

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: AUGUST 16, 2022
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 Newly Appointed District Board Member – Nikki Kopp
 - a. Tucona Crowder

APPROVAL OF MINUTES

- A. Approval of Minutes from July 11, 2022 Board of Trustees Organizational + Regular Meeting

ACTION ITEMS

- A. [Approval of Board Policy 1.8: Acting President](#) – Jeannie Worden
- B. [Approval of Draft Three-Year Facilities Plan](#) – Rob Elliott
- C. [Remodeling: Antigo – Merrill CDL Access Roads + Parking Lot](#) – Rob Elliott

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Receipts + Expenditures](#)
 - b. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Identify Essential Duties of a Board Member
- B. Review Board Policy Review Schedule
- C. Review Board Planning Calendar
- D. Establish Board Development Topics

INFORMATION/DISCUSSION

- A. President's Report
 - a. Status of Enrollments – Darren Ackley, Sarah Dillon + Katie Felch
 - b. Graduate Outcomes Report – Katie Felch
 - c. Board Dashboard Year-End Report 2021-2022 – Katie Felch
 - i. Liberal Arts Presentation – Brooke Schindler + Sara Bartelt
 - d. [Annual Affirmative Action Report](#) – Cher Vink
 - e. Comments from Informational Update
- B. Chairperson's Report
 - a. WTC DBA Summer Meeting Recap – Tom, Paul, Heather + Sherry
 - b. Next Regular Board Meeting: Tuesday, September 27, 2022
 - c. WTC DBA Fall Meeting: October 6-8, 2022 at CVTC-Eau Claire + Zoom
- C. Information
 - a. [Advisory Meeting Minutes](#)
 - b. [Upcoming Meetings + Events](#)
 - c. [Good News](#)

CLOSED SESSION (IMMEDIATELY FOLLOWING THE ABOVE OPEN MEETING)

- A. Adjourn the Board into Closed Session pursuant to Wisconsin Statutes Section 19.85(1)(g) for the purpose of:
 - a. Approval of July 11, 2022 Closed Session Meeting Minutes
 - b. Update on Potential Litigation

OPEN SESSION

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

MEETING ADJOURN

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

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



Acting President

Board Policy 1.8

On occasion, the President of Northcentral Technical College (NTC) on account of official College business, vacation, illness, or other unavoidable cause, will be absent from campus. During such absences, it is essential that provision be made so that official business may proceed. Please reference Administrative/Operating Guideline 272 – Acting President.

Revised and Approved on 07/08/2002

Reviewed on 11/15/2006

Reviewed and Approved on 12/13/2006

Reviewed on 01/16/2008

Revised on 06/16/2022 (Policy formerly known as: Emergency Executive Succession)

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

MEETING DATE: August 16, 2022

TOPIC: Draft Three-Year Facilities Plan 2023-2025

POLICY: Wisconsin Statute 38.04 (10) requires each Wisconsin Technical College District to prepare and submit a Three-Year Plan to the Wisconsin Technical College System Board (WTCBS). The plan must be approved by the District Board. The plan will be accepted and reviewed by the WTCSB but no action will be taken.


INTERPRETATION: Northcentral Technical College's Three-Year Plan is submitted for the District Board of Trustees review and approval.

DATA/RESULTS: The attached Draft Three-Year Plan for 2023-2025 outlines changes that have been made to the potential projects for the current fiscal year. Projects listed are proposed capital improvements, acquisitions, remodeling and new construction exceeding \$50,000 but not greater than \$1,500,000 pursuant to s. 38.04 (10). The Three-Year Plan informs the WTCS Office of potential plans but does not ask for the permission to proceed. Each project must be approved on a project-by-project basis following requirements set forth in WTCS administrative policy.

AGENDA CATEGORY:
Regular Voting Agenda

PROPOSED MOTION:
The Board approve Northcentral Technical College's draft Three-Year Facilities Plan 2023-2025.

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

Signed 

Dated 8/16/2022



Northcentral
TECHNICAL COLLEGE

Three-Year Facilities Plan

2023 – 2025

Dr. Jeannie Worden, President

**Northcentral Technical College
1000 Campus Drive
Wausau, Wisconsin 54401**

Introduction

The Northcentral Technical College Board of Trustees understands the workforce needs of its businesses and industries, and the desire of its citizens to live in safe and economically resilient communities. Through constant contact with community members, community forums with stakeholders, and strategic planning, the College will ensure it is aligned with the future growth and innovation needs of our students, employees, and district communities.

The Three-Year Facilities Plan aligns with the College's 2021-2024 Strategic Plan and its Strategic Directions of Learner Success; Diversity, Equity, Inclusion + Accessibility; Access; Collaboration; Innovation + Growth; and Advocacy. The NTC Board of Trustees understands the College must have the facilities necessary for program expansion, flexible delivery, and response to community training needs by maintaining and rejuvenating existing facilities and expanding and constructing new learning spaces.

This plan also addresses current trends of higher education as a result of our nation's economic climate and the long-term affects of the COVID pandemic. Changes from physical expansion to on-line learning, declining enrollments, increased costs of maintaining and adding physical space, supply chain shortages, and the Great Resignation that resulted in national labor shortages are continuing to have a negative impact on completing facility projects. This plan takes into account these trends while still providing state-of-the-art facilities including Industry 4.0 projects in agriculture, health, and transportation while ensuring our students are learning on the most advanced equipment and technology.

The following pages outline the Three-Year Facilities Plan that support the College's Strategic Plan.

Project Summary

FY2022 – 2023

Additions/Acquisitions

Wausau Single Site

- Ag Center Warehouse Addition

Antigo Single Site

- Antigo Wood Technology Center Saw Mill Addition (Grant)
- Merrill PSCE Property Acquisition (Potential)(Rivers Edge)

Remodeling

Wausau Campus

- A & E Office & Faculty Training Center Reconfiguration
- Communication Technology Center of Excellence Renovation
- Flexible Learning Lab Restrooms

Regional Campuses

- Merrill CDL Access Roads & Parking Lot

Improvements

Wausau Campus

- A & F Building Elevator Upgrades
- Ag Center Electrical Service Upgrade
- Ag Center Feed Coverall
- Ag Center Sustainability Modifications
- AME Lab Floor Refinishing
- Auto Service Area Blacktop Resurfacing
- CHS HVAC & Mechanical Upgrades Phase II
- Corridor Carpet Replacement
- F Building Air Handler Replacement
- General Facility Contingency
- Lighting Upgrades
- Maintenance Equipment
- Engineering Technology Partners Faculty Offices
- Sidewalk & Curb Replacement

FY2023 – 2024

Additions/Acquisitions

Antigo Single Site

- Merrill PSCE Control Tower Classroom Addition

Wausau Single Site

- Wausau Geriatric EMS/EMT Addition
- Wausau Marathon County Forensic Science Laboratory Addition (Potential) (State Appropriation)

Phillips Single Site

- Medford Campus Purchase (Potential)

Remodeling

Wausau Campus

- Industry 4.0 - Health
- Faculty Zoom Meeting Rooms & Touchdown Stations
- Wausau Meat Processing Addition
- Massage Therapy Renovation (Potential)
- WTPD Office Remodel
- WTPD Training Rooms

Improvements

Wausau Campus

- Cafeteria Table Replacement
- CHS HVAC & Mechanical Upgrades Phase III
- Corridor Carpet Replacement
- D Roof Replacement
- Facilities Vehicle Replacement
- General Facility Contingency
- H Building Roof Replacement
- H Building AHU Replacement
- Lighting Upgrades
- Sidewalk & Curb Replacement

Regional Campuses

- Merrill Site Improvements
- Phillips Campus Splash Tower Replacement

FY2024 – 2025

Additions/Acquisitions

Wausau Single Site

- Ag Center Additional Land Purchase
- Ag Warehouse Classrooms & Restrooms
- Industry 4.0 – Transportation

Remodeling

Wausau Campus

- Ag Center – Industry 4.0

Improvements

Wausau Campus

- Auto Shop Air Handler Replacement
- B Parking Lot Resurfacing
- CHS Stairs Upgrade
- Corridor Carpet Replacement
- Custodial Equipment 4.0
- E Parking Lot Resurfacing
- Facilities Fleet Vehicle Replacement
- G Building Air Handler Replacement
- General Facility Contingency
- H Building Corridor Finishes
- Lighting Upgrades
- Sidewalk & Curb Replacement

Regional Campuses

- Antigo Roof Replacement
- Phillips Exterior Painting

Three-Year Budget Summary

Budget Summary

FY2022-23

Additions/Acquisitions:	\$ 2,500,000
Remodeling:	\$ 1,150,000
Improvements:	\$ 1,625,000
Total:	\$ 5,275,000

FY2023-24

Additions/Acquisitions:	\$ 2,100,000
Remodeling:	\$ 2,255,000
Improvements:	\$ 2,465,000
Total:	\$ 6,820,000

FY2024-25

Additions/Acquisitions:	\$ 1,325,000
Remodeling:	\$ 600,000
Improvements:	\$ 3,185,000
Total:	\$ 5,110,000

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

MEETING DATE: August 16, 2022

TOPIC: Remodeling: Antigo – Merrill CDL Access Roads & Parking Lot

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

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

INTERPRETATION: Remodeling of existing facilities requires Board approval.

DATA/RESULTS: In March 2022 the Board approved the FY22-23 capital budget to include site improvements at the Public Safety Center of Excellence (PSCE) in Merrill, WI. Northcentral Technical College's (NTC) CDL and Criminal Justice programs share the Emergency Vehicle Operations Course (EVOC) pad located at the PSCE. This has created inefficiencies and wasted time moving trucks between the CDL Training Center and the PSCE when criminal justice needs full use of the EVOC pad. Installation of additional access roads and a parking lot will allow semi-trucks to stay on-site, saving time that will enable NTC to provide more CDL certifications to help meet industry demands. In order to complete the construction, the College will be requesting WTCS State Board to approve this project at the September 2022 Board Meeting. The NTC Board is asked to approve this renovation and requests the WTCS State Board to do the same. A packet evidencing compliance with the statutes will be submitted to the State Board with the application.

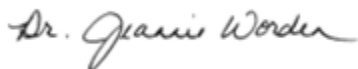
AGENDA CATEGORY:

Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board Approves the Merrill CDL Access Roads & Parking Lot at a cost not to exceed \$350,000 and requests the WTCS State Board to do the same.

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



Signed: _____

Dated: August 16, 2022

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

MEETING DATE: August 16, 2022

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 **June 30, 2022** (preliminary).

F1-F7 Revenue: \$107,270,253.37

F1-F7 Expense: \$106,672,436.19

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: August 16, 2022

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

MEETING DATE: August 16, 2022

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:

- Scott Biscobing – Faculty, Information Technology
- Laura Dickinson – Faculty, Certified Nursing Assistant
- Joseph Dziedzic – Faculty, Plumbing Apprenticeship
- Matthew Jacobson – Faculty, Automation/ Electromechanical
- Aleena Lepak – Faculty, Dental Hygiene
- Nicole Roberts – Faculty, Medical Assistant
- Megan Stanchik – Business Development Manager
- Derek Yirkovsky – Director, Alternative High Schools

Resignations:

- Eric Antonson – Faculty, Diesel Technology
- Mitchell Block – Manager, Institutional Research
- Dottie Rathjen – Administrative Assistant, Learning
- Marlene Roberts – Dean, Health Sciences/Director, Health Innovation
- Danny Rozwadowski – Business Development Manager
- Se Ann Yang – Assistant, Enrollment Services

Retirement:

- Jessica Benton – Administrative Assistant, School of Business

AGENDA CATEGORY:

Consent Agenda

PROPOSED MOTION:

(Motion is included with consent agenda.)

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

Signed Dr. Janis Worden

Dated 8/16/2022



5 Year Affirmative Action Plan – Annual Update

August 2022

**5 Year Affirmative Action Plan – Annual Update
Northcentral Technical College
August 2022**

EMPLOYEE – FOCUSED ACTIVITIES

1. Recruitment of Employees and Talent Sourcing

- Continue job announcements with targeted groups or agencies, including Wisconsin Diversity.com. Ensure faculty and staff position postings include language to promote diversity in attitude and practice. Increase HR presence or provide job announcement materials to employees to disseminate at campus or community events such as the Veteran Military Expo/Job Fair and Business Expo.
- Continue diversity interview question(s) in selection process for all positions.

2. Employee Development and Training

- Hosted best-selling author and radio host, Alonzo Kelly, to present “Creating A Culture of Belonging”. Employees learned crucial conversation tools and skills. NTC encouraged all employees to attend and covered the registration costs. NTC employees also had the opportunity to attend a roundtable discussion with Alonzo Kelly to further conversations surrounding diversity, equity, inclusion and accessibility.
- Developed new recruitment process that requires all supervisors to complete interview bias training.
- Revised recruitment manual to streamline processes and incorporate additional information on bias, diversity, equity, and inclusion.
- Rolled out SumTotal talent development system for staff. Employees will use the software to record learning plans. HR also identified several on-demand courses and assigned them to employees. This will assist the College track our training progress.
- NTC created focused strategic plans to include diversity, equity, inclusion, and access (DEIA) and have operationalized it through creation of an Inclusion Committee, use of professional development opportunities, and culture advancement in community collaborations.
- The Executive Leadership Team (ELT) have DEIA goals to support the College strategic goals. ELT members will lead the College DEIA efforts.
- All new employees are required to complete an online New Employee Orientation module which consists of Title IX training and Sexual Harassment training.
- Library Services offers curated library resources and materials for equity and inclusion topics.
- NTC purchased additional licenses for Tableau software to make student equity data interactive for faculty and staff. ACE staff continue to provide training on viewing, analyzing and using data.
- “Engaging Conversations” were offered for students, staff, and faculty to learn about the many cultures that observe during the Chinese Lunar New Year, and on the topic of Women, Work and the Pandemic.
- Inclusion Committee created to focus on the College’s policies and practices with the intent to enhance a culture of inclusion, expanding and enhancing College efforts to build a community of belonging, emphasis on how grants can be more aligned with our inclusion goals and how data can be used to clarify and support our programs, and create opportunities to collaborate on activities throughout the College and the community.
- NTC launched the Virtual Center for Innovation and Inclusion this academic year. Faculty share leading practices in equitable instructional techniques, DEIA professional development opportunities and can ask their peers for guidance in DEIA matters.
- The College purchased and implemented the product “simple syllabus.” Faculty will move from manually uploading syllabi to an automated process that will ensure all syllabi meet College standards. Syllabi catalog will be searchable, facilitating seamless student transfer and guaranteeing all policies related to student rights and responsibilities are accurate.

- Faculty represented NTC at the WTCS Learning & Teaching Labs: Equity & Inclusion in the Classroom Webinar Series. Topics included Creating an Inclusive College Culture, Creating Inclusive Syllabi, Equitable Assessments and Grading, and Universal Design for Learning in the Classroom. NTC staff also presented the DEI curriculum rubric and shared a project update as part of this seminar series. Representatives from around the state were in attendance.
- NTC has implemented an Employees of Color Mentoring Program. Created from members of the WTCS Colleges, this network of diverse members will become mentors for employees of color to help each other navigate their career in higher education.
- Employee Training:
 - Ouch! That Stereotype Hurts
 - Achieving the Dream – Presentations on Culturally Responsive Curriculum Development
 - 3P Insights Coaching on Building Diverse, Equitable and Inclusive Curriculum
 - Recognizing and Addressing Unconscious Bias – Wisconsin Literacy Project
 - Achieving the Dream Annual Conference
 - WTCS C3 Conference
 - Student Success Summit – Addressing Achievement Gaps
 - Embracing Diversity FQAS Course
 - New Faculty Academy
 - Adjunct Faculty Mentoring – focus on Diversity, Equity and Inclusion for the month of May
 - Wisconsin Equity Summit
 - 60Forward: WTCS Equity in the Classroom Live Webinar Series
 - Fall 2021 Faculty Development Days
 - Inclusive Curriculum Design in Practice – Presented by Dr. Jennifer Kuklenski, MBA, PhD
 - Inclusive Curriculum Design in Practice – Breakout with Q&A
 - Diversity, Equity and Inclusion at NTC
 - Exploring Technology for Student Collaboration, Engagement & Interaction
 - Professional Development opportunities through SumTotal
 - Spring 2022 Faculty Development Days
 - Finding Oxygen and Moving Forward as Educators – Presented by Rick Wormeli
 - Diversity, Equity, Inclusion and Accessibility at NTC
 - Disability Services at NTC – Accommodations and services available for students
 - Explore Accessibility Tools
 - Library Tips and Tools to Boost Student Confidence & Achievement
 - Higher Learning Commission (HLC) Annual Conference
 - Interview Bias Training
 - Title IX – 2022 Proposed Regulations Update Training
 - Mental Health First Aid
 - Understanding and Engaging Under Resourced College Students
 - Engaging Conversations
 - Tableau Data: NTC's Demographics and Equity
 - Creating Inclusive Spaces for Underrepresented Populations: A Resource Guide
 - Hmong Heritage Month Conference
 - Wisconsin Indian Education Association Conference
 - Toward One Wisconsin
 - WTCS Working as One 4 Part Series
 - Noel Levitz Conference
 - United Way 21 Days of Equity
 - Midwest Sociology Society Conference

- National Conference on Race and Ethnicity in Higher Education
- College Belonging: How First-Year and First-Generation Students Navigate Campus Life
- LinkedIn Learning (*access to various “On-Demand” style trainings*)

3. Employee Data

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

STUDENT – FOCUSED ACTIVITIES

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

- NTC participated in three in-person and three virtual Wisconsin Education Fairs during the 21-22 academic year.
- NTC hosted blended in-person/virtual open house experiences in Fall 2021 and Spring 2022 both at the Wausau and at Regional Campuses
- K12 staff continued to work with all NTC school districts to support minority students’ postsecondary planning and enrollment. NTC’s Academy Specialist has continued to work this year with these school districts but also with organizations like Hmong American Center, Boys & Girls Club, and others to build relationships with participants. These organizations serve traditionally more diverse students. The Academy Specialist is also the point of contact for Alt High and increased efforts have been placed on that collaboration/transition. Alt High has dedicated staff to help students with transition to NTC as well. In addition, we offer the Youth Apprenticeship program to all these schools as well and support them with both their postsecondary and employment efforts.
- The Viewbook has been translated and distributed again in 2021-2022, as well as other recruitment materials such as Open House materials, K-12 Parent Newsletters, and other GED/ELL materials, scholarship information, and Career Services job search assistant information. Two testimonial videos were created and translated for social media.
- An ELL Construction Fundamentals program was offered at the Medford campus with support from a Spanish interpreter.
- A Spanish interpreter was available for Open Houses.
- Online ELL courses were offered with increased enrollments in 2021-2022.
- NTC is involved in supporting the Marathon County Afghan Refugee Committee and providing ELL services and transition services for students seeking postsecondary education opportunities.
- Career Coaches participated in the Hispanic Heritage Month celebration event to provide information about NTC programs, which included a podcast.
- NTC maintains an ongoing partnership with Independent Living/Youth in Foster care to support students’ awareness of the Youth Apprenticeship program, as well as college opportunities.
- NTC’s Pathway Advisor supports and guides ABE/ELL students’ transition into post-secondary coursework.
- Dual Credit courses continued to be offered at nearly all District high schools including schools with high minority populations such as Abbotsford, Menominee Indian HS, White Lake, Bowler, and Wittenberg. NTC also partners with many school districts to offer the Youth Apprenticeship program to their students.
- NTC continued recruitment of low-income students into NTC’s Promise programs and provided dedicated support to these students.

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

- Activities and events to promote programs were offered again in-person this year. Events for students to explore STEM careers were included in the Career Exploration Days. Groups from the Girl Scouts, Boys and Girls Club, and Alternative High School came on campus to explore programs, as well as from various schools across the district. Activities were also held for students to explore Electrical Power and Gas Utility, and Engineering. NTC hosted a number of summer camps focusing on STEM careers such as Metal Masters Quest, Welding, Civil Engineering, and Machine Tool camps; Women in Industry camp; Cosmetology boot camp; Make It Real camps; and Girls Make It Real.
- NTC created a Youth Apprenticeship video highlighting a female welding student that is posted on the website.
- Job-related workshops, employer presentations and mock interviews were held virtually and provided opportunities for females to meet others employed in the field.
- Welding and Wood Technology contests were held in June.

Recruitment of students w/disabilities

- The Accommodations Services Coordinator and/or other Disability Services staff attended transition meetings in Taylor, Marathon, Price, and Langlade County to share resources and support/advise area high school Special Education staff.
- The Accommodations Services Coordinator presented to local high schools and to instructors of dual credit courses on transition services. She also presented this academic year at Taylor and Marathon County Transition events.
- High Schools brought transitioning students to tour NTC and meet with Disability Services staff, and individual students met with staff during the College Exploration Day in April 2022.
- NTC partnered with the Marathon County Transition Committee, the Wausau School District and D.C. Everest School District to host a county-wide, in-person transition event.
- The Antigo Campus partnered with the Antigo and White Lake School Districts to provide two 3-credit certificate programs for students with disabilities this school year. The first 9-week course was Foundations of Customer Care and the second 9-week course was Foundations of Culinary basics.

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

- Targeted outreach to students with disabilities who are transitioning for Fall 2022 began in late March and continued through the summer.
- An Orientation to Accommodation Services is planned for students beginning in Fall 2022.
- Blackboard Ally was implemented in Spring 2022 to allow students to download alternate formats to make course materials more accessible.
- Disability Services continued to be included in the mandatory New Student Orientation for new students to learn how to receive accommodations, and become familiar with support available as well as assistive technology.
- Through targeted grant activities, minority students and students with disabilities continued to receive intensive advising/case management services. Advisors and the Accommodations Services Coordinator access student progress information in Canvas, which supported better case management.
- A Predictive Analytics model has been continued each 8-week term to identify students who may need additional support to be successful. The model was expanded in Fall 2021 to include General Education courses. Advisors, instructors and other staff provide outreach to identified students to determine if resources or assistance are needed.
- Mandatory advising continued for students in most programs.
- Timberwolf Ready sessions introduced new students to NTC systems: E-mail, Canvas, their My NTC student account, what is needed for class, learn how to read their schedule, etc.
- Sessions on how to use Zoom video conferencing software were offered for students.

- Expanded laptop loan and laptop scholarship opportunities continued to be available to students.
- Student Life offered scholarship application workshops to students.
- College 101 continued to be required for students to support their success in college and in life.
- Tutoring and Academic Coaching was available through the Academic Resource Centers, with flexible appointments available through Zoom.
- The Academic Resource Center/Timberwolf Learning Commons offered workshops on Conducting Research, APA, Exam Study Tips, Writing, Math, Notetaking, Time Management, Active Reading, and Email Etiquette.
- Starfish Early Alert included an intake form which helped identify students needing support services. Starfish was used for case management of all students, but also supports other initiatives including faculty advising, the Promise program, students using the Academic Resource Center, Disability Services, and students taking Enhanced General Education courses.
- Enhanced general education courses provided concurrent ABE support while a student took Written Communications or College Math post-secondary courses.
- Instructional Assistants supported key low-completion or gatekeeper courses.

Professional Development to build cultural competence and inclusive culture at NTC

- Student Life shared e-mails weekly that included DEI topic information, activities, and links to resources. Examples include information/activities for Suicide Awareness, Hispanic Heritage Month, Disability Awareness, Indigenous People's Day, MLK Jr. Day, African American History, Women's History, Hmong Heritage Month, LGBTQ, Sexual Assault Awareness, bias and stereotype training, and more. The NTC Library now has 26 topical research guides on these and many other subjects for students, faculty and staff to access.
- The Testing and Accommodations Coordinator presented on the topic of accommodations to faculty and adjunct faculty during the Spring 2022 Faculty Development Days/Adjunct Faculty Orientation
- Nine NTC staff and faculty attended the Holistic Student Supports Conference in Fall 2021. This conference highlighted topics focused on diversity, equity, and inclusion.
- One staff member attended the National Conference on Race and Ethnicity in Higher Education (NCORE) conference in May/early June. Information from the sessions and resources were shared out to others in the college.
- Sixty staff and faculty have now been trained in Mental Health First Aid (MHFA), 20 during the 21-22 academic year. In Fall 2021, 8 student workers were also trained in MHFA. MHFA has been added to Sum Total so faculty and staff can register easily and upload their certification.
- A staff member attended the virtual Wisconsin Indian Education Association conference in April 2022.

Fire Advisory Committee Meeting Minutes

Date: 4/13/2022

Time: 6:00 pm

Location: Zoom

<https://ntc.zoom.us/j/84449456469?pwd=NmRWZnZDeERBZnBJZ0tiQ0NiUDhQQT09&from=addon>

Attendees

Industry Members:

- Robert Pound – Retired (SAFER)
- Jason Foth – Spencer Fire Department
- Dave Briggs – Wausau Fire Department
- Joe Bozinski – Village of Maine Fire Department

NTC Team:

- Shane Heilmann – Dean of Public Safety & Community Services
- Paul Strehlow – Associate Dean of Public Safety & Community Services
- Dan Conrad – Fire Faculty and Fire Coordinator
- Kyle Lech – Fire Faculty
- Gera Peterson – Public Safety Administrative Assistant

Welcome & Introductions

Shane Heilmann, Dean of Public Safety at Northcentral Technical College (NTC), and Dan Conrad, Fire Coordinator, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and highlights from the last Meeting

- Approval of minutes from the last meeting on October 20, 2021 – Dan Conrad asked the group about the minutes from last time. Bob Pound made 1st motion to approve the minutes and Jason Foth made 2nd motion. Motion passed.

College-Wide Initiatives

Shane Heilmann, Dean of Public Safety at Northcentral Technical College (NTC) shared the following:

- Review of NTC Mission
 - Education 4.0 – How we teach and what we teach
 - Industry 4.0 – Smart Manufacturing, Healthcare, and Ag & Transportation
 - College 4.0 – Analyze and improve internal processes and services
- NTC 4.0 – Organizational Changes
- COVID Protocols – Return to normal classroom capacities
- Student Support – Timberwolf Table, The Virtual Care Group, Timberwolf Learning Commons, “It’s in our Jeans” Employee Giving Campaign and Student Scholarships.

Workforce Training and Professional Development Initiatives

- We did not have a WTPD member present, so Dan Conrad, Fire Coordinator, mentioned a few things for Workforce Training and Professional Development.
 - They have been busy running annual fire extinguisher trainings and other classes like BLS/CPR, and ACLS and PALS classes. They are still always looking for qualified instructor’s if anyone is interested in making extra money.

Industry Trends

- **Recruitment/Staffing** – Dan reiterated how most fire departments are still having trouble with Recruitment & Staffing. This includes volunteer departments and full-time departments. He asked the members to share what they have seen.
 - Dave Briggs said Wausau is down 3-4 positions. They are definitely experiencing recruitment issues. They are just getting by and meeting minimums for getting people in the door and they are maintaining the best they can.
 - Joe Bozinski said Maine has been fortunate. They have had people trickling in, but they have discovered that the commitment just is not there for a lot of those people.
 - Jason Foth mentioned that they have been adding younger 17-19-year-old people to their team so they have been trying to tap the High school resources to help spread the word and get more friends to join. They have 3 open spots yet.
 - Dan Conrad said that Antigo FD has been running a recruit group recently and they’ve picked up 3-4 people from their High school as well. They have gotten some new people into the system that way. He also mentioned that people in other departments around the state seem to be making more lateral transfers.

There are not as many new people entering the system anymore, so it will be interesting to see what happens with that trend.

- The group also discussed issues with pay for career department employees.

Program Updates

Dan Conrad, Fire Coordinator, discussed the following:

- **Enrollment Report** – We have run about 35 different classes this semester. That number is larger than in the past. 12-14 classes are strictly CPAT related, but the rest are regular fire classes. We recently pushed 46 students through Live Fire evolutions. Kyle has about 13 students in the FF2 class. We have been trying to give consistently good education to students, so we think we are building a good program.
- **Program Information** – We are seeing more interest in our Fire Medic program and Virtual College offerings as well as some of our Technical diplomas. People are seeing availability in the job market as soon as they are done with their education.
 - Places like Antigo are offering people who have FF1 and EMT basic full-time employment with the promise of paying for paramedic training. This has helped get more people in to the education system.
- **Program recruitment/events** – We have finally gotten back into recruitment events again. COVID had previously shut that down for a long time. There is an upcoming event at Wausau fire in a few weeks. These types of events tend to lead to more interest in our fire programs.
 - Dan mentioned that anyone who is interested in hosting an open house or a fundraiser could send an email to firetraining@ntc.edu and we could help set it up.
- **Overview of CPAT** – We started tracking this better and we have had a grand total of 39 participants for the spring 2022 semester so far. Last week was our busiest in a long time with 19 people coming through CPAT in 1 day! We are happy to see these numbers. Our busiest semester was spring 2021 with 55 people coming through after we opened up after COVID closures. We still expect this to keep growing at a steady pace. We hear students are spreading the word about our facility all over the state and we hope this continues.
 - The group discussed how we get people from all over the US who come here to test and that we get a huge variety of students who come through with varying degrees of preparedness. Dan mentioned that we have had 211 people come through since fall 2019 and 142 of those were able to successfully pass. We have seen how this can affect student's lives when they tell us they need to pass in order to obtain employment somewhere.

- We discussed what issues we were noticing with students who failed testing. We have a lot of students who don't make it past the stair stepper. Dan said that most students do tend to have cardiovascular related issues. We have also noticed some issues with the mannequin drag and forcible entry parts. We also try to give students good advice on what to practice to improve their chances in the future.

Program Modifications discussion

- **Share Program Modifications** – Dan said we will be in the process of modifying our Virtual College curriculum soon. He mentioned that it is outdated and we need to set up the newest version over the next year or so as we continue to look at what classes to offer based on student needs and then we will get those classes updated beforehand. It will be an on-going thing for a while.
 - Our Paramedic program is continuing to function and get aligned with their accreditation standards.
 - Our fire program just changed to some new curriculum in January 2020, so it will be a couple years before we get a new FF1 & Haz Mat Operations curriculum.
 - However, there is an update for HazMat Technician which will now be a 50-hour class. The state is working to get that new HazMat Tech class out to all the colleges with the appropriate equipment.
- **Update on embedded technical diploma, EMT-Firefighter** - Shane discussed how this embedded technical diploma was brought up at previous meetings. It took longer than we thought, but we were able to push this through. We didn't need to get any other approval from state committees. We will start offering this as of Fall 2022. We hope to get some more interested students in this new program.
 - Dan mentioned how this technical diploma helps fill a need for some students to get financial aid for both classes (Fire & EMT). This wasn't possible in the past.
 - Shane listed the classes required for the program and that it was a well-rounded program that has financial aid options.
 - Shane thanked the group for their support in this whole process.

Facilities/Equipment

- **Capital Equipment** – Dan said we have not been denied anything that we have asked for this year. That includes a fire vent trailer, new turnout gear, and new SCBA's. The vent trailer would give us a lot more flexibility and improve our current options. There would

also be some specialized training required before using the vent trailer to make sure it isn't damaged/destroyed within the first year.

- **Recent Purchases** – Dan said that we are working to fulfill some of our AFG and capital purchases that were approved for this year. As everyone knows, there are extensive wait times on some equipment and prices have also risen horrendously. We are looking things over again and trying to find the best deals on items.

Other Items

- **Advisory Committee Recruitment** – Dan mentioned that we are still looking for more members to join the committee. We would like to have the committee members outnumber the NTC staff! We would also like to obtain equal representation from across the district. Staff will be attending more departmental and state meetings to try to get the word out and drum up more interest.
 - The group discussed some upcoming meetings that NTC staff could attend.
- **Fire Class Scheduling** – Dan mentioned that we finished scheduling most of the fall semester classes. We just had some extra Flashover classes this last fall & winter, and we will have a few more upcoming in May. There will also be an Acquired Structure burn at the end of April. We are really excited to get some of these additional classes out there!
 - If anyone still needs something else scheduled for fall please send an email to firetraining@ntc.edu and we will try to get it to run for your department.
- **Fall 2022 Schedule** – We have our basic FF1, and FF2 classes scheduled. We are looking at an Entry Level Driver Operator in Marathon area and potentially a Certified Driver Operator if we can get enough interest. Please let staff know if there is anything else needed.

Next meeting schedule & agenda items discussion

- The next meeting is set for Oct 12, 2022 at 6:00pm. It will be in-person at Merrill with a catered Dinner. There will also be a Zoom link option for those who cannot attend in-person.
- 1st Motion was made by Jason Foth to adjourn the meeting, and Joe Bozinski gave 2nd Motion to adjourn. Meeting adjourned at 7:04 pm.

Legal Studies/Paralegal Advisory Committee

Meeting Minutes

Date: 4/21/2022

Time: 4:30 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Kourtney Imig – Winter, Winter & Behrens
- Chelsea Payant – Sommers, Olk and Payant
- JoAnn Mancl - Crooks, Low & Connell

NTC Team:

- Brandy Breuckman – Dean, School of Business
- Tom Wendt – Paralegal Faculty
- Amy Denissen – Student Success Advisor
- Carrie Heckendorf – Business Technologies Faculty (guest)
- Jessica Benton – Administrative Assistant (Meeting Recorder)

Welcome & Introductions

All present introduced themselves and the organizations they represented.

Update and highlights from last Meeting (11.11.2021)

The minutes were review and approved as submitted.

Instructional Area/Program

- Program Information
 - Enrollments: Amy Denissen gave a summer of current students and anticipated fall enrollments.
 - Currently, there are 40 students enrolled in the program, total.
 - There are a potential eight additional students that plan to return in Fall 2022.
 - There will be some graduates Spring 2022. Tom will elaborate further.
 - Fall 2022: as of the meeting, there were 15 new students enrolled in the program. She anticipates several more applications into the program by the start of the fall term.

- Overall, the program is performing well.
- Program Update
 - Brandy Breuckman shared with the committee her pride in the hard work and commitment Tom had given to the program: he built the classes from the ground up, he supported/served students, and he ensured all the curriculum would meet ABA accreditation rigors by working with different state agencies.
 - Tom Wendt shared that this semester saw the launch of the final semester to the program, which included: Civil Litigation 2/TORTS, Legal Aspects of Business Organizations, Legal Writing, Paralegal Internship and Legal Ethics/Professionalism. Because this was a new program, it was difficult to establish a structured internship process. Tom thanked Carrie Heckendorf for sharing the Administrative Professional Internship Handbook as he was able to adapt and adopt the structure for the Paralegal program. Two students are currently completing the internship course.
 - One student simply transferred to the legal department of her current employer. She's been hired by the legal department.
 - The second student accepted a placement with Wisconsin Judicare. The student was working with Community Outreach within WI Judicare, to increase awareness of a legal clinic project that is being launched together with NTC.
 - Additionally, another three law firms are ready to accept interns; one in person, the remaining two virtually.
 - The value of the internship is the experiential learning gained onsite regardless of the placement (i.e.: law firm, corporation, nonprofit).
 - As the first graduating class this May (2 students), NTC is happy to report 100% placement in industry (their internship sites). He anticipates 2-3 graduates December 2022. By May 2023, there will be significantly more graduates.
 - ABA Approval update: Tom explained the rigors for NTC to overcome in order to be approved by the American Bar Association. This includes an application process and a site visit. First, however, the program has to have achieved certain milestones, including the number of graduates. NTC intends to begin the formal application process late summer/early fall as soon as the ABA grants permission. In the meantime, over the last 1.5 years, NTC has been preparing for the process. The ABA provides a comprehensive guide; where the appendix is essentially the application. As milestones and data is compiled, the information has been filled into the document. He reported that Summer 2021, three NTC employees participated in a training on how to complete the application process. Tom has been selected to participate at two site visits, one in New Jersey, the other in Illinois. These will take place Fall 2022. This will provide great insight into how the application process progresses.
 - Since COVID, ABA site visits have been conducted virtually. At this time, the ABA intends to continue this process. Where some of the site visit experience is lost by not being onsite, the efficiency gains and fiscal responsibility outweighs the lack of interconnectivity being onsite provides.
 - Wisconsin Certified Paralegal Program update: About four years ago, the state of Wisconsin instituted a Certified Paralegal program through the Wisconsin Bar. Most WTCS Paralegal programs are listed on the Wisconsin Bar's website as preapproved for the certification. Tom reached out to the Director of the Wisconsin Bar via correspondence detailing NTC's program and model/structure. She informed him in March that NTC's program was under review. He anticipates that because NTC is an accredited institution and part of the WTCS, NTC's graduates should be eligible. That said, the Wisconsin Bar may state that NTC will have to wait until they've

received ABA approval before the school will be added to their website. Tom assured he would keep the advisory committee informed as he receives updates.

- American Association for Paralegal Education: NTC is an institutional member of the AAFPE. For a nominal annual fee, NTC has access to a wealth of resources, including tools for curriculum development, syllabus development, job opportunities, think tank conferences, and more. Tom attested to the quality of the AAFPE conferences he's attended in the past, receiving excellent industry information in addition to educational information/resources.
 - Legal Clinic update: To review, over the last few years, legal clinics have spread throughout the WTCS system. NTC is now one of those colleges. The program is called [Lawyers for Learners](#). Students are able to enter basic information (name, email, where they are located, brief description of legal issue). The information is routed to one of the school clinics. Every clinic is associated with a legal agency; NTC is associated with Wisconsin Judicare (pro bono partner). The legal agency provides the services. Currently the program is predominantly remote. Several established programs are setting up onsite clinics where standalone workshops (i.e.: drivers' license recovery). The goal is to get the minor offense expunged from the student's record, as it may be a barrier to their acquiring a job in their career path. NTC anticipates opening its onsite clinic Fall 2022. This is a passion project for Tom, who has helped develop onsite legal clinics for several years. It's an exciting long-term project that will provide legal access to those who may face a variety of challenges impinging their ability to receive legal services.
 - Library update: To achieve ABA approval, a school had to have a functioning library. With COVID, the ABA changed its ruling, allowing for library resources to be fully electronic/online. NTC is meeting this requirement through the use of [Nexis Uni](#); one of the two primary proprietary legal research systems. Nexis Uni provides approximately 93% of the necessary library resources. Additional/supplemental resources (i.e.: magazines) will be available to both NTC and general populations. All legal resources are managed through the Timberwolf Learning Commons. Students' login and have access to the same program regardless of what program they are enrolled in. This is a great resource for both learners and faculty. He believes this will meet the necessary requirements for ABA approval.
 - Tom also shared that he's now a nonvoting member of the Paralegal Association of Wisconsin. He's hoping to invite a member from PAW to present to his students. The exposure will provide students with another great resource to grow within their profession.
- Industry Trends
 - Chelsea Payant asked whether there was confusion regarding this program. Amy Denissen shared that the students that are enrolling in the Paralegal program are committed to this program and not enrolling in multiple programs. Tom concurred, stating that some students may have prior educational experience or a credential from another college; but he has not had any students that were enrolled both in Paralegal and Nursing, for example.
 - JoAnn Mancl recommended greater guidance should learners be interested in supplementing their Paralegal degree. For example, if they are interested in personal industry work, medical and/or dental terminology courses would make great electives. For those interested in management, QuickBooks and/or other Accounting/Finance courses would be beneficial.
 - Tom responded positively, explaining that the terminology courses are a great idea and accounting software concepts are currently covered in other areas, but pulling those concepts into targeted curriculum/course work is a good idea.
 - Brandy explained that unlike traditional, four-year programs, electives are addressed with general education courses. The courses recommended are specific in content/context. That said, NTC is open to exploring ways to create pathways/routes to

support learners that are interested in specific legal disciplines. For example, many students of the Culinary Arts program take an entrepreneurship course because their dream is to own a restaurant. WTCS doesn't allow for tracks or electives, but the college is committed to providing the learner with the knowledge necessary to be successful in their career choice.

- Kourtney Imig shared that there is some concern with meeting legal needs in northern and central Wisconsin as attorneys retire. Many, especially smaller firms, also provide municipal work and/or Judicare work. The concern is the vacuum created over the next 15 years if new attorneys cannot be recruited to the area.
- JoAnn Mancl shared that much of the filing systems have become automated, for example Workers' Compensation. There's also online filing for circuit court, appeals court, etc. It would be valuable to learn the skills to navigate these different systems. She also expressed concern that with society becoming an "instant gratification" culture, there needs to be a sense of urgency when a potential client reaches out. If that client isn't secured, or if the client doesn't hear a response immediately, they move on to the next attorney. This trend complicates building a practice. As new attorneys come to the area, there will be great need for support staff. Industries top of mind are family law, criminal law, probate real estate and estate planning.
- Chelsea Payant concurred with all the trends shared by the other advisory committee members.

NTC College Updates

- NTC's mission is "To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy".
- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:
 - Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
 - Industry 4.0: Industry 4.0 refers to the industries that are embracing technology in innovative ways to provide services/products to the consumer/end user. Again, by utilizing the six identified areas of focus, NTC will prepare learners in the following industries to enter the workforce with an understanding of high technology utilization. The timeline for integrating Industry 4.0 into program curriculum is as follows:
 - Smart Manufacturing: 2021
 - Healthcare: 2022
 - Agriculture and Transportation: 2023

- College 4.0: College 4.0 is where NTC looks internally to streamline processes, increase efficiencies and improve the customer experience (internal and external). NTC recognizes that as a preferred educational destination, college recruitment, entry, retention, and graduation require different types of support to ensure learner success. To that end, NTC will focus on the six following areas to improve the overall College experience:
 - User Experience
 - Connect Processes
 - High Technology
 - Artificial Intelligence (AI)
 - Automation
 - Data-Decision Making
- To facilitate implementation of Industry 4.0 across NTC, a new learning sector was created: the School of Academic Excellence/School of Learning Technologies. Additional programs were shifted to allow for greater alignment and equity of workflow. The Schools of Learning are as follows:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Academic Excellence & Learning Technologies
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
- Current COVID Protocols
 - Social distancing continues in most classrooms and meeting rooms
 - Temperature scanning is **STRONGLY** recommended upon entry to each campus
 - Hand sanitizing is **STRONGLY** recommended upon entry to each campus
 - Clean in/Clean out protocols are still in place in most classrooms and shared areas
- Student Support: NTC continues to provide access to resources to students, including:
 - Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
 - **NTC advisors** can help connect students with other emergency financial, computer and/or community resources
 - **Timberwolf Table**, NTC's food pantry for students
 - **Timberwolf Learning Commons**, including the library, tutors and coaches available
 - **Student Scholarships** are awarded twice a year, once per semester
 - **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

Continuing Education/Workforce Training & Professional Development

- The advisory committee was encouraged to review the upcoming events through Workforce Training and Professional Development that were attached to the meeting invitation. For up-to-date information on available programing through WTPD, click [here](#).

Other items

Next meeting schedule & agenda items discussion

The next advisory committee meeting will take place on Thursday, November 17, 2022, 4:30PM-6:00PM. Brandy encouraged those in attendance to “bring a friend” to help grow the advisory committee membership.

Cosmetology Advisory Committee

Meeting Minutes

Date: 4/25/2022

Time: 11:00 a.m. – 12:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Nicole Rothenberger – The Barbers (Walmart)
- Steve Svensson – Great Clips
- Shelly Dankemeyer – Great Clips
- Laurie McGill – Fantastic Sams
- Stephanie & David O’Brien – Independent Salon Owners/Stylists

NTC Team:

- Brandy Breuckman – Dean, School of Business
- Autumn Laabs – Faculty, Cosmetology
- Kayla Ackermann – Instructional Assistant, Cosmetology
- Jessica Benton – Administrative Assistant
- Yang Yee Xiong – Student Success Advisor

Welcome & Introductions

All were welcomed. Participants introduced themselves and the organizations they represent.

Update and highlights from last Meeting (10.25.2021)

The fall meeting minutes were reviewed and accepted as is.

Instructional Area/Program

- Program Information
 - Enrollment
 - Current students = 10 (completing second semester and enrolled in Summer)

- Fall 2022 = 16 students have been accepted; four spaces are still available for the next cohort. There are 27 students interested, so the program will be filled for the fall term. The program orientation for the new cohort is scheduled for August.
- Program update
 - COVID had an impact on students. Many struggled with depression and it was difficult to cultivate relationships and build rapport. Graduates have found it difficult to enter the industry. Some start the program, only to withdraw due to personal issues. Autumn connected with previous students during COVID, only to find out they were just getting established. Many graduates are living paycheck to paycheck, so when industry shut down for a couple of months, it was too much to recover from financially and they left the industry. Not only is this sad and a loss for the industry, she's heard from other employers about the challenges of hiring across the board.
 - Community events have been added to the calendar to provide learners with different and unique experiences. Examples include: In-Service for Marathon County School District K-12 instructors (providing services at product price), Spa Day (in collaboration with the Culinary Arts program) for the Landing (affiliated with YMCA)
 - Learners took a field trip to the American Beauty Show in Chicago. This provided a great opportunity to see new trends, observe different cutting techniques, learn about different tools, etc.
 - Summer Speaker Series – Studio Max just got approved to bring in guest speakers for the summer session. If interested, contact Autumn Laabs at laabs@ntc.edu to schedule a date.
 - Supplies and Services – Autumn polled the advisory committee regarding whether their organizations have increased prices of services to cover costs of products and shipping. Members shared supply chain issues were as much a problem as increases in product and shipping costs. Many have raised prices a couple of times since May 2020. When asked what about what Studio Max charges for services, members agreed that the cost of service was too low. It was also suggested to negotiate with suppliers whether they're willing to offer free shipping for achieving certain price points in orders. Members also suggested other vendor options faculty could investigate. Autumn also asked members what color lines they think would be ideal for learners. Recommendations included: Scruples (teaches color ratios/mixing), CHI Iconic Shine, Goldwell and Matrix SoColor. All products rely on the Laws of Color.
 - High Tea Event – this is an event set for the Boys and Girls club in August. Last year, NTC had learners that needed to additional hours to complete the program. The event teaches youth about manners. The learners selected an up-do or a braid for their "client" and Autumn would assess the final design. This August, NTC will not have the students. Rather than miss this opportunity, Autumn asked members to consider volunteering or allowing stylists to volunteer for this event. For more information, please contact Autumn at laabs@ntc.edu.

- Industry Trends

Laurie McGill (Fantastic Sams) – Trends she is seeing include color treatments and perms (male/female clientele). Hiring continues to be a challenge. She's finding that potential hires are more willing to put forth employment preferences (i.e.: No evenings/weekends).

Nicole Rothenberger (The Barbers) – Nicole concurred that perms were popular, with males/females. She's also seeing the return of the mullet. She agreed with Laurie that hiring brings its challenges; but acknowledged that many industries were experiencing this. She also shared that the current cohort seems to be more responsive and engaged than the previous one. Many students are sending pictures, absorbing content and demonstrating competency. This is very exciting.

Stephen Svensson (Great Clips) – They are removing their final COVID precautionary protocols. This will allow them to offer services that have been unavailable since 3/2020 (i.e.: shampoos, beard treatments). Suspended services will be available 5/1/2022. He noted that April is safety month for his organization. This year, employees will have to DocuSign indicating they've reviewed all required safety materials. All salons are receiving a make-over that will create a brighter, fresher environment for employees and clientele. As with others, hiring is a challenge. The state makes it more challenging when stylists relocate to Wisconsin from a different state due to the length of time it takes to transfer the stylists license from one state to another. He shared that Great Clips corporation is actively championing licensure reciprocity between states, in both DC and at the state level.

Shelly Dankemeyer (Great Clips) – Shelly is Steve's general manager. She also reported that perms and mullets were popular.

Stephanie O'Brien (Private Owner) – Stephanie is new to the advisory committee. She and her husband have been contemplating how to work NTC learners to provide additional learning opportunities. Ideas included job shadowing, mentorship and/or apprenticeship program(s). Trends include colorings that allow people to get the greatest longevity from their style. For example, if someone normally schedules appointments every four weeks, they want to push their appointments further out. Her salon offers a "T Color", which is coloring the hairline and the part line. This is proving beneficial as it saves the client money and allows the client to maintain their regular appointment routine.

NTC College-Wide Initiatives

- NTC's mission is "To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy".
- NTC has developed a three-pronged strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college:

- Education 4.0: Education 4.0 focuses on two areas: how we teach and what we teach. This includes continually updating learner needs in preparation for entering the workforce. To that end, NTC has identified six main areas of focus:
 - Increasing Accessibility
 - New Programming
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- Industry 4.0: Industry 4.0 refers to the industries that are embracing technology in innovative ways to provide services/products to the consumer/end user. Again, by utilizing the six identified areas of focus, NTC will prepare learners in the following industries to enter the workforce with an understanding of high technology utilization. The timeline for integrating Industry 4.0 into program curriculum is as follows:
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- College 4.0: College 4.0 is where NTC looks internally to streamline processes, increase efficiencies and improve the customer experience (internal and external). NTC recognizes that as a preferred educational destination, college recruitment, entry, retention, and graduation require different types of support to ensure learner success. To that end, NTC will focus on the six following areas to improve the overall College experience:
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- To facilitate implementation of Industry 4.0 across NTC, a new learning sector was created: the School of Academic Excellence/School of Learning Technologies. Additional programs were shifted to allow for greater alignment and equity of workflow. The Schools of Learning are as follows:
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 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship

- Current COVID Protocols – Suspended
 - Social distancing continues in most classrooms and meeting rooms
 - Temperature scanning is STRONGLY recommended upon entry to each campus
 - Hand sanitizing is STRONGLY recommended upon entry to each campus
 - Clean in/Clean out protocols are still in place in most classrooms and shared areas
- Student Support: NTC continues to provide access to resources to students, including:
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 - **Student Scholarships** are awarded twice a year, once per semester
 - **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

Continuing Education/Workforce Training & Professional Development

- **Continuing Education/Workforce Training & Professional Development**
 - The advisory committee was encouraged to review the upcoming events through Workforce Training and Professional Development that were attached to the meeting invitation. For up-to-date information on available programming through WTPD, click [here](#).

Other items

Next meeting schedule & agenda items discussion

The group agreed to meet next on November 14, 2022.

Agricultural Sciences Advisory Committee

Summary of Advisory Committee Meeting Minutes

Date: 4/26/22

Time: 12:00-1:30 PM

Location: Zoom & AG213

Attendees

Industry Members:

- Josh Schmidt-Ag Country
- Sly Krautkramer-Swiderski Equipment Inc.
- Melissa Heise-Swiderski Equipment Inc.
- Chad Glaze-Vine Vest North Inc
- Hans Brietenmoser-Dairy farmer
- Ed Sabey-Provision Partners
- Kevin Sommer-Service Motors Company

NTC Team:

- Greg Cisewski-Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Chris Langenhahn, Farm Manager
- Stephen Krueger, NTC Faculty
- Katie VanDerGeest-Agricultural Sciences Development Manager
- Elizabeth Hillebrand, Farm Veterinarian
- Charl VanDerNest-NTC Faculty

Other:

- Betsy Leonard-WTCS, Education Director
- Heather Schlessner-UW Extension

Welcome & Introductions

Chad Glaze, Committee chair, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and highlights from last Meeting

- Approval of minutes from last meeting – December 14, 2021. No changes were made. Minutes were approved.

College-Wide Initiatives

Greg Cisewski, Dean of the School of Agricultural Sciences, Utilities & Transportation, shared the following:

- NTC's mission is to provide high quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy. The strategic plan emphasizes the use of Industry 4.0, which is a philosophy to continuously improve the college. The driving factors are Education 4.0, Industry 4.0, and College 4.0.
- Education 4.0 is how we teach and what we teach. We want to increase accessibility so more students have access to education than ever before, and we do that through new types of programming and through the use of high technology. We want to incorporate skills for the future which can be challenging because the technical skills for the future are not always known. However, if we incorporate skills like problem solving and critical thinking into all of our programs then students should be well prepared. The other piece we know needs to be part of all of our programs is data analysis. Data is important in all industries. We help students understand what big data is and what it means to them in their chosen career field.
- Industry 4.0 – We are looking into things like smart manufacturing and we are creating a smart manufacturing lab, or lights out manufacturing lab, which will be utilized beginning in fall of 2022. Next, we plan to move into the realm of healthcare and how we can input new industry 4.0 through high technology. We already have simulations and we are collecting data, so we are looking at how to move toward improving that even more by moving into automation and AI. We want to make sure we are prepared when the industry itself moves into those realms, ensuring our graduates are ready to work in the healthcare field. The following year we will move into the Agriculture and Transportation areas. We are already doing a lot with robotics at the farm and with digital pieces in the truck driving industry. We want to continue to enhance these programs and keep up with changes.
- College 4.0 – At NTC we want to make sure we are analyzing and improving our processes. This involves what we teach and how we teach it in our classes. It also involves the college as a business and how we are utilizing industry 4.0 to serve our customers the best we can. More

than ever, students are looking to the web and mobile experiences. Students want the digital experience and expect it, so user experience is important to ensure we are serving students in the way they expect to be served. Our user experience also needs to incorporate data collection for decision making about which processes can be automated. For example, our advisors are doing a lot of class registration because our user experience isn't there. We want our advisors and faculty to have the time to do the things only they can do. By automating some things they are currently doing, they will have more time to focus on things (only they can do) like assisting students with career planning and talking through life situations.

- NTC 4.0 Organizational Changes – Dr. Jeannie Worden is our new president who started in her new position on July 1, 2021. She was very thoughtful and intentional about taking time to make sure we had all the resources in place to carry out some of these Industry 4.0 initiatives. In order to facilitate that, we implemented a new School of Learning Technologies within our learning division. Dianne Carroll has moved from a faculty role to the Associate Dean in the School of Learning Technologies. She is still part of the Marketing program and will oversee the Administrative Professional and Business Technology programs, and oversee our instructional designers. The School of Business, Community Services & Virtual College is now the School of Business.
- COVID Protocols – We are continuing to require masks for all staff and students regardless of vaccination status. We're trying to keep on track with CDC guidelines so there is potential for that to change soon. We are trying to social distance as much as we can in classrooms and meeting rooms. There are some lab spaces where that is challenging so we make sure all other protocols are followed if they are not able to socially distance. Temperature scans and hand sanitizing are still required when anyone enters the campus buildings. ***Update-masks and social distancing is no longer required at NTC.
- Student Support – This is a reminder of some important resources and support for our students as supporting our students has never been more important than it is right now. We still have our student food pantry Timberwolf Table, unlimited access to mental health therapy and crisis counseling through the Virtual Care Group, and Timberwolf Learning Commons houses resources like the Library, Academic Resources Center, and IT Help Desk. The "It's In Our Jeans" employee giving campaign continues to provide funding for student scholarships. The NTC Foundation continues to offer scholarships for students each semester funded by donations from employees, businesses, and community members.

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

- A. **Industry Trends-** Everyone is seeing more technology; technology is in everything now. There is also a different group of workforce out there, there is not the work ethic that there used to be and it is a challenge to find workers for the hours they are needing. There are a lot of studies about generational differences, but Covid had a lot to do with it too. With the flexibility of working from home, workers are looking for that now. However, they can't do that in a retail business. Currently running into an issue with

younger employees-short attention span, paying attention, being present, being able to retain information. Have had some issues with phone usage, asked some employees to leave their phone in the car as they are on the phone all the time. There is a lack of people to hire. Most students are hired before they are even done with school and there are not enough people out there that want to work in the ag field. A lot of companies are being forced to offer housing, food, transportation, and other benefits in order to get people, might have to get them their CDL as well. We do have that program here at the college up in Merrill. Not sure if this is something that is needed in the Crop Science program, currently looking into it.

There is a lack of supplies and a lack of innovation due to that shortage. The next 18-24 months it is not going to get any better and have to focus on what we can build with what we have. Some expect it to be worse in 2023, but not sure why. The problem is not parts, it is people in the manufacturing plants. Not enough people to work and actually make the parts. When you have job openings people don't apply or people apply that are not qualified. The college is trying to reach out to more than just the ag programs at high schools, trying to reach the whole high school.

- B. Workforce Training-If you see something you would like us to put on a training for, please let us know. It was mentioned that offering a technology based program-electrical, hydraulic, mapping would be good. There is a Precision Ag Equipment certificate-designed to go on top of the 1 year TD for the Diesel program and consists of 3 classes in summer. Greg will be talking to the diesel students tomorrow to see if we can get any students interested. Our goal is to get these people the advanced skills to understand this technology. Committee thought that was good and could even be expanded with mapping, data collection, how to read the data you are collecting. We currently have a partner that flies our fields with a drone to give us data to take back to the machinery. Milking equipment, feeding equipment. That is exciting to kids. Autonomy. Electric Vehicles (EV). In our discussions with WPS and We Energies about electric tractors and vehicles it was brought up that the electric grid is not strong enough to handle the load. The benefit is not the "clean" energy, it is the performance. Methane is also coming in the next few years, hopefully Swiderski will have one methane tractor this summer. They have an electric skid steer right now. There is no hydraulic fluid, no liquid in that machine at all. It is limited to 4 hours of use at a time.

C. Program Information

1. Student Club-PAS State & National Competition, Dairy Challenge

- i. PAS-Midwest dairy challenge was held in Ft. Wayne, IN and we took 9 students. For the 1st year being there we did well. All the answers were correct, they just did not have the financial information to back it up. Next year almost all the students want to go back to redeem themselves.

Competitions like this are a huge tool to help with retention. Half of the students are coming back to take another degree so they can compete. State PAS was held virtually, they didn't want to take the chance in February that things would be shut down. We had 25 students that competed for state and 22 placed. We took 16 students to national PAS in Minneapolis. We received a sponsorship from Growmark of \$800 to help with the cost. They held a job fair and there was a real lack of industry people there to interview them. We had a total of 4 folks from industry with 400 students from all over the United States. Is there a possibility of people helping with interviews next year? National PAS is looking for industry people to help in Des Moines next year. They are also looking for sponsors. While we were in Minneapolis there was a conference for Genex and we got Genex to supply the judges for a competition and then the sponsor would get a table so students could come and talk to them. Industry then can come and eat with students and instructors, it is good way to network. Industry from our area has not heard about it before, except from one of our students that works for Swiderski. Betsy and Greg are part of a sub-committee focusing on how do we get more people into ag education, how do we make a bridge to get them to the tech college. FFA to PAS needs a bridge.

2. Crop Science projects- Tapped maple trees this year, really interesting, students learned a lot. Does forestry need to be part of the crop science program?
3. Test plots- & greenhouse-few different activities. 1st year for the greenhouse, it is currently full of flowers for the PAS club, the baskets are already all sold. We are working on our pollinator plots, test plots, cameras for cover crop growth. Signs from the road have logos.
4. Recruitment has been tricky with covid restrictions. Dual credit works best. Dual credit day has students coming to the farm and students get to see what we do here and students come back. The next dual credit day is Tuesday May 3rd and we will be doing a 2 hour experience, ½ hour activities at 4 stations. The greenhouse is a big draw. Students can go out on UTV and look at the orchards and plots. We will have over 100 students on Tuesday. In May alone there are 9 events and there will be a summer school event every week in June and July. We have individual requests as well. Dual credit targeted to students that are taking our classes in high school, is that something that industry could come to? We did have a career fair this spring for NTC students that was well attended.
5. Build your Future-We are working with Wausau Area Builders Association (WABA), hoping to get at least 600 students to the farm. AG, Diesel, EPD, Gas, Construction,

manufacturing will all be participating and there will be hands on opportunities.

Looking to target freshman and sophomores. There will also be NRCS people and a field day event as well. There will be people going to different stations, lunch and t-shirts for students as well. All of you will be invited to have equipment or a booth.

6. Vet Tech building renovations-We have finished most of the renovations on the vet tech building. Faculty have been using parts of it, it is not 100% ready yet.
7. Garden to Market Technical Diploma- This program will start in Spring 2023 and is grant funded. We will start looking for faculty this summer. The greenhouse is part of it and we are also getting a grow pod with lights and hanging plants, etc.
8. Higher Learning Commission was here at the beginning of March. HLC accredits the college. The farm is considered a “regional campus” and needs to be consistent with our main campus.
9. Farm Technology Days-July 12-14th.
10. Farm update-Currently waiting for spring to come, road limits are going out Thursday. Manure will be next. Swiderski was out this morning working on our corn planter, we appreciate that. We are having issues with shortages just like everyone else. Door on coverall is broken and it will be 6 to 8 weeks for parts.

Grants

- A. NRCS Internship Grant-interview is tomorrow
- B. NRCS Grant-part of the USDA. Test plots, pollinator plots, cover crops, manure timing. Possible water conservation studies in the future.

Next meeting— December 13th at 12:00 noon.

EMS/Paramedic Advisory Committee Meeting Minutes

Date: April 28, 2022

Time: 5:30 p.m.

Location: Zoom

<https://ntc.zoom.us/j/87235120392?pwd=S09NQTVMYkVNZEVtVFBGNFEnOVJjQT09&from=addon>

Attendees

Industry Members:

- Jon Leiskau, Battalion Chief, Merrill Fire Department
- Linda Vollmar, CCMT-P, City of Antigo Fire Department (Committee Chair)
- Adam Finn, City of Antigo Fire Department
- Corey Smith, City of Antigo Fire Department
- Jon Petroskey, City of Antigo Fire Department
- Dianne Cummings, AEMT, Town of Norwood
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Jim Schmidt, Colby Fire and EMS (Central)
- Jeff Freese, Education Outreach Coordinator, Aspirus MedEvac
- Charlie Kotke, Regional Director for Spirit
- Jared Thompson, Wausau Fire department

NTC Team:

- Shane Heilmann, Dean, School of Public Safety & Community Services
- Paul Strehlow, Associate Dean, School of Public Safety & Community Services
- Will Isham, EMS Program Director and EMS Faculty
- Gera Peterson, Administrative Assistant
- Paul Scheffler, EMS Faculty
- Allen Photopoulos, EMS Faculty
- Christine Munson, Director of Advising

Other:

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

Welcome & Introductions

Linda Vollmar, Chair, welcomed everyone and called the meeting to order. Will Isham, EMS Program Director, asked everyone to introduce themselves in the Chat area.

Update and Highlights from Last Meeting

Approval of minutes from the last meeting on October 21, 2021 – Jim Schmidt made 1st motion to approve the minutes and Adam Finn made 2nd motion. Motion passed.

College-Wide Initiatives

Shane Heilmann, Dean of Public Safety at Northcentral Technical College (NTC) shared the following:

- Review of NTC Mission
 - Education 4.0 – How we teach and what we teach
 - Industry 4.0 – Smart Manufacturing, Healthcare, and Ag & Transportation
 - College 4.0 – Analyze and improve internal processes and services
- NTC 4.0 – Organizational Changes
- COVID Protocols – Return to normal classroom capacities
- Student Support – Timberwolf Table, The Virtual Care Group, Timberwolf Learning Commons, “It’s in our Jeans” Employee Giving Campaign and Student Scholarships.

Program Updates: All Programs

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

- **EMR, EMT, AEMT, Paramedic** – We are currently running several EMR/EMT classes, and we started our first Hybrid course. 5 students took the EMR test and all 5 passed. We had more in our hybrid classes than our in-person classes. We even added a 2nd hybrid class due to demand. We’ve noticed that we are pulling people from locations all over the state for the hybrids, since they can continue to work full time while taking classes. We will be offering our EMT classes again over the summer. There is an in-person Part 1 and Part 2 course at Merrill, and quite a few people are already signed up for it. This is a condensed, fast paced class in the summer.
- **Fall Classes** – We will offer EMT, AEMT and a new Hybrid AEMT. We are hoping to get more people signed up for these Hybrids. We will send an instructor up to a campus for a few days for the students to get the in-person skills done. These hybrids allow us to get more people trained. We will also run our normal Paramedic classes in the fall plus some possible additions.
 - Charlie asked for more details regarding the Hybrid courses and Will went over

more details regarding classes, labs, testing, and in-person attendance. He stressed wanting to make these classes as flexible as possible.

- **Refreshers Online or in-person by request** – Our next refresher for the state is going to be end of June 2023. We will have all online refreshers available at all times at NTC, so no matter what level you are at, there will be something available for you.
 - If your department needs a class, please contact Gera regarding arrangements.
 - Will also discussed how we are trying to personalize some Refreshers for students that have failed their 3 testing attempts and they need remedial training. Their refresher would be tailored more specifically to focus on the areas where they struggle the most. NTC is hoping to work on these class details and get this out in the future.
- **Curriculum changes** – We are working with WIDS to create state aligned course hours. EMR will be going from 54-70 hours up to 144 hours. We will have to wait and see how they break this down. Some things may/may not change. We will potentially see this change as of Fall 2023.
 - The group discussed the positive aspects of changing the class from 72 to 144 hours.
 - The current EMT class would also potentially go up from 180 hours to 252 hours.
 - We are not sure if this will actually go through at the state level, but we are going to lay it all out and be ready just in case.
 - AEMT would be the next step. That is currently a 170-hour course that could go up to a 216-hour course.
 - Regarding NREMT changes- they will be getting rid of Advanced Practical testing, which would be for AEMT and Paramedic. This will probably happen within a year or so. (It sounds like they will be getting rid of some of the multiple-choice questions and adding more scenario-based options).
 - More Testing changes- there are rumors the AEMT exam would go from 135 questions up to 170 questions, but it would still stay the linear exam. (Not adaptive like Paramedic or EMT). Paramedic exam would potentially increase from 130 questions to 190 questions, but it would remain as adaptive. No known changes for EMT practical exams or for National Registry. EMR has a change in practical examination – it will now only be a check off sheet done in class.
- **Surveys for members** – We attached a Program Source Survey for the group members to return to us.
- **Help needed suggestions** – Open Lab issues. We are having trouble getting people to sign up for Open Lab times. We are flexible and can set up help almost anywhere. We really need some more people to sign up. (Will shared some lists/schedules). These are simulated clinicals that we are finishing up for students due to COVID. We won't need to do this anymore after May.

- Jared Thompson asked some questions about student career paths and whether we still run Summer Fire Academy. Will said most of the students want some kind of Fire related career. The group also discussed how the Fire Academy has not run in several years. We talked about potentially starting this program up again in the future.
- Shane said the supervisors would look into the Fire Academy again.
- **NTC is approved for a new embedded technical diploma, EMT-Firefighter** – Shane Heilmann discussed this new certification and how we looked at incorporating the EMT Firefighter curriculum into a smaller technical diploma that fit into the Fire Associate's Degree. This would also have Financial Aid eligible classes. We had discovered that there were a lot of people who were interested in this training but they had to work Full-time and could not come up with the money. We are hoping this removes that barrier. This should help create a person that is well-rounded with the correct/desired training and ready to get out in the work-force right away. This will be offered as of Fall 2022.
- **Online courses** – We are able to put more information online now. We just have to be creative with the in-person interactions.

Legislative Updates

Don Kimlicka, DHS Representative, reported the following:

- Elizabeth (Ela) Rybczyk is still currently acting as the Region 4 & 5 Coordinator, but she is moving into the EMS data management role. She will now be the contact for anything data related that might be needed from the office or state in general. The Regional 4 & 5 Coordinator role is now open, so anybody that is interested in working for the state should apply. It has good benefits.
- Governor Evers has appointed EMS funding. Don has an upcoming meeting where they will be working on the application process. Essentially, everyone who applies for it will get some funding. It was originally slated for First Responders to be in the first tier, and the \$12 million in FLEX funding is open to anybody. They are working on the process and tier system. Everyone who applies will get some money, they just don't know for sure how much (possibly \$20,000 a service).
- For those services that are doing FAP, the application period will start next week. We are getting back to normal this year and in this next tier there will be another \$8 million in the pot. This amount will be higher than what you received this year.
- Regarding Image Trend, E-licensing software- there will be some changes. It will be completely electronic. Every form and component will be done electronically.
 - Training center permits will also be done electronically. You won't have to wait for it through the system. It will all be automated.
- Dan Williams is working for our office again. He is now the Rural EMS coordinator. His role is to go out and help anybody. He is not under strict regulations, so he is a good resource to tap into. Corey Straubhaar is also the new Community EMS Coordinator,

and he will probably be reaching out to leadership at the Tech schools regarding education processes.

- Don discussed more issues relating to rules, and CAPCE (Commission on Accreditation for Prehospital Continuing Education) approved programs. They want to simplify things and reduce questions. They want to add CAPCE approval to say something is acceptable for education. It wouldn't be for initial or refreshers, but it would be for most of the continuing education. It would be another option.
 - The medical director approved continuing education option will not be eliminated. This will just be an addition.
- There have been some other supervisory changes. Jeff Phillips is retiring and they have been interviewing for his position. We are still continuing to move forward and get things done during this transition.
- Don also discussed ACLS requirements for Advanced EMTs. There is a public hearing coming up with an Emergency Rule change. ACLS for Advanced EMTs will be taken out. The new rule will come out soon after the hearing.
- Don and Will discussed a Waiver for anyone who did continuing education or refreshers between July 1 and Oct 1 2020. The waiver is on the website. Everyone will get their hours approved from that time period.
- Will asked about the EMR/EMT curriculum at state levels. Don said they are looking at the hours for each course. It is in process yet.

Program's Required Minimum Numbers of Patient/Skill Contacts

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

- **What's allowed by CoAEMSP** – Will shared an Excel sheet showing details of this annual report. 70% is the threshold for retention.
- **Endorse Simulation Option for 2022 Cohort** – They want to have some pre-cursor type of class option towards the beginning of the program to find out what skills/knowledge students are bringing in with them, and to better inform students what the program is actually like. The hope is that they will have a better understanding of what they are signing up for right away, and we won't lose them later on when it counts toward our retention rates.
 - The group discussed this topic at length, and was very interested in pursuing this to see where it would go. We will bring it up again in the fall.

Paramedic Program's Requirements with Accreditation

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

- **Self-Study Complete and returned no issues** – There were no issues with the study. It is the precursor to our site visit. We have a visit every 5 years and we are due this year.
- **2020 Annual report update** – Will is just finishing this up. These reports focus on NREMT pass rates by the 3rd time, and they also look at student retention.
 - Will mentioned a recent meeting regarding changes in retention requirements.
- **Site visit late Summer or later** – We will have a visit in summer or fall 2022.

- **Resources Assessment Matrix - PLEASE COMPLETE when you get it!**
- **Student retention changes/requirements** – If someone drops during the first 10% of the program, within the first 200 hours, the requirements say they would count this. They set the requirements for the 3rd time pass rate and the retention rate at 70%. If we don't meet those requirements we have the potential of losing our program, so we are very stringent on these things.
 - The group discussed potentially setting up a new class for students to take to learn more about what they would be committing to if they enter the program.

Review Program Assessment Results and Program Changes

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

- **Course Changes (Schedule, Organization, Staffing, Others)-** We are now running more Hybrid classes, as we have already mentioned.
- **Clinical and Field Affiliation Changes, added Rice Lake and Ladysmith** – We are always looking for more places to send students.
- **Curriculum Changes** – Nothing new besides what was already mentioned.
 - Content
 - Sequencing
- **Program Personnel** – No changes.
- **CoAEMSP/CAAHEP Updates** - Nothing else besides what was already mentioned.

Facilities/Equipment

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

- **Capital Equipment** – Ambulance purchase.
- **Recent Purchases** – The new ambulance is coming in soon, and we have recently acquired some new mannequins. There are a few new birthing mannequins that actually show how a baby is pushed out.
- **Update on equipment/trainers** – We got a new i-simulate that we can use as a monitor. We need to play around and learn the functions of this yet, and we are trying to update some of our equipment so students have a better learning experience.

Next Meeting Schedule & Agenda Items Discussion

- The next meeting will be held on October 20 at 5:30pm. Location will be at Wausau Campus room D168. Meeting will be In-Person (with catered dinner), and there will also be a Zoom option for those unable to attend in-person.
- 1st Motion was made by Jared Thompson to adjourn the meeting, and Charlie Kotke gave 2nd Motion to adjourn. Meeting adjourned at 7:34 pm.

Surgical Technologist Advisory Committee Meeting Minutes

Date: 5/17/2022

Time: 4:30pm – 6:00pm

Location: Zoom

Industry/Student Board Members

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

Attendees

Industry Members:

- Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau
- Todd Dirkman, Vice President of Administration, Aspirus
- Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center
- Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital
- Desiree Younger, Manager, Marshfield Clinic Ambulatory Surgery Center

NTC Team:

- Janet Baumann, Associate Dean of Health
- Jason Beasley, Surgical Technologist Program Director and Faculty
- Becky Leopold, Administrative Assistant
- Tyler Mann, Surgical Technologist Faculty

Other:

- Janet Rohde, Current NTC Student
- Wendy Wilde, Community Member, CEO Weden Consulting Firm

Welcome & Introductions

Jason Beasley, Surgical Technologist Faculty and Program Director, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves, gave their title, and which facility they represented.

Update and Highlights from Last Meeting

Jason Beasley, Surgical Technologist Faculty and Program Director, shared the following updates from our last meeting:

ARC/STSA Accreditation Citation Update:

- Standard III.C.: The curriculum must ensure the achievement of program goals and learning domains. Instruction must be an appropriate sequence of classroom, laboratory, and clinical activities. Instruction must be based on clearly written course syllabi describing learning goals, course objectives, and competencies required for graduation. The program must demonstrate by comparison that the curriculum offered meets or exceeds the content demands of the latest edition of the Core Curriculum for Surgical Technology (ST).

- This standard is regarding the case requirements for students to graduate. The ST program used the Standards Interpretive Guide (SIG) from the ARC/STSA which indicated the format used to determine what cases the students needed and how many cases were needed prior to graduation. The Core Curriculum was printed after the SIG and had added a requirement for at least 10 cases in four separate specialties, separate from general surgery, that are now included in the minimum expectations for Clinicals.
- Standard.IV.B.1.: The program must at least annually assess its effectiveness in achieving its stated goals and learning domains. The results of this evaluation must be reflected in the review and timely revision of the program. Outcomes assessments include, but are not limited to: performance on national credentialing examination program(s) accredited by the National Commission of Certifying Agencies, programmatic retention/attrition, graduate satisfaction, employer satisfaction, job (positive) placement, and programmatic summative measures. The program must meet the outcomes assessment thresholds.
 - CST Exam Pass Rate: Minimum expectation is 70%
 - The ST program has extended the review time, and continues to discuss the importance of attaining certification, to improve the marketability of the graduate. The program continues to stress the importance of taking the certification exam.
 - Several students (last year) had attained a position at facilities that did not require them to sit for the CST certification which is why the program did not meet the 70% pass rate and received a citation.
 - Graduate Placement: Minimum expectation is 80%
 - Six out of eight (75%) students have employment secured after graduation.
 - One of the two remaining students is awaiting response from a hospital in La Crosse where they applied.

Jason asked those in attendance if they had any questions regarding the updates/highlights he presented. Todd Dirkman, Vice President of Administration, Aspirus, asked if there was anything the clinical sites could do to assist (the program) with the pass rate or course experience. Jason shared that as far as the CST exam pass rate, it is largely on the students to

take the initiative to study for the exam and to really want the certification. Those students who did not wish to study for the exam consequently did poorly on the exam. Additionally, the students who obtained employment from employers who did not require them to be certified, did not put in the effort as they had already secured employment. With regards to graduate placement, with a class of eight students, even two students deciding to not enter the ST field after graduation will put the cohort below the required 80% threshold. Jason noted that he is open to ideas on how to alter the perception from the students that they do not need to take the CST exam. Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau, asked if NTC has considered making the exam part of the graduation requirements. Jason said that this is a possibility, however, the issue is that the ARC/STSA required each student that sits for the exam to have graduated from an accredited program; this means the students have to graduate before taking the exam.

College-Wide Initiatives

Janet Baumann, Associate Dean of Health, shared a power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. An outline of what was shared is below:

NTC Mission:

- “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”
- NTC developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways:
 - Education 4.0
 - Industry 4.0
 - College 4.0
- Education 4.0:
 - How we teach/What we teach:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- Industry 4.0:
 - Smart Manufacturing - 2021

- Healthcare - 2022
- AG and Transportation – 2023:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- College 4.0:
 - Analyze and improve internal processes and services:
 - User Experience
 - Connect Processes
 - High Technology
 - AI
 - Data Decision Making
 - Automation
- NTC 4.0 – Organizational Changes:
 - To facilitate the implementation of Industry 4.0 across NTC, a new School Of was created: Academic Excellence/School of Learning Technologies.
 - Overview of NTC Schools Of:
 - School of Agricultural Sciences, Utilities & Transportation
 - School of Business
 - School of Engineering & Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education & General Studies
 - School of Public Safety & Community Services
 - Workforce Training & Professional Development + Apprenticeship
- School of Health Sciences:
 - Surgical Technologist Program:
 - Current Status:
 - Surgical Suites (2)
 - Virtual Reality Cases (2)
 - Peri-Op Simulation
 - Platinum Planner

- Cengage
- Future Innovation:
 - Expansion of VR (Virtual Reality) platforms to prepare students for clinical experiences in a safe environment.
 - Renovation of lab space to create an integrated, efficient learning environment including everything from joined didactic classroom and lab space.
 - Simulation equipment improvement:
 - Mannequins, laparoscopic tower, surgical simulation mannequins, Stryker Suction Machines, etc.
- SOHS Forecasting:
 - Build a dedicated and accredited Simulation Center in the CHS:
 - Clinical enhancement and equivalency for health programming needs.
 - Availability for industry partners to use for professional training and development.
 - Integration of pressurized hospital room (negative pressure) with ante rooms and all necessary equipment for further infectious disease management training (i.e. airborne precautions).
 - Ventilator Training Program; Tracheostomy Care and Respiratory Programs.
 - Respiratory PPE fit-testing capability in-house for health and public safety staff and students.
 - Informatics and Data mining programs.
 - Automated support service programs for healthcare, as directed by industry.

- Remove waste to enhance licensure scope and increase efficiency in practice arena.

At the close of the presentation, Janet inquired if anyone had any questions. Todd Dirkman, Vice President of Administration, Aspirus, asked if there has been any thoughts on adding robotics, at some point, in the lab space. Janet would certainly welcome the opportunity for further collaboration as part of the Healthcare 4.0 Initiative. Jason Beasley, ST Program Director and Faculty, added that students have been doing robotic cases in clinicals since approximately January (2022) where they observed several cases in first semester and then in second semester they were scrubbed in for robotic procedures at several clinical sites. Janet Rohde, current ST student, added that the VR that was added to the program is going to be huge for future students and it has even made a difference to the current cohort.

Workforce Training and Professional Development Initiatives

As part of the Workforce Training and Professional Development Initiatives, flyers from this division are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Industry Trends

Jason Beasley, Surgical Technologist Program Director and Faculty, asked those industry members in attendance at this meeting if they could share any trends they are seeing at their respective facility with regards to employment openings or anything they see coming on the horizon in the profession.

Todd Dirkman, Vice President of Administration, Aspirus, states the surgical technologist role is very much in demand and his facility has multiple positions open. The area of vascular surgery has indicated they would welcome students to their area even in the first nine weeks of the program. If there is anything Aspirus can do to increase their clinical exposure to let him know. As far as robotics, Todd spoke that Aspirus has two of them (robots) and recently purchased a third pulmonary robot, and states that it is going to be critical that students get exposure to robotics. Todd asked if Dr. Rick Abuzzahab, Surgeon, Orthopedic Associates of Wausau, has used robotics recently. Dr. Abuzzahab stated that about 15-17 years ago his facility tried the robotics but at that point in time it only slowed Dr. Abuzzahab down during surgery and doesn't feel that it is viable, at this point, for orthopedics. Todd was not sure if the technology that is available was as helpful for orthopedics as it is for general surgery, thoracic surgery, and now for pulmonary surgery. For these areas the robotics have made a significant difference in what the surgeon is able to accomplish during procedures.

Suzi Okey, Nurse Manager, Bone and Joint Outpatient Surgery Center, confirmed that Bone and Joint does have a robot for total joints and things have been going very well. As far as open positions, they do have surgical technologist openings and are going to be hiring a full time CST.

Desiree Younger, Manager, Marshfield Clinic Ambulatory Surgery Center, at this time there are no openings in the ASC, however, the Weston facility has two open positions.

Alyssa Peterson, Manager - Surgical Services, Aspirus Wausau Hospital, indicates that there are multiple openings at her facility. She agrees with looking for more options to train on robots as that is becoming the new standard.

Program Updates

Jason Beasley, Surgical Technologist Program Director and Faculty, continued the meeting with the following information on the Surgical Technologist program.

- Enrollment Numbers/Report:
 - Eight out of eleven students (72.73%) are expected to graduate this spring. The ARC/STSA requires 70% of the students to graduate and this puts the program above that number.
- Program Goal:
 - Graduates of the Surgical Technologist Program will be satisfied learners, demonstrate entry level knowledge and clinical skill, and achieve national certification in order to better meet the needs of patients, team members, and employers. This will be accomplished by preparing competent entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains set forth in the current CAAHEP Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology.

The program goal is to be reviewed annually to give the advisory board members an opportunity to propose and vote on any changes. The advisory board members in attendance did not bring forth any changes; therefore, the program goal will remain the same.

- Employer Surveys:
 - Employer surveys have been sent out for the last cohort of students, however, only about half of them have been returned. Please be sure to return these surveys when they are received. The information provided is vital in helping the program to gain insights and maintain ARC/STSA accreditation standards. If you

have not received an employer survey, please reach out to NTC and one will be sent to you.

- Graduation Threshold:
 - The threshold for graduation is 60% or greater.
 - Currently, eight out of eleven students are expected to graduate, which is 72.73%, and above the threshold.
- Graduation Placement Threshold:
 - The graduate placement threshold is 80% or greater.
 - Graduation placement has been achieved for six out of eight students (75%), which is below the required threshold. Therefore, a plan of action will be required by the ARC/STSA.
- Certified Surgical Technologist (CST) Participation and Results:
 - This examination is scheduled for May 24, 2022.
 - All eight students are participating, which is the ARC/STSA threshold for exam participation.
 - There is a 70% pass threshold. This means no more than two students can fail to meet the passing score of 119 out of 175 questions answered correctly.
- Program Changes:
 - Tyler Mann will be the new Program Director for the Surgical Technologist program effective July 1, 2022.
 - Tyler Mann, Surgical Technologist Faculty, shared that he is from the Chicago-land area but has always wanted to live in Wisconsin. Tyler is looking forward to receiving input from our industry partners on how to more effectively run the ST program, increase enrollment numbers, and clinical sites. Tyler states that being more available and diverse allows a better training experience for the students, which in turn, hopefully increases test results and more participation (from students) in the workforce afterwards. Wendy Wilde, Community Member, CEO Weden Consulting Firm, asked Tyler what his education and experience was in the surgical technologist field. Tyler shared that he was a scrub tech for five

years, prior to coming to NTC, and was predominantly in orthopedics and general surgery in both a hospital setting and surgery center. Tyler has his bachelor's degree in health sciences focusing more on the administration and leadership role. His dream job was to provide instruction to students in the surgical technologist area so when he saw NTC's posting for the new program director/faculty in a place he wished to live, it was an opportunity he knew he couldn't pass up.

- Class Representative: Janet Rohde
 - Janet spoke that things were done very well within the program. She wished this cohort had Virtual Reality (VR) sooner in their studies. Clinicals went well and the group was happy to have had the amount of time they did at the sites. Classroom and lab times were fairly even, for which she is glad as the lab portion is huge in this profession (ST).

Program Modifications Discussion

Jason Beasley, Surgical Technologist and faculty, spoke on the following program modifications:

- WTCS 10-512 Surgical Technology Curriculum Review:
 - The Wisconsin Technical College System (WTCS) has released their curriculum review as it pertains to the Surgical Technologist programs. This curriculum review will be used to develop the Associate Degree program by Tyler Mann (the new Program Director) with assistance from the Administrative and Academic Excellence teams at NTC for implementation.
- Technical Diploma to Associate Degree Transition:
 - NTC intends to initiate the transition from a technical diploma to an associate degree for the Surgical Technologist (ST) by August 2023.
 - The transition plan is to run two programs simultaneously to eliminate the year of no graduates entering the workforce.
 - ST Technical Diploma program will graduate students up to May of 2024. This will be the final cohort of one year students from NTC.
 - The associate degree program will have two cohorts running simultaneously. The first year students will have separate classes and labs from the second year

students. All graduates in the 2025 class cohort, and beyond, will hold Associate's Degrees from NTC.

- Tentatively, NTC is looking at creating a new clinical rotation for first year students that will place them into the surgical department ancillary areas such as housekeeping, sterile processing, pre-op and post-op as well as restricted observations of surgical procedures. This clinical rotation will allow students to see more of the departments than the current model which limits students mostly to the Operating Room.
- Second year students will go through a four course clinical rotation as opposed to the current three course model. These clinical rotations will begin shortly after the fall semester begins and will include a refresher for returning students on sterile technique, gowning and gloving etc.
- The Associate Degree program will allow students to have a more comprehensive instruction in subjects, such as Pharmacology, due to the extended schedule of a two year program.

Jason asked the group if there were any questions regarding the transition of this program to an associate degree program. Todd Dirkman, Vice President of Administration, Aspirus, inquired if NTC has looked at what the compensation package should be for employers hiring a student with an associate degree in this program versus one with a technical degree. Janet Baumann, Associate Dean of Health, spoke that at this time the college focus is on recruiting students for all of the health programs that are offered. However, based off of her conversations with other technical colleges, there is not really a pay difference based on the level of degree status that the student/graduate has.

Todd also requested that as the associate degree program is developed, if NTC could give the industry partners a head up on what the curriculum looks like so that facilities can better be prepared for the incoming students clinical rotations. Jason stated that the program certainly wants to work with the industry partners to construct a program that works for both NTC and the facilities in the area. There was a conversation between Todd, Jason, and Janet with regards to NTC offering any Credit for Prior Learning (CPL) and Jason states that NTC just completed the WTCS curriculum review, which will now allow NTC to start construction on the courses and have not reviewed CPL as of yet.

Facilities/Equipment

The meeting continued with Jason Beasley, Surgical Technologist Program Director and Faculty, highlighting the following:

- Capital Equipment:
 - A new OR (Operating Room) table was purchased to replace an old table.
 - VR (Virtual Reality) equipment and software. The current cohort of students has given strong approval for this new method of instruction and agrees that first year students will get tremendous use out of the system, particularly leading up to clinicals.
- Donations:
 - Donations, as always, continue to be the lifeblood of the ST program. Without them the lab portions of this program would be impossible to supply given the exorbitant costs of surgical supplies, including drapes, gowns, back table packs, and other critical items needed for proper instruction of the surgical technologist students. Thank you for your support of this program.

Other Items

Jason Beasley, Surgical Technologist Program Director and Faculty, concluded the meeting by asking if anyone had any other items they wished to discuss. Todd Dirkman, Vice President of Administration, Aspirus, asked Janet (Baumann, Associate Dean of Health), what if his facility has someone who has, say, 10 years of experience and they want to go back to get an associate degree for surgical technologist would that be an option. Janet indicated CPL will be discussed as the AD program is being developed. Janet states what the bigger issue for employees who fall into this category is if getting their associate degree is an employer requirement and/or will there be a pay increase for them when they receive the degree. Many students struggle with the financial burden of going to/returning to college; would there be tuition reimbursement for these employees from the employer? Also, other than obtaining the official degree, what is the employer hoping for the employee to gain by going back and taking the associate degree program? Todd shared that his thought would be to publicize obtaining the associate degree as an option to advance employee education if they're interested. Janet thanked Todd for his feedback and for the opportunity to cross collaborate, as this is important for NTC to ensure that they are providing what the industry needs.

Next Meeting Schedule & Agenda Items Discussion

Jason Beasley, Surgical Technologist Program Director and Faculty, thanked everyone for attending this evenings meeting and thanked everyone for working with him during his time as the program director of this program and looks forward to seeing the program expand and improve in the future.

If you were unable to attend this spring 2022 meeting and have questions, comments or concerns, please reach out to Jason Beasley at beasley@ntc.edu prior to July 1, 2022, or after July 1, 2022, please reach out to Tyler Mann at mann@ntc.edu.

Radiography Advisory Committee Meeting Minutes

Date: 6/10/2022

Time: 12:00pm – 1:30pm

Location: Zoom

Industry/Student Board Members

- Valerie Alft, Supervisor, Aspirus/Good Samaritan Hospital
- Jamie Brown, Imaging Supervisor, Aspirus Riverview
- Michele Butalla, Regional Radiography Manager, Marshfield Clinic-Wausau Center
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics
- Kevin Foley, Imaging Services Manager, Aspirus Langlade Hospital
- Leah Gumz, Staff Mammography Technologist, Aspirus Riverview
- Anne Kamke, Clinics Imaging Supervisor, Aspirus
- Jami Lotharius, Radiography Staff, Marshfield Clinic-Wausau Center
- Ryan Marciniak, Director of Diagnostic Imaging Services, Aspirus Wausau Hospital
- Jay Patel, Manager of Clinical Radiology, Aspirus-Wausau
- Tracy Rekowski, Diagnostic Imaging Supervisor, Aspirus/St. Michaels Hospital
- Amy Roberts, Radiologic Technologist, Aspirus Wausau Hospital Radiology and NTC Radiography Adjunct/Clinical Instructor
- Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital
- Becky Stueber, Assistant Radiology Manager/Hospital Radiology, Marshfield Clinic-Marshfield
- Emma Telford, Radiography Student
- Carrie Utphall, Imaging Manager, Aspirus Riverview Hospital
- Mike Whitmore, Radiography Staff, Marshfield Clinic
- Mike Worzalla, Radiology Team Leader, Marshfield Clinic-Wausau Center
- Staci Zdroik, Radiology Team Lead, Aspirus/St. Michaels Hospital

Attendees

Industry Members:

- Valerie Alft, Supervisor, Aspirus/Good Samaritan Hospital
- Jamie Brown, Imaging Supervisor, Aspirus Riverview
- Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics



- Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital
- Carrie Uthall, Imaging Manager, Aspirus Riverview Hospital

NTC Team:

- Dina Kilinski, Youth Apprenticeship
- Becky Leopold, Administrative Assistant
- Marianne Rhodes, Radiography Program Director and Faculty
- Marlene Roberts, Dean of Health
- Amber Schuck, Radiography Faculty

Other:

- Emma Telford, Radiography Student

Welcome and Introductions

Marianne Rhodes, Radiography Program Director and Faculty, welcomed everyone to the meeting and thanked them for attending.

Update and Highlights from Last Meeting

Marianne Rhodes, Radiography Program Director and Faculty shared the following updates from the fall 2021 Radiography Advisory Board Meeting (Handout #2).

- New President at NTC – Dr. Jeannie Worden
- NTC has expanded Lifestyle and Community Courses provided by the Workforce Training and Professional Development Division
- NTC has assisted in providing workforce training targeted on the under and unemployed
- Employers continued to share their need for staff
- Discussed the need to encourage staff to wear lead aprons for portable procedures
- Reviewed the new Radiography Program Continuity plan
- Discussed CT curriculum updates and hospital needs

After reviewing the highlights, Marianne asked if anyone had any questions or comments about or regarding the last meeting. The board did not have any, therefore, the meeting continued.

College-Wide Initiatives

Marlene Roberts, Dean of Health Sciences, shared a power point presentation showcasing current college-wide initiatives at NTC and in the School of Health Sciences. An outline of what was shared is below:

NTC Mission:

- “To provide high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.”
- NTC developed a strategic plan to emphasize the use of Industry 4.0 as a philosophy to continuously improve the college in three ways:
 - Education 4.0
 - Industry 4.0
 - College 4.0
- Education 4.0:
 - How we teach/What we teach:
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation
- Industry 4.0:
 - Smart Manufacturing - 2021
 - Healthcare - 2022
 - AG and Transportation – 2023
 - Increasing Accessibility
 - New Programming
 - High Technology
 - Problem Solving
 - Critical Thinking
 - Data Analyzation

- College 4.0:
 - Analyze and improve internal processes and services:
 - User Experience
 - Connect Processes
 - High Technology
 - AI
 - Data Decision Making
 - Automation
- NTC 4.0 – Organizational Changes:
 - To facilitate the implementation of Industry 4.0 across NTC, a new School Of was created: Academic Excellence/School of Learning Technologies.
 - Overview of NTC Schools Of:
 - School of Agricultural Sciences, Utilities and Transportation
 - School of Business
 - School of Engineering and Advanced Manufacturing
 - School of Health Sciences
 - School of Liberal Arts Transfer, Education and General Studies
 - School of Public Safety and Community Services
 - Workforce Training and Professional Development + Apprenticeship
- School of Health Sciences:
 - FY 2021/2022 Updates:
 - NTC Dental Clinic:
 - Continues to provide the community dental services
 - Medical Assistant Program:
 - Piloting an MA internship prior to their practicum course
 - Medical Laboratory Program:
 - MLT grant to support 5 students
 - Radiography Program:
 - Finalized JRCERT Self-Study and Site Visit will be hosted October 2022
 - Surgical Technologist Program:
 - Virtual Reality Simulators
 - Current Status:
 - Digital mobile x-ray units (2)

- Upgraded to digital fluoroscopy and general radiographic room
 - Flexible mannequin for student simulation
 - Computed Radiography (CR) plate reader
 - Individual synthetic body parts for student simulation
 - Traditional general x-ray room – non energized
 - Traditional C-arm
 - Computed Tomography Certificate offering
- Future Innovation:
 - Radiography Information System (RIS)
 - Simulation software for positioning – utilize iPad or other software
 - Digital Radiographic and Fluoroscopy Room (fully integrated)
 - Digital C-arm
 - PACS system with full image library
 - Simulated CT/MRI training software
 - Student electronic clinical records online
 - School of Health Sciences Forecasting:
 - Build a dedicated and accredited Simulation Center in the CHS:
 - Clinical enhancement and equivalency for health programming needs.
 - Availability for industry partners to use for professional training and development.
 - Integration of pressurized hospital room (negative pressure) with ante rooms and all necessary equipment for further infectious disease management training (i.e. airborne precautions).
 - Ventilator Training Program; Tracheostomy Care and Respiratory Programs.
 - Respiratory PPE fit-testing capability in-house for health and public safety staff and students.
 - Informatics and Data mining programs.
 - Automated support service programs for healthcare, as directed by industry.

- Remove waste to enhance licensure scope and increase efficiency in practice arena.

Marlene asked if anyone had any questions regarding the information presented. Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital, states that these are all great ideas and (she) can appreciate how the (radiography) program can put students in a “mock” room, but also states that the best learning happens when students get the hands-on experience. Having said that, has NTC made any progress with getting students fit tested (for masks) to enable them to be more engaged in the clinical setting. Marlene indicated that yes, NTC has two to three clinical sites who have offered to provide the masks and do the fit testing for students. Alyssa asked how those facilities went about getting approval for this as she, and her facility, would be interested in providing this service as well. Marlene will have Marianne (Rhodes) and Amber (Schuck) follow up with NTC’s Clinical Coordinator on who has been contacted and where the facilities are in the process of being able to provide this service for students.

Workforce Training and Professional Development Initiatives

Dina Kilinski, Career Services and Youth Apprenticeship Manager, spoke to the advisory board regarding the youth apprenticeship program helping high school juniors and seniors get a jump start on their future career. Attached is the Youth Apprenticeship (YA) Medical Imaging On-The-Job-Learning (OJL) Guide that includes the competencies Dina spoke about during the meeting today. Dina is asking the advisory board members to provide feedback on these competencies, in terms of whether or not these are competencies our clinical sites would be able to provide for a high school junior or senior student. Dina also asks that if anyone is interested in hiring a Youth Apprentice for this particular program to reach out to her. Dina’s email is kilinskid@ntc.edu.

In addition, as part of the Workforce Training and Professional Development Initiatives, flyers from this division are attached for review. Should you have any training or professional development needs, please reach out to Brad Gast at gast@ntc.edu and he and his team will be able to assist you.

Industry Trends

Marianne Rhodes, Radiography Program Director and Faculty, asked Sharon Cwikla, Director of Imaging Services, Aspirus Medford, if she could start introductions and let the rest of the advisory board know of anything new at her/their facility.

Sharon (Cwikla) shared that things are going well at the Aspirus Medford facility and they have hired a second year radiography student (after the student graduates from the program) and are very excited about that. Radiography volumes (of patients) has gone up quite a bit, which is great, however, staffing continues to still be problematic as they have open positions at her facility.

Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital, shared that her facility is receiving a new 3D C-Arm next week to her site which will be used in their lung nodule clinic (to be used mostly by the facilities pulmonologists). In addition, Alyssa is hoping that within the next couple of months they will be receiving three flat panel digital C-Arms they can use as well. As far as staffing, she echoes what Sharon (Cwikla) stated and agrees that staffing her area is definitely still an issue mostly in x-ray, CT, and MRI at the hospital and there are some open clinic positions as well.

Carrie Utphall, Imaging Manager, Aspirus Riverview Hospital, spoke that her facility is also struggling with staffing. The areas hit hardest with staffing issues has been CT and x-ray. The student program is going well at her facility, they are just try to hang in there with staffing.

Jamie Brown, Imaging Supervisor, Aspirus Riverview, agrees with staffing concerns.

Valerie Alft, Supervisor, Aspirus/Good Samaritan Hospital, reiterates what everyone has stated so far with having staffing concerns. Valerie is currently down 1.8 FTE's and has these two positions posted.

Marianne (Rhodes) asked Emma Telford (radiography student) to introduce herself to the group. Emma shared that she is a first year radiography student doing her clinical at Aspirus in Stevens Point

Program Updates

Amber Schuck, Radiography Faculty, shared the following radiography program updates with the advisory board:

- Enrollment Report:
 - Every fall semester the radiography program accepts 20 students; 14 of those students are still in the program for the summer and there is one (student) returning student for a total of 15 students.
 - Eight students will be graduating on June 30, 2022. This number is low due to COVID.

Amber added that when she and Marianne (Rhodes) were at the symposium in Wisconsin Dells in April they had the opportunity to speak with other program faculty who also stated that their enrollment numbers were low, while facility needs were high.

Alyssa (Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital), asked Amber and Marianne if there was an opportunity to bring in a larger starting class as the past has shown that some students do not stay in the program. Marianne shared that there really is not an opportunity to bring in a larger number of students as the program is limited by the number of clinical sites available in the area and JRC (Joint Review Committee) requiring the ratio of one student to one tech. There was a discussion amongst the board members and the Radiography Faculty on how NTC can put more students through the program and how the clinical sites can take additional students in order for more students to complete the radiography program and enter the workforce. Marianne (Rhodes) and Amber (Schuck) will continue to explore options.

- Radiography Club:
 - Sold candy bars this fall to raise money for the spring symposium
 - Held a raffle to raise money for the spring symposium
 - Attended Wisconsin Society of Radiologic Technologists (WSRT) Spring Symposium in Wisconsin Dells in April and spent two nights there

Marianne Rhodes, Radiography Program Director and Faculty, continued the meeting by updating the advisory board on the following:

- NTC Foundation: (Handout #3)
 - NTC American Registry of Radiologic Technologists (ARRT) Student Scholarship – this is the seventh year that this has been awarded
 - In total, \$1180 was given out; each student received \$140 toward the \$225 ARRT application fees
 - Highest GPA student in the program received the Allen Johnson Memorial Scholarship of \$200 toward ARRT fees
- COVID Updates:
 - Struggling with test fitting for COVID masks
 - Variety of supplies at each site
 - Direction from group
 - Assign fit testing cost to students
 - Absorb cost through the hospital
 - Cost of future supplies needed

- Health Clinical Coordinator will be contacting sites for updates
- JRCERT Site Visit – October 13, 2022, and October 14, 2022:
 - The site visitors will go to two or more clinical sites within a 60 minute drive
 - Requirement is to have visitors at the partner site, does the (your) site have any requirements to allow these visitors
 - The site visitors will want to meet with the clinical preceptors from all sites
 - Meetings will be either live or zoom
 - May want to speak with department directors

Marianne will be in contact with the clinical partner sites regarding the site visit when she has additional information. If there are any concerns or questions, please reach out to Marianne at rhodes@ntc.edu. Thank you, in advance, for your assistance.

Assessment

Marianne Rhodes, Radiography Program Director and Faculty, next spoke on the Radiography Assessment Meeting that was held on May 25, 2022. (Handout #4)

- Team Action Plan (TAP) for 2021-2022:
 - Increase FTE's (Full Time Equivalent)
 - Improve program completion:
 - Starfish flags and kudos
 - These are being utilized in all classes
 - Utilizing peer tutors earlier in the semester
 - First year tutor not available until November. Second year tutor availability not compatible with first year student schedules
 - Increase the number of applicants
 - Meeting with NTC staff on increasing pipeline of applicants
 - Utilize HESI minimum scoring
 - Minimum scoring not used this year and would need to be put in marketing materials
 - Radiography Club
 - Utilized mainly by second year students
 - Student connect times and types
 - On campus in the evening
 - Zoom office hours
 - On campus before and after classes
 - Texting option

- Phone call
 - Individual zoom appointments
- Maintain long term adjuncts
 - Program has a third year adjunct in the classroom
 - Program has a second year adjunct in clinical
- Streamline processes:
 - New program contingency plan in place and staff have been trained
 - Determination if the pre-petition course causes a loss of students prior to taking the HESI exam
 - Cleaned up radiography shared drive, folders etc.
 - Updated design and layout of Radiography Handbook and Clinical Preceptor Manual and replaced them at each clinical site
 - Made changes to Castle Branch (this is the company that tracks student medical requirements for clinical)
 - Cleaned/organized radiography lab storage
- Goal: Professionalism – Mock Interview Results: (Handout #5)
 - Seven of eight second year radiography students participated in mock interviews
 - Goal: To pass the rubric with 80% or better
 - Average score for 2022 was 93.3%
 - 2022 score range was from 89% - 100%
 - Mock interviews were in person this year

Program Modifications Discussion

Marianne Rhodes, Radiography Program Director and Faculty, shared the following modifications to the Radiography program with the advisory board.

- Review Mission Statement: (Handout #6)
 - Current Radiography mission statement states:
 - The Northcentral Technical College Radiography program provides a comprehensive foundation for competent, customer focused radiography professionals for our community with pathways for advanced imaging.

Marianne asked the advisory board if they like the way the radiography mission statement is written or if anyone feels this needs to be revised. Members of the board were happy with how

the statement is written, therefore, it will remain as is. If there are any questions or suggestions regarding this, please reach out to Marianne at rhodes@ntc.edu.

- NTC Vision Statement:
 - Building futures as your college of choice, one learner, one employer, and one community at a time.
- NTC Mission Statement:
 - Northcentral Technical College provides high-quality, learner and employer focused, educational pathways committed to enriching lives and strengthening the economy.
- Program Goals/WTCS (Wisconsin Technical College System) Shared Goals:
 - Radiography Program Goals:
 - Students will demonstrate professionalism, communication skills, critical thinking and entry level radiographer clinical competence.
 - Graduates will be satisfied, ARRT successful and meet the needs of employers and the community.
 - Program Outcomes in Collaboration with WTCS:
 - Graduates will be able to:
 - Carry out the production and evaluation of radiographic images
 - Practice radiation safety principles
 - Provide quality patient care
 - Model professional and ethical behavior consistent with the A.R.R.T. Code of Ethics
 - Apply critical thinking and problem solving skills in the practice of diagnostic radiography
- Change in Clinical Credit Calculations: (Handout #7)
 - JRCERT required for state of WI Shared Curriculum
 - All schools worked together on plan
 - Revision plan:
 - Maintains 15 credits of clinical classes
 - Maintains 1350 clinical hours in the program
 - Maintains assignments in each class
 - Credits originally based on supervision levels needed, the credits will now be based on hours in clinical
 - Transition class and plan - 16 clinical credits

Clinical Policy

Next on the agenda was the topic of clinical policy. Marianne (Rhodes, Program Director and Faculty) asked the advisory board what their stance was on students being able to have their laptop, cell phone, etc on them while at work.

- Computer Usage in Clinical:
 - Policies regarding electronics:
 - No cell phones
 - No computers
 - No tablets
 - No smart watches
 - Limits on what is accessed:
 - News
 - NTC Website
 - Social Media
 - Email

Marianne asked the board what their policies are regarding the above. Sharon Cwikla, Director of Imaging Services, Aspirus Medford Hospital and Clinics, has allowed students to have their computers, or other technology, in the workroom in order to study as long as students are using the technology responsibly. Devices should never be used during patient care. As far as the “limits” listed above, Sharon is fine with students looking at the news, NTC website, and checking emails, but would hope no social media would be accessed. Alyssa Soyk, Diagnostic Supervisor, Aspirus Wausau Hospital, does not have an issue when students use these items in the work room. Carrie Utphall, Imaging Manager, Aspirus Riverview Hospital, agrees with Alyssa and is okay with the technology being utilized when appropriate. Marianne asked the student representative at today’s meeting, Emma Telford, what her thoughts were as a student. Emma likes having her computer with her to take notes and study on down time. Based on this conversation, Marianne is going to revamp the policy for student technology usage and verified with the board that utilizing social media is not allowed, no television or movies on overnight shifts, emails, news, weather, and NTC website are fine. Smart watches may or may not be acceptable at facilities. Once the policy has been rewritten it will be shared again at an upcoming advisory board meeting.

Other Items

Carrie Utphall, Imaging Manager, Aspirus Riverview Hospital, feels there may be a disconnect from when students are doing their clinicals to when they become employees with regards to the “end” of their shift. When students are in clinicals, they may be allowed to leave slightly early if it is a slow day in their department, however, when the student becomes a regular employee that expectation is still there when, in fact, if you’re taking care of a patient you may not be able to leave on time. Sharon Cwikla, Director of Imaging Services, Aspirus Medford, agrees with Carrie and is seeing the same thing at her facility. Sharon asked Marianne (Rhodes) and Amber (Schuck) if they could incorporate or reinforce this with students that when you work in healthcare you may not always get out at your scheduled time. Amber states that when students are with her in the fall preparing for their clinicals she does speak to them about being on time for work and that they (the student/employee) absolutely needs to finish a case they have started. However, she also tells the students that if something happens when you’re leaving at the end of the day, you are not required to stay. If the person does choose to stay, someone will absolutely sign their timecard for the extra work that was put in.

Next Meeting Schedule and Agenda Items Discussion

As the fall semester nears, more information on a date, time, and format of the fall 2022 meeting will be emailed to the advisory board.



Date	Event	Troy Brown	Sherry Buntin	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2022										
MONDAY July 11	Annual Organizational Meeting	X	X		X	X	X	X	X	X
July 21-23	WTC DBA Summer Meeting (<i>NTC</i>)		X			X			X	X
August 16	Regular NTC Board of Trustees Meeting									
September 27	Regular NTC Board of Trustees Meeting									
October 6-8	WTC DBA Fall Meeting (<i>CVTC + Zoom</i>)									
October 18	Regular NTC Board of Trustees Meeting									
October 26-30	ACCT Leadership Congress (<i>New York City, NY</i>)									
December 6	Regular NTC Board of Trustees Meeting									
December 10	Graduation (<i>The Grand Theater</i>)									
2023										
January 10	Regular NTC Board of Trustees Meeting									
January 25-27	WTC DBA Legislative Seminar (<i>Madison</i>)									
February 7	Regular NTC Board of Trustees Meeting									
March 7	Regular NTC Board of Trustees Meeting									
April 4	Regular NTC Board of Trustees Meeting									
April TBD	WTC DBA Spring Meeting (<i>TBD</i>)									
May 2	Regular NTC Board of Trustees Meeting									
May 20	Graduation (<i>Wausau West Fieldhouse</i>)									
June 6	Regular NTC Board of Trustees Meeting (<i>Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:30pm</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 and via Zoom unless otherwise noted.



Sheboygan Press

LOCAL BRIEFS

North Avenue construction begins Tuesday

Construction on North Avenue between North Taylor Drive and Calumet Drive will begin Tuesday.

The construction on North Avenue includes sanitary sewer repairs, storm sewer repairs, repair/replacement of crosswalks, concrete pavement repairs and new asphalt pavement.

The work will close North Avenue to through traffic. Residents and businesses on North Avenue in the construction area will be accessible using the cross streets between North Taylor Drive and Calumet Drive. A detour will be posted using North Taylor Drive, Geele Avenue and Calumet Drive.

The North Avenue construction is scheduled to be complete by September.

Accelerate Sheboygan County business challenge opens for 2022

Sheboygan County Economic Development Corporation and Small Business Development Center at UW-Green Bay have opened the application period for the 2022 Accelerate Sheboygan County business challenge.

The challenge is designed to assist entrepreneurs and innovators in furthering their ideas.

Unique products, business ideas or existing businesses can be submitted

for consideration at accelsc.com.

Application deadline is Oct. 31.

Each idea submitted is reviewed by professionals and receives guidance free from the SCEDC and SBDC at UW-Green Bay.

Five idea applicants will win a \$1,000 grant to go toward business services and drive the idea forward.

In November, five or more applicants will then go on to pitch their ideas to business professionals and investors to gain further support and compete for a grand prize of \$10,000.

The \$10,000 winner will be announced in December after the business ideas are presented.

To learn more about Accelerate Sheboygan County, visit accelsc.com. For more about the SCEDC's entrepreneurial services, call 920-452-2479 or email Ray York at York@sheboygancountypedc.com.

UAW Local 833 awards \$15,500 in scholarships

UAW Local 833 recently awarded 27 scholarships to 2022 high school graduates and to students already attending college. The scholarships totaled \$15,500 and were given to the following students:

- Kiaya Schroeder, attending UW-Stout, \$1,000, Golf Committee Scholarship;
- Charlie Merten, attending Georgetown University, \$1,000 Golf Committee Scholarship;
- Hope Miller, attending Bellin Col-

lege, \$1,000 Stephen Family Scholarship;

- Sara Marten, attending Loyola University, \$1,000 Label Committee Scholarship;

- Hannah Lehmann, attending UW-Green Bay, \$500 Label Committee Scholarship;

- Ciara Moericke, attending Paul Mitchell The School, \$500 Bowling Committee Scholarship;

- Nathan Robison, attending UW-Green Bay Manitowoc Campus, \$500 Conservation Committee Scholarship;

- Abigail Fenton, attending UW-Milwaukee, \$500 Education Committee Scholarship;

- Olivia Rathsack, attending UW-Eau Claire, \$500 Women's Committee Scholarship;

- Marissa Schroeder, attending Lakeland University, \$500 Women's Committee Scholarship;

- McKenna Schleicher, attending Lakeshore Technical College, \$500 Service Committee Scholarship;

- Michelle Olmedo, attending Lakeshore Technical College, \$500 Service Committee Scholarship;

- Morgan Owens, attending North-central Technical College, \$500 Service Committee Scholarship;

- Adisyn Schwanke, attending Lakeshore Technical College, \$500 Community Service Committee Scholarship;

- Oswaldo Torres, attending Lakeshore Technical College, \$500 Veterans' Committee Scholarship;

- Eric Jackowski, attending UW-

Platteville, \$500 Veterans' Committee Scholarship;

- Ashlee Mueller, attending Wisconsin Lutheran College, \$500 Veterans' Committee Scholarship;

- Allyson Jeanty, attending Marian University, \$500 Veterans' Committee Scholarship;

- Jenna Schweitzer, attending UW-Platteville, \$500 Retirees Committee Scholarship;

- Cielo Torres, attending UW-Oshkosh, \$500 Retirees Committee Scholarship;

- Madison Scharenbroch, attending UW-Stevens Point, \$500 in memory of Audrey Ertel Scholarship;

- Benjamin Lombardo, attending UW-Whitewater, \$500 Recreation Committee Scholarship;

- Tyler Mueller, attending Edgewater College, \$500 Recreation Committee Scholarship;

- Hannah Neist, attending UW-Stout, \$500 UAW/Sheboygan Motorcycle Club Scholarship;

- Jared Petrie, attending UW-Oshkosh, \$500 UAW/Sheboygan Motorcycle Club Scholarship;

- Gracie Funk, attending UW-La Crosse, \$500 Local 833 Scholarship; and

- Clarie Petrie, attending UW-Oshkosh, \$500 Local 833 Scholarship.

The scholarships are made possible through donations of members, committee action throughout the year and individual donations.

Recent grad Isaac Kramer to lead Red Robin runners

By Scott Walbeck

swalbeck@antigojournal.com

He was a technically a senior runner, but most around the Antigo track program this past spring considered Isaac Kramer as not only an athlete, but simply, another coach.

His leadership skills were so obvious, he was tasked with explaining and giving workouts to the team's distance runners. He also took it upon himself to try and help the younger athletes with different tips he had learned over six years of competing in middle and high school track.

Many parents and others close to the team began to ask if he was interested in coming back in a couple years to coach.

It didn't take that long. Now Kramer is officially, a head coach.

The recently graduated AHS student athlete was picked to lead the Antigo Cross Country program, and despite his young age, is seemingly more than ready for the task.

"The title head coach makes me feel ready and eager for the season to start," he said. "Something that really got me thinking about coaching was seeing all the talent and hard work that these athletes have put in. I knew there would be a vacant spot for the cross country position so I looked into coaching to try and help the athletes reach their goals."

Kramer brings with him an impressive running resume as well, capped off by qualifying for the State Track and Field Meet in the spring, where he was part of the sixth place 4x800 meter relay team.

It's a chance now to continue his labor of love.

"Running is something special to me as I know it is to any competitive runner," Kramer said. "It's a way to let your mind free and relieve yourself from stress. I also love how it challenges you mentally and physically."

Kramer's experience with running also correlates to his dedication to fitness as a whole, something that will no doubt come in handy as he works with the student-athletes, the vast majority of whom he has already established

good relationships with as their teammate.

He takes the helm of a program that saw both the boys and girls teams finish in sixth place out of seven teams in the Great Northern Conference standings a year ago. The Robins have never won a GNC title for either the boys or girls in cross country.

It's all about building a base and expanding it, and Kramer has already begun the first step in that process, recruiting more athletes to the sport.

Antigo now has approximately 20 athletes signed up for cross country's upcoming fall season.

As far as long term goals, the continuing building off that base will hopefully lead to success, whether the man starting it all is there or not is unknown.

Kramer will be attending [North-central Technical College](#) in Wausau in the mornings and spending his afternoon coaching. He plans to coach for at least two years while in school, but once he graduates it will be wherever his career takes him, hopefully to still involve coaching runners.

This year's edition of the Robins has the numbers, now it's the challenge to get the most out of its athletes to be a contender in the GNC.

"I see both the boys and girls being very successful this year," Kramer said. "There was a lot of talent that was shown this last track season and I know there is a lot more to be shown for this upcoming cross country season. All of these athletes are team players."

As far as being a head coach right out of high school?

"I think one of the biggest challenges will just be to get the fundamentals down," he said. "Getting know how the system works is always a challenge for new coaches."

Even when this one just stepped off the course himself.

"I'm very excited for this season and can't wait for it to start," Kramer added. "I have passion for cross country and track and field and I want to teach young athletes how to become the best."



New Antigo cross country head coach, Isaac Kramer.

Contributed

Jakobi wins Diversified Ag Award, takes 2nd in 2 other categories

Loyal FFA member Brandon Jakobi went out with a bang after his final year of FFA, earning multiple awards on the state stage.

Jakobi won the 2022 Diversified Agricultural Production Proficiency Award, sponsored by Wisconsin Public Service. He also was the state runner-up for both the Star in Agribusiness and Star in Agricultural Placement awards.

Jakobi received his awards at the Wisconsin FFA Convention, held June 13-16 at Alliant Energy Center in Madison.

The Star in Agricultural Placement award is given to students that are working in a variety of job opportunities in the agricultural industry.

Brandon grew up working on his family farm near Granton, helping with everything that is involved with running a dairy farm. In the beginning, his responsibilities included helping to feed the calves, scraping manure in the barn, dipping and wiping cows, and pitching

hay. Now, his duties include everything from driving tractors during fieldwork or haying season to milking cows and caring for them, and cleaning heifer pens and calf barns. Furthermore, he helps his dad with custom work for farmers, including ag bagging services and a roasting setup for soybeans and corn.

Jakobi is involved in just about everything on the farm, including operating equipment, chopping hay, hauling corn silage and much more. His duties progressed as he grew to take on more challenging tasks, such as pushing up feed with the skid loader, overseeing the calf herd, and scraping the free-stall barn.

Through his supervised agricultural experience (SAE), Jakobi has learned how to skillfully operate tractors, combines, silage trucks and other heavy-duty equipment, as well as become more involved in his family's dairy operation.

Also, the Star in Agri-

business award recognizes students who have taken their spirit for entrepreneurship and developed their own agricultural business, which is precisely what Jakobi has done.

Jakobi runs his own baling service and has been able to expand his services to include a variety of options for baling hay. In addition to owning a round baler, Jakobi recently purchased a small square baler and hay wagon, which has allowed him to further diversify his services. He performs his own maintenance checks and repairs, in addition to running all of the baling services. Jakobi said that the biggest challenge in his SAE has been maintaining profits, but he has found that providing high-quality service to his customers paired with local advertising has allowed him to keep his business profitable.

In the fall, Jakobi plans to attend Northcentral Technical College where he is enrolled to pursue a degree in agricultural mechanics. After college, Jakobi would like to take over his family's farm while working as a CNC machinist.

Jakobi's parents are Dennis and Tracy Jakobi. His advisor is Stephanie Donnerbauer.

About Wisconsin Association of FFA

The Wisconsin Association of FFA is a leading student organization due to the efforts of 253 FFA chapters across the state. With a focus on premier leadership, personal growth and career success, students' FFA activities complement agricultural classroom instruction by giving them an opportunity to apply their skills and knowledge while gaining real-world experience. These activities are dependent on donor funding through the Wisconsin FFA Foundation.

The FFA is also supported by the Wisconsin FFA Alumni Association throughout Wisconsin. For more information about Wisconsin FFA, the Wisconsin FFA Foundation and the Wisconsin FFA Alumni visit wisconsinagg.org.



Submitted photo

Brandon Jakobi proudly displays his awards from his participation in the FFA. He received second place at state for the Star in Agribusiness and Star in Agricultural Placement awards.

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Wednesday, July 6, 2022

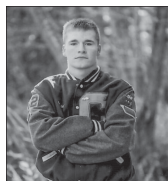
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COLBY HIGH SCHOOL SCHOLARSHIPS



Jasiah Stange
Taylor Electric Cooperative
University of WI-Stout - First
Year Student Scholarship



Brandon Voelker
National Honor Society
Colby Elementary Parent
Teacher Club



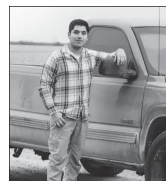
Brent Jeske
Winona State University -
Athletic Football
Winona State University -
Presidential Honor



Carter Grewe
Abby Bank
Northern Illinois University
Merit Scholarship



Brittany Drolshagen
CEA - Field of Education
Derek Smith Memorial
University of WI - Stevens
Point - Pointers Promise



Yeshua Alvarez Garcia
Baumgartner/Sommer
Family Scholarship
Jamison Kampmeyer
Memorial



Carson Rau
Casey Lee Blume Memorial
Derek Smith Memorial
Colby Athletic Booster Club
University of WI - Stevens
Point - Presidential Gold
Dorchester Lions Club
Vorland Family Scholarship
David L. MacArthur Memorial
University of WI - Stevens
Point Invest in Your Purpose



Ella Malopka
The Doctors' Healthcare
Scholarship
IDEA Foundation
Emil Luchterhand Memorial
Peissig Family Scholarship
Vorland Family Scholarship



Zanza Haemer
Peissig Family Scholarship
Vorland Family Scholarship
Colby-Abby Chamber of
Commerce
IDEA Foundation
Viterbo University -
President's Scholarship
Viterbo University - Health
Science Finalist
Viterbo University - Xcel
Energy Scholar



Richard Streveler
Student Council
Colby Athletic Booster Club
Vorland Family Scholarship
Run 4 the Son
Wisconsin Academic Excel-
lence Scholarship



Kya Viegut
Range Boys Gun Club
Greg Untiedt Memorial
Scholarship
Colby FFA Alumni
US Army National Guard



Brett Schmitt
Peissig Family Scholarship
Roderick & Leona Cook
Memorial
United Mutual Insurance
Company



Jayson Wundrow
NTC - J & D Tube Benders
Welding Scholarship



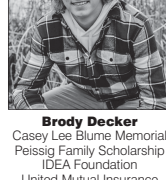
Elizabeth Winters
Shield Companies
Foundation
National Honor Society
Coffee Coop
IDEA Foundation
Run 4 the Son



Fabiola Castillo
Hagen Scholarship
Taylor Credit Union



Kierra Kussrow
Don Voelker Memorial
IDEA Foundation
Paul Johnson Memorial
Wisconsin Technical
Excellence Scholarship



Brody Decker
Casey Lee Blume Memorial
Peissig Family Scholarship
IDEA Foundation
United Mutual Insurance
Company



Josiah Bridger
North Central University -
Minneapolis



Lexis White
IDEA Foundation
Colby Pullers Club



Malayna Rieck
Dorchester Lions Club



Preslie Kocian
Don Voelker Memorial



Mercedes Sarkkinen
Clark Electric Cooperative
NTC Foundation Scholarship



Daisy Feiten
Run 4 the Son
Vorland Family Scholarship



Derek Jeske
Shayne Neuman Memorial
Will Maki Legacy



Anthony Derrico
Dorchester Lions Club
Paul Johnson Memorial



Tori Soltow
NTC William B. & Caroline
Mark Scholarship



Colton Lauersdorf
Sierra Pacific



Connor Tauchen
Vorland Family Scholarship
Sierra Pacific

The Colby High
School graduating
class of 2022 earned
\$317,550 in
scholarships.

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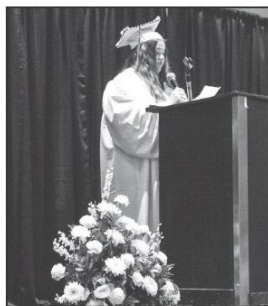
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14 Metatah Niw Ench • Menominee Nation News • Monday, June 13, 2022

Education

MIHS Celebrates Graduating Class of 2022



P. Delabue/Menominee Nation News
Melodie Weso giving her speech as salutatorian for her graduating class.

Patrick L. Delabue
Menominee Nation News

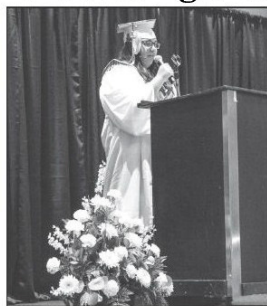
Despite the trials and challenges of the COVID pandemic that disrupted their sophomore year of high school, the Class of 2022 resiliently recovered and successfully worked their way towards earning their high school diplomas.

On Wednesday, May 25, the Menominee Indian High School hosted the graduation ceremony for the Class of 2022, the first in-person graduation ceremony held since 2019.

Originally, the graduating seniors wanted the ceremony to be held at the Woodland Bowl in Keshena. However, inclement weather conditions forced the MIHS to hold the ceremony at the Menominee Casino Resort.

The Five Clans Ballroom was at maximum capacity with family and friends awaiting to see their graduates walk across the stage to receive their high school diplomas.

Following words of congratulations and a traditional prayer by Menominee Indian School District Board member and a member of the Veterans of Menominee Nation, Dennis Kenote, MISD Superintendent, Wendell Waukau, welcomed the graduates and their families and reflected on the success of past MIHS



P. Delabue/Menominee Nation News
Kylie Waupoose giving her speech as valedictorian for her graduating class.

graduates.

"It's always an honor to be a part of these milestone celebrations for our graduates. MISD ceremonies are always unique because they include our indigenous culture, our language, our songs, heartfelt messages and acknowledgments, and a bit of our Native humor. I'd like to offer my congratulations to the Class of 2022 and best wishes for your future," Waukau said.

Citing numbers compiled by MISD's unofficial historian, Jim LaRock, Waukau noted that MISD the Class of 2022 has 86 graduates. This graduating class joins the growing numbers of Menominee students who have earned their high school diplomas.

Waukau cited that the total number of MIHS graduates in the past 46 years total 2,431. Of that total, 141 have gone on to join the military ranks; six have earned doctorate degrees, 56 have earned their master's degree, 167 earned their bachelor's degree, while 208 earned an associate's degree.

"These numbers we just read, sounds like to me a strong message of how much the Menominee community values education," Waukau said.

Waukau also thanked all of MISD faculty, staff, coaches, advisors, and



P. Delabue/Menominee Nation News
MIHS Senior class together one last time for their graduation ceremony.

support staff for playing a vital role in the academic achievements of MISD students.

"I hope our graduates will reflect back on the staff that made a difference in your lives" he said.

Waukau then paid homage to the MISD teachers that will be retiring following this school year. Among them, Keshena Primary School Menominee Language teacher, Margaret Rose Snow; Menominee Indian Middle School teacher Sue Boivin-Denny, Menominee Language teacher, Teri Waupekenay, Sandy Komanekin.

Chuck Raasch, MIHS Principal and Athletic Director, will be retiring after 32 years of service to the MISD.

Waukau announced that MISD was the only school district where Raasch has ever worked in during his educational career.

Salutatorian, Melodie Weso and Valedictorian, Kylie Waupoose, addressed their families and fellow graduates.

Weso thanked her fellow graduates, her teachers and relatives. She also paid special homage to her relatives who have passed on but who have been influential in her decision to attend UW-Green Bay to pursue a career in nursing.

"I want to talk about my family members who have passed; my Aunt Charleen and cousin, Evon Malone, and

my other cousin, Brennan Waupoose. They were people that I looked up to and love very much," she said.

"With Charleen, who worked as a nurse; Evon, who was kind and helped anyone when they needed it; and Brennan, who accomplished so much in high school, college, and in the community. Brennan was also Valedictorian of the Class of 2009 at MIHS. They each influenced my decision for my future."

Raasch announced a number of graduates who have distinguished themselves throughout the school year by their involvement in the school's Students' Against Destructive Decisions group, who have earned college credits through the College of Menominee Nation, NWTC, and [Northcentral Technical College](#).

Lee Stoehr, the father of graduate Piper Stoehr, reflected on some of the difficult times when the COVID pandemic disrupted their sophomore year of high school.

"It was challenging. They missed a lot of time with each other and experiencing a normal school year. But they persevered, the whole class. And now they're earning their diplomas. I'm proud of my daughter and the whole class," Stoehr said.

Merrill, Foto News

Lincoln County Coroner Proulx announces his retirement

TINA L. SCOTT
EDITOR

Lincoln County Coroner, Paul Proulx, announces he will retire after 16 years of holding that office.

Proulx was elected as Coroner in November 2006 and took office in 2007. He will officially retire Jan. 2, 2023.

A history of public service

Proulx brought a long history of public service to the position of Coroner, and when he retires from the position, he will continue to serve in the public interest in a number of other roles.

In July of 1970, then Lincoln County Sheriff Alfred Giese selected Proulx as a Deputy Sheriff, and Proulx attended the very first recruit school at what was then called North Central Technical Institute, now known as [Northcentral Technical College \(NTC\)](#). [Proulx would later go on to serve as Chairman of the Board of Trustees of [NTC](#).]

In 1970, Proulx was assigned as a Deputy Sheriff to the Patrol Division and rose to the rank of Sergeant in 1975. In 1992, he was promoted to the newly-created role of Administrative Lieutenant under then Sheriff Harvey Woodward. And in 1996, Proulx ran for Sheriff against long-time incumbent, Ron Krueger, and won. Proulx served as the Lincoln County Sheriff until 2001.

Proulx also became actively involved in the City of Merrill. In 1994, Proulx was appointed to the Merrill Park and Recreation Commission. During his years of service on the Commission, that group planned and guided the construction of the Merrill Area Recreation



Paul Proulx, Lincoln County Coroner.

Complex (MARC).

Proulx was elected as Fourth District Alderman and served on the Merrill Common Council from 2004 to 2010.

In 2006, he became a member of the North Central Technical College's Board of Trustees where he currently serves as Vice-Chairman and previously served as Secretary/Treasurer and three terms as Chairman.

He has an Associates Degree in Criminal Justice from NTC and has also attended UW-Stevens Point, UW-Madison, and Northwestern University in Evanston, Ill.

In 2016, Proulx was appointed to fill a vacancy on the Merrill Area Public Schools (MAPS) Board of Education (BOE) and served until 2020 when he resigned due to personal obligations. In 2022, Proulx ran for another term and was elected to the MAPS BOE.

Proulx has been a member of the Lincoln County Sportsman's Club since 1972 and instructed courses for outdoor sports including ATV, snowmobiles, and boats, and was recognized in 2019 for 40 years of instructing youth in hunters safety.

Proulx is active at St. Francis Xavier Catholic Church as a Eucharist minister, a member of the Parish Council, and a member of the Cemetery Committee. He has also been a member of the Fr. Renee Menard Post of the Knights of Columbus for more than 30 years.

More time with family

Proulx isn't going into complete retirement as, in addition to his volunteer work, he will continue to operate Proulx Lockworks, a business he has run for many

years. But he is looking forward to more time to just relax without being on call.

See **PROULX** page 6

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PROULX *from page 3*

Being Coroner is a 24/7 on-call job, and Proulx said he really appreciates the Deputy Coroners he worked with who provided for much-needed time off during his tenure. Chief Deputy Coroner Scott Krause and Deputy Coroners Tadd Wegner, Valerie Caylor, Molly Schult, and from Tomahawk, Margo Zoromski, are all a part of his team, and he appreciates all of their contributions, Proulx said.

But, Proulx said, now it is time for him to be more present for his family on a more consistent basis, after years of being on-call and working long hours. He said he never could have served as he did without the support of his family and most importantly, his wife, Cheryl, with whom he will celebrate 50 years of marriage this fall.

“Being the spouse or child of a cop isn’t easy,” Proulx said. “However, my wife and kids always stepped in to fill roles I couldn’t in order to allow me to serve and advance my career. I am sincerely looking forward to spending my golden years with my wife, my three wonderful daughters, and my six grandchildren.”



Neillsville, Clark County Press

Three from Loyal earn State FFA Degree

Three Loyal High School graduates have achieved the highest award an FFA member can earn at the state level.

Devani Hinkelmann, Brandon Jakobi and Nick Wilke earned the State FFA Degree and received their awards at the State FFA Convention, held in Madison at the Alliant Energy Center June 13-16.

To get the state degree they had to meet the following criteria:

Completed at least 360 hours of agriculture education instruction while in high school.

Have at least 24 months of FFA membership at the time of application.

Have received the Greenhand and Chapter FFA degrees.

Have earned and productively invested \$1,500 or worked 1,000 hours in a supervised agricultural experience (SAE).

Participated in at least five different FFA activities above the chapter level.

Participated in the planning and completion of the chapter program of activities.

Have gained at least six skills or competencies gained through his SAE.

Given at least two public speeches with an agricultural topic, each at least five minutes in length.

Demonstrated leadership by performing 10 parliamentary procedure activities.

Shown a satisfactory record

of scholarship, as certified by a school administrator.

Have served in at least four of the following six capacities: chapter FFA officer, FFA committee chair, FFA committee member, official state FFA representative in national or regional FFA activity, school activity (not FFA), or community activity (not FFA).

Have participated in at least 25 additional, unduplicated hours of community service.

Each student participated in his or her own SAE to earn hours for this award. Jakobi worked on his family dairy farm and another local farm and provided a round baling service as his own business. Hinkelmann worked at Northside Elevator as an office assistant. Wilke worked in food service at A&W, as well as sold Christmas trees during the holidays.

All three of them have served multiple years as chapter officers, as well as committee chairmen.

They have also been involved in upper-level FFA events or activities beyond the chapter level. Jakobi and Hinkelmann have filled out proficiency applications to showcase their SAEs. Both were recognized at the state level this year, as well as Jakobi's SAE being recognized nationally last year. They all have participated in various leadership conferences and workshops. Hinkelmann and

Wilke served as delegates at State FFA Convention.

The Loyal graduates have volunteered with highway cleanup, trick-or-treat for a reason, food drives, farmer appreciation and many other activities in and out of FFA.

"All the state degree recipients are excellent students and FFA members," wrote Loyal FFA advisor Stephanie Donnerbauer in an email. "Brandon is very hardworking and would go out of his way to help anyone. He takes pride in his work and is incredibly talented at making things with his hands. Devani is the mom of our group; she is always prepared and takes care of everyone. She is organized and shows great maturity. Nick is very outgoing; he can talk to anyone. He is very well-rounded and is a leader in more organizations than almost any other student."

The students have set their plans for postsecondary education.

Hinkelmann has been elected as Wisconsin FFA Section Seven State Officer. After her term as officer, she plans to study marketing communications at UW-River Falls.

Jakobi plans to attend Northcentral Technical College in Wausau for the machine tool and technics program.

Wilke plans to attend Colorado State University to study biology.



Submitted photo

Three Loyal FFA members have earned their State FFA Degree (l-r) Brandon Jakobi, Devani Hinkelmann and Nick Wilke.

Neillsville Men's Softball League Standings

Team	W-L
Opelt Sand and Gravel	7-0
Harder Built Construction	6-1
Sav-Rite Building Center	5-2
Opelt Trucking, Erickson Construction and ALC Pest Control	4-3
Bat Intentions	2-5
Drippy Creek Saloon/Schmitt's on Main	2-5
Brickyard Bar & Grill	1-6
Mapleworks Cafe	1-6

WHERE ARE THEY NOW? EXTRA EFFORT RECIPIENTS

From high anxiety to high achiever

Blair-Taylor grad
chasing passions in
human services fields

ANDREW POLK
La Crosse Tribune

Colyn Berg is a self-described introvert.

He's also an on-call EMT. A teacher's aide. A scholar. An aspiring social worker and substance abuse counselor.



Berg

pursuing his passions in the human services field while serving his hometown of Blair.

Berg received a La Crosse Tri-

After battling persistent panic attacks and anxiety throughout middle and high school, Berg has blossomed into a high-achiever in all aspects of life. Today, he's

bune Extra Effort Scholarship in 2020 during his senior year at Blair-Taylor High School for overcoming his struggles and sparking conversations about mental health at school. Since then, he's been busy working multiple jobs and whizzing through college degrees and certificates.

In addition to the financial support from the scholarship, Berg said the Extra Effort award both reduced the stigma around

mental health in his community and affirmed his own growth.

"I think the part that made the biggest impact was that more people learned about my story. Being in a rural area, I don't think many people understand the effects of mental health," Berg said.

"It opened more communication, and even for me, it created more self-awareness that, 'Oh my gosh, I'm actually growing.'"

Please see **BERG**, Page A5



LaCrosse Tribune

Berg

From A1

Berg graduated from North-central Technical College last May with a human services associate degree, a substance abuse counselor education technical diploma and a certificate in social and behavioral science. He now is enrolled in online courses at Marian University, where he is scheduled to graduate early with a bachelor's degree in social work and psychology.

This summer, Berg is working alongside some of his mentors from Blair-Taylor and NTC. As an on-call EMT with the Tri-County Ambulance service, Berg is paired with his former health aide at Blair-Taylor, Kristy Benedict, who has witnessed Colyn's entire journey.

"I've seen him where he

wouldn't go out and do anything or he just sat in my office all day because he was afraid and didn't want to be part of anybody else," Benedict said. "Now, he stands out."

When he's not in the ambulance, Berg works as a teacher's assistant for Dr. Tammy Gorski and the human services department at NTC. Once a student in Gorski's class, Berg now counsels current students in their first year of college. In his free time, he also supports Kristie Gill, his former teacher at Blair-Taylor, with summer projects.

"He's such a driven young man, and I'm honored to have been a part of his education and now be his friend," Gill said. "I don't know what I would do without him."

Following his graduation from Marian next spring, Berg plans



CONTRIBUTED PHOTO

Colyn Berg works as an on-call EMT for Tri-County Ambulance.

to pursue a master's or doctorate degree in social work or psychology. He hopes to attain

a substance abuse counseling license so he can assist those affected by addiction in and

around Blair.

"Addiction is a scary disease. The worst part is that it doesn't just affect the person with the addiction but rather the whole family. That's what I kind of wanted to get into. There's a lot of work that needs to be done," Berg said.

Even with an introverted personality, Gorski said Berg has a knack for relating with people in one-on-one settings.

"He's willing and able to connect with people," Gorski said. "He has just exploded in self-growth over the last couple years."

Besides being a counselor, Berg's ultimate career goal is to become a college professor and follow in Gorski's footsteps.

Andrew Polk can be reached at andrew.polk@lee.net or via Twitter @apolk17

Neillsville, Clark County Press

Neillsville students to access 40+ classes through CWETN

School annual meeting set

By Valorie Brecht

Neillsville High School students will again have the chance to get a jumpstart on higher education through taking classes on the Central Wisconsin Educational Television Network (CWETN) this coming school year.

Neillsville School District Administrator John Gaier presented an estimate of 2022-23 CWETN course costs to the school board at the board's July 11 meeting. The courses are expected to cost the district approximately \$95,014.97. That is an estimate based on the number of students expected to enroll in each class, which could fluctuate slightly.

Students will have the opportunity to take classes from Chippewa Valley Technical College, Elk Mound and Marathon high

schools, **Northcentral Technical College**, Northeast Wisconsin Technical College, ShoreNet, UW-Eau Claire Barron County, UW-River Falls, UW-Stevens Point and UW-Superior. Classes are dual-credit, meaning students earn high school and college credit for them.

"When you look at this list, our kids are saving up to \$95,000 on college tuition, which is incredible," said Gaier. "When you add in the maintenance fees, it costs about \$110,000 for the district to take part in this, but I think it's well worth it to be able to offer this."

There are 44 courses listed on the CWETN estimate. Among the list of courses are general courses such as English composition, speech, psychology and sociology, but also more career-specific

courses like legal terminology, medical terminology, economics, financial accounting and developmental psychology. There are 168 total class registrations. Many of students are taking multiple college-level classes.

"I think part of the reason we see a lot of students taking advantage of this is our academic and career planning. We try to get kids into their interest areas pretty quickly," said Gaier.

The district also has 27 seniors participating in the work release program in some capacity next year, which Gaier saw as a positive for those not interested in going to university.

"Some [kids] are ready to get into the workforce right away—I'm all for that. In the trades, you're seeing a lot of apprenticeships out

there, which I think is a great move. I wish we could get the university system on board with that, because you don't need classes not related to your interest area," he said.

Neillsville's CWETN fee also includes purchasing textbooks for all the courses, so there is no cost to the high school students.

Other business

Also at the meeting, building and grounds supervisor Mark Spencer asked the board if the school district had interest in purchasing a chiller from the old hospital for \$10,000. It's an eight-year-old, 100-ton unit that would be used for the fieldhouse to keep the humidity out.

Spencer said to get a brand new unit six months ago would cost \$65,000, but now it would cost \$85,000 for that same unit.

"So we'd be saving a lot by getting this one, but it's kind of a shot in the dark since it is used and there's no warranty on it," Spencer said.

He also said that he had received a quote from Complete Control for \$135,000 for putting the unit on the roof, installing it and doing the electrical and ductwork.

"I had Tom Schafer of Complete Control look at the unit. He felt fine with it. He didn't see any issues. There were no red flags," said Spencer.

"It's a gamble, but I think it's worth taking," said board member Deanna Heiman.

The other board members agreed. The board did not actually vote to purchase the chiller, but gave guidance that they would plan to go forward with it. They will vote on the purchase at their next meeting. The reason Spencer brought it up at this meeting is because old hospital building owner Mark Lisenby had wanted the unit off his property as soon as possible.

Also at the meeting, the board approved the annual meeting agenda for Aug. 29, which will involve a budget hearing and setting the tax levy. That meeting will take

place at 7 p.m. in the multimedia room and is open to the public.

The board approved the seclusion and restraint report, staff handbook, athletic handbook and transportation charges for 2022-23. Additionally, the board approved the annual safety drill report. The district conducted five fire drills, two lockdowns, a tornado drill and a "hold and secure" last school year.

In personnel changes, the board approved the hiring of Lori Thur as a teaching assistant. The board also approved the resignation of Bri Anne Collins as elementary guidance counselor, Kathy Luchterhand as assistant cross country coach and Nate McDonald as middle school track coach. In addition, the board approved a revised teaching contract with guidance counselor Julia Backaus and a memorandum of understanding (MOU) with first-grade teacher Krista Rueth. The district will reimburse Rueth \$500 per course on her way to earning a 316 reading license, with the understanding that Rueth will stay with the district through June 30, 2027.

Dollar General seeks to build in Granton

By Jesse Heslip

The Granton community is deciding whether or not to allow Dollar General to establish a store on village property that was thought by at least some to be contaminated and

build on is contaminated, but Dollar General will be backfilling the area in. The contamination becomes an issue when you dig into it. Any digging they do, they will be responsible for

Eichten. "We get the money from the sale that goes into the village accounts and the tax revenue. We have to look at the positives to working with them on this. Dollar General has stated that they will be

who will be directly affected by Dollar General building in town and, according to the council, everyone understands that the benefits outweigh the negative effects that may come about, given

Wausau Pilot & Review

WAUSAU – Northcentral Technical College has announced the following students were awarded diplomas during the spring 2022 term:

Abbotsford: Javier Rocha, Seungmin Chae, Fatima Chavez, Ivan Cruz, Jayda Friedenfelds, Suzanne Kampmeyer, Melissa Kunze, Taygen Viegut, Kazlyn Weber

Alva, Oklahoma: Rozlynn Murrow

Aniwa: Kevin Bessert, Kathryn Cross, Tori Storrm, Gary Wilton

Antigo: Alison Boldig, Connie Diedrick, Gabriela Duchac, Rebecca Duchac, Tyler Eades, Rachel Fredericksen, Trent Geurts, George Harker, Gracie Hitz, David Illikainen, Bryce Karl, Korbin Krueger, Doua Lor, Lisa Menting, Dustin Scherer, Wyatt Schielke, Jacob Schmidt, Matthew Schultz, Stephenie Smith, Sean Straw, Courtney Thiel, Jerome Thompson, Leo Waldvogel, Kristin Wiedenhoeft, Melissa Wilhelm

Appleton: Danielle Arroyo, Elizabeth Cachu Castro, Lindsay Fickbohm, Teonna Henderson, Celine Konetzke, Houalai Thao

Arcola, Mississippi: Dionna Morris

Arpin: Katie Hartwig, Deanna Heinichen

Athens: Halle Albrecht, Mya Becker, Eli Bunkelman, Irvin Chacon, Melinda Daniels, Caden Decker, Jake Denzine, Chase Ellenbecker, Nicole Ellenbecker, Sherry Gutknecht, Rebecca Hillman, Hattie Nowacki, Amanda Nowak, Anna Wheatley

Bancroft: Cassandra Degroff, Cauy Huntington, Lily Trzebiatowski, Sheldon Wade

Beaver Dam: Lee Smith

Birnamwood: Kayce Cherek, Calvin Fischer, Jacob Groshek, Richard Olson, Jr., Shawna Raab, Wyatt Schoepke, Hunter Schroepfer

Bowler: Cheyenne Kroening, Serena Rasmussen

Bryant: Julianna Bauknecht, Paris Wanta

Burlington: Mandalyn Herring

Butternut: Alexia Birchmeier, Christian Ernst, John Lynch, Brianne Radlinger, Seth Steiner

Calumet, Michigan: Julia Anderson

Cambridge: Sydney Smith

Caroline: Anna Kersten

Cary, North Carolina: Matthew Carss

Cheyenne Wells, Colorado: Julie Erker

Chili: Teagan Friedemann

Chilton: Brianna Nenahlo

Chippewa Falls: Nicole Patzoldt

Colby: Alexanndrya Barnickle, Lauren Berg, Elaine Hediger, Laisha Hernandez, Taylor Johnson, Amanda Patterson, Kerstin Schuh

Cottage Grove, Minnesota: Kaytlyn Burnett

Crystal Falls, Michigan: Tabytha Andreski

Curtiss: Kelly Adams, Marisol Garcia

De Pere: Brianna Patz

Deerbrook: Zachary Blahnik, Denise Burkhart, Hanna Butler, Kelly Kamin, Hailey Nicholson, Brandon Schreiber

Dorchester: Tucker Broeske, Noemi Fuentes, Melissa Mulderink

Eagle River: Brett Peterson, Catherine Schmidt

Edgar: Mikaela Christianson, Stephanie Hannemann, Jaxson Kurtzweil, Kassidy Myszka, Jon Raatz, Melinda Urmanski
Eland: Tyler Schmidt
Elcho: Rita Manka, Cortney Rustick, Hope Wheeler
Exeland: Andrew Chafer
Fenwood: Caylee Weiler
Fifield: Caleb Kleinschmidt
Fort Wainwright, Arkansas: Noelle DuBois
Fountain City: Michael Breza
Friendship: Taylor Hiller
Gilman: Sarah Olson
Gleason: Travis Beyer, Shannon Staskiewicz
Glidden: Kip Collis, Jacob Mertig
Granton: Heather Mendoza
Green Bay: Sean Moureau
Gresham: Jacob Bratz
Hartland: Kevin Bodway
Hatley: Paul Alexander, Tristan Carlson, Andrew Ganski, Cole Jehn, Austin Kluck, Paige Norrbom, Evan Trzebiatowski, Richard Wanta
Hays, Kansas: Angeline Bryant
Hixton: Justin Jelinek
Irma: Trinity Evans
Iron Mountain, Michigan: Joelynn Musgrove
Jackson: Kyle Newberg
Janesville: Aaron Loftus
Junction City: McKenna Dassow, Julia Radke
Kennan: Parker Lien, Thomas Monteith, Angela Morrow
Kronenwetter: Adriana Berg, Melissa Dorshak, Joshua Elson, Megan Kern, John Kupczak, Nicholas Kupczak, Lilly Nowinsky, Andrew Rozmenoski, Simon Schultz, See Thao
Ladysmith: McKenna Sharb
Las Animas, Colorado: Joslin Martin
Lawndale, North Carolina: Jason Davis
Loyal: Luke Landini, Brody Miller
Madison: Rebekah Henson, Jordan Jefferson
Manitowoc: Catherine Bosch
Marathon: Makayla Folan, Amy Fromm, Matthew Hader, Alana Hoyt, Benjamin Kopetzky, Payton Reidinger, Alexander Reuter, Paige Ross, Stephanie Schoelzel, Noah Streveler, Megan Marshall
Marinette: Crystal Hamilton
Marquette, Michigan: Kesha Woodson-Maddox
Marshfield: Maegan Boss, Ashley Murdaugh, Alyssa Portz, Laura Pozega, Tyler Rollins, Autumn Schneider
Medford: Matinee Boonprasert Fagan, Clay Bowe, Shaniah Brandt, Michael Christensen, Emily Cypher, Kelly Dahl, Jeremy Dassow, Crystal Ecklund, Jamie Fuse, Kayla Garbisch, Wendy Hall, Morgan Hartl, Melanie Heier, Heather Kahan, Tammy Koontz, Sheila Krueger, Jillian Mahner, Summer Marthaler, Ashley McBride, Hannah Mosentine, Reilly Nutting, Lydia Pernsteiner, Brittney Radlinger, Michael Routhieaux, Providence Searer, Wyatt Sherfield, Sierra Ulrich
Menasha: Angela Leino, Jacquelyn White
Menominee, Michigan: Taylor Drust

Mercer: Kaylee Cassiani, Bailey Thompson

Merrill: Amy Goetsch, Dylan Alft, Trevor Asmundsen, Olivia Baumann, Jennifer Berreth, Sydney Brandenburg, Elizabeth Breaman, Gracie Brown, Kayla Burrow, Autumn Detert, Brooke Foss, Devin Frick, Ellie Gerbig, Nicole Grawey, Tyler Grieser, Savannah Guenther, Ryan Hagemeister, Dawson Heckendorf, Drew Hohensee, Joseph Johns, Mackenah Krause, Ali Krosschell, Justin Leggett, Victoria Leitz, Mariah Lemmer, Caleb Lenselink, Ian Lunders, Txiang Ly, Syrina Podeweltz, Jennifer Podeweltz, Sarah Schoerner, Benjamin Tabor, McKenzie Wienke

Milladore: Nicholas Hardinger

Mosinee: Garrison Allen, Zackary Allen, Brent Block, Rylee Buska-Hack, Ethan Chaney, Kelly Dahlke, Danielle Danczyk, Reilly Davis, Alyssa Dunn, Patti Fennig, Kortney Goetsch, Jayson Goetz, Joshua Hallas, Gabriel Kohnert, Ernest Kress, Justice Kuhn, Adrian Kulp, Caitlyn Lassa, Daniel Mathews, Korinna Mohr, Amber Ruzga, Colin Schlagel, Ysurf Shariff, Dan Singkofer, Lydia Stucki, Amanda Van Ert, Michelle Weinberg, Logan Wenninger, Madison Winter, Kassandra Wizner, Keegan Zyduck

Neenah: Sarah Gerrits, David Kopsi, Corinne Mussatti, Amanda Osterberg

Neillsville: Brian Guizar-Ortiz

Nekoosa: Kallee Dhein, Paul McGinnis, Lee Rokke

Ogema: Ashley Aull, Ethan Komarek, Tana Ulrich

Oklahoma, Oklahoma: Angela Everson

Oshkosh: Carley Joachim

Owatonna, Minnesota: Sarah Kummer

Owen: Erin Rasmussen, Becky Seidel, Connor Simington

Park Falls: Kayden Augustine, Morgan Carney, Paige Dragovich, Carl Graceffa, April Harshman, Kale Kielpikowski, Benjamin Lee, Nicholas Mattke, Emil Miller, Hailey Minnema, Tristen Mollman, Sebastian Nelson, Joseph Niece, Zach Poetzel, Michelle Riebe, Michelle Rodriguez, Dylan Szymik, Isaac Szymik, Lillian Wegner, Christopher West

Phillips: Joseph Adams, Thomas Cotner, McKenzie Franz, Jackson Grendys, Delton Heizler, Jase Hlavacek, Cassandra Morter, Rebekah Patrick, Jevin Setterman, Nikki Shipley

Pickerel: May Mischler

Pine River: Kaylie Roder

Plover: Faith Kluck, Melanie McCluskey

Poynette: Timothy Zaemisch

Prentice: Heather Gladson, Ethan Lundborg, Raeanna Lyons, Deborah Schoessow

Rhineland: Michele Anderson, David Kelley, Austin Kochan, Nicholas Riemer, Kyle Wickersham

Rib Lake: Jacob Aiken, Tyrek Annala, Makenna Annala, Trey Klemann, Jordyn Kutzke, Jaylen Leonhard, Desirae Weissmiller, Allison Wolf

Ringle: Mikayla Davis, Jordan Faber, Whitney Hoffmann, Katelynn Krampien, Dominic Krause, Austin Landowski, Chelsea Pontzloff

Rosholt: Julianne Brzezinski, Adam Charneck, Dustin Groshek, Linda Kurszewski, Anna Lorbiecki, Brooke Wierzba

Rothschild: Tiffany Blake, Stephen Britton, Alexander Burmeister, Jonathan Carroll, Kristy Chula, Cailin Hargraves, Nichol Perry, Rana Jean Pinsonneault, Aidan Smith, Cain Wojcik, Macha Yang, Paige Ziarnik

San Antonio, Texas: Desha Stewart

Sauk Rapids, Minnesota: Gloria Hartfiel

Schofield: Haley Behnke, Ashley Block, Isaiah Erosa, Noel Gervais, Dylan Green, Mitchell Kieffer, Karson Knetter, Theresa Larocque, Hannah Laska, Meng Lee, Candice McCabe, Johnathon Petts, Kristin Porath, Janet Rohde, Christopher Seel, Cameron Skabroud, Steve Smith, Teresa Tesch, Kabao Vang, Mai Vang, Stephanie Wanta, Brandon Weyer, Brittany Wiensch, Daia Xiong, Larissa Ziegel-Siler

Seymour: Darren Wild

Shawano: Rachel Koeppen, Jocelyn Miller, Jacklynn Schroeder, Nicholas Uttecht, Tanner Uttecht
Shawnee, Oklahoma: Chelsea Wade
Sheboygan: Houa Vang
Sioux Center, Iowa: Hannah Culpepper
Siren: Colleen Hughes, Violet Trenter
Sobieski: Lilyann Tomashek
South Milwaukee: Raquisha Turner
Spencer: Malachai Anderson, Jessica Becker, Dylan Bohlinger, Devon Langreck, Shaelee Neitzel, Lizbet Olguin Cano
Stetsonville: Katie Kreklau
Stevens Point: Nicole Bakovka, Casey Bielen, Heather Caruso, Jordan Chojnacki, Deanna Didreckson, Allison Faulks, Jonathan Frederickson, Kevin King, Shannon Kitowski, Brieanne Kluck, Kira Kreft, Alyssa Lee, Kendra Lynn, Amber Proulx, Sadie Rick, Marshall Sallet, Sydney Taitt, Kendra Trzebiatowski, Sara Wynne
Stoughton: Laken Oler
Stratford: Kaedyn Dahl, Devin Dennee, Trevor Dennee, Logan Dix, Matt Handrick, Elizabeth Jennings, Mavrick Licciardi, Cody Miller, Kolby Mueller, Dalton Schoenherr, Brooke Spaeth
Stratton, Colorado: Josephine Hornung
Sturgeon Bay: Nanette Anschutz
Thompsons Station, Tennessee: Anna Golovyryna
Thorp: Kari Leech, Shalom Wicks
Tigerton: Austin Hoffmann
Tomah: Megan Franklin
Tomahawk: Alexis Crossman, Hannah Davis, Marine Gache, Antoine Jeandin, Keaton Jed, Logan Skubal, Nicole Strassman
Tony: Zoe Groothousen
Towanda, Kansas: Kayla Griffin
Turtle Lake: Madison Munson
Two Rivers: Amy Miller
Ulysses, Kansas: Natalie Wilson
Unity: Brody Much, Abigail Severson, Rex Shipton, Matthew Sockness
Vesper: Matthew Gillette
Watertown: Nicole Renkas
Wausau: Bradlyn Anderson, Naomi Angelo, Mollie Augustine, Carly Bandock, Robby Barbier, William Bessette, Korrin Black, Alex Bodenheimer, Chase Borchardt, Nate Brill, Devin Buerger, Desirae Butts, Ashley Carpentier, Karen Cather, Leah Chapman, Julie Chodur, Autumn Clark, Hannah Dingle, Chloe Drake, Savannah Ducommun, Mason Elliott, Seth Ficke, Chase Frankel, Alyssa Froom, Tony Gamboa, Kassidy Garvey, James Gee, Miranda Golberg, Melissa Good, Ashley Graveen, Jessica Griffin, Jackson Grimm, Adam Hahn, Lillian Haimerl, Markel Happli, Wyatt Hase, Raymond Hatzenbeller, Andrew Heinzen, Laura Herbst, Jordan Higginbotham, Hunter Hintze, Ashtin Holz, Corrine Hutmaker, Dara Hynes, Samantha Jackson, Sarah Janis, Zachary Johnson, William Jupp, Ty Kell, Kaelee Kent, Dylan Kislow, Lily Kloos, Cecilia Klopotek, Adam Knospe, Samuel Krahn, Alexandra Kreger-Albrecht, Brandon Lang, Ian Lang, Cody Lang, Michael Larrabee, Bridget Lee, Matthew Lemmer, Molly Lewandowski, Jacob Lex, Hosing Lo, Brandon Lor, Susan Lor, Logan Ludwig, Mariah Macleod, Lynn Madden, Tabitha Mayer, Kyle McBath, Caleb McEvoy, Isaac McQuay, Trista Melichar, Joseph Meyer, Marissa Monpas, Tong Moua, James Moua, Brad Newhouse, Lisa Niesen, Brandon Nilles, Hunter Notinokey, Chloe Nyland, Nathan Olsen, Jared Olson, Kolton Owen, Nicole Parker, Brenden Pehlke, Fernanda Pintor Cuellar, Jack Piskula, Sarah Poggi, Riley Prytz, Erin Radke, Brittney Radtke, Mahlia Richardt, Logan Rosenow, Kaitlin Royce,

Marcia Ruhr, Pedro Sanchez, Emilie Schneck, Gladys Sell, Wyatt Sether, Carson Sillars, Ethan Sites-Parker, Laura Sliwicki, Karlee Spiegel, Ryan St. Onge, Matthew Stanke, Dustin Steger, Lauren Steidl, Lauren Steidl, Curtis Steppert, Jared Stoiber, Wenqi Sun, Elisabeth Svoke, Hunter Swan, Abigail Talg, Angel Texale, Gao Zoua Pa Thao, Kayli Thao, Sonny Thao, Pla Thao, Krysten Thompson, Adrianna Truax, Emily Tuley, Minfang Utterback, Nancy Vang, Yeng Vang, Brian Vecchio, Madison Voelker, Heather Voigt, Arianna Welch, James Whitehead, John Williams, Madeline Wimmer, Chue Xiong, Anika Xiong, Mai Xiong, Changyeng Xiong, Mai Xiong, Pajntaub Xiong, Yeeleng Yang, Kristin Yang, Ann Yang, Ethan Young, Katherine Young, Breann Zenner, Mariah Zinkowich, Molly Zipperer

West Bend: Nicholas Jorgensen

Westboro: Andrea Graumann

Weston: Makayla Anderson, Tammy Baker, Jenna Belanger, Jack Bruner, Maxim Bungert, Tyra Chlebowski, Taylor Cigel, Derek Dallmann, Amanda Duncan, Agustin Fernandez, Amy Gauger, Isadora Gaytan, Dylan Gramling, Kelly Her, Tyler Larson, Gavin Lawless, Tessa Lund, Susannah McElveen, Samantha Neumann, Tim Oelke, Kierra Olson, Ashley Pintor, Diego Sanchez, Jacob Stankowski, Krystal Walls, Kevin Wirkus, Nusoua Xiong, Sierra Zeller, Trever Zunker

White Lake: Hailey Wilson

Wisconsin Rapids: Brooke Doescher, Tiffany Evans, Sarah Getzloff, Kaylee Lockhart, Jacob Niedbalski, James Stenze

Withee: Cassandra Nicks

Wittenberg: Heather Buntrock, Liliana Doak, Christian Hartleben, Mary Stoinski, Trent Yenter, Bryce Zoromski

Woodruff: Tyler Sharp

Move To Manufacturing Provides Free Training For Entry-Level Employment

Are you ready for your next career move?

Northwood Technical College | Press Release

Saturday, August 6, 2022 | Updated Aug 06, 2022 12:00 pm CDT

As the manufacturing industry continues to grow, local businesses are teaming up to offer Move to Manufacturing, a free training opportunity designed to quickly grow the workforce. Get the skills and knowledge that you need for employment in manufacturing with the support you need to be successful, all without having to quit your current job.

A great paying career with many advancement opportunities is within your reach by completing the Move to Manufacturing program, which is a partnership between Mastercraft Industries/Holiday Kitchens, Schaffer Manufacturing, E&M Machine, and Arctic Compressor, Northcentral Technical College (NTC) and Northwood Technical College (Northwood Tech). According to data compiled by Lightcast (formerly known as Emsi), a Labor Market Analytics tool that uses data from government sources such as the Bureau of Labor Statistics and U.S. Census Bureau, out of 11 counties within the Northwood Tech region there is a reported 23,213 employees, which is 75% more compared to the national average of 10,506 employees for an area of this size.

Dan Miller, Associate Dean, Workforce & Community Development at Northwood Tech's Superior Campus reflected on the importance of the Move to Manufacturing stating, "This is a great way to connect potential employees with area manufacturers. This program gives students a look into the manufacturing industry and its careers to make sure this is a pathway that aligns with their skills and goals. Increasing the number of qualified manufacturing candidates ensures retention of talent in our local communities."

If you are ready to make the move to manufacturing, you can complete the training program in less than 30 days. It consists of an eight-hour online class, followed by a 20-hour hands-on skills workshop that meets in-person at a variety of times so you can complete the class when it's convenient for you.

Are you ready for your next career move? Make the move to manufacturing by signing up at mometomufacturing.com.

WISCONSIN'S MEAT TALENT DEVELOPMENT PROGRAM IS ON THE FAST TRACK

July 29, 2022 By Larry Lee Filed Under: [Ag Education](#), [Animal Agriculture](#), [Animal Protein](#), [Beef](#), [Livestock](#), [Meat Processing Plants](#), [News](#), [Pigs](#), [Pork](#), [Poultry](#), [Scholarships & Internships](#), [Wisconsin](#)



A Wisconsin effort to get more people trained as meat processors is developing rapidly. Betsy Leonard with the Wisconsin Technical College System tells Brownfield the Meat Talent Development Program partnership with the state's ag department has moved from an idea to a program rapidly. "It is not very easy to start a conversation in January and have programming come to fruition in that same August, or in that same calendar or fiscal year and a lot of our nine colleges are looking at starting this programming already this fall in some sort of manner." Betsy Leonard

Thanks to funding from the state budget and 50 million dollars from federal pandemic relief funds, Leonard says the Meat Talent Development Program offers tuition reimbursement. "It is reimbursed for our students. It is not required that they go through the full certificate. If, say, for example, a business or industry has employees that need additional skills, they can send those employees for that training."

And, Leonard says most students are part-time, which means many of them are not eligible for financial aid, so having tuition reimbursement for the meat talent program can be a game changer. "With this programming that's being started, they're starting it as a certificate which is not financial aid eligible for our students, so having them come in and giving them the opportunity to receive these classes and tuition reimbursement to make sure they're receiving the education to get to their ultimate goal is not only an incentive for our students but it's a great thing for the State of Wisconsin, connecting our students with the business and industry who need that."

Leonard says students will have to complete the courses to have them reimbursed and to be eligible for additional reimbursable courses. "We do have students who have been calling and the word is getting out that this money is available. Governor Evers announced it in January, and so the question has been what's happening with it? Now we know what's happening with it."

Leonard says they are now working with the state to design and purchase three mobile meat processing trailers that can be shared by the nine technical colleges, bringing processing to area farmers while training students. That's in addition to equipping and staffing the campuses and assisting Auburndale and Pittsville high schools with equipment to use in their dual credit programs. "Mid-State Technical College is one of the nine (technical colleges) who are participating in this process and they have a really great partnership with those two schools for their dual-credit opportunities, and I know they've had conversations with both, and the discussion has been brought forward to provide that training for high school students and opening that up to the public."

Chef Brock Decker is an instructor in the culinary arts programs at Northcentral Technical College in Wausau. He tells Brownfield he's excited about the prospect of helping set up students for a meat processing career in about eight or nine months. He's also excited to see the campus add meat processing, completing the chain between the college's farm and its food service training. "It really brings everything together, the opportunity to see production from the seed all the way onto the table, and that's pretty impressive from a technical school standpoint," Decker says the Northcentral Technical College farm is an integral part of the culinary arts program. "We're really proud of it. Each year, they grow us a beef animal, and all of their milk goes to Mullins Cheese. We get the cheese back and we use it in our program. All of the cheese, all of the beef, and then the pork that we get in as well end up being turned into products for our (in school) restaurants."

The Meat Talent Development Program is in addition to the state's meat processor grants, which invested 200 thousand from the state budget and ten million in federal American Rescue Plan Act dollars to help processors upgrade and expand.

JAVTE

JOURNAL OF THE ASSOCIATION OF
VETERINARY TECHNICIAN EDUCATORS

SPRING 2022

WE'RE BACK!

Learn what fellow AVTE members
have been working on

Share your best teaching tips & tricks

Exchange resources & ideas



Central Wisconsin Electric Cooperative

3d · 🌐

...

Today's featured recipient of a \$500 Operation Round Up scholarship is Rachel Kurszewski. Rachel graduated from Rosholt High School and plans to attend Northcentral Technical College to study Business Management.

Congratulations Rachel and best wishes as you continue your education!



Central Wisconsin Electric Cooperative

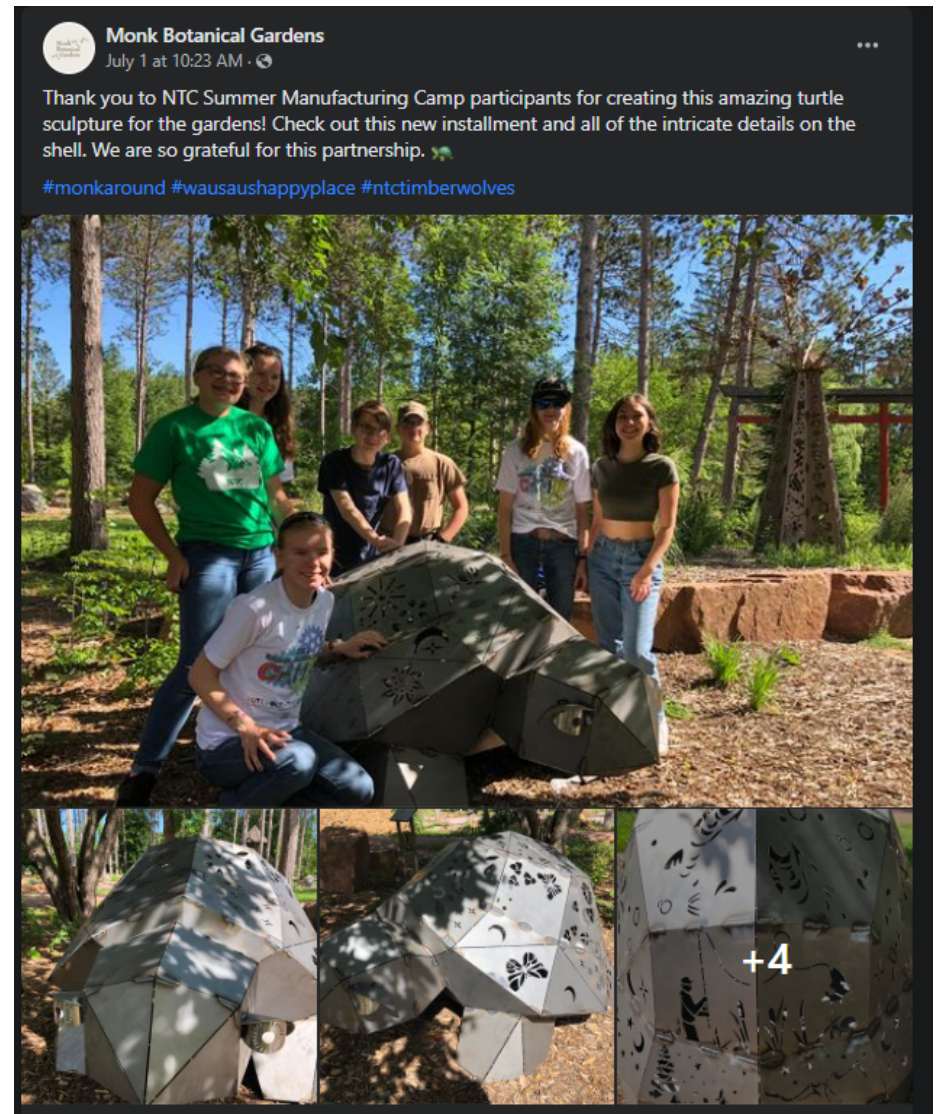
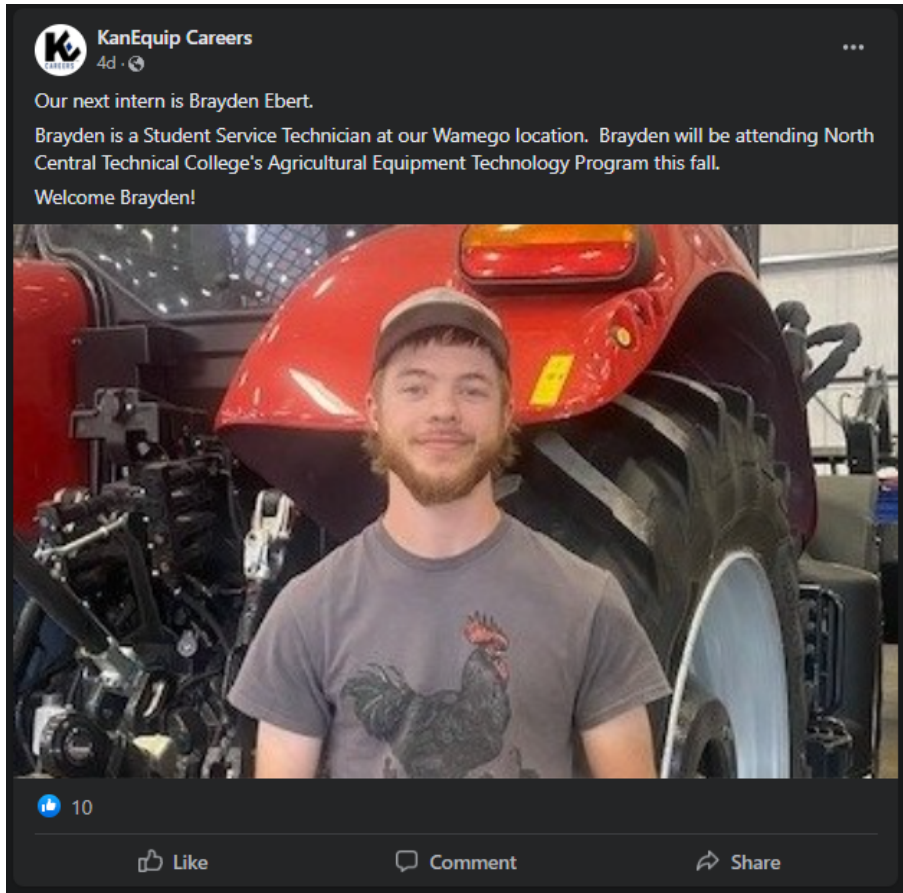
2d · 🌐

...

Today's featured recipient of a \$500 Operation Round Up scholarship is Mary Lewandowski. Mary graduated from Wittenberg-Birnbaumwood High School and plans to attend Northcentral Technical College to study Agri-Business.

Congratulations Mary and best wishes as you continue your education!





Hardwood Manufacturers Association
1h · 🌐


Northcentral Technical College and the Great Lakes Kiln Drying Association are offering a Kiln Drying Short Course, August 17–19, at the Wood Technology Center of Excellence in Antigo, Wisconsin.

Download a brochure at <http://www.glkda.org/courses.html>



Kiln Drying Short Course | August 17–19

North Central Technical College
Wood Technology Center of Excellence | Antigo, Wisconsin

Prevent Suicide Marathon County
August 2 at 2:36 PM · 🌐

We are excited to announce that the Support Group is still well sponsored by the generosity of [Northcentral Technical College](#) - but we have moved to new quarters starting in August! All are welcome to attend - no registration needed. You are among friends here!



**Survivors of
Suicide Loss Support
Group**

**Third Tuesday Each Month
7:00 pm
Northcentral Technical College
Building A
Wausau**

prevent suicide
MARATHON COUNTY
PARTNERS SAVING LIVES IN WISCONSIN

👤 You and 7 others · 5 Shares



Todd Kuckkahn

July 19 at 12:02 PM · 🌐

Had an incredible morning of strategic planning with this team!

Their stories of why they care and who they are were so incredibly inspiring to me, plus the work they do.

I did this in partnership with [NTC Workforce Training + Professional Development](#) and [Marathon County Health Department AOD Partnership Council Inc.](#)

This was the first of two sessions. There were Board members there from [Marathon County Health Department & DA Office](#), [North Central Health Care](#), [Marshfield Clinic Health System](#), [Aspirus Wausau Hospital](#), [Wausau Police Department](#), [United Way of Marathon County](#), [Wausau School District EEA Academy](#), [Northcentral Technical College](#), [Bridge Community Health Clinic](#), and [Inclusa](#).

I was in awe of this team that cares so much about their community.



Drive Kocourek

17h · 🌐

Sneak peek of the [Northcentral Technical College X Kocourek Automotive Nitro-X Summer Camp!](#)



👍 You and 7 others

1 Share


👍 Like

💬 Comment

➦ Share

Taylor County Health Department
20h · 🌐

Please share this upcoming trauma informed care training being offered through a partnership with Northcentral Technical College at three locations throughout central Wisconsin!




Trauma Informed Care 101: It's All About Connection




Presented by Scott Webb, Trauma-Informed Care Coordinator supporting the WI Dept of Health Services & UW-Madison School of Medicine and Public Health

Wednesday, Sept. 28 1:30pm-4:30pm NTC-Medford Campus	Thursday, Sept. 29 8:30am-11:30am NTC-Wausau Campus	Thursday, Sept. 29 1:30pm-4:30pm NTC-Antigo Campus
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Even before the COVID pandemic, trauma was widely prevalent in our society. The collective trauma we are all experiencing now as the result of this pandemic has only exacerbated the issue. Moreover, trauma has negatively affected organizations taxing already stressed systems of care and practitioner wellness. Trauma-informed care is an intervention and organizational approach that focuses on how trauma may affect an individual's life and their response to services. This presentation will examine the adverse childhood experiences (ACEs) study and explore the many faces of trauma and its prevalence in society. We will discuss how the application of the six values of trauma-informed care drive connection and can be applied in multiple service settings. Never has this topic been more relevant and needed to serve each other and those depending on us for help.




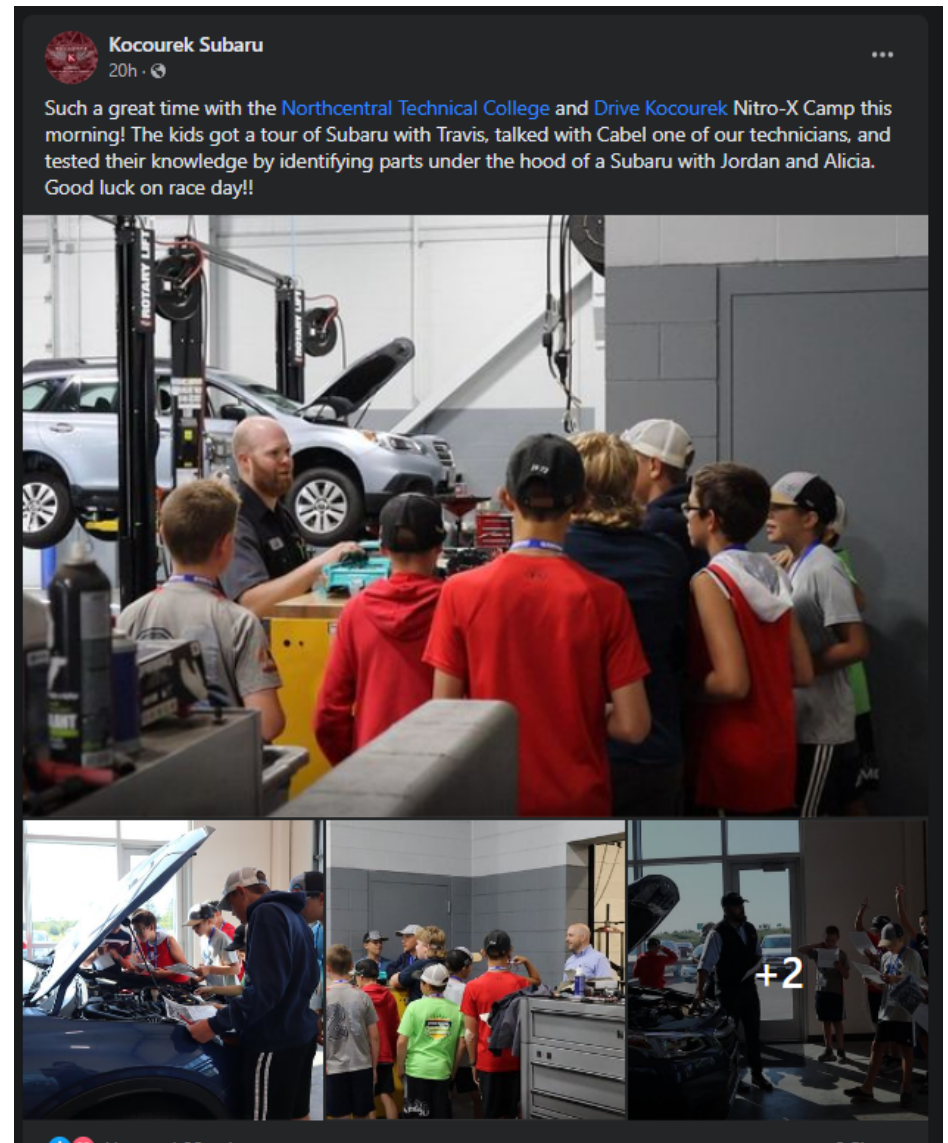
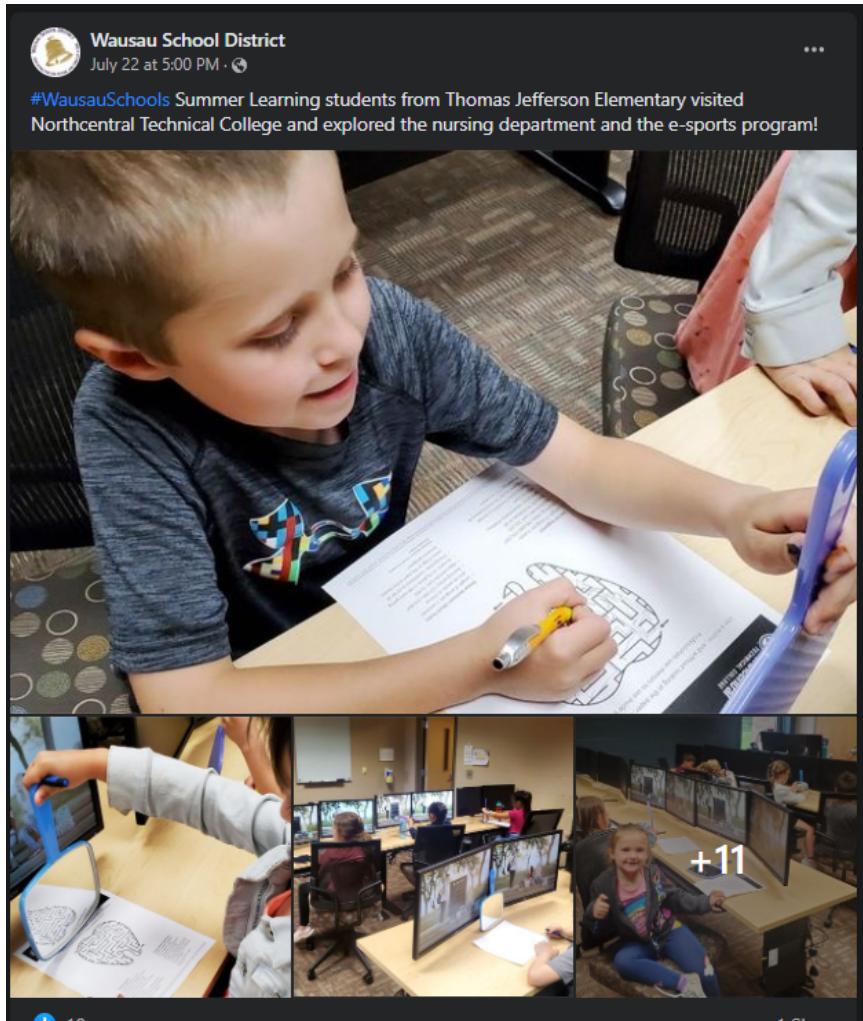
Scan the code or register online at bit.ly/TIC101
\$20 per person - 3 CEUs available

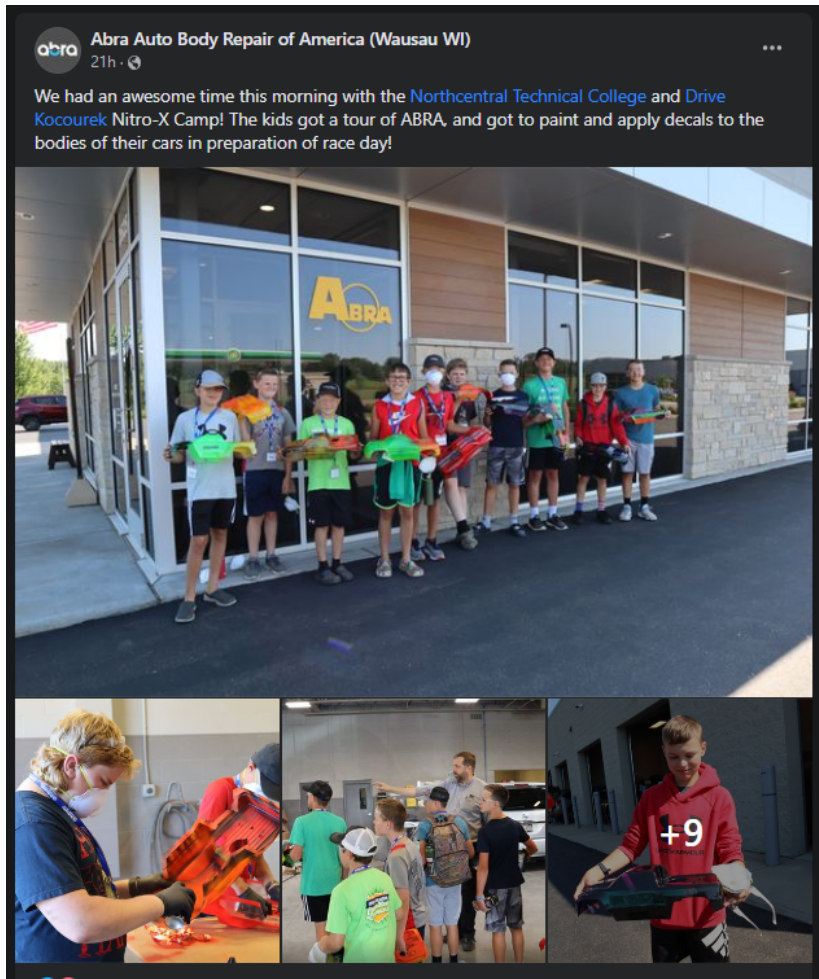





Central Wisconsin Electric Cooperative
21h · 🌐

Today's featured recipient of a \$500 Operation Round Up scholarship is Samantha Simonis. Samantha graduated from Rosholt High School and plans to attend Northcentral Technical College to study radiography. Congratulations Samantha and best wishes as you continue your education!








**The Samuels Group**
2h · 🌐


The Samuels Group would like to welcome Nathan Olsen to the Design Team as a Drafting Technician. Nathan recently graduated from Northcentral Technical College with an Associate Degree in Architectural Designs & Technology. In his new role, Nathan will assist with design-build projects by utilizing drafting software, coordinating communication, and administrative functions. Nathan is looking forward to creating working relationships as part of the Samuels Group.

An avid skier from Brule, Wisconsin, Nathan is looking forward to hitting the slopes at Granite Peak this winter! 🎿 ❄️

We are excited to have him as part of our team!

#TheSamuelsGroup #DesignBuildFurnish #BuildingTogether

**WELCOME**
Nathan Olsen
Drafting Technician





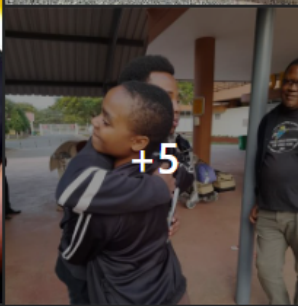
Gospel Herald Ministries is 🥹 feeling emotional at Kilimanjaro International Airport.

5h · Usa River, Tanzania · 🌍

Dani, is one of our biggest success stories to date.

He was orphaned and abandoned at a very young age of just 5 yrs, but fast forward 17 yrs later he gets a sponsorship and admission at Northcentral Technical College in Wisconsin, US to study for a Degree in Radiology . This is a big inspiration for others especially our children who were in similar situation to always believe that their past doesn't define their future..

All the Best Dani, you have truly inspired us, we will very much miss you here in Tanzania, and we Pray for safe Journey and for the best in your studies while you are there 🍀🙏🙏



Kelly Barnes ▸ CENTRAL WISCONSIN - Marathon County Beekeepers Association

August 6 at 11:26 AM · 🌍

For those interested to begin beekeeping,



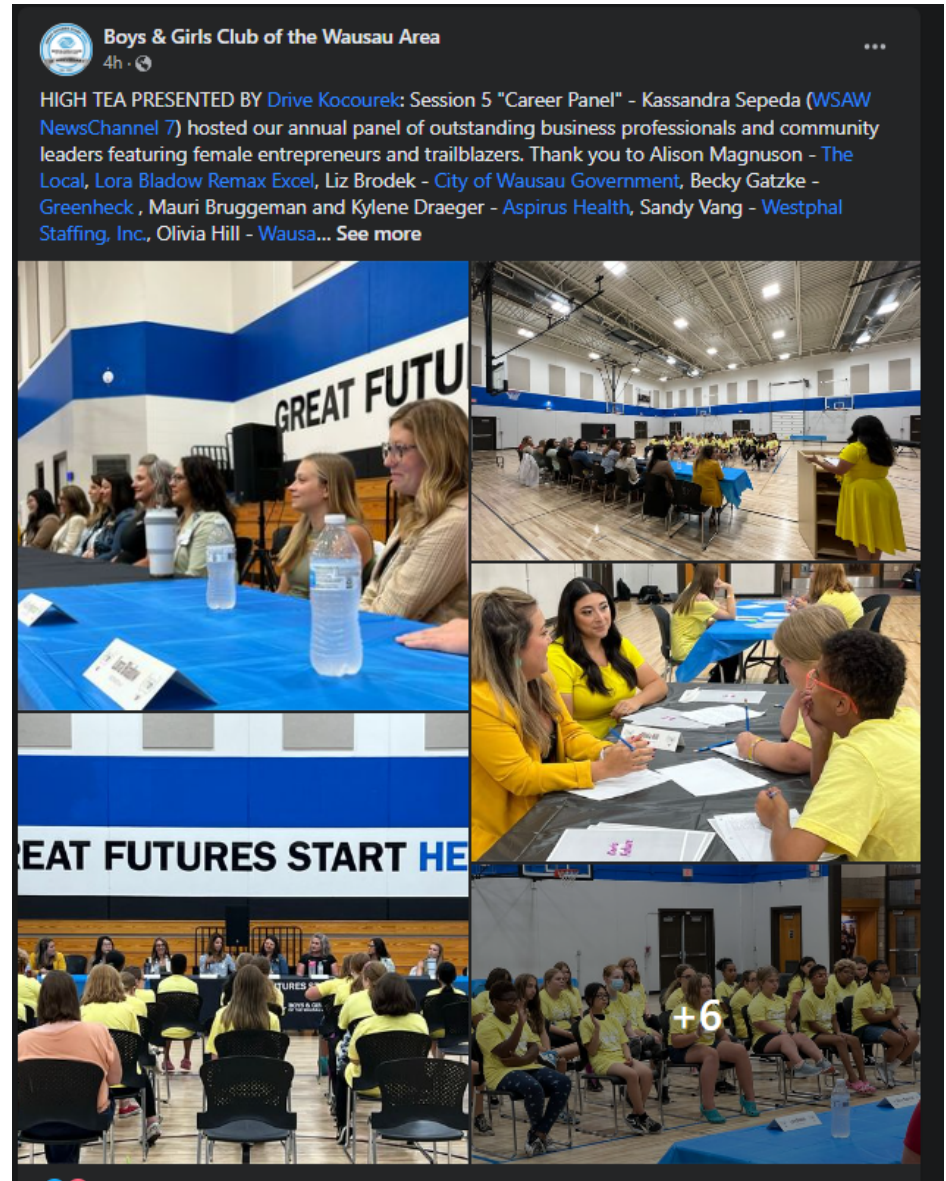
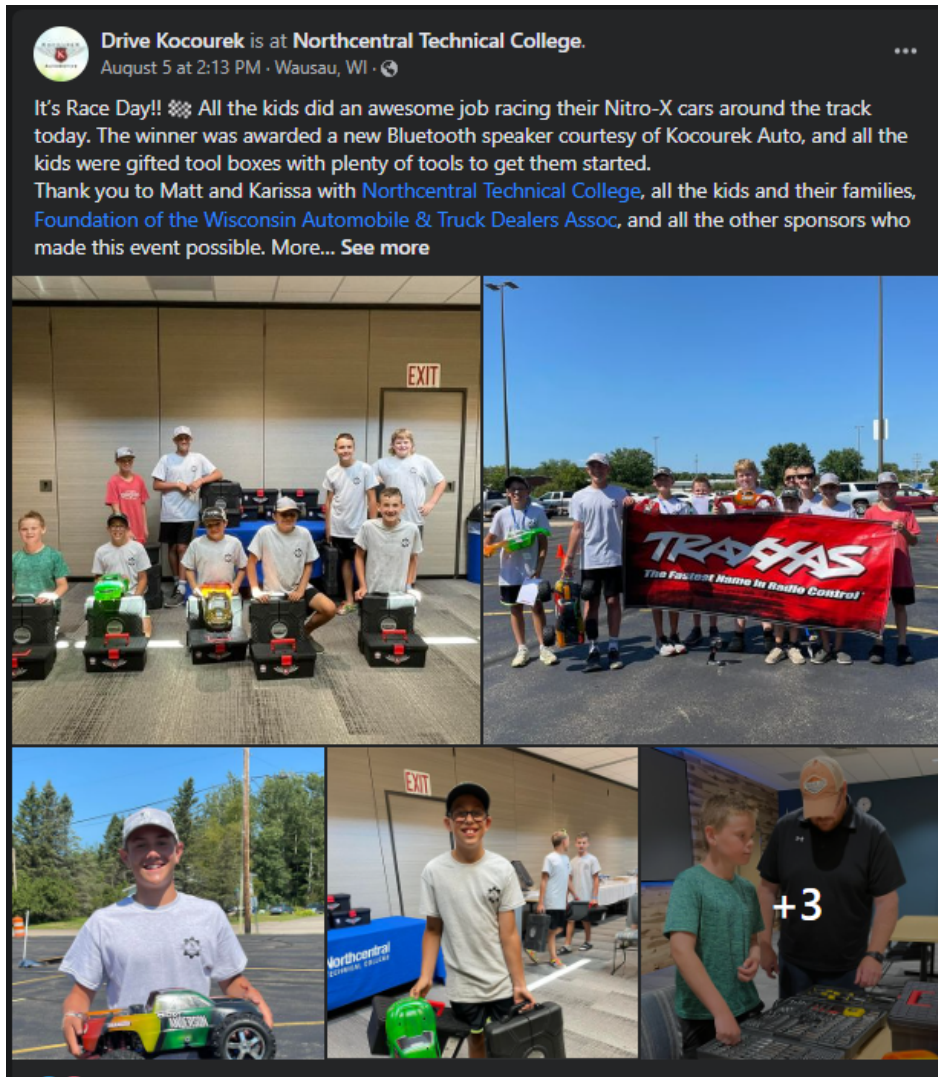
NTC.EDU


Beginning Beekeeping - Conferences, Seminars, and Workshops | Northcentral Technical College



4

2 Comments · 1 Share






Marathon City Fire Department
 August 6 at 8:58 AM · 🌐

Want to be on our dept?! Here's your chance!
 Sign up now before the class requirements double in Fall '23


Have questions reach out to [Julie Gertschen](#)

<https://www.ntc.edu/.../emergency-medical-technician/courses>
<https://www.ntc.edu/.../fire.../certified-fire-fighter-1>



NTC.EDU

Emergency Medical Technician Technical Diploma | Northcentral Technical College
 The Emergency Medical Technician Technical Diploma program prepares learners to provide e...



Edward Jones-Financial Advisor: Paul Dau
 August 5 at 10:56 AM · 🌐


Exciting news!!!

This Fall I will be teaching 4 separate classes at the [Northcentral Technical College](#) around different Financial topics.

These are great topics for those who have just entered their professional career or have been in it for a while.

September 12 - Foundations of Investing
 September 26 - Retirement By Design
 October 10 - Ready or Not? Preparing for the Unexpected
 October 24 - Simplify Your Spending and Saving Strategies

Click the link below to get some more information or to sign up!



NTC.EDU

Financial Planning Series - Conferences, Seminars, and Workshops | Northcentral Technical College



WATEA - WI Auto & Truck Education Assoc. added a new photo — with Northcentral Technical College.

August 5 at 3:02 PM · 🌐



Northcentral Technical College



WEAU 13 News

23m · 🌐

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Researchers say it's clear that remote instruction caused learning setbacks.



WEAU.COM

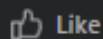
'I didn't really learn anything': COVID grads face college

Colleges could see a surge in students unprepared for the demands of college-level work, edu...



1

5 Comments



Like



Comment



Share

Oldest ▾



Mitch Miller

Ya think? Who saw that coming. Geesh.

Like Reply 20m



3



Larry Gorton

Well it would have helped if the teachers actually tough while being remote. Most just gave easy assignments and left it at that.

Like Reply 15m



2



Rachel Leshko

I think everyone knew that was going to happen....

Like Reply 14m



Chloé Ertl

I would just like to say, on the other hand, technical colleges have and are still doing an amazing job with education. Virtually, remote, and in person, my experience at NTC in Wausua has been amazing and full filling. Maybe this is a wake up call to make the UW system more accessible for students through online enrollments. Either way, Northcentral Technical College has been doing it right, and going Remote and virtual through 2020&2021 has just made the online classes even better.

Like Reply 6m

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WJFW (NBC) 7/7/2022 6:01:35 AM

Wausau, WI

NewsWatch 12 Morning News

Local Viewership: 1,578

Local Publicity Value: \$57.72

central wisconsin. where students and adults can come and learn in nature a little bit about forest industry jobs. the one at treehaven will focus on forest operations and the one at **northcentral technical college** will focus on mill technology. team member haley frater believes the mobile component is essential to reach as many people as possible. another part of our forward units will also have portable mills, as well as portable kilns that will be able to demonstrate actually how we take a log and cut it down into boards into slots of lumber, that we can use there as well. professor werner and his team are excited to finally be able to see this program come to life. right now

Items in this report: 1

Total Local Viewership: 1,578

Total Local Market Publicity Value: \$57.72

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