreed to hold the next meeting on Friday, November 3, 2023 via Zoom.

# Advisory Committee Meeting Minutes

## Machine Tool Advisory Committee

17<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### Meeting Attendees

#### Industry Members:

- Gary Sulzer, Sulzer Machine & Manufacturing
- Andrea Ollhoff, Apogee
- Mark Synder, S&R Trucks
- Melissa Sommer, B&D Fabricators
- Zach Peissig, Loos Machine
- David Williamson, A-Team Machine
- Brad Cisewski, Point Precision
- Loren Beyersdorff, Greenheck Fan

#### NTC Members:

- Iain Cameron, Dean
- Jeff Block, Faculty
- Susan Clark, Administrative Assistant

### Welcome and Introductions

Iain Cameron, Dean of the School of Engineering and Advanced Manufacturing at Northcentral Technical College (NTC), welcomed everyone to the meeting, thanked them for attending and led the group through introductions.

### Highlights From the Previous Meeting/Updates

The previous meeting minutes were distributed in advance for the committee to review. There were no specific follow-ups to discuss from previous meetings.

### Industry Discussion

- Brad Cisewski, Point Precision, shared that business is good and there seems to be a lot of opportunities in the market for machining and manufacturing. Precision has completed its addition to the facility and equipment is arriving. Their biggest struggle is getting equipment on time. They have equipment coming from Germany. They have six machines on order and hope to have one delivered every month going forward. They have approximately 150 employees and have added 6 registered apprentices. The retention rate is very good. The Aerospace market is growing. Precision is developing a line of recreational firearms.
- David Williams, A-Team Machine, said that business has leveled off somewhat. Employee retention is good and he is seeing more applicants than previously. His company is not having any supply issues. There is still a lot of work coming through his customers so the outlook for 2024 is looking promising.



- Loren Beyersdorff, Machine Development Center, stated that Greenheck is increasing its facility from 18,000 square feet to 70,000 square feet by October 2023. The company did two million dollars in internal machine builds last year and wants to do twenty-five million in the next three years. They are looking for machinists and are struggling to get some experienced candidates. Their main concerns are finding employees and dealing with supply chain challenges. They are using NTC graduates and are doing on-the-job training through the Apprenticeship Program.
- Zach Peissig, Machine Automation, has approximately 160 company employees. The company grew 30% in sales last year and are looking to gain 30% growth this year. They were able to add 10 employees early in the spring so they have caught up with the backlog. Business is looking very good. They are training some very promising high school students. Logistics is working well.
- Gary Sulzer, Sulzer Machine & Manufacturing, mentioned they are still very busy. They have one NTC student employee who will come on full-time after graduation. They are adding a couple of new pieces of equipment and are still looking to hire more employees.
- Melissa Sommer, B&D Fabricators, said they are doubling their production now and it will take a year to get this completed. They are adding more CNC machines. B&D are training from within and they have a student worker that is enrolled in the Machine Tool program next year.
- Mark Snyder, S&R Truck and Hastreiter Industries, are adding another machine in June. The Aerospace industry is doing very well. The student that took 1<sup>st</sup> place in the CWIMA competition this year is working for Hastreiter. They have very little turnover and the employees that they have hired have been top notch. Mark stated that instituting a mentor program is great for a business and increases retention. He added that if an individual has a good high school instructor then they turn into a good employee.
- Andrea Ollhoff, Wausau Window and Wall (Apogee), is looking at her company's plan for developing current employees. Andrea shared that they have a mentoring program and are looking at the results of that mentoring to see if it has helped employees develop to their full potential.
- Loren Beyersdorff mentioned that the Metal Master's program is a good way to get students interested in this career. This is a CWIMA-supported training.
  - NTC sent out a copy of the Metal Master's flyer to the Machine Tool advisory committee based on this discussion.

### **Program Enrollment**

- There are 11 students in the first-semester classes and 4 students in the third-semester classes. There are 6 students in our part-time industry section with 4 of those students doing a modified, full-time, program. In the Machine Tool Apprenticeship Program there are 11 fourth-semester students and 8 seventh-semester students.

- Dual credit classes were discussed and it was suggested that these classes can be beneficial in recruiting students, but can also have a downside if the student does not have a positive experience. NTC is committed to minimizing the negative experiences as much as possible. Andrea Ollhoff suggested that dual credit instructors could include a promotional video in their classes to produce more interest in machining.
- We are investigating possibilities for offering a high school academy for Machine Tool. These academies have been successful in other areas such as Welding and also explored for our Automotive program.

### Curriculum Modification Discussion

Iain Cameron shared handouts showing the curriculum changes and competencies that are currently underway for the Machine Tool program based on previously approved program modification discussions.

Jeff gave an overview of the courses and their competencies. He touched on the new Safety class and the CNC Mill and CNC Lathe classes. The general education requirements for Communication and Math will be satisfied by classes taught by Machine Tool instructors being tailored to industry-specific content, with our intent being that this will lead to greater student success with these essential skills.

The first semester is still the Basic Machining Technical Diploma but with CNC courses added. The first two semesters still make-up our one-year Machine Tool Operation Technical Diploma, with the addition of the third and fourth semester resulting the two-year Machine Tool Technics Diploma. The main change throughout is an additional blend of key CNC coursework throughout the whole program versus our previous split between manual and CNC machining courses. We are also working on a smaller more basic CNC Certificate as part of our NSF Grant work, which we will have finalized for the committee to review and approve at the Fall 2023 advisory meeting.

The curriculum changes for the first-semester curriculum include the following:

#### 1. **Semester One – Fall – 15 Credits:**

No changes to:

- |                              |          |
|------------------------------|----------|
| - Precision Inspection       | 1 credit |
| - Machine Tool Programming 1 | 1 credit |
| - College 101                | 1 credit |

Changes to:

- |  |           |
|--|-----------|
| - Print Reading for the Machine Trades 1   | 1 credit  |
| <i>(Now split into two 1 credit classes vs. one 2 credit class; one in first and one in second semester)</i> |           |
| - Machine Tool Processes 1   | 2 credits |
| <i>(Credits reduced to 2 vs. 3, and competencies moved later in the program)</i>                             |           |

# Advisory Committee Meeting Minutes

## Machine Tool Advisory Committee

17<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### New classes:

- Machine Tool Safety and Basic Tool Use 1 credit  
*(1 of the 'saved' credits allocated to dedicated 1 credit safety class)*
- Introduction to Machine Tool 2 credits  
*(2 credit 'Intro to Machine Shop' class kept for other programs; for Machine Tool, new 'Intro to Machine Tool' class created without safety aspects from 'Intro to MS')*
- Mathematics for Machine Tool 1 credit  
*(Replacing 2 credit Gen. Ed. 'Applied Mathematics' with 1 credit Machine Tool specific math class, 'saving' 1 credit for occupational curriculum)*
- CNC Milling Machine Fundamentals 1 3 credits  
*(Fundamental CNC competencies moved into the first semester)*
- CNC Turning Machine Fundamentals 1 2 credits  
*(Fundamental CNC competencies moved into the first semester)*

### Semester One = Revised 'Basic Machining TD' – The changes are:

- 1 additional credit – total of 14 credits (15 including College 101)
- 6 credits of basic CNC curriculum now included along with 4 credits of Manual fundamentals
- Basic Machine Tool specifically Safety, Inspection, Print reading, and Mathematics included (4 credits)

### 2. Semester Two – Spring – 15 Credits:

#### No changes to:

- Introduction to CAD/CAM 1 credit
- Machine Tool Calculations 2 credits

#### Changes to:

- Machine Tool Processes 2 3 credits  
*(Credits reduced to 3 vs. 5, and competencies moved later in the program – this class was originally in Semester 1)*
- Machine Tool Processes 3 2 credits  
*(Credits reduced to 2 vs. 5, and competencies moved later in the program)*
- Print Reading for the Machine Trades 2 1 credit  
*(Now split into two 1 credit classes vs. one 2 credit class; one in first and one in second semester)*

### New classes:

- Technical Communication for Machine Tool 1 credit  
*(Replacing 1 credit Gen. Ed. 'Workplace Communication' with 1 credit Machine Tool specific communication class)*
- CNC Milling Machine Fundamentals 2 3 credits  
*(CNC competencies continue to be built in the second semester)*
- CNC Turning Machine Fundamentals 2 2 credits  
*(CNC competencies continue to be built in the second semester)*

### Semesters One + Two = Revised 'Machine Tool Operation TD' – The changes are:

- Credits are now 29 (30 including College 101).
- 12 credits of CNC curriculum now included along with 11 credits of Manual focused competencies
- Machine Tool specific Safety, Inspection, Print Reading, Communication, and Mathematics included (6 credits)

# Advisory Committee Meeting Minutes

## Machine Tool Advisory Committee

17<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### 3. Semester Three – Fall – 14 Credits:

No changes to:

- Machine Tool Programming 2 1 credit
- Machine Tool CAM Programming 1 credit
- Geometric Dimensioning & Tolerancing 1 credit

Changes to:

- Machine Tool Processes 4 2 credits  
*(Credits reduced to 2 vs. 5, and competencies moved later in the program – this class was originally in Semester 2)*
- Print Reading for the Machine Trades 3 1 credit  
*(This was previously 'Print Reading for the Machine Trades 2' and remains in the Third Semester)*

New classes:

- Machine Tool Processes 5 3 credits  
*(New class continuing learners' development of advanced Manual Machining skills)*
- CNC Milling Machine Fundamentals 3 3 credits  
*(CNC competencies continue to be improved in the second semester)*
- CNC Turning Machine - Fundamentals 3 2 credits  
*(CNC competencies continue to be improved in the second semester)*

### 4. Semester Four – Spring – 14 Credits:

No changes to:

- Introduction to Welding 1 credit

Changes to:

- Precision Machining Processes 1 3 credits  
*(Now split into two classes vs. one; previously in Semester 3)*
- Precision Machining Processes 2 2 credits  
*(Now split into two classes vs. one; previously in Semester 3)*

New classes:

- Machine Tool Internship 1 credit  
*(New class providing real-life industry experience for students, or building on existing industry experience)*
- Metallurgy 1 credit  
*(New class providing a higher focus on the science of metals and alloys and their properties in manufacturing, NDT, and heat treatment)*
- Advanced CNC Machining Centers 1 3 credits  
*(Advanced CNC competencies are explored)*
- Advanced CNC Machining Centers 2 3 credits  
*(Advanced CNC competencies are explored)*

# Advisory Committee Meeting Minutes

## Machine Tool Advisory Committee

17<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



### **All Four Semesters = Revised 'Machine Tool Technics TD' – The changes are:**

- Credits are now 57 (58 including College 101).
  - 21 credits of Manual focused competencies
  - 25 credits of CNC-focused competencies
  - Machine Tool specific Safety, Inspection, Print Reading, GD&T, Communication, Metallurgy, and Mathematics included (10 credits), plus basic Welding (1 credit)
- The advisory committee unanimously agreed with the proposed program modifications as shared and presented to them.
  - The full committee, including those who could not attend the meeting, were also sent the same information and asked that additional feedback should be sent to NTC before 5pm May 26<sup>th</sup>. No additional feedback or concerns were provided.
  - Work on the planned changes will continue based on the discussions and feedback provided by the committee, with additional information prepared for presentation at the Fall 2023 meeting.

### ***Recruitment Events***

- Brad Cisewski mentioned that he has worked with the Boys and Girls Club in an event called Career Force Showcase where he has brought kids into his shop for a six-hour event to create a project and show that machining can be exciting. The seventh and eighth graders are very excited to see what a machine shop does. They plan on running three more of these events through the summer.
- Members felt that the use of more social media could produce more interest in the program.

### ***NTC College-Wide Updates***

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

# Advisory Committee Meeting Minutes

## Machine Tool Advisory Committee

17<sup>th</sup> May 2023 | 3:00pm to 5:00pm | STEM Center (F107) & Zoom



- The Higher Learning Commission (HLC) Accreditation will be done in November of this year. It is a 10-year accreditation renewal for colleges. The members were asked to forward any questions to Iain.

### Next Meeting Details and Suggestions

The committee discussed dates for the Fall 2023 Advisory Meeting. The committee asked that we **do not** schedule the meeting the week of September 11<sup>th</sup>-14<sup>th</sup> which is the week of the FABTECH Expo Event. Several members felt that October would be the preferred month to meet. The committee agreed that a one-month notification of the meeting would be enough lead time for them to attend with some options for the proposed week. We will decide on the Fall meeting week and inform the committee of the options with a month's notice in September 2023.

### Contact Details –

**Iain Cameron**

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**Jeffrey Block**

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**Susan Clark**

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## Liberal Arts Transfer (LAT) Advisory Committee Meeting Minutes

**Date:** Thursday, May 18, 2023

**Time:** 4:00 p.m. – 5:00 p.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Henry Merrill – Associate Dean, General Studies, Fox Valley Technical College
- Randy Way – Associate Dean, School of Engineering, Madison College

#### NTC Team:

- Brooke Schindler – Dean, School of Liberal Arts Transfer, Education, and General Studies
- Dan McRoberts – Faculty, Communication
- Hannah Lee – Administrative Assistant
- Sara Bartelt – Associate Dean, School of Liberal Arts Transfer, Education, and General Studies
- Shannon Livingston – Dean, Student Success
- Tricia Smith – Faculty, Communication
- Xang Lee – Advisor, Transfer & Student Success

### Welcome & Introductions

The Liberal Arts Transfer Advisory Committee was welcomed, followed by introductions from industry members and NTC team.

### College-Wide Initiatives

Advisory members reviewed the NTC Spring 2023 presentation individually.

[Advisory Committee PowerPoint Spring 2023 FINAL.pdf](#)

### Instructional Area/Program

#### A. Program Information

##### 1. Program Overview

Sara shares there are 73 students accepted in the Liberal Arts program, with 32 in the AA (Associate of Arts) program and 41 in the AS (Associate of Science) program. Out of these, 25 students are actively taking classes this semester. She explains Xang works diligently with the students to ensure they are enrolled in the right classes, whether they are part of the Madison College agreement or exclusively in NTC's program, he helps them pursue their desired paths to four-year colleges. She mentions that NTC has been working hard to expand its portfolio of offerings and courses. They have received approval to bring on a new adjunct Spanish instructor and a new adjunct History instructor. One will teach two history classes while the other will develop and teach Spanish courses. Additionally, there is an internal faculty member with a degree in art who will develop a metal



sculpture course for the fall semester. NTC received the program-to-program Articulation Grant from the WTCS (Wisconsin Technical College System). Tricia Smith and Dan McRoberts are faculty members responsible for building strong relationships with four-year colleges, with assistance from Shannon Livingston. They have successfully established seamless transfer options with UW-Green Bay and UW-Oshkosh, providing students with excellent opportunities for transferring their credits.

## 2. Curriculum Modifications/Development

Dan explains the process of working on transfer agreements and course equivalencies with partner institutions. Starting with the WTCS agreement and examining agreements from other campuses have with technical colleges. They carefully review the curriculum and catalog of both institutions, focusing on communication courses, math, science, humanities, social sciences, and physical education. While analyzing each course line by line to determine equivalencies, Dan acknowledges that transfer credits may vary in level (100, 200, 300, or 400) and each campus has its own unique requirements. This process involves a significant amount of time, including proofreading each other's work and exchanging emails to ensure accuracy, while working with Shannon to identify the appropriate contacts for communication. Dan emphasizes the importance of building relationships with transfer advisors and associate deans at partner institutions. He notes there is a new literature course this upcoming fall semester.

Tricia describes her role in the transfer process, which involves crafting and sending emails to people, requesting meetings, and engaging in conversations to address questions and concerns. She explains researching course syllabi and reaching out to faculty members from different departments to ensure they have a comprehensive understanding of the courses and the most up-to-date materials. Overall, she enjoys the friendly aspect of communication, sending greetings and checking in with others. t

Brooke highlights the achievements of Dan and Tricia in securing agreements with UW-Oshkosh and UW-Green Bay, with a potential agreement in progress with UW-Eau Claire. She explains they are laying the groundwork by starting with a general agreement, similar to the one they have with UW-Stevens Point, and have not consider pre-majors or specific emphases yet. This agreement establishes a set of courses that will be accepted at each institution. She acknowledges that the process is evolving and looks forward to seeing where it leads in the coming years.

## 3. Enrollment/Student Advising and Recruitment

Xang notes the diverse range of majors among the students at NTC, which mirrors that of students at four-year schools. He mentions students are interested in various majors such as exercise science, biology, sociology, psychology, English, forensic science, and medicine. While many students aim to transfer to UW-Stevens Point, there are also students interested in UW-Oshkosh, UW-Platteville, and UW-Madison. Xang explains the most challenging part as an advisor is finding the correct program plan that ensures the courses taken at NTC will transfer and count towards the students' four-year degree. He typically starts by asking students about their intended major and transfer destination to provide tailored guidance. He also mentions that some students start with general studies or liberal arts but change their minds and switch to a program at NTC. In one example, a student switched major from psychology to human services due to the flexibility and the existing agreement NTC has with UW-Greenbay. Xang highlights students at NTC exhibit the same diversity and changes in



interests as students at four-year institutions, and it's not uncommon for students to switch programs during their academic journey.

Xang discusses the data he shared with Madison College regarding students taking different classes and transferring under their agreement. He points out that one crucial aspect is identifying which courses will transfer to UW-Madison. For instance, the English Composition 2 course at NTC does not have an equivalent course at UW-Madison. To ensure a seamless transfer, Xang advises students to work with Luis Rey, an advisor at Madison College, to register for classes that will transfer to the four-year school. He emphasizes the importance of researching whether specific classes, like English Composition 2, will be accepted by the intended four-year institution.

Shannon praises Xang as an exceptional advisor working with students to create individualized plans. She acknowledges the efforts of Dan and Tricia in understanding the curriculum and working towards securing additional agreements. Shannon believes that with the progress they have made, the inclusion of more courses in the portfolio will benefit students by allowing them to take the necessary courses as needed.

#### B. Industry Trends

Henry Merrill - Henry explains that they have engaged in a similar process of seeking a general agreement while also having department-level conversations regarding areas of emphasis. These conversations involve selecting elective courses that ensure a smooth two-year transfer for students, without extending their time to complete their degree. The goal is to ensure that these conversations align with the general agreement, avoiding the need for constant rewriting and maintaining a seamless connection between advisors, students, and the courses chosen. Sara mentions the strong 2 plus 2 agreements and program areas they have, which may influence students' choices based on their desired end goals at a four-year institution. They aim to strike a balance between accommodating students' needs and not interfering with existing programs at other colleges. Henry emphasizes the importance of offering alternative pathways for students who may have initially pursued general education courses but discover a passion for a specific program. He acknowledges that initially, there were concerns about diverting students from existing programs, but now it is seen as an advantage to attract students to the college and allow them to pursue various programs. He advises that this information can be shared as a valuable tool to promote NTC's programs to potential students and emphasize the flexibility and options available to them. He shares a recent experience at the new student registration where he observed students accompanied by their parents. He suggests finding a way to effectively reach out to parents and inform them about the offerings and opportunities available at their institution. Proposing to start with high schools and potentially organizing a high school recruitment day to engage parents directly. Emphasizing the importance of not solely relying on high schools to convey the information but actively involving parents in the process. Additionally, Henry mentions their annual open house in the fall and efforts to reach out to students through mailers and marketing initiatives supported by program grant dollars.

Randy Way - Randy Way shares the experience at Madison College regarding STEM disciplines. He mentions that national data shows that 80% of students who start a STEM bachelor's degree at a 2-year institution do not complete a bachelor's degree within six years. Their internal data reflects a similar trend. To address this, they have implemented an engineering seminar class where students interested in engineering transfer are exposed to various applied programs. Directors from programs like HVAC and

robotics provide insights to students. Interestingly, the HVAC program director was able to recruit a significant portion of the Engineering seminar students from Liberal Arts transfer engineering into HVAC. This demonstrates the existence of cross paths, where students in applied degrees may choose to transfer into an engineering program. However, the primary focus is on accommodating the large number of engineering transfer students who, typically around the time they encounter calculus 2, seek alternative options. Madison College aims to have a plan in place that caters to these students' needs and interests. Randy agrees with Henry's points about alternative pathways. Stating Technical Colleges are not an alternative, but rather an alternative route to a bachelor's degree. He explains the importance of advising and registration (A&R) sessions at Madison College, where students in the admissions funnel are guided to set up their first semester. In the STEM disciplines, Randy emphasizes the criticality of students enrolling in the highest math class they are capable of. He acknowledges that the current algorithm used by advisors to determine math placement based on SAT scores may not account for all factors, and they are working on a strategy to review and potentially place students in higher math classes if appropriate. This intervention aims to help students save time and money by avoiding unnecessary remedial coursework. Although not directly related to recruiting, it is seen as an essential part of the admissions process and supports students' progress towards transferable courses.

### **Next meeting schedule & agenda items discussion**

Brooke will send out a follow up email on the next meeting date.

## Medical Assistant Advisory Committee Meeting Minutes

**Date:** 05/02/2023

**Time:** 12:00pm – 1:30pm

**Location:** Zoom

### Industry/Student Board Members

- Carrie Arrowood, Operations Assistant Manager, Marshfield Clinic
- Gina Backus, Operations Manager, Marshfield Clinic (Mosinee and Wittenberg Centers)
- Amber Burrow, Clinical Coordinator, ENT Associates
- Jodi DeBroux, Nurse Practitioner, Marathon Cheese Health Clinic
- Kessa Erickson, Nurse Practitioner, Marshfield Clinic Family Practice
- Tammy Freese, Clinic Manager, Aspirus Urology Clinic
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Dara Hynes, MA Student
- Miranda Kasper, HR Specialist, GI Associates
- Tammy Kirsch, Community Member, Independent Sales Director at Mary Kay
- Heidi Kramer, Director of Talent Acquisition and Workforce Planning, Marshfield Clinic
- Lyndsay Leach, Nurse Manager (Outpatient Behavioral Health), North Central Health Care
- Mary Moore, Supervisor of Organizational Development, Aspirus – Langlade Hospital
- Liz Porter, HR Business Partner, Aspirus Medical Group
- Juanmanuel Rocha, CMA/NTC Graduate, Marshfield Clinic
- Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Wausau/Weston
- Maria Tannah, Human Resources Business Partner, Marshfield Clinic Health System
- Malafu Taitia, Operations Manager, Quad Medical

### Attendees

#### Industry Members:

- Carrie Arrowood, Operations Manager, Marshfield Clinic Wausau & Weston Center Surgical Specialty Departments
- Heidi Kramer, Director of Talent Acquisition and Workforce Planning, Marshfield Clinic
- Tammy Freese, Clinic Manager, Aspirus Urology Clinic-Wausau, (formerly Urology Specialists of WI-joined Aspirus approx. 1 ½ yrs ago)



- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Miranda Kasper, HR Specialist, GI Associates
- Suzette Samuels, Medical Assistant Recruiter, Marshfield Clinic Systems
- Malafu Taitia, Operations Manager, Quad Medical
- Juanmanuel Rocha, CMA/NTC Graduate, Marshfield Clinic

#### NTC Team:

- Nicole Roberts, MA Program Director/Faculty
- Laura Ahonen, Associate Dean of Allied Health
- Emily Steinbach, Learning Coordinator Allied Health
- Michael Kozlowski, Instructional Design Team

#### Other:

- Tammy Kirst, Mary Kay Cosmetics

### **Welcome & Introductions**

NTC Nicole Roberts, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and shared which facility they represented.

### **Update and Highlights from Last Meeting**

Nicole Roberts, MA Program Director, shared that Becky Leopold, Administrative Assistant, sent an email with the previous advisory meeting minutes. Members were asked to look over the minutes and if any changes were needed. No changes were needed.

Nikki mentioned the Mindtrackers event as a standout event.

No other comments or updates from last meeting.

### **College-Wide Initiatives**

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

### Thank you from NTC

Darren Ackley - Vice President for Learning

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



You can pick up your mug in any of our  
Campus Locations! Just let the  
Administrative Assistant know!

Laura Ahonen also mentioned that Darren Ackley purchased mugs as a thank you for your service as a member of a Program Advisory Committee. You can pick up your mug in any of our campus locations. Just ask any Administrative Assistant and they will be happy to assist you.

## Program Updates

### New Programs 2022-2023 (Now finishing their 1<sup>st</sup> year)

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

### New Proposed Programs 2023-2024 (will begin this fall)

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

\*\*Laura Ahonen added that Central Sterilization Processing was also added as a Health Program (but was not listed in the slide presentation).

### Healthcare 4.0

- Interdisciplinary Education
- Redesign of Building Space
  - MA classroom
  - Adding an exam room
- Innovative Educational Experiences
  - Synthetic cadaver (only college in WI that has the full body)
- Explore New Health Programs
  - Industry leaders are indicating a need for respiratory therapists, pharmacy technicians and central sterilization

## NTC Accreditation

*Higher Learning Commission (HLC) Update*

Site Visit Nov 2023

- Student learning Outcomes
- Assessment and Program Assessment
- Professional Development
- Instructional Quality Assurance
- Faculty Educational Attainment and Occupational Experience
- Continuous Improvement and Efforts to Improve Equity

\*Without HLC Accreditation, we lose our Program Accreditations.

## Resources for Student Support

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

## Program Updates

### Graduate Surveys

- Unanimous positive responses across the board w/great feedback about their sites
- Sites prepared them well
- Several were employed right out of their practicum
- All commented across the board on needing more complete training on the EHR systems and they felt like much of their attention was focused on that versus the other things that go along with it. Can we look at options for letting them have access sooner (or what are other possible options for troubleshooting this)?
  - Mason Heldt, Aspirus, said that their students are given access to the “playground” and they just are not using it. Nikki thanked her for this feedback so that she knows to encourage them to use this sandbox prior to their clinicals.

### Employer Surveys

- Positive feedback about students and new graduates. Employers feel like the program has fully prepared them and that they are getting quality employees coming in.

### Resource Assessment

- Important tool used to ensure that any deficiencies in the program can be identified immediately and that a specific action plan can then be developed and followed. This is reviewed on an ongoing basis and submitted with our annual report to our crediting body.

### Cengage Updates

- Currently working with Instructional Design to review all MA program courses and ensure MAERB Standards are all up to date with 2022 requirements and in alignment with WTCS.

### Enrollment & Retention

- *Fall 2022*
  - 6 Fall '22 graduates
  - 11 starts
  - 8 pending Spring '23 graduates
- Spring 2023
  - 4 Starts
  - 2 will continue to 2<sup>nd</sup> semester

### CMA Exam Results

- *2022 graduates*
  - Spring '22
    - 5 grads
    - 4 sat for exam
    - 2 passed
  - Fall '22
    - 6 grads
    - 4 Sat for exam
    - 4 passed

### 2022 MA Annual Report Form (ARF)

Year	Retention	Graduate Participation	Graduate Satisfaction	Job Placement	Employer Surveys Sent	Employer Satisfaction	Exam Participation	Exam Passage	# Graduates by Admission Year	# Graduates by Year of Graduation
	>=60%	>=30%	>=80%	>=60%	=100%	>=80%	>=30%	>=60%		
2021	91.67%	56.00%	100.00%	100.00%	100.00%	100.00%	80.00%	87.50%	9	10
2020	68.18%	75.00%	100.00%	88.00%	100.00%	80.00%	75.00%	86.67%	15	20
2019	92.31%	78.00%	92.86%	96.00%	100.00%	100.00%	95.00%	84.21%	12	20

### MA Enrollment-2<sup>nd</sup> Semester

- *MA Practicum Experience*
  - 8 Students in a variety of locations
    - Aspirus Wausau Family Medicine (1)
    - Aspirus Stevens Point IL Ave (1)
    - Aspirus Doctor's Clinic WI Rapids (1)
    - Aspirus Medford OB/GYN (1)
    - Aspirus Athens/Edgar Clinics (1)
    - Marshfield Clinic Weston Pediatrics (1)
    - Marshfield Clinic Weston Internal Medicine (1)
    - Forefront Dermatology (1)

## Program Goals

Nicole Roberts, MA Program Director, reviewed the Medical Assistant Program Goals (minimum expectations) and it reads as follows:

The goal of the Medical Assistant Program is to prepare competent entry-level medical assistants in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. The NTC Medical Assistant Program is accredited by the Commission on Accreditation of Allied Health Programs (CAAHEP), on the recommendation of the Medical Assisting Education Review Board (MAERB). This means that the curriculum is carefully regulated to ensure that it includes essential components and meets standards mandated by this organization. Accreditation allows the graduates of our medical assistant program to complete the national certification examination administered by the American Association of Medical Assistants. When graduates successfully complete this examination, they are known as Certified Medical Assistants and may use the title CMA.

Those members in attendance today agree with the program goal as stated.



## Workforce Training and Professional Development Initiatives

### Medical Assistant Spring & Fall CEU Conferences

Most recent one held in March (in person and on-demand) offered 6 CEU's.

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

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

### Life Enrichment and Community Courses

#### *Art Courses*

- Mosaic Flower Pot Workshop

#### *Culinary Courses*

- Dinner Party Time: 3 Course Meal-Beef
- Introduction to Canning
- Sauce Making

#### *Smoking Foods*

#### *Music Courses*

- Beginner Guitar

#### *Nature Courses*

- Advanced Beekeeping
- Finding Wild Mushrooms
- Growing & Caring for Hostas

#### *STEM Courses*

- Laser Engraving for the Hobbyist

## Industry Trends

- New changes or modifications in the clinics

- Carrie Arrowood, Marshfield Clinic, said they are seeing that Medical Assistants are not just responsible for one specific provider on a daily basis. They could work with different providers or different specialties, if needed. She pointed out that the days of having one MA/one provider ended after COVID and that adaptability is key for these MA's - this is an essential skill for them to have/develop. Nikki asked for clarification on whether this was due to staffing shortages or if having them in more of a float role is more advantageous to the clinic. Carrie thought it was both and that meeting efficiencies is important.
- Mason Heldt, Aspirus, echoed that Aspirus also seems to be moving forward with more of a team- based approach with their staffing.
- Nikki also asked the group if clinics are utilizing Medical Assistants as scribes more with this team-based approach more than they used to or not.
  - Tammy Freese, Aspirus Urology, said it is a mixed bag, with some of the CMAs doing it.
- COVID updates or changes to processes
  - Mason Heldt, Aspirus, gave an update that Aspirus stopped masking yesterday, however did advise that students under exemptions are still required to mask. So, if students are vaccinated, they do not have to mask but if they are under an exemption, Aspirus still requires masking within all Aspirus facilities.
  - Heidi Kramer, Marshfield Clinic, gave the update that they too have stopped masking. Laura Ahonen added that our Clinic Coordinator was advised that students not vaccinated need to be fit tested for an N95 respirator to wear at all times.
- New skills or equipment in the clinic settings
  - none
- Telehealth Practices and utilization
  - Kerry Arrowood, Marshfield Clinic, stated they do not do a ton of telehealth and what is done is staffed by an RN (they need that education to complete a telehealth visit). Tammy Freese, Aspirus Urology Clinic, agreed with Kerry Arrowood on that assessment of their clinic's lack of use of MAs for Telehealth visits.

### Student Perspective

- **NTC Medical Assistant Program experience**
- MA Student, Tori Stormoen, provided the following feedback regarding her experience in the NTC Medical Assisting Program:

"The medical assistant program at NTC has helped me to gain knowledge and develop skills that enable my success. For example, the program has provided me with many labs and clinical experiences that prepared me to be successful in my future career. One of the most significant things this program did for me personally was introduce me to the internship program at Aspirus. Through this internship, I have found a specialty that I am passionate about, allowing me to practice my medical assistant skills daily. With all of the program's classes, I

felt prepared and confident going into my clinical experience. Every one of my instructors was wonderful, especially Nicole Roberts who was always available and more than willing to help when I needed support or answers to any questions. If I had to change anything about my experience at NTC, it would be to improve the communication between students and online professors who were not always available when questions came up. With that being said, I would recommend NTC, and this program especially, to anyone. I had a fantastic experience and I will always be thankful for the opportunities I was provided that allowed me to find a career I love.”

### Employer Perspective

- How has the program prepared students for employment? Do you have any areas or suggestions for improvement?

### Program Modifications Discussion

#### MA Technical Diploma

*In addition to our full-time option, we continue to offer two part-time options:*

- 2 term full-time
  - 1<sup>st</sup> semester credit load 18-19 credits
  - 2<sup>nd</sup> semester credit load 14 credits (final 6 weeks is practicum)
- 5 term part-time
- 6 term part-time

### Substantive Changes

#### New Medical Assistant Laboratory Procedures Adjunct

- Alyssa Brod (NTC MLT Alumni)

### Facilities/Equipment

#### Construction on 2<sup>nd</sup> Floor - Began Dec 2022

- MA Space had initial reconfiguration
- Construction to complete the project will resume in Summer 2023

#### Equipment Update

- New EKG and Spirometry machines recently purchased with HERRF grant funds
- New Autoclave recently purchased as part of Healthcare 4.0 initiative

### **MA Program Strengths and Areas of Improvement**

Nikki spoke about credentialing exams and the fact that pass/fail rates is impacted by how long they wait to take the exam after graduation. Nikki said that she really stresses study strategies, resources, and ways to maximize their study time. And, since she came on board, out of the 4 who sat for the exam, all 4 passed. Her plan moving forward is to continue to address that and have them register for it before the end of the semester and it is fresh in their minds.

### **Other Items**

Suzette Samuels, Marshfield Clinic, spoke about the conversation that takes place with students and what they want to do after graduation. She requested brochures or some type of literature about the NTC MA program that they could have available to assist recruiters in steering students to the MA program as they attend their various events. Laura Ahonen offered that we can attach the MA Program Flyer with the meeting minutes to this group.

Heidi Kramer, Marshfield Clinic, spoke about their presence and involvement with the high school students and their ability to share about pathways within healthcare. She was wondering if NTC School of Health Sciences does this, but she was wondering if there is discussion or even the appetite for this. She brought up that there is so much exposure to students about the healthcare field but it does typically surround itself around the role of Dr or Nurse and that may not be the perfect fit for everyone, so being able to expose these high school students to the many other facets of programs available to them in the healthcare field would be so advantageous.

Jordyn Olson spoke about the Health Academy at Medford High School. The Start College Now concept offers academies for specific programs. We currently offer this at Medford High School and we will hopefully expand in the near future. At Medford HS we have an academy for welding, machine tool and we are also looking at an academy for health sciences. Also, many schools do offer dual credit courses. For example, medical terminology or written communication. She did also reference a few students in the Start College program, where the high school will pay for the student to take classes like digital literacy in healthcare to get that jump start and meet some of the pre-requisites for the program they are looking to apply to.

### **Next Meeting Schedule & Agenda Items Discussion**

Fall- TBD

## Draper Hills Scholarship recipients from Loyal High School announced

The following Loyal High School graduates received Draper Hills scholarship awards:

\$12,000 four-year scholarships:

- Leah Scherer - UW – Stevens Point
- Maci Bogdonovich - Crown College

\$5000 two-year scholarships:

- Aspen Hagen - [North Central Technical College](#)
- Tanna Luchterhand - Chippewa Valley Technical College

These awards are given to graduates of Loyal High School who have maximized their talents in their high school years; leadership, academic achievement, and extracurricular involvement are integral to receiving them.

The Draper Hills Scholarship was established by Dr. Eldon Hill in memory of both the Draper and Hills families from Loyal, WI. Although Dr. Hill passed away on April 26, 2023, his legacy of generosity lives on through these scholarships. The scholarship fund is held at the Eau Claire Community Foundation in Eau Claire.

Anyone interested in donating to the Draper Hills Scholarship Fund can call the Eau Claire Community Foundation at 715-552-3801 or go to its website: [eccfwi.org](http://eccfwi.org), then search “Draper Hills” on the “Powerful Giving/Donate to a Fund” page. The website also provides information on how to start a new fund.

As a tax-exempt public charity created by and for the Eau Claire community, ECCF establishes endowments that are invested to provide long-term support for charitable purposes. When the endowment principals earn interest and dividends over time, the earnings are distributed to local nonprofit organizations. Since it is a 501(c)(3) organization, ECCF enables donors to take the maximum deduction for charitable contributions under IRS rules.

Anyone interested in donating can explore ECCF’s numerous options for contributing to existing funds or creating new ones. Please review the “Powerful Giving” tab for more information.



Edgar, The Record Review

# County needs 50 percent match for regional morgue

By Kevin O'Brien

Marathon County supervisors are proceeding with plans to design a proposed regional morgue, even after finding out last week that the amount of potential state funding is much less than originally anticipated. The county board unani-

mously approved a resolution at its May 23 meeting to continue setting aside \$2 million from the American Rescue Plan Act (ARPA) to help pay for the facility, which is estimated to cost a total of \$14.8 million. Supervisors were previously told that the county had requested \$10.6 million in state funding and an-

other \$2 million from the federal government. However, at last week's meeting, it was revealed that the state funding request went to the Wisconsin Building Commission, which requires a 50 percent match from applicants. This means the county will need to secure \$7.4 million on its own

to get \$7.4 million from the state. Supervisor Craig McEwen, chairman of the county's regional morgue task force, said the county will have to find an additional \$3.4 million to make up an anticipated funding shortfall. This assumes the county gets the \$2 million it requested from the federal government

See **MORGUE**/ page 3

# Morgue

Continued from page 1

and follows through with its own commitment of \$2 million in ARPA money.

McEwen said the task force will likely seek financial and in-kind contributions from its various partners on the project, including local hospitals and **Northcentral Technical College**, which is willing to provide land for the facility. County officials will also be working with state legislators to explore other avenues of funding besides the building commission, he said.

“We need the opportunity to try,” he told the board.

The resolution adopted by the board extends the encumbrance of ARPA funds from July 31 to December 31, giving the county until the end of the year to come up with the total amount needed to build a facility that’s been in the planning stages since 2017. McEwen noted that the plan does not include any borrowing, so it’s up to the task force to raise all the money upfront.

“If, in December, we don’t come up with additional funding for it, we’re probably going to have to move in another direction,” McEwen said.

The resolution also increased the amount being allocated for designing

the facility, from just over \$178,000 to \$219,368, based on a recent estimate from an architectural firm. That money will come from the \$2 million ARPA allocation. Design work is expected to take five to six months, allowing the project to be bid out as early as December for construction next year.

In addition to approving the resolution, the board also signed off on a one-page letter from board chairman Kurt Gibbs to members of the legislature’s Joint Committee on Finance, reiterating the county’s commitment to “making the project a reality.”

“Should fifty percent (50%) of the \$14.8 million project funding be provided through the State of Wisconsin Building Commission, Marathon County will work diligently to secure the remaining funding and in-kind contributions necessary to complete the project,” Gibbs wrote.

If constructed, the regional forensic science center is expected to provide advanced autopsy services to as many as 28 other counties in northeastern Wisconsin and offer a learning space for medical students, law enforcement and emergency responders.





Abbotsford, Tribune-Phonograph

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## **NTC** Alternative High School Students Design and Weld Sculptures for Sara's Storybook Garden

WAUSAU – Six butterfly benches, three coneflowers, and other metal botanical sculptures found their home in Sara's Storybook Garden at Monk Botanical Gardens on Tuesday, May 23, 2023. These pieces are the result of a partnership with the [Northcentral Technical College](#) Alternative High School ([NTC](#) AHS).

[NTC](#) AHS students designed, welded, and painted these whimsical metal pieces. The project incorporated welding classes, cross-curricular hands-on activities, and service-learning.

Sara's Storybook Garden is currently under development and honors the memory of Sara Quirt-Sann, a local attorney who lost her life in 2017 due to a domestic violence tragedy. The husband of Dianne Look, another community member whose life was also cut short that day, donated a book written by his late wife to Sprouts Garden Preschool, a nature-based preschool

*See **SCULPTURES** page 11*

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## SCULPTURES

*from page 6*

serving 3-5-year-olds at Monk Botanical Gardens. The book is titled Memory Garden: Bebe the Tiny Beast and was published by a D.C. Everest Senior High School.

One of the latest features underway in Sara's Storybook Garden is a hobbit house to be enjoyed by children of all ages. It will be completed this summer.

The NTC AHS serves students at risk of not completing high school in a traditional setting. More information about the program can be found at [www.ntc.edu/about/locations-facilities/alternative-high-school](http://www.ntc.edu/about/locations-facilities/alternative-high-school).

This project was made possible, in part, by The Community Foundation of North Central Wisconsin.



## Northcentral Technical College announces new programs for fall 2023

Northcentral Technical College (NTC) is pleased to announce several new industry-driven programs that begin during the fall 2023 semester. NTC students can select from six new degrees that have been created in response to growing job market needs and feedback from local employers.

Applications are now being accepted at NTC for:

- Hospitality Management Associate Degree
- Smart Manufacturing Technology Associate Degree
- QuickBooks Specialist Technical Diploma
- Therapeutic Massage Technical Diploma
- Nail Technology Certificate
- Pasture to Plate Butchery Certificate

For more information or to apply to one of NTC's new programs, visit [www.ntc.edu](http://www.ntc.edu) or contact Admissions at 715.803.1645.

### Overview of New Programs:

#### Hospitality Management Associate Degree

This program will prepare learners with the necessary customer service, room operations, dining room and food service operations skills for an exciting career. Learn about catering and special event planning, as well as hospitality law and liability.

This program is available 100% online and can be completed in four semesters.

Average starting salary: \$21,382 - \$40,010 according to Lightcast

Potential occupations include: Hotel Manager, Night Manager, Rooms Director, Front Desk Manager, Front Office Director, Front Office Manager, Resort Manager, Guest Services Manager and Bed and Breakfast Innkeeper.

#### Smart Manufacturing Technology Associate Degree

This program combines foundational coursework in the areas of electromechanical and automation systems with advanced coursework in Industry 4.0 concepts and quality manufacturing. Some of the innovative topics covered in this program include: Industry 4.0 Fundamentals, Vision Guided Robotics, Industrial Internet of Things, Simulation, Artificial Intelligence, and Designing Products in a Smart Factory.

You can complete this program in four semesters.

Average starting salary: \$33,278-\$40,207 according to Lightcast

Potential occupations include: Automation Technician, Robotic Integrator, System Technologist, Electro-mechanical Technician and Quality Technician

#### QuickBooks Specialist Technical Diploma

This program will prepare learners to understand basic accounting fundamentals and provides practical experience in computerized accounting utilizing QuickBooks Online software. Learners will compute, classify and record transactions while maintaining complete financial records in QuickBooks Online.

This program is available 100% online and can be completed in one semester.

Average starting salary: \$26,489-\$33,606 according to Lightcast

Potential occupations include: Account Clerk, Accounts Receivable Clerk, Accounts Payable Clerk, Accounting Assistant, Accounting Specialist and QuickBooks Specialist

#### Therapeutic Massage Technical Diploma

This program offers an entry-level training program for learners interested in pursuing a professional career in massage therapy, or for health care providers looking to enhance their range of clinical skills and knowledge. Learners gain a comprehensive understanding of the human body and a high degree of technical skill, with an emphasis on personal and professional development, increased self-awareness and sensitivity.

This program is taught at NTC's Wausau Campus and can be completed in two semesters.

Average starting salary: \$19,680-\$23,523 according to Lightcast

Potential occupations include: Clinical Massage Therapist, Therapeutic Massage Technician, Soft Tissue Specialist, Certified Massage Therapist and License Massage Therapist

#### Nail Technology Certificate

This program will prepare learners to qualify to take the Wisconsin Manicurist License Examination. Learners will study basic nail terminology, skin anatomy, nail growth, disorders and diseases and will practice hand and foot nail care.

This program is available at NTC's Wausau Campus and can be completed in one semester.

Potential occupations include: Nail Technician, Manicurist, Fingernail Technician, Nail Artist and Pedicurist

#### Pasture to Plate Butchery Certificate

This program will prepare learners to begin their career in the meat processing industry. Learn how to fabricate a variety of proteins, sausage and charcuterie products. Included in your training are the fundamentals of ethical harvest of livestock, butchery, meat curing and smoking and ServSafe sanitation certification. This certificate provides plenty of opportunities for hands-on learning in NTC's new, state-of-the-art cold lab and mobile harvesting unit.

You can complete this program in two semesters.

Potential occupations include: Meat Cutter, Animal Processor and Butcher

Northcentral Technical College ([www.ntc.edu](http://www.ntc.edu)) is north central Wisconsin's premier two-year college of choice and is a resource for all District residents. It provides individuals, organizations and businesses with quality skills training in a wide range of programs designed to build a competitive, technologically advanced workforce in today's rapidly changing global environment. NTC has six convenient campus locations in Wausau, Antigo, Medford, Phillips, Spencer and Wittenberg, as well as a Public Safety Center of Excellence in Merrill, a Wood Technology Center of Excellence in Antigo and an Agriculture Center of Excellence just north of the Wausau Campus in the Village of Maine. The Wausau Campus also features a Center for Health Sciences, Professional Conference Center, Information Technology & Entrepreneurial Center (iTEC), Studio Max Salon and Spa, SPOONS Restaurant and an Advanced Engineering and Manufacturing Center of Excellence.





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## 2023 Medford Area Senior High scholarship recipients

2022-2023 Scholarships  
Recipient(s) \$ Amount  
A & M Music Scholarship  
Ava Bersie \$250  
A & M Music Scholarship  
Lucas Liske \$250  
Abby Bank Scholarship  
Gavin Fuchs \$500  
Academic Excellence  
Scholarship Martha Miller  
\$2,250  
Academic Excellence  
Scholarship Saskatoon  
Damm \$2,250  
Ag Country Farm Credit  
Services Scholarship Jacob  
Eckert \$1,000  
American Legion Post  
#147 Eryka Seidel \$500  
American Legion Post  
#147 Chloe Werner \$500  
Ann Marie Foundation  
Scholarship Miles Searles  
\$2,000  
Ann Marie Foundation  
Scholarship Shakira Brock-  
haus \$2,000  
Ann Marie Foundation  
Technical Scholarship Nick  
Cipar \$500  
Ann Marie Foundation  
Technical Scholarship Avery  
Purdy \$500  
Brian Kulas Memorial  
Scholarship Shakira Brock-  
haus \$500  
Brian Kulas Memorial  
Scholarship Martha Miller  
\$500  
Charles E. Jackson Memori-  
al Scholarship Allie Paul-  
son \$1,000 per yr for 4 yrs  
Chelsea Conservation  
Club Scholarship Jacob Eck-  
ert \$500  
Clark County Electric Co-  
operative Scholarship Trevor  
Shore \$2,000  
Cornell Tradition Fellow-  
ship Scholarship Allison Dew  
\$4,000 per yr for 4 yrs  
Darleen & Ken Hallgren  
Memorial Scholarship Brett  
Lundy \$1,000  
Darleen & Ken Hallgren  
Memorial Scholarship Caden  
Tessmann \$1,000  
Darleen & Ken Hallgren  
Memorial Scholarship Allie  
Paulson \$1,000  
Darleen & Ken Hallgren  
Memorial Scholarship Zach-  
ary Rudolph \$1,000  
Darlene Zuleger Memori-  
al Scholarship Avery Purdy  
\$500  
Darlene Zuleger Memori-  
al Scholarship Zachary Ru-  
dolph \$500  
Dennis & Jan Engel Mem-  
orial Scholarship Chantel  
Heier \$500  
Dennis & Jan Engel Mem-  
orial Scholarship Jacob  
Eckert \$500  
Derek Smith Memorial  
Scholarship Trinity Gruene-  
berg \$250  
Derek Smith Memorial  
Scholarship Eryka Seidel  
\$250  
Derek Smith Memorial  
Scholarship Chloe Werner  
\$250  
Derek Smith Memorial  
Scholarship Brooke Wegerer  
\$250  
Don Voelker Memorial  
Scholarship Nick Cipar \$500  
Dorchester Lions Schol-  
arship Garret Venzke \$500  
Dustin Jensen Memorial  
Scholarship Miles Searles  
\$500  
Dustin Jensen Memorial  
Scholarship Madison Grun-  
y \$500  
Engineering Foundation  
of Wisconsin Scholarship  
Garret Venzke \$2,500  
Eugene & Carol Querin  
Memorial Scholarship Chan-  
tel Heier \$845.59  
Eugene & Carol Querin



Damm Scholarship recipients were (in alphabetical order): Kiarah Behling, Lucas Borman, Shakira Brockhaus, Nick Cipar, Braxton Crabb, Saskatoon Damm, Cole Dassow, Jacob Eckert, Maddie Ellis, Bryn Fronk, Gavin Fuchs, Chantel Heier, Delaney Hrab, Samantha Jacobo, Nick Kowalski, Lucas Liske, Brett Lundy, Martha Miller, Makayla Motte, Ryan Neumann, Allie Paulson, Madisyn Pilgrim, Olivia Rau, Jacob Rechtzigel, Zachary Rudolph, Brooke Rudolph, Miles Searles, Caden Tessmann, Garret Venzke, and Brooke Wegerer.



Hope Faude and Christine Czesinski re-  
ceived Technical Excellence Scholarships.



Academic Excellence Scholarship recipi-  
ents were Martha and Miller Saskatoon Damm.



Bryn Fronk, Delaney Hrab and Avery Purdy  
received Schield Companies Foundation Schol-  
arships.

Memorial Scholarship Christine Czesinski \$845.59  
Forward Bank Scholarship Makayla Motte \$500  
Francis & Ruth Melvin Memorial Scholarship Corbin Spert \$300  
Hagen Scholarship Saskatoon Damm \$7,500 for 8 Semesters  
Herb Kohl Initiative Scholarship Maddie Ellis \$10,000  
Holy Rosary School Scholarship Lucas Liske \$350  
International Society of Automation Fox River Valley Section Scholarship Garret Venzke \$2,500  
JA O'Leary Scholarship Ryan Neumann \$500  
James Hauser Science & Health Scholarship Brooke Wegerer \$500  
Joseph "Pep" & Frances Simek - Enerquip Memorial Scholarship Cole Dassow \$2,500  
Joseph & Betty Prohaska Scholarship Jacob Eckert \$10,000  
Klossner-Dietzler #5729 Auxiliary - VFW Auxiliary Bryn Fronk \$300  
Klossner-Dietzler #5729 Auxiliary - VFW Auxiliary Ethan Breeze \$300  
Klossner-Dietzler #5729 VFW Scholarship Eryka Seidel \$500  
Kyle Long Memorial Scholarship Brooke Rudolph \$700  
MAPS Education Scholarship Brooke Rudolph \$350  
MAPS Employee Scholarship Garret Venzke \$350  
MASH Student Council General Scholarship Kiarah Behling \$250  
MASH Student Council Service & Leadership Scholarship Brooke Rudolph \$250  
Medford Alumni Hockey Scholarship Eryka Seidel \$200  
Medford Alumni Hockey Scholarship Skylar Krueger \$200  
Medford Alumni Hockey Scholarship Eryka Seidel \$200  
Medford Alumni Hockey Scholarship Miles Searles \$200  
Medford Area Community Theatre Brett Lundy \$200  
Medford Area Council of Safety Scholarship Shakira Brockhaus \$200  
Medford Area Council of Safety Scholarship DeLana Radlinger \$200  
Medford Area Little League Association Baseball Scholarship Miles Searles \$500  
Medford Area Little League Association Softball Scholarship Hope Faude \$500  
Medford Aspirus Volunteers Scholarship Lucas Liske \$500  
Medford Cooperative Employee Scholarship Ava Bersie \$750  
Medford Cooperative Employee Scholarship Braxton Crabb \$750  
Medford Cooperative Employee Scholarship Maddie Ellis \$750  
Medford Cooperative Employee Scholarship Allison Paul \$750  
Medford Cooperative Employee Scholarship Nakeita Petznick \$750  
Medford Cooperative Employee Scholarship Jacob Rechtzigel \$750  
Medford Cooperative Employee Scholarship Garret Venzke \$750  
Medford Cooperative Employee Scholarship Shakira Brockhaus \$750  
Medford Cooperative Employee Scholarship Saskatoon Damm \$750  
Medford Cooperative Employee Scholarship Jacob Eckert \$750  
Medford Cooperative Employee Scholarship Zachary Rudolph \$750  
Medford Cooperative Employee Scholarship Miles Searles \$750  
Medford Dental Clinic Scholarship Hope Faude \$500  
Medford Education Foundation Staff Scholarship Brooke Rudolph \$350  
Medford Education Foundation Staff Scholarship Madison Gruny \$550  
Medford Education Foundation Brick Scholarship Bryn Fronk \$1,000  
Medford Education Foundation Brick Scholarship Ryan Neumann \$1,000  
Medford Education Foundation Brick Scholarship Silas Wipf \$1,000  
Medford Education Foundation Brick Scholarship Braxton Crabb \$1,000  
Medford Education Foundation Brick Scholarship Garret Venzke \$1,000  
Medford Education Foundation Brick Scholarship Miles Searles \$1,000  
Medford FFA Alumni Scholarship Jacob Eckert \$300  
Medford FFA Alumni Scholarship Chantel Heier \$300  
Medford FFA Alumni Scholarship Allison Paul \$200  
Medford Knights of Columbus Scholarship Martha Miller \$250  
Medford Lions Club Scholarship Lucas Liske \$1,000  
Medford Lions Club Scholarship Maddie Ellis \$1,000  
Medford Morning Rotary Scholarship Ryan Neumann \$500  
Medford Morning Rotary Scholarship Zachary Rudolph \$500  
Medford Nurse Practice Council Scholarship Christine Czesinski \$500  
Medford Youth Soccer Association Scholarship Silas Wipf \$500  
Medford Youth Soccer Association Scholarship Zachary Rudolph \$500  
Medford Youth Soccer Association Scholarship Caden Tessmann \$500  
Medford Youth Soccer Association Scholarship Vincent Seidel \$500  
Mike Krulitz Memorial Scholarship Martha Miller \$500  
Miller Dam Lake Association Scholarship Brooke Wegerer \$1,000  
Mutual of Wausau Insurance Corporation Scholarship Ryan Neumann \$1,000  
NAREN Scholarship Taylor Mueller \$500  
National Archery in the Schools Program Scholarship Kirsten Weix \$1,500  
National Archery in the Schools Program Scholarship Landen Viergutz \$500  
National Merit Scholarship - Mead Witter Foundation Saskatoon Damm \$2,500  
Nestle Scholarship Braxton Crabb \$1,000  
NewsWatch 12 Athlete of the Year Martha Miller Plaque  
NewsWatch 12 Athlete of the Year Logan Baumgartner Plaque  
Nichole Buechel Memorial Scholarship Gavin Fuchs \$500  
Nicolet College Foundation John E. Gambill Scholarship Madison Gruny \$2,500  
Niemuth-Mark Family Scholarship Jacob Eckert \$1,000  
North Central Outdoors Scholarship Cole Dassow \$500  
North Central Outdoors Scholarship Allie Paulson \$500  
North Central Outdoors Scholarship Eryka Seidel \$500  
Northwoods Archers Scholarship Eryka Seidel \$300  
Northwoods Archers Scholarship Allison Paul \$300  
Northwoods Archers Scholarship Trevor Shore \$300  
NTC Foundation All Metal Stamping Scholarship Jacob Wiese \$2,000  
NTC Foundation Dwight & Linda Davis Scholarship Jordan Klinger \$1,000  
NTC Foundation Karl Block Memorial Scholarship Myah Smith \$250  
NTC Foundation Marathon Cheese Corporation Scholarship Hope Faude \$500  
NTC Foundation Medford Kiwanis Club Scholarship Myah Smith \$500  
NTC Foundation Scholarship Avery Purdy \$500

SEE PAGE 4 FOR ADDITIONAL SCHOLARSHIPS



Thursday, June 1, 2023

THE STAR NEWS

# CLASS OF 2023

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## MASH 2023

**Class motto:** "We don't make mistakes, just happy little accidents." Bob Ross  
**Class song:** "Good Riddance" by Green Day



Dante Axon Parents are Rebecca & Christopher Hebda of Medford Work Force



Logan Baumgartner Parents are Lena & Kirk Baumgartner of Medford Attending UW-Stevens Point for Business



Kiarah Behling Parents are Jodi & Donald Behling of Medford Attending NTC for Nursing



Receiving the Darleen & Ken Hallgren Memorial Scholarship were Allie Paulson, Brett Lundy, Caden Tessmann and Zachary Rudolph.



**Magna Cum Laude**  
Ava Bersie Parents are Mindy & Jon Kapitz of Medford and Ben Bersie of Medford Attending UW-Superior for Music Education



Tyler Bohn Parents are Magga & Jeff Netzer of Medford and Jesse & Stephanie Bohn of Stetsonville Attending NTC for Automotive Tech



Joshua Borman Parents are Jason & Lynn Borman of Medford Attending UW-Stevens Point for Graphic Design



**Cum Laude**  
Lucas Borman Parents are Jason & Lynn Borman of Medford Attending UW-Green Bay for Business



Chandler Brandner Parents are Angela & Travis Blume of Stetsonville Working at Marathon Cheese



**Cum Laude**  
Riley Brandner Parents are Damon & Sherry Brandner of Medford Working at Brandner Dairy



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Shakira Brockhaus and Martha Miller received the Brian Kulas Memorial Scholarship.



Christine Czeshinski received the Medford Nurse Practice Council Scholarship.



Garret Venzke received the Engineering Foundation of Wisconsin Scholarship from the Wisconsin Society of Professional Engineers.

## 2022-2023 Medford Scholarship recipients announced

Continued from page 2

Orvis & Genevieve Dodsworth Memorial Scholarship Madison Grunty \$1,000  
Premier Livestock & Auctions Scholarship Skylier Krueger \$500  
ProVision Partners Scholarship Makayla Motte \$1,000  
ProVision Partners Scholarship Allison Paul \$1,000  
Raider Cafe Scholarship Olivia Rau \$500  
Raider Cafe Scholarship Delaney Hrabay \$500  
Raiders Committed Scholarship Zachary Rudolph \$150  
Raiders Committed Scholarship Brynn Fronk \$150  
Raymond & Marie Goldback Foundation, Inc - Marathon Cheese Silas Wipf \$2,000  
Raymond & Marie Goldback Foundation, Inc - Marathon Cheese Lucas Liske \$2,000  
Raymond & Marie Goldback Foundation, Inc - Marathon Cheese Ryan Neumann \$2,000  
Raymond & Marie Goldback Foundation, Inc - Marathon Cheese Braxton Crabb \$2,000  
Raymond & Marie Goldback Foundation, Inc - Marathon Cheese Garret Venzke \$2,000  
Raymond & Marie Goldback Foundation, Inc (Employee) Christine Czeshinski \$2,000

Richard & Gayle Kessler Memorial Scholarship Chantel Heier \$1,000  
Richard & Gayle Kessler Memorial Scholarship Caden Tessmann \$1,000  
Richard & Gayle Kessler Memorial Scholarship Lucas Liske \$1,000  
River Country Co-op Scholarship Jacob Eckert \$500  
Robert Retzer Memorial Scholarship Garret Venzke \$500  
Rumblefest Scholarship Alex Scheithauer \$1,000  
Rumblefest Scholarship Eric Scheithauer \$1,000  
Schild Companies Foundation Scholarship Delaney Hrabay \$4,000  
Schild Companies Foundation Scholarship Bryn Fronk \$4,000  
Schild Companies Foundation Scholarship Avery Purdy \$4,000  
Sierra Pacific Foundation Scholarship Chantel Heier \$2,500  
Sierra Pacific Foundation Scholarship Hannah Kapit \$3,000  
Sierra Pacific Foundation Scholarship Caden Tessmann \$3,000  
Spirit of Curling Scholarship Brett Lundy \$800  
Spirit of Curling Scholarship Lucas Liske \$400  
Taylor County 4-H Scholarship Brooke Rudolph \$1,000  
Taylor County 4-H Scholarship Jacob Eckert \$700  
Taylor County 4-H Scholarship Christine Czeshinski \$300  
Taylor County DHI Agsource Scholarship Jacob Eckert \$500  
Taylor County DHI Agsource Scholarship Chantel Heier \$500  
Taylor County Sportsman's Club Scholarship Brooke Wegerer \$1,000  
Taylor County Sportsman's Club Scholarship Benjamin Ortengren \$1,000  
Taylor County Sportsman's Club Scholarship Jacob Eckert \$1,000  
Taylor County Tavern League Scholarship Long \$500  
Taylor County Tavern League Hope Faude \$500  
Taylor Credit Union Scholarship Makayla Motte \$250  
Taylor Credit Union Scholarship Brett Lundy \$250  
Taylor Electric Cooperative Scholarship Christine Czeshinski \$500  
Taylor Electric Cooperative Scholarship Brooke Rudolph \$500  
Technical Excellence Scholarship Christine Czeshinski \$2,250  
Technical Excellence Scholarship Hope Faude \$2,250  
UW Green Bay Georgia-Pacific Annual Scholarship Miles Seales \$1,000  
UW LaCrosse Eagle Apprenticeship Scholarship Shakira Brockhaus \$2,000  
UW LaCrosse Mary Guertler Hanson Scholarship Shakira Brockhaus \$2,000  
UW River Falls Falcons Soar Scholarship Jacob Eckert \$1,500  
UW Stout Foundation Scholarship Brooke Rudolph \$1,500  
We Do Construction Taylor Mueller \$300  
We Do Construction Kaylie Nourse \$300  
We Do Construction Connor Higgins \$300  
We Do Construction Kyra Merrill \$300  
Whittlesey Lions Scholarship Brett Lundy \$300  
Whittlesey Lions Scholarship Martha Miller \$300  
Whittlesey Lions Scholarship Eryka Seidel \$300  
Zach Smola Humble & Kind Scholarship Zachary Rudolph \$500  
Zach Smola Humble & Kind Scholarship Allison Paul \$500  
Zach Smola Humble & Kind Scholarship Lucas Boroman \$500

**Keep Them Treading Safely Into Their Future...**

*Congratulations to all the 2023 Graduates!*

**Buy 4 Select Tires**

Get up to **\$200** IN FORD PASS REWARD POINTS

Offer Good 5/10-6/12

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Chantel Heier, Lucas Liske and Caden Tessmann received the Richard & Gayle Kessler Memorial Scholarship.



Ethan Breeze Parents are Ben & Kathy Breeze of Medford Attending **NTC** for Education



Shakira Brockhaus Parents are Aaron & Jean Brockhaus of Medford Attending UW-LaCrosse for Psychology



Theresa Broeske Parents are Donna Webster of Medford and Robert Broeske of Dorchester Working as a Certified Nursing Assistant



Annabeth Buzzell Parent is Ashley Buzzell of Medford Work Force



Emilin Carbajal Baldivezo Parents are Patricia Baldivezo & Hugo Cuba of Medford Working as a CNA and attending **NTC** for Nursing



Gavin Cesafsky Parents are Dixie Telisak of Medford and Timber Cesafsky of Chippewa Falls. Work Force



Leah Cipar Parents are Martin & Katy Cipar of Medford Attending CVTC for Nail Technician



Nick Cipar Parents are Martin & Katy Cipar of Medford Attending CVTC for Welding



Joshua Clark Parents are David & Rachel Clark of Medford Attending UW-LaCrosse for Psychology



Xavier Clark Parents are Chris & Heidi Clark of Medford and Aleta & Corey Huotari of Medford Working at Prochnow Transport as a truck driver



Braxton Crabb Parents are Aaron & Michelle Crabb of Medford Attending UW-Platteville for Mechanical Engineering



Christine Czesinski Parents are Craig & Linda Czesinski of Medford Attending **NTC** for Nursing



Saskatoon Damm Parents are Robert Damm of Medford and Tammy Parker of Medford Attending UW-Madison for Journalism



Carter Daniels Parents are Michael & Melissa Daniels of Medford Attending CVCT for Electrical Power Distribution



Cole Dassow Parents are Monte & Lori Dassow of Medford Attending College for Welding



Jake Dassow Parents are Michael & Cindy Dassow of Medford Attending **NTC** for Welding



Aiden Denzer Parents are Catherine & Chadrick Bach of Stetsonville Attending Monmouth College for Human Movement



Mara Jade Denzine Parents are Stephanie Denzine of Medford and Quintin & Connie Denzine of Stratford Apprenticing at Solace Ink as a Tattoo Artist



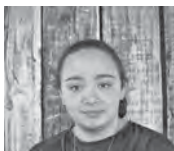
Allison Dew Parent is Kristina Morehead of Medford Attending Cornell University for Engineering Physics



Alex Dittich Parents are Oralee & Michael Dittich of Medford Working for McMillan as an Electrician



Sadye Dohrwardt Parents are Rachel Dohrwardt of Medford Attending **NTC** for Nursing



Maxx Doughty Parents are Donald Doughty & Kim Tomkowiak of Medford Work Force





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Rachel Dunkel Parents are Karrie Dassow & Nicholas Klinger of Medford and Ryan & Dawn Dunkel SR of Rib Lake Attending College for Psychology



**Magna Cum Laude**  
Jacob Eckert Parents are Karyn Eckert of Medford and Nathan Eckert of Medford Attending UW-River Falls for Crop and Soil Science



Mia Eisner Parents are Joseph Eisner of Medford and Kari Eisner of Medford Working at Walmart as an Apparel Associate



**Magna Cum Laude**  
Maddie Ellis Parent is James Ellis of Medford Attending UW-River Falls for Pre-veterinarian



Peyton Emmerich Parents are Emily Dehne of Medford and Chad & Kimberly Emmerich of Stetsonville Air Force



Jenessa Engstrom Parents are Fawn Szydel & Josh Wallace-Szydel of Medford Working at Country Gardens as a Universal Care Giver



Wyatt Ertl Parents are David & Sue Ertl of Medford Working as a Welder



Ulanna Etsitty Parents are Jennifer Etsitty of Stetsonville and Ulan Etsitty Attending college



Hope Faude Parents are Corey Faude of Medford and Jessica Zvolena of Medford Attending NTC for Dental Hygiene



Sandra Ferrell Parents are Lisa & Joshua Windorski of Medford Undecided



**Magna Cum Laude**  
Bryn Frnk Parents are Chad & Misty Frnk of Medford Attending UW-LaCrosse for Elementary Education



**Magna Cum Laude**  
Gavin Fuchs Parents are Brian & Connie Fuchs of Dorchester Attending UW-Stevens Point for Finance



Jadyn Gasser Parent is Sarah Gasser of Medford Working at Black River Industries and Attending the SOAR Program



Kortney Gebert Parents are William & Pam Gebert of Medford Working at Medford County Market as Courtesy Personnel



Matthew Gebert Parents are Kyle & Nicole Gebert of Medford Work Force



Jesse Gengler Parents are Matt & Susanne Gengler of Medford Work Force



Anna Gierl Parents are Patrick & Jeanette Gierl of Medford Attending Universal Technical State in Houston for Automotive and Diesel



Peyton Gilles Parents are Travis & Amy Gilles of Medford and Danielle & Nicholas Roiger of Medford Construction and Firefighting



Evan Gipp Parents are Christopher Gipp of Stetsonville and April Yeager of Medford Working at Walmart on the Stock Team and eventually attending NTC for Technology



Rian Gonzalez Parents are Carlos & Yoladis Pizarro of Curtiss Attending College for Architecture

**Congratulations**  
**Brett**  
on your Awesome High School Accomplishments!  
**Love, Mom, Dad, Sarah & Rachel!**



Brett will be attending UW-Parkside studying Sports Management

Medford Area High School  
Class of 2023  
Brooke will be attending UW-Stout for Special Education and will be on the Stout Track Team!  
Proud of you Brooke!  
Love, Mom and Dad,  
Kara & Lucas, Derek & Zoe



**Congratulations**  
**Brooke Rudolph**



Thursday, June 1, 2023

# THE STAR NEWS CLASS OF 2023

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Connor Gowey Parents are Shain & Jennifer Gowey of Stetsonville Working at James Peterson Sons as a Heavy Equipment Operator



Mason Gripentrog Parent is Nicole Gripentrog of Curtiss Carpentry and Army Reserve-Carpentry and Masonry Specialist



Hollyann Grube Parents are Dustin & Anna Grube of Owen Attending PHD Academy in Eau Claire for Massage Therapy



Trinity Grueneberg Parents are Patricia Harder & James Grueneberg of Dorchester Attending UW-River Falls for Pre-veterinary Sciences



Madison Gruny Parents are Joshua & Tara Gruny of Medford Attending Nicolet Technical College for Elementary Education with an Art minor



Vance Haakenson Parents are Aimee & Travis Haakenson of Medford Attending NTC



**Cum Laude**  
William Haavisto Parents are Mark & Susan Haavisto of Medford Attending UW-LaCrosse for Sports Management



Emma Halopka Parents are Casie Haubert of Medford and Shannon Halopka of Medford Attending UW-LaCrosse for Sports and Exercise Science



Kierstyn Halopka Parents are Kerrie Kasperek & Casey Halopka of Medford Attending the State College of Beauty Culture to be an Esthetician



Tucker Halopka Parents are Nick & Tina Halopka of Medford Work Force



Cierra Harnois Parent is Ericka Jackson of Medford Attending UW-Oshkosh for Kinesiology



Kamryn Harper Parents are Heather & Billy Butcher of Medford Undecided

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**Cum Laude**  
Chantel Heier Parents are Gregory & Maureen Heier of Medford Attending CVTC for Landscape



Samantha Held Parents are Dawn & Paul Kolechek of Medford Attending Technical College for Radiologic Technology



Jose Herrera Parents are Anthony & Leydy Verdone of Medford Work Force



Hunter Hinke Parents are Summer Marthaler of Medford and Mike & Margo Hinke of Stetsonville Army-Airborne Infantry and eventually studying Law



Jack Holmes Parent is Jane Holmes of Medford Work force



Landen Holub Parent is Emily Holub of Medford Army National Guard and Attending College for Diesel Engineering



Mason Hoops Parents are Jennifer Gierman & Matthew Hoops of Medford Attending **NTC** for Electromechanical Technology



Renee Howard Parents are Tony & Tammie Howard of Owen Attending College



Delaney Hruby Parents are Ryan & Tracy Hruby of Medford Attending UW-LaCrosse for Sports and Exercise Science



Morgan Huegli Parents are Olive Marth of Withee and Shawn Huegli of Withee Working for Rural Mutual Insurance; Ackerman Agency Group as an Insurance Agent Assistant



**Cum Laude**  
Samantha Jacobo Nevarez Parents are Alonso Jacobo & Antonia Jacobo Nevarez of Medford Attending **NTC** for Equine Fundamentals



Jaxsyn Johnson Parents are James & Lisa Johnson of Withee Attending **NTC** for Marketing



Abraham Jokiel Parents are Jenny Nemitz-Coleman & John Coleman of Medford Attending **NTC** for Veterinary Technician



Hannah Kapitz Parents are Kari Kapitz of Medford and Mindy & Jon Kapitz of Medford Attending College for Cosmetology



Jake Kauffman Parents are Justin & Lisa Kauffman of Medford Attending **NTC** for Machinist



**Cum Laude**  
Charles Kleist Parents are Marcus & Kelly Kleist of Medford and Misty & Brad Fagan of Chippewa Falls Attending UW-Stout for Packaging Engineering



Jordan Klinger Parent is Kelli Bacholl of Medford Attending **NTC** for Human Services Social Work



Jedrae Kohn Parent is Josephine Kohn of Medford National Guard and Work Force





**Congrats & Hats Off to the Graduates!**

*Special Congrats to Hannah Kapitz*

Here's hoping all of your hopes and dreams come true as you celebrate this achievement and reach for the next goal.

**Happy Graduation!**

Experience the difference **4M EQUIPMENT**

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Nicholas Kowalski Parents are Jerome & Heidi Kowalski of Stetsonville Attending **NTC** for Welding



Alex Kraegenbrink Parent is Nancy Kraegenbrink of Medford Working for Peterson Construction as Pipe Crew



Dylan Kraemer Parents are Thomas & Amanda Kraemer of Medford Work Force as a Mechanic



**Cum Laude**  
Tucker Kraemer Parents are Joe & Lori Kraemer of Medford Working for Merit Electric Service



Melanie Kreklau Parents are Chris & Africa Kreklau of Medford Attending College for Photography



Matthew Kroening Parents are Brandy Sloniker-Dombroski of Medford Attending **NTC** for Welding



**Cum Laude**  
Skylier Krueger Parents are Dustin & Crystal Krueger of Stetsonville Attending UW-River Falls for Pre-Veterinary Medicine



Aiyana Leichtman Parents are Shawn & Britney Anderson of Medford and Chad Leichtman of Medford Working at Black River Industries



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**Summa Cum Laude**

Lucas Liske Parents are Peter & Corinne Liske of Medford Attending UW-Madison



Braeden Long Parents are Jeffrey Long & Tamara Wills of Medford Attending UW-Milwaukee for Marketing

**Cum Laude**

Brett Lundy Parents are Todd & Laura Lundy of Medford Attending UW-Parkside for Sports Management



Blaise Mahner Parents are Karl & Ann Mahner of Medford Carpentry

**Magna Cum Laude**

Katelyn Malchow Parents are Sherri Malchow of Abbotsford and Jason Malchow of Medford Attending College



Desirae Matthias Parents are Julie Matthias of Medford and Kenny & Erin Matthias of Medford Work Force and eventually attending [NTC](#)



Itsael Medina Fuentes Parents are David Medina and Maria del Pilar Fuentes of Medford Marines-Artillery



Brianna Mellady Parents are Robert & Jessica Mellady of Medford Work Force



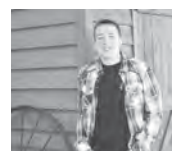
Ty Metz Parents are Rod & Holly Metz of Medford Working for Market and Johnson as a Carpenter



Kailey Miller Parent is Jenny Vircks of Medford Work Force



Martha Miller Parents are Daniel & DeAnna Miller of Athens Attending UW-Green Bay for Economics; playing softball



Anthony Molitor Parents are Andrea Molitor of Medford and Ken Molitor of Osseo Attending [NTC](#) for Electrical Power Distribution

**Magna Cum Laude**

MaKayla Motte Parents are James & Kristy Motte of Medford Attending UW-Madison



Yubin Murillo Aguirre Parents are Jose & Elena Aguirre of Medford Work at Medford Motors and Attend Ford Technical School to become a Technician

**Summa Cum Laude**

Ryan Neumann Parents are Bradley & Cindy Neumann of Medford Attending UW-Madison for Journalism



Jacob Noland Parent is Patricia Noland of Rib Lake Working at Brandner Dairy as Field Crew



Max Nuernberger Parent is Jason Nuernberger of Medford Work Force



Dakota Oleson Parents are Scott & Gail Oleson of Curtiss Undecided

**Magna Cum Laude**

Allison Paul Parents are Christopher & Lynn Paul of Medford Attending College

**Magna Cum Laude**

Allie Paulson Parents are Charles & Sara Paulson of Medford Attending UW-Green Bay for Business



Athena Petersen Parents are Alyson Jinkerson & Jesse Petersen of Medford Working Walmart as an Apparel Team Associate



Nakeita Petznick Parents are Daryl & Tina Petznick of Stetsonville Attending Minneapolis College of Art and Design for Photography



Madisyn Pilgrim Parents are Ryan & Melissa Pilgrim of Medford Attending UW-Stevens Point for Elementary Education and Special Education



Slater Piller Parents are Scott & Kristy Piller of Medford Working at Winchell Construction as a General Contractor



Valeria Polendo Soto Parents are Maria Guadalupe Soto & Noe Polendo Piedra of Medford Attending [NTC](#) then UW-River Falls for Agricultural Business



Tristan Price Parents are Richard & Tracy Price of Medford Working at Sierra Pacific



Avery Purdy Parents are Nicole & Michael Purdy of Medford Attending [NTC](#) for Nursing



Olivia Rau Parents are Brad & Jennifer Rau of Medford Attending [NTC](#) for Early Childhood Education



Collin Rausch Parents are Brandon & Tanya Rausch of Medford Work Force and Attending Southern New Hampshire University for English



Jacob Rechtzigel Parents are Jacob Rechtzigel of Medford and Angela Rechtzigel of Thorp Attending UW-Stout for Civil Engineering

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Brooke Rudolph Parents are Robert & Wendy Rudolph of Medford Attending UW-Stout for Special Education; running track

**Magna Cum Laude**

Zachary Rudolph Parents are Andrew & Amy Rudolph of Medford Attending UW-Madison



Alex Scheithauer Parents are Scott & Joanne Scheithauer of Medford Work Force



Eric Scheithauer Parents are Scott & Joanne Scheithauer of Medford Working at Frontline Building Products as a general laborer



Blake Schilling Parents are Brian & Billie Schilling of Medford Working at Wolf Sawmill and Attending College to be an Electrical Lineman

**Summa Cum Laude**

Miles Searles Parents are Galen & Corrie Searles of Medford Attending UW-Green Bay for Mechanical Engineering



Vincent Seidel Parents are Robby & Carrie Seidel of Stetsonville Attending UW-LaCrosse for Finance



Eryka Seidl Parents are Eric & Rhonda Seidl of Medford Attending Laramie County College for Health Science and Wellness



Trevor Shore Parents are Chris & Alise Shore of Owen Attending UW-Stout for Computer Engineering



Thaddeus Sigmund Parents are Eric & Dawn Sigmund of Medford Work Force

**Cum Laude**

Myah Smith Parents are Kimberly Smith & Noah Hubbard of Medford and Rene Garcia of Colby Attending **NTC** for Radiography



Aryam Soto Parents are Mayra Rodriguez & Gerardo Soto of Curtiss Attending College



Bryce Sperl Parents are William & Michelle Sperl of Medford Work Force

**Cum Laude**

Corbin Sperl Parents are Mathew & Kara Sperl of Medford Attending UW-Eau Claire for Materials Science and Engineering



Sierra Stahnke Parents are Nancy & Jeremy Parker of Whitewater and David Stahnke of Medford Attending **NTC** for Agri-business



Brody Stark Parents are Dustin & Susan Stark of Medford Attending Minnesota State University-Mankato

**Cum Laude**

Caden Tessmann Parents are Tanya Tessmann of Medford and Troy Tessmann of Medford Attending UW-LaCrosse for Biology



Gabriela Torres Pena Parents are Marisol Torres Pena & Heriberto Fuentes Work Force and Studying to be a Chef



Carson Trudell Parents are Cassandra & Marc Mescheiske of Medford and Kyle & KateLynn Trudell of Stetsonville Work Force



Ervin Ulrich Parent is Laura Ulrich of Westboro Work Force



Naut van Meurs Hos parents are Jason & Joan Steliga of Medford Attending Breda Hoge School for Education



Kylie Vasicek Parents are Jessica Kestler of Stetsonville and Rudy Vasicek of Brantwood Working at Car Smart in Wausau

**Summa Cum Laude**

Garret Venzke Parents are Patrick & Lynn Venzke of Dorchester Attending UW-Platteville for Mechanical Engineering



Brian Vetterkind Parents are Faith Peterson of Medford and Noah Vetterkind of Owen Working at Walmart as a Cashier Associate





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Magna Cum Laude

Landen Viergutz Parents are Shane & Jenn Viergutz of Medford Work Force



Dalton Waide Parents are Tonya & Scott Norton of Stetsonville and Howard & Denise Waide of Medford Army National Guard-Indirect Infantry



Magna Cum Laude

Anna Wanke Parents are Jason & Kari Wanke of Medford Attending UW-Madison for Economics



Noah Weatherford Parents are Amy Lipke of Abbotsford and Rodney Weatherford of Medford Work Force



Cum Laude

Brooke Wegerer Parents are Jamie & Karen Wegerer of Medford Attending Virginia Tech for Environmental Science



Cum Laude

Kirsten Weix Parents are Mark & Christine Weix of Medford Attending Winona State University for Cellular Biology



Cum Laude

Chloe Werner Parents are Tracy & Kurt Werner of Medford Attending College for Pre-pharmacy



Kitana Whittenberger Parent is Kitana Whittenberger of Stetsonville Work Force



Jacob Wiese Parents are Lloyd Wiese of Stetsonville and Dominique Nash of Athens. Attending NTC



Magna Cum Laude

Silas Wipf Parents are Brian & Korby Wipf of Medford Attending UW-Platteville for Mechanical Engineering



Maddie Ellis received the Herb Kohl Initiative Scholarship valued at \$10,000.



## Alternative High School graduates



Ashton Cliver Parents are Jamie Cliver of Dorchester and Tara Porter of Stetsonville Attending Mid-State Technical College for Diesel Mechanic



Juan Davila Pinto Parents is Anamaris Pinto Work Force



Emma Dombroski Parents are Jackie Roberts of Medford and Brian Dombroski of Medford. Work Force



Casey Hartwig Parents are Pamela and Tim Nerison of Stetsonville Work Force



Lindsey Haynes Parents are Dodie Haynes and Randy Haynes of Medford. Work Force



Connor Higgins Parents are Christine Noeldner of Medford and Stanley & Judith Hebda of Rib Lake. Attending Chippewa Valley Technical College for Animal Science



Braxton Janda Parents are Timothy and Missy Janda of Medford Undecided



Gordon Jensen Parent is Jean Ramm of Medford Work Force



Wyatt Johnson Parents are Matthew & Shelly Johnson of Medford Work Force



Kyra Merrill Parents are Pat & Amy Merrill of Medford Attending Purdue University Global for Crime Scene Investigation



Tayler Mueller Parents are Lisa & Matthew Mueller of Medford Attending Northcentral Technical College for Automotive Technician



Kaylie Nourse Parents are Debra Carlson & Gary Wittchow of Medford Attending Northcentral Technical College for Nursing



Kiarra Wicke Parents is Jenny Wicke of Nekoosa Work Force



Delaney Hrabý and Olivia Rau received Raider Cafe Scholarships.





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## Medford graduates of the Rural Virtual Academy



Ethan Baumgartner  
Parents are Dan & Stacey  
Baumgartner of Medford



Alyssa Brandner Parents  
are Scott & Heidi Brandner  
of Medford Attending  
Rochester Tech for Radiology



Alex Damm Parents  
are Matthew & Heather  
Damm of Medford Work  
Force



Saige Duesing Parents  
are Shayne & Wendy  
Duesing of Medford Attending  
NTC for Human  
Services



Payton Dykstra-Taylor  
Parents are Ashley & Jason  
Taylor of Medford



Kylee Koontz Parents  
are Bob & Tammy Koontz  
of Medford



Kailey Kraegenbrink  
Parent is Alesia Kraegenbrink  
of Medford



Benjamin Ortengren  
Parents are Carla Hutson  
of Medford and Michael  
Ortengren & Amy Ahles of  
Medford



DeLana Radlinger Caroline & Michael  
Radlinger of Medford



Aaron Schield Pamela  
& Mark Schield of Medford



Samuel Schillinger Laura  
Krause of Medford and  
Adam Schillinger of Edgar



Tukker Schreiner Sara  
& Travis Schreiner of Medford  
and Trisha Schreiner  
of Medford



Autumn Sherman Parent  
is Debra Sherman of  
Medford



Ty Sova Kenneth & Shirley  
Sova of Medford



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## RIB LAKE 2023

**Class motto:** "Cherish yesterday, live for today, and reach for tomorrow."

**Student Council:** Ryan Buehler, Nadia Czahor, Angel Krueger, Dalen Gebauer and Tonya Hempe

**Senior class officers:** President Raelyn Waszkiewicz, Vice President Michael Borchardt



Kamryn Annala, daughter of Matt and Tiffany Annala. She plans on pursuing a major in Cosmetology and Business Management at Chippewa Valley Technical College and hopes to one day become a Salon Owner and Manager.



Grace Artz, daughter of Shawn and Charity Artz. She plans on pursuing a major in Early Childhood Education at UW-Superior and hopes to one day become a Preschool Teacher.



Maria "Mafer" Fernandina Bellini Accetturi, daughter of Ana Claudia and Fernando Accetturi. She plans on pursuing a major in Mathematics and hopes to one day become an Accountant or Engineer.



Michael Borchardt, son of Brad and Jessi Borchardt. He plans on pursuing a major in Physical Education or Business Administration at The University of Northwestern St. Paul.



Ryan Buehler, son of Nicole and Jody Schell-er. He plans on pursuing a major in Business and Commissioning as an Officer in the Marine Corps at The University of Utah and hopes to continue to serve in the Marine Corps and then after serving work for the front office of an NBA team.



Dominick Classen, son of Jon and Laura Classen. He plans on pursuing a major in Residential Construction at Fox Valley Technical College and hopes to one day become a Contractor.



Nadia Czahor, daughter of Matt and Jana Czahor. She plans on pursuing a major in Early Elementary Education at UW-La Crosse and hopes to one day become a Second Grade Teacher.



Riley Eisner, daughter of Jennifer Peterson and Richard Eisner. She plans on pursuing a major in Vet Technician at Northcentral Technical College and hopes to one day become a Vet Technician.



Dalen Gebauer, son of Luke and Wendy Gebauer. He plans on pursuing a major in Business Administration at UW-La Crosse and hopes to one day own and run his own business.



Tonya Hempe, daughter of Jack Hempe and Bri-ann Lukens. She plans on pursuing a major in Exercise Science and Physical Therapy at St. Cloud State University and hopes to one day become an Exercise Physiologist and Physical Therapist.



Angel Krueger, daughter of Michael Krueger and Christena Graveen. She plans on pursuing a major in Photography at Northcentral Technical College and hopes to one day become a Photographer.



Aaron Matyka, son of Gerald and Joan Matyka. He plans on pursuing a major in Gas Utility Construction and Services and Electrical Power Distribution at Northcentral Technical College and hopes to one day become a Lineman.



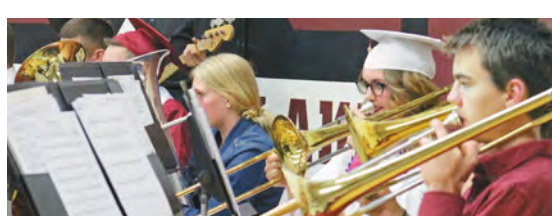
Benjamin Petersen, son of Tim and Andra Petersen. He plans on pursuing a major in Airframe and Powerplant Mechanics at Fox Valley Technical College and hopes to one day become an Aircraft Mechanic.



Colton Rademacher, son of JoLinda Ouimet and Jason Rademacher. He hopes to one day become a Heavy Equipment Operator.



Jordon Rhodes, daughter of Daniel Rhodes and Tiffani Langreck. She plans on pursuing a major in Human Services, Assistant at Northcentral Technical College and hopes to one day become a Human Service Assistant.



Theodore Robisch, son of Matthew and Sara Robisch. He plans on pursuing a major in Mechanical Engineering at UW-Madison and hopes to one day become a Mechanical Engineer.



Rhonnie Jo Scheithauer, daughter of Jeff Scheithauer and Jessi Vercimak. She plans on pursuing a major in Dairy Science at Northcentral Technical College and hopes to one day become a Herd Manager.



Sarah "Ky" Schreiner, daughter of Steve and Michelle Schreiner. She plans on pursuing a major in Art Therapy at UW-Superior and hopes to one day become an Art Therapist.




As you celebrate your graduation, remember that anything is possible with hard work, integrity and perseverance.

**Good luck and congratulations**  
Class of 2023 & to Raelyn Waszkiewicz,  
recipient of Herb Kohl Scholarship.



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## THE STAR NEWS CLASS OF 2023

Thursday, June 1, 2023



Emma Scott, daughter of Jordan and Martha Scott. She plans on pursuing a major in Pre-Med Psychology and Neuroscience at UW-Madison and hopes to one day become a Psychiatrist.



Rickie Staab, son of Heather Firnstahl. He plans on becoming a Welder at Imperial Industries.



Jayden Thums, son of Cindy and Jay Thums. He plans on pursuing a major in Acting and Film Production/Directing at UW-Milwaukee Peck School of the Arts and hopes to one day become an Actor, Producer, and Director.



Tanner Vlach, son of Dan and Karen Vlach. He plans on one day becoming a Coach.



Angel Krueger received the Family and Consumer Sciences Department Award.



Peter Walters, son of Therese Walters. He plans on pursuing a major in Mechanics at Harley Davidson and hopes to one day become a Voice Actor.



Raelyn Waszkiewicz, daughter of Laurie Waszkiewicz. She plans on pursuing a major in Business Finance at UW-Eau Claire and hopes to one day become a Financial Advisor.



Noah Wiitala, son of Jake Wiitala and Darcey Guzinski. He plans on becoming a Crane and Heavy Equipment Operator at SPS LLC.



Hailey Zickert, daughter of Kyle and Crystal Zickert. She plans on pursuing a major in Veterinary Science or Nursing at [Northcentral Technical College](#) and hopes to one day become a Registered Nurse or Veterinarian.



Grace Artz received the vocal music department award.



Members of the junior class receiving the ceremonial key to the high school.



Marawood Conference Scholar Athlete Awards were received by Michael Borchardt, Nadia Czahor, Dalen Gebauer, Kamryn Annala, Theodore Robisch, Mafer Accetturi, Jayden Thums and Dominick Classen.

**CONGRATULATIONS!**  
*Class of 2022*

We salute your hard work and achievement. Congratulations on your graduation!

**WEATHER SHIELD.**  
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Fifth grade teachers Barb Anderson and Garrett Anderson were the special guest speakers at the May 26 graduation ceremony at Rib Lake High School.

Medford, The Star News

# 2023 Rib Lake High School scholarship recipients

AbbyBank Scholarship Kamryn Annala  
Academic Excellence Scholarship Theodore Robisch  
AnnMarie Foundation Scholarship - 4 Year Grace Artz  
AnnMarie Foundation Scholarship - 2 Year Aaron Matyka  
Blood Center of Northcentral Wisconsin Scholarship Hailey Zickert and Emma Scott  
Bullis Family Scholarship Dalen Gebauer  
Ed Daley Memorial Trust Fund" Dominick Classen  
Forward Bank Scholarship Grace Artz  
Four Year National NROTC Marine-Option Scholarship Ryan Buehler  
Francis & Ruth Melvin Memorial Scholarship Ben Petersen  
JMC Scholarship Theodore Robisch  
Herb Kohl Student Initiative Scholarship Raelyn Waszkiewicz  
Lehman-Clendenning American Legion Auxilliary 274 Aaron Matyka  
Lehman-Clendenning American Legion Post 274 Auxiliary Grace Artz  
Lucia Spooner Trust Fund Scholarship Grace Artz  
Medford Area Council of Safety Scholarship Emma Scott  
Medford Cooperative Inc. General Scholarship Michael Borchardt  
Medford Masonic Lodge & Kurt Zimmerman Grace Artz  
Miller Dam Lake Association Michael Borchardt  
Ms. K Memorial Scholarship Theodore Robisch  
NTC NTC Foundation Scholarship Rhonnie Jo Scheithauer  
NTC NTC Foundation Scholarship Emma Scott

NTC Youth Apprenticeship Program Scholarship Hailey Zickert  
Ogema Lions Club Ryan Buehler  
April Peterson Memorial Scholarship Emma Scott  
Tom Peterson Memorial Scholarship Hailey Zickert  
Price Electric Cooperative Hailey Zickert and Michael Borchardt  
Rib Lake Area Fish & Game Association Scholarship Kamryn Annala and Dalen Gebauer  
Rib Lake Education Association Scholarship Theodore Robisch and Michael Borchardt  
RLES Dollars for Scholars Hailey Zickert, Nadia Czahor, Emma Scott, Kamryn Annala, Dominick Classen, Aaron Matyka, Michael Borchardt, Theodore Robisch and Ben Petersen.  
Rib Lake Fire Department Scholarship Kamryn Annala and Jayden Thums  
Rib Lake Ice Dippers Kamryn Annala  
Rib Lake Lions Club Scholarship Rhonnie Jo Scheithauer and Raelyn Waszkiewicz  
Rib Lake Pride Scholarship Rhonnie Jo Schiethauer and Michael Borchardt

Ron Smola Memorial Foundation Inc. Scholarships Rhonnie Jo Scheithauer, Dalen Gebauer and Michael Borchardt  
Beth Scheitauer Memorial Scholarship Michael Borchardt  
Taylor County DHI AgSource Scholarship Aaron Matyka  
Taylor County Sportsmen's Club Scholarship Michael Borchardt  
Taylor County Tavern League Scholarship Kamryn Annala  
Taylor Credit Union Scholarship Dalen Gebauer  
Taylor Electric Cooperative Scholarship Theodore Robisch  
Technical Excellence Scholarship Dominick Classen  
Wayne and Sue Tlusty Scholarship Theodore Robisch, Grace Artz, Rhonnie Jo Scheithauer, Emma Scott, Nadia Czahor, Raelyn Waszkiewicz, and Hailey Zickert  
United Mutual Insurance Company Ryan Buehler and Dalen Gebauer  
Westboro Fish & Wildlife Club Inc. Scholarship Hailey Zickert and Rhonnie Jo Scheithauer  
Westboro Premeau-Schauss VFW Post 7817 Ladies Auxiliary Continuing Education Award Kamryn Annala  
Ethel & Edward Ziemke Memorial Scholarship Nadia Czahor



Theodore Robisch received a scholarship from Taylor Electric Cooperative.



Theodore Robisch and Michael Borchardt received the science department award.



**CONGRATULATIONS**  
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& our own  
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Wausau, City Pages



## NTC announces six new programs

NorthCentral Technical College announced it will offer six new programs in the fall.

The programs were created in response to the changing demands of the job market, according to a press release from the technical college.

The new programs include hospitality management, smart manufacturing technology, Quickbooks specialist, therapeutic massage, nail technology and pasture to plate butchery. Some are associate degrees or technical diplomas, and others are certificates.



# Antigo students honored with awards, scholarships

The Antigo High School awards and scholarships ceremony was held May 24.

Award recipients are as follows:

**Daughters of the American Revolution Good Citizen Award:** Marnie Kubacki.

**NTC Foundation Scholarship:** Laura Burkhart, Karl Busse, Elena Bussiere, Bianca Heil, Austin Helms, Marina Lis, Sabina Morales Gonzalez.

**Bremer and Trollop Scholarship:** Connor VanDorf.

**Andrew McCarthy Memorial Scholarship:** Ayden Gabriel.

**American Legion Exemplary Senior Boy and Girl:** Colden Carley, Aliliann Weix.

**Edna B. Collins Scholarship:** Elliana Smith.

**Antigo Education Association Scholarship:** Morgan Rank.

**Triple R Riding Club Scholarship & Cindy Horst Memorial Scholarship:** Elli Stank.

**Antigo Community Theater Scholarship:** Logan Preul, Lily Powell, Peter Chrudimsky, Michaela Tomczyk.

**Bradley Foundation Scholarship:** Marnie Kubacki.

**Medford Cooperative, Inc. Scholarship:** Marnie Kubacki.

**Antigo Police Department Police Association Law Enforcement Scholarship:** Kailey Schmol.

**Antigo Wrestling Club Scholarship:** Robert Hagerty and Alexandra Hofrichter.

**Antigo Sno-Drifters Snowmobile Club Scholarship:** Shantel Dewey.

**Frederick A. Berner Memorial Scholarship:** Hailey Warren.

**Evelyn Thorne Scholarship:** Marnie Kubacki.

**Deerbrook Ridge Runner Scholarship:** Shantel Dewey.

**McKenna-Mann Performing Arts Scholarship:** Logan Preul.

**Langlade County 4-H Leaders Association Memorial Fund Scholarship:** Robert Hagerty and Morgan Rank.

**Lakeside 4-H Scholarship:** Robert Hagerty.

**Novak Family 4-H Medical Scholarship:** Robert Hagerty.

**Langlade County Fair Volunteerism Scholarship:** Sabina Morales Gonzalez, Robert Hagerty, Nicholas Wild.

**Langlade County**



CONTRIBUTED

Dozens of Antigo High School students were honored at the annual awards and scholarship ceremony in May. Valedictorian Julianna Bauknecht and salutatorian Marnie Kubacki received their academic excellence scholarships, and Jacob Meister and Marina Lis earned the technical excellence scholarships. From left, are Mesiter, Bauknecht and Kubacki. Not pictured is Lis.

**Livestock Pavilion Scholarship:** Robert Hagerty, Nicholas Wild. Triple Progress 4-H Club: Robert Hagerty.

**Elks Club Teen of the Year Scholarship:** Elliana Smith, Luke Quinlan.

**Elks Local 662 Most Valuable Student:** Elliana Smith, Aliliann Weix, Robert Hagerty, Jacob Meister.

**Elks Teen of the Month Recognition:** Riley LeVeque, Makala Beck, Cole Umland, Aliliann Weix, Jacob Mesiter, Marnie Kubacki, Colden Carley, Hailey Warren, Luke Quinlan, Emma Lenzner, Dontae Mohr, Elliana Smith, Alexandra Hofrichter.

**AHS Drama Club Award:** Gabriel Fittante, Aaron Mueller, Cole Umland, Emmett Braun, Alexandra Koszarek, Rebecca Koszarek, Emma Lenzner, Peter Chrudimsky, Colden Carley, Nathaniel Pyeatt, Collin Koepfel, Dontae Mohr, Ruben Fyan, Theresa Theisen, Ainsley Stronstad, Jaxen Schoenek.

**Academic Excellence Scholars Program:** Julianna Bauknecht and Marnie Kubacki.

**Technical Excellence Scholars Program:** Jacob Meister, Marina Lis.

**Antigo C.T.E Awards:** Brooklyn Bender, Laura Burkhart, Anna DalSanto, Ayden Gabriel, Savannah Johnson, Trenton Kielman, Grace Koca, Riley LeVeque, Marina Lis, Wesley McAuly, Jacob Meister, Aaron Mueller, Landon Nelson, Luke Quinlan, Morgan Rank, Andrea Shestak, Trevor Tarras, Hailey Warren,

Kias Washatko, Aliliann Weix.

**WIAA Scholar Athlete Award:** Aliliann Weix, Cole Umland.

**4-year 3-sport Athlete:** Cole Umland.

**2022-2023 GNC Scholar Athletes:** Brooklyn Bender, Robert Hagerty, Alexandra Hofrichter, Emma Lenzner, Sierra Oelke, Sophie Schlieve, Andrea Shestak, Elliana Smith, Cole Umland, Aliliann Weix.

**Elizabeth Macasallyn Hill Kessler Scholarship:** Julia Zuniga.

**Antigo Red Robin Shooting Sports Scholarship:** Jacob Meister. **UW Alumni Club of Antigo Scholarship:** Sierra Oelke and Marnie Kubacki.

**Badgerland Classic and Customs Scholarship:** Diezel Marshall.

**Junior Optimist Club:** \$500 — Emma Lenzner, Morgan Rank, Brooklyn Bender, Elianna Smith; \$250 — Marnie Kubacki, Cole Umland.

**Kolbe & Kolbe Milwork Scholarship:** Jada Rickert.

**Pearson-Pickerel Lions Club:** Jacob Meister.

**Distinguished Athlete Award — US Marine Corps:** Aliliann Weix.

**Semper Fidelis Award for Musical Excellence — US Marine Corps:** Gabriel Fittante.

**Scholastic Excellence Award — US Marine Corps:** Lupita Derks-Williams.

**FFA Cord Recognition:** Morgan Rank, Elli Stank, Nick Wild, McKenzie Zaverousky.

**UW-La Crosse**

**Merrit Scholarship:** Cole Umland.

**Antigo Garden Club:** Elli Stank.

**Wisconsin State USBC Youth Association Scholarship:** Robert Hagerty.

**UW-Whitewater Music Department Scholarship:** Nathaniel Pyeatt.

**Trout Unlimited:** Jacob Meister and Abby Nycz.

**John E. Gambill Scholarship:** Myah Bolder.

**David A. Brandt Memorial Scholarship — UWSP:** Elliana Smith.

**RED ROBIN FOUNDATION SCHOLARSHIPS**

**Gail LeVeque Memorial Scholarship:** Riley LeVeque.

**Bob LeVeque Memorial Scholarship:** Connor Cornelius.

**Antigo Lions Club Scholarship:** Myah Bolder, Payten Lese.

**Antigo Kiwanis Scholarship:** Emily Pla, Ayden Gabriel, Laura Burkhart, Kias Washatko.

**Julie Langseth Memorial Scholarship:** Aliliann Weix.

**Howard Wagner Memorial Scholarship:** Alexandra Koszarek.

**Joan Nilles-Noskowiak Memorial Scholarship:** Emma Lenzner.

**Ruth Coyer Memorial Scholarship:** Julianna Bauknecht.

**Kenneth Thiede Memorial Scholarship:** Hailey Warren.

**Eric Scharenbrock Bear Paw Resort Scholarship:** Jacob Meister.

**Antigo Junior**

**Woman's Club Scholarship:** Julia Zuniga, Alexandra Koszarek, Emma Lenzner, Riley LeVeque, Peter (Isabelle) Chrudimsky.

**The Hoffman Family Scholarship:** Connor Cornelius.

**Ed Stasek Memorial Scholarship:** Ainsley Stronstad, Logan Preul.

**Wendy Kondzela Memorial Scholarship:** Marnie Kubacki (\$500), Ainsley Stronstad (\$250), Myah Bolder (\$250).

**James Kondzela Memorial Scholarship:** Robert Hagerty (\$500), Aliliann Weix (\$250).

**Ed Vavruska Progressive Memorial Scholarship:** Marnie Kubacki, Sierra Oelke, Cole Umland.

**Ed Vavruska Memorial Scholarship:** Dontae Mohr, Trevor Tarras, Riley LeVeque.

**George & Alice Vassau Scholarship:** Grace Koca.

**Gerald & Dorothy Volm Memorial Scholarship:** Gabriel Fittante.

**Bob & Cindy Hilger Scholarship:** Jacob Meister.

**James Traut Memorial Scholarship:** Gabriel Fittante.

**Herb & Kitty Husnick Family Scholarship:** Peter (Isabelle) Chrudimsky.

**Shirley Barta Scholarship:** Kailey Schmol.

**Virginia Lynett Memorial Scholarship:** Morgan Rank.

**Frances Berberian Memorial Scholarship:** Emma Lenzner, Luke Quinlan, Hailey Warren, Elliana Smith.

**In Honor of Janet**

**Wentzer Johnson Memorial Scholarship:** Logan Preul.

**Sam Jacobsen Memorial Scholarship:** Myah Bolder.

**Barby Mattes Wagner Memorial Scholarship:** Elli Stank.

**James & Diane Fronck Memorial Scholarship:** Brooklyn Bender.

**Tom Kislow Memorial Scholarship:** Sophie Schlieve, Aliliann Weix.

**Al Remington Foundation Scholarship:** Emma Lenzner, Elliana Smith, Robert Hagerty, Sophie Schlieve, Aliliann Weix.

**Charles G. Resch II Memorial Scholarship:** Colden Carley, Lupita Derks-Williams.

**Jack Filbrandt Memorial Scholarship:** Riley LeVeque, Connor Cornelius, Austin Helms.

**Community Association of Retirees Scholarship:** Karl Busse.

**Robert and Ruth Smits Memorial Scholarship:** Sierra Oelke.

**Holly Jean Steger Scholarship:** Aliliann Weix.

**Miles and Gerry Stanke Scholarship:** Ainsley Stronstad.

**Richard Estreen Memorial Scholarship:** Elli Stank.

**Spring Valley Blue Jay Scholarship:** Colden Carley and Emma Lenzner.

**Alex Wolf Memorial Scholarship:** Riley LeVeque.

**Elysheva Zalewski Memorial Scholarship:** Elena Bussiere.

**Antigo Area Youth Hockey Association Scholarship:** Riley LeVeque.

**Kurt Hoerman Memorial Scholarship:** Aliliann Weix and Mason Gray.

**UW Whitewater Music Department Scholarship:** Nathaniel Pyeatt.

**UW Platteville Alumni Scholarship:** Ashton Olson.

**William C. Duerberger Memorial Scholarship:** Nathaniel Pyeatt.

**Red Robin Scholarship:** Emma Lenzner, Alexandra Koszarek, Peter Chrudimsky, Riley LeVeque, Julia Zuniga, Emily Pla, Ayden Gabriel, Laura Burkhart, Kias Washatko, Kailey Schmol, Myah Bolder, Austin Helms.

Plymouth, The Review

## PHS students earn \$1.6 million in scholarships

Members of the Plymouth High School Class of 2023 will be receiving more than \$1.6 million in scholarships, which were announced during the annual Awards Night held May 17 at the school.

The total includes about \$81,200 from the Arno A. & Loretta K. Vogt Memorial Scholarship, which will be divided evenly among 58 recipients, who have a 3.0 grade-point average and participated in at least 10 high school extracurricular activities. Each will receive about \$1,400. Arno (1904-1988) and Loretta K. Vogt (1906-1997) were lifelong learners and dedicated educators, who lived in Plymouth and taught in Sheboygan County schools.

Also among the awards were 42 scholarships worth more than \$61,000 administered by the Plymouth Education Foundation. "This is the largest award total in PEF history," said foundation executive director Andrea Schultz. "Thank you so much to all of our donors for supporting our graduating seniors!"

### PHS seniors receiving scholarships

Alexander Ames: \$52,000 Concordia University Presidential Merit Scholarship; \$1,400 Vogt Scholarship; \$500 PHS Football Booster Club Scholarship; \$250 PHS Boys Basketball Booster Club Scholarship; Senior Athletic Award; East Central Conference Academic Award

Carson Anhalt: \$10,000 Epprecht Family Foundation Scholarship; \$4,000 UW-Platteville Merit Scholarship; \$2,000 Sheboygan County Meat Animal Sale; \$1,400 Vogt Scholarship; \$500 FFA Alumni Scholarship; \$500 Plymouth Utilities Scholarship; \$500 Plymouth Snow Rangers Scholarship; East Central Conference Academic Award

Tate Argall: \$1,400 Vogt Scholarship; \$500 Alice Ebenreiter Scholarship; East Central Conference Academic Award

Luci Bein: \$1,400 Vogt Scholarship; \$500 Plymouth Chamber of Commerce Scholarship

Brady Bleck: \$15,000 Leonard Gentine Sr. Scholarship; \$5,500 UW-Madison William & Janice Ward Family Agriculture Enrichment Scholarship; \$2,000 Dustin K. Knaus Memorial Golf Scholarship; \$2,000 Sheboygan County Meat Animal Sale; \$1,500 Robert P. & Edna B. Niedermeier Dairy Science Memorial Scholarship; \$1,500 The Golfers Club at Town & Country; \$1,400 Vogt Scholarship; \$1,200 Jimmy Lohr Golf Scholarship; \$1,000 Country Visions Cooperative & CP Feeds Scholarship; \$1,000 Stuart & Alyce Giffin Scholarship; \$500 Sheboygan County



**HONORING THEIR MEMORY** – After a brief prayer, a celebratory Memorial Day ceremony was held at the Walnut Grove Cemetery in Glenbeulah. –photo by Les Tension

Holstein Association Scholarship

Madeline Brown: \$2,500 UW-GB

Phuture Phoenix: Ignite the Future

Lauren Bunyea: \$3,000 Elizabeth A

Jewett Scholarship; \$1,400 Vogt Scholarship; \$500 Helen P. Gilboy Scholarship

Benjamin Coley: \$1,500 Plymouth High School Alumni Scholarship; \$1,400 Vogt Scholarship; East Central Conference Academic Award

Lauren Conto: \$16,000 Kohler Company College Scholarship; \$1,400 Vogt Scholarship; \$1,000 Kelly & Margaret O'Neill Agriculture Scholarship; \$1,000 Country Cooperative & CP Feeds Scholarship; \$1,000 Stuart & Alyce Giffin Scholarship; \$500 Dairy Doctors Scholarship; East Central Conference Academic Award; Lions Club Girls Sportsmanship Award

Ethan DeMunck: Senior Athletic Award

Anna Depping-Herzog: \$44,864 UW-Madison Mercile J. Lee Scholarship; \$40,000 Ruth DeYoung Kohler Merit in the Arts Award; \$1,400 Vogt Scholarship; \$1,100 Barbara Voelker Memorial Scholarship

Miriam Fabian: \$1,400 Vogt Scholarship

Breanna Flores: \$10,000 Herb Kohl Student Initiative Scholarship; \$5,000 UW-Whitewater King/Chavez Scholarship; \$1,400 Vogt Scholarship; \$1,000 Plymouth Masonic Lodge #167 Scholarship; \$500 JM Rock Family Scholarship; \$500 PHS Swim & Dive Alumni

Scholarship

Arianna Fohr: \$13,500 National Buckeye Scholar; \$1,500 Eleanor Fischong Scholarship; \$1,400 Vogt Scholarship; \$1,000 Ohio State University Ohio Trustees Scholarship; WI Global Scholars Certificate

Elise Friedel: \$1,400 Vogt Scholarship; \$500 Lisa & Brad Johnson Memorial Scholarship; WI Global Scholars Certificate

Carter Fuerst: \$4,000 Kohler Co. Inspirational Award; \$750 Worlds Cheese Center VFW #5612 Scholarship; \$500 Plymouth Utilities Scholarship

Reymar Harms: \$1,400 Vogt Scholarship

See **SCHOLARS/3**





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## Plymouth, The Review

### SCHOLARS from 2

Collin Harvey: \$4,000 Kohler Co. Inspirational Award; \$1,400 Vogt Scholarship; \$1,000 James Hemauer Memorial Scholarship; East Central Conference Academic Award

Hilde Haucke: \$10,800 LTC Promise Scholarship; \$750 Worlds Cheese Center VFW Post 5612 Scholarship; \$500 Plymouth Chamber of Commerce Scholarship

Laura Henze: \$7,000 Walter & June Vollrath Scholarship; \$1,400 Vogt Scholarship; \$750 PHS Fine Arts Booster Scholarship; East Central Conference Academic Award

Ella Hogue: \$1,000 Plymouth Lions Club Scholarship

Emma Hollister: \$1,000 Jeff Petrie Scholarship

Natalie Johnson: \$1,400 Vogt Scholarship; \$1,280 UW-GB Bill & Pat Larsen Endowed Phuture Phoenix Scholarship; \$1,000 Ernest Broeniman Scholarship

Clarissa Jones: \$76,000 St. Norbert College John F. Kennedy Scholarship; \$1,400 Vogt Scholarship; \$1,000 Plymouth Lions Club Scholarship

Ethan Kawa: \$2,000 Marshall Sign Scholarship

Kaylee Kleinhans: \$72,000 Lakeland University Presidential Scholarship; \$1,400 Vogt Scholarship; \$1,000 Rachel Romps Kubitz Memorial Scholarship; \$750 Wisconsin American Legion Scholarship; East Central Conference Academic Award

Mira Koene: \$2,000 Marshall Sign Scholarship; \$1,400 Vogt Scholarship; \$750 Worlds Cheese Center VFW #5612 Scholarship

Allison Kultgen: \$1,400 Vogt Scholarship; \$500 Plymouth Soccer Club Scholarship; East Central Conference Academic Award

Ryan Lautenschlaeger: \$1,400 Vogt Scholarship; \$1,000 Plymouth Lions Club Scholarship

Ellison Lilyquist: \$108,000 St. Norbert College Distinguished Trustee Scholarship; \$1,500 Mike Slagle Memorial Scholarship; \$1,400 Vogt Schol-

arship; \$300 Plymouth Girls Basketball Boosters Scholarship; WIAA Scholar Athlete Honorable Mention; Senior Athletic Award; East Central Conference Academic Award

Allison Limberg: \$30,600 Grand Canyon University President Scholarship; \$5,000 June Longrie Vollrath Scholarship; \$3,000 Sartori Scholarship; \$1,400 Vogt Scholarship; \$1,000 Country Visions Cooperative & CP Feeds Scholarship; \$500 Sheboygan Co. Farm Bureau Scholarship; \$500 GFWC Plymouth Woman's Club Scholarship; \$500 Hands on Your Future Scholarship

Elizabeth Manthey: \$1,400 Vogt Scholarship; \$500 Plymouth Utilities Scholarship; \$500 Plymouth Rotary Club Scholarship; \$500 Northcentral Technical College Foundation Scholarship

Caleb Martell: \$1,400 Vogt Scholarship; \$500 Plymouth Rotary Club Scholarship; East Central Conference Academic Award

Ryan McEvoy: \$6,750 Wisconsin Technical Excellence Scholarship; \$1,400 Vogt Scholarship; \$1,000 Robert H. Mueller Trade Scholarship

Andru Miller: \$4,000 Kohler Co. College Scholarship; \$1,400 Vogt Scholarship; \$500 Lloyd Streblov Memorial Scholarship; \$500 PHS Football Booster Club Scholarship; \$250 PHS Boys Basketball Booster Club Scholarship; Senior Athletic Award; East Central Conference Academic Award

Jake Miller: \$6,750 Wisconsin Technical Excellence Scholarship; \$2,000 Imagine Believe Achieve Scholarship in Memory of Leonard "Butch" Gentine; \$1,400 Vogt Scholarship

Connor Miley: East Central Conference Academic Award

Wyatt Moore: \$4,000 Kohler Co. College Scholarship; \$2,500 Jean Lammers Schwiesow Scholarship; \$1,400 Vogt Scholarship; \$1,000 Plymouth Lions Club Scholarship; \$500 PHS Football Booster Club Scholarship; WIAA Scholar Athlete Honorable Mention; Senior Athletic Award; East Central Conference Academic Award

Braden Neu: \$2,000 Paul A. Riddle Memorial Scholarship; \$1,500 Plymouth High School Alumni Scholarship; \$1,400 Vogt Scholarship

Cady Ninnemann: \$1,400 Vogt Scholarship; \$200 Melroy & Helen Kestell Scholarship; East Central Conference Academic Award

Kaelei Olig: \$72,000 University of Tampa Presidential Scholarship; \$1,400 Vogt Scholarship; \$500 Jessie Rock Scholarship; East Central Conference Academic Award

Forest Olsen: \$24,000 Colorado School of Mines Provost Award; \$12,000 Eileen Bruce Memorial Scholarship; \$3,000 Harold Steinke Scholarship; \$1,400 Vogt Scholarship

Oliana Ozbaki: \$2,000 Plymouth Professional Business Women's Scholarship; \$1,400 Vogt Scholarship

Zayda Pankow: \$15,000 Leonard Gentine Sr. Scholarship; \$1,400 Vogt Scholarship; \$1,200 Jimmy Lohr Golf Scholarship; East Central Conference Academic Award

Cassandra Pilling: \$1,400 Vogt Scholarship; \$1,000 Salem UCC Scholarship; \$500 Plymouth Soccer Club Scholarship; East Central Conference Academic Award

Julianna Pohl: \$5,000 Mitchell Heun Memorial Scholarship; \$1,400 Vogt Scholarship; \$1,000 Ambelang-Ebelt-Lau American Legion 386 Scholarship; \$500 Knights of Columbus #1789 Scholarship; East Central Conference Academic Award

Kaitlyn Scharenbroch: \$10,000 LTC Promise Scholarship

Brooke Schuenemann: \$1,400 Vogt Scholarship; \$1,000 Mueller Education & Lebray Science Scholarship; \$500 Plymouth Education Association Scholarship; \$250 PHS Wrestling Booster Club Scholarship; East Central Conference Academic Award

Brandon Schultz: \$1,400 Vogt Scholarship; \$500 Sheboygan County Farm Bureau Scholarship; \$500 FFA Alumni Scholarship

Austin Schwartz: \$64,000 Milwaukee Institute of Art & Design Merit Scholarship; \$10,000 MIAD Schol-

arship Portfolio Class Scholarship; \$1,400 Vogt Scholarship

Carson Schwartz: \$9,000 WI Academic Excellence Scholarship; \$2,500 Jean Lammers Schwiesow Scholarship; \$1,400 Vogt Scholarship; East Central Conference Academic Award

Natalie Schwarz: \$92,000 St. Norbert College Presidential Scholarship; \$2,000 Plymouth Professional Business Women's Scholarship; \$1,400 Vogt Scholarship

Carter Selk: \$1,400 Vogt Scholarship; \$1,000 Ardelle & Helen Gerber Schuricht Scholarship; \$500 Plymouth Utilities Scholarship; East Central Conference Academic Award

Masee Selk: \$1,400 Vogt Scholarship; \$500 Jessie Rock Scholarship; East Central Conference Academic Award

Ryan Selk: \$1,400 Vogt Scholarship; \$500 PHS Swim & Dive Alumni Scholarship; East Central Conference Academic Award

Nicholas Shircel: \$35,000 Herbert V. Kohler Leadership Award; \$20,000 University of Minnesota Gold Scholarship; \$12,000 Johnsonville Scholarship; \$9,000 WI Academic Excellence Scholarship; \$4,000 Imagine Believe Achieve Scholarship; \$2,500 National Merit Scholarship; \$1,400 Vogt Scholarship

Jacob Shutter: \$1,400 Vogt Scholarship; \$500 PHS Football Booster Club Scholarship; \$250 PHS Boys Basketball Booster Club Scholarship; Senior Athletic Award; East Central Conference Academic Award; Lions Club Boys Sportsmanship Award

Emma Sprenger: \$10,000 Sentry Insurance Student Leadership Scholarship; \$4,000 Presidential Purple Scholarship; \$2,000 Plymouth Professional Business Women's Scholarship; \$2,000 Lona Ahnrsbrak Scholarship; \$1,400 Vogt Scholarship; \$500 UW-Stevens Point Pointer Promise Scholarship

Eli Steiner: \$1,500 UW-Stevens Point Paper Science & Chemical Engineering Foundation Scholarship; \$1,400 Vogt Scholarship; \$1,000 UW-Stevens Point Invest in Your Purpose

Scholarship; East Central Conference Academic Award

James Steinhart: \$2,000 Sheboygan Early Bird Rotary Scholarship; \$2,000 Sheboygan County Meat Animal Sale; \$1,000 Ernest & Ruth Haucke Memorial Scholarship; \$1,000 Ambelang-Ebelt-Lau American Legion 386 Scholarship; \$700 Treyden Gonzalez Memorial Scholarship; \$500 Cascade Lions Club Scholarship; \$500 Sheboygan Contractor Association Scholarship

Sydney Steinhart: \$1,400 Vogt Scholarship; \$500 Lou Jaeger Memorial Scholarship

Maisy Sternhagen: \$90,000 Ruth DeYoung Kohler Scholarship for Artistic Excellence; \$1,400 Vogt Scholarship; \$1,000 Ladewig-Zinkgraf American Legion Post 243 Scholarship; \$1,000 PHS Fine Arts Booster Scholarship; \$500 Hands on Your Future Scholarship

Ava Stroessner: \$120,000 University of Arizona Merit Scholarship; \$1,400 Vogt Scholarship; \$500 Beyond the Badger State Scholarship

Nathaniel Stucke: \$1,400 Vogt Scholarship; \$500 Elden M. Amundson Family Scholarship

Abigail Tagel: \$2,000 Sheboygan Early Bird Rotary Scholarship

Molly Trepanier: \$60,000 Auburn University Academic Heritage Scholarship; \$5,000 Rhyam Family Class Exemplar Scholarship; \$1,400 Vogt Scholarship; \$200 Elks Student of the Month Scholarship

Alex Weisensel: \$1,400 Vogt Scholarship

Sarah Welsch: \$108,000 St. Norbert College Distinguished Trustee Scholarship; \$2,000 James Theusch Scholarship; \$1,400 Vogt Scholarship; \$1,000 Aurora Health Foundation (Medical Staff) Scholarship; \$500 Plymouth Soccer Club Scholarship; East Central Conference Academic Award

Hannah Wettstein: \$72,000 Edgewood College Dominican Scholarship; \$4,000 Edgewood College Aspiring Fine Arts Scholarship; \$1,400 Vogt Scholarship; \$750 Worlds Cheese Center VFW 5612 Scholarship

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## Helping students get a jump start on the future

Menominee Indian High School students earn associate's degree through 4x4 program

by Rachel Sankey

SHAWANO — Last month, hundreds of Northeast Wisconsin Technical College (NWTC) students from campuses and centers throughout the region gathered at the Resch Center with friends and family to celebrate their graduation.

Four of those students — Ashlee Corn, Alamea Pyawasay, Pearson Denny and Mariah Fish — graduated from Menominee Indian High School two weeks before and found themselves walking the stage again — this time, receiving their associate's degree.

Corn, Pyawasay, Denny and Fish were a part of NWTC's Shawano's 4x4 program, which allows students to take four general studies courses, four days a week for four weeks, one at a time.

They were also the first to take part in the technical college's Associate of Arts (AA) Transfer Program, where students can receive an associate's degree and transfer to a four-year university, if they so choose, as a junior.

The four are the first high school students in NWTC's history to graduate with an associate of arts degree.

### How it started

The 4x4 program — which Jeannie Otto, regional learning manager at NWTC's Shawano and Oconto Falls locations, said originally started at the Green Bay campus — became a popular choice for students because of the one-class focus.

Then, she said, Menominee Indian High School reached out.



Left to right are Miranda Schornack, Jodi Tetting, Mariah Fish, Ashlee Corn, Alamea Pyawasay, Pearson Denny and Jeannie Otto.

"They came to us asking if we had a creative solution for their high school students," she said. "We had the 4x4, and so they started eight students with us in 2014. It was only seniors, but it continued to grow to the point where, three years ago, they incorporated juniors into the program as well."

Last April, Otto said NWTC received state certification for the new AA degree, which was the perfect storm for the Menominee Indian High School students.



Four students from Menominee Indian High School graduated from NWTC with their associate of art's degree last month at the Resch Center. They were the first to graduate from NWTC's Associate of Arts Transfer Program. Photos Courtesy of NWTC

"(They) were on the perfect pathway to continue last summer taking NWTC courses and be the first ever to graduate with the AA degree from their high school and from NWTC," she said.

Miranda Schornack, early college manager at NWTC, echoed Otto's sentiment.

"It's so profound the first graduates of the Associate of Arts Transfer degree are high school students," she said.

Otto said Corn, Pyawasay, Denny and Fish would come to the Shawano NWTC campus for class from 8:30-11:30 a.m., have lunch and then attend their high school classes.

"A lot of these classes count for their graduation requirements as well," she said. "So they certainly weren't having to take double — they were just inserting our classes for the requirements."

### A plethora of benefits

Corn, Pyawasay, Denny and Fish were all able to receive their associate's degree for free, as Otto and Schornack said it's important to both Menominee Indian High School and NWTC to provide accessible opportunities for their students.

"They had the full support of their school board from day one," Otto said. "It was about the school deciding they wanted something more for their students. They carved out the budget dollars they maybe would have spent on instructors to help support this project."

Schornack said NWTC focuses on providing more opportunities for students to attend that historically have struggled or been unable to due to finances and other factors.

"We're committed to making things affordable," she said. "And when we talk about what that means for high school students, it means starting to offer classes their high school teachers can teach, and then costs \$0 for the school district."

Schornack said NWTC's mission aligned perfectly with the programs.

"It was affordable because, in this case, everything was fully funded," she said. "It's flexible because we make sure there's support for

students so they can be successful... (and) lifelong learning — that doesn't just mean code for later in your life after retirement or something. This is like, 'you're a teenager, and you can be pursuing a degree, and we can make it challenging but also rewarding and possible for you.'"

Otto said NWTC's partnership with other colleges and schools was also important in making the AA degree possible.

"It involves Menominee offering some courses

transcribed, [Northwestern Technical College](#) offering some courses, the College of Menominee Nation offering courses and we (NWTC) offer the bulk of the courses," she said. "All four entities were involved in making this work, and that speaks to the partnerships we all have and how important they are to help the student, who really is the one who needs to have these opportunities happen."

The collaboration, Schornack said, also benefits employers.

"What does that mean then, to be good for both of them — (for the students and good for the industry)?" she said. "It means we better be collaborative."

The 4x4 and AA programs, Otto said, are also meant to help the community.

"A lot of these students from the 4x4 are now back in their community working with two- and four-year degrees as police officers, educators and nurses," she said. "And that was the vision... to have them return and work in their community and help fill those positions. They're saving two years of education expenses, but more importantly, they're able to assimilate back into their community in good positions."

### First-hand experience

Corn, Pyawasay, Denny and Fish all came to know the program through different circumstances.

Pyawasay and Fish said they had sisters who went through the 4x4 program, while Corn and Denny said the program and its challenges seemed appealing.

"Our mentor at our high school approached me

at the end of my sophomore year and asked me if I was interested in taking college classes," Corn said. "I thought it would be a cool experience and a challenge."

All four said they started taking dual-credit courses in their junior year of high school.

The main courses covered English, math and science, while the rest of the classes were electives.

Pyawasay said the classes helped to "open our minds to college."

"Having that variety of all the classes helped me pick what I wanted to go to school for," she said. "So I liked having that."

While the programs were made to fit into the student's high school schedule, Corn said managing college-level courses was still challenging.

"I feel like it was difficult because most of us played sports," she said. "So, we had to manage our homework when we had games. It was a lot of time management and trying to figure it all out."

The four students said they all knew they wanted to go to college before enrolling but said the 4x4 and AA programs helped pave a clearer path on what they wanted to pursue.

"I was not sure what I wanted to do at all," Fish said. "I didn't know how many options we had, and I liked that 4x4 gave us all these different kinds of classes. It helped with picking what I wanted to do."

Denny said he found out he enjoyed the 4x4 class structure better than the typical high school schedule.

"It was way different," he said. "And I liked that I didn't have to go (to class) every day for one hour."

The program being free was also a huge plus, the four collectively said.

"If I were to have to pay for it, I would not think I would be able to get my associate's degree," Pyawasay said. "Being able to take certain classes and not having to worry about how I'm financially going to prepare felt good."

See 4x4, Page 36



# 4x4/Accessibility is key factor

From Page 24

## The future

Looking toward the next step in their academic careers, all four students said they have already committed to a four-year university.

Denny said, while he is still unsure of what he would like to pursue when he goes to the University of Wisconsin-Stevens Point, he hopes to work in a larger city when he graduates.

Pyawasay has committed to the University of Wisconsin-Madison where she plans to obtain a master's degree in psychology, eventually entering the psychiatry field.

Corn and Fish will both be attending Haskell Indian Nations University in Lawrence, Kansas.

"I plan on playing volleyball there," Corn said. "I'm not exactly sure what I want to major in yet, but I have a couple of ideas."

Corn's future roommate, Fish, said she will be playing on the basketball team.

"I'm leaning toward social work when I get (to Haskell)," she said.

Corn, Pyawasay, Denny and Fish said they all hope high school students continue with the 4x4 program, and gave some words of advice.

"I would say take the opportunity because it

puts all of us a step ahead," Fish said. "It's great to have at our school, and not only gave us skills for education but gave us life skills, too."

Schornack said NWTC is also looking at the future of the 4x4 program.

"It was fortuitous these students had started a dual-credit pathway early on," she said. "So now, we're looking at – since it's been so successful with the Shawano regional learning center and Menominee Indian High School – how can we replicate that and expand that across our region?"

Schornack said NWTC is already in the pre-planning stages of expansion.

"Who can we pilot with and partner with? How can we map out all the different dual credit opportunities?" she said. "So, we're looking at expansion."

Otto said both she and Schornack are "super proud" of Corn, Pyawasay, Denny and Fish.

"We couldn't be more pleased to have them, and this is the most spectacular thing you could dream up for our students," she said. "(We're) very grateful for the opportunity to have this partnership with Menominee Indian High School. (It's) absolutely wonderful." **TBN**



Owen-Withee, Enterprise-Sentinel



Valedictorian Damian Nernberger gives an inspired address to his class. Nicole Rogers photo



Superintendent Scott Winch (left) and School Board President Paul Heggemeier stand with Doonan Award winner Susan Nelson. Nicole Rogers photo

# O-W Class of 2023 turns their tassels

By Nicole Rogers

See center section for a closer look at the Owen-Withee Class of 2023.

The Owen-Withee High School commencement ceremony was held on May 20 at 10 a.m. in the high school gymnasium. The OWS band performed "Pomp and Circumstance" as 34 graduates processed into the gym and onto the stage. Principal Matt Cihlar welcomed all with inspiring words to the graduates.

Speaking with humor and motivation on behalf of the class of 2023 was Class President Ben Heggemeier, Salutatorian Connor

Simington and Valedictorian Damian Nernberger. Intertwined in the program were musical selections from the band and choir. The choir sang *Found/Tonight* arranged by Jacob Narverud and the band played *Into the Storm* by Robert W. Smith.

School Board President Paul Heggemeier presented the Doonan Award to newly-retired Owen-Withee Elementary teacher Susan Nelson. She was recognized for her service and excellence in teaching at the Owen-Withee School District.

Superintendent Scott Winch and School Board President Heggemeier presented diplomas to the new grads. The ceremony came to a touching conclusion as Class President

Ben Heggemeier led his class in repositioning tassels from right to left.

## Scholarships

Scholarships were given out on May 17 at the senior banquet. Below are the scholarship award winners:

Academic Excellence (\$9,000) - Damian Nernberger  
 Technical Education Scholarship (up to \$6,750) - Chloe Faude  
 Alfa A. Holm (\$1000 each) - Sidney Halida and Carter Klabon  
 Betty & Bruce Amacher Memorial (\$300) - Gabby Goessl  
 Black River Sportsmen's Club (\$200

each) - Sierra Bakke, Gabby Goessl and Carter Klabon

Casey Blume Memorial (\$500 each) - Sidney Halida and Carter Klabon

Curtiss Lions (\$600) - Tawny Ruppert  
 Donna Schluter Parker (\$1,000) - Sidney Halida

Evelyn & Myron Fritsch & Sandra Linn (\$1,000) - Gabby Goessl

FFA Alumni (\$600) - Sierra Bakke  
 Francis & Ruth Melvin Memorial (\$300) - Carter Klabon

Gail Palmer Memorial (\$1,000) - Gabby Goessl

See GRADUATION, Page 2



Owen-Withee, Enterprise-Sentinel



Carter Klabon and Sidney Halida win the Casey Blume scholarship presented by Sara Blume. Nicole Rogers photo



Curtiss Lion Lila Meske presented the Lions Scholarship to Tawny Ruppert. Nicole Rogers photo



Owen Mason Travis Rogers, Jr. presented the Masons' scholarship to Chloe Faude. Nicole Rogers photo

## Graduation

from Page 1

Hardrath-Roeback (\$1000) - Tawny Ruppert  
Haselow (\$500) - Chloe Faude  
Jesse Dee Jensen "I Will" (\$500 each) - Gabby Goessl, Sidney Halida and Tawny Ruppert  
Kerry Ingredients (\$500) - Damian Nernberger  
Knights of Columbus (\$500) - Connor Simington  
Larsen (\$500) - Damian Nernberger  
Masonic Lodge (\$500) - Chloe Faude  
Milton Krom - M.A.C.F. (\$1,058 each) - Sierra Bakke, Sidney Halida and Connor Simington  
"Old Ern"/Gay Family Memorial (\$1,200) - Damian Nernberger  
OW Class of 1965 (\$350) - Chloe Faude  
OW Club (\$500 each) - Sidney Halida and Connor Simington  
OW Lions (\$1000 each) - Sierra Bakke and Sidney Halida

OW Vets (\$500) - Connor Simington  
OW Youth Football/Cheer (\$250) - Logan Amacher  
Premier Livestock and Auction (\$500 each) - Sierra Bakke and Damian Nernberger  
Robin Gummerson (\$500) - Sidney Halida  
Sherri Bogseth Memorial (\$1,000) - Sierra Bakke  
Shirley Wittek (\$300) - Gabby Goessl  
William Picus (\$500) - Tawny Ruppert  
Will Maki Legacy (\$500) - Tawny Ruppert

### School specific and other:

Sierra Bakke - Ag Country Farm Credit Union (\$1,000), Clark County Livestock (\$1,000), Greg Untiedt (\$700), Medford Co-operative (\$750) and United Mutual Insurance (\$500)  
Chloe Faude - Don Voelker Memorial (\$500)  
Gabby Goessl - Showcase Players (\$250)  
Sidney Halida - Bellin College Admissions (\$24,000) and HS & Angeline Lewis from American Legion Auxiliary (\$1,000)  
Carter Klabon - Clark County Community



Tammy Barth directs the OWHS choir at the commencement ceremony. Nicole Rogers photo

Foundation (\$400)  
Damian Nernberger - Clark Electric Co-operative Scholarship (\$2,000), Clark County Community Foundation (\$400), Forward Bank (\$500) and Shield Company-Weather Shield (\$4,000)  
Tawny Ruppert - Aspirus Volunteers-Medford (\$500), Clark County Community Foun-

dation (\$400), Liana Labor Union of Wisconsin (\$1,000) and United Mutual Insurance (\$500)  
Connor Simington - First State Bank (\$1,000) and V. Garth Fuller Memorial-NTC Foundation (\$750)





Owen-Withee, Enterprise-Sentinel

# 'It's a great year to be a senior'

Graduation ceremonies for Owen-Withee's Class of 2023 took place on Saturday, May 20, at 10 a.m. The ceremony was held in the Owen-Withee High School gymnasium.

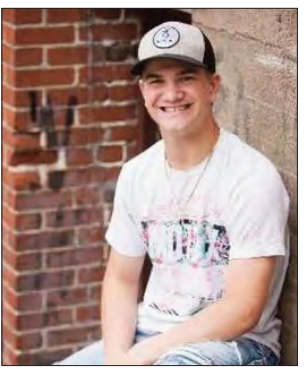
Senior class officers are President Ben Heggemeier, Vice President Damian Nernberger, Secretary Chloe Faude, and Treasurer Connor Simington. Advisors for the Class of 2023 are Mr. Peter Devine, Mr. Trent Klemm, and Mrs. Brandy Pecha. The seniors chose the white carnation for their class flower and "The Nights" by Avicii as the class song. The motto for the Class of 2023 was "It's a Great Year to be a Senior!"

Valedictorian



Damian Nernberger

Salutarian



Connor Simington

Class Valedictorian was **Damian Nernberger**, the son of Shanna Nernberger and the late Neil Nernberger. Damian will be attending UW - Milwaukee for Actuarial Science. Salutarian was **Connor Simington**, the son of Karen and Adam Simington. Connor plans on attending [North Central Technical College](#) in Wausau for Computer Support Specialist.



The Class of 2023 posed for a group photo following Saturday's ceremony.

Other class members earning Magna Cum Laude honors (3.5 GPA and above) are **Elliot Ackerman, Logan Amacher, Sierra Bakke, Chloe Faude, Alex Fritz, Gabrielle Goessl, Sidney Halida, Ben Heggemeier, and Tawny Ruppert**. Graduates earning Cum Laude honors (3.25 GPA to 3.49 GPA) are **Alexandra Gaffney, Jaedon Hanson, Jed Oryn, Lucas Rasmussen, Kaylee Wagner, and Nathan Zarins**.

## Paige White Receives NTPDA Scholarship

Paige White, daughter of Werner White and Dawn White, recently was awarded a \$3,000 scholarship from the National Tractor Parts Dealer Association. Paige is attending Northcentral Technical College pursuing an associate degree in veterinary technician.

The National Tractor Parts Dealer Association is a trade association serving the agricultural and industrial industries with members throughout the United States, Canada, Germany, Italy and United Kingdom. The NTPDA awards scholarships yearly to members, members' employees and their families based on academic achievement, extra-curricular and community activities, and leadership abilities. Paige has demonstrated outstanding qualities in each of these areas, and the NTPDA is very pleased to have presented her with this scholarship. Her sponsor is All States Ag Parts in Black Creek, Wisconsin.

Learn more about the National Tractor Parts Dealer Association by going to our website, [www.NTPDA.com](http://www.NTPDA.com).

Abbotsford, Tribune-Phonograph

# Crisis team reducing emergency detentions

## County looks at expanding CART program

By Kevin O'Brien

Since Marathon County started its Crisis Assessment Response Team (CART) in 2018, the number of people detained by police due to mental illness has decreased, even as the overall number of calls for service has gone up. Lt. Nathan Cihlar told the county's Public Safety Committee last week.

CART is a joint operation of the Marathon County Sheriff's Office, Wausau Police Department (WPD) and North Central Health Center (NCHC). The program pairs plainclothes police officers with mental health professionals to handle 911 calls and other referrals that involve people suffering from psychological problems.

Lt. Cihlar, an officer with the WPD, said CART's main goal is to reduce the number of people who go through the emergency detention process, which is both costly to the county and traumatic for the individual involved. He and representatives from the sheriff's department and NCHC spoke to the committee at its June 6 meeting after county administrator Lance Leonhard previously mentioned that the county is looking at expanding the program.

In the past, before crisis training was provided to officers, Lt. Cihlar said it was common practice for anyone talking about killing themselves or exhibiting other signs of mental illness to simply be taken into custody and dropped off at a mental health facility. Now, as the result of statutory reforms passed in 2014, he said CART members spend more time with the person and help them find the least restrictive option for keeping themselves and others safe.

"We're trying to keep them in the community, keep them in their homes, instead of cycling them through the crisis center and everything that comes with that," he said.

Lt. Cihlar said CART members also follow up with people they've encountered, helping them connect with resources that can help break the

cycle of problematic behavior. He said those with paranoid delusions often raise concerns among neighbors and others in the public who expect the police or someone else to do something. This is where CART comes in.

Nearly any call that officers respond to – from welfare checks and domestic violence to drug overdoses and traffic incidents – can involve mental illness in some way, Lt. Cihlar said.

"Mental health is intertwined in so many different kinds of calls," he said.

Because the types of incident are so varied, Lt. Cihlar said it's difficult to quantify exactly how many mental health calls the county responds to, but welfare checks and calls specifically designated as "mental health" incidents have been on an upward trend in recent years. At the same time, however, he said the number of emergency detentions is going down.

"Really, that's been the whole goal of CART, to reduce that frequency at which we take people into custody," he said.

Based on the number of emergency detentions so far in 2023, Lt. Cihlar said the county hopes to end the year with a record low. If the current trend continues, the result would be a 46 percent drop in detentions since 2017.

All officers, not just those in CART, are encouraged to take crisis intervention training, which is offered every year through [Northcentral Technical College](#), with an emphasis on teaching de-escalation skills and reducing use-of-force incidents, he said.

Supervisor Stacey Morache noted that a Wausau PD task force has recommended expanding the CART program and she wanted to know what that would entail. Lt. Cihlar said the team currently has just two mental health professionals, and they're sometimes needed at the crisis center, so it would be nice to add more of them to the program.

"We're going in the right direction, and more people would certainly help," he said.

Vicki Tylka, managing director of community programs at NCHC, said unfortunately the center currently has a 40 percent vacancy rate among its crisis staff positions.

"We're really at a point where that is our priority – to get those positions filled – before we can look at any expansion," she said.

When CART got started five years ago, the WPD, NCHC and the sheriff's department each added at least one staff member in order to provide full-time support for the response team.

Tylka said NCHC is making progress with hiring new employees, but working in crisis management is "a hard job."

"We do have some new people who started recently, so that's great," she said.

### Budget discussion continues

As part of an ongoing discussion about the 2024 budget, Supervisor Morache asked a series of questions about the county's court diversion programs, which are not mandated by the state.

Ruth Heinzl, director of the county's diversion programs, said they prevent about 500 people per year from going through the court system, saving money spent on prosecutors and judges. She said participants pay a \$75 fee to the county, but the state average for similar programs is \$250.

Heinzl said she would recommend against raising the fee, simply because of how much staff time it requires to get people to pay it upfront, causing delays in the process.

"I would love for you to get rid of the fee – if you wanted to do that to save staff time – but I would just hesitate in increasing it to the state average," she said.

County administrator Lance Leonhard said evaluating the court diversion fee is a great conversation to have as part of the overall budgeting process.

"Maybe we find out that the juice isn't worth the squeeze on the \$75," he said.



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## OUTDOORS

**Essential Gravel Bike Ride** · Fri.-Sun. 6/2-6/18, hosted by IronBull at 172900 State Hwy 29, Ringle. Go for a 10, 20 or 44 mile bike ride. Complete the route any time you want. Free. [www.ironbull.org](http://www.ironbull.org)

**Solstice Summer Challenge** · Sat. 6/10, hosted by IronBull at 227200 Snowbird Ave, Wausau. Challenge yourself by climbing Rib Mountain, the toughest climb in the Midwest. Starts at 4 pm. \$30-\$60. [www.ironbull.org](http://www.ironbull.org)

**Total Tomahawk Terrain 5th Edition** · Sat. 6/17, Sara Park, Tomahawk. Go on a gravel bike ride and enjoy ice cream, pizza and beer afterwards. Starts at 9 am. Free. [www.ironbull.org](http://www.ironbull.org)

**Walk for Wags 2023** · Sun. 6/25, hosted by the Portage County Humane Society at Pfiffner Pioneer Park, Stevens Point. Go for a 1.5 mile walk along the Wisconsin River. Proceeds benefit the humane society. Starts at 11 am. \$45-\$55. <https://hspcwi.org/>

## LECTURES/WORKSHOPS

**Summer Fly Fishing for Bass** · Sun. 6/18, Peeples Park, 10394 Main Street, Boulder Junction. Fishing seminar with Bill Sherer's Northern Fly Fishing Guide Service. Starts at 7 pm. Free. <https://boulderjct.org/>

**What's the Weather with Meteorologist Justin Loew** · Tues. 6/20, Marathon County Public Library, Spencer. WAOW Meteorologist Justin Loew will discuss his career in meteorology. Starts at 10 am. Free. 715-659-3996

**Gardening for Pollinators** · Wed. 6/21, Marathon County Public Library, Wausau. Learn how to garden for pollinators; including selecting plants and keeping them thriving throughout the growing season. Registration required. Starts at 10 am & 6 pm. Free. [https://mcpl.us/events/?e\\_id=11618](https://mcpl.us/events/?e_id=11618)

**Family Fishing 101** · Sun. 6/25, Boulder Bear Motor Lodge, 5437 Park St, Boulder Junction. Fishing seminar with Bob's Manitowish Guide Service. Starts at 7 pm. Free. [boulderjct.org/](http://boulderjct.org/)

## ARTS/EXHIBITS

**Q Artists Cooperative, Stevens Point** · 1108 Main St, Stevens Point. Ongoing exhibits of the work of more than thirty local artists in a variety of media, featured shows rotating every two months. Gallery open Mon.-Sat. 10 am-5 pm, Sun. 11 am-3 pm from now thru Labor Day. <https://qartistscooperative.com/>

**Riverfront Arts Center, Stevens Point** · Open Wed.-Fri. 11 am to 5 pm. Sat. & Sun. 11 am to 3 pm. [stevenspoint.com/rac](http://stevenspoint.com/rac)

**Woodson Art Museum, Wausau** · Free. Open Tues.-Fri. 9 am-4 pm, first Thurs. of each month 9 am-7:30 pm, Sat.-Sun. noon-5 pm and closed Mon. and holidays. [lywam.org](http://lywam.org)

**Reclaimed: The Art of Recology** · Sat.-Sun. 6/10-8/27. Woodson Art Museum, Wausau. From tapestries made from used ties, shirts and other fabrics to sculptural vases crafted from Ethernet and coaxial cables, this exhibition features artwork from recycled materials. [lywam.org](http://lywam.org)

**Heidi Parkes: Reuse, Reflection and Storytelling in Cloth** · Sat.-Sun. 6/10-8/27. Woodson Art Museum, Wausau. Milwaukee-based artist, Heidi Parkes showcases artwork using scraps of fiber. [lywam.org](http://lywam.org)

**Wausau Museum of Contemporary Art** · Open noon-5 pm Tues-Sat. Face masks required. [wmoca.org](http://wmoca.org)

**Center for the Visual Arts, Wausau** · Free. Gallery hours Wed.-Fri. 10 am-4 pm; Sat. 12 pm-4 pm. Closed Sun.-Tues. 715-842-4545, [cvawausau.org](http://cvawausau.org). Inspired by activities and events.

**Water Shields and Damselies** · Thurs.-Sat. 6/8-8/12. Solo artist exhibit by Katherine Steichen Rosing. Reception on 6/23 at 5 pm. [www.cvawausau.org](http://www.cvawausau.org)

**Maps & Mazes** · Thurs.-Sat. 6/8-8/12. Two artists offer you to consider the lines you travel each day and how you would compare to a map or maze. Reception on 6/23 at 5 pm. [www.cvawausau.org](http://www.cvawausau.org)

**Marathon City Heritage Center** · Open from noon to 2 pm on the second Sunday of each month from Oct. to April, Open Sun. 4/5 noon-2 pm and 5/3 noon-2 pm. 715-443-2221. [www.marathoncity.org](http://www.marathoncity.org)

**Marathon County Historical Society** · Open Tues.-Fri. 9 am-4:30 pm. Sat.-Sun. 1 pm-4:30 pm. [www.marathoncountyhistory.org/facilities/exhibits](http://www.marathoncountyhistory.org/facilities/exhibits)

**Preserved for Generations: A Century of Marathon County Parks System** · Jan. 2022 thru Dec. 2023. Exhibit that shows how parks were preserved for many years. [www.marathoncountyhistory.org/facilities/exhibits](http://www.marathoncountyhistory.org/facilities/exhibits)

**Peek Inside: See What We Collect and Why** · Ongoing exhibit at the Marathon County Historical Society. View items on display and learn why they are a part of the Historical Society's collection. [www.marathoncountyhistory.org/facilities/exhibits](http://www.marathoncountyhistory.org/facilities/exhibits)

**Our Stories: The History of Marathon County** · Jan. 2022 thru Dec. 2025. Learn about the stories of people who lived in Marathon County for a long time. Themes include arriving here,

making a living and having fun. [www.marathoncountyhistory.org/facilities/exhibits](http://www.marathoncountyhistory.org/facilities/exhibits)

**Motorama Auto Museum, Aniwa** · Open Weds.-Sat. 9 am to 5 pm from May to Oct. Check out over 450 rare, vintage vehicles. \$10 admission, free for kids 15 and under. [www.motoramaautomuseum.org/](http://www.motoramaautomuseum.org/)

**Wisconsin Visual Arts Guild Spring/Summer Exhibit** · now thru Thurs. 9/14, Reaching New Heights Gallery, Marshfield Clinic Medical Center-Weston, Weston. The 1st floor Judged Show. 2nd floor Attic Show. A portion of all sales is donated to the clinic's Cancer Care Fun which offers financial assistance to patients and families. Open Mon.-Fri. 8 am-4:30 pm. <http://wvaw.blogspot.com/>

## KIDS/TEENS

**Tots in the Gardens** · Tuesdays 5/9-8/29, Monk Botanical Gardens, Wausau. Each week, children ages 3-5 can learn about nature with an activity, crafts and story. Every month has a new theme. Starts at 10 am. \$5 per child, free for members. Cash only. [www.monkgardens.org](http://www.monkgardens.org)

**Sprouts Summer Season** · Mon.-Fri. 6/5-8/11, Monk Botanical Gardens, Wausau. Campers age 3-4 can experience a variety of themed, hands-on activities and spend time outdoors. Starts at 8:30 am. \$150/nonmembers, discount for members. <https://givebutter.com/sprout-summer>

**Summer Camp in the Gardens** · Mon.-Fri. 6/5-6/23, Monk Botanical Gardens, Wausau. Mon.-Fri. 6/5-6/9. Yuckapalooza: Explore things ewwy, gooey, slimy, stinky, and gross in the name of science. Mon.-Fri. 6/12-6/16. Plantapalooza: Learn about what plants can do and all the ways we use them. Mon.-Fri. 6/19-6/23. Aquapalooza: Spend the week catching frogs, collecting water samples, and learn about creatures that live in the pond. For ages 5-6. Starts at 8 am. \$150 non-members, 13% off for members. [www.monkgardens.org](http://www.monkgardens.org)

**Play and Learn** · Wednesdays 6/7-6/29, Marathon County Public Library, Wausau. Staff from Children's Wisconsin will read a story, share music and lead children through a craft project. Starts at 9 am & 10 am. Free. <https://mcpl.us>

**Family Story Time** · Thursdays & Tuesdays 6/8-6/27, Marathon County Public Library, Wausau. Children can listen to stories, listen to songs and learn through other literature-based activities. Starts at 10 am. Free. <https://mcpl.us>

**Point Music Camp** · Sun.-Thurs. 6/11-6/15, UW-Stevens Point, Stevens Point. Residential camp for high school students who will work

## Wausau, City Pages

with UWSP faculty and students. The camp offers skill building for vocalists, instrumentalists and composers. [www.uwsp.edu/](http://www.uwsp.edu/) to register

**Health Careers Camp** · Tues.-Fri. 6/13-6/16, UW-Stevens Point, Stevens Point. Camp for high school students who are interested in pursuing a career in health care. Attendees will stay on campus and participate in simulation labs, workshops and behind-the-scenes field trip to area hospitals and medical facilities. Register by 5/26. [www.uwsp.edu/](http://www.uwsp.edu/) to register

**Family Story Time** · Thurs. 6/15, 6/22 & 6/29, Marathon County Public Library, Marathon City. Children can listen to stories, listen to songs and more. Starts at 10:30 am. Free. <https://mcpl.us>

**Read to a Therapy Dog** · Thurs. 6/15, Marathon County Public Library, Wausau. Kids can practice their reading skills by sharing stories with therapy dogs. Starts at 1 pm. Free. 715-261-7220

**Summer LEGO Block Party** · Fri. 6/16, Marathon County Public Library, Marathon City. Children of all ages and families are invited to build creative projects using LEGO blocks. All blocks will be provided. Starts at 1 pm. Free. 715-443-2775

**Peter Pan in the Gardens** · Sat. 6/17, Monk Botanical Gardens, Wausau. Follow Wendy & Peter through the botanical gardens turned into Neverland. Dress up as a Peter Pan character. Starts at 10 am. \$20/adults, \$15/children, free for ages 2 and under. [monkgardens.org](http://monkgardens.org)

**Sidewalk Chalk Art** · Mon.-Sat. 6/19-6/24, Marathon County Public Library, Athens. Decorate the sidewalk

with chalk art. Stop in anytime the library is open. No registration required. 715-257-7292

**SLP Branch Craft: Kindness Rocks!** · Mon.-Sat. 6/19-6/24, Marathon County Public Library, Hatley & Marathon County Public Library, Rothschild. Decorate rocks with positive words, quotes, or just add your personal touch. Stop in anytime the library is open. Free. 715-446-3537 Hatley or 715-359-6208 Rothschild for more info

**Kocourek Auto Group's Nitro-X Automotive Summer Camp** · Mon.-Fri. 6/19-6/23, [Northcentral Technical College](http://NorthcentralTechnicalCollege.edu), Wausau. Students in grades 7-8 can prepare, paint & customize a remote control car, learn hands-on activities, go on field trips to dealerships & auto shops and more. Starts at 8 am. \$100. [ntc.edu/](http://ntc.edu/)

**Dinosaur Dimensions** · Mon. 6/19, Oak Island Park, Edgar & Oak Island Park, Wausau. Enjoy a show featuring an amazing collection of realistic dinosaur puppets. Starts at 10 am. Free. 715-352-3155 Edgar or 715-261-7220 Wausau for more info

**Family Story Time** · Mon. 6/19, Marathon County Public Library, Athens. Children can listen to stories, listen to songs and learn through other literature-based activities. Starts at 10:30 am. Free. <https://mcpl.us>

**Strings Orchestra Camp** · Mon.-Fri. 6/19-6/23, Wausau Conservatory of Music, Wausau. Students in grades 6-12 can learn and improve playing a stringed instrument. Starts at 12:30 pm. \$180 per student. Register at [wausauconservatory.org](http://wausauconservatory.org)

**Kids on Keys** · Mon.-Thurs. 6/19-6/29, Wausau

Conservatory of Music, Wausau. Children ages 4-7 & ages 6-7 can learn how to play the piano. Starts at 9 am for ages 4-5 and 10:30 am for ages 6-7. \$149 per student. Register at [wausauconservatory.org](http://wausauconservatory.org)

**Outdoor Story Time** · Tues. 6/20 & 6/27, Marathon County Public Library, Hatley. Children can listen to stories, listen to songs and learn through other literature-based activities. Starts at 10:30 am. Free. <https://mcpl.us>

**Family Story Time** · Tues. 6/20, Marathon County Public Library, Edgar. Children can listen to stories, listen to songs and learn through other literature-based activities. Starts at 11 am. Free. <https://mcpl.us>

**Play and Learn** · Wed. 6/21, Marathon County Public Library, Wausau. Staff from Children's Wisconsin will read a story, share music and lead children through a craft project. Starts at 10 am & 11 am. Free. <https://mcpl.us>

**Elephant & Piggie Party** · Wed. 6/21, Marathon County Public Library, Stratford. Read some books written by Mo Willems and enjoy music & crafts. Starts at 10:30 am. Free. <https://mcpl.us>

**Wild Wednesdays-Marshfield PD K-9 Program** · Wed. 6/21, Wildwood Station, 1800 S Roddis Ave, Marshfield. Meet Marshfield's police dogs and learn how they keep the city safe. Starts at 11 am and 1 pm. Free. [www.ci.marshfield.wi.us](http://www.ci.marshfield.wi.us)

**Read to a Therapy Dog** · Thurs. 6/22, Marathon County Public Library, Wausau. Kids can practice their reading skills by sharing stories with therapy dogs. Starts at 1 pm. Free. 715-261-7220

**Summer LEGO Block Party** · Thurs. 6/22, Marathon County Public Library, Wausau. Build creative projects using LEGO blocks. Starts at 3 pm. Free. 715-261-7220

**Summer LEGO Block Party** · Fri. 6/23, Marathon County Public Library, Marathon City. Children of all ages and families are invited to build creative projects using LEGO blocks. All blocks will be provided. Starts at 1 pm. Free. 715-443-2775

**Summer Camp in the Gardens** · Sat.-Wed. 6/24-6/28, Mon.-Fri. 7/31-8/5, & Mon.-Thurs. 7/31-8/11, Monk Botanical Gardens, Wausau. Sat.-Wed. 6/24-6/28. Yuckapalooza: Explore things ewwy, goeey, slimy, stinky, and gross in the name of science. Mon.-Fri. 7/31-8/5. Plantapalooza: Learn about what plants can

do and all the ways we use them. Mon.-Thurs. 7/31-8/11. Aquapalooza: Spend the week catching frogs, collecting water samples, and learn about creatures that live in the pond. For ages 9-12. Starts at 8 am. \$250 non-members, 13% off for members. [www.monkgardens.org](http://www.monkgardens.org)

**Make a Magic Wand** · Mon.-Sat. 6/26-7/1, Marathon County Public Library, Marathon City. Children and teens can stop by the library at open hours to make a magic wand. Supplies provided. No registration required. Free. 715-693-2144 for more info

**Summer Camp: Young Women's Welding Workshop** · Mon. 6/26, [Northcentral Technical College](http://NorthcentralTechnicalCollege.edu), Wausau. Girls in grades 10-12 can use their welding skills to design and make a take-home project. Class is for students who have welded before. Starts at 8:30 am. \$59. [ntc.edu/](http://ntc.edu/)

**The Science of Music with Snapshot Science** · Mon.-Thurs. 6/26-6/29, Wausau Conservatory of Music, Wausau. Youths in grades 1-3 and 4-6 can learn about music by creating sounds, building simple instruments, performing experiments, making music and more. Starts at 9 am for grades 1-3 and 1 pm for grades 4-6. \$170 per student. Register at [wausauconservatory.org](http://wausauconservatory.org)

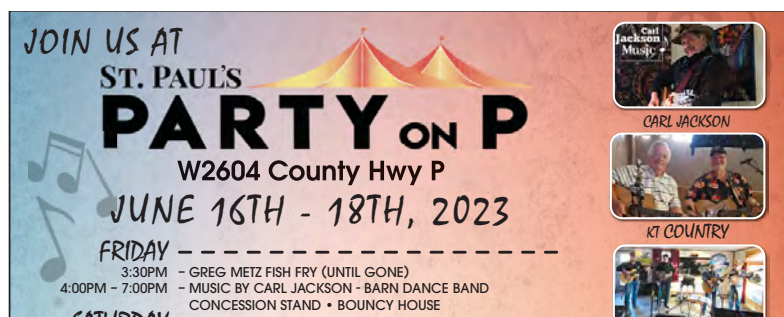
**Story Time at the Park** · Mon. 6/26, Brockmeyer Park, Wausau. Children can listen to stories and sing songs outdoors. Watch for the MCPL yard sign and parachute. Starts at 10 am. Free. 715-261-7220

**LED Paper Flowers Craft** · Mon. 6/26, Marathon County Public Library, Hatley. Create a paper flower with an LED light. Starts at 4 pm. Free. 715-446-3537

**Winged Wonders with the Raptor Educational Group** · Tues. 6/27, Marathon Area Elementary School, Marathon City. Meet an owl face-to-face with Antigo-based Raptor Educational Group. Starts at 10 am. Free. 715-443-2775

**Family Story Time** · Tues. 6/27, Marathon County Public Library, Rothschild. Children can listen to stories, listen to songs and learn through other literature-based activities. Starts at 10:30 am. Free. <https://mcpl.us>

**Winged Wonders with the Raptor Educational Group** · Tues. 6/27, Marathon County Public, Stratford. Meet an owl face-to-face with Antigo-based Raptor Educational Group. Starts at 1:30 pm. Free. 715-687-4420



JOIN US AT  
ST. PAUL'S  
**PARTY ON P**  
W2604 County Hwy P  
JUNE 16TH - 18TH, 2023

FRIDAY  
3:30PM - GREG METZ FISH FRY (UNTIL GONE)  
4:00PM - 7:00PM - MUSIC BY CARL JACKSON - BARN DANCE BAND  
SATURDAY

Carl Jackson's Music  
CARL JACKSON  
KT COUNTRY

## EVENTS from page 7

Free. 715-443-2775

### Summer Camp: Make It Real: For Our Community

• Mon.-Fri. 7/10-7/14, Northcentral Technical College, Wausau. Students in grades 6-10 can work together to design and build a project that will benefit community partners. Starts at 8:30 am. \$59. <http://www.htc.edu/>

### Soccer Camp • Mon.-Fri.

7/10-7/14, Peoples Sports Complex, Wausau. Soccer camp for youth ages up to 16. Starts at 9 am. \$110-\$220. <https://challengersports.com/external-events/wausau-marathon-county-parks-recreation-forestry-2/>

### Summer Camp: Women in Industry • Mon.-Thurs.

7/17-7/20, Northcentral Technical College, Wausau. Students in grades 6-10 learn about engineering and manufacturing, meet professional women in industry and create hands-

on projects. Starts at 9 am. \$59. <https://www.ntc.edu/>

### Ongoing

#### Greater Wausau Children's Museum, Cedar Creek Mall, Rothschild.

Open Tues.-Thurs. 9 am-2 pm, Fri. & Sat. 9 am-5 pm, Sun. 12 pm-5 pm. Closed Monday. \$5 per child 1-12 years, free for children under 1 year, \$1 for parents and caregivers. <http://www.wausauchildrensmuseum.org/> or 608-408-4668

#### Story Time for Young Children • Tuesdays,

Greater Wausau Children's Museum, Rothschild. Toddlers-age 7 can enjoy stories and other activities. Starts at 10 am. <http://www.wausauchildrensmuseum.org/> or 608-408-4668

#### Wednesday Learning Centers • Every Weds.,

hosted by the Stevens Point Area YMCA and Boys & Girls Club of Portage County. Available for students in K thru 6th grade. Young learners will

get the chance to socialize and learn after school. Centers are open all day. \$10 per child. More info at <https://www.bgclubpc.org/>

#### Mini Monets •

Wednesdays, Greater Wausau Children's Museum, Rothschild. Preschool art program for children ages 2-5. Starts at 10 am. <http://www.wausauchildrensmuseum.org/> or 608-408-4668

#### Family Storytime •

Wednesdays, hosted online by T.B. Scott Free Library. Listen to stories, songs, and rhymes every Wednesday. Starts at 10 am. On Facebook Live

#### Kids Workshop • First

Saturday of each month, Home Depot, 2705 Sherman St, Wausau. Starts at 9 am. Free. [https://www.homedepot.com/workshops/?cm\\_sp=vanity-\\_-workshops-\\_-JUL22](https://www.homedepot.com/workshops/?cm_sp=vanity-_-workshops-_-JUL22)

#### Camp Sturtevant •

Mon.-Fri. 6/5-8/25, 2701 Northwestern Ave, Wausau. Camp hours 6:30 am-6 pm. <https://www.woodsnyomca.com>

**Day Camp •** for ages 5-12. \$201/member, 231/nonmember ages 5-6, \$199/member, \$229/nonmember ages 7-8, \$199/member, \$229/nonmember ages 9-12 weekly. Lost in Space 6/26-6/30 • Art-Rageous 7/5-7/7 • Hooray USA! 7/10-7/14 • Pirates & Princesses • 7/17-7/21 • Into the Wild 7/24-7/28 • H-2 wOaH! 7/31-8/4 • Dino Diggers 8/7-8/11 • Nature Nurturers 8/14-8/18 • Superheroes 8/21-8/24 • Farewell Fun

**Ranch Camp •** Mon.-Fri. 6/5-8/25, for ages 8-12. \$271/week members, \$301/week nonmembers. No camp 7/3-7/7.

#### Leadership Camp •

Mon.-Fri. 7/17-7/21 & 7/31-8/4, for ages 11-15. \$350/week members, \$380/week nonmembers for 7/17-7/21. \$300/week members, \$330/week nonmembers for 7/31-8/4.

#### Explorer's Camp • Mon.-

Fri. 6/19-8/11, for ages 10-14. \$260/week members, \$290/week nonmembers.

### Lifelines

#### Medicare options through Security Health Plan •

hosted weekly, hosted online by the Marshfield Clinic. Learn how Medicare plans offered by Security Health Plan of Wisconsin can help you afford quality insurance. Visit [www.securityhealth.org/OnlineEvent](http://www.securityhealth.org/OnlineEvent)

#### Personal Needs Closet •

First United Methodist Church, 903 3rd St, Wausau. Free toilet paper, paper towel, soap, personal toiletries and laundry detergent. Enter from parking lot on Fulton St. 2nd Tuesdays 1-3 pm, 4th Saturdays 9-11 am. 715-842-2201

#### Claire's Critter Closet •

First United Methodist Church, 903 3rd St, Wausau. Free cat food, dog food, beds, toys, treats, collars and cat litter. Enter from parking lot on Fulton St. 2nd Tuesdays 1-3 pm, 4th Saturdays 9-11 am. 715-842-2201

#### Blood Drive • Thurs.

6/22, Stevens Point

Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:15 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Fri.-Sat.

6/23-6/24, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:30 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Fri.

6/23, St John Lutheran Church, 901 Eleventh St, Mosinee. Starts at 12 pm. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Mon.-Tues.

6/23-6/24, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 12 pm. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Wed.

6/28, O'so Brewing Company, 1800 Plover Rd, Plover. Starts at 11 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Thurs.

6/29, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:15 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Fri.-Sat.

6/30-7/1, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:30 am. [Redcrossblood.org](http://Redcrossblood.org)

**Blood Drive • Fri. 6/30,** NorthStar Restoration Services, 4900 Stewart Ave, Wausau. Starts at 10 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Mon.

7/3, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 12 pm. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Tues.

7/4, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:15 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Thurs.

7/6, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:15 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Fri.

7/7, Stevens Point Blood Donation Center, 3210C Main St, Stevens Point. Starts at 8:30 am. [Redcrossblood.org](http://Redcrossblood.org)

#### Blood Drive • Fri. 7/7,

Fire Fitness Camp, 2621 Post Rd, Plover. Starts at 10 am. [Redcrossblood.org](http://Redcrossblood.org)

# Find Out What's Happening

## Local Events, Sports, Music, Arts & More!



**Stevens Point Buyers' Guide**  
Serving Stevens Point and Plover

[www.stevenspoint.news](http://www.stevenspoint.news)  
[www.ClassifiedsMMC.com](http://www.ClassifiedsMMC.com)





# Don't take taxing authority from technical colleges

In a power grab disguised as property tax relief, members of the Wisconsin State Legislature are making a push to remove technical colleges from local property tax bills.

Instead of local taxpayers being responsible for helping to fund the technical college in their region, the revenue would come from state sources, including the sales and income taxes. On the surface, this seems like a good deal for property taxpayers in the state who would potentially see their final tax bill drop by the tens of dollars.

In reality, because the size of the technical college districts is so massive — **Northcentral Technical College** taxing district is larger in area than the state of Vermont — the impact on any individual homeowner will be negligible as a total of their overall tax payments.

What it will do is fundamentally shift the ability to influence decision making at the technical colleges from their local regions to Madison.

Currently, technical colleges are funded through a mix of state aid, student tuition and fees, and local property tax revenue. According to the people who run the technical college system, the local operating levy is integral to the relationships between technical colleges and local businesses, and the communities they serve.

"We believe there is a great benefit to keeping our technical colleges locally accountable and responsible to the stakeholders of west-central Wisconsin as allowed through the current funding structure and oppose the AB 2," said Sunem Beaton-Garcia, president of Chippewa Valley Technical College (CVTC). "The impact and success of this localized approach have been proven over many years, with 86 percent of CVTC gradu-

ates employed in Wisconsin and nearly 70 percent within the CVTC district."

Rather than building on these long-established relationships, AB2, the legislation to strip taxing authority away from the technical colleges, would instead put the system in the less-than-capable hands of Madison politicians. Just as has been seen recently with political threats to continued funding in the University of Wisconsin system, the legislature would use the technical colleges as political punching bags. Decisions would be made to score points with potential large donors rather than being reflective of the needs of the communities being served.

In addition to being a bad idea, the process by which AB2 is advancing is fundamentally flawed. It came out of the committee this week with no opportunity for the public to provide input through the traditional hearing process. The bill is being fast-tracked and is on line to be approved through the piecemeal process that has become the norm in this budget cycle.

Where in the past all the spending and revenue bills would be rolled into the state budget, this cycle is seeing them advanced as individual bills to circumvent the governor's ability to tweak the budget through the line-item veto.

Voters should always be wary when legislators are moving too quickly and too quietly to pass legislation. Rather than rushing to approve AB2, legislators from this area should be asking the question of why the state government is attempting to fix something that isn't broken.

*The Tribune-Record-Gleaner editorial board consists of publisher Kris O'Leary and Star News editor Brian Wilson.*

Jun  
21

2023

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ntcwausau



Liked by jmworden67 and 24 others

ntcwausau Students completing the Culinary Boot Camp showcased their cooking skills in SPOONS Restaurant at our Wausau campus this week. The boot camp pairs three weeks of instruction with five-week internships at area restaurants. The collaboration is made possible through a partnership with North Central Wisconsin Workforce Development Board.

3 days ago







**Central Wisconsin SHRM** · Follow  
3d · 🌐

The Greater Wausau Chamber of Commerce has been hosting a quarterly **Workforce Hub** meeting with a goal to connect local students with local employers in an effort to keep the workforce here in Central Wisconsin.

The next meeting will be held on **Tuesday, September 12, 2023**, from 8:00 - 9:30 AM at Northcentral Technical College, Wausau - Room E101.

For more information, visit [www.wausauchamber.com/workforce-hub](http://www.wausauchamber.com/workforce-hub)

#ausauchamber #workforcehub #workforcesolutions

# Workforce HUB


## SAVE THESE DATES!

Meet with other member businesses and organizations quarterly to learn about workforce solutions available in our region.

Don't miss the upcoming meetings, free to members, for 2023:

<b>Workforce HUB Meeting</b> Wednesday, March 8, 2023, 8 - 9:30 AM Northcentral Technical College, Wausau - Room E101	<b>Workforce HUB Meeting</b> Tuesday, September 12, 2023, 8 - 9:30 AM Northcentral Technical College, Wausau - Room E101
<b>Workforce HUB Meeting</b> Tuesday, June 6, 2023, 8 - 9:30 AM Northcentral Technical College, Wausau - Room E101	<b>Workforce HUB Meeting</b> Tuesday, December 5, 2023, 8 - 9:30 AM Northcentral Technical College, Wausau - Room E101

If you would like get involved with the Workforce Hub, contact Lukas Lindner, Workforce and Programs Assistant at the Greater Wausau Chamber of Commerce, 715-848-5966 or [llindner@ausauchamber.com](mailto:llindner@ausauchamber.com).



[WausauChamber.com/Workforce-Hub](http://WausauChamber.com/Workforce-Hub)

**Wausau Coated Products**  
4d · 🌐

Congratulations to the Wausau Coated Products Employees who recently received their Supervision Technical Diplomas through North Central Technical College. 🎓🎓🎓

Pictured from left to right: Mike Wenzlick, Jim Turnbull, Jayme Ankdam, Jennifer Flynn, & Rob Kelly.



32

6 comments



**Rib Lake School District**  
5d · 🌐

Day one of our Exploring Careers with Northcentral Technical College (NTC) summer school was a success! Students explored three career departments:

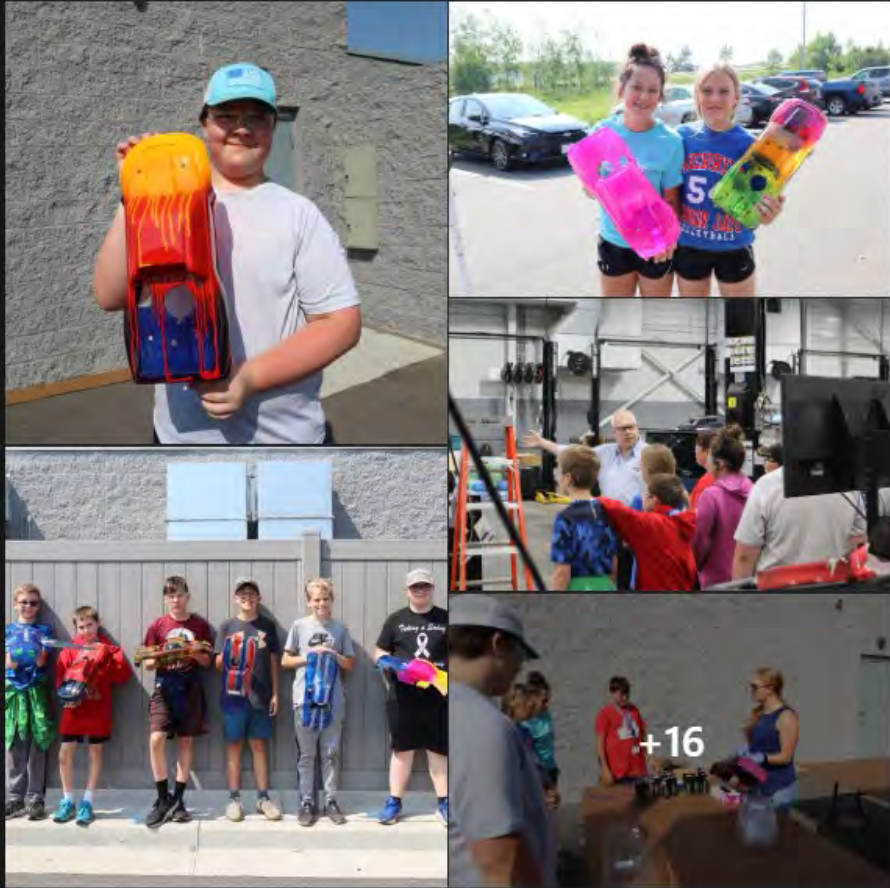
- Education: Students made "squishies" to help with anxiety and fidgeting
- Public Safety: Students learned about police field testing and fingerprinting
- Engineering: Students made slime... See more



42 1 comment 4 shares

**Kocourek Kids Foundation · Follow**  
4d · 🌐

This morning, the 2023 [Northcentral Technical College Nitro-X Camp](#) students visited [Kocourek Subaru](#). They took part in activities including performing safety inspections on different vehicles and painting their very own RC car body for race day!



8 11 shares



**Boys & Girls Club of the Wausau Area**  
June 19 at 6:00 AM · 🌐

**CAREER EXPLORATION:** Members had a great time participating in Cosmetology Camp at [Northcentral Technical College](#)! From styling hair, to applying makeup and performing manicures, Members did it all as they spent time with faculty and students learning about the Cosmetology program. To top it off, Members could even try out some of the salon services! Thank you [Northcentral Technical College](#) for exposing Members to careers in the Cosmetology industry! #GreatFuturesStartHere

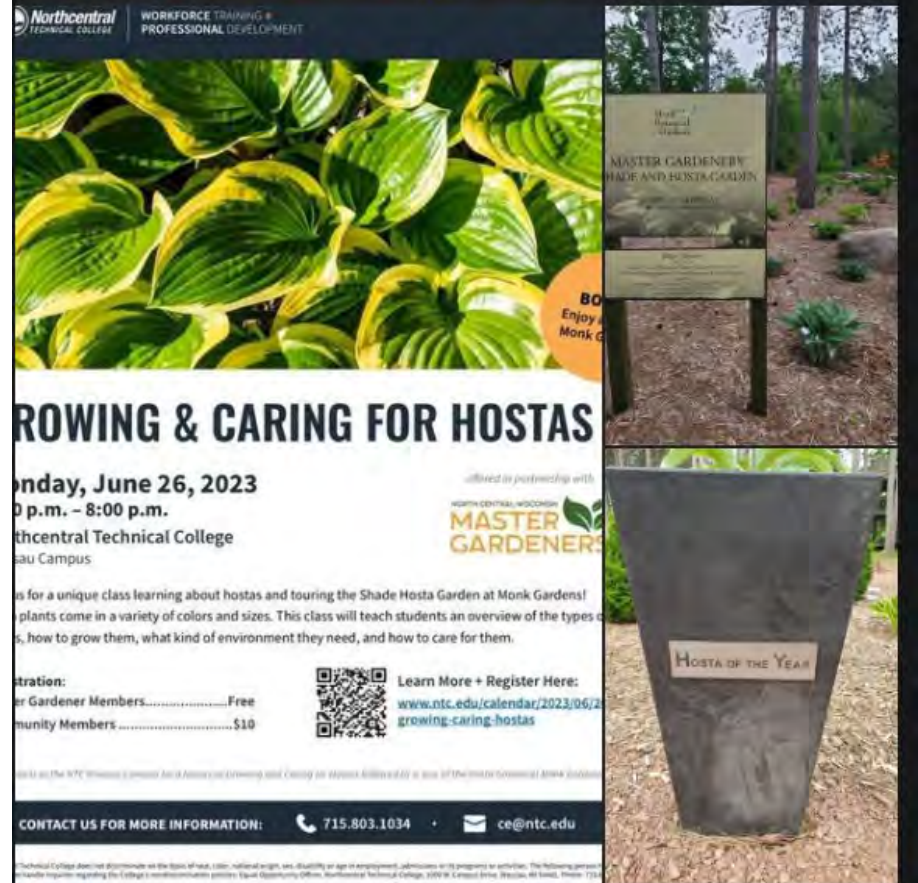


👍❤️ 23

2 shares

**Monk Botanical Gardens**  
2d · 🌐

Oh the wonderful world of Hostas! If you are interested in learning more about this diverse group of shade tolerant and cold-hardy plants, North Central WI Master Gardeners have partnered with Northcentral Technical College to provide a class on Growing and Caring for Hostas, followed by a tour of the Shade and Hosta garden at Monk Botanical Gardens. If interested, you can sign up using this link: <https://www.ntc.edu/calendar/2023/06/26/growing-caring-hostas> We hope to see you there! #monkgardens #monkaround #wausaushappyplace #hostas



**Northcentral TECHNICAL COLLEGE** WORKFORCE TRAINING & PROFESSIONAL DEVELOPMENT

## GROWING & CARING FOR HOSTAS

Monday, June 26, 2023  
10 p.m. – 8:00 p.m.  
Northcentral Technical College  
Wausau Campus

offered in partnership with  
NORTH CENTRAL WISCONSIN  
**MASTER GARDENERS**

Join us for a unique class learning about hostas and touring the Shade Hosta Garden at Monk Gardens! Hostas come in a variety of colors and sizes. This class will teach students an overview of the types of hostas, how to grow them, what kind of environment they need, and how to care for them.

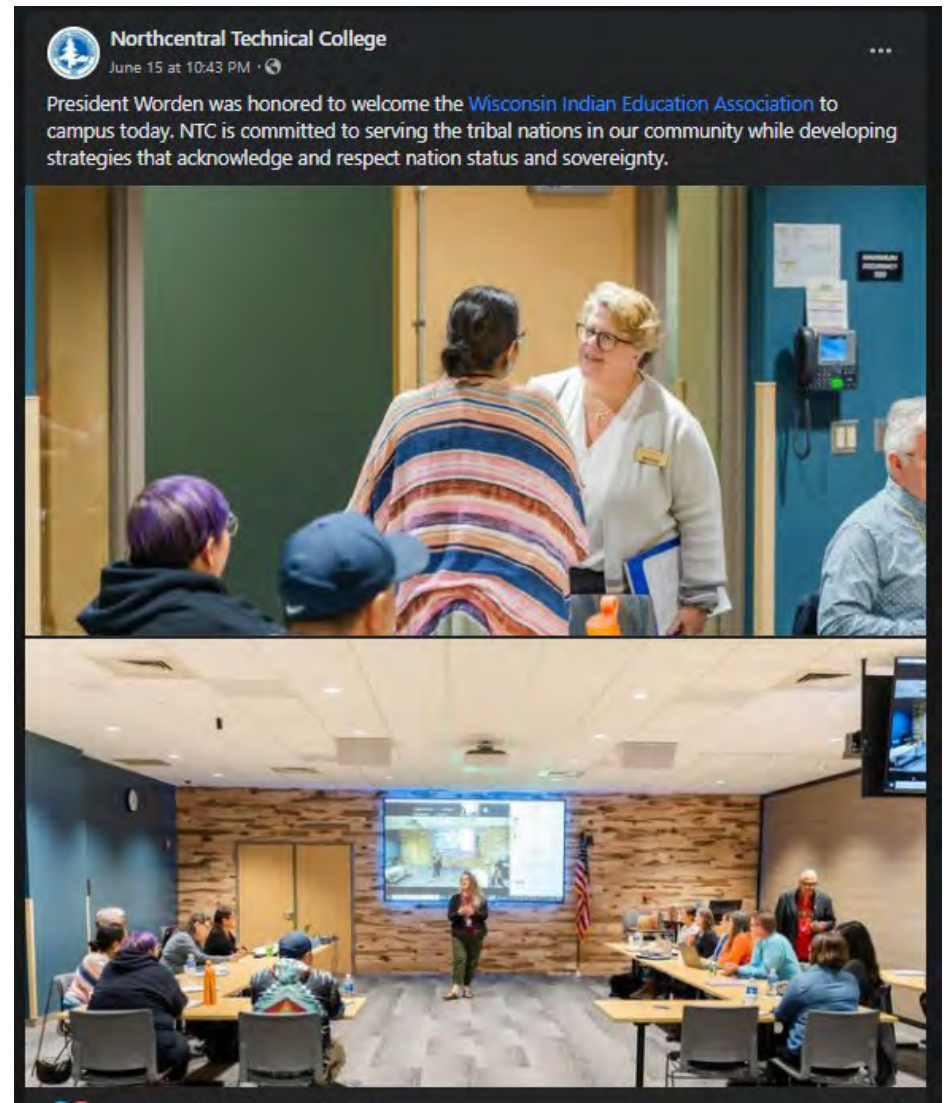
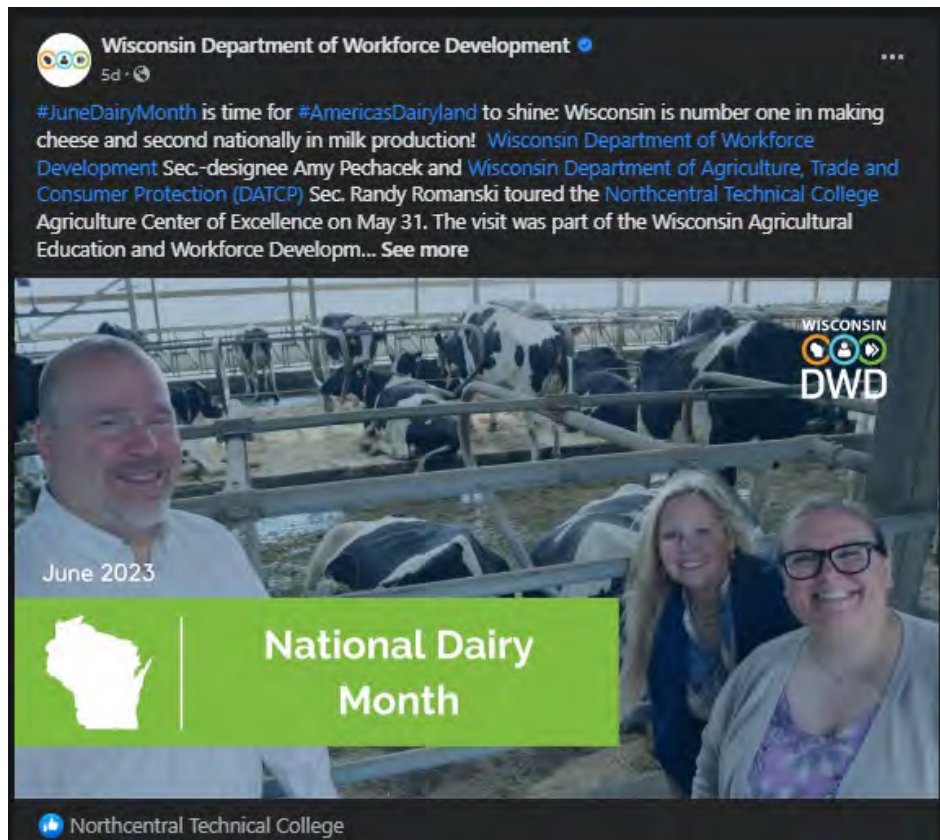
Registration:  
Master Gardener Members.....Free  
Community Members.....\$10

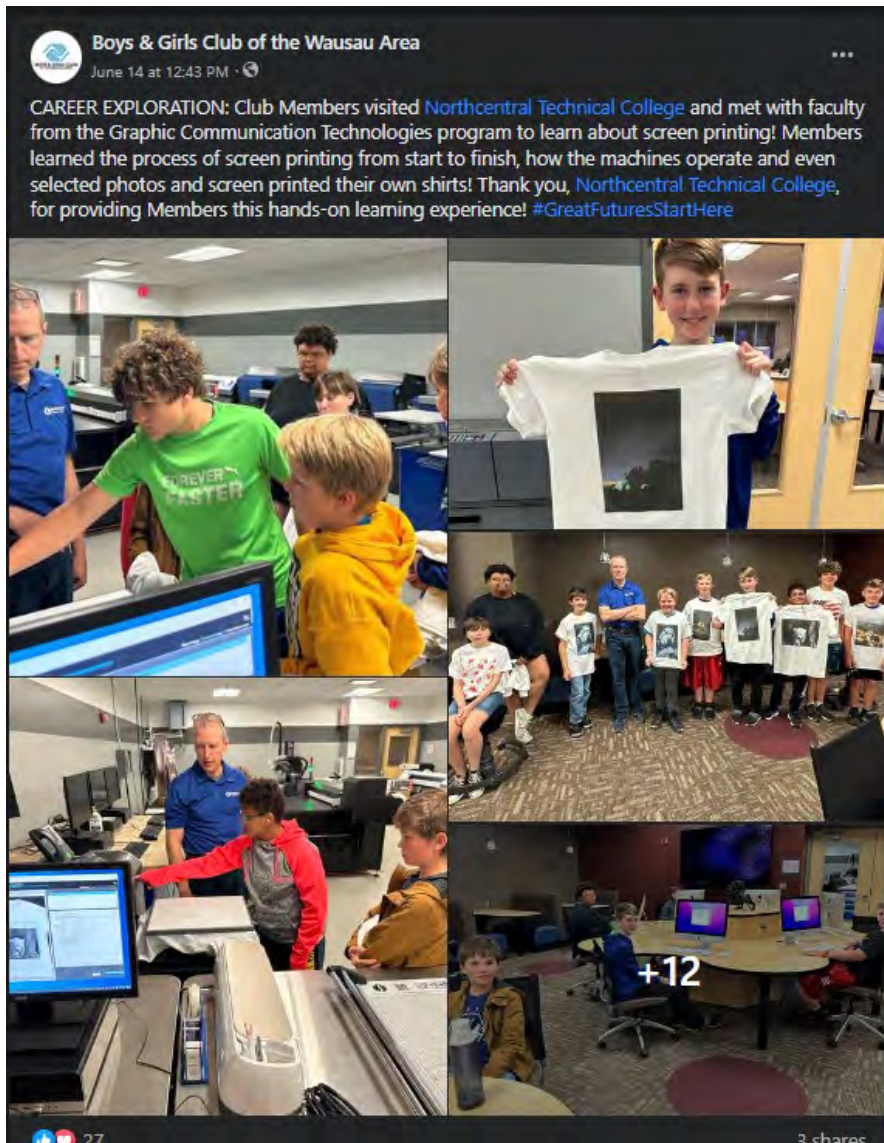
Learn More + Register Here:  
[www.ntc.edu/calendar/2023/06/26/growing-caring-hostas](https://www.ntc.edu/calendar/2023/06/26/growing-caring-hostas)

📞 715.803.1034 • ✉️ ce@ntc.edu

👍❤️ You and 1 other










**Centergy, Inc.** · Follow  
June 14 at 10:35 AM · 🌐

Centergy hosted the Rural Resurgence program with local partners to push for a [#collaborative](#) regional approach to economic development that supports rural communities across [#Central](#) [#Wisconsin](#). Greater Wausau Chamber of Commerce, UWSP, Northcentral Technical College,



WISBUSINESS.COM  
**Local leaders pushing for collaborative regional approach to rural economic development | WisBusiness**

👍 2 1 share

**Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP)** · Follow  
June 13 at 8:39 AM · 🌐

DATCP Secretary Romanski recently visited [Northcentral Technical College](#) in Wausau for a meeting of the Agriculture Education and Workforce Development Council. There, the Council received briefings from the Wisconsin [Dairy Innovation Hub](#) and Easter Seals Wisconsin on ways to connect people to the agriculture industry.

While at NTC, Council members also took a tour of the school's Agriculture Center of Excellence. This training and educational facility connects students to ... [See more](#)



👍 You and 9 others 2 comments 1 share

