

**DISTRICT BOARD OF TRUSTEES REGULAR MEETING**

Tuesday, December 7, 2021  
Northcentral Technical College  
1000 W. Campus Drive  
Wausau, WI 54401

**Zoom:** [December 7, 2021 NTC Board of Trustees Meeting](#)

**1:00 p.m. Call to order, compliance with Open Meetings Law (Wis. Stat. 19.81-19.88)**

**I. PLEDGE OF ALLEGIANCE TO THE FLAG**

**II. SWEARING IN CEREMONY – Nikki Kopp**

- a. Heather Renzelmann

**III. PUBLIC INPUT**

- a. Public Comments

**IV. APPROVAL OF MINUTES**

- a. Approval of minutes from October 19, 2021 Board of Trustees Regular Meeting

**Motion:** That the Northcentral Technical College District Board approve the meeting minutes from the October 19, 2021 Board of Trustees Regular Meeting.

Voice vote required to approve.

**V. ACTION ITEMS**

- a. Final Modifications to the 2020-2021 Budget – Roxanne Lutgen

**Motion:** That the Northcentral Technical College Board approve the Final Budget Modifications to the 2020-2021 Budget. (All modifications will be approved with one motion)

Voice vote required to approve.

- b. Approval of the 2020-2021 Annual Comprehensive Financial Report – Roxanne Lutgen

**Motion:** That the Northcentral Technical College Board approve the 2020-2021 Annual Comprehensive Financial Report.

Voice vote required to approve.

**VI. CONSENT VOTING AGENDA**

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

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

- i. Receipts + Expenditures
- ii. Personnel Changes

Roll call vote required to approve.

**VII. BOARD DEVELOPMENT**

- a. Diversity, Equity, Inclusion + Accessibility – Cher Vink and Katie Felch

**VIII. INFORMATION/DISCUSSION**

- a. President's Report
  - i. [Fiscal Strength/Cost Per FTE](#) – Roxanne Lutgen
  - ii. Comments from Informational Update
- b. Chairperson's Report
  - i. WTC District Boards Association Legal Issue Seminar + Fall Meeting Update – Paul Proulx
  - ii. WTC District Boards Association Winter Meeting: January 27-29, 2022, Lakeshore Technical College (in-person + virtual)
  - iii. Board Appointment Update
    1. Board Appointment Hearing: Thursday, December 9 at 8:30 a.m.
- c. Information
  - i. [Advisory Meeting Minutes](#)
  - ii. [Upcoming Meetings + Events](#)
  - iii. [Good News](#)

**IX. 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:
  - i. Approval of October 19, 2021 Closed Session Meeting Minutes
  - ii. Update on Potential Litigation

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

- i. Approval of October 19, 2021 Closed Session Meeting Minutes
- ii. Update on Potential Litigation

Roll call vote required

**X. OPEN SESSION**

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

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

Roll call vote required

**XI. MEETING ADJOURN**

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

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

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

**MEETING DATE:** December 7, 2021

**TOPIC:** Receipts & Expenditures

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

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

**DATA/RESULTS:** The following Status of Funds listing receipts and expenditures including operating transfers in the aggregate is included for informational purposes as of **October 31, 2021** (preliminary).

**YTD Fund 1 – 7 Revenues: \$21,176,109.22**

**YTD Fund 1 – 7 Expenses: \$30,205,920.37**

**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: December 7, 2021

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

**MEETING DATE:** December 7, 2021

**TOPIC:** Personnel Changes

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

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

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

New Hires:

- Diane Czaplewski – Accountant
- Samantha Gee – Accountant
- Matthew Jacobson – Instructional Assistant, Applied Engineering Technology (LTE)
- Jason Lemmer – Farm Manager
- Julie Millis – Accountant
- Cheng Thao – Research Analyst
- Kristina Topness – Instructional Designer
- Shawn Harlan – PC Support Specialist
- Jila Nikpay – Faculty, Video Production
- Eric Ostrowski – IT Help Desk Technician

Resignations:

- Diane Czaplewski – Accountant
- Kelly Durr – Academic Coach, Math
- Nikki Framke – Library Outreach Specialist
- Samantha Gee - Accountant
- Laura Gibbs – Human Resources Generalist
- Jeff Janik – Instructional Assistant, Public Safety
- Jason Lemmer – Farm Manager
- Kristin Sorensen – Assistant, Academic Resource Center

Retirement:

- Karen Turner – Faculty, Dental Hygiene

Terminations/Non-Renewals:

None

**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. Travis Worden

Dated 12/07/2021

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

**MEETING DATE:** December 7, 2021

**TOPIC:** Fiscal Strength

**Strategic Direction #5 – Fiscal Strength** – The College will prudently manage and strengthen its financial resources in order to thrive in a complex and changing environment.

**INTERPRETATION:** To *prudently manage and strengthen its financial resources*, the College intends to monitor the aidable operational cost per Full Time Equivalent student (FTE). This figure is computed by each Wisconsin Technical College District annually for the end of each fiscal year.

**DATA/RESULTS:** District aidable operational cost per FTE for fiscal year end 2020-21 was \$14,962 per FTE student, up slightly from \$14,505 in 2019-20. For reference purposes, NTC's aidable operational cost per FTE was \$12,085 fifteen years ago in 2005-06.

Attached are the lists of aidable operational cost per FTE for each of the sixteen Wisconsin Technical College Districts from lowest to highest cost. NTC currently ranks third lowest in cost per FTE among the sixteen WTCS Colleges.

**AGENDA CATEGORY:**

**PROPOSED MOTION:**

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

For information only. No motion is necessary.

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

Signed: 

Dated: December 7, 2021

**Wisconsin Technical College System**  
**Cost and FTE Changes (UFFAS Nov Actual)**  
**FY 2020-21**

**Net Aidable Cost per FTE**

<b>COLLEGE</b>	<b>NET AIDABLE COST</b>	<b>AIDABLE FTEs</b>	<b>AIDABLE COST PER FTE</b>
Chippewa Valley	\$ 43,636,936	3,656	\$ 11,937
Northeast WI	\$ 70,704,575	4,954	\$ 14,273
<b>Northcentral</b>	<b>\$ 40,029,844</b>	<b>2,675</b>	<b>\$ 14,962</b>
Fox Valley	\$ 75,107,142	4,632	\$ 16,215
Mid-State	\$ 28,230,675	1,674	\$ 16,867
Southwest WI	\$ 20,172,248	1,143	\$ 17,654
Western WI	\$ 51,489,425	2,800	\$ 18,386
Lakeshore	\$ 26,459,730	1,407	\$ 18,809
Waukesha County	\$ 61,034,713	3,219	\$ 18,961
Blackhawk	\$ 26,640,832	1,396	\$ 19,088
WI Indianhead	\$ 35,506,427	1,817	\$ 19,537
Gateway	\$ 76,299,262	3,807	\$ 20,042
Moraine Park	\$ 41,951,857	2,090	\$ 20,070
Milwaukee Area	\$ 161,570,583	7,961	\$ 20,294
Madison Area	\$ 147,723,419	7,016	\$ 21,056
Nicolet Area	\$ 17,623,172	802	\$ 21,977
<b>Total</b>	<b>\$ 924,180,840</b>	<b>- 51,049</b>	<b>\$ 18,104 AVERAGE</b>



**Wisconsin Technical College System  
 Cost and FTE Changes (UFFAS Nov Actual)  
 FY 2019-20**

**Net Aidable Cost per FTE**

<b>COLLEGE</b>	<b>NET AIDABLE COST</b>	<b>AIDABLE FTEs</b>	<b>AIDABLE COST PER FTE</b>
Chippewa Valley	43,187,512	3,885	\$ 11,117
Northeast WI	76,616,771	5,390	\$ 14,215
<b>Northcentral</b>	<b>40,387,057</b>	<b>2,784</b>	<b>\$ 14,505</b>
Milwaukee Area	155,032,023	9,940	\$ 15,596
Western WI	49,630,885	3,180	\$ 15,605
Fox Valley	80,873,446	5,176	\$ 15,625
Southwest WI	19,057,755	1,211	\$ 15,736
Lakeshore	25,657,002	1,611	\$ 15,930
Mid-State	27,245,912	1,684	\$ 16,180
Moraine Park	39,684,519	2,386	\$ 16,636
Gateway	73,247,850	4,351	\$ 16,833
Waukesha County	61,672,988	3,321	\$ 18,573
Madison Area	153,225,991	8,168	\$ 18,760
Blackhawk	27,320,750	1,454	\$ 18,792
WI Indianhead	39,388,750	1,991	\$ 19,784
Nicolet Area	19,076,304	777	\$ 24,550
<b>Total</b>	<b>\$ 931,305,515</b>	<b>- 57,308</b>	<b>\$ 16,251 AVERAGE</b>

**Wisconsin Technical College System  
 Cost and FTE Changes (UFFAS Nov Actual)  
 FY 2018-19**

**Net Aidable Cost per FTE**

<b><u>COLLEGE</u></b>	<b><u>NET AIDABLE COST</u></b>	<b><u>AIDABLE FTEs</u></b>	<b><u>AIDABLE COST PER FTE</u></b>
Chippewa Valley	\$ 44,553,433	3,838	\$ 11,609
Northeast WI	\$ 73,354,836	5,524	\$ 13,280
<b>Northcentral</b>	<b>\$ 37,888,734</b>	<b>2,741</b>	<b>\$ 13,824</b>
Fox Valley	\$ 77,425,494	5,425	\$ 14,271
Milwaukee Area	\$ 154,038,553	9,982	\$ 15,432
Mid-State	\$ 26,555,879	1,720	\$ 15,437
Western WI	\$ 49,230,986	3,179	\$ 15,488
Lakeshore	\$ 26,000,092	1,664	\$ 15,626
Gateway	\$ 70,451,047	4,445	\$ 15,849
Southwest WI	\$ 20,828,782	1,270	\$ 16,404
Moraine Park	\$ 41,005,521	2,470	\$ 16,601
Blackhawk	\$ 25,994,713	1,544	\$ 16,839
Madison Area	\$ 147,346,172	8,326	\$ 17,697
Waukesha County	\$ 62,583,973	3,408	\$ 18,362
WI Indianhead	\$ 40,738,011	2,059	\$ 19,785
Nicolet Area	\$ 19,585,862	793	\$ 24,691
<b>Total</b>	<b>\$ 917,582,088</b>	<b>- 58,387</b>	<b>\$ 15,715</b>

**Wisconsin Technical College System****Cost and FTE UFFAS****Net Aidable Cost per FTE****FY 2017-18**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	44,573,182	3,830	11,638
<b>Northcentral</b>	<b>38,724,649</b>	<b>3,020</b>	<b>12,821</b>
Northeast WI	73,847,260	5,747	12,849
Fox Valley	74,957,275	5,614	13,353
Lakeshore	25,776,017	1,746	14,761
Southwest WI	19,332,566	1,295	14,926
Mid-State	25,351,585	1,675	15,136
Gateway	69,756,273	4,539	15,367
Milwaukee Area	153,659,062	9,847	15,605
Moraine Park	39,716,717	2,509	15,830
Madison Area	143,769,322	8,597	16,723
Western WI	51,253,915	3,036	16,880
Blackhawk	25,348,079	1,494	16,966
Waukesha County	62,542,257	3,489	17,927
WI Indianhead	42,513,615	2,078	20,455
Nicolet Area	20,527,390	815	25,183
<b>Total</b>	<b>911,649,164</b>	<b>59,333</b>	<b>15,365</b>

**Wisconsin Technical College System  
Cost and FTE UFFAS  
FY 2016-17**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	41,026,135	3,782	10,848
Northeast WI	64,853,431	5,843	11,100
<b>Northcentral</b>	<b>39,135,394</b>	<b>3,190</b>	<b>12,269</b>
Fox Valley	78,645,218	5,866	13,407
Mid-State	24,098,719	1,779	13,546
Lakeshore	24,821,364	1,772	14,006
Southwest WI	19,088,418	1,304	14,633
Gateway	66,101,244	4,506	14,670
Moraine Park	39,442,743	2,672	14,763
Milwaukee Area	152,628,836	10,172	15,005
Madison Area	139,635,078	8,795	15,877
Western WI	50,980,421	3,061	16,654
Blackhawk	25,239,732	1,493	16,906
Waukesha County	62,287,569	3,543	17,580
WI Indianhead	41,915,346	2,119	19,776
Nicolet Area	19,069,631	825	23,112
<b>Total</b>	<b>888,969,279</b>	<b>60,722</b>	<b>14,640</b>

**Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2015-16**

	<b>NET AIDABLE COST</b>	<b>AIDABLE FTEs</b>	<b>AIDABLE COST PER FTE</b>
<b>NORTHCENTRAL</b>	<b>35,310,685</b>	<b>3,373</b>	<b>10,469</b>
NORTHEAST WI	67,237,855	6,272	10,721
CHIPPEWA VALLEY	43,187,581	3,726	11,592
MID-STATE	22,533,664	1,901	11,854
FOX VALLEY	76,086,910	6,271	12,133
SOUTHWEST WI	18,225,249	1,424	12,800
MORAINES PARK	36,982,786	2,803	13,196
LAKESHORE	24,529,957	1,794	13,674
GATEWAY	65,187,782	4,760	13,695
MADISON AREA	133,287,395	9,513	14,011
MILWAUKEE	154,410,925	10,605	14,560
BLACKHAWK	25,558,614	1,617	15,802
WAUKESHA CO	59,957,637	3,723	16,106
WESTERN	51,537,878	3,171	16,251
WI INDIANHEAD	39,206,718	2,151	18,229
NICOLET AREA	18,728,463	830	22,555
Total	871,970,099	63,934	13,639

Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2014-15

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
NORTHEAST WI	64,713,840	6,615	9,783
FOX VALLEY	68,719,677	6,520	10,540
<b>NORTHCENTRAL</b>	<b>36,067,963</b>	<b>3,382</b>	<b>10,663</b>
CHIPPEWA VALLEY	42,068,599	3,923	10,724
MID-STATE	22,544,444	2,014	11,195
SOUTHWEST WI	17,842,944	1,522	11,725
LAKESHORE	23,599,494	1,890	12,488
GATEWAY	63,427,359	4,898	12,951
MILWAUKEE	153,824,980	11,805	13,030
MORAIN PARK	36,813,200	2,793	13,183
MADISON AREA	134,404,721	9,770	13,757
BLACKHAWK	25,280,795	1,808	13,983
WESTERN	46,463,379	3,269	14,212
WAUKESHA CO	61,955,109	3,935	15,743
WI INDIANHEAD	38,629,823	2,216	17,433
NICOLET AREA	17,823,253	937	19,015
Total	854,179,581	67,297	12,693

**Wisconsin Technical College System**

**Cost and FTE UFFAS**

**FY 2013-14**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
NORTHEAST WI	65,112,496	6,859	9,493
<b>NORTHCENTRAL</b>	<b>35,646,680</b>	<b>3,658</b>	<b>9,744</b>
CHIPPEWA VALLEY	41,275,913	4,129	9,996
FOX VALLEY	73,076,281	6,838	10,687
SOUTHWEST WI	17,670,806	1,647	10,732
MID-STATE	22,357,960	2,072	10,791
GATEWAY	62,092,740	5,402	11,495
LAKESHORE	23,237,894	2,000	11,619
BLACKHAWK	24,120,115	1,946	12,394
MORAINES PARK	37,759,394	2,969	12,719
WAUKESHA CO	56,236,736	4,296	13,089
MILWAUKEE	163,372,017	12,398	13,178
MADISON AREA	135,541,036	9,894	13,700
WESTERN	45,137,306	3,207	14,075
WI INDIANHEAD	37,387,613	2,496	14,976
NICOLET AREA	15,235,160	772	19,746
Total	855,260,147	70,582	12,117

**Wisconsin Technical College System**  
**Cost and FTE UFFAS**  
**FY 2012-13**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
NORTHEAST WI	66,398,815	7,034	9,440
CHIPPEWA VALLEY	40,865,536	4,232	9,656
FOX VALLEY	69,277,265	7,142	9,701
<b>NORTHCENTRAL</b>	<b>35,933,253</b>	<b>3,696</b>	<b>9,721</b>
GATEWAY	58,154,643	5,796	10,034
MID-STATE	21,883,723	2,125	10,297
BLACKHAWK	23,484,477	2,275	10,322
WESTERN	38,837,412	3,611	10,755
LAKESHORE	22,982,480	2,134	10,771
SOUTHWEST WI	18,463,809	1,630	11,328
MILWAUKEE	160,431,325	13,140	12,210
WAUKESHA CO	56,406,594	4,538	12,430
MORAINES PARK	38,891,408	3,023	12,863
MADISON AREA	136,926,407	10,268	13,335
WI INDIANHEAD	36,203,766	2,630	13,766
NICOLET AREA	15,754,400	773	20,387
Total	840,895,313	74,047	11,356



Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2011-12

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
BLACKHAWK	22,858,171	2,552	8,957
FOX VALLEY	68,220,881	7,351	9,281
CHIPPEWA VALLEY	40,928,127	4,410	9,281
MID-STATE	21,751,197	2,338	9,305
<b>NORTHCENTRAL</b>	<b>34,624,605</b>	<b>3,709</b>	<b>9,335</b>
WESTERN	37,144,033	3,761	9,876
NORTHEAST WI	72,255,438	7,237	9,984
GATEWAY	62,692,989	6,200	10,111
LAKESHORE	23,562,648	2,246	10,493
MILWAUKEE	152,130,629	13,959	10,899
SOUTHWEST WI	18,028,431	1,639	11,000
MADISON AREA	117,225,983	10,515	11,149
MORAIN PARK	36,384,695	3,123	11,652
WAUKESHA CO	55,427,090	4,590	12,074
WI INDIANHEAD	36,874,213	2,698	13,670
NICOLET AREA	15,555,020	807	19,287
Total	815,664,150	77,133	10,575

Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2010-11

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
CHIPPEWA VALLEY	39,554,900	4,713	8,392
BLACKHAWK	23,996,691	2,821	8,506
MID-STATE	22,080,772	2,570	8,593
<b>NORTHCENTRAL</b>	<b>33,604,527</b>	<b>3,819</b>	<b>8,799</b>
FOX VALLEY	70,282,601	7,711	9,114
WESTERN	37,584,418	4,029	9,329
LAKESHORE	23,833,293	2,508	9,501
NORTHEAST WI	71,151,036	7,443	9,559
GATEWAY	61,730,553	6,364	9,700
MADISON AREA	111,985,916	10,924	10,252
MILWAUKEE	153,373,488	14,490	10,585
SOUTHWEST WI	18,704,471	1,762	10,613
MORAIN PARK	37,544,286	3,505	10,711
WAUKESHA CO	57,473,495	4,854	11,840
WI INDIANHEAD	38,200,389	2,908	13,135
NICOLET AREA	16,163,535	884	18,279
Total	817,264,371	81,307	10,052

Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2009-10

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
BLACKHAWK	22,780,875	2,903	7,847
MID-STATE	21,485,056	2,559	8,394
CHIPPEWA VALLEY	38,329,305	4,554	8,417
FOX VALLEY	63,983,165	7,335	8,724
<b>NORTHCENTRAL</b>	<b>32,616,619</b>	<b>3,663</b>	<b>8,905</b>
LAKESHORE	23,688,294	2,650	8,940
WESTERN	36,508,549	4,034	9,050
NORTHEAST WI	67,302,861	7,344	9,164
GATEWAY	59,688,632	5,972	9,995
MORAIN PARK	36,350,104	3,635	10,001
MADISON AREA	107,209,399	10,715	10,006
SOUTHWEST WI	18,019,668	1,735	10,387
MILWAUKEE	157,491,272	14,537	10,833
WI INDIANHEAD	36,721,019	3,114	11,793
WAUKESHA CO	59,022,688	4,795	12,309
NICOLET AREA	16,274,571	879	18,522
Total	797,472,077	80,423	9,916

Wisconsin Technical College System  
 Cost and FTE UFFAS  
 FY 2008-09

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	38,304,680	4,386	8,734
Mid-State	21,181,237	2,282	9,280
Blackhawk	22,095,043	2,356	9,377
Fox Valley	62,927,777	6,400	9,832
Northeast WI	65,508,551	6,600	9,926
Madison Area	99,561,169	9,515	10,463
Western WI	38,885,535	3,698	10,516
Lakeshore	23,629,560	2,235	10,574
Southwest WI	17,682,484	1,615	10,948
Moraine Park	36,357,424	3,227	11,268
Gateway	58,520,744	5,182	11,293
<b>Northcentral</b>	<b>35,663,923</b>	<b>3,145</b>	<b>11,339</b>
Milwaukee Area	156,101,627	13,416	11,635
WI Indianhead	36,426,288	2,898	12,571
Waukesha County	58,780,883	4,208	13,970
Nicolet Area	15,720,271	759	20,714
Total	787,347,196	71,922	10,947

**Wisconsin Technical College System**  
**Cost and FTE UFFAS**  
**FY 2007-08**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	39,771,574	4,599	8,648
Northeast WI	62,875,914	6,420	9,793
Madison Area	93,078,460	9,334	9,972
Mid-State	21,145,858	2,092	10,107
Southwest WI	16,310,313	1,592	10,244
Western WI	38,206,480	3,682	10,377
<b>Northcentral</b>	<b>30,815,373</b>	<b>2,929</b>	<b>10,519</b>
Fox Valley	65,861,508	6,009	10,960
Lakeshore	23,014,133	2,065	11,143
Gateway	54,325,051	4,831	11,245
Moraine Park	35,087,333	3,090	11,356
Blackhawk	22,175,544	1,902	11,656
WI Indianhead	33,941,628	2,892	11,736
Milwaukee Area	152,756,932	12,554	12,168
Waukesha County	57,356,859	4,068	14,098
Nicolet Area	15,239,451	753	20,243
<b>Total</b>	<b>761,962,411</b>	<b>68,814</b>	<b>11,073</b>

Wisconsin Technical College System  
 Cost and FTE - Nov Actual  
 FY 2006-07

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	39,993,866	4,565	8,761
Northeast WI	58,230,869	6,105	9,539
Madison Area	89,970,500	9,250	9,726
Western	37,292,975	3,636	10,256
Mid-State	20,526,531	1,978	10,377
Fox Valley	60,938,538	5,872	10,379
Southwest WI	15,366,661	1,471	10,448
<b>Northcentral</b>	<b>28,909,423</b>	<b>2,705</b>	<b>10,689</b>
Milwaukee Area	137,163,243	12,645	10,848
Moraine Park	34,116,556	3,115	10,951
Gateway	55,122,874	5,001	11,023
Lakeshore	22,484,875	2,021	11,128
WI Indianhead	32,606,218	2,833	11,510
Blackhawk	21,528,225	1,838	11,713
Waukesha County	53,918,515	3,861	13,964
Nicolet Area	15,188,563	731	20,777
Total	723,358,432	67,626	10,696

**Wisconsin Technical College System**  
**Cost and FTE November Actual**  
**FY 2005-06**

	<u>NET AIDABLE COST</u>	<u>AIDABLE FTEs</u>	<u>AIDABLE COST PER FTE</u>
Chippewa Valley	38,753,608	4,367	8,874
Northeast WI	56,261,743	5,999	9,378
Southwest WI	13,655,412	1,445	9,451
Fox Valley	58,621,355	6,075	9,650
Western WI	35,935,523	3,710	9,686
Mid-State	20,019,585	2,055	9,744
Madison Area	86,100,975	8,814	9,768
Moraine Park	33,379,159	3,249	10,274
Milwaukee Area	138,585,180	13,031	10,635
Gateway	53,409,533	5,021	10,638
Lakeshore	22,569,280	2,094	10,780
Blackhawk	20,818,955	1,853	11,234
WI Indianhead	33,435,169	2,832	11,808
<b>Northcentral</b>	<b>30,992,815</b>	<b>2,565</b>	<b>12,085</b>
Waukesha County	53,464,995	3,760	14,218
Nicolet Area	14,591,017	703	20,767
Total	710,594,304	67,571	10,516



# Marketing Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 09/29/2021

Time: 11:30 a.m. – 1:30 p.m.

Location: Zoom

### Attendees

#### Industry Members:

- Jodi Beck – Bay Towel
- Sal Cuomo – Marco
- Shayne Fellenz – SC Swiderski
- Michelle Goetsch – Betterbin
- Dianne Loppnow – Great Lakes Coca-Cola
- Jacqui McElroy – SC Swiderski
- Brian Pensinger – Greenheck
- Kym Riedel – County Materials
- Alysa Steinhilber – Rocket Industrial
- Katie Zorowski – Rural Mutual Insurance

#### NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Dianne Carroll – Faculty, Marketing and Business Technology
- Amy Gajewski – Faculty, Marketing/Digital Marketing
- Brad Gast – Dean-Workforce Training & Professional Development
- Yang Yee Xiong – Student Success Advisor
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
  - Sal Cuomo – Marco has a local branch office on Stewart Avenue and is part of a larger company headquartered out of St. Cloud, Minnesota. One of the local challenges is hiring technicians. Many technicians obtain their initial education through NTC, other technical colleges, or military services in areas like electronics or similar areas. Challenges they are finding in the industry surround product delays. Marco is a fairly large company and they



estimate they are waiting to install about \$20 million worth of equipment around the country. The delay is basically due to cargo ships backed up in the Port of Long Beach because they don't have people to unload them. A lot of products are made in China and they shut down their factories due to COVID, so everyone is trying to catch up now. Various IT components are taking a long time to get delivered and it's backing everything up and hurting the company. Sal explained that Marco is unable to bill customers and technicians are unable to install equipment. This cycle is affecting the suppliers and the consumers in many industries.

- Kym Riedel – Kim is the Marketing Manager at County Materials. County Materials is a concrete manufacturer with 45 locations in six states. They make everything from sanitation pipes that go underground to bridge girders for some of the biggest bridges in the area. Their industry is not as dependent on parts and products from overseas as their products are made locally. The biggest challenge for all of their locations is human collateral, finding people to fill open positions. County Materials is focusing on rebranding as an employer of choice and a destination employer. They are putting emphasis into PR and into their communities to make the organization better known.
- Shayne Fellenz – Shayne works in the SC Swiderski Homes Division which builds and sells single family homes throughout the state. SC Swiderski, the parent company, builds and manages the multi-family portfolio and apartments throughout the state of Wisconsin. The housing industry has been crazy for the past two years. There has been a shortage of single-family homes for people to buy which is why the real estate prices are so high. Similar to what Kym mentioned, they are finding it difficult to find employees to fill positions in their growing company. There is a lack of qualified candidates applying for the jobs. The marketing team is looking at new ways to reach people and make the company more appealing.
- Brian Pensinger – Senior Marketing Specialist at Greenheck. Greenheck did pretty well through COVID although some of the supply chain issues are still present. Hiring is ongoing for production positions and was frozen for office positions for a while but that freeze has been lifted. Their digital marketing group is looking for content writers and their digital solutions group, that does all of the development, is also hiring. They are making sure they have things in place for their teams moving forward and making sure they are agile with their messaging to customers. They need to communicate the benefits of good air quality in buildings which is a bit different than communication in the past.
- Jodi Beck – Director of Healthcare Services for Bay Towel. The business is based out of Green Bay and Jodi works in the Wausau branch. Bay Towel supplies linens and uniforms to businesses. Like many others, hiring has been their biggest obstacle. With the baby boomers leaving the workforce, a couple years ago the company really focused on their mission and vision, and trying to keep their current employees happy. Bay Towel is also trying keep customers happy amidst COVID challenges. Since Jodi oversees their healthcare customers

one of the biggest challenges she has encountered is how to continue serving their customers with the vaccine mandate, and whether to mandate Bay Towel employees to get the COVID vaccine.

- Alysa Steinhilber – Digital Marketing Manager at Rocket Industrial. Rocket Industrial is also experiencing challenges with hiring. They have been hiring for drivers, different warehouse and winder roles. They have also been in the market for developers and had to expand their search area to include neighboring states and potentially allowing remote work if the person is qualified. From a business standpoint, there have been a lot of suppliers with issues getting their materials and then getting them to Rocket Industrial, so they have had product shortages. The organization has taken a strong stance on communicating with customers exactly what is happening with availability, shortages, longer lead times, and price increases to provide transparency and understanding. They have a packaging test lab to analyze packaging solutions for their customers, which can provide options to decrease costs or save on packaging materials.
- Michelle Goetsch – Founder and CEO of Betterbin. Betterbin uses data and technology to help consumer packaged goods (CPG) brands and consumers properly recycle and compost in their local communities. Their mission is about helping those brands and consumers sustainably manage packaging waste with the CPG recycling crisis in our country. There is an extreme demand for digital marketing right now, specifically for those who can develop content, have online media buying skills, and can analyze campaigns. Although it's challenging to find someone with all of these talents. COVID has not had a major impact on their team since they are small and able to work remotely. CPG brands are under pressure to properly manage their packaging waste in the United State. Maine is the first state to pass the Extended Producer Responsibility for Packaging law, which means the manufacturer or the brand is financially responsible for managing the waste from their products at its end of life. California will soon be following. It's going to be very important for brands to help manage their packaging waste.
- Dianne Lopnow – Great Lakes Coca-Cola is owned by the Reyes family and they own quite a bit of California, Arizona, the upper Midwest, and parts of Tennessee for Coca-Cola. They are the largest bottler for Miller Coors across the United States, the largest supplier for McDonald's internationally, and have many locations across the state of Wisconsin. It's a fast-paced industry with a 24-hour turnaround for sales and business has been through the roof since the pandemic began. Getting product over the past year has been difficult so they are limiting their brands in stores to the top 6 or 8 brands. The number of aluminum manufacturers decreased by half due to COVID so cans are in shorter supply. They used a 2-year safety supply and had to purchase cans from Peru, Mexico, and Egypt, and they took months to arrive. The organization will likely experience these shortages of aluminum and plastic through fall and even into the first quarter. The greatest challenge is finding people to fill positions. Employees with the potential for growth are able to move into different

- areas of the organization. They are paying for current employees to obtain their CDL through NTC to fill some of their open positions. Since COVID began they have made changes to scheduling and allow some remote work. Great Lakes Coca-Cola has very strict COVID protocols, including a daily tracker, since there is so much human contact in the business. Through their customer interaction, employees have noticed employment shortages in store managers and analyst positions within local stores and business here in the Wausau area.
- Katie Zoromski – Katie is an Insurance Agent with Rural Mutual Insurance, a Wisconsin-based company headquartered in Madison. Others members touched on many of the same things Katie has experienced. In terms of leading practices, Rural Mutual Insurance stresses the face to face aspect of their business, so COVID made that very challenging while trying to ensure the safety of employees, clients, and prospective clients. They developed an app so people could still do business and extended some underwriting requirements. They found ways to work through challenges while keeping clients and the organization happy, and while still following the rigid process of writing insurance. Similar to other industries, the increasing cost of materials increases the cost of insurance for rebuilds. It has been very important to stay on top of marketing and communication to keep clients informed of changing situations.
  - Brandy thanked all of the industry members for joining the meeting and sharing their experiences. NTC is aware of many issues local businesses are facing including the workforce shortage. Brandy explained NTC is working on some state grants to potentially put forward to work with industry partners to increase the workforce in Central Wisconsin and our northern region.
  - Amy thanked everyone again for joining and stressed how important feedback from advisory committee members is for our programs at NTC. It helps instructors, and ultimately students, understand what is happening in the industry. Amy mentioned that Katie and Shane are recent graduates of the Marketing program so it's great they can be a part of this committee to share their perspectives.
  - **Program Information**
    - **Enrollment Report**
      - A total of 48 students are enrolled this fall in the Marketing/Digital Marketing programs. There are also some late enrollments that will be coming through this semester so those numbers may increase.
    - **Wildly Important Goals (WIGs)**
      - The first goal Amy and Dianne set focuses on increasing student success. The goal is to increase course completion rates to 75% or greater. To increase flexibility for students, they are piloting courses in the NTC Connect mode that Brandy mentioned earlier. The 16-week Virtual College courses continue to be offered as well, which are 100% online and students set their own due dates. Both modes offer students flexibility to fit their

classes around their schedule. Faculty make a point to welcome students. Personalized emails are sent prior to the start of the semester to each student. They continue to connect with students every four weeks through Starfish to make sure they are on track with their learning goals. If students need assistance with time management, additional academic advising, or anything else, then faculty can provide assistance or direct students to specialized resources offered by NTC.

- With online courses the faculty are trying to build better engagement with students by integrating different technologies. Kahoot! is an example of an online quiz game to get students interacting while reviewing for a test or learning new facts. It's a fun way for students to learn the content with a little competition with fellow students. Classes have created word clouds with student collaboration, followed by a discussion, that allows students at different stages in a course to participate and interact together. These activities help build engagement and stay connected to increase student success.
  - The second goal focuses on growing the skilled workforce. The goal is to have our full-time enrollment (FTE) at 50 students or more. As Yang Yee mentioned, there are currently 48 FTEs this semester. Students can enroll in Virtual College courses until five weeks before the end of the semester so there is continuous enrollment throughout the semester. Faculty have not been able to visit some K-12 schools or have those student attend NTC as frequently as previous years due to COVID. This summer there were a number of summer camps at the NTC campuses throughout our region. Amy and Dianne created a digital marketing summer camp activity for middle school students at the Antigo campus. They discussed marketing influencers and got outside using sidewalk chalk. The students got excited about drawing dinosaurs and ended up creating the hashtags #dinodance and #summercamp, created a story, a dance, and a chant. They were able to tie in content marketing, storytelling, and other pieces of marketing while creating their digital marketing campaign.
  - The Dual Credit program allows many of our high school partners to teach the Marketing Principles course at their schools. Students receive credit at their high school and college credit at NTC. Amy and Dianne are trying to stay connected as much as they can to continue developing interest in the Marketing programs.
- **Student Opportunities & Course Best Practices**
    - We continue to use Cengage Unlimited, which is college-wide, and it's an opportunity for students to pay one fee and essentially have access to all of their textbooks. It has been an extreme savings for students over the past couple years and there are some great interactive options. There are extra quizzes and videos to keep students engaged. Amy also uses Stukent in her Digital Marketing courses which provides a great opportunity for hands on project experience for students in the Social Media Campaigns course. During the semester students develop a backpack and take it through different social media channels and also dive into analytics, data, and SEO. Last week Amy was part of a focus group with

Stukent developing an email marketing campaign course. They are creating a workflow and email sequencing process which is hard to replicate unless you subscribe to an email program. Next fall Amy will look into adding this to the Email Marketing Campaigns course to add hands on experience.

- We continue with different certifications through Google and HubSpot. HubSpot has been a wonderful partner for education. Students are receiving certifications in content marketing and email marketing. This fall HubSpot offered a free mentorship program partnering students with mentors across the United States. Four NTC students are participating and they are able to meet with a mentor once a month. The opportunity helps with soft skills, questions about networking, and creating experience and understanding for students. They motivation for the program was to serve first generation college students and other underrepresented and diverse populations.
- To keep engagement up in online courses, the faculty changed discussions to be more scenario based with more application and critical thinking. Every other Friday Amy posts an announcement about a CEO or business to keep students reading the news and staying in tune with the industry. The faculty try to educate students about local businesses and possible opportunities for employment. During the Portfolio course students are required to complete a mock Zoom interview with Amy based on a job posting from a local organization. Last semester a couple students were actually offered the positions that they practiced interviewing for.

## Accounting Advisory Committee

### Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/06/2021

Time: 3:00 p.m. – 4:30 p.m.

Location: Zoom

#### Attendees

##### Industry Members:

- Ron Aumann – City of Marshfield
- Tanya Binning – Wisconsin Department of Revenue
- Rob Gilles – County Materials
- Tom Jasurda – Nelson-Miller
- Keith Koszarek – Wipfli
- Traci Leffel – Rocket Industrial

##### NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Sara Hill – Faculty, Accounting
- Kou Yang – Faculty, Accounting
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
  - Tanya Binning – Tanya works for the Wisconsin Department of Revenue. They just posted for some entry level auditors. They are changing their hiring process to post positions every other month beginning in January. Auditor positions will be posted in the odd numbered months and compliance agent positions will be posted during the even months. It has been difficult to attract qualified candidates. COVID has been challenging and they have seen a decrease in people using their front counter. Many employees are also working from home a few days per week.
  - Traci Leffel – Traci is the Director of Finance at Rocket Industrial. Hiring struggles are the big thing that almost everyone is facing. Hiring for truck driving positions has been very challenging. They just filled an accounting position but had to revise the posting a few times and went through a few rounds of interviews before finding someone for their team. Rocket

Industrial purchased another company at the end of 2020 and they are working on integrating those employees. They are officially back at the office except those who are permanently working from home. From a business standpoint there have been a lot of challenges with the supply chain and those problems will continue.

- Ron Aumann – Finance Director for the City of Marshfield. Ron really likes the idea of competency based education and has taught as an adjunct instructor for years. In terms of staffing they are pretty stable and recently hired an accounting manager. Like others they did not have many applicants, but they were able to hire quickly because they did have a qualified candidate. During COVID the office staff has mostly been in person, although there has been a rotating cycle with people being off due to close contact exposure, so there was some remote work for those who needed to be home. Like Traci mentioned, they are experiencing shortages of certain computer equipment and raw materials needed for work in the city. They are also seeing less foot traffic since people realized they can pay bills and complete other business online.
- Rob Gilles – Controller at County Materials. From a business perspective they are having a strong year, similar to last year. Everyone is working in the office and COVID has not had a big impact on their business other than the need for employees to quarantine at times. They don't currently have any openings in their finance department but had a few openings in spring. There were minimal applicants but had a few more who were good fits. There is a shortage of people to fill truck driving and manufacturing positions. They have built up the recruiting side of their business and are trying to get into technical schools and high schools to create awareness of these positions and get more people in the pipeline. Sometimes the trades get pushed aside but they are becoming more important now because 4-year education has been pushed for a long time which created a shortage of people in the trades. Hiring is very competitive. They had some hiring offers that were turned down because the candidate had a better offer with another employer. Their team had to adjusted their practices and some of the starting pay scales. Like others they are experiencing supply chain delays with IT and technology related items. Prices are increasing for steel rebar and wires used in the production process, sometimes on a monthly basis, so it's challenging to plan.
- Keith Koszarek – Partner at Wipfli. There have been eight resignations in their region in the last two weeks. There are a huge number of headhunters and they are offering compensation Wipfli is not comfortable with and can't compete with. People definitely have a lot of options right now. It's a struggle and they are figuring out how to transition. Wipfli will likely need to define which clients they do work for and how they do the work in the future.
- Tom Jusurda – Controller for Nelson-Miller. Wilson Hurd was purchased by Nelson Miller in 2017 and there are three locations in Wausau, WI; Berlin, WI; and Los Angeles, CA. The plant in California moved a lot of business to their Wisconsin locations. It's great they are at capacity in their plants but they can't find enough qualified and skilled workers. They do a

lot of temp to hire employment. They usually bring in 5 temps on Monday and they are lucky if one of them is still showing up at the end of the week. Like Rob mentioned, they have had to adjust their compensation to get new people and keep some of their employees. They initially required masks but moved to the honor system when people started getting vaccinated. Unfortunately, that didn't work so they are back to requiring masks. Business is strong, sales are up, and orders are the highest they have ever been. The challenge is finding the people for production and getting the electronic parts and components they need. Like Sal mentioned, products are stuck in the ports in California. They completed their last two financial audits virtually and that seems to be the way things are going.

- **Program Information**

- **Enrollment Report**

- The Accounting programs are doing very well. There are over 115 students currently enrolled in courses. These students are taking various levels of credits which equates to about 30 full-time enrollments (FTEs). We've seen a trend over the last few years with more students attending part-time. As far as the number of students enrolled, there are 17 more students than last year. We feel good about the numbers in our programs and we thank our faculty for all of their work recruiting and supporting students through all of the challenges with COVID.
- Keith asked where students are going after graduation. Sara explained that many of the Virtual College students are currently working while completing their degree. This is a big chunk of the students in the program. Some students go on to complete their bachelor's degree and others go straight to industry after obtaining their associate degree. Brandy shared the most recent Graduate Outcomes Report to show employment rates after graduation. As Sara explained many of the graduates are already employed which is why we have increased efforts to recruit students from high school to grow the workforce with graduates who are not already in the field. There may be students in the program who are employed, but not within accounting. We don't have specific data on this but it is something we could look into. Some employers are hiring students after their first semester because they need them so badly. Sara added that in this unique hiring environment it's important to get the word out to employers about the option to train current employees with the skills needed to move into an accounting position. They can partner with NTC to complete the program so they can then be educated to perform the accounting functions needed in the organization. Keith agreed that's a good option. He knows someone who is self-taught on the client side and is now going back to school at NTC to get a degree.

- **Scholarship – Accounting Capstone/Report out Student NACPB results-Bookkeeping Certification**



- The Accounting Capstone course was implemented into the curriculum a few years ago. Within the course is the Bookkeeper Certification. Out of the 10 students enrolled in spring 2021, 9 completed the course and sat for the Certified Bookkeeper exam through the National Association of Certified Public Bookkeepers (NACPB). The students passed with an average rate of 88%. Sara shared the document with the committee regarding the scholarship to help students cover the cost for certification if they wish to donate. This certification has worked well as part of the course and is beneficial for students.
- **Flexibility Options for NTC Connect**
  - We are planning to launch Accounting as a fully NTC Connect program in fall 2022. The faculty have been teaching virtually for a while and offering Zoom components and recordings when needed to support students and add flexibility. So this will not be a huge change on their part when the full program is officially offered as NTC Connect next year.
- **Program Modification – Revisions to Pre-Requisite Courses**
  - Accounting Associate Degree
    - We really shifted our focus on first year students to see how we can help them be more successful. One course that continuously has lower completion rates is Payroll Accounting. We aren't changing the course content because it's very important but we want to change the timing and recommend students take the course in their second semester rather than the first semester. We are adding Accounting 1 as a prerequisite to ensure students complete that course before moving on to Payroll Accounting. With this change we will move QuickBooks to the first semester as it pairs well with Accounting 1. Students are able to utilize the things they are learning in Accounting 1 in the QuickBooks software.

The Business Management program is modifying their courses and has decided to change the Accounting requirements for that associate degree. Those students can take either Accounting Fundamentals or Accounting 1 so we want to update the prerequisite for Cost Accounting to reflect that option if Business Management students chose to complete the managerial accounting series at NTC before moving on to a 4-year degree.

      - The advisory committee supports these changes.
  - Accounting Assistant Technical Diploma
    - These same changes impact the technical diploma. Accounting 1 will be added as a prerequisite for Payroll Accounting and Payroll Accounting will move to the second semester. QuickBooks will move to the first semester to pair with Accounting 1. The prerequisite for Cost Accounting will be updated to reflect the option to take Accounting 1 or Accounting Fundamentals.
      - The advisory committee supports these changes.



## **Criminal Justice Advisory Committee**

### **Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees**

**Date:** 10/6/21

**Time:** 12:00 pm

**Location:** Zoom

#### **Attendees**

##### Industry Members:

- Clay Schulz, Chief, Everest Metro Police Department
- Terry McHugh, Chief, Kronenwetter Police Department
- Mark Westen, Sheriff, Langlade County Sheriff
- Mark Wagers, Lieutenant, Marathon County Sheriff's Department
- Rhae Stertz, Sergeant, WI State Patrol

##### NTC Team:

- Shane Heilmann, Dean of Public Safety
- Paul Strehlow, Associate Dean of Public Safety
- Brian Fiene, Faculty
- Paul Clarke, Faculty
- Matt Kecker, Faculty
- Michelle Shepherd, Administrative Assistant
- MaiGer Moua, Student Advisor
- Brad Gast, Dean of Business & Industry and Continuing Education

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

##### Industry Trends:

- Training requests/Department needs –Mark Wagers, Training & Standards is evaluating a new high-risk vehicle contact course, which was created by Centrafuge, Inc., and is totally going away from the current model. It may be finalized sometime next year.



- Mobile Field Force – Mark Wagers gave an update on the Field Force training.
- TEMS – Tactical Emergency Medical Support – NTC recently hosted this training session and at least 23 students attended. This is a 40-hour course that teaches officers the skills to self-aid and buddy aid in response to incidents. We hope to offer a later spring offering of this as well.

#### Program Updates

- Virtual College Associate Degree – Fall 2021 Start – Update – Paul Clarke said that is it a challenge for the instructors, and is asynchronous, which means students can come in and work on it anytime, just needs to be complete by end of semester.
- Jail Officer Academy – Part-Time: 10 Students – Three are employed, one preservice and six certification track students.
- Jail Officer Academy – Full-Time: 1/4/22-2/4/22
- Law Enforcement Academy: 18 students – in their second week of phase 2. All the hands on and tactical stuff is in phase 2.
- Training & Standards Updates
  - Curriculum for POSC/DAAT – attempting to make DAAT and POSC interchangeable, as there are not many differences. We have a shortage of POSC instructors and having difficulties getting instructors for the jail academy. Developed a transition course to have DAAT instructors do a day of training so they could be used as POSC instructors. It was approved by T&S only until the end of 2021. They will reevaluate at November curriculum meeting.
  - Vehicle Contacts is in exploratory phase right now. Looking at curriculum to see if they can improve what we have in the 720, without making the hours longer and to fit into the current model.
- Virtual Job Fair – Normally, any kind of recruitment agencies want to do is typically run through the criminal justice club. Due to the COVID-19 restrictions, the ability for us to have all of our students in a meeting in one place does not work. Clay Schulz and Mark Westen are interested.
- Scenario Instructor Course – there is a need for additional scenario instructors in corrections. We are working with corrections instructors to see if we can get them trained. Looking at December 21 and 22

#### Facilities/Equipment

- Capital Equipment: 2022-2023 requests – Capital items being requested: One additional squad, preferably a pickup truck. and ballistic vests (25).



- CDL Expansion/Additional Driving Training Pad – In February 2022 a federal mandate requires anyone that wants to hold a CDL license must attend a certified truck driving school. Anticipating a large increase with number of people wanting CDL classes. NTC will invest money into Merrill and create an additional driving pad, which will be to the east of current EVOG pad. It will be gravel for first year or two. It will eventually be paved.
- Contracts using equipment in Merrill – There has been some discussion about being able to use equipment in Merrill, SB Tactical gear has been requested. Also, working on getting some more PIT cars converted.

#### Election of Officers

- Review duties and responsibilities of committee members
- Election of Chairperson – Terry McHugh has volunteered to be the new chair



# Medical Coding Advisory Committee Meeting Minutes

**Date:** 10/6/2021

**Time:** 7:30am – 9:00am

**Location:** Zoom

## Industry/Student Board Members

- Kaye Connor, System Director, Coding, CBI, HIM, Transcription, Aspirus Wausau Hospital, Inc.
- Tammy Freese, Operations Specialist, Urology Specialist of WI
- Sheri Knutson, Coding Specialist, Aspirus Clinics
- Beth Radke, Customer First Representative, United Healthcare/UMR
- Carol Rich, Coding Auditor, Ascension
- Jessica Scharfenberg, Executive Director, Healthfirst
- Shelley Stokosa, Director, Health Information Services, Aspirus Wausau Hospital, Inc.
- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Jeni Wesenick, Executive Assistant, Northcentral Health Care
- Tiffany Woytasik, Claim Operations Manager, UMR
- Mary Jo Zeise, Manager, Claim and Service Operations, UMR

## Attendees

### Industry Members:

- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Beth Radke, Customer First Representative, United Healthcare/UMR

### NTC Team:

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

## Welcome & Introductions

Beth Radtke, Customer First Representative at UMR, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves and stated what facility they represented. Beth asked if everyone was able to review the previous meeting minutes and if there were any questions. Everyone indicated they had reviewed the minutes and no questions or changes were brought forth.

## Update and Highlights from Last Meeting

Sara Nickel, Medical Coding faculty, shared the following updates:

- Meeting time survey results: This past summer (summer of 2021) a survey was sent to all the members of the Medical Coding Advisory Board asking for their first and second choices of days (of the week) and times (of the day) to hold future advisory board meetings. The hope is that by changing the day/time of the meeting, more members would be available to attend. The results were evenly split on the day of the week between Tuesday and Wednesday and the preferred times were split between the current time of 7:30am to 9:00am and 12:00pm to 1:30pm. Sara proposed our spring 2022 meeting be held from 12:00pm to 1:30pm to see if that time works better for any of our members. Sara welcomes any and all feedback on this topic.
- Healthcare Business Administration Teach Out Plan Update: Spring of 2022 will be the last offering of the Healthcare Business Administration (HCBA) Program courses. Currently, we have approximately 12 students who are finishing their degree with the expectation that five of them will be graduating this fall (2021) and an additional four students graduating in spring of 2022. There are still some students who have decided to put off their general education courses in order to ensure they are able to get their program courses in; therefore, the HCBA program will still have a few graduates yet in 2022 and 2023. Amy Denissen, Student Success Advisory at NTC, has been working very closely with these 12 students and stated that these students appear to be committed to finishing the program. Amy has identified about 13 students who are ready to take the HCBA courses that will be offered this upcoming spring. These students have not taken classes in the last few semesters so she will be reaching out to them to encourage them to finish the program.

## 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:

Meet the new NTC President:

- Dr. Worden has a 26 year career at NTC, serving in a variety of roles that make her uniquely qualified for her new position as President.
  - From Dr. Worden: *“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,”* said Worden. *“As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”*

NTC Strategic Plan 2021-2024:

- The plan was formulated based on feedback, and taking in several data points such as: business and industry, region-wide K12 school districts, parents and students, advisory committees, among others. The plan highlights the following areas:
  - Wildly Important Goals (WIG's)
  - Learner Success
  - Diversity, Equity, and Inclusion
  - Access
  - Collaboration
  - Innovation and Growth
  - Advocacy
  - Evaluation and Analysis
  - Full plan is available at: <https://www.ntc.edu/sites/default/files/2021-03/strategic-plan-booklet.pdf>

Dual Credit Accomplishments from Fall 2006 through Spring 2021:

- 100,718 Dual Credits earned
- \$14,037,074.55 Dual Credit tuition saved
- 9,849 High School Grads transitioned directly to NTC



School Of Health Sciences Updates:

- COVID-19 Updates
- Healthcare 4.0 – Fiscal Year 2022/2023
- Nursing Program Simulation Grant
- Marshfield Health Care Systems MLT (Medical Laboratory Technician) Grant

### **Workforce Training and Professional Development**

Brad Gast, Dean of Workforce Training and Professional Development, shared his screen with the group and spoke about an event that is being held tomorrow (Thursday, October 7, 2021) from 8:00am to 9:00am called “Is your business prepared for the risks of tomorrow?” This event is broken down into 10-15 minute segments to discuss cyber security, project management, and safety and leadership. This event is free for all via zoom and will be recorded for future listening. Brad’s division is working on a number of initiatives from a workforce training standpoint with the governor’s pool of \$132 million of workforce development targeting those underemployed or unemployed and then upscaling employees within current organizations. Currently there are two cycle windows open for grants for the use of the monies. The first cycle ends on October 25, 2021, and the second cycle will open up around April 1, 2022. Brad indicated that the state is leaving these grants wide open and is looking for big bold innovative ideas to either help the underemployed or unemployed population in our state. Also noted is that the training/development grant is a three year grant (verses the typical one year grant); however, when those dollars are gone they are not coming back.

### **Industry Trends**

Sheri Knutson, Coding Specialist, Aspirus Clinics, was unable to attend this meeting, however, Sara Nickel, Medical Coding Faculty, read us updates that Sheri provided to be shared with the advisory board. Sara (on behalf of Sheri) shared the following: Aspirus has been very busy with new hires in the coding department and are looking for applicants that have finished their schooling. Once schooling is complete, then the employee needs to be certified (as a coder) within 18 months after their hire date. Aspirus is breaking out the denials from their coders’ daily workflow, and have added a couple people for this focused work, to look for trends and provide education for specific situations. Sheri added that with the acquisition of Ascension Northwoods, the plan is to interview/recruit several people now, and more later on this year. Aspirus has lost some coders through retirement and other opportunities, but Sheri states that there are tons of opportunities throughout Aspirus Revenue Cycle, not just





coding. Applicants can get their foot in the door, then figure out if there are other areas that are of more interest to them. With their new Health Plan, Aspirus has a bigger focused group working on HCC Risk Adjustment coding along with Clinical Documentation Improvement. Sheri is now working as the Team Lead for this area, as well as doing some of her old team lead duties until a new person gets trained. Most departments made the decision, that if an employee was working from home due to COVID, they will be allowed to continue to work from home permanently. Coders were already working from home.

Jennifer Underwood, Revenue Cycle Trainer, Aspirus, echoed Sheri's updates by stating the new position involving coding and denials (of claims and prior authorizations) focuses on the denials and really managing what is happening with them. Much of the coder's work is automated versus manual labor for the billing so their denials really continue to be around what is happening in prior authorization and specific health plans. Jennifer is expecting additional denials for services to be coming into her department with Aspirus growing into the northwoods area (with the acquisition of Ascension). How exactly these positions will look, Jennifer is not sure at this point, but she is sure that there will be denials and they need someone who understands the specifics of coding and can interpret why the service is being denied and take it back to the payer with information from the medical records to substantiate the billing/prior authorization. Jennifer also shared that they are still experiencing recruitment challenges as a result of their acquisition of Ascension. There will be seven new hospitals and 21 clinics coming from the Ascension project and very few back end, or office staff, coming with the additional facilities. Aspirus is expecting to hire over 100 positions just in Revenue Cycle. Aspirus has really committed to their working from home programs so that the majority of teams are able to have employees continue working from home; some will have a short window where they train on-site and some will train remotely and never come into the office. Aspirus is also trying to be strategic in where they have these employees work from in case the Wausau area and/or the central Wisconsin area cannot support or sustain the number of employees they are looking for, therefore, Aspirus will be trying to utilize all of their locations through northern Wisconsin and the upper peninsula of Michigan to help bring in staff and support for the organization.

Beth Radtke, Customer First Representative, United Healthcare/UMR, indicated that UMR is also recruiting for another customer service class, but is unsure at this time, if the class will be remote or in-person.



Sara Nickel, Medical Coding faculty, indicated that one of major draws for her program is the ability to work from home. Sara shared that not everyone understands the demands on working from home, such as, the types of monitoring or productivity that is expected or even the physical environment that is expected in order to take on a work from home position. Sara is wondering if either of our industry partners knows of anyone who would be willing to make a short video for our students to view to reinforce, from an industry partner perspective, what needs to be considered when pursuing a work from home position.

Amy Denissen, Student Success Advisor, shared that she does speak with students who want to have a work from home job about the responsibilities of working remotely and that those responsibilities will vary from company to company. Every student who is taking medical coding has to meet with Amy whether in person, over the phone, or on-line so that she can pass along any information prior to the student starting any classes.

Sara Nickel asked if anyone has any thoughts on a video or if they've used other resources to prepare students for work from home positions, to please get in touch with her. Sara also shared that she is preparing to revise our courses in response to ICD (International Classification of Disease)-10 being updated every October 1<sup>st</sup> with new and revised codes. Spring (2022) the updates for CPT (Current Procedural Terminology) and HCPCS (Healthcare Common Procedure Coding System) will be coming out.

Janet Baumann, Associate Dean of Health, asked Jennifer (Underwood) if there is any opportunities for students to come in and do a job shadow (this would be a cohort in their second semester as they are more advanced at this point in their schooling) to see her department "in action" to get a better feel for the positions they are looking for as coders. Jennifer (Underwood) stated Aspirus would be willing, but would still like to limit the number of people due to COVID. Jennifer will send Janet a contact person who may be able to help arrange this.

## Program Updates

Amy Denissen, Student Success Advisory, updated the advisory board on the enrollment for Medical Coding.

- Enrollment Report:
  - There are 43 students enrolled in the program for this fall; there are 15 students who are accepted into the program but have not enrolled yet. We have a total of 104 students who are enrolled in classes in the program (they are at various

points with their classes) and a total of 132 students who have been enrolled in the last year in classes. Sara (Nickel, Medical Coding Faculty) echoed what Amy said as far as the number of students in program courses this semester. Sara also added that she has two sections of Human Disease with 34 students in those two sections. All her other sections of classes has between 22 and 24 students; these are great numbers for the program. While most of the students in the program are from Wisconsin, Sara does have a student who lives in Florida, another student in Los Angeles (California), and a strong student advocate from Minnesota.

- Program Information:
  - Review of program curriculum: The Medical Coding program is a state aligned program, which means that all of the Wisconsin Technical College System (WTCS) who offer this program share the same curriculum. Sara refreshed the advisory board member's memory as to what this looks like. Program course information is provided (attachment called Medical Coding Curriculum 2021). Sara asked if anyone had any questions or if they've identified anything that they feel might be missing from the curriculum that she could bring forth to the WTCS group as they look to the future of the program. Currently, there is nothing on the radar to revise the current curriculum, however, the methods of delivery and ways we can provide information are constantly being upgraded. Sara noted that NTC can vary content in the form of assessments and content delivery as long as we stay aligned with the competencies. The delivery mode is individual by college. Many of the other colleges they are on line while NTC is virtual college and can, thus, allow students to move through the programs as they wish. NTC has also moved to Cengage Unlimited while other colleges may use other resources.
  - Medical Coding TSA Results Spring 2021: Sara (Nickel) shared the TSA results with the group. Handout on this topic is attached. We had 14 students take the mock certification exam with 12 passing, putting NTC at a pass rate of 86% which is just slightly higher than the national average of 85%. One student has come back to retake the entire class to try and pass the certification; while the other student decided to not retake the class. The actual certification exam is available



through Pearson, and is an online test, therefore it is offered frequently to those who wish to take it.

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

Next meeting we may try the meeting from 12-1:30 on a Tuesday to see if this time works better for more people to attend. We will keep you posted when the spring 2022 meeting is set.



# Medical Coding Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/6/2021

Time: 7:30am – 9:00am

Location: Zoom

### Attendees

#### Industry Members:

- Jennifer Underwood, Revenue Cycle Trainer, Aspirus
- Beth Radke, Customer First Representative, United Healthcare/UMR

#### NTC Team:

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

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

- Enrollment in the Medical Coding program continues to be strong.
- Area employers have openings for graduates and anticipate the need to continue to fill open positions in response to employer growth and staff attrition.
- Virtual College format prepares students for working virtually which is a trend in the industry. Many students are drawn to the program for the opportunity to work remotely.
- Medical Coding curriculum is updated annually to reflect changes in coding and reimbursement methodologies.

## **Business Management/Business Analyst Advisory Committee**

### **Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees**

**Date:** 10/12/2021

**Time:** 12:00 p.m. – 1:30 p.m.

**Location:** Zoom

#### **Attendees**

##### Industry Members:

- Derek Boyd – Greenheck
- Kelly Franklin – Cloverbelt Credit Union

##### NTC Team:

- Brandy Breuckman – Dean-School of Business, Community Services & Virtual College
- Brad Gast – Dean, Workforce Training & Professional Development/Apprenticeship
- Jim Ortiz – Student Success Advisor
- Kelly Poppe-Gale – Faculty, Business Management/Small Business Entrepreneurship/Leadership Development
- Kimberly Reed – Faculty, Business Management/Business Analyst/IT
- Sharon Ruff – Learning Coordinator, Workforce Training & Professional Development
- Kurt Swanson – Faculty, Supply Chain Management/Leadership Development
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
  - Kelly Franklin – Kelly is an HR Specialist at Cloverbelt Credit Union. They had more than their average share of turnover during late spring and early summer. Hiring trends have been the same for a while. It's more difficult to bring in candidates as well as candidates are ghosting and not returning calls. It's definitely an employee market, especially for entry level positions. Since the start of COVID there have been a lot of people retiring. Some have been on the fence or working past the traditional age and have since decided they are ready to retire from the workforce. With school starting again there has been a new wave of COVID and more of the same challenges everyone has been seeing with that.

- Derek Boyd – Derek is the Director of Global Environmental Health & Safety at Greenheck. Greenheck continues to grow significantly. They are working extremely hard to become an employer of choice beyond what they have already established in the local market. Their growth rates for full time employees are very aggressive. They are working hard and hiring hundreds of employees. The organization is focusing a lot on diversity, equity, and inclusion, as well as on flexibility. Flexibility expectations are greater than ever. Greenheck employees have traditionally worked in the office and now many positions can be performed remotely. They are hiring people in professional roles from all parts of the country. COVID has escalated their ability to keep up with the demand for heating, ventilation, and air conditioning products. The pandemic shed light on the importance of high-quality air filters in HVAC units, especially in schools. In terms of hiring, they experience the same things Kelly mentioned. They don't have enough employees and started offering bonuses to current employees who refer new employees. Greenheck has low turnover, however, the baby boomer generation is retiring at an aggressive rate. They are improving benefits and improving efficiencies to make Greenheck a great place to work.
- **Program Information**
  - **International Business Associate Degree**
    - We want to reach out to industry members, or the appropriate person within their organization, to receive feedback for an International Business program. Derek asked about the focus NTC plans to take with the program as international business is very broad. Kelly Poppe-Gale explained NTC would like to focus on certain types of international business that might be specific to our area, that's why we are looking to connect with local businesses for more data and feedback. Derek explained that some of the things that may seem simple or elementary are critical. Cultural norms are very important to understand. Things a person does or says could be very offensive even though that is not the intention, and that can destroy a business relationship. Awareness and high emotional intelligence about cultural norms and behaviors is very important in international business.
  - **Business Management**
    - **Curriculum Modification – Business Management Associate Degree**
      - We discussed a lot of these changes during the spring advisory meeting so much of this information is a review of the previous discussion.
      - Add 10-101-147 Accounting Fundamentals (3cr) and make 10-101-111 Accounting 1 (4cr) the alternate
        - Accounting Fundamentals offers an overview of accounting, financial statements, and the role of accounting in a business and the course will be offered as an alternate option to Accounting 1.
      - Add 10-196-191 Supervision and Management Skills (3cr) and change the course title to Management Principles

- This course is from our Leadership Development program and is being revised along with the course title changing to Management Principles. We want to include functions of planning, controlling, staffing, and directing in this course.
- Remove 10-182-141 Project Management Leadership Principles (3cr) as the alternate to 10-196-193 Managing Human Resources (3cr)
  - We are removing Project Management Leadership Principles to allow other courses so we can create a more well-rounded business program.
- Remove 10-196-114 Lean Organizations (3cr)
  - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-196-169 Leading Change and Diversity (3cr)
  - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-196-190 Leading Strategically (3cr)
  - We are removing the leadership focused courses to put the focus on the functional areas of finance, analytics, and supply chain management.
- Remove 10-101-113 Accounting 2 (4cr)
  - With the addition of the Business Finance course we will be able to focus on different financial functions related to business while Accounting had a more limited scope.
- Remove 10-102-127 Mentored Business Experience (3cr) as the alternate to 10-102-200 The Branch: Skills Accelerator (3cr)
  - The Mentored Business Experience course option will be replaced with a Business Capstone that will focus more on case studies and application of business and management principles.
- Add new course 10-102-XXX Introduction to International Business (3cr)
  - The International Business course will be an extension of the Introduction to Business course and we feel it's important for students to have some international perspective. Many local businesses have international components and our region is experiencing a lot of cultural growth.
- Add new course 10-102-XXX Business Finance (3cr)
  - This course is being added to include content on the functions of finance in business.
- Add new course 10-182-XXX Fundamentals of Supply Chain Management (3cr)
  - This course is being added to include content on supply chain management as an important function in business.
- Add new course 10-102-XXX Business Analytics (3cr)
  - This new course is being added to include content on analytics and business data.



- Add new course 10-102-XXX Business Management Capstone as alternate to 10-102-200 The Branch: Skills Accelerator (3cr)
  - The Mentored Business Experience course option will be replaced with a Business Capstone that will focus more on case studies and application of business and management principles.
- Remove 10-809-166 Intro to Ethics: Theory & App (3cr) as a primary course and make it the alternate course to 10-809-172 Introduction to Diversity Studies (3cr)
- Remove 10-80-196 Intro to Sociology (3cr)
  - **The advisory committee supports these changes.**
- **Curriculum Modification – Business Operations Management**
  - Add new course 10-102-XXX Introduction to International Business (3cr)
    - The International Business course will be an extension of the Introduction to Business course and we feel it's important for students to have some international perspective. Many local businesses have international components and our region is experiencing a lot of cultural growth.
  - Add 10-101-147 Accounting Fundamentals (3cr) and make 10-101-111 Accounting 1 (4cr) the alternate
    - Accounting Fundamentals offers an overview of accounting, financial statements, and the role of accounting in a business and the course will be offered as an alternate option to Accounting 1.
  - Add 10-196-191 Supervision and Management Skills (3cr) and change the course title to Management Principles
    - This course is from our Leadership Development program and is being revised along with the course title changing to Management Principles. We want to include functions of planning, controlling, staffing, and directing in this course.
  - Remove 10-196-189 Team Building and Problem Solving (3cr)
    - With the updated sequencing, this course no longer aligns with the first two semesters of the Business Management degree.
  - Remove 10-196-193 Managing Human Resources (3cr)
    - With the updated sequencing, this course no longer aligns with the first two semesters of the Business Management degree.
      - **The advisory committee supports these changes.**
- **New Courses in Development**
  - **Business Analytics**
    - We want to offer students an opportunity to understand how to apply data for making good business decisions. Most decisions should be data driven. The course will examine theory and application of business analytics applied in accounting, finance, marketing, management, and other business disciplines. Students will use Microsoft Excel, R, and RStudio. RStudio is populated with different data sets that students will use to mimic or simulate real data.

Students will learn about qualitative and quantitative data, how to analyze data, and how to report data in a fair and unbiased manner. Derek is familiar with R Shiny and if that is the same direction the program is moving toward that is wonderful to hear because it is very powerful.

- **Introduction to International Business**
  - Like Derek mentioned earlier, the small things and emotional intelligence are very important in international business. We will look at global trade, tariffs, quotas, embargos, the terminology with global trade, global economic systems, the differences in governmental regulations, and some legal aspects at the international level. Cultural differences will be a big focus with how those transfer into a business environment.
- **Fundamentals of Supply Chain Management**
  - Adding the supply chain management aspect is a great addition for a well-rounded program. Supply chain management is often misunderstood because it's so broad and all-encompassing. Upwards of 70% of an organization's costs are estimated to be in supply chain so it's a very important to understand. This course will cover the importance of supply chain management in the 21<sup>st</sup> century business, defining what supply chain really is, and the impact on the business. We will look at the significance of suppliers and supplier relationships, operations management, process management, logistics and distribution networks, warehousing, customer relationship management, and integration. This course will also become the introductory course in the Supply Chain Management Associate Degree program.
- **Business Analyst**
  - **Curriculum Modification – Business Analyst Associate Degree**
    - Change title of 10-102-180 Human Centered Design (3cr) to Design Thinking
      - The change is primarily because Design Thinking is the overarching umbrella for working through a business problem and applying those steps of design thinking to create solutions.
        - **The advisory committee supports this change.**
- **Continuing Education/Workforce Training & Professional Development**
  - Sharon Ruff introduced herself as the new Learning Coordinator in Workforce Training & Professional Development.
  - There are a ton of workforce advancement grants out there. We were able to secure a \$620,000 grant to expand out Move to Manufacturing program to address some of the labor force shortages. There is a large grant deadline coming up from NTC's perspective that will address workforce shortages. We're looking at a program that will work with area businesses and embed training resources within their companies to upskill their workforce. We know businesses can't find employees on the street so it's extremely important for employers to be able to provide the training for current employees to gain the skills and

certifications needed for higher level positions within their organizations. We are partnering with Northwood Technical College and Nicolet Technical College. Many of the programs listed on the Fall Offerings document in the meeting packet have filled up but we plan to offer them again in spring.

- Derek asked if NTC has done any root course investigation training in the past, like Tap Root. Brad said they did about 6 or 7 years ago but they haven't seen an interest since then. If there is interest we can definitely investigate and look into bringing that type of programming back to provide for businesses. If there are other ways we can help with your workforce please contact Brad Gast at [gast@ntc.edu](mailto:gast@ntc.edu).
- **Advisory Membership Term Length/New Members**
  - We would like to recruit new members for all of our advisory committees, especially this committee. Business Management is one of the biggest programs at NTC and we serve a ton of students. We want to make sure we are getting input from across the industry to help us provide the best education and to prepare graduates for the workforce. We may also need to look into adjusting the time we meet to see if more industry members would be able to attend at another time or day of the week.



# Sports and Recreation/Hospitality Advisory Committee Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 10/13/2021

**Time:** 4:30 p.m. – 6:00 p.m.

**Location:** Zoom

## Attendees

### Industry Members:

- Stephanie Daniels – Woodson YMCA, Aspirus Weston Branch
- Mark Dorow – Marathon County Parks, Recreation & Forestry
- Nick Ockwig – Central Wisconsin Convention & Visitors Bureau, and Badger State Games
- Rachel Rowell – Blades and Boards
- Zach Swerve – Wausau Cyclones
- Tom Vollstedt – Wausau Kayak & Canoe

### NTC Team:

- Brandy Breuckman – Dean, School of Business, Community Services & Virtual College
- Matt Chitwood – Sports & Recreation/Hospitality Faculty
- Amy Denissen – Student Success Advisor
- Amy Gajewski – Marketing Faculty
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

## Summary

- The Sports and Recreation/Hospitality program full-time enrollment has increased by 3.5%. The program is healthy and strong.
- COVID-19 developments are still affecting staff shortages, events, participants and attendees. Summer 2021 began seeing an increase in events and participation, which is continuing into fall 2021.



- The Advisory Committee members had a great discussion exploring the Sports and Recreations program Hospitality component and changing it to Health and Wellness. Further discussion and research will continue.
- Members agreed to share employment and intern opportunities with NTC as they become available within their perspective organizations.

### **Program Modifications Discussion**

- No Program Modifications at this time.



## MLT/Phlebotomy Advisory Committee Meeting Minutes

**Date:** 10/18/2021

**Time:** 5:30pm – 7:00pm

**Location:** Zoom

### Industry/Student Board Members

- Dawn Barten, CLS Program Director, UWSP
- Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic
- Dr. Edgar Betancourt, Medical Director, Aspirus – Associates in Pathology
- Karen Boxrucker, MLT, Aspirus – Medford
- Mauri Brueggeman, CLS Program Director/Lab Manager, Aspirus Wausau Hospital
- Staci Buatti, Specimen Processing Lab Associate, PreventionGenetics
- Por Chang, Lab Manager, Aspirus Clinics
- Jessica DeJong, Laboratory Support Services Manager, Aspirus Wausau Hospital
- Beth Gehrig, Lab Supervisor, Aspirus
- Michael Hawks, Wisconsin Rapids Lab Manager, Aspirus
- Denise Kellner, Phlebotomy Technician, Marshfield Clinic
- Doug Klopotek, MT/Laboratory Team Leader, Marshfield Clinic – Merrill Center
- Susan Knopp, MT/Laboratory Director, Aspirus – Medford
- Susanne Kocher, Supervisor Phlebotomy and Specimen Processing, Marshfield Clinic
- Kristi Krajewski, Laboratory Supervisor, Aspirus, St. Michael's
- Sylvia Lambrecht, Technical Director, Blood Center of Northcentral Wisconsin
- Vikki Leseberg, Phlebotomist, Aspirus Langlade Hospital
- MaryAnn McLaughlin, Team Leader Lab Support Service, Aspirus Wausau Hospital
- Shelley Meyer, Manager of Laboratory Services, Aspirus Langlade Hospital
- Mary Premeau, Lab Manager, Marshfield Clinic
- Kathy Rasmussen, MLT, Marshfield Clinic
- Erin Ray, Laboratory Manager, Sacred Heart/St. Mary's (Aspirus)
- Patty Schultz, MLT, Marshfield Clinic Colby
- Daniel Slone, Laboratory Manager, Marshfield Medical Center Park Falls
- Jackie Soward, MLS, Marshfield Clinic Colby
- Tonia Sromek, NTC MLT Adjunct, Aspirus Medford Hospital Lab



- Dustin Steger, NTC Student
- Cory Sullivan, Supervisor of Laboratory Services, Aspirus Good Samaritan Hospital
- Beth Theiler, MT, Marshfield Clinic- Wausau Center
- Amber Timm, Lab Technical MLS Supervisor, Marshfield Clinic
- Julie Weiks, Human Resources Business Partner, Aspirus
- Kristy Witkus, Manager Aspirus Family Physicians, Aspirus
- Natasha Wills-Hennes, MLS/Laboratory Supervisor, Aspirus – Stevens Point
- Mai Xiong, Lab, Marshfield Clinic

## Attendees

### Industry Members:

- Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic
- Mauri Brueggeman, CLS Program Director/Lab Manager, Aspirus Wausau Hospital
- Sylvia Lambrecht, Technical Director, Blood Center of Northcentral Wisconsin

### NTC Team:

- Laura Ahonen, MLT/Phlebotomy Program Director and Faculty
- Janet Baumann, Associate Dean of Health
- Brad Gast, Dean of Workforce Training and Professional Development
- Becky Leopold, Administrative Assistant in the School of Health
- Valerie Natzke, MLT/Phlebotomy Faculty

## Welcome & Introductions

Janet Baumann, Associate Dean of Health Sciences, welcomed everyone to the meeting and thanked all for attending. Everyone in attendance introduced themselves, gave their title, and which facility they represented.

## Update and Highlights from Last Meeting

Laura Ahonen, MLT/Phlebotomy Faculty and Program Director, shared that the previous meeting minutes (from spring 2021) were emailed along with the agenda and handouts prior to this advisory board meeting. Laura inquired if any members in attendance at tonight's meeting had any questions, additions or comments regarding the meeting minutes. There were none, so we proceeded with the meeting.

## 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:

Meet the new NTC President:

- Dr. Worden has a 26 year career at NTC, serving in a variety of roles that make her uniquely qualified for her new position as President.
  - From Dr. Worden: *“I am humbled and feel truly blessed to have been given the privilege of serving the great students and staff of NTC as its next President,”* said Worden. *“As the mother of two NTC graduates, I have seen first-hand the impact NTC has had in the life of my family and I am committed to providing those same opportunities to the residents of our District.”*

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- The plan was formulated based on feedback, and taking in several data points such as: business and industry, region-wide K12 school districts, parents and students, advisory committees, among others. The plan highlights the following areas:
  - Wildly Important Goals (WIG’s)
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  - Innovation and Growth
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  - Full plan is available at: <https://www.ntc.edu/sites/default/files/2021-03/strategic-plan-booklet.pdf>





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- \$14,037,074.55 Dual Credit tuition saved
- 9,849 High School Grads transitioned directly to NTC

School Of Health Sciences Updates:

- Healthcare 4.0 – Fiscal Year 2022/2023
- Nursing Program Simulation Grant

### **Workforce Training and Professional Development Initiatives**

Brad Gast, Dean of Workforce Training and Professional Development, reviewed the attachments that were included with the agenda (and are attached again for your convenience). Brad is seeing approximately 70% of those who participate in our offerings are attending via on-line, with about 30% of participants preferring in person.

Brad's division is also working on a number of initiatives from a workforce training standpoint with the governor's pool of \$132 million of workforce development funds targeting those underemployed or unemployed and then upscaling employees within current organizations. Currently there are two cycle windows open for grants for the use of the monies. The first cycle ends on October 25, 2021, and the second cycle will open up on or about April 1, 2022. Brad indicated that the state is leaving these grants wide open and is looking for big bold innovative ideas to either help the underemployed or unemployed population in our state. Also noted is that the training/development grant is a three year grant (verses the typical one year grant); however, when those dollars are gone they are not coming back.

### **Industry Trends**

Laura Ahonen (MLT/Phlebotomy Program Director and Faculty) asked our industry partners to please update the advisory board on any new or retired equipment or tests and to please give us updates on their current COVID policies.

Sylvia Lambrecht, Technical Director, Blood Center of Northcentral Wisconsin, shared that at this time her facility is not requiring employees to be vaccinated, however, when they go out on their blood drives her staff needs to provide proof of vaccination or they need to do the antigen testing on site. As far as trends, it was a hectic year for her facility with convalescent plasma and a lot of cancelled blood drives at schools and factories. Her facility did hire three new



phlebotomists, one didn't work out so they are still looking for an additional person. She is also finding that it is difficult to find workers. The Blood Center is now trying to get back to the mobile schedule they had pre pandemic. Laura (Ahonen) asked Sylvia if The Blood Center is still doing the convalescent plasma collections; they are not at this time. They had inventory (convalescent plasma) that they shared with blood banks in the southern part of the United States as our local hospitals didn't utilize as much as they had previously. Laura inquired how their overall inventory is and if they are finding themselves low on supplies. Sylvia stated that her facility is struggling to keep their shelves full at this time. At the beginning of the pandemic The Blood Bank had received a lot of new donors but most (of the new donors) have not come back or continued to donate. Their established donors have been very good about returning.

Mauri Brueggeman, CLS Program Director/Lab Manager, Aspirus Wausau Hospital, echoes what has been said so far in terms of the struggles that she's seeing from a hiring perspective and implementing COVID policies. Current employees are not required to be vaccinated at this point, however, new employees are required to be vaccinated (as of last week). Across their entire 17 hospital system, there are numerous phlebotomy openings and Mauri states they are in critical staffing stages within a few of their labs system wide. Aspirus has many technical openings at their facilities and they are trying to be creative in offering hiring bonuses and more competitive hiring salaries. She (Mauri) is also struggling with a need for contracted employees as Aspirus initially had more contracted staff available and willing to come to Wisconsin, but due the need country wide, this is no longer the case. COVID testing is currently beyond what they saw at the peak of COVID testing last fall (November and December), in addition, the labs are doing/processing more in-house COVID testing as well. Laura (Ahonen) shared that one positive outcome is that the students are required to be vaccinated prior to clinicals and this is beneficial to them if they are then hired as a new employee with Aspirus as they would have already met that requirement.

Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic, agrees with what she is hearing regarding workforce issues, especially in phlebotomy, they have numerous openings in all sections of the laboratories. As for COVID, the health system has mandated all employees, students, contracted employees, and anyone who comes to their campuses to be vaccinated. Current employees need to be fully vaccinated by November 15, 2021, or they will be dismissed from their jobs. Rebecca noted that some waivers were given, but they are expecting to lose some employees. Almost all of their providers (upwards of 99%) were vaccinated and approximately 86%-87% of their workforce is vaccinated. Currently they are not allowing tours or students to come to campus as they remain relatively locked down at this



time. All of their hospitals are full with patients and Rebecca doesn't see that changing until the COVID pandemic eases up.

Valerie Natzke, MLT/Phlebotomy Faculty, thanked everyone for sharing updates from their facilities and wanted to be sure we're training our students to meet the needs of the industry. Valerie also asked those in attendance if there were any new tests that are looking to be added, or any test platforms, that the industry partners are looking to eliminate. Sylvia (Lambrecht, Blood Center of Northcentral Wisconsin) stated nothing is changing at her facility, with the exception of the COVID testing. Rebecca (Beckmann, Marshfield Clinic) also doesn't see any huge changes. They are, however, undergoing a conversion in their lab that will go live on November 13, 2021, and then the rest of their facilities will follow slowly over the next year. Eventually she is expecting their track system to be changing as well as some automation in their lab that is getting dated; but she doesn't expect that for another year or two. Mauri (Brueggeman, Aspirus Wausau Hospital) spoke that Aspirus is also going to be going through a LIS (Laboratory Information System) change (from Sunquest to Beaker) in February of 2022 with all 17 of their hospitals. This past March, Aspirus moved their lab location from the hospital to a facility across the street from the hospital.

## Program Updates

Laura Ahonen, MLT/Phlebotomy Program Director and Faculty, shared the following updates for the Phlebotomy and MLT programs respectively. Below are the highlights Laura presented via power point, and the power point is attached for board members to review if they wish.

Phlebotomy:

- Current enrollment numbers:
  - Five students enrolled.
  - Five students are expected to complete the phlebotomy courses and moved on to clinical. This is the lowest number Laura has ever seen. Typically in the fall, we have 8 students in Wausau and 8 students in Medford. Laura is not sure why enrollment is so low, could be a multitude of things (COVID, pay etc.).
- Program outcomes review and discussion (in spring Laura will have additional numbers to share):
  - Phlebotomy ASCP Certification pass rate remains at 100%.

- Three students took exam for phlebotomy technician and all 3 passed. Laura wanted to mention that for phlebotomy certification outcomes, it is no longer required that ASCP (American Society for Clinical Pathology) be the certification, NHA (National Healthcareer Association) is also acceptable. Laura also noted that certification is not required to be a phlebotomist. Valerie (Natzke) stated that a known barrier to taking the certification exam from the ASCP is that their website is not friendly and students get frustrated and feel it is not worth the hassle. Valerie asked those in attendance how they would feel about us (Laura and Valerie) looking for a different certification for students to obtain. Mauri (Brueggeman) trains on the job and would hire someone that doesn't have the ASCP certification. Rebecca (Beckmann) shared that the NHA certification is only good for 2 years (versus 3 years with ASCP) but their website (NHA) is also easier to navigate. Sylvia states they do their training on site so students do not need to be ASCP certified. Val and Laura will look into another certification, possibly NHA, for students.
- Graduation/attrition rates:
  - For students who begin the final half of the program, with the final half being defined as the start of the Phlebotomy Clinical Course, the program outcome goal is 70% or better.
  - Current Phlebotomy graduation rate, from July 2020 to June 2021, is 91%.
- Employment/Placement rates:
  - Our placement rates are based on the students who either respond to the survey or respond directly to Laura (Ahonen) or Valerie (Natzke). If student doesn't respond to survey, Laura and Val do not have to report those numbers. Laura touched on the graduate outcomes report that is attached. Phlebotomy technician shows a 95% employment rate per the outcome report. Laura is hearing that wages may need to increase to attract more students. Mauri (Brueggeman) states that wages have increased at Aspirus and Phlebotomists are in demand so Aspirus continues to evaluate their wages.
- Phlebotomy program goals (WIG) for 2021/2022:
  - Increase student retention (81%-83%) in the phlebotomy program courses (which are Phlebotomy, Basic Lab Skills, and Phlebotomy Clinical). Delivery



mode of Phlebotomy and Basic Lab Skills is now “blended” and sessions have a fewer number of students.

MLT:

- Current enrollment numbers:
  - 1<sup>st</sup> year MLT students:
    - 14 open slots.
    - 12 new students.
    - 6 of the new MLT students are phlebotomists, one is a specimen processor.
  - 2<sup>nd</sup> year MLT Students:
    - 7 students continuing on.
    - Started with 13 in 2020.
- Program outcomes review and discussion:
  - Graduation/Attrition rates:
    - July 2019-June 2020 graduation rate is 80%. This is for students who begin the final half of the program, with the final half being defined as the fall semester of the second year.
- Employment/Placement rates:
  - The program outcome goal is to have a placement rate of 70% or better.
  - Current three year average for employment/placement rate for MLT is 85%.
- Certification exam pass rates:
  - From July 2019 through June 2020 our certification pass rate is 100%.
  - Certification exam pass rates:
    - So far in 2021, we have had 5 students take the certification exam and all of them have passed.
- MLT program goals (WIG) for 2021/2022:
  - Increase retention between fall year one and fall year two.
  - Goal: 65% of fall 2021 first years move to second year, fall 2022.



Rebecca Beckmann, Marshfield Clinic, asked Laura (Ahonen) if there were certain stumbling blocks that students come across or if there is a reason we lose so many students between year one and two. Laura shared that yes, the reason we are losing them would be due to the Immunology and QA Lab Math classes. Valerie (Natzke) agreed and stated that there has been some pretty extensive work on both of those courses. QA Math starts next week and Valerie has rebuilt the entire class and this will be the first time she is running the new format. Laura (Ahonen) has rebuilt the Immunology class as well. In addition to rebuilding the classes, Laura and Valerie have moved some of the classes around (the order in which they are taken). Immunology is running in the same semester as Hematology and Blood Bank because they go more together. QA Math is now running in the first semester (fall semester) along with Urinalysis. Laura and Valerie are hopeful that the rebuilding of the classes and moving the order around will help students stay in the program and be successful.

Laura noted that there are no special qualifications, pre admission testing, etc., to get into the MLT program. If NTC accepts the student, the student can get into the MLT program. We don't have a strong admissions test so Laura is only expecting a 65% goal of keeping students in the program.

Mauri (Brueggeman, Aspirus) asked how NTC is meeting the NAACLS standard that requires our students to have a background in Microbiology, Chemistry, and Math. Laura (Ahonen) explained that the prerequisite courses for the MLT program are Biology, Chemistry, and Math. Bio-chem is our prerequisite course for the MLT Chemistry and bio chem has a prerequisite of high school chemistry or college chemistry. Biology is a prerequisite for our program courses such as Urinalysis, etc.

Valerie added that the MLT program trialed a math TABE test (on a voluntary basis) and that did not show any correlation between the test and the success rate of students. Janet Baumann, Associate Dean of Health, states that we investigated the students taking the HESI and we were concerned that we wouldn't have any students for the program as this could be another barrier for them.

Rebecca Beckmann (Marshfield Clinic) inquired if Laura or Valerie knew where the students who were unsuccessful in the program ended up; what were they doing? Laura shared that two years ago a Clinical Lab Assistant certificate was created for those students who completed Basic Lab Skills, Phlebotomy, and Urinalysis so that if they completed year one of the program, but did not come back for year two, they would not leave empty handed.

## Program Modifications Discussion

Valerie Natzke, MLT/Phlebotomy Faculty, took the lead on discussing our next topics on the agenda. The topics and discussion are as follows:

- Professional evaluations:
  - Students are coached, and get evaluated, on their professionalism in both programs (MLT/Phlebotomy). Initially there was an extensive 100 point professionalism evaluation (at the very end of class) created and it was 5% of their grade. This year we have changed the evaluation to either weekly, or for each lab assignment, the student is evaluated on their professionalism. By doing the evaluations more regularly, students seem to be more aware of their professional dress and their behaviors.
  
- Introduction to Molecular Diagnostics:
  - This course was added to the MLT curriculum a few years ago, initially in the spring during the clinical year. Based on student feedback, the class was moved as a summer offering; however, not all the students took the class in summer which then created an issue. Going forward, this class is going to move back to the spring session and not be offered in the summer. Clinicals are now 4 days a week (for the most part, versus 5 days per week) with the exception of Microbiology, therefore, this change in the number of clinical days per week lightens the student class load and we can now add Molecular Diagnostics back into the spring semester.
  
- Diversity, equity, inclusion, and access in curriculum:
  - Laura (Ahonon) shared Northcentral Technical College (NTC) Diversity, Equity, Inclusion, and Access Curriculum Rubric and stated that NTC is asking all of the programs to look within their program courses and compare it to the rubric to ensure programs are being inclusive and not showing any biases.

## Facilities/Equipment

NTC purchased new microscopes and additional phase wheels for the program. At the end of November, all student microscopes will be able to do both brightfield and phase microscopy. The phase microscopy will be especially useful for Urinalysis.

## Other Items

Credit for Prior Learning (CPL): Phlebotomy and Basic Lab Skills:

- At this time, students can receive CPL for Phlebotomy and Basic Lab Skills if they have successfully passed the ASCP Board of Certification Exam for Phlebotomy Technician.
- Laura and Val propose that, in addition to the above, students could also receive CPL if they demonstrate competency in venipunctures and specimen processing, as well as successfully taking the final exams for Phlebotomy and Basic Lab Skills.
- Rebecca (Beckmann, Marshfield Clinic) shared that her program gave credit for Phlebotomy if the students could perform two specific blood draws and pass the final exam. No one has asked for credit for Basic Lab Skills.
- Mauri (Brueggeman, Aspirus) thinks this is reasonable. Many phlebotomists and specimen processors are not certified at her facility so she is fine with the CPL.

Microbiology Clinical Rotation:

- Laura (Ahonen) shared that she would like to replace the agenda item “Revising Our Mission Statement” with a discussion on Microbiology rotations. The only labs doing Microbiology, in our NTC district, are Aspirus Wausau Reference Lab and Marshfield Clinic Labs in Marshfield. Previously, all NTC students would spend three weeks in Micro Sim and one week at a working Microbiology lab. Students previously rotated through a number of micro labs such as St. Michaels in Steven’s Point and the Diagnostic Treatment Center in Weston; however, now there are only two labs in the area. Laura requested feedback regarding if it is feasible, or realistic, to have every student rotate through two labs for a week. Alternatively, should the three weeks of Micro Sim be sufficient? Laura asked for feedback from the advisory group.
- Rebecca Beckmann shared that Marshfield runs out of capacity for students with the MLS program. There is not enough time or capacity for the Microbiology lab to host every student. Rebecca continued to share that Microbiology is becoming a specialty area as students who are going to work in a Micro Lab need to have specialized training in this area. Rebecca asked Mauri Brueggeman what her perspective was about having all students for a week. Mauri agreed and elaborated that Aspirus has their CLS program and take internal MLT to MLS students from University of Cincinnati and North Dakota



State. Mauri shared that Aspirus wants to support the education for their current staff at their facilities. Rebecca shared that they are challenged to fit students into the limited sites that are available. Mauri shared that they want to collaborate and meet the needs of current clinical teams, but time and space can be challenging. Mauri added that, although it would be hard to give up because of the experiential side of Microbiology, Microbiology is becoming more specialized due to the consolidation at a lot of hospital systems. Rebecca shared that she would like to take more students, but they are not able to handle the current volume of students. Mauri suggested having a day long shadow of clinical lab. She asked Rebecca what her thoughts were. Rebecca shared that job shadows are hard because students have to do their entire health work up just to show up on site for one day. She also shared a majority of their sites in Minnesota pulled their microbiology and blood banks from rural hospitals. It became a micro problem that became a blood bank problem, because they sent their blood bank to Rochester.

- Laura shared that she was aware of a number of education facilitates which were not only running Micro Sim, but Blood Bank SIM. Laura shared she can't imagine how to simulate a blood bank. Laura asked Sylvia what her thoughts were. Sylvia Lambrecht replied that she did not know. Sylvia asked Laura what kind of feedback they receive from students about their Micro on site rotation and if students see anything they don't see in the clinical mock up simulations. Laura shared that students see what they see in SIM with the addition of acid fast, TB, MALDI-TOF and different equipment used. Students gave positive feedback and shared they loved seeing the whole workflow, hearing phone calls, and seeing what they learned in Micro Sim come together. Students often share that Microbiology is one of their favorite rotations and they express wanting to work there.
- Val added that the people running Micro Sim are stellar and give students a great experience. Val asked how much value is being added for the students through the additional one week of Micro and have they met the competencies of Micro clinical by three weeks at NTC, and stated that Micro Sim is very strong. Mauri shared many creative solutions to have students engage in the labs. She also shared the University of Minnesota is down to three weeks of rotations for all of their departments. Laura asked Mauri if the weeks were Monday thru Friday. Mauri responded they were. Laura shared they are also down to 16 days with a Monday through Thursday, four week rotations.

Rebecca shared in her previous MLT program, she had Micro Sim and blood bank for two weeks.

- Laura asked if anyone else had other thoughts or comments. Laura thanked Sylvia for asking the question that spurred a lot of dialog. Valerie thanked everyone for their helpful input. Laura shared that this spring students will not be doing the Micro week, because it wouldn't be feasible.

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

We will wait until closer to spring to decide a meeting day and time. Please send any suggestions to either Laura (Ahonen) [ahonen@ntc.edu](mailto:ahonen@ntc.edu) or Becky (Leopold) [leopold@ntc.edu](mailto:leopold@ntc.edu) . As a whole, those in attendance this evening prefer the zoom option for meetings over in-person due to the flexibility.



# MLT/Phlebotomy Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 10/18/2021

**Time:** 5:30pm – 7:00pm

**Location:** Zoom

### Attendees

#### Industry Members:

- Rebecca Beckmann, MLS/HT Program Director, Lab Education, Marshfield Clinic
- Mauri Brueggeman, CLS Program Director/Lab Manager, Aspirus Wausau Hospital
- Sylvia Lambrecht, Technical Director, Blood Center of Northcentral Wisconsin

#### NTC Team:

- Laura Ahonen, MLT/Phlebotomy Program Director and Faculty
- Janet Baumann, Associate Dean of Health
- Brad Gast, Dean of Workforce Training and Professional Development
- Becky Leopold, Administrative Assistant in the School of Health
- Valerie Natzke, MLT/Phlebotomy Faculty

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

- Currently, the laboratories are facing a workforce shortage in Phlebotomists and MLTs. The number of graduates from NTC is not enough to fill the employment demands.
- Phlebotomy Program:
  - Five Phlebotomy students expected to graduate in Fall 2021

- Certification Exam Pass rate is 100% for Phlebotomy ASCP. Low numbers of graduates taking this exam, faculty will begin to promote NHA Phlebotomy Certification Exam.
  - Graduation Rate: Current Phlebotomy graduation rate, from July 2020 to June 2021, is 91%.
  - Employment/Placement Rate: Current three-year average employment/placement rate for Phlebotomy is 95%.
  - Phlebotomy Program Goal: have 83% of students successfully pass Basic Lab Skills, Phlebotomy, and Phlebotomy Clinical
- Medical Laboratory Technician (MLT) Program:
    - Seven second-year students
    - Twelve first-year students
    - Certification Exam Pass rate is 100% for ASCP MLT Exam.
    - Graduation Rate: Current MLT graduation rate, from July 2020 to June 2021 is 100%
    - Employment/Placement Rate: Current three-year average employment/placement rate for MLT is 85%
    - MLT Program Goal: have 65% of first year students move into Fall of second year
- Professional Evaluations of students performed weekly, rather than once at the end of the semester.
  - Move Intro to Molecular Diagnostics from Summer to Spring, beginning in 2023.
  - Diversity, Equity, Inclusion and Access: Both MLT and Phlebotomy program courses were evaluated using the Peralta DEIA Rubric to ensure programs are inclusive and without biases.
  - Microscopes have been updated to include phase microscopy. Some additional new microscopes have also been ordered to replace older ones.
  - Credit for Prior Learning: Both Basic Lab Skills and Phlebotomy will now give the option of taking the course final exams as part of CPL.



- Microbiology clinical rotations were discussed. Due to the lack of microbiology labs, NTC students will only rotate through Micro-Sim, and discontinue the one-week clinical microbiology rotation.

**Mechanical Design Engineering Technology  
Advisory Committee Meeting Minutes Summary**

**NTC Board of Trustees**

**Date:** 10/19/2021

**Time:** 3:00 p.m. – 5:00 p.m.

**Location:** Zoom

**Meeting Attendees**

Industry Members:

Derek Carroll (Actalent – formerly Aerotek), Jerry Conlan (Superior Diesel), Carl Dahm (Greenheck Fan Corporation), Mike Greenheck (CTECH Manufacturing), David Groshek (Airolite/Greenheck Fan Corporation), Shane Herdt (Imperial Industries Inc.), Joe Jackan (Jarp Industries), David Williamson (A-Team Machine, LLC)

NTC Members: Iain Cameron (Dean, ScEAM), Brad Schinker (Faculty), Bryan LaVigne (Faculty), Tim Fetting (Associate Dean, ScEAM), Heidi Latendresse (Learning Coordinator, ScEAM), Dragomir Marinkovich (Faculty), Amy Pippenger (Math Faculty), Jessica Benton (Recorder)

**Welcome and Introductions**

All in attendance introduced themselves and the organizations they represent.

- New President: Dr. Jeannie Worden
  - Dr. Worden has a 26-year career at NTC, serving in a variety of roles that make her uniquely qualified for her new position as President.
- New Faculty: Dragomir Marinkovich comes to NTC from Marquette University. Prior to that, he spent 20 years in industry.

**Highlights from the previous meetings / updates**

There were no updates from the previous meeting to be discussed.

**NTC College-Wide Updates**

- NTC Strategic Plan: The plan was formulated based on feedback received from the communities NTC serves. Consideration was given to several data points including: Business & Industry, Region-wide K12 school districts, parents & students, advisory committees, among others. The plan highlights the following areas:
  - Wildly Important Goals (WIGs)
    - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
    - Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022

- Strengthen Infrastructure: Streamline college-wide processes to increase the safety, sophistication, and efficiency of learning and work environments by 6.30.2022
- Learner Success: Provide timely and relevant education, training, and services within safe and secure learning environments.
- Diversity, Equity & Inclusion: Identify and reduce obstacles within learning and working environments, and actively promote purposeful diversity awareness and conversations.
- Access: Foster the ability to learn, train, and work anywhere and anytime through training, connection, flexibility and innovation.
- Collaboration: Create, cultivate and strengthen intentional, mutually beneficial partnerships and practices.
- Innovation & Growth: Apply research, implement new technologies, encourage creative intellectual exploration, and provide leading-edge education.
- Advocacy: Actively promote policy and practice changes that impact education.
- Evaluation & Analysis: NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team in order to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.
- More information may be found by clicking [here](#)
- Legislative Updates
  - The budget includes:
    - \$2.25 million annually for WTCS general aid, with 70% distributed through the general aid formula and 30% distributed as Outcomes Based Funding
    - \$2.25 million annually for grants to technical colleges
    - \$29 million in 2021-22 and \$43 million in 2022-23 in property tax relief aid. This is a dollar for dollar swap rather than new funding
  - Unfortunately, the budget did not include need-based grants for technical college students, which is part of our WTCS budget request.
  - The bill to repeal WI Statute 36.31 was introduced as separate legislation (AB-266/SB-291) and is not part of the budget process. NTC has moved forward with a private partner to offer both the Associate of Arts and Associate of Science degrees. Please watch for more to come on our ability to offer both degrees on our own.
- Dual Credit Accomplishments (Fall 2006-Spring 2021)
  - 100,718 Dual Credits earned
  - \$14,037,074.55 Dual Credit tuition saved
  - 9,849 High School graduates transitioned directly to NTC
- NTC Connect
  - 32 courses will be offered in NTC Connect
  - Students can take their courses in a way that suits their needs:

# Advisory Committee Meeting Minutes

## Mechanical Design Engineering Technology



19<sup>th</sup> October 2021 | 3:00pm to 5:00pm | Zoom Meeting

- In person, Zoom live or online when they can
- Wraps education around the life of the student rather than expecting the student to wrap their life around education
- Competency Based Education: This modality eliminates time as a variable when completing course content. This is beneficial to those currently in the workforce needing additional training as it doesn't require the learner to commit to a traditional weekly course schedule. Learners have the opportunity to complete the content at their own pace; thus, allowing for learners to master course competencies at a faster rate. NTC plans on piloting this modality with the Electromechanical and Automation associate degree programs as these programs currently offer a flexible, self-paced learning format.
- Industry 4.0 Updates
  - NTC's first step will be Manufacturing
    - Automating traditional manufacturing and other systems to improve efficiencies and reliability
    - Up-skill employees, invest in your best. Pathways for first-time learners, full-time workers, and those seeking expertise
    - Cross functional projects planned (e.g. data analytics)
  - AME Lab addition will feature:
    - Lights out manufacturing line
    - Student Automation cell development lab
    - Flexible Learning Space
  - Future NTC programs areas will include Health Sciences, Agriculture and Transportation
- Central WI Science & Engineering Festival (Mind Trekkers, April 8-9, 2022): Approximately 6000 middle school students participate at the Wausau campus on Friday (4/8). The event is open to the public on Saturday (4/9). This STEM roadshow is hosted at NTC and run by volunteers and the Michigan Tech Mind Trekkers team, which consists of undergrad and graduate students. Mind Trekkers will guide those who attend through fun, hands-on experiments. Let the Michigan Tech Mind Trekkers be your guide as you explore the excitement of STEM. [Click here](#) to watch event video.
- Student Support (available resources)
  - Timberwolf Table
  - Peaceful Solutions Counseling
  - Timberwolf Learning Commons
  - ARP Grant directs student funding
  - "It's In Our Jeans" employee giving campaign
  - Student Scholarships

### Instructional Area / Program Updates

#### - Program Enrollment

Fall 2021 Enrollment Information	40 Total Students
First Semester	21 students
Second Semester	8 students
Third Semester	7 students
Fourth Semester	4 students



- **Industry Trends:**

- The committee members present reported overall growth from the previous year despite supply chain issues and labor shortages.

- **Workforce Training and Professional Development initiatives**

- The employment shortage is forecasted to continue, especially as productivity increases and exceeds goals. NTC offers Move to Manufacturing (<https://www.movetomanufacturing.com/>) as a way for unskilled workers to earn a quick degree and enter the manufacturing industry. Bryan LaVigne shared that he conducted professional development training via Zoom, thus allowing out-of-state employees to participate. It was a very positive experience. If there is anything NTC can develop and/or provide to help upskill incumbent workers, please reach out to Jared Eggebrecht at [eggebrecht@ntc.edu](mailto:eggebrecht@ntc.edu) or Brad Gast at [gast@ntc.edu](mailto:gast@ntc.edu).
  - Grants: Brad Gast is submitting a Workforce Development Innovation Grant that will provide opportunities for customized trainings. The anticipate award is \$10million.
  - Other opportunities include Events (Seminars, Workshops, Trainings)
  - More information available by clicking [here](#)

### **Other Business**

- Internships – Bryan LaVigne thanked the companies that have sponsored internship students. He shared that the internship experience has proven to be highly successful. The partnership has oftentimes proven positive for both the organization and the student. Internships are crucial for learners to complete the program, so if there are additional questions or interest, please contact Bryan at [lavigne@ntc.edu](mailto:lavigne@ntc.edu).
- Career Fair – NTC is hosting an Engineering and Advanced Manufacturing Career fair. There's limited space for employers and students to ensure everyone's health and well-being. There's a plan to host a second Engineering and Advanced Manufacturing career fair in the spring.
- Amy Pippenger asked committee members what math skills employees needed to be successful. Trigonometry, geometry and converting fractions to decimals are very important for design and production.

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

- Last spring meeting was scheduled for 4/13/2021. NTC is currently uncertain what spring protocols for in-person gathering will be. Plan for the next meeting to take place 4/2022.
- We are always open to suggestions and feedback, so please get in touch if you have anything to share! Our contact details are on the agenda.



## Fire Advisory Committee

### Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 10/20/21

**Time:** 6:00 pm

**Location:** Zoom

#### Attendees

##### Industry Members:

- Jason Minks – Kennan Fire Department, Committee Chair Person
- Robert Pound – Retired (SAFER)
- Jason Foth – Spencer Fire Department
- Jon Petroskey – City of Antigo Fire Department
- Bill Felch – Fifield Fire Department

##### NTC Team:

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

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

- **NTC Updates:** Shane Heilmann, Dean of Public Safety at Northcentral Technical College (NTC) shared college updates.
- **Workforce Training & Professional Development:** Shane Heilmann shared a quick summary of Workforce Training and Professional Development.

WTPD provides opportunities for many of the Continuing Education classes that we are all aware of that are outside the regular programming of the school. Classes that aren't in the Associate's degree programs and aren't in the technical diplomas. If anyone has requests for special courses you can reach out to Dan Conrad, Kyle Lech, Shane Heilmann, or Gera Peterson to see if there's a certain class running and if there is a need then we'll try to get a class up and running for you. If it's a class or training event that we don't offer, we certainly want to hear about it, and if it's possible we'd like to invent it and make it available for everyone. That's where Business and Industry will come in and they will help us with faculty and will design a special training course or bring a special training event to NTC for any of our locations. It's not just for Wausau but throughout the district.

- **Industry Trends:** Committee members had discussions about the northern fire department Kennan merging with Catawba and creating 1 department for the community, about some recruitment & staffing issues, and about moving NTC self-pay students into fire departments.
- **Enrollment Report** – Dan Conrad said that we have around 40 students between all of our FF1 classes. There is a daytime and a nighttime class at Merrill, there is a class at the Town of Wausau, and another class at Antigo. Looking forward to the spring, there will be another day and night class at Merrill. We will be looking at another FF1 class in Antigo due to their very successful cadet program. We will also be holding another FF1 class at Central Fire and possibly Phillips. We are finalizing some instructor schedules before those classes can go live for students.
- **Program Information** – We have been keeping up to date with State curriculum changes. We have been making sure we make it through the aftermath of COVID. We have been making sure students get through their classes and we have also accomplished all the necessary tasks to do that.

We have a \$50,000 increase to the State budget for fire testing software. Currently, when you do a practical exam or a written exam we have a summary form that we have to fill out and keep track of the information for the student. The test booklets have to get sent back to the state to get corrected and then we get an email with those results. We contact students with the results. Part of the new software they are looking at can do all of that digitally. We wouldn't have to worry about sending paper copies all across the state. Some of the software options include the ability to do complete computerized testing instead of exam booklets. This means a student could have near-instant results showing whether they passed or not. Dan also mentioned that one of the big

requirements for any computer-based testing is the ability to do it in an offline format for any areas that may not have decent Internet connections or may not have Internet at all. We are trying to figure out what will work for everyone.

Dan brought up two more curriculum changes. One is the Hazmat Technician curriculum, which is IFSAC approved and there will be a few colleges running a trial run over the spring semester. The second is that the State is going to be instituting an actual class for Emergency Services Instructor 2. They are going to be doing a live-fire certification level with that. So, with those two changes, they are trying to fulfill and satisfy an NFPA 1403 requirement for ESI level 2 but are also capable of doing live fire evolutions. They are focusing on what materials you can and can't burn, and how to properly set up those live-fire simulations.

- **Program Recruitment/events** - We have attended and hosted a couple of open houses. We've gone to a few department open houses at their request, and we are also going to be working with Wausau FD on a career night on Monday which is basically for getting new students into a fire career. We have been trying to get as many new people into our career field as possible and it's been a little bit of a struggle. We are seeing enrollment numbers steadily increase but by smaller amounts than we would prefer. We are seeing some good results. It's just going slower than we had hoped.

Paul Strehlow added that we have reached out to our Student Services team that deals with our local high schools. They are going to be sending out an email blast to counselors and students. That will reach out to around 2000 students! We hope this will generate some good turnout at Station 2 for that event.

- **Overview of CPAT** - Our NTC Marketing team has recently spent some money on branding and logos for our facility. We now have a nice large NTC Fire Training logo and a couple of other things plastered on our south wall in CPAT. There is a big logo right on our equipment carry box and there is a clear sign on the door identifying it as the CPAT building. So, we are really happy with how it all turned out! We also have a new 83 inch TV on the north wall in the CPAT building. The idea was to be able to host classes for larger groups of people. It allows us to have a direct hook up to a laptop or we can run the standard NTC information on the screen. It's very similar to the TVs that are in the classrooms and it will allow us to utilize the space for things other than CPAT. Dan mentioned that he is looking forward to using it for State practical testing. He wants to have an actual live image of what testing stations are open, and what the teams have already done. He is hoping to make the flow a lot easier for everyone.

We started keeping track of our totals for CPAT last spring. As for the fall semester, which started in August, we have had a total of 30 students sign up for CPAT testing so far. We have had 19 that passed, 5 that have failed, and a handful that is still in their process yet. That means that so far, we have had a total of \$4,200 brought in since the start of August. That is pretty phenomenal considering that is more than our first three semesters combined! We are excited to see this program grow. Dan mentioned that he is curious to see if we can top the spring semester total and make it over the \$7,700 mark.

Bob mentioned that we have had students from many different states do CPAT testing in our facility. We have been able to help a lot of people get hired onto new jobs. We are not just servicing the local area. We are nationwide. Dan agreed that we have consistently been drawing students from all over Wisconsin and also from other states. Students have been coming to us because we are one of the few places that are consistently running tests. We've been very fortunate that we've been able to maintain our schedule and we haven't had any weather closures.

- **Program Modifications discussion:** Dan talked about the biggest change being in the Virtual College under the Fire Services Leadership Degree. We are going to be doing some curriculum updates in the next couple of semesters to make sure that we have the newest versions of that curriculum program. All of the other degree areas are still pretty much status quo.
- **NTC is proposing a new Embedded Technical Diploma, EMT-Firefighter:**
  - Courses from the program will embed into the current Fire Science Technical Diploma.
  - This opportunity will prepare learners to pursue EMT and Firefighter Certifications, positioning them for occupational opportunities with local FDs and EMS providers.
  - The advisory committee is in favor of pursuing this new embedded technical diploma.
- **Capital Equipment & Recent Purchases:** Dan said that our biggest capital expenses are involving PPE. We are looking at purchasing 4-5 additional SCBA's and additional masks. Since COVID, we've had to focus on making sure that each student has their mask and we don't have to clean it in between classes. We want it to be as safe as possible. We are also looking at turnout gear for instructors. The old instructor gear would then be cycled down into the student gear.

We are hoping to obtain a ventilation trailer in the future. The current one is over 30 years old, so we have submitted a proposal for about \$75,000 in capital equipment for this new ventilation trailer. If this gets approved it would be a substantial

upgrade to what we currently have. Dan showed some pictures from a website showing the many various ways that this new ventilation trailer could be used for training. It would be a very versatile piece of equipment.

We also requested additional SCBA and turnout gear as an ongoing request to make sure we don't have packs that all expire at the same time. We have been able to get HEERF funding to purchase the air packs that we requested for next year. Paul reminded everyone that we also purchased gear under the HEERF funding. We have been able to get creative with this funding and we have been purchasing items that we have needed for a long time.

We were notified that the 2020 AFG grant was approved and we will be looking at purchasing a gear dryer and some extrication tools, plus a few other smaller items that will total just under \$40,000 of equipment. We have been very fortunate with our capital equipment requests and we hope that will continue.

- **Advisory Committee Recruitment:** Jason Minks mentioned that he has a few members who are interested in becoming members. He feels it will be more feasible once we can get back to having the meetings in person rather than on Zoom. He said he also misses the catered meals during the meetings. Bob Pound asked about other members who are from departments but just don't show up. Dan, Paul, and Gera discussed how several members just haven't shown up to meetings in a while but aren't willing to give up their seats yet. We are also still trying to recruit new members. We hope to get those two new members and some others added for the spring.

Dan reminded the committee to let us know if they have anyone else who is interested in becoming a member. We want to get better representation across the districts.

- **Changing Fees for Live Burn Events:** We have increased our live-fire training fee from \$50 for Advanced Fire Behavior (more commonly known as Flashover) to \$75 per student. We felt that this increase allowed us to maintain affordability for departments but also helps us to recover our class costs. Normally we spend like \$350 just on burnable materials alone. We also raised the fee for acquired structure burns to \$75 to keep it all consistent. There is a lot of prep work, cleaning, and organization involved in the house burns, and we are not breaking even on those classes, but at least we are not taking as big a loss as we used to. We feel this is still a reasonable price for students. Jason Minks chimed in to say that he still thought that was very reasonable and felt that NTC could increase the price even more.

- **Fire Class Scheduling:** Dan started by discussing how we started a new email address for everyone to submit any requests for training or any NTC services. It is [firetraining@ntc.edu](mailto:firetraining@ntc.edu) and it is monitored by both Dan and Gera to make sure we don't lose track of anyone's requests. Additionally, if one of us is out of the office for a long period then the other person can respond to messages. We want to centralize all requests.

We were supposed to have all our spring classes entered by last Monday, but we are a little late in getting them all entered. We will be running FF1, HazMat Operations, Emergency Services Instructor, Fire Inspector Part 1 and 2, Entry Level Driver/Operator, Certified Driver/Operator, and Rapid Intervention Team Part 1 and 2. That is why there are still some dates/times that are yet to be determined on the attached schedule. We are still working on hammering those out.

We continue to offer our Fire Medic and Virtual College classes for the spring too. We have focused on classes that students need to graduate and our advisor MaiGer has been very instrumental in making sure that we have everything covered. We are excited to see some more students graduate this spring!

Additional classes not appearing on the schedule: another FF1 class in Antigo, an FF1 class in Central Fire District, and an FF1 class in Phillips. We are just waiting to get some instructor schedule information confirmed.

- **Spring 2022 Schedule:** Students have responded favorably to attending class twice a week. The big benefit to the fire departments and the students is that any students who started in August/September will have the opportunity to do their State practical exam in December, and presuming they pass all of their testings, they will be State Certified within one semester. So, it makes it a lot easier for anyone who is seeking State Certification. They won't have to worry about completing classes or tests in multiple semesters. We plan to continue pushing for classes to be two times a week from now on.
- The next meeting is scheduled for April 13, 2022, at 6:00 pm. We will add an update on the agenda for the EMT-Firefighter embedded technical diploma.
- Refer to the updated slide presentation and attachments – for any related questions, please contact Shane Heilmann at [heilmann@ntc.edu](mailto:heilmann@ntc.edu), or (715) 803-1708.



# IT Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/20/2021

Time: 4:00 p.m. – 6:00 p.m.

Location: Zoom

### Attendees

#### Industry Members:

- Brian Housley – Martech Systems
- Molly Diers – Aqua Finance
- Joni VanOoyen – CoVantage Credit Union
- Elgin Hushbeck – CGI
- Troy Krezine – City-County IT Commission
- Jacob Hale – The Dirks Group
- Matt Hall – Greenheck
- Mark Burger – Wausau Supply

#### NTC Team:

- Clay Hess – Faculty, IT
- Dominic Gruetzmacher – Faculty, IT
- Ray Gruetzmacher – Faculty, IT
- Ken Hallas – Faculty, IT
- Gregg Husband – Faculty, IT
- Kimberly Reed – Faculty, IT
- JJ Minarcin – Faculty, IT
- Zach Thunder – Faculty, IT
- Tracy Bliese – Administrative Assistant-School of Business, Community Services & Virtual College

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

- **Industry Trends**
  - Brian Housley – Brian works for Martech Systems, a software development firm. Their primary business is ticket sales for events, venues, and fairs. Brian manages their developers and maintains their PCI certifications. They are still working from home and will likely continue that way. Last year they nearly went out of business with all of the fair and event cancellations but business has picked up again.



- Molly Diers – Molly works at Aqua Finance, an indirect financial lender for water treatment systems, recreational vehicles, and home improvement. They have two positions open in their IT area right now, an information security analyst and a business analyst. As others are experiencing, it has been a struggle to fill positions. It's difficult to find people locally with the experience needed. They have started moving some positions back to the office and some are still working from home. They are working on a huge initiative to re-platform their business operating system. It will be a 2 to 3-year project. In the future they may be looking for more IT support.
- Elgin Hushbeck – Elgin works for CGI in Wausau. They are getting ready to reopen their office in early November. They moved to a new location in downtown Wausau. The biggest issue their business faces is the need to hire people but they can't find them.
- Troy Krezine – Troy Krezine replaced Julie at City-County IT Commission after she retired. He is leading a small team of developers for City-County IT.
- Jacob Hale – Jacob is Chief Operating Officer with the Dirks Group. The Dirks Group is a managed service provider in Central Wisconsin. They have data centers and offer different managed services and infrastructure services for their clients.
- Joni VanOoyen – Joni is the Assistant Vice President at CoVantage Credit Union. She works with the daily operations support in integrations to the core and all application support and product development. Front end staff are currently working in the office 2-3 days per week. They have a few open positions and agrees with others that it's challenging to fill them.
- Matt Hall – Matt is a Software Developer at Greenheck. He works on customer facing applications used by their sales reps and engineers. In IT they are still working from home and they could be working remotely long term with the ability to go in the office as needed. They also have a couple positions open for help desk support and a systems analyst.
- Mark Burger – Mark is the Director of IT at Wausau Supply. Their IT team includes people working with ERP, business apps, data, reporting and BI, infrastructure, and help desk. They have been working primarily from the office for a while. They recently filled a couple open positions and will probably be looking to hire for the help desk and potentially someone for data engineering early next year. Mark agrees it's difficult to find candidates. The standard job posting doesn't yield much, and similar results with recruiters, so they have been connecting with their networks and recruiting individually to fill the last few open positions they had.
- Clay shared that prior to working at NTC he started telecommuting in 1997 for a software firm in California and worked remotely for 17 years. If anyone is looking for resources on how to manage developers or their IT team working remotely, there is a set of books written by the founders of Basecamp that may be helpful. The books are called *Remote*, *Rework*, *It Doesn't Have to Be Crazy at Work*, and *Getting Real*.
- **Program Information**
  - **Enrollment Report**



sure we are assessing students on their ability to see the user as the most important piece of the process and to properly apply the user experience process. We had addressed the user needs but we had not addressed the business needs before so we will focus on solving a business challenge. There will be more technical terminology as part of the assignments which will tie back in with the business need. The cumulative project completed during this course can then be used as a portfolio for students to present to an employer.

- The course competencies will be: Analyze the difference between usability and user experience, Summarize business challenge, Identify Project Stakeholders, Conduct user research to gain empathy for stakeholders, Analyze information about users and activities, Create specifications documentation, Create original prototype that conforms to user experience design standards, Evaluate usability, Evaluate user experience, and Develop an implementation plan.
- Add 10-152-383 Mobile Programming (3cr) to term 3 and make 10-152-570 Advanced Data Management A (1cr) and 10-152-571 Advanced Data Management B (1cr) and 10-152-572 Advanced Data Management C (1cr) to be the alternate to 10-152-383 Mobile Programming.
  - A year ago, we discussed suspending our IT Mobile Programmer Degree. As part of that process we wanted to integrate certain elements of that program into the Software Developer and Web Designer programs. The Mobile Programming course is one of the cornerstones of that program so we are adding it to the Software Developer degree with the Advanced Data Management course series as the alternate option.
    - **The advisory committee supports these changes**
- IT-Web Designer Associate Degree
  - 10-152-223 User Experience Design (3cr) revision of course competencies
    - Over the years Kimberly noticed some of the competencies need to be updated based on what students need to know to be successful. We use competencies as a way to assess a student's ability to perform their work. If we don't lay out what students need to know properly in the competencies and course outcomes, we may end up with a gap where students could potentially complete a course without the ability to perform what is expected. Some changes are to capture things we had not captured initially and to make things clear for students. We want to make sure we are assessing students on their ability to see the user as the most important piece of the process and to properly apply the user experience process. We had addressed the user needs but we had not addressed the business needs before so we will focus on solving a business challenge. There will be more technical terminology as part of the assignments which will tie back in with the business need. The cumulative project completed during this course can then be used as a portfolio for students to present to an employer.

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- 10-152-393 Application Development Capstone Project (3cr) add 10-152-223 User Experience Design (3cr) as prerequisite
  - We are adding the User Experience Design course as a prerequisite to the Capstone so students can take advantage of some of the things they learned in User Experience while developing their projects. This is beneficial for the Software Developer and Web Designer degrees.
    - **The advisory committee supports these changes.**
- Data Analytics Associate Degree
  - Changes made for 2021-2022 academic year
    - Remove 10-156-101 Internet of Things (3cr)
      - This course covers such a large category and we felt we could include courses more specific and valuable to the Data Analytics degree.
    - Remove 10-156-107 Other Data Languages (1cr)
      - We are removing this course but content still exists in Intro to R.
    - Remove 10-156-108 Data In Society (1cr)
      - This course was removed to along for other content.
    - 10-156-104 Data Team Experience (3cr) change course title to IT Project Management
      - IT Project Management better reflects the content of this course. The course will get students familiar with product owners, scrum, and the design, build, and iterative methodology.
    - Add 10-156-109 Data Mining & Predictive Analytics 1 (1cr)
    - Add 10-156-111 Data Mining & Predictive Analytics 2 (1cr)
      - These Data Mining & Predictive Analytics courses along with Optimization and Simulation courses will provide students with a well-rounded understanding of the math, software packages and programs that can be used.
    - Add 10-156-110 Optimization and Simulation 1 (1cr)
    - Add 10-156-112 Optimization and Simulation 2 (1cr)
      - These courses are broken into two credits that correlates with the course material. These will provide a good background in simulation and optimization for students. The content can be fun and we hope to capture students' imagination and show them how to put these to use.
    - Add 10-156-113 Data Visualizations 1 (1cr)
      - This course will show how to provide meaning for data and will engage students. It's important for students to learn and understand the subtleties in

different data visualizations to create more effective charts. We plan to add a second credit for the next academic year.

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

- Changes for 2022-2023 academic year
  - Remove 10-156-100 Data Fundamentals (1cr)
    - We are removing this course and replacing it with IT Development and Design Fundamentals (ITDDF). Even though the course will be removed we will be including content in the ITDDF course. Since all IT students take that course it will expose students to data along with the other IT program areas.
  - Remove 10-152-337 Data Analytics (3cr)
    - This is a very wide survey course that doesn't get down to the depth of a Data Analytics degree where students can develop confidence in the topics. It is a fairly high-level overview course so we want to replace it with courses on more specific topics like data mining, optimization and simulation.
  - Add 10-152-503 Programming Concepts C (1cr)
    - Programming Concepts is important to have a well-rounded skillset. Having background with programming languages influences performance in analytics tasks and will be helpful for students.
  - Add 10-152-500 IT Development and Design Fundamentals (1cr)
    - We are adding this course to provide consistency with the other IT programs so all IT students take this course. It will now include data fundamentals content so all IT students are exposed to the different program areas we offer.
  - Add 10-156-XXX Intro to R (1cr)
    - This course will replace Other Data Languages.
  - Add 10-156-111 Data Mining & Predictive Analytics 3 (1cr)
    - These Data Mining & Predictive Analytics courses along with Optimization and Simulation courses will provide students with a well-rounded understanding of the math, software packages and programs that can be used.
  - Add 10-156-112 Optimization and Simulation 3 (1cr)
  - Add 10-156-114 Data Visualizations 2 (1cr)
    - Along with Data Visualizations 1, this course is important to providing meaning for data and is very engaging for students.

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

- Molly asked about the Python courses. The faculty explained Python is a good starter language and a very accessible language. Including Python early on in the program provides exposure for students and then we take that a little deeper with Programming Concepts. The plan is to make the first Python course more of an introduction to programming course that could potentially be included in the Networking or Computer Support degrees in the future. The second course will be very data focused and will explore MPI, pandas, Matplotlib, and Seaborn. The more programming students have the more we can explore automation of tasks to reduce man hours.



- There are a lot of changes in these programs and Dominic explained NTC has received a lot of feedback and the staff and faculty have listened and redesigned the Data Analytics degree, as well as our other degrees, to be the best we can make them. We appreciate and value the recommendations and insights our advisory members provide that help guide these program changes.
- Clay shared that one of his students is attending UW-Madison for his Computer Science degree and taking courses at NTC. The student explained he is taking courses at NTC to fill in holes in the program he is taking at UW-Madison. This shows the high value content of our courses. Advisory members, faculty, and staff all contribute to creating these courses and programs that prepare our graduates well for their industry.

# EMS/Paramedic Advisory Committee Meeting Minutes

**Date:** 10/21/2021

**Time:** 5:30 p.m.

**Location:** Zoom

## Attendees

### Industry Members:

- Jon Leiskau, Battalion Chief, Merrill Fire Department
- Linda Vollmar, CCEMT-P, City of Antigo Fire Department
- Dianne Cummings, AEMT, Town of Norwood
- Jim Schmidt, Colby Fire and EMS
- Jeff Freese, Education Outreach Coordinator, Aspirus MedEvac
- Scott Krause, Battalion Chief, Merrill Fire Department
- Dr. Daniel Judd, Medical Director for Paramedic Program
- Charlie Kotke, Regional Director for Spirit
- Christina Wimmer, Deputy Medical Examiner for Marathon County
- Jason Foth, Chairperson, Spencer Fire Chair

### NTC Team:

- Shane Heilmann, Dean, School of Public Safety & Community Services
- Paul Strehlow, Associate Dean, School of Public Safety & Community Services
- John Connor, Paramedic Program Director
- Will Isham, EMS Program Director and EMS Faculty
- Jennifer Schult, Administrative Assistant
- Paul Scheffler, EMS Faculty
- Allen Photopoulos, EMS Faculty
- Nick Uttecht, Current Student Representative
- MaiGer Moua, EMS Advisor

### Other:

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

## Welcome & Introductions

Scott Krause called the meeting to order.

## Update and Highlights from Last Meeting

- The committee is in favor of approving the minutes from last meeting.

## New Staff

- Shane introduced MaiGer as the advisor for our department. He also introduced Allen as our new EMS faculty.

## College-Wide Initiatives

Shane Heilmann, Dean of Public Safety, shared the following college updates:

- Wildly Important Goals – NTC has three goals which we focus on in 3-year chunks. The first focuses on increasing student success to make sure they are passing their courses and programs. That goal is to increase the 3-year graduation rate from 42% to 50% by June 30, 2022. The second is to grow a skilled workforce by increasing the number of full-time enrollments from 2,799 to 3,058 by June 30, 2022. The third goal is to strengthen our infrastructure to make sure we have good processes in place and that we are efficient and using our taxpayer dollars wisely.
- NTC's goal is to return to normal scheduling wherever possible.
  - We've had to keep proper social distancing among students in classrooms thereby reducing the capacity of classes.
  - We offered more online or virtual options.
- NTC Connect launched this fall for some programs. With this new format, students can take courses in the way that best suits their needs. They can choose from Face-to-Face, Zoom live or online recordings.
- Biennium budget updates
  - Amend Wis. Stat. 36.31 to expand equity, access and opportunity
  - 11.8 million investment in WI grants to address rising student debt
  - \$12 million targeted annual investment for WTCS colleges to provide education enabling 2,000 under and unemployed individuals each year to earn a short-term credential
  - \$50,000 annual increase to the WTCS firefighter training state operations to support new fire certification software. Our current simulation software is outdated.
- New Programs Launched this Fall
  - Veterinary Technician Associate Degree
  - Data Analytics Associate Degree
  - Law Enforcement and the 21<sup>st</sup> Century Associate Degree (entirely virtual)
  - Medical Assistant Apprenticeship



- Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) - NTC received \$3,250,463 in a second round of funding. This funding has been used towards student expenses associated with COVID-19 complications for learners. Students can apply directly and receive direct payments to supplement any issues caused by the pandemic.
- Vaccination Clinic- NTC was chosen as a designated large scale vaccination site by the Marathon County Health Department. It is located at the Center for Business and Industry building which is the small building located north of our main campus. The clinic is operated by AMI Expeditionary Healthcare. Hours of operation are Tuesday-Saturday from 11am-7pm by appointments only. Appointments are made online through the DHS registry system.  
<https://www.dhs.wisconsin.gov/covid-19/vaccine-registry.htm>
- Dr. Jeannie Worden started as our new President on July 1.
- Timberwolf Table is a food pantry that provides free food items for NTC students.
- Peaceful Solutions is no longer here at NTC. In July, we switched to Student Support Operative Virtual Care Group. Students can call anytime any day of the week to talk to a therapist.
- Timberwolf Learning Commons has many resources available including a Library and student collaboration areas. Students can bring their own devices and can seek assistance for technical problems. There is also a digital virtual type learning space available.
- Employee Giving Campaign - Giving is in our Jeans is a fundraiser where employees can donate money to directly benefit students. Staff can wear jeans any day. We also provide laptops to students for school needs.
- NTC Foundation offers many student scholarships and they are always looking for donors for scholarships.

### **Program Updates: All Programs**

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

- In the spring semester we are offering our EMR/EMT Part 1 and Part 2 classes. If there is a department that wants just an EMR class, we can still do that for now since the newest curriculum changes are still in progress. In Phillips we have 7 people who currently have an EMR license and are only taking Part 2 to get that EMT certification. AEMT is not offered in the spring semester. The new Paramedic cohort starts in spring.
- The refreshers are still being offered online. If we fill one up we will open up another one to keep it available for students. For any In-person requests we have adjuncts teach those when requested by a department. Jen Schult is the contact for setting those up. Don Kimlicka asked if we offer online Critical Care Refreshers and Will told him we do them scheduled in the spring. We are doing the full EMT refresher that meets the NREMT standard of 40 hours and the 3-year cycle for state renewal. We do not offer the 30 hour one anymore.
- Will has a monthly meeting with the state regarding curriculum changes. The EMR changes will be released first and the EMT changes will follow shortly after. We are still offering the classes the same way until the new curriculum changes take effect. Don doesn't have any new updates regarding the changes.

John Connor, the Paramedic Program Director, reported the following:

- John was looking for any ideas to help get better attendance at our advisory committee meetings. Don said he can't get any definitive answers as to why they don't have a whole lot of attendance either. The time it's offered doesn't seem to matter. John said we need justification and evidence that we attempted to gain more attendance for accreditation purposes. Don said he can provide something to John for accreditation if need be. Jim Schmidt said it's harder to get volunteers to participate in anything lately

Will Isham, the EMT Program Director, reported the following:

- The team is looking for suggestions on getting for assistant help in our classes. The issue is a lot of departments are all understaffed and are overwhelmed with the amount of calls.
- Starting in the spring we will be offering a hybrid version of the EMT class with content all online that include zoom meetings and the labs can be done onsite at departments. If we don't have max capacity at regionals we don't run the class, so now they can take this option instead and an assistant will run to that campus to do the skills. The person checking off the skills needs to be employed as an assistant at NTC. This will be beneficial for those who work full-time.
- Charlie asked what qualifications the assistants need. Will responded they need 2 years of experience at the level they are helping with. They also need to be an Instructor 1. During the interview process we show them how to apply for the Instructor 1 position. Adjuncts are allowed to teach courses.
- We are offering open labs where student can drop in and do skills and labs if need be. They don't need to sign up.
- NTC is proposing a new embedded technical diploma, EMT-Firefighter. Courses from the program will embed into the current Fire Science Technical Diploma. This opportunity will prepare learners to pursue EMT and Firefighter certifications, positioning them for occupational opportunities with local FDs and EMS providers. The advisory committee is in favor of pursuing this new embedded technical diploma.
- DHS informed us that many students want the classes to be 100% online. The courses that are fully online are shipping equipment to the students and they do a video showing they can do the skill and then return the equipment. However, it is causing issues and costing students more money. Our tuition is regulated so we can't raise tuition to cover the costs. If companies wanted to offer this, they have to prove no one is offering 100% online and then they can offer those trainings.

## Legislative Updates

Don Kimlicka, DHS Representative, reported the following:

- The new DHS 110 that was published in October has a couple of policies to be aware of. There were six policies that are in statute that all services had to have, like destination transport and emergency driving. Three more have been added to the DHS 110. All services must develop a

CQI program involving the medical director and including how they are going to train their staff. The next one is having an MCI Plan. Most full services have this but volunteer groups do not. This is based off of federal suggested guidelines. Having an MCI plan will assist services with having better access to federal assistance. They would have the authority to reach out for needed resources. The last component, which is more for paramedic services, is having a controlled substance plan. If the DEA visits they will ask if you have a control substance plan which is why it was added as a requirement for permit services.

- Don thanked Will for providing the class up north since the Glidden department really needed that training.
- The curriculum changes that are being proposed by DHS are things that will help meet the national standards. Wisconsin does have one of the highest levels of training currently and we want to continue to stay ahead of the game.

### **Program's Required Minimum Numbers of Patient/Skill Contacts**

John Connor, Paramedic Program Director, reported the following:

- The SMC document was sent last week which lists all the competencies required by accreditation. We have not changed anything so we are meeting the accreditation numbers.
- Currently right now our accrediting body is allowing us to do all the student competencies by simulation if we need to. We are doing both simulation and onsite clinical. If a cohort starts before January 1 we can continue to use simulation next year. Our plan is to start our next cohort before January 1 so we can do simulation. We need an endorsement of the SMC matrix and it has already been presented to Dr. Judd and he approved it. Scott Krause called for motion to approve, Linda Vollmar seconds the motion and the committee votes. Motion approved.
- Everything required by national registry will now be on the accrediting body matrix.

### **Paramedic Program's Requirements with Accreditation**

John Connor, Paramedic Program Director, reported the following:

- The self-study for accreditation is due on February 1 of next year and the site visit will occur in late summer or early fall. It's usually about 4-6 months after the self-study.
- Advisory Committee Members who are from paramedic services and who had students in the 2020 cohort will be receiving the employer survey. We need this survey to be completed both for accreditation and also our annual report. The personnel survey was also sent last week and it is important for the committee to complete that as well. John needs that data for the review of the Resource Assessment Matrix survey. The self-study requires that we provide the last three years of the survey data.
- One aspect of the self-study is we need to update our preceptor training. If a department hasn't had new training within the last three years, they will be getting a new preceptor training PowerPoint presentation and a new quiz. This is mandatory.

- John will have onsite visits to obtain data proving that the departments have enough patient contacts to justify us sending a paramedic student there.

### **Facilities/Changes**

- We are getting a brand-new ambulance. We've been using hand me downs for 15 years which we've had to put a lot of money into to keep them running. It is going to take a while to get though. A power-lift system was approved which will prevent back injuries for both staff and students.
- We are also getting a few OB manikins with an automated delivery system. With our old manikins we had to manually push the baby out. We will have one full body manikin that gives birth and also a few torso ones for the regional campuses.
- This past year we bought simulated manikins called Ares manikins.
- NTC has been given CRRSS money for buying equipment that can help with social distancing and not having to share equipment among the students. We submitted over \$30,000 of equipment and it was recently approved.

### **Election of Officers**

- The current officers are Scott Krause, Linda Vollmar and Jason Foth. We now only need to elect one President and one Vice President. Scott is retiring next year. Linda was nominated by Jason Foth for President. Linda accepted the nomination. The committee voted Linda Vollmar as President.
- Linda Vollmar nominated Scott Krause to be Vice President. Scott Krause has accepted the nomination until he retires. The committee voted Scott Krause as Vice President.

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

- The next meeting will be held on April 28 at 5:30pm. Location TBD.
- Refer to updated slide presentation and attachments – for any related questions, please contact Shane Heilmann at [heilmann@ntc.edu](mailto:heilmann@ntc.edu), or (715) 803-1708.

### **Summary-Include a brief statement(s) of topics and action items**

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

- In the spring semester we are offering our EMR/EMT Part 1 and Part 2 classes. AEMT is not offered in the spring semester. The new Paramedic cohort starts in spring.
- The refreshers are still being offered online. For any In-person requests we have adjuncts teach those when requested by a department. We are doing the full EMT refresher that meets the NREMT standard of 40 hours and the 3-year cycle for state renewal. We do not offer the 30 hour one anymore.
- Will has a monthly meeting with the state regarding curriculum changes. We are still offering the classes the same way until the new curriculum changes take effect.

- The team is looking for suggestions on getting for assistant help in our classes. The issue is departments are so overwhelmed with calls but have very limited staff.
- Starting in the spring we will be offering a hybrid version of the EMT class with content all online that include zoom meetings and the labs can be done onsite at departments.
- We are offering open labs where students can drop in and do skills and labs if need be. They don't need to sign up.
- NTC is proposing a new embedded technical diploma, EMT-Firefighter. Courses from the program will embed into the current Fire Science Technical Diploma. This opportunity will prepare learners to pursue EMT and Firefighter certifications, positioning them for occupational opportunities with local FDs and EMS providers. The advisory committee is in favor of pursuing this new embedded technical diploma.
- DHS informed us that many students want the classes to be 100% online so there is a big push from the state to provide this offering.

Don Kimlicka, DHS Representative, reported the following:

- Three more policies have been added to the DHS 110.
- All services must develop a CQI program involving the medical director and including how they are going to train their staff.
- The next one is having an MCI Plan. Having an MCI plan will assist services with having better access to federal assistance.
- The last component, which is more for paramedic services, is having a controlled substance plan.
- The curriculum changes that are being proposed by DHS are things that will help meet the national standards.

John Connor, Paramedic Program Director, reported the following:

- The self-study for accreditation is due on February 1 of next year and the site visit will occur in late summer or early fall.
- One aspect of the self-study is we need to update our preceptor training.
- John will have onsite visits to the departments to obtain data proving that the departments have enough patient contacts to justify us sending a paramedic student there.
- We are getting a brand-new ambulance by possibly the end of 2022 or early 2023.
- We are also getting a few OB manikins with an automated delivery system. With our old manikins we had to manually push the baby out. We will have one full body manikin that gives birth and also a few torso ones for the regional campuses.
- This past year we bought simulated manikins called Ares manikins.
- NTC has been given CRRSS money for buying equipment that can help with social distancing and not having to share equipment among the students. We submitted over \$30,000 of equipment and it was recently approved.
- Linda Vollmar is the new committee President and Scott Krause is the new Vice President.

- The next meeting will be held on April 28 at 5:30pm. Location TBD.



# Early Childhood Education

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 10/22/2021

**Time:** 11:00 a.m. – 12:15 p.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Terese Baier – D. C. Everest School District
- Elizabeth Channel – Wausau Area Montessori Charter School
- Stephanie Daniels – YMCA Weston
- Amy Faust – Newman Catholic Schools
- Micki Krueger – Childcaring, Inc.
- Katie Roberts – WTCS, Education Director-Hospitality, Human Services & Education
- Andrea Velasquez – Marathon County Child Development Agency, Inc. Head Start

#### NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Nicole Guthrie – Early Childhood Education Faculty
- Pa Houa Lee – FOTE Faculty
- Amy Denissen – Student Success Advisor
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

### Summary

- The Early Childhood Education (ECE) program has 87 students actively enrolled in the program.
- The program piloted the NTC Connect platform this fall and is healthy and strong. NTC Connect allows students to choose the method in which they wish to learn on a weekly basis – in-person class, virtual environment or via class recording.

- Members are still experiencing a shortage of certified childcare teachers. They have classrooms available and children on waiting lists, but not enough qualified applicants to provide the care and education.
- The Advisory Committee members had an in-depth discussion on new ideas to explore; a job fair opportunity, engaging current students in the job fair, and obtaining support from local employers.
- Members are pleased with the dual-credit ECE programs available to high schools, which provide interested students with a great start on their degree and into the workforce faster.
- Student Practicums will run in spring 2022. At this time, NTC students will be back in the classrooms.

### Program Modifications Discussion

- 10307199 – ECE Advanced Practicum
  - The hours were changed statewide by our governing body, Wisconsin Technical College System (WTCS).

The WTCS recently revised the definition of C and D hours. Practicums moved to D hours to meet the proper definition as a result. (i.e., Work-based learning including internship, externship, job shadowing and clinical) The distribution of hours are now configured at a different rate. To accommodate this, each practicum course beginning fall 2022 will increase by a total of 9 hours, with the students meeting for an extra ½ hour per scheduled class. The committee was in agreement with this change.



## **Cosmetology Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees**

**Date:** 10/25/2021

**Time:** 12:00 a.m. – 12:15 p.m.

**Location:** Zoom

### **Attendees**

#### **Industry Members:**

- Stefanie Abel – Kasha Salon
- Shelly Dankemeyer – Great Clips
- Steve Svensson – Great Clips

#### **NTC Team:**

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

### **Summary**

- The Cosmetology program has 14 students actively enrolled in the program, with 11 graduates last year.
- Cosmetology incorporated a Student Orientation into the program this fall. The orientation includes meeting the faculty, a Student Handbook, expectations, meeting with academic resource partners, financial aid information and the opportunity to order the required kits for class.
- Members are experiencing a shortage of licensed stylists.
- There is a delay in obtaining licenses due to governing body barriers with the Department of Safety and Professional Services (DSPS), which has been frustrating for students.



- Some states are considering decreasing the number of mandatory hours needed for cosmetology licensure to increase the available qualified workforce. This is concerning to faculty and industry members as the training/education then falls to the hiring salon. Graduates may not be ready to begin work upon hire and community safety becomes another issue.
- The Cosmetology program updated numerous course descriptions to provide clarity of course content.

## **Program Modifications Discussion**

### **Curriculum Modifications**

- 31502108 – Salon Services and Implementation – Remove 8-week course. The advisory committee approved this change.
- 31502109 – Proficient Salon Services – Remove 8-week course. The advisory committee approved this change.
- TBD – Salon Services (New 16 week course) – Combine the above two courses into one 16-week course. The advisory committee approved this change.

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

**Date:** 10/26/2021

**Time:** 7:30 a.m. – 9:30 a.m.

**Location:** Zoom

### **Meeting Attendees**

#### Industry Members:

- Stephanie Stanke – Woosters Garage
- Aaron Hoffman – D.C. Everest High School
- Sara Guild – WATEA
- Jerry Brickner – Brickner Family Auto Group
- Ray Bikowski – Snap-On Industrial
- Kent Olson – Olson Tire & Auto
- Chris Gardipee – Stewart Avenue Collision & Repair
- Jamie Boettcher – Pierce Manufacturing
- Jim Pinsonneault – Patriot Auto
- Mark Hanson – City of Wausau

#### NTC Team:

- Iain Cameron – Dean
- Tim Fetting – Associate Dean
- Randall Wesenick – Faculty
- Matt Klug – Faculty
- Ross Nevienski – Faculty
- Heidi Latendresse – Learning Coordinator
- Susan Clark – Administrative Assistant

#### Other:

- Brad Gast – Dean, Workforce Training & Professional Development

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

- NTC Strategic Plan - The plan was formulated based on feedback received from the communities NTC serves. Consideration was given to several data points including: Business & Industry, Region-wide K12

# Advisory Committee Meeting Minutes

## Automotive Technology Advisory Committee



26<sup>th</sup> October 2021 | 7:30am to 9:30am | Zoom Meeting

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school districts, parents & students, advisory committees, among others. The plan highlights the following areas:

- Wildly Important Goals (WIGs)
  - Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
  - Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022
  - Strengthen Infrastructure: Streamline college-wide processes to increase the safety, sophistication, and efficiency of learning and work environments by 6.30.2022
- Learner Success: Provide timely and relevant education, training, and services within safe and secure learning environments.
- Diversity, Equity & Inclusion: Identify and reduce obstacles within learning and working environments, and actively promote purposeful diversity awareness and conversations.
- Access: Foster the ability to learn, train, and work anywhere and anytime through training, connection, flexibility and innovation.
- Collaboration: Create, cultivate and strengthen intentional, mutually beneficial partnerships and practices.
- Innovation & Growth: Apply research, implement new technologies, encourage creative intellectual exploration, and provide leading-edge education.
- Advocacy: Actively promote policy and practice changes that impact education.
- Evaluation & Analysis: NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team in order to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.
- More information may be found by clicking this link [NTC Strategic Plan](#).
- Legislative Updates
  - The budget includes:
    - \$2.25 million annually for WTCS general aid, with 70% distributed through the general aid formula and 30% distributed as Outcomes Based Funding
    - \$2.25 million annually for grants to technical colleges
    - \$29 million in 2021-22 and \$43 million in 2022-23 in property tax relief aid. This is a dollar for dollar swap rather than new funding
  - Unfortunately, the budget did not include need-based grants for technical college students, which is part of our WTCS budget request.
  - The bill to repeal WI Statute 36.31 was introduced as separate legislation (AB-266/SB-291) and is not part of the budget process. NTC has moved forward with a private partner to offer both the Associate of Arts and Associate of Science degrees. Please watch for more to come on our ability to offer both degrees on our own.
- Dual Credit Accomplishments (Fall 2006-Spring 2021)

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- 100,718 Dual Credits earned
- \$14,037,074.55 Dual Credit tuition saved
- 9,849 High School graduates transitioned directly to NTC
- NTC Connect
  - 32 courses will be offered in NTC Connect
  - Students can take their courses in a way that suits their needs:
    - In person, Zoom live or online when they can
  - Wraps education around the life of the student rather than expecting the student to wrap their life around education
- Competency Based Education was explained to the committee.
- Industry 4.0 Updates
  - NTC's first step will be Manufacturing
    - Automating traditional manufacturing and other systems to improve efficiencies and reliability
    - Up-skill employees, invest in your best. Pathways for first-time learners, full-time workers, and those seeking expertise
    - Cross functional projects planned (e.g. data analytics)
  - AME Lab addition will feature:
    - Lights out manufacturing line
    - Student Automation cell development lab
    - Flexible Learning Space
  - Future NTC programs areas will include Health Sciences, Agriculture and Transportation
- Central WI Science & Engineering Festival (Mindtrekkers, April 9, 2022) – The promotional video for this event was shared.
- Student Support (available resources)
  - Timberwolf Table
  - Peaceful Solutions Counseling
  - Timberwolf Learning Commons
  - ARP Grant directs student funding
  - "It's In Our Jeans" employee giving campaign
  - Student Scholarships
    - Kent Olson asked that scholarship information be sent to the Advisory Committee with deadlines for applying for these scholarships. Iain stated that we would send that information as soon as it is available.

### **Instructional Area / Program Updates**

- Program Enrollment
  - Currently, we have 48 students enrolled in Automotive programs.
  - 18 first semester students are enrolled in the Automotive Technology program for fall 2021
  - 7 third semester students are enrolled in Automotive Technology program for fall 2021
  - 19 students are currently enrolled in flex-lab courses
  - 4 students are enrolled in the High School Academy

# Advisory Committee Meeting Minutes

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- Program Information Update
  - There was a wait list for the Automotive program this semester. We have had the more applications for Automotive Technology program than we have seen in years.
  - Auto-Collision Fundamentals Certificate is also running in partnership with WATEA and WT&PD
  - The Auto Collision Fundamentals Certificate is being considered for a Pre-Apprenticeship Certificate which will apply some credits to the full Registered Apprenticeship Program.
  - There was a discussion on gathering information from students exiting the program for program improvement in the future.
  - Ray Bikowski also shared that a Facebook Group could be started for current students and alumni. It would also be a good idea to capture the data such as wages from student in transition from school to work.
  
- Industry Trends – Survey Results
  - 50 total responses were received from our spring Industry Trends survey
  - 89% stated business has been flat or demonstrated growth YOY
  - 81% of staffing needs are medium to low preparation positions
    - 50% Medium – technicians
    - 31% Low – general laborers
    - There was a discussion on the preparation needed for auto technician positions and which roles are compensated at a higher or lower level as well as how they are viewed by prospective students.
  - 95% are forecasting growth over the next fiscal year
  - Technology and Investment Goals
    - 37% Automation, equipment, facilities
    - 32% Personnel
  
- Industry Trends – Roundtable discussion
  - Jamie Boettcher from Pierce Manufacturing in Appleton shared that they are currently seeing record growth and looking to recruit from the automotive side as well as the manufacturing side. They are seeing record sales and currently have 250 openings to fill. They are filling diagnostic technician positions if graduates are open to relocating to the Appleton area.
  - Jim Pinsonneault, Patriot Auto, is very busy and there is definitely work available in the industry.
  - Ray Bilkowski, SnapOn, is seeing a huge need for technicians in auto, diesel and collision. If an individual can fix anything, including the skilled trades such as plumbing or electrical, they are in high demand. Inflation is driving wages higher and higher and employers are wondering how they absorb those increases. Ray mentioned that a recent article in Industrial Distribution stated that 73% of current employees are looking to quit their job and 26% would quit without having another job to go to. This shows a problem as well as an opportunity to acquire new employees.
  - Mark Hanson, City of Wausau, shared that governmental entities have seen staffing issues as well. The city is coming out of a period when hiring was very difficult. They have seen some relief in this area due to reaching out to graduates directly with employment opportunities.

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## Automotive Technology Advisory Committee



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Mark mentioned that they have been made aware of new ways of advertising including social media. Overall, the City has seen growth in several areas. They also have seen supply chain issues when trying to acquire parts from outside locations. Mark added that the technology is changing every day and NTC needs to be aware of what technology is being used and the training needs to change to meet those needs.

- Jerry Brickner, Brickners of Wausau, mentioned that hiring any aspect of the current workforce is very difficult. With Biden bucks for families with kids, there is no incentive for individuals to work. Brickners is concentrating on incentives for employees who have been loyal to Brickners. Even with those incentives, they are still losing people to companies offering sign-on bonuses. The hourly wages that are being paid, by some companies, makes it impossible to compete for employees in a very limited pool of candidates. We need to stress the importance of the trades.
- Kent Olson, Olson Tire and Auto, stressed that it is all about changing perception of the Automotive Industry and the technicians that work in that industry. There is value to what we do and it must be perceived that way by the public. Historically, we have been one of the lowest- paid careers and we need to raise those wages to a level that will recruit and retain good employees.
- Aaron Hoffman, D.C. Everest High School, stated that he just recently met with John Peterson from Schuette Metals and John mentioned that the changes in the industry are coming very quickly. He shared that in five years, he estimates that 80% of their production welding needs to be done robotically or the company overall will have issues competing. The issue at the high school level is how to make Industry 4.0 exciting for traditional students who like traditional welding and are not successful at programming a logic controllers or running the robotic welder. The two roles require different types of individuals.

- Program Requirements and Industry Needs

- Iain asked the committee to consider what improvements can be made to the curriculum to meet their needs.
  - Kent Olson noted that technicians need written communications and problem-solving skills. They need to be able to follow protocols in the workplace. Also, instructors need to reinforce how important insurability is to employability. Employees in this industry need to have a clean driving record to succeed.

- School of Engineering and Advanced Manufacturing Job Fair

- The division Job Fair was held on Monday, October 25, 2021, and it was extremely well attended. We are hoping to do a similar Job Fair in the spring. Matt Klug shared that the instructors brought all their students to the fair and feedback from students was very positive. Matt asked that employers watch for the spring job fair information and try to attend.

- Grant Update

- We have been supporting employers with applications to the Workforce Innovation Grant. This grant totals approximately \$100 million. The deadline just passed for applications but there will be another round later this year or the beginning of next year. If any company is interested, they should contact Brad Gast at [gast@ntc.edu](mailto:gast@ntc.edu).

# Advisory Committee Meeting Minutes

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- WATEA Update
  - Sara Guild let the committee know that in the next few months they will be finishing development of the Diesel Registered Apprenticeship Program. If your business is interested in hosting a Registered Apprentice for Diesel Mechanic, please watch for information on that. Over the next several months, there will be discussions on developing a Registered Apprenticeship for Auto Technician and Collision. If there are any committee members that want to contribute to the development of these apprenticeships or host an apprentice, they should contact Jerry, Iain, or Sara. We are working on having these students also earn a credential through NTC.
    - Kent Olson mentioned that the meeting for the development of the curriculum for Youth Apprenticeship Programs will meet on Thursday, November 9<sup>th</sup>. Sara Guild added that if any employers have information to share but cannot attend this meeting, they can forward the information to Sara and she will share it with the group.
    - Ray Bikowski added that there are approximately 90 scholarships available for high school seniors or first-year technical college students available through support of WATDA and WATEA. These scholarships provide toolsets as well as tuition assistance and possible employment. The deadline for these scholarships is January 15<sup>th</sup>.
    - Sara Guild will forward that scholarship information flyer to the committee.

### Facilities and Equipment

- There will be an addition to the school for smart manufacturing. This addition will cost approximately 1.7 million dollars relating to Industry 4.0. The timeline shows the building being completed between December 2021 and April 2022. We are exploring how we can adapt this new technology to the different program areas.
- Workforce Training and Professional Development Update
  - Iain shared the link for future training events and workshops. It can be found at <https://www.ntc.edu/about/locations-facilities/center-business-industry>
  - The committee was reminded that Brad and his team can help with custom training to meet your particular needs. They can assist with events that your company may be planning and the availability of our facility.

### **Program and Curriculum Modification Discussion**

- There are currently no program or curriculum modifications.

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

- We will make a decision on the date and format for the spring meeting and inform the committee at a later date. Tentatively, we are looking at the middle of April for the next advisory meeting. We will let you know what the protocols are for the meeting whether in person or virtual, depending on the situation at the time. Committee members were asked to provide feedback on the NTC Connect format that was used for this meeting.





# Diesel & Truck Driving Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 10/27/21

Time: 12:00 p.m. – 1:30 p.m.

### Attendees

#### Industry Members:

- Marty Robbins – Marathon Cheese Transport, Committee Co-Chair
- Cory Heckendorf-Wisconsin Kenworth, Committee Co-Chair
- Danielle Hertel-Merrill Steel
- Joe Welter-Wausau Supply
- Mike Decker-Krueger Wholesale
- Marty Draxler-Draxler Transport
- Tim Grosskurth-Malliette Bus
- Traci Champagne-Crystal Finishing

#### NTC Team:

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

#### Other:

- Sara Guild – WATEA
- Dan Klecker-WATDA Foundation

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

- The industry is having supply chain issues. When trucks go down you can't get any replacements for weeks. Companies are not turning in equipment anymore because you can't get replacements, so the used truck market is blowing up because there are no used trucks being turned in. Used to be afraid to take used trucks in and now it is the norm. When the market resets itself, everyone is going to be upside down
- Heavy duty trying to go where the car industry is with microchips, but now thousands of trucks are sitting and waiting for a sensor. The industry is trying to move technology forward, but is now suffering for that. Feel that 4<sup>th</sup> quarter next year and 1<sup>st</sup> quarter 2023 is when they hope to see more normalcy. There is a 60 Minutes episode on how they build the chips in Taiwan, each chip can take up to 6 months to create. We don't have a chip manufacturer in the US capable of doing the chips that we need done.
- Students need to come quicker out of school, like the CBE model that was discussed in College Initiatives. Is it possible for young technicians to be moved so they are available during the day? Senior techs need to be paired with the young guys during the day, is there an option for night classes?
- The industry is a long way from the electric vehicle. Five years away before the OEMs have something that is viable, 5 years after that before they are cost effective without being subsidized. Cory says we are closer than you think with that, but it needs to be cost effective.
- **CDL Expansion**
  - **Driving Pad**-Paul-NTC has started a CDL class B program-1 section ran so far, next section starts in November. With new ELDT rules coming into play, we anticipate a large swarm of people to come in for training. Looking to expand the Merrill facility and get the training out there. Up in Merrill, the current driving pad is 300'x500' and the additional new pad will be 200'x490'. Adding a road on the south side of the current pad and another road to Taylor Street. It is out for bid right now, planning to take place in October, but not sure when it will be complete. Trying to meet the needs of students that want to get into truck driving, contract training and other NTC programs like Diesel, Electric Power Distribution and Gas Utility. The current pad is quite busy with CDL, Criminal justice, contracts with other police departments, etc.
  - **Positions (Faculty, full-time & part-time IA's)**-Paul-looking at adding another full-time Faculty and full-time Instructional Assistant. Last week got a part-time IA posting out-this will be a continuous posting as they are trying to build a large pool of people for IA, as right now they only have 2 full time IA. If you know of

anybody, please pass this information along, it is posted out on the NTC website. Marty asked if part time instructors still need updated Fed Med and random drug and alcohol screens? Yes. We are exempt per Mike-no fed med needed, but we would like them to have it as an IA. As far as the part-time position goes we will work around their schedule, they can work whenever they want. Pay is \$24/hour, very flexible and is a great opportunity for recently retired drivers. Interested people can come up the Merrill facility and tour if they would like. Would like to offer multiple classes at the same time, but do not have enough faculty at this time.

- **Donations**
  - **Krueger Floral-Paul**-Krueger Wholesale donated a class B box truck to NTC, thank you to Mike Decker from Krueger Wholesale. NTC is very appreciative of donations and if anyone has any vehicles, we are always open. The two trucks we currently have are manual, the one donated from Krueger Wholesale is an automatic.
- **Capital Equipment Request: 2022-2023-Paul** CDL looking at purchasing a new trailer and also getting that wrapped. Prices are crazy for trailers right now, budgeted \$65,000. Hopefully that will be enough if it gets approved. Also put in for 2 more tractors, one manual, one automatic. Currently we only have one automatic in our fleet. Had one student that was solely in the automatic, did not want to test in manual. We budgeted \$350,000 just for those 3 pieces of equipment. James from Diesel stated we put in to update the technology in the shop to keep it relevant. Asking to update shop press-have one that was donated to us, it is a little too big for the electric supply of our shop. Looking to put it on the auction or give it back. Still looking to purchase a stand-alone HVAC trainer. The trainer has windows so the students can see what is going on inside. Last year we swapped out our engines that needed to be updated, but we have one engine on the list this year as well.
- **Enrollment Reports-Eric**-Diesel had 14 start for first year and still have 14. Second year students we have 9 returning, so 23 in the program full time and a few coming back to finish up their gen ed credits. Paul-this past summer CDL ran 2 separate sections of Class A. Nine students with Doug in the first section and Mike started another section through July that started with 8 and ended with 7. Currently Doug has Class A section running with 10 students. Looking forward to Mike running a Class B section starting in beginning of November. Should be able to get up to 6 students in that section with the extra truck from Krueger Wholesale. Mike will then have a Class A section in December that is mostly dedicated to Diesel students. Paul has been working with Greg for a year-round schedule for the 3 of Greg's programs that need a CDL. Looking at spring-Class A in March for Doug and offering another Class B section at end of April.

- **Yearly Schedule**
  - **Class A & B- Paul**-working with Greg on year-round schedule. Will be meeting in the near future to figure out next year. If you know of people looking for classes keep us in mind. If there is a certain time that works the best please let us know.
- **Potential Offering – Abbreviated School Bus Testing**-Doug mentioned they still in the market for a used trailer, so if anyone has a 53-foot trailer they are looking to get rid of, please let us know. Doug has done a lot of abbreviated bus testing over the years, there is definitely a need for this. Every 8 years drivers under the age of 70 are required to do student discharge, railroad crossing, a complete pre-trip of the bus and a written test at the DMV to be reinstated. Over the age of 70 they need to do it every 2 years. Currently Doug does 15-20 tests per year for the bus companies in the area. It is hard on the bus companies to train these individuals themselves, would like to promote NTC doing a quarterly training for this. Hopefully do it in a 4-day period and it will help bus companies with retention. Feedback? Cory-it is a great idea. Per Doug, schools are being hit hard right now and schools are even encouraging coaches to get their CDL to help with bussing issues. Sports teams are switching to having the student athletes drive to games as they don't have anyone to drive a bus. Fed Med card is required to be a bus driver.
- **ELDT – February 2022-Mike Sewell**-the entry level driver training law goes into effect on February 7, 2022. NTC is ready for it. Are you seeing anything that we need to be made aware of? Are you recruiting drivers from private CDL school-what is the quality of the driver? Are you seeing any changes in these programs? Curious to see what those places are going to do to meet the requirements of the ELDT rule. What are carriers doing for retention? A few carriers in the area have gone to a weekly minimum salary-\$1300/week and then at the end of the month or quarter they also offer a bonus on certain mileage over a minimum. This takes the fluctuation out of the weekly paycheck. Marty states everyone's pay is going up. Safety is growing more and more important, especially with older drivers. Marathon Cheese does not work over the weekends. They will turn freight away in order for no weekends, the drivers are always home by Friday and this helps with retention.
- **Curriculum modification process-Diesel dual credit-James**-approved last year to break classes down, take 1 credit from a 3-credit class and offer it to the high schools. Classes that were broken down for dual credit are Electrical 1, Engines 1, Heavy Duty Suspension and Steering, Preventative Maintenance and Brakes 1. The one credit classes are generalized so they don't just apply to diesel, one group was taught two of our classes in a tractor mechanic class. Twenty-one new students exposed to Diesel classes this year from this one high school. Classes are approximately \$150/credit, so it saves students money when they take dual credit.

- **Potential certified Diesel apprenticeship program-Eric/Katie/Greg/James-** Greg-WATEA approached us about getting an apprenticeship started in Diesel. We have been working with Bureau of Apprenticeship Standards (BAS) and NTC is the only college in the state working on this right now. The apprenticeship would piggy back directly on our Diesel program. Lecture with NTC, release them back to employer to do the lab work on site. This is close to CBE example, they will be able to do CPL as well. Some of the classes they have to come to the whole class through NTC, but it could be different for each employer and each student depending on their experience and what they can be exposed to at an employer. Very unique for each student and employer. Per Katie Metko this is not yet approved, still working with DWD-State of WI registered apprenticeship program. Apprenticeship based on contracts with employer, student and State of Wisconsin and a minimum 4288 hours, but there is always the option to add more for each employer's needs. Full competencies for students and a journey worker card, so the student would have another credential for the trade. Once the program is fully approved we will have more information to provide to everyone. Marty-what if my shop doesn't fully do everything acquired of Technical Diploma? That is a State of WI question, but if there is something missing from the employer, then NTC can fill that gap. There are minimum standards and the student could then take the full course at NTC. Cory state this is long overdue. He was part of the original discussion about this program and is happy that this is almost at the finish line.
- **CPL-Credit for Prior Learning.** This is a pathway to get people in so students are not jumping through hoops and being held back. For example, a YA student that has worked for a business can try and test out of class. There is an assessment that applies in order to pass the class. Saves them money, keeps them excited in learning. Increased now to every course in the Diesel program.

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

Next meeting will be held in **April 2022**, more coming out about the date in a future email.



# Vet Tech Advisory Committee

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 10/27/21

**Time:** 7:30 a.m. – 9:00 a.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Renee Shriner-Athens Vet Service
- Janice Dietrich-Athens Vet Service
- Dr. Angie Witt-Metro Animal Hospital
- Dr. Rebecca Myszka-Wisconsin Valley Vet
- Hans Brietenmoser-Dairy Farmer
- Dr. Sarah Lautzenhiser-Antigo Vet
- Dr. Becky Zenkocivh-Birnamwood Veterinary Clinic
- Michelle Watford-VCA Companion Care Animal Hospital
- Dr. Kris Hankison-Oakview Veterinary Medical Center

#### NTC Team:

- Bill Schultz-College Advisor, Vet Tech Program
- Greg Cisewski-Dean, School of Agricultural Sciences, Utilities & Transportation
- Bobbi Lee, Learning Coordinator, School of Agricultural Sciences, Utilities & Transportation
- Nicole Cruise-Instructional Assistant, Vet Tech Program
- Sarah Steger-Program Director, Vet Tech Program
- Dr. Elizabeth Hillebrand-Farm Veterinarian and Adjunct Faculty-Vet Tech Program
- Katy-Jane Shanak-Faculty, Vet Tech Program
- Brad Gast, Dean, WTDP Apprenticeship

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

- Sarah Steger, Program Director, Vet Tech Program, introduce the new full-time staff for the Vet Tech Program and gave an overview of the program. Katy-Jane Shanak, Faculty and Nicole Cruise, Instructional Assistant. Work will hopefully be starting soon on our new Veterinary Learning Lab at the farm. Per Greg, the bid has been awarded and work will start next week. With the shortages in construction with materials and equipment we are hoping the lab will be finished by the end of the spring semester. We are working on purchasing some equipment for the new building, including digital radiography, dental radiography, models and all new anesthesia monitoring equipment. We have recently replaced our A3 milking robot with the new A5 model and have a new cattle chute and wet-lab to use for teaching purposes. Dr. Elizabeth Hillebrand, Program Veterinarian, shared the floor plan of the new VLL and explained the new facility to the group. It will be set up like an emergency clinic. There will also be a locker room and boot washing room. We are trying to integrate the Dairy students more into the farm and that area is more for them. There is also another lab up in the barn and there are four classrooms and a student lounge over in the Student Engagement Center. Most Vet Tech students have experience with just cats and dogs, but our students will have experience with large animals as well.
- Program Enrollment—we currently have 16 students that started this fall and all are still all enrolled in the program. The faculty is happy with the way they are performing.
- Accreditation status—our application is still underway. We should be getting a date in spring 2023 of when the visit will happen to evaluate our students and program and give us a decision on our accreditation. Educational facilities must have an Institutional Animal Care & Use Committee (IACUC) as the animals used for teaching must be cared for properly. We need standard operating procedures (SOP) on how we are handling animals and make sure there is a plan with detailed protocols in place on how these animals are being used.
- Course schedule—The program will be having a fall and spring start. Not sure how many students we will have for our spring start yet, depends on how many students pass their pre-courses and petition for the HESI test. HESI testing will be held the week of November 1<sup>st</sup>–November 5<sup>th</sup>. We did have 19 students petition at this point.
- Summer internships—this course is still under development. The first group of interns for this program will be the summer of 2022. The internship for fall start students will be in

summer and will be 8 weeks long and the spring start students will have internship in fall, with both being 240 hours. Hours have to be documented, faculty will be visiting them during their internship.

- Skills list-Athens Vet stated they have been doing the program for a while and some of the items on the skills list don't always fit with the clinic. Can the skills list be updated and can we get a copy of it? Sarah informed the group that the skills list would match the clinic the student is at and no internship site will be responsible for everything. We would like to put more responsibility on the student to get things checked off of their skills list instead of the clinic. Students should present the list to the clinic right away so the clinic can make sure they have the opportunity to complete everything they need to do. Nicole commented that the students will need to look ahead on the clinic schedule to see if there is something coming up that they need to be a part of and this is a good discussion for faculty to have with students before they go to the internship site. Would it be helpful if we sent the skills list to clinics to get some feedback before it is finalized? We have another advisory meeting in the spring and can discuss it at that meeting as well.
- There were questions about what skills students will be bringing into the internship. Students will have had Vet Office Procedures, Clinical Pathology 1, Animal Nursing, Vertebrate A&P 1 and 2, Animal Management and Veterinary Pharmacology 1 before they come have their Internship class. They will be taught about entering in appointments and medical records and will be using the IDEXX system. Dr. Sarah from Antigo Vet Clinic stated she would also like to see more about teamwork, client interaction and patient history. What you can and cannot say on phone consults needs to be discussed, along with triage. We also have one lab a week that involves hands on activities, such as full and partial animal dissections, and the use of both animal models and live animals to apply the knowledge from lectures.
- It was mentioned that there will be a list of clinics that are available and interested in having an intern. The college uses Handshake for any job openings, Bobbi will send out a flyer with the meeting minutes and Brad Gast posted a link for more information in the chat. [www.ntc.edu/employers](http://www.ntc.edu/employers)
- Dr. Angela Witt reported that in the past they have had new CVTs that were very uncomfortable with monitoring anesthesia and it would be great to make this a priority in the classes, labs and internships. Sarah stated that in the 2<sup>nd</sup> year of the program the students will have classes in both semesters that address anesthesia monitoring. In fall they will be familiarized with it and in the spring they will observe and participate in



surgery. Sarah and Dr. Elizabeth went to the AVTE convention in St. Louis and they had some surgery simulation software that was really promising.

- AAHA and/or Fear Free certification-Nicole is our resident expert. She has gone through that is helping us to adopt some of their standards.
- Cytology and UA sediments-we don't have automated UA, so students will be learning the old-fashioned way with centrifuge and microscope. We will be learning how to identify different types of cells. The faculty is trying to tie all classes together and repeating ideas across different classes.
- VTNE prep course-we currently don't have one but are working on a CE course that students can elect to take, there are also some very good courses online. It is very important that 50% of our students pass on the first try to keep our certification.
- The question was raised about insurance and liability for clinics. Greg stated if the student was being paid for their internship, the insurance and liability would fall on the clinic. We would be setting up Memorandums of Understanding (MOUs) with clinics that are willing to take on students. Students do have insurance from the college, that is where we need to look at how to set up the MOU. He stated he can share copies of MOUs from the past to get feedback from clinics. We try to be as flexible as possible to make sure everyone is covered.
- Discussion was held regarding students having a resume and cover letter. That would be an expectation as part of getting employment is having a resume and doing an interview. We have a transfer and placement office at the college that helps students with resumes and interviews. There will be a job fair in spring out at the farm as well for any employers that would like to participate, we can send out more information once it becomes available. Dr. Hankison raised the question about expectations for pay and housing for interns. The college does not suggest a certain pay or housing for interns, but it can get competitive and a higher pay or housing could be something that would benefit a student coming to your clinic.
- Brad Gast, Dean of Workforce Development asked the committee what kind of trainings they would like us to host once our new facility is built. We want to ensure that professionals have the training and opportunities that they need and that it is affordable and accessible. Some ideas for trainings were phone skills, teamwork, team building skills, critical thinking and problem solving.
- The next meeting will be held on Wednesday, April 6<sup>th</sup> at 7:00 AM. Job fair will be held in March 2022, be looking for an email from us with more information.



## **Nursing Advisory Committee**

### **Summary of Advisory Committee Meeting Minutes for**

### **NTC Board of Trustees**

**Date:** 10/28/2021

**Time:** 7:30am – 9:00am

**Location:** Zoom

#### **Attendees**

##### Industry Members:

- Terese Blakeslee, Assistant Director of BSN at Home Options Program, UW Oshkosh
- Amber Blocker, Director of Nursing, Rennes Health and Rehab Center, Wausau/Weston
- Ryan Hanson, Director of Nursing, Pine Crest Nursing Home
- Mason Heldt, Student Placement Coordinator, Aspirus Wausau Hospital
- Barb Klinner, Director of Nursing, NCHC
- Mindy Meehan, Director of Nursing, Wausau Manor
- Julie Reimer, Nursing Recruiter, Aspirus Wausau Hospital
- Stephanie Tippin, Director of Nursing, Upper Iowa University
- JoAnn Weinfurter, Administrative Director of Patient Services, Marshfield Clinic-Weston

##### NTC Team:

- Brad Gast, Dean of Workforce Training and Professional Development
- Tim Hinke, Academic Advisor for Nursing
- Laura Litzer, Nursing Advisor for Nursing
- Becky Leopold, Administrative Assistant
- Sara Peterson, Science Faculty
- Marlene Roberts, Dean of Health
- Angela Roesler, Nursing Faculty/Program Director

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

- Program Enrollment Fall 2021:
  - 1<sup>st</sup> Semester: 63 students. No students have withdrawn.
  - 2<sup>nd</sup> Semester: 37 students
  - 3<sup>rd</sup> Semester: 45 students
  - 4<sup>th</sup> Semester: 45 students

- The A2 HESI exam is scheduled for the week of November 1, 2021. There were 108 students who petitioned and 104 students that met the qualifications to take the A2 HESI exam. They anticipate taking a full cohort of 64 students in the spring.
- Program Information:
  - COVID Program Alternations:
    - F2F learning for all nursing classes Fall 2021. The number of students has been lowered in cohorts for clinicals, except for 1<sup>st</sup> semester, which remains at 8 students. The other semesters run with 4 to 6 students.
  - Spring Planning:
    - We are anticipating admitting 64 students into 1<sup>st</sup> semester with 8 to 10 students returning from taking one semester off for mental health issues, COVID mandates or health issues.
  - Nights/Weekends PT Track:
    - It did not run due to low enrollment numbers. There was not enough interest in the program (only 6 students registered). We will re-evaluate in spring for next fall potential running of the program.
  - Clinical Sections:
    - Smaller clinical group sizes in 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> semesters (6 vs 8)
    - Keeping smaller clinical groups in 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup>
- National Council Licensure Examination (NCLEX) Pass Rate Spring 2021
  - The pass rate for students who graduated in May is at 97% with 2 students left to test.
- Program Outcomes 2020-2021
  - Job Placement 99%
  - (NCLEX) Pass Rate 97%
  - Student Satisfaction 98%
  - End of Program Student Learning Outcomes (EPSLO):
    - **EPSLO #1:** Implement one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an evolving professional identity as a nurse committed to evidence-based practice, caring, advocacy, and quality care.
      - Overall, we met all but one quality indicator. Fall 2020 cohort had a low average score in the Advocacy/Ethical category, but spring 2021 was back to higher than the expected outcome (895/850).
    - **EPSLO #2:** Demonstrate appropriate written, verbal, and nonverbal communication in a variety of clinical contexts.
      - Students met this outcome consistently.
    - **EPSLO #3:** Integrate social, mathematical and physical sciences, pharmacology, and pathophysiology in clinical decision making.

- The rubric was changed to increase the rigor of assignment and adjusted 3<sup>rd</sup> semester concept map expectations in fall 2020. Fall 67% met expectations, spring 84% met expectations. Goal is 90%.
- A new assignment of acute care was implemented and, in the spring, we were one point away from our target.
- Applied math is new evaluation method. In fall 39.5% of students met, in spring 79% of students met expectations. We expect 85% of students to achieve 100% on their first attempt.
  
- **EPSLO #4:** Provide patient centered care by utilizing the nursing process across diverse populations and health care settings.
  - Students remain very strong in this area.
  
- **EPSLO #5:** Minimize risk of harm to patients, members of the health care team and self through safe individual performance and participation in system effectiveness.
  - The one area we continue to work on is Safety & Infection control. We have implemented the Fundamentals HESI into 3<sup>rd</sup> semester to bring back some of the basic content. We were one point from meeting it in Spring of 21, so we will continue to monitor this area to see if the Fundamentals exam helps to improve this area.
  
- **EPSLO #6:** Lead the multidisciplinary health care team to provide effective patient care throughout the lifespan.
  - One point from meeting our quality goal in this category in both fall and spring. This is an area that we have been strong in historically. We will evaluate fall 21 data and then determine what steps we will need to take as a program to improve this area.
  - We will continue to work on in our management course by adding additional assignments to focus on prioritization.
  
- **EPSLO #7:** Use information and technology to communicate, manage data, mitigate error, and support decision-making.
  - This has been removed from the new outcomes, because it has now become a part of everyday life. Students have done very well pre-licensure and post licensure.
  
- Accreditation Planning & Preparation:
  - The site visit is scheduled for 9.27-9.29.2022. At this time, they are planning a face-to-face site visit. We will reach out during the summer with more information.
  - At this time, Agency visits will be held virtually due to COVID.
  - Faculty are preparing self-study materials this fall
  - Mock Site Visit will be in April 2021
  - Requesting updated Clinical Site Selection forms from all clinical partners and Registered Nursing (RN) job descriptions to ensure compliance (form is attached), please fill out and return to Angela [roesler@ntc.edu](mailto:roesler@ntc.edu). Also send the Registered Nursing (RN) job description for your facility.
  
- Nursing Simulation Grant:
  - Training has continued. Grant was written pre-COVID, and as of COVID, we were unable to do things face-to-face. This year we are getting training on equipment and moving forward.

- Poverty Simulation:
  - Being held this semester on a small scale to get immediate student and participant feedback. After we run it once, we can determine any changes that need to be made to the simulation. This will be run on December 7, 2021 and more information is to come. As it grows, we will be asking for community participation. It will be run with Nursing student, 4<sup>th</sup> semester is required to attend and open to 3<sup>rd</sup> semester to fill the gaps. Depending on where we are with COVID, we will determine how we run going forward. We would like to run a twice-a-year event, for 3<sup>rd</sup> semester students and then students enrolled in other programs.
  
- Equipment Purchased:
  - Pixus machine, we can continue to build up our simulation center to run multiples sections at a time to creates that realism. Thank you for the letters of support.
  
- Standardized Patients:
  - Bring in people who can present, in a consistent way, to measure students of how a student is doing on a competency and so students can have critical thinking in the moment.

# Civil Engineering Technology

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 11/2/2021

**Time:** 3:00 p.m. – 5:00 p.m.

**Location:** Zoom

### ***Meeting Attendees***

#### Industry Members:

- Matt Graun – Becher Hoppe Associates, Inc.
- Kyle Beld – Integrity Grading & Excavating
- Stephanie Christensen – EMCS
- Andy Walters – American Engineering and Testing
- Daron Juneau – Complete Control Systems

#### NTC Team:

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

### ***Welcome and Introductions***

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

### ***Highlights from the previous meetings / updates***

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

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

- NTC Strategic Plan - The plan was formulated based on feedback received from the communities NTC serves. Consideration was given to several data points including: Business & Industry, Region-wide K12 school districts, parents & students, advisory committees, among others. The plan highlights the following areas:
  - Wildly Important Goals (WIGs)

- Increase Student Success: Increase 3-year graduation rate for all WTCS-approved programs from 42% to 50% by 6.30.2022
- Grow Skilled Workforce: Increase FTEs from 2,799 to 3,058 by 6.30.2022
- Strengthen Infrastructure: Streamline college-wide processes to increase the safety, sophistication, and efficiency of learning and work environments by 6.30.2022
- Learner Success: Provide timely and relevant education, training, and services within safe and secure learning environments.
- Diversity, Equity & Inclusion: Identify and reduce obstacles within learning and working environments, and actively promote purposeful diversity awareness and conversations.
- Access: Foster the ability to learn, train, and work anywhere and anytime through training, connection, flexibility and innovation.
- Collaboration: Create, cultivate and strengthen intentional, mutually beneficial partnerships and practices.
- Innovation & Growth: Apply research, implement new technologies, encourage creative intellectual exploration, and provide leading-edge education.
- Advocacy: Actively promote policy and practice changes that impact education.
- Evaluation & Analysis: NTC practices continuous assessment and improvement. An evaluation and analysis of the successes and challenges of the work implemented toward the College's Strategic Directions and Wildly Important Goals will be presented to the Executive Leadership Team and Board of Trustees annually; a Board Dashboard will be created and adopted through 2023 to track and report data important to transparency and accountability; and the Strategic Plan for 2021-2024 will be reviewed twice a year by the Executive Leadership Team in order to ensure it remains nimble, proactive, and responsive to changing/shifting economies, environments, trends, and needs. Best and promising practices will be shared with staff, advisory committees, donors, and external partners in order to broaden impact.
- More information may be found by clicking this link [NTC Strategic Plan](#).
- Legislative Updates
  - The budget includes:
    - \$2.25 million annually for WTCS general aid, with 70% distributed through the general aid formula and 30% distributed as Outcomes Based Funding
    - \$2.25 million annually for grants to technical colleges
    - \$29 million in 2021-22 and \$43 million in 2022-23 in property tax relief aid. This is a dollar for dollar swap rather than new funding
  - Unfortunately, the budget did not include need-based grants for technical college students, which is part of our WTCS budget request.
  - The bill to repeal WI Statute 36.31 was introduced as separate legislation (AB-266/SB-291) and is not part of the budget process. NTC has moved forward with a private partner to offer both the Associate of Arts and Associate of Science degrees. Please watch for more to come on our ability to offer both degrees on our own.
- Dual Credit Accomplishments (Fall 2006-Spring 2021)
  - 100,718 Dual Credits earned
  - \$14,037,074.55 Dual Credit tuition saved
  - 9,849 High School graduates transitioned directly to NTC



- Michael Kowal added that we do have a Dual Credit student in our Intro to Civil Engineering class currently
- NTC Connect
  - 32 courses will be offered in NTC Connect
  - Students can take their courses in a way that suits their needs:
    - In person, Zoom live or online when they can
  - Wraps education around the life of the student rather than expecting the student to wrap their life around education
- Competency Based Education (CBE) was explained to the committee. We are piloting CBE in our Automation Systems. In Competency-Based Education time is switched to be the variable in learning. The student sets their own pace of learning and as long as they can prove, through assessment, that they have mastered a certain skill, then they can move on. We believe this can be an evolved version of flexible learning and may be an option for our Welding, Automotive and Machine Tool classes.
- Industry 4.0 Updates
  - NTC's first step will be Manufacturing
    - Automating traditional manufacturing and other systems to improve efficiencies and reliability
    - Pathways for first-time learners, full-time workers, and those seeking expertise
    - Cross functional projects planned (e.g. data analytics)
  - AME Lab addition will feature:
    - Lights out manufacturing line
    - Student Automation cell development lab
    - Flexible Learning Space
  - Future NTC programs areas will include Health Sciences, Agriculture and Transportation
- Central WI Science & Engineering Festival (Mind Trekkers, April 8-9, 2022): Approximately 6000 middle school students participate at the Wausau campus on Friday (4/8). The event is open to the public on Saturday (4/9). This STEM roadshow is hosted at NTC and run by volunteers and the Michigan Tech Mind Trekkers team, which consists of undergrad and graduate students. Mind Trekkers will guide those who attend through fun, hands-on experiments. Let the Michigan Tech Mind Trekkers be your guide as you explore the excitement of STEM. [Click here](#) to watch the event video.
- Student Support (available resources)
  - Timberwolf Table
  - Peaceful Solutions Counseling
  - Timberwolf Learning Commons
  - ARP Grant directs student funding
  - "It's In Our Jeans" employee giving campaign
  - Student Scholarships
    - Kent Olson asked that scholarship information be sent to the Advisory Committee with deadlines for applying for these scholarships. Iain stated that we would send that information as soon as it is available.

### **Instructional Area / Program Updates**

- Program Enrollment
  - 5 students are enrolled in the 1st-semester classes

- 2 students are enrolled in the 3rd-semester classes
  - The third semester students will graduate in May 2022
- The program can accept 24 students through face-to-face and online instruction.
  
- *Program Information Update*
  - Michael informed the committee that students are currently looking for internship opportunities. Michael mentioned using Handshake as the technology for posting job openings for students and graduates. Michael told the committee that he asked Career Services to provide employment information to students closer to the middle of October rather than the end of the semester so students can work on their resumes earlier.
  - Iain extended an invitation to the advisory committee to visit the Civil Engineering classes to meet the students. Anyone interested in visiting a class can contact Michael for more information.
  - Kyle Beld stated that the Central Wisconsin Contractors Association is setting aside \$5,500 this year for high school technical education programs that are teaching construction trades. The members are mainly involved with commercial construction and want to get information to students that there are employment opportunities in construction in addition to residential building.
  
- *Program Equipment Update*
  - Michael stated that we are proud that we have really good equipment for the students to use. We are looking at adding another set of surveying equipment. A set includes a controller, a R-8 or R-12 GPS, and a Robotic Total Station. There is an advantage in teaching a small group in that each student can have their own set of equipment to operate which equates to a lot of time on the equipment.
  - We are in the process of trying to acquire a drone. We want to make sure that we acquire the correct one and that we have the insurance in place before we operate the equipment.
    - Stephanie Christensen shared that if more information on the acquisition of a drone is needed, Matt and Kevin can be contacted. Both of these individuals are well versed in drone operation and as well as the FAA Part 107 Regulation.
    - Matt Graun mentioned that FAA Part 107 will be a large part of the class that deals with the drone. The students will be instructed on correct procedures in flying drones, logistics, and standards.
  
- *Industry Trends:*
  - 50 total responses were received from our spring Industry Trends survey
  - 89% stated business has been flat or demonstrated growth YOY
  - 81% of staffing needs are medium to low preparation positions
    - 50% Medium – technicians
    - 31% Low – general laborers
    - There was a discussion on the preparation needed for auto technician positions and which roles are compensated at a higher or lower level as well as how they are viewed by prospective students.
  - 95% are forecasting growth over the next fiscal year

- Technology and Investment Goals
    - 37% Automation, equipment, facilities
    - 32% Personnel
  - Andy Walters, AET, shared that their backlog of work is extremely high and they are trying to catch up. AET is a seasonal construction business but it looks like they will be busy for quite a while. With DOT and private sector work, there are many employment opportunities for individuals on work crews, drilling crews, and concrete or soil testing. It has been difficult finding employees to work around the drilling rigs since some of those openings require a CDL license. The pay for these different positions varied. Andy mentioned there are always openings in surveying.
  - Daron Juneau, stated that he is joining the group as a member of the Central Wisconsin Contractors Association (CWCA). He is also associated with Complete Control Systems which is a building automation contractor. CWCA represents a large number of contractors and design firms. He agreed that finding employees is difficult and finding someone with a skill set and strong work ethic difficult but extremely important. If anyone needs information on the association, they can email him directly at [daron.juneau@complete-control.com](mailto:daron.juneau@complete-control.com).
  - Kyle Beld, Integrity Grading & Excavating, told the committee that his company is doing a good job of retaining employees and meeting their employment needs. His company has a large number of individuals that will retire as well as younger employees who need leadership. The operators, laborers, and project engineers are being recruited directly from schools. Integrity is being very selective in on taking on work at this point since their backlog for 2022 is already surpassed the revenue for was projected for fiscal 21.
  - Matt Graun, Becher Hoppe Associates, agreed that his company is doing well. They are staying in front of their employment needs. Everyone is busy and they are waiting to see what infrastructure work they will see in the future. Matt agreed that there is a gap in their pool of project managers with 10-20 year of experience. Trying to find registered land surveyors is difficult. He agreed with the comments that have been shared regarding the difficulty in finding workers.
  - Stephanie Christensen, EMCS, stated that they can probably only hire one person for every 20-40 candidates. Salaries continue to increase, but if this is increasing awareness of the value of Civil Engineers, then it is a positive outcome. EMCS has a very strong backlog and they are looking to continue their growth in 2022. This outlook for the future is without any infrastructure work. They are at a point where they are being selective in the projects they are taking. The most important thing employers can do, right now, is to support the program and get more students into the program by visiting classes or letting students tour their facility. These two things would increase interest and have a positive effect on the program at NTC.
- *Career Fair*
    - Iain informed the committee that the Career Fair on October 25, 2021, was well attended by students and employers. The students appreciated seeing employers in person. We are planning to have another one in spring. Iain asked employers to watch for information on this spring event and plan to attend.
  - *Facilities and Equipment*
    - NTC is adding an approximately 1.4 million dollar addition to the school, relating to Smart Manufacturing and Industry 4.0. The timeline shows the building being completed between

December 2021 and April 2022. We are exploring how we can adapt this new technology to different program areas. We are hoping to create a live manufacturing line for students to plan out and analyze a production line. This will be a manufacturing space for students from various programs to collaborate. More information will be forthcoming.

- **Workforce Training and Professional Development Update**

- Brad Gast, Dean of Workforce Training and Professional Development, gave the committee an update on his team. He mentioned that his division of the college is designed to serve businesses with professional development or contract training. Workforce Training and Professional Development can provide training for any certification requirements or skills that your incumbent workers need. The training events are provided with a hybrid training model which allows individuals to come onsite, attend through Zoom, or view the recorded event at a later date. Generally, 30% of attendees have been in-person and 70% have attended through some digital format. This type of model provides accessibility for individuals who otherwise could not leave their company site to attend the training. Training is offered for interpersonal skills, communication, teamwork, leadership development, and supervisory management. This training is provided by qualified individuals with teaching experience and provides the employee with a quality learning experience.
- There are Workforce Advancement Training Grant dollars available for training your existing workforce. Approximately \$550,000 has been secured to train incumbent workers. There is another grant available, geared toward manufacturing, for \$620,000 to train entry-level employees. A grant totaling 5.2 million dollars is currently pending for discouraged workers who have left the workforce. There are also Fast Forward Grant dollars available. If any companies want to explore their options regarding these grant dollars they can contact Brad Gast or Iain Cameron for more information.

- **General Education Update**

- Amy Pippenger, Math Instructor, attended the meeting to survey the employers regarding the Math that is being taught to students in the Civil Engineering Program. She asked for feedback on the specific mathematical calculations and formulas that a student will have to use on the job. She is also working with a national group through the University of Texas at Austin to see what can be done to identify topics that more attention for students being employed in manufacturing.
  - The committee mentioned that employees to be able to add, subtract, multiply and divide along with knowledge of conversions, percentages, quantities, algebra, and geometry. Employees need to be able to use calculators and spreadsheets in excel.

### **Program and Curriculum Modification Discussion**

There are currently no program or curriculum modifications.

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

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

Committee members mentioned that the date for this advisory meeting would fit their schedules better if it was in

# Advisory Committee Meeting Minutes

## Civil Engineering Advisory Committee

2<sup>nd</sup> November 2021 | 3:00pm to 5:00pm | Zoom Meeting

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late fall or early spring. We will let you know if the next meeting will be in-person or virtual, depending on the situation at the time. We may be able to use NTC Connect which allows for both options.



# Administrative Professional Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 11/2/2021

**Time:** 12:00 p.m. – 1:30 p.m.

**Location:** Zoom

## Attendees

### Industry Members:

- Barb Brown – Aspirus Wausau Hospital
- Ann Dahlke – UMR
- Kelly Franklin – Cloverbelt Credit Union
- Lisa Westphal – Westphal Staffing

### NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Nicole Guthrie – Early Childhood Education Faculty
- Pa Houa Lee – FOTE Faculty
- Amy Denissen – Student Success Advisor
- Vicki LaPorte – Administrative Assistant (Meeting Recorder)

## Summary

- The Administrative Professional program has 104 students enrolled in classes, with 73 unique students. There is an Associate Degree available, along with three Technical Diplomas – Office Assistant, Medical Office Specialist and Healthcare Receptionist. The Associate Degree program has 26 students; Office Assistant has 17; Medical Office Specialist has 37; and the Healthcare Receptionist has 23 students enrolled.
- Members are experiencing a shortage of qualified applicants, an employee-centered job market, demands for increased wages and flexible working environments, and a casualness not seen before.
- The majority of organizations are still working remotely and some with a blended format. Essential worker employees have been working on site throughout the pandemic.



- NTC will be hosting the Administrative Professional Conference (in-person and digitally) in April 2022.

### **Program Modifications Discussion**

- There are no curriculum modifications or changes this year. Faculty continually update the course content to keep current.



# Sign Language in Education

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 11/3/2021

**Time:** 5:00 p.m. – 7:00 p.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Kathleen Bauer – School District of Niagara
- Keith Burisek – Wisconsin Educational Services Program for the Deaf and Hard of Hearing (WESP – DHH)
- Jennifer Gleason – CESA 8
- Joleen Hunkins – Green Bay School District
- Jennifer Sartori – Appleton Area School District

#### NTC Team:

- Erin McNally – Learning Manager, School of Business, Community Services & Virtual College
- Vicki Shapiro – Faculty (Excused)
- Chanel Wettengel – Instructional Assistant
- Jake Seever – Learning Coordinator
- Vicki LaPorte – Administrative Assistant, School of Business, Community Services & Virtual College

### Summary

- The Sign Language in Education (SLIE) program capacity is 20 students. The current program has eleven students, three of whom are from previous cohorts. The upcoming cohort has 16 students for fall 2022. NTC is in the process of contacting wait-listed students for fall 2022, anticipating the semester will start at full capacity.
- The program will be implementing a new student orientation in spring 2022, which will provide a student handbook, expectations, program details, amount of study time anticipated outside of class, potential travel for practicums, etc. This allows students to reflect if the program is what they desire and a change of course if it is not.





- Members are still experiencing a shortage of educational interpreters. DHH teachers are seeing an increase in the request to interpret during this shortage, which is not optimal and/or feasible.
- NTC is the only school in the state focusing on interpreting in education. UW-Milwaukee has a regular interpreting program that has one semester focusing on educational interpreting. With the limited availability, NTC plans to offer an additional ASL 1 and ASL 2 class online during the next school year.
- There are currently 23 available educational interpreter positions at the state level, per committee member Keith Burisek.
- A Google Doc has been created specifically for SLIE advisory board members to share and house information, provide additional educational articles, current events, share feedback, etc. Members were extremely grateful for this opportunity to connect and share among peers.

### **Program Modifications Discussion**

- There are no curriculum modifications planned through 2022.



# Foundation of Teacher Education

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

Date: 11/10/2021

Time: 4:00 p.m. – 5:30 p.m.

Location: Zoom

### Attendees

#### Industry Members:

- Eric Becker – Northland Pine School District
- Tammy Bents – Wausau School District
- Glenda Butterfield-Boldig – Bowler School District
- John Hagemeister – Executive Director, Bridges Virtual Academy
- Steve Kolden – Colby School District

#### NTC Team:

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

### Summary

- The Foundation of Teacher Education (FOTE) program has 31 students actively enrolled in the program and 15 more accepted for fall 2022.
- NTC continues to develop articulation agreements with multiple 4-year colleges, allowing interested students to transfer their credits and pursue a bachelor's degree.
- The majority of school districts are facing paraprofessional and teacher shortages.
- The dual-credit courses taught in area high schools continue to be successful and attracts many students to the education field. Students are able to attend NTC with some of their classes already completed, saving them time and tuition.

## Program Modifications Discussion

There are no curricular modifications for this program. The FOTE program is consistent statewide throughout the Wisconsin Technical College System (WTCS). All colleges within this system provide the same content and consistency.



# Human Services/SUDC

## Summary of Advisory Committee Meeting Minutes for NTC Board of Trustees

**Date:** 11/12/2021

**Time:** 11:30 a.m. – 1:00 p.m.

**Location:** Zoom

### Attendees

#### Industry Members:

- Angela Gonzalez – Ruder Ware
- Kourtney Imig – Winter, Winter & Behrens

#### NTC Team:

- Sara Bartelt – Associate Dean, School of Business, Community Services & Virtual College
- Tom Wendt – Faculty
- Brad Gast – Dean, Workforce Training & Professional Development
- Vicki LaPorte – Administrative Assistant

### Summary

- The Legal Studies/Paralegal program has 61 students accepted and 28 actively enrolled in the program. The first group will graduate in December 2022.
- We continue the process of increasing our advisory committee members with professional contacts to obtain ABA approval.
- An on-campus legal clinic is slated to launch in fall 2022. Lawyers for Learners is intended to be a simple clinical experience (virtual at this time).
- The first cohort will begin internships in spring of 2022.
- Members are seeing a shortage in this specific workforce and are anticipating the first NTC Legal Studies/Paralegal graduates in our community.

### Program Modifications Discussion



There are no curriculum modifications this year. Some of the courses will be realigned internally to create a more logical progression for students beginning in fall 2022.



Date	Event	Troy Brown	Sherry Buntten	Michael Endreas	Tom Felch	Lee Lo	Charlie Paulson	Paul Proulx	Heather Renzelmann
<b>2021</b>									
<b>MONDAY July 12</b>	<b>Annual Organizational Meeting</b>	X	X	X	X	X	X	X	
July 15-17	WTC DBA Summer Meeting (MSTC-Stevens Point + Zoom)		X					X	
<b>Aug 10</b>	<b>Regular NTC Board of Trustees Meeting</b>	X	E	X	X	X	E	X	
<b>Sept 21</b>	<b>Regular NTC Board of Trustees Meeting</b>	X	X	X	E	E	X	X	
<b>Oct 19</b>	<b>Regular NTC Board of Trustees Meeting</b>	X	X	X	X	X	X	X	
Oct 28-29	WTC DBA Legal Issues Seminar + Fall Meeting (Virtual)							X	
<b>Dec 7</b>	<b>Regular NTC Board of Trustees Meeting</b>								
Dec 18	Commencement (NTC – E101/E102)								
<b>2022</b>									
<b>Jan 11</b>	<b>Regular NTC Board of Trustees Meeting</b>								
Jan 27-29	WTC DBA Winter Meeting (LTC-Cleveland + Virtual)								
<b>Feb 8</b>	<b>Regular NTC Board of Trustees Meeting</b>								
<b>Mar 8</b>	<b>Regular NTC Board of Trustees Meeting</b>								
<b>Apr 5</b>	<b>Regular NTC Board of Trustees Meeting</b>								
Apr 28-30	WTC DBA Spring Meeting (MATC – Milwaukee)								
<b>May 3</b>	<b>Regular NTC Board of Trustees Meeting</b>								
May 21	Commencement (Wausau West Fieldhouse)								
<b>June 7</b>	<b>Regular NTC Board of Trustees Meeting</b> (Public Budget Hearing at 12:00pm, Regular Meeting at 1:15pm)								

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



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A family takes a photo in the sunflower field on Sept. 21 at Helene's Hilltop Orchard in Merrill. TORK MASON/USA TODAY NETWORK-WISCONSIN

## A look at the fall season at Helene's Hilltop Orchard in Merrill

Jay Stahl Wausau Daily Herald | USA TODAY NETWORK - WISCONSIN

MERRILL – On quiet, dirt Quarter Road lies Helene's Hilltop Orchard. ● The grassy 40-acre family farm sits atop a hill in Merrill with a bakery, barns, dirt-paved paths and a barnyard playground area enclosed by white picket fences. ● A sunflower field, nearly 15 acres of apple trees and a large pumpkin patch also span across swaths of Helene's land. ● Owner Olivia Telschow of Edgar purchased Helene's in 2017 from her parents, Helene and Dave Pagoria, after Dave fell ill in 2015. ● Telschow owns and operates the orchard with assistance from husband Mark, their three children, five full-time employees and around 50 part-time seasonal workers.

The popular orchard has been in Telschow's family since 1919, passed down like a family heirloom. The farm celebrated its 100-year anniversary two years ago in 2019.

"It's really a multigenerational family farm – it's 102 years that our family has been on this land," Telschow said.

Helene's is growing its legacy with a fresh fall 2021 season.

New this year is an outdoor bar with a beer garden and wine tasting space in the farm's barnyard playground area. The outdoor space will feature apple cider wine slushies from Helene's cran-apple wine and crushed ice.

See ORCHARD, Page 3A

## Orchard

Continued from Page 1A

In-person apple picking is suspended due to light crop numbers, but pre-picked McIntosh, Cortland and Honeycrisp apples are available in a big tent outside the orchard bakery. The pumpkin patch remains open to the public.

Sunflowers are still in-bloom from early September's St. Jude's Children's Research Hospital Sunflower Experience, a farm-fronted fundraiser that raises funds for families with child cancer patients. The experience includes made-for-Instagram props like a swing with ropes, one wooden kissing booth, an old bathtub and a pickup truck with flowers in its bed.

Telschow started the sunflower experience to benefit local families after her dad questioned how young families could pay for cancer treatments during his own battle with sickness.

The barnyard playground area is a full-scale playground, with a \$7.50 plus tax admission fee, that includes life-size board games, bag toss, slides and other activities for family members of all ages. It also includes a section for local food trucks like Thai-inspired Hanuman Express and a performance stage for bands.

A daily schedule of events, including performance times and food truck availability, can be found on Helene's Facebook page.

Since the orchard's purchase in 2017, Telschow has regularly introduced new ideas to the region.

Telschow said she travels with Mark in the winter alongside a group of about 350 other international agritourism



**Bottles of wine are displayed in a farm wagon on Sept. 21 at Helene's Hilltop Orchard in Merrill.** TORK MASON/USA TODAY NETWORK-WISCONSIN

business owners from around the world – Australia, Canada and the United States – to develop, brainstorm and share ideas.

One of those ideas was the orchard's barn cellar.

In 2019, the husband-and-wife duo cleaned out a barn on the property, near the orchard entrance, and had foundation work completed to host sunset dinners.

The two launched once-a-month, four-course Thursday night sunset dinners in the barn during summers with fare prepped by Travis Teska, a prominent local chef and culinary arts instructor at [Northcentral Technical Col-](#)

[lege](#) who formerly worked at Wausau's The Wright Place on 6th.

Teska and Telschow use locally sourced ingredients and products – produce, eggs, meat and flowers – from over 20 regional farms to decorate the space and feed patrons at the dinners, ticketed events with a plated dinner on wood tables with white tablecloths. Each wood table in the barn cellar is originally crafted with repurposed wood by the Telschows.

"Not only does Wisconsin have great apples, but they have great agricultural products such as wine and craft beers," Telschow said.

After the success of the sunset din-

ners, Telschow uses the barn cellar during the farm's fall season to feature wines from Helene's original pressed Honeycrisp apple cider recipe.

The wines in the cellar are crafted by two Wisconsin-based wineries: Dixon's Autumn Harvest Winery in Chippewa Falls and downtown Stevens Point's Sunset Point Winery.

The cellar hosts four beers on tap produced by Sawmill Brewing Co. in Merrill and Wausau's Timekeeper Distillery-crafted apple brandy from Helene's Honeycrisp apple cider recipe.

"We want to be able to utilize these other companies that we really respect," Telschow said.

Returning this year is the popular weekend drive-thru Friday through Sunday at a shed on the farm. Telschow said it limits person-to-person contact during the COVID-19 pandemic.

Patrons can place bakery orders through the orchard's online store and pick up items of their choice at the farm drive-thru. Orders must be placed at least 24 hours in advance and any items that are not picked up are donated to local food pantries.

Apple cider donuts dusted with sugar, pies full of fruit fillings and various cookies are among the variety of made-from-scratch options in the orchard's bakery and sales barn.

Helene's Hilltop Orchard's season runs until Oct. 31. The farm is open from 10 a.m. to 6 p.m. Tuesday through Sunday, and is closed on Mondays.

For more information, go to [www.heleneshilltoporchard.com](http://www.heleneshilltoporchard.com) or find the orchard on Facebook and Instagram.

Contact Jay at [JBStahl@gannett.com](mailto:JBStahl@gannett.com), follow him on Instagram at [@jay.stahl](https://www.instagram.com/jay.stahl) or add him on Facebook at Jay Stahl.





Eau Claire, Leader-Telegram

# AROUND TOWN

**WINTER CLOTHING:** The United Way of Dunn County is hosting a free Winter Wear Open House from 10 a.m. to 6 p.m. Thursday, Oct. 21, and Friday, Oct. 22.

The Winter Wear Open House will be at Marketplace Foods, 207 Pine Ave. West, Menomonie, in the former bank site at the front of the store.

The community is being asked for donations of new or gently used coats, boots, hats, mittens, snow

pants, scarves and other winter clothing.

Donations for the Winter Wear Open House will be accepted through Monday, Oct. 18, at Menomonie Fleet Farm, 2003 U.S. 12; Menomonie Public Library, 600 Wolske Bay Road; and United Way C-3 Center, 1620 Stout Road, all in Menomonie.

To volunteer for the event, contact Shannon Marson at 715-235-3800 or send an email to [smarson@uwaydunn.org](mailto:smarson@uwaydunn.org).

• • •  
**SCHOLARSHIPS:** Ashley Sullivan of Hammond, majoring in nursing at Northwest Technical College in Bemidji, Minn., recently earned a \$1,000 G.W. Neilson Foundation Scholarship from the **NTC** Foundation.

Northwest Technical College awarded a record dollar amount of scholarships for fall 2021, distributing more than \$50,000 in funds to 50 recipients.

From staff reports



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# Local News

## O-W Police Committee Meeting Minutes

DATE: Tuesday September 7th, 2021

LOCATION: Owen City Hall, 833 W. 3rd St., Owen WI 54460 TIME: 6:30 p.m.

CITY OFFICIALS PRESENT:

OWEN: Pam Jaffke, Bob Wilczek, and Ken Martine

WITHEE: Everett Lindgren, Randy Shelton, and Gordy Niemi.

ATTENDANCE LIST:

Officer Haugstad, Chief Ibarra, Owen Clerk Rau, CDC Swiggum

COMMUNITY ATTENDANCE:

Cindy Cardinal-OW Enterprise, Travis Rogers-The Sentinel & Rural News

A quorum being present, the meeting was called to order at 6:00 pm by Chair Jaffke.

Minutes: Motion by Wilczek/Martine to approve the minutes from August 3rd meeting. Motion Carried

Part-time Officer Position: Chief Ibarra stated he only received 2 applications so far. Wilczek stated we may get more applications with NTC students graduating at the end of November. Martine suggested a part-time Chief with 30 hrs. to do all administrative work and hire 2 full time officers. The finances need to be looked at to see if that would be in the budget. A motion by Wilczek to table the part time officer position, seconded by Martine. Motion carried.

Police Chief Position: Martine made a motion that on September 16th at 5:00 p.m. the committee will hold a closed session with former Chief Ibarra. Applicant

interviews will be held on September 21st starting at 5:00 pm. The motion was seconded by Shelton. Motion carried. The hiring committee will consist of Everett Lindgren, Gordy Niemi, Ken Martine, Former Chief Ibarra, and Officer Haugstad.

Call Report July/August: Officer Haugstad went through the call report and Officer Jimi has been doing extremely well for what he is trained to do. A motion was made by Everett and seconded by Martine to accept the call report as read. Motion carried.

K-9 and Equipment Updates: Officer Haugstad and Officer Jimi attended 3 K-9 drug classes in July, also Officer Haugstad did purchase the Hot Pop Cage for Officer Jimi. Ron's Signs and Design's in Cadott donated the K-9 Emblems that are on Officer Haugstad's vehicle A motion was made by Martine to approve the equipment updates and seconded by Niemi. Motion carried.

Accounts Payable/Receivable: A motion by Lindgren/Shelton to approve the disbursements. Motion carried.

Future Agenda Items:

- Haugstad wage increase
- Set up a Budget Meeting
- Garage Insulation

Meeting adjourned at 6:45 p.m.

Next regular meeting is scheduled for Tuesday, October 5th, 2021. 6:00 p.m

Submitted by:  
Tracy Rau Clerk/  
Treasurer

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BOULDER JUNCTION

Courtesy of the News-Review and The Three Lakes News

Oct. 6, 2021 Page 51

## Boulder Junction Volunteer Fire Department continues focus on grant-writing efforts

BY NEWS-REVIEW STAFF

Continuing a long history of ongoing investments in its fire, rescue and emergency medical services (EMS) equipment and capabilities, the Boulder Junction Volunteer Fire Department (BJVFD) has put an increasing emphasis on grant-writing in recent years to help fund the purchase of new equipment.

BJVFD operations cover a primary 96-square-mile response area encompassing the town of Boulder Junction in western Vilas County. The department's annual call volume averages 140-160 runs, of which approximately 80% are EMS calls.

Boulder Junction is located in the heart of the Northern Highland-American Legion State Forest, Wisconsin's largest.

Over the past year, the Boulder Junction Community Foundation approved two grant funding requests submitted by Fire Chief Eric Johnson — in the fall of 2020 for the replacement of two aging coldwater rescue suits and the purchase of updated associated coldwater rescue equipment, and this spring for the purchase of a new, state-of-the-art hand-held MSA thermal imaging camera (TIC).

Thermographic cameras used in firefighting and search-and-rescue applications, TICs render infrared radiation as visible light to allow firefighters to see areas of heat through smoke, darkness or heat-permeable barriers.

"We are extremely thankful to the Boulder Junction Community Foundation for their steadfast support in providing multiple grant awards in support of the department over the past several years," Johnson said. "This supplemental funding is proving crucial in our efforts to provide enhanced services to our community in an era of tight municipal funding across Wisconsin."

The department is currently awaiting word on two pending grant requests submitted by Johnson.

In 2020, the department was awarded a nearly \$12,000 Wisconsin Department of Natural Resources (DNR) 50-50 cost-share grant in support of the purchase of wildland firefighting equipment and supplies, including a new Smokey Bear fire danger sign installed outside BJVFD's Highway M fire station to keep the public abreast of often-changing wildland fire danger levels



Boulder Junction Fire Department members include, kneeling, from left, Treasurer Katherine Maurer, Krista Maurer, EMS Director Daniell Wahlgren, Fire Chief Eric Johnson, Secretary

Trish Menzia and Olivia Menzia; and back row, Capt. Paul Newberg, Assistant Fire Chief Jason Maurer, Marshall Reckard, Linda Thayer, Ken Carlson and Don Melzer. —Contributed Photo

in the North Woods.

In 2019, Johnson wrote and submitted a successful grant application to the Boulder Junction Community Foundation for the \$4,403 purchase of a Groves PPE Extractor/Washer, a specialized washing machine designed specifically to clean firefighting personal protective gear (jacket coat and bunker pants) by removing the carcinogenic gases that accumulate during firefighting operations. The extractor/washer was installed in February 2020.

"Purchasing the Groves PPE Extractor/Washer is a firefighter health and wellness initiative," Johnson said. "It will take care of our firefighters, who volunteer to provide emergency services to the residents of Boulder Junction and, when called to mutual aid, the residents of surrounding communities."

"We are grateful to the Boulder Junction Community Foundation for their support of our firefighter health and safety grant request, as cancer is the biggest killer of career and volunteer firefighters whose risk of developing cancer far exceeds that of the general population," said Johnson.

In addition to seeking grant monies, the department has long been active in fundraising efforts with its popular annual fundraising Chicken Barbecue fundraiser, held in early July and typically serving 1,500 full chicken dinners. Chicken Barbe-

cue funds are used for non-budgetary equipment purchases and special training opportunities for department members.

Due to health and safety concerns for both department members and the public in the midst of the global COVID-19 pandemic, BJVFD's 2020 chicken barbecue was canceled, with hopes of resuming the tradition with the 30th annual chicken barbecue in 2021.

Given the pace of COVID-19 vaccine rollouts, along with the fast rise and spread of COVID variants including Delta, the decision was made to cancel this year's barbecue as well.

Despite the cancellation of the 2020 and 2021 chicken barbecue fundraisers, many supportive donors from the North Woods, Wisconsin, the Midwest and the nation sent generous financial donations as well as thoughtful notes of support and encouragement to the department.

"We are heartened by and thankful for the outpouring we received from members of the Boulder Junction community, as well as many of our visitors, during these challenging, unprecedented times," Johnson said. "The monetary support and words of encouragement are greatly appreciated by our department members as we continue to provide emergency services against the challenging backdrop of the COVID-19 global pandemic."

### New Binder Lift system

On the EMS side of department operations, EMS Director Daniell Wahlgren reported that BJVFD purchased two sizes of Binder Lift™ patient lift assist units from Cody, Wyo.-based Binder Lift, Inc.

Offering medical responders up to 32 handles, the torso-attached Binder Lifts are used by emergency responders to safely lift and assist patients of any size with ease. Use of the Binder Lifts also helps reduce lifting-related injuries for fire and EMS personnel.

"A good majority of our calls is just picking people up," Wahlgren said. "The Binder Lifts are a very helpful addition and resource. It's much more stress-free on the patient, and safer for them as well."

### Auto aid agreement inked

As part of neighboring Arbor Vitae Fire Department's planned Station 2 development at Highways 51 and N, just southwest of Boulder Junction, BJVFD over the summer signed an automatic aid dispatch agreement with Arbor Vitae Fire, which will automatically be paged for structure fire and motor vehicle accident calls in Boulder Junction.

"As our departments continue to work more closely together, the auto aid agreement benefits both depart-

To BOULDER JUNCTION, Pg. 54

**Eagle River, Vilas County News-Review**

## Boulder Junction

FROM PAGE 51

ments,” Johnson said. “With limited fire-rescue personnel resources in this age of growing recruitment challenges, the auto aid agreement with Arbor Vitae Fire provides Boulder Junction Fire with much-needed personnel, apparatus and equipment resources for major incidents. For both departments, the auto aid agreement paved the way for generous private donations to both departments as part of Arbor Vitae’s Station 2 project.”

### Recruiting important

A continuing focus for the BJVFD has been recruiting new members to serve in fire and rescue, EMS and Rehab Unit roles, as well as a variety of supporting roles, including apparatus driver, information technology support, office and administration support, and grant-writing.

Those interested in learning more about joining the department should contact Johnson at (715) 892-2967 or Wahlgren at (715) 604-2020.

In conjunction with National Fire Protection Association (NFPA) National Fire Prevention Week, a community open house is planned at BJVFD on Saturday, Oct. 9 from 11 to 11:45 a.m. The open house will provide an opportunity for those interested in

learning more about the department and BJVFD volunteer opportunities to speak one-on-one with department volunteers.

### Meet the department

Department members are as follows:

**Fire Chief Eric Johnson** has been a firefighter with the department for 14 years and also serves as fire prevention officer and public information officer. He is asst. editor of the Vilas County News-Review in Eagle River.

**Asst. Fire Chief Jason Maurer** has been a firefighter with the department for 12 years. He has completed ice-water and water-rescue training and is a member of West Side Rapid Intervention Team.

**EMS Director Daniell Wahlgren** has been a firefighter since 2012 and an emergency medical technician (EMT) since 2016.

**Capt. Paul Newberg** serves as the department’s safety officer. He has been a volunteer with the department for 30 years. He is state-certified as a firefighter and EMT, and was instrumental in the development of the department’s Rehab Unit.

**Lt. Josh Thompson** has volunteered as a firefighter for 14 years and is employed as sales manager of Boulder Marine Center.

**Fire Inspector Carl Frisque** joined the department in 2019.

**Treasurer Katherine Maurer** has been a member of the department’s Rehab Unit since 2015, although she previously served in a supportive role for several years.

**Trish Menzia** has served as department secretary since 2012 and officially became a member of the department in 2014. She is a member of the Rehab Unit.

**Cheryl Long** joined the department in 2018 and serves as an emergency medical responder (EMR).

**Olivia Menzia** joined the department’s Rehab Unit in 2020 and is currently studying at [North Central Technical College](#) in Wausau to become an EMT. She also plans future studies to become a firefighter.

**Doug Bailey** has been a volunteer with the department for 46 years and has been an EMT for 43 years.

**Linda Thayer** has been an EMT with the department for 16 years. She is employed as a registered nurse.

**Troy Beda** has been a firefighter with the department for 14 years. He is employed at Beda’s Mobile Repair.

**Sue Donato** has served as an EMT for 15 years. She was instrumental in the development of the department’s Rehab Unit.

**Krista Maurer** has volunteered in support of the department for more than 34 years and became an official member of the department in 2014, serving on the Rehab Unit.

**Don Melzer** joined the department in 2011 and serves as a firefighter in Boulder Junction, Manitowish Waters and Winchester.

**Sara Moore** has served as a firefighter and EMT since 2008. She is employed at Granary Family Restaurant.

**Jesse Moore** joined the department as a firefighter in 2016 and has completed training in hazmat operations and man-tracking.

**Marshall Reckard Sr.**, a 16-year area EMT and Ameritech retiree, joined the department in 2018.

**Tim Sheehan** returned to the department in 2015 after a hiatus of several years. He serves as an EMT and is employed at Camp Manitowish YMCA.

**Karen Newberg** joined the department in 2014 and is a member of the department’s Rehab Unit.

**Linda Chantry**, who retired earlier this year as an EMT, now serves the department in a support role.

**Cynthia Guzman** serves the department as an EMT.

**Bob Prost** joined the department as an EMT in 2018.

**Ken Carlson** joined the department in 2018 in a firefighting support role, typically serving as motor pump operator and ambulance driver.

**Barbara Douglas-Johnson** joined the department in 2021 in an administrative support role.

# DORCHESTER

To share your news,  
call 715-223-2342 or  
send an email to  
[tp@tpprinting.com](mailto:tp@tpprinting.com)

## College note

Monica Hemmer will receive a scholarship from the Northcentral Technical College (NTC) Foundation, which is distributing scholarships to over 575 students who will be pursuing higher education at NTC during the fall 2021 term.

## Dorchester Park Board

The regular board meeting of the Dorchester Park Corporation Board opened at 6:45 p.m. on Sept. 27, with seven members and one guest, at the village hall. Ron Robida presided.

Keven Thomson of Medford donated eight trees for the park, which Robida planted.

The board authorized treasurer Alex Pinter to use the bank of his choice for

the park's banking since the bank in Dorchester is closing.

No action was taken on the purchase of a new lawnmower with a trade-in.

A camper was reimbursed \$250 for damage to a cord by the lawnmower.

Two board members will look into updating the lease with the village.

Robida read a list of work donated to the park by board members:

- Made new slats for the gazebo
- Made new wheels and water proofed the children's train
- Trimmed bushes
- Painted and stained signs for frisbee golf

The meeting was adjourned at 7:50 p.m.

The next meeting will be held at 6:30 p.m. on Oct. 25 at the village hall.



Merrill, Foto News

# River District Development Foundation hosts 10th Anniversary celebration

## Music, food, raffles, and candlelight walk planned

**TINA L. SCOTT**  
EDITOR

The Friends of the River Bend Trail (RBT) are hosting an event to celebrate the 10th Anniversary of the River District Development Foundation. The event, which is open to the public and will be held rain or shine, begins at 5:30 p.m. on Wednesday, Oct. 13, at the Agra Pavilion, 404 S. Park St. in Merrill.

“A social will kick off the event with music provided by Mark Robl,” a press release said. “Food and drinks will be served, followed by a candlelight walk. To add to the

*See DISTRICT page 5*



The River Bend Trail continues to develop and grow, a continuing work in progress that began as a dream with the creation of the River District Development Foundation 10 years ago, then joined by the Friends of the River Bend Trail, and countless volunteers and donors. A 10th Anniversary celebration will kick off at the Agra Pavillion on Oct. 13.

**Tina L. Scott photo.**

## Merrill, Foto News

**DISTRICT** *from page 1*

fun, area businesses and organizations have provided raffles for this event.”

The event will also include a special dedication of Rotary Park, the trailhead of the River Bend Trail which was made possible by Rotary Club of Merrill, and a campfire will be provided in case attendees wish to bring supplies and equipment for smores, the release said.

According to the release, “The River District Development Foundation was formed in 2011 with its mission to provide resources that allow all Merrill area citizens to take part in the enrichment and enjoyment of the precious spaces along the community’s beautiful river corridors. In the last 10 years, with the leadership of the River District Development Foundation of Merrill, three phases of the River Bend Trail have been completed, providing 5.5 paved miles of trail highlighting the beautiful Wisconsin River and providing a paved pathway through the City of Merrill.”

A large portion of the trail follows the path of an abandoned railroad track. “Thankfully a group of Merrill citizens had a vision for the abandoned railroad, and now we have a gem of a trail for all to use and enjoy our amazing riverfront,” said John Kohn, River District Development Foundation President. “The River District Development Foundation, Friends of the River Bend Trail, and donors have worked extremely hard to achieve something special. Our thanks to all.”

The 10th Anniversary celebration was organized via a partnership between the Friends of the River Bend Trail and Merrill High School (MHS) DECA and business classes. MHS Senior Elizabeth Schmidt, who is the DECA/Business Club President and a Student Board Member for the Friends of the River Bend Trail, served as the event’s Project Manager. This involved developing the event plan, marketing, soliciting donations, organizing volunteers and activities, and collab-

orating with community partners to make the event successful, she explained.

Other students provided support designing and creating maps, donor banners, and recognition materials, as well as 10th Anniversary RBT merchandise. In addition, they designed and created marketing materials and worked with community partners, such as Steve Resnick, General Manager of Sunrise Broadcasting, LLC, to write and record radio advertisements for the event.

The partnership gave students practical, hands-on experience in skills they learned about in Marketing, Principles of Sales, and Intro to Business classes and allowed students to earn dual credit through both MHS and [Northcentral Technical College](#).

Students also donated handcrafted items for raffle and door prizes.

“We’d like to thank all the sponsors over the years and those who made this event possible,” organizers say. “Come join us at the event to truly celebrate a community united to creating a Merrill landmark 10 years in the making.”

To learn more about supporting the trail and to receive updates on trail activities, visit [www.riverbendtrail.org](http://www.riverbendtrail.org) or look for the River Bend Trail page on Facebook.

## Looking for Dependable Workers?

**Hire a youth apprentice and shape the future. You will also develop partnerships with employees, increase employee loyalty, have lower turnover and improve productivity with employment**

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7. Law, Public Safety, Corrections and Security
8. Logistics, Transportation and Distribution
9. Marketing
10. STEM (Science, Technology, Engineering and Mathematics)
11. Transportation Distribution

# Rib Lake projects \$7.72 tax rate for coming year

BY EMILY GOJMERAC  
REPORTER

Rib Lake School District taxpayers will be getting a break this December. At Monday's annual meeting, district administrator Ricky Cardey outlined the budget showing a projected tax rate of \$7.72 per \$1,000 equalized value, or about \$772 in school taxes on a \$100,000 home.

Cardey was pleased when he mentioned the "Increase in summer school students to a total of 232 students. That is 44% of the student body." The district receives additional aid based summer school enrollment as it boosts the overall student numbers for the district. This year there are 44 new students overall in the district as compared to last year, Cardey was very pleased with that number.

District's value increased from last year. However, he said will ultimately impact next year's valuations.

The district also just got word that they received an electronic connectivity grant of \$56,000, which will help the students gain access to technology that they can check out on a weekly basis. With this grant, the school was given 60 iPads, 90 chrome books and 25 Kajeetz, which are hotspots that will work with any company. Cardey was also pleased with the fact that they have a 5 year goal for technology replacement, and the district has completed this task in 3.5 years, through grants and district funding. A new technology goal is currently being constructed.

In the past year, [Northcentral Technical College \(NTC\)](#) had a three-day career fair, in which 17 students participated in. With this experience, they were able to learn valuable everyday issues.

Cardey said, "Mental health is a district priority. The district offers social and emotional learning, group counseling, and on-site counseling through Counseling Connections, of Medford".

Another change from last year to this

year, is the district hired a Speech and Language teacher this year, whereas last year it was paid through CESA.

Cardey also noted that the grant cost went up because the district has two full-time counselors again, which they haven't had for some time.

Elementary staff has committed time outside of school each day to help struggling readers by learning new ways to teach the students in a collaborative approach.

Safety has improved in the last year, with the newly redesigned pick-up area at the elementary school. They also redesigned the student drop-off areas, and installed water bottle fillers to encourage water consumption, to minimize the child contact with water fountains.

Covid relief funds that the district received are going towards the increase of student achievement, focus on health and mental health, the improvement of school infrastructure, and offset the loss of revenue cap increases.

There has been an impact on transportation aid of \$5,000 because more students were getting rides home from parents, rather than taking the bus. If a student doesn't ride the school bus at least one time throughout the school year, the district can't claim that student towards transportation aid.

Revenues from open enrollment are the same.

Long-term improvement fund is at \$112,354. \$16,000 of this balance was accumulated this year. With this fund, the middle school gymnasium will be replaced, however it might be in November, not in October as originally thought.

Following the annual meeting, board members met and approved routine short term borrowing for the year. This is done for cash flow purposes for payroll and other expenses between aid payments and tax settlements. The rate is the same as last year at 2.9618%.



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# Witt-Birn takes home first at CWIMA competition

John Hoffman, Keagan Nousen represent school at **NTC** in Wausau

By **LUKE REIMER**  
Reporter

Two Wittenberg-Birnamwood High School juniors took home first place at the Central Wisconsin Manufacturing Alliance welding competition.

Keagan Nousen and John Hoffman participated in the event in May at **Northcentral Technical College** in Wausau, representing the Wittenberg-Birnamwood School District.

This was the first competition in which the students participated.

According to Hoffman, the competition was a measure of a contestant's ability to work with a flat plate.

"Basically, it was just a flat plate test," said Hoffman. "There (were) two plates with a bevel on them, and we had to weld them together. We had to put wire and a pattern in and cut it into strips and see how it comes out for strength."

Nousen said that contest officials had two plates set up side by side with a plate on the bottom.

"You had a half-inch spacing between the two plates," said Nousen. "You had to lay beads in there, so that when it gets cut and bent, it doesn't break."

He then walked through the process of what he and Hoffman did to win the competition.

"The first thing was to get one deep, really good pass down the center so that bottom face looks really nice," said Nousen. "We did two beads side by side on the next level. At the end, you want one big bead going across the top."

Nousen added that they were judged on the presentation of the weld, as well as what was found after doing an ultrasound on the weld.

"You want to make sure that your welds are in there to look good and that they are strong enough," said Nousen.

Hoffman and Nousen both said that they enjoy welding, due to living on farms and working with their hands.

"We use welding almost every



Wittenberg-Birnamwood High School juniors John Hoffman, left, and Keagan Nousen demonstrated what they had to do during the CWIMA welding competition to pieces on which they practiced their techniques at school.

LUKE REIMER | NEW MEDIA

day," said Nousen. "It is just part of our lives."

Rather than a job, Hoffman and Nousen are happy that this is a hobby for them.

"It is nice to know that if we need the skill, we can use it in the future," said Hoffman.

When the two students arrived at the competition, they noticed that it was going to be different than what they had planned for.

"When we walked into their metal shop, we were preparing for them to give us a little bit of assistance," said Nousen. "When we got there, they did not give us any. The judge told us that we were on our own and to do it however we

wanted to do it."

Due to the fact that Hoffman and Nousen didn't have that added instruction, they were forced to rely on communication between each other, rather than what they practiced for.

"We were able to do some test trials to set up our plates and welds how we wanted to," said Nousen. "These are welders that we have never touched before."

According to the students, working together without guidance helped to strengthen their relationship.

"We really had to work together, because neither one of us really knew what we had to do," said Nousen.

sen.

"We were bouncing ideas off of each other, and if one person had something that was working, then we figured out how we could both get that," added Hoffman.

Both Hoffman and Nousen said that they enjoyed taking part in the competition and will be practicing in case they get the invite again next year.

"There are some things that we can work on," said Hoffman. "We have to get better welding settings next year."

"I think that we both could have done a lot better than we did," said Nousen. "I know next year, we can definitely do better."

# High school math classes dive into new material

The Secondary Math Department has had a great start to an exciting new school year.

In Algebra I, we completed a pre-algebra review unit, currently we are solving equations in one variable, literal equations and inequalities. After accomplishing the mentioned concepts we begin linear algebra and graphing.

In Algebra II/Intermediate Algebra, we started with an Algebra I review unit, and currently we are working with quadratic equations and complex numbers. Moving forward, we begin exponential and logarithmic functions and graphs.

In College Algebra, we dove right into the **NTC** course. The intense Pre-Req unit has been completed. The class is now in the quadratic application for the course. Following Quadratics, the class will be working on polynomial and rational functions. The students will learn how to graph and describe the characteristics of these two functions.

In Geometry, students are working with parallel and perpendicular lines. They have learned how to identify parallel and perpendicular lines through slope and are able to write the equations of parallel and perpendicular lines. They also are able to solve for and identify angle relationships formed by parallel lines and a transversal.

The middle school math classes also got off to a great start.

In eighth grade, students reviewed how to use negative numbers to solve your daily basic operations. They also reviewed how to use negative numbers with fractions and mixed number operations. Students in eighth grade are now solving linear equations using the basic concepts to isolate a variable. They are also combining like terms, and using the distributive property to isolate variables.

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# College finance seminar Oct. 26

Colby High School, in conjunction with Abbotsford High School, will hold a two-part seminar on financing college expenses on Tuesday, Oct. 26.

The seminar will be hosted by Jeff Cichon and Maureen Fuller of North-central Technical College. At 5:30 p.m. in the Colby High School theatre, there will be a financial aid informational session. Those wishing to complete the Free Application for Federal Student Aid (FAFSA) form may adjourn to the Colby High School library at 6 p.m. for a FAFSA workshop.

Items needed to complete the FAFSA include a FSA ID, Social Security number, alien registration number (if not a U.S. citizen), driver's license number, 2020 tax returns, bank statements and information on investments and business assets. Directions as to how to obtain a FSA ID are at [fsaid.ed.gov](https://fsaid.ed.gov).

Additionally, there are two financial aid FAFSA completion working nights at NTC called College Goal Wisconsin.

They will be held Monday, Oct. 18, at 6 p.m., and Tuesday, Nov. 2, at 6 p.m. Both will be held at the Wausau campus.



COMMUNITY SPOTLIGHT

# Caring Paws extends a helping hand to neglected animals

By Rachel DeHart  
rdehart@antigojournal.com



Contributed  
Julianna Bauknecht, founder of Caring Paws, poses with her two pups.

At an early age, Julianna Bauknecht took an interest in animals and made it a goal of hers to help animals in need. In 2015, Caring Paws, a nonprofit organization, was founded by Bauknecht at age 9. Her mission is to help abused, injured and neglected animals in Wisconsin.

“Currently I’m 16 years old, and I’ve been working toward helping animals

personally since the age of 5, but my organization, Caring Paws, since the age of 9,” said Bauknecht.

Her passion became apparent when a canine emergency response team was working on a rescue with K-9 Brett in Rib Mountain when the dog fell about 110 feet and was severely injured.

“I was devastated when I found out, and I wanted to help by doing a fundraiser,” said Bauknecht. “That fundraiser led to a spiral of fundraisers that

have continued ever since.”

Whether it’s putting on a fundraiser, making cash matches, participating in online auctions or getting donations from the community, Bauknecht said helping these animals is her passion.

“Ever since I was a little kid, I’ve always loved animals. I’ve grown up with pets, and I truly think that the bond between a human and an animal is a powerful thing that everyone should experience at least once in their life,” said Bauknecht.

Bauknecht is a junior at Antigo High School. She is also working on her last year in the computer support specialist associate program at the Northcentral Technical College and will have her degree this spring.

“I have different plans for my future, though,” said Bauknecht. “I hope to get a doctor of philosophy in psychology, followed by a doctor of medicine.”

The majority of Caring Paws Page 7A

## Caring Paws

Continued from Page 1A

Paws projects are fundraisers for local humane societies and animals who have been severely injured due to abuse or neglect. In 2018, she sponsored all the adoptions during the Christmas season for the Langlade County Humane Society.

"One of my most inspiring moments was donating \$500 toward the treatment of 43 animals rescued from a home in Clark County. I was given the opportunity to see all of the animals after I presented the check, and there is no better feeling than looking into the eyes of an animal you know you helped," said Bauknecht.

Additionally, Caring Paws raised more than \$6,300 for nine puppies who were rescued from a Dumpster in 2019. They also raised money for Josie, a beagle who was dragged behind a car for almost a mile.

"From the first time I helped that canine rescue unit, I knew that part of my personality would always be centered towards helping injured, abused and neglected animals in our area," Bauknecht said. "I do

this because every animal deserves a good life, and I want to be there for those that were harmed to give them another opportunity at the life they deserve."

Caring Paws has helped Langlade County Humane

Society, Clark County Humane Society, Oneida County Humane Society and Marshfield Area Pet Shelter in addition to fundraisers that were directed toward specific animals.

"As most of our funds

come from the community, it's essential that local people help us when a fundraiser rolls around," said Bauknecht. "We're a nonprofit organization that does not have a payroll, so when you help Caring

Paws, your money is going directly to the animals that need it most."

More information about this nonprofit organization and where to send donations can be found at [www.caringpawswi.com](http://www.caringpawswi.com).



# Harvest Festival

## St. John's Lutheran Church

### 304 Flint Avenue, Mattoon

### Thursday, October 21<sup>st</sup>

### 4:00 – 7:00 p.m.

### MENU – FREE Soup Dinner

### Chili, Chicken Soup, Creamy Broccoli and Potato



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# Town of Pine River Fire Department and First Responders

**Municipalities covered:** Town of Pine River; automatic mutual aid to the Marathon County Town of Hewitt for vehicle crashes.

**Equipment Utilized:** A 2020 Pierce Enforcer pumper, a FWD Seagrave Pumper, two tankers, a brush truck and six-wheeled off road rescue vehicle, heavy duty rescue truck, and utility truck for manpower transport and fill site operations.

**Specialized Training:** Each member of the department is certified Firefighter 1, many have gone on to become Firefighter II certified. We utilize our own in-house training program and have three certified instructors on our roster. We also use the **NTC** Merrill Campus to keep our members up to date on the latest training advances in the fire service and work with the Towns of Texas and Hewitt quarterly.

**What your department is most proud of:** We enjoy a strong commitment from both our members and our town residents to keep the department well-staffed and adequately equipped. We have remained healthy and strong as we adjusted our operations in the face of the pandemic. Things are starting to return to normal with the return of our in-person open house and pig roast in September, which was another great success; and we look forward to the return of our popular Santa in the firehouse this December.

## DEPARTMENT STAFF WITH YEARS OF SERVICE:

- CHIEF:** September Murphy - 2 years  
John Uttech - 16 years
- ASST. CHIEF:** Dave O'Brien - 16 years  
Tony Hartwig - 16 years  
Maxine Schuetze - 9 years  
John Spohn - 10 years
- CAPTAINS:** John Rainville - 16 years  
Mike Caylor - 16 years  
Dave Renken - 16 years  
Jeff Zettler - 15 years  
Todd Roman - 16 years  
Carl Uttech - 16 years
- LIEUTENANTS:** Lori Wendt - 10 years  
Doug Sann - 16 years  
Brad Hartwig - 13 years  
Gene Williams - 16 years
- SAFETY OFFICER:** Marilyn Zastrow - 14 years  
Ryan Lofink - 2 years  
T. J. Brunett - 2 years
- MAINTENANCE OFFICER:** Ethan Cordova - 1 year  
Gene Emmer - 16 years
- TRAINING OFFICER:** Sharon Uttech -  
Lindsey Johnson - 7 years  
EMS Director - 14 years
- FIREFIGHTERS:** Mike Caylor - 14 years  
John Deering - 16 years  
Tony Hartwig - 14 years  
Kevin Georgeson - 2 years  
Mark Handlin - 14 years  
Andrew Grawien - 1 year  
John Uttech - 14 years  
Marvin Hartwig - 16 years  
Marilyn Zastrow - 14 years  
Destini Hendry - 2 years  
Valerie Caylor - 5 years  
Nick Krzanowski - 16 years  
Jennifer Hartwig - 2 years  
Dustin Meunier - 16 years  
Hannah Zastrow - 2 years



2016 photo.

Stacy Literski Photography.



Santa will be returning the Pine River Fire Station this December.

Tina L. Scott photo.



The Lincoln County Humane Society would like to thank Shana & Caroline Klesmith for their generous donation to the shelter! Shana & Caroline donated supplies as part of the **NTC's** Day of Giving. **Submitted photo.**



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# October Declared National Domestic Violence Awareness Month

Nationally, October is recognized as Domestic Violence Awareness Month (DVAM). The goal of DVAM is to raise public awareness about domestic violence and its profound impact on victims, families, and communities. The Women's Community works to connect with the public and one another to raise awareness about the signs of abuse and ways to stop it, to empower Survivor stories, and provide resources and assistance throughout the community.

Domestic violence is a complex and ongoing problem that violates an individual's safety, dignity, and humanity and causes lasting harm to people of every age, religion, identity, race, culture, and economic and social status. "Domestic violence thrives in silence. Our goal is to help our community speak out so that we can one day end domestic abuse," says Ashley Bores. There are many simple things people can do to show their support for survivors. By wearing purple, we can show solidarity to Survivors who have experienced abuse and violence, and proclaim that no one deserves to be hurt.

Purple ribbons are available at The Women's Community. Advocates are also available to provide education on services and dynamics surrounding domestic violence. We encourage the community to get involved by participating in the events planned throughout the month and to engage virtually through our social media platforms on Facebook, Instagram, and Twitter.

**The Clothesline Project:** The Clothesline Project is a visual representation of Survivor experiences. Each shirt is made by a survivor of domestic/sexual violence or by someone who has had a loved one affected by violence. The shirts are then hung on a clothesline to be viewed by others as testimony to the effects of violence in our community. This year, The Women's Community Clothesline Project will be displayed at SafeFur Homes, our Award Ceremony, the Town Hall event, and at various community locations throughout the month. Watch the facebook page for a virtual walkthrough of this moving display!

**Light in the Window Social Media Campaign:** The Light in the Window Campaign signifies community solidarity toward ending domestic violence in our community by organizing a display of purple light bulbs in the windows and porches of residences, businesses, public buildings, schools/universities, hospitals, churches, etc. The campaign symbolizes communities' concern in shedding light on the devastating effects of domestic violence and their

unified commitment to make every home a safe home. Join us in lighting up Marathon County! To purchase your purple light bulbs, visit Ace Hardware in Weston or Charlie's Hardware in Mosinee.

**Thursday, October 21, 2021 Purple Thursday:** This Purple Thursday, make a fashion statement that really says something: wear something purple in honor of Survivors. Tee shirts, masks, scarves, totes, eye/nail color, signage - the only limit is your imagination! Post photos of yourself in your purple gear and a message of support for survivors using #PurpleThursday and #DVAM2021 and don't forget to tag us at <https://www.facebook.com/womenscommunity>

**Thursday, October 21, 2021 @ 5:30pm; Awards Ceremony and Lantern Release:** Join us as we recognize community members for their dedication to supporting Survivors of domestic violence: Officer Sarah Bedish of Wausau Police Department, Davis Runde of the Marathon County District Attorney's Office, and Marathon County Court Commissioner Sandra Marcus. Cupcakes will be served and beverages are available for purchase in the Tap Room. Following the awards ceremony, join us for an outdoor lantern release honoring the lives lost to domestic violence. The event will be located in the Music Hall of <https://www.whitewatermusicall.com/>, 130 1st Street, Wausau. Free and open to the public.

**Tuesday, October 26, 2021 5pm; Domestic Violence in Our Community - A Town Hall Conversation:** Join the Marathon County Domestic Abuse Intervention Team (MCDAIT) for a community town hall featuring a panel of experts from across Marathon County exploring domestic violence response in our community and best practices for domestic violence prevention. Learn from professionals who are committed to working together to implement and improve solutions for victims in our community. The event will be located at [Northcentral Technical College](#) in Wausau, from 5-8pm. CEUs available. For more information [contactshannon@womenscommunity.or](mailto:contactshannon@womenscommunity.or).

**Alcoholics Anonymous**  
Mosinee Open Meetings  
Mosinee UMC • 607 13th St.  
North Parking Lot Entrance  
MONDAY: 7:30 AM • 12x12  
THURSDAY: 7:30 PM



## THE BUZZ by Pat Peckham

# A woodworking project

**Bob Henning started the Legacy Woodworking Academy, which aims to teach the joys of woodworking**

**Bob Henning, at age 79**, is unabashedly old school when it comes to the best ways to learn woodworking, but he's looking for new and enriching things to come out of an organization he just founded, Legacy Woodworking Academy.

A local group of woodcarvers is already making use of the facility on the south side of Forest Park Village at 2901 N. Seventh St. With Henning's encouragement, they want to offer classes for people who want to learn about carving with either hand tools or hand-held power tools. Henning does not want it to stop there, though.

He envisions the formation of a group of woodworkers with various interests. The shop is fully equipped with table saws, planers, band saws and the like, but he says classes with a single instructor would have to be limited to six to eight students.

With dozens of members in the academy, he can see a day when he might be teaching a series of classes for beginners while some of the members with specialized skills teach classes in things from cabinetry to using a router to carve out letters for rustic signs. The campus administrator at Forest Park Village, Amy Forst, has been supportive for the four years it has taken to get the space ready, he says. She would like it open daily, partially because it's an added feature for residents at her retirement facility and partly because she likes the idea of community interaction.

It can't be Henning shepherding the facility on a daily basis, though. He's going to need some help. Only so



Bob Henning founded the Legacy Woodworking Academy on the south side of Forest Park Village at 2901 N. Seventh St.

much more can be sandwiched in with his current roster of activities that includes Elks Club, Rib Mountain Lions Club, Lions Eye Bank of Wisconsin, Toastmasters, bowling twice a week and serving as league secretary, Homme Home board of directors, Lions representative to a Boy Scout troop and a just-concluded four-year term as president of his church congregation. "I didn't sit idle during COVID," he quips.

The point is that more volunteers will be needed. Some basic classes, probably limited to working with hand tools, could be going by Oct. 1, he says, but it could expand rapidly with additional instructors willing to share their skills.

Some sort of certification on the various power tools

will be needed before being able to use them unsupervised, he says. "You just don't grab a piece of wood and shove it into the equipment."

Safety is a big deal for him. He's been involved in community woodworking shops with the Aging and Disability Resource Center and, later, with Marathon County since 2001. In those years there have been two injuries, neither requiring more than a band-aid "and one of them was for a paper cut."

"We built some really fine furniture over the years," he says. "I've had some interesting stories.

"My role is to show and demonstrate, not to build your project for you."

He's proud of the frugality with which the donated space at Forest Park has been converted from a storage space to a well-lit workshop with its own heating, cooling and plumbing. Crediting the Wausau Area Carvers, he says, they recycled almost every piece of wood they could from what had been shelves and framing. Look closely and you'll see where they pulled out the old nails and put the wood to new uses. He says 90% of the work in the 1,200-square-foot space was donated, but it still took \$35,000 in donations to get it done.

Henning retired at age 59 from [Northcentral Technical College](#) where for 35 years he taught future welders, plumbers and pipefitters the math and blueprint-reading skills they would need in those trades.

To reach him now to talk about Legacy Woodworking Academy, dial 715-571-4065. **CP**

# COLLEGE NEWS

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## Ripon College

RIPON—Logan Zeinert, class of 2022, participated in Ripon College's Theatre production of "After the Blast" by Zoe Kazan. The show took place Oct. 14-17 at the Benstead Theatre in the C.J. Rodman Center for the Arts at Ripon College.

Zeinert is from Wittenberg.

His parents are Kurt and Susan Zeinert of Wittenberg.

At Ripon, Zeinert majors in psychobiology and theater.

## Northcentral Technical College

WAUSAU—The Northcentral Technical College (NTC) Foundation awarded more than 575 scholarships totaling more than \$381,000 to students who will be pursuing higher education at NTC during the fall 2021 term. The following students were recently awarded scholarships:

Antigo: Casey Anstutz,

Gabriela Duchac, Gregory Zupon, Joshua Capek, Joy Sieminski, Kathrin Clay, Laura Townsend, Leo Waldvogel, Marissa Rustick, Natalie Cunningham, Nickie Eldridge, Noah Dettlaf and Sarah Leist.

Birnamwood: Kaine Bernarde, Mikayla Radtke, Pa Young Vue, Raechal Andres and Richard Olson.

Bowler: Lakeisha Williams and Serena Rasmussen.

Deerbrook: Grace Simpson, Luke Garrett and Rebekka Sekeres.

Eland: Ian Young.

White Lake: Olivia Krause.

Wittenberg: Abby Robbins, Kailei Mlodik, Megan Gauderman and Rachel Sosinski.

## Upper Iowa University

FAYETTE, Iowa—Laurie Breske of Antigo graduated cum laude with a bachelor of science degree in human resources management from Upper Iowa University in August.



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### VISIT TO A DAIRY FARM



### Food for America

Edgar FFA members taught 36 Edgar Elementary School fourth graders about where food comes from on Thursday at the Mike Borchardt dairy farm, town of Wien. Above, Edgar FFA member Maddie Borchardt, an Edgar High School senior, poses with students and a cow from her home farm. She has been accepted into the [Northcentral Technical College](#) veterinary tech program next fall. Edgar FFA advisor Matt Reinders shows Edgar Elementary School fourth graders where milk in a jug comes from during a tour of the Mike Borchardt dairy farm, town of Wien, on Thursday.



# Tomahawk Hatchet eSports club kicks off fall season

BY JALEN MAKI  
TOMAHAWK LEADER  
EDITOR

TOMAHAWK – Following a successful inaugural season this spring, the Tomahawk Hatchet eSports club kicked off its second year of action this week.

The club was founded last year with the help of grants and donations.

Wisconsin has seen the number of students participating in eSports skyrocket in recent years. According to the Hatchets' website, there are 1,063 students playing eSports in the Badger state this fall, a substantial increase from the 45 students who played in the fall of 2017.

Seventy-seven Wisconsin schools are taking part in eSports this fall, a 70-school surge over the last four years.

Coach Paula Norman, who is also the School District of Tomahawk's Instructional Technology Coordinator, said Tomahawk's club has grown from 10 members during 2021 Spring League play to 25 this fall.

"Last year our membership was primarily juniors and sophomores," Norman stated. "This year, we have a nice blend of freshmen through seniors."

The Hatchets have three teams this year, one more than last season. The two varsity squads will play Super Smash Bros. Ultimate and Overwatch, and



a JV Overwatch team will also compete.

Nintendo says Super Smash Bros. Ultimate, unlike more traditional fighting games, "is all about launching your opponent (or opponents) off the stage and off the screen."

"Use all sorts of attacks to build up your rivals' damage, then send them flying off the stage – the more damage a fighter has, the further they'll fly," the company's website states.

According to ESPN, "Overwatch is a first-person multiplayer shooter, set in a future where a conflict between robots and humanity necessi-

tated the creation of a task force, conveniently called 'Overwatch.' In the game's primary competitive mode, players are arranged into two teams of six and compete on a variety of maps and game types."

The Super Smash Bros. team will play on Tuesdays, and the varsity Overwatch squad will compete on Wednesdays. The JV Overwatch team is slated to play each Thursday.

The club's officers are Jacob Anderson, President; Jack McGovern, Vice President; Wyatt Leasure, Secretary; and Drew

**eSports Club**

CONTINUES ON PAGE 2

Oct 27

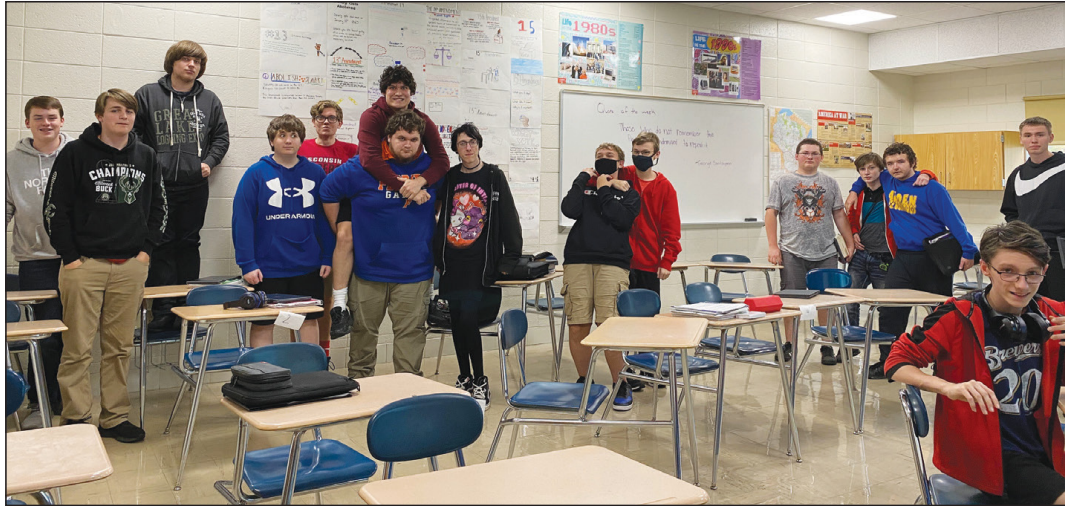
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## ESPORTS CLUB

FROM PAGE 1

Albert, Treasurer.

“Some seniors have really stepped up and taken

on roles of coaches for the games and moderators on our Discord server, our main communication tool,” Norman noted.

Norman said the Hatch-

ets have four goals this season: Have fun, get better, end the season with a .500 win percentage, and have the opportunity to visit [Northcentral Technical College](#) in Wausau to game in their million-dollar facility.

The club will be selling Seroogy’s candy bars during November and December to raise funds for equipment and other needs.

For more information on the club or its fundraiser, contact Norman at 715-453-2126, ext. 147, or visit the club’s website at [www.tinyurl.com/5xejzywn](http://www.tinyurl.com/5xejzywn).

## FISHING & HUNTING TIMES

Date (CDT)	Morning		Evening	
	Minor	Major	Minor	Major
Oct. 27	1:26PM	4:44AM	9:56PM	5:09PM
Oct. 28	2:04PM	5:34AM	11:01PM	6:00PM
Oct. 29	---	6:25AM	2:37PM	6:49PM
Oct. 30	12:09AM	7:14AM	3:05PM	7:38PM
Oct. 31	1:21AM	8:02AM	3:28PM	8:26PM
Nov. 1	2:35AM	8:50AM	3:50PM	9:14PM
Nov. 2	3:50AM	9:38AM	4:12PM	10:03PM

Solunar fishing and hunting chart for Tomahawk. Major feeding periods last two hours and minors run one hour. New moon is Nov. 4.

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Northcentral Technical College (NTC) was pleased to receive a truck donation from Krueger Wholesale Florists Inc. on Oct. 4. The truck will benefit NTC students who are pursuing a career that requires a commercial driver's license. "This is Krueger's way of giving back to NTC and the community," said Mike Decker, Chief Financial Officer/Controller of Krueger Wholesale Florists Inc. "We employ graduates from NTC's truck driving program, so this is a real win-win for everyone." The donated vehicle will be the first automatic Class B truck that will be added to NTC's truck fleet and will be utilized in the Straight Truck (CDL Class B) Certificate. Anyone who is interested in learning more about the program can visit: [www.ntc.edu/academics-training/programs/all/certificate/straight-truck-cdl-class-b](http://www.ntc.edu/academics-training/programs/all/certificate/straight-truck-cdl-class-b). Shown L to R: Doug Behnke, CDL Faculty, NTC; Sheila Rossmiller, Director of Giving & Scholarships, NTC; Paul Strehlow, Associate Dean, Public Safety, NTC; Shane Heilmann, Dean of Public Safety, NTC; Jim Krueger, Founder, Krueger Wholesale Florist Inc.; Seth Fochs, Chief Operating Officer, Krueger Wholesale Florist Inc.; Jacob Fochs, Director of Business Development, Krueger Wholesale Florist Inc.; Mike Decker, Chief Financial Officer/Controller, Krueger Wholesale Florist Inc., NTC Alumnus (Accounting, 1991).

**Submitted photo.**



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# Where can I get COVID vaccines, boosters or flu shots?

**Melissa Siegler and Allison Garfield**

Marshfield News-Herald  
USA TODAY NETWORK - WISCONSIN

MARSHFIELD – Wisconsin is almost a year into its COVID-19 vaccine distribution, with everyone 12 and up eligible for the shots, and the effort to give boosters to those who qualify is well underway.

About 58% of all Wisconsin residents have received at least one dose of a COVID-19 vaccine as of Oct. 27, according to the Wisconsin Department of Health Services, with a total of 6.3 million doses of COVID-19 vaccines administered in the state.

As of Oct. 27, just over half of people in both Wood and Marathon counties had been fully vaccinated against COVID-19.

Figuring out how and where to get the vaccine can be confusing, especially if you don't have or don't know how to use a computer. And while there was once a shortage of shots compared to people waiting for the vaccines, doses are now readily available in central Wisconsin, with dozens of places — from health care providers to pharmacies to walk-in clinics — offering the Pfizer, Moderna and Johnson & Johnson vaccines.

Here's a list of local sites where you can receive a COVID-19 vaccine or booster shot as well as flu shots.

## Who is currently eligible?

People 12 years and older are eligible for the Pfizer vaccine, which consists of two shots given three weeks apart. A U.S. Food and Drug Administration committee announced Oct. 26 that children between the ages of 5 and 11 could soon be eligible for the Pfizer vaccine.

People 18 years and older are eligible for the Moderna and Johnson & Johnson vaccines. Moderna's vaccine is administered in two doses four weeks apart, while the Johnson & Johnson vaccine is administered fully in one dose.

See **BOOSTERS**, Page 5A



A vial of the Moderna COVID-19 vaccine. COURTESY OF ASPIRUS



# Boosters

Continued from Page 1A

For all vaccine types, you are considered fully vaccinated two weeks after your final dose.

The Centers for Disease Control and Prevention recommends that people who are immunocompromised receive a third dose of the Pfizer or Moderna vaccines at least 28 days after completing their second dose. People who should consider this option are listed here under “Third Dose.”

Booster shots for Pfizer and Moderna are available for people 65 years or older, all long-term care residents, people ages 18 and older who have certain underlying medical conditions or who are at an increased risk for COVID-19 exposure and transmission because of their job or school setting. People must be at least six months out from the second dose of their initial vaccination to receive a booster.

The Johnson & Johnson booster shot is available to people who are 18 years or older and are at least two months out from their initial vaccination.

## Vaccine appointments, lists and hotlines

**Marshfield Clinic Health System:** Those eligible to receive the COVID-19 vaccine or a booster shot can visit Marshfield Clinic’s website to schedule an appointment or call 877-998-0880 if you do not have internet access.

People can schedule an appointment for a flu vaccine on Marshfield Clinic’s website or call their Marshfield Clinic facility.

**Aspirus Wausau Hospital & Clinics:** Those eligible to receive the COVID-19 vaccine or a booster shot should go online to Aspirus’ website to schedule an appointment. Aspirus currently only offers the Pfizer booster. You can also call their COVID-19 hotline at 715-843-1454.

You can call your local Aspirus hospital or clinic to schedule a flu shot.

**The Wood County Health Department:** People can visit the health department’s website to keep updated on upcoming vaccination clinics and whether you need an appointment.

The health department also shares information about vaccination clinics on their Facebook page. People can also contact the health department at 715-421-8911.

**The Marathon County Health Department:** The department offers free walk-in clinics at the Center for Business & Industry Building at [Northcentral Technical College](#), 1000 W. Campus Drive, for people looking to receive a COVID-19 vaccine or a booster.

People can also find updates on the department’s Facebook page.

**The Clark County Health Department:** The department offers COVID-19 vaccines and boosters. For information on how to schedule an appointment, people can visit the department’s website or call 715-743-5105 (Option 9, Option 9).

People can also find updates on the department’s Facebook page.

Most **Walgreens** pharmacies in central Wisconsin are offering COVID-19 and flu vaccines to those eligible, including one location in Marshfield at 1012 N. Central Ave. To make an appointment, visit the store’s website. People without computers can call the local store at 715-384-9703.

The **Pick ‘N Save** Pharmacy, 641 S. Central Ave., is also offering the the COVID-19 vaccine and the flu shot. You can schedule an appointment online. People can call the store at 715-384-8716.

Additionally, some **Walmart** locations — including the store at 2001 N. Central Ave. — are distributing the COVID-19 and flu shots. You can sign up on the store’s website. You can also call the local store at 715-486-9439.

In addition to larger health systems like Marshfield Clinic and Aspirus, **Norwood Health Center** is providing vaccines at its location on 1600 N. Chestnut Ave. by appointment only. To be placed on a waiting list, call 715-384-2188, ext. 3238. You will be asked to leave your name, phone number, date of birth and what eligibility requirement you meet.

## More vaccine information

Sign up for weekly vaccine and COVID-19 updates from the Wisconsin Department of Health Services at [dhs.wisconsin.gov/covid-19/newsletter.htm](https://dhs.wisconsin.gov/covid-19/newsletter.htm). The state’s health department also recently launched a vaccine registry, which allows Wisconsin residents to register for and schedule COVID-19 vaccinations locally when they are eligible, and as vaccine becomes available. You can sign up at [dhs.wisconsin.gov/covid-19/vaccine-registry.htm](https://dhs.wisconsin.gov/covid-19/vaccine-registry.htm).

You can sign up for regular COVID-19 updates in your county, including updates about vaccination opportunities, by visiting:

- Marathon County Health Department website’s COVID-19 page: <https://www.co.marathon.wi.us/Departments/HealthDepartment/COVID19.aspx>
- Wood County website’s COVID-19 page: <https://www.co.wood.wi.us/Departments/Health/CovidTesting.aspx>

Contact USA TODAY NETWORK-Wisconsin reporter [Melissa Siegler](mailto:Melissa.Siegler@gannett.com) at [msiegler@gannett.com](mailto:msiegler@gannett.com). Follow her on Twitter at [@Marie2Melissa](https://twitter.com/Marie2Melissa).

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COVER FEATURE by B.C. Kowalski

# TRANSFORMATION

City Pages revisited a story it wrote in 2016 about abandoned buildings in the city and where they're at now.

In 2016 City Pages looked at all the empty buildings in Wausau. It seemed like there were a lot of them.

Walking past the Whitewater Music Hall building in the former Masonic Temple, it occurred to me a lot of those buildings are now occupied or being used. Are all of them? City Pages decided to take another look at that story and find out what happened to all those buildings we wrote about in 2016, almost exactly five years ago.

The story at the time ticked off a few folks, including former Community Development Director Chris Schock and, coincidentally, current Community Development Director Liz Brodek who was then the Wausau River District Director. They were concerned about the light it painted the city in.

But, as Brodek points out in a recent interview, those old buildings ended up being the catalyst for new projects in the Wausau area. "I think there is a classic Jane Jacobs quote: 'it takes an old building to make new ideas.' And these buildings are examples of that."

The old Masonic Temple is now home to Whitewater Music Hall, as much a community center, beer hall and coffee shop as it is a music venue. Much of its drab red brick is now painted in a bright, colorful mural. The iconic Hiawatha train depot is now home to Timekeeper Distillery, a hot and happening venue serving up fancy cocktails. And the old Wausau Club has for some time been home to the Wausau Museum of Contemporary Art, putting Wausau improbably on the national art scene map.

Some are still coming. The Washington Street train depot has housed a law firm and decor shop, but is now owned by the Greater Wausau Chamber of Commerce and will become its headquarters. And the chamber has plans for the former Valley Electric building as well.

New uses for those old buildings not only brought new life to them; it also added to the city's tax rolls. Buildings that were on the list brought in \$83,083 to the city's tax rolls from its 2020 taxes. That number wasn't zero in 2016, when City Pages first looked at these buildings; but it was much closer to zero than to today's numbers.

The city still has property on the books. That's normal. One of those on the list, Westside Battery (and L&H Printing). Another, 1300 Cleveland Avenue, has gone through a round of Requests for Proposals (in which the city sends out a call for developers to submit proposals to redevelop a city owned site), but ultimately city leaders held off on accepting any of them in favor of dealing with environmental concerns first.

Two other major sites include the former Great Lakes Cheese and Wausau Chemical sites, which were moved to the city's industrial park and away from the Wisconsin River. Another major site is 180 E. Wausau Avenue, a warehouse



▲ The old Wausau Club transformed into the Wausau Museum of Contemporary Art (left)

Wausau Chemical used; plans had called for a new cannery and kitchen incubator, but that was before COVID-19. Other city-owned sites include plots in the city's industrial park and some plots in Riverlife.

**What it was:** Masonic Temple

**What it is now:** Whitewater Music Hall

**How it's used:** Whitewater Music Hall is a concert venue, coffee shop, beer hall and has become noted as an event space. Rise Up has located its offices in the first floor of the building (where United Way once had offices), and the venue has become something of an art hub and hub for up-and-coming musicians in the area. Although COVID has somewhat cramped its ability to hold large concerts, the venue has still seen plenty of activity.

**Address:** 130 1st Street

**Year built:** 1973

**2020 taxes:** \$18,839

**What it was:** Wausau Club

**What it is now:** Wausau Museum of Contemporary Art

**How it's used:** The Wausau Club was already in the process of becoming the art museum when City Pages first looked at old, unused buildings in the city's downtown. Today it is still home to the museum as well as the Bauhaus painting studio where artist David Hummer teaches painting.

**Address:** 309 McClellan Street

**Year built:** 1865, became a club in 1901

**2020 taxes:** \$15,621

**What it was:** Northwestern Trainline Depot

**What it is now:** Commercial space

**How it's used:** The train depot housed a law firm and a decor shop, but the Greater Wausau Chamber of Commerce has plans to relocate its offices there, which will put it closer to the Clark Island electrical building, which it also has plans for. (See the Valley Electric capsule for more details.)

**Address:** 209 Washington Street

**Year built:** 1899

**2020 taxes:** \$9,098

**What it was:** Milwaukee Road/Hiawatha Depot

**What it is now:** Timekeeper Distillery

**How it's used:** Timekeeper Distillery did a great job transforming the old train depot into an uber cool place to grab a drink, while still maintaining the feel of the old train station. The outdoor area utilizes the train station deck and cobblestone, and the inside uses some exposed brick walls to make one cool experience to imbibe a fancy cocktail.

**Address:** 720 Grant Street

**Year built:**

**2020 taxes:** \$11,085

**What it was:** Valley Electric Building

**What it is now:** Still empty

**How it's used:** The Greater Wausau Chamber of Commerce has plans to turn [this into an innovation hub](#) and is working with partners such as the [Northcentral Technical College](#). City Pages has been requesting details but gets little info when asked.

**Address:** 601 S. 1st Avenue

**Year built:** 1901

**2020 taxes:** \$0

**What it was:** Westside Battery and Electric

**What it is now:** Still empty

**How it's used:** A brand new request for proposals to redevelop the old Westside Battery and L&S Printing sites just went out late last month. Urban Street Bistro had plans to turn it into a restaurant, but that fell through as the financing never quite materialized; then the owner of The Filling Station had plans for a restaurant as well, but COVID put the kibosh on that. City leaders expect responses back soon.

**Address:** 415 S. 1st Avenue

**Year built:** 1953

**2020 taxes:** \$0



▲ The iconic Hiawatha train depot became Timekeeper Distillery, featuring mixology-style cocktails





### Wausau, City Pages

**What it was:** Kleinheinz Dairy  
**What it is now:** No change.  
**Address:** 121 S. Second Avenue  
**Year built:** 1924  
**2020 taxes:** \$3,435

**What it was:** VFW building  
**What it is now:** Opportunity Inc.  
**How it's used:** The site is home to Opportunity Inc, which moved in after the VFW left; a service that supports developmentally disabled people living independently. The organization is a non-profit, so it doesn't pay taxes.  
**Address:** 388 River Drive  
**Year built:** 1976  
**2020 taxes:** \$0

**What it was:** Frontier  
**What it is now:** Still Frontier, mostly empty  
**How it's used:** No change.  
**Address:** 521 N. 4th Street  
**2020 taxes:** \$0



▲ Sears, which has since been torn down

ment building with 29 total units. Apartment units are renting from about \$550 to \$850 per month, seeming to hold up to the promise of being affordable.  
**Address:** 1418 N. 1st Street  
**Year built:** 1920  
**2020 taxes:** \$25,005

**What it was:** Sears  
**What it is now:** Gone  
**How it's used:** The Sears building, most recently bought by the city, nearly became a theater operated by Micon Cinema, chosen over HOM Furniture. HOM ultimately moved in the former Younkers building, and is the last bit of the Wausau Center mall to remain standing. The deal fell through after some strong-arming from the previous mall owners in a dispute over the mall's and cinema's walls, those close to the deal told City Pages at the time. The entire mall has since come down, and the street grid around it will be redeveloped. Plans are for mixed-use development heavy on housing, but nothing has been announced.  
**Address:** Washington Street  
**Year built:** 1982  
**2020 taxes:** \$0  
**CP**

**What it was:** Sav-o Supply  
**What it is now:** Atrium Lofts Apartments  
**How it's used:** This was under construction when City Pages first wrote the abandoned buildings story. But a Minneapolis developer turned the old shoe factory into a low-to-moderate income apart-



▲ The old Sav-o-Supply building (left) transformed into the Atrium Lofts today





Mosinee Times

# COVID-19 Community Vaccination Clinic Expands Hours Of Operation In Marathon County

All approved vaccinations and booster shots are available

In an effort to meet the increased need for COVID-19 vaccination and booster shots in Central Wisconsin, the COVID-19 Community Vaccination Clinic at Northcentral Technical College (NTC) in Wausau will be expanding its hours of operation during the month of November.

The COVID-19 Community Vaccination Clinic, located within the Center for Business and Industry Building on the NTC

Campus at 1000 Campus Drive in Wausau, offers all approved vaccine and booster shots (Pfizer, Moderna, and Johnson & Johnson (Janssen)).

- The Pfizer vaccine is authorized for individuals ages 12 and up in a 2-dose series administered 21 days apart.

- The Moderna vaccine is authorized for individuals ages 18 and up in a 2-dose series administered 28 days apart.

- The Johnson & Johnson (Janssen) vaccine is authorized for individuals ages 18 and up in a

single dose.

A booster shot is a supplemental vaccine dose given to people whose immune response to a primary vaccine series is likely to have decreased over time. The primary COVID-19 vaccination series continues to be highly effective at reducing severe disease, hospitalization, and death caused by COVID-19. However, experts are beginning to see that protection against mild to moderate disease can fade over time. The booster shot is intended to boost the recipient's

immune system for more effective, long-lasting protection.

For full booster shot information and recommendations, please visit: <https://www.dhs.wisconsin.gov/covid-19/vaccine-dose.htm>

COVID-19 Community Vaccination Clinic November schedule:

- Tuesdays: November 2, 9, 16, & 23
- Open 11am – 6pm
- November 30
- Open 11am – 5pm
- Fridays: November 5, 12, & 19
- Open 11am – 6pm

Saturdays: November 13 & 20  
Open 11am – 3pm

Individuals may make a vaccine appointment (not required) at file:///C:/Users/headr1/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/O2K84L15/vaccinate.wi.gov or by calling 1-844-684-1064. Walk-in appointments will be available.

For information on where to get a vaccine, go to <https://www.co.marathon.wi.us/Departments/HealthDepartment/COVID19/VaccineInformation.aspx> or <https://www.vaccines.gov/>.

Medford, The Star News



SUBMITTED

Northcentral Technical College (NTC) is pleased to receive a truck donation from Krueger Wholesale Florists Inc. The truck will benefit NTC students who are pursuing a career that requires a commercial driver's license.

"This is Krueger's way of giving back to NTC and the community," said Mike Decker, Chief Financial Officer/Controller of Krueger Wholesale Florists Inc. "We employ graduates from NTC's truck driving program, so this is a real win-win for everyone."

The donated vehicle will be the first automatic Class B truck that will be added to NTC's truck fleet and will be utilized in the Straight Truck (CDL Class B) Certificate.

Leaders from NTC and Krueger Wholesale Florist Inc. stand together near the truck that was donated to NTC's Straight Truck (CDL Class B) program on Monday, October 4, 2021. Pictured are (l. to r.): Doug Behnke, CDL Faculty, NTC; Sheila Rossmiller, Director of Giving & Scholarships, NTC; Paul Strehlow, Associate Dean, Public Safety, NTC; Shane Heilmann, Dean of Public Safety, NTC; Jim Krueger, Founder, Krueger Wholesale Florist Inc.; Seth Fochs, Chief Operating Officer, Krueger Wholesale Florist Inc.; Jacob Fochs, Director of Business Development, Krueger Wholesale Florist Inc.; Mike Decker, Chief Financial Officer/Controller, Krueger Wholesale Florist Inc.; NTC Alumnus (Accounting, 1991).

# Blasel named Abby Lions 'Student of the Quarter'

Abbotsford High School senior Clayton Blasel has been named the Abbotsford Lions Club's Student of the Quarter for the first quarter of the 2021-22 school year.

Blasel carries a rigorous class schedule that includes Written Communications (NTC), Small Animal Care and Veterinary Science, Introduction to Psychology (NTC), Introduction to Sociology (NTC), Lifetime Activities, School-to-Career, and Student Teacher Aide. His co-curricular activities include National Honor Society, Mathletes, FFA, and Skills USA/VICA.

English Teacher Ally Meserole highly recommended him for the Student of the Quarter award.

"Clayton has high goals, such as doing well in all his classes, building strong relationships with classmates and adults, and going to college for his dream job," Meserole stated. "He has been helping for multiple years in the Fabrication Laboratory, creating projects and examples using complex equipment such as a laser engraver, 3D printer and heat press. He goes above and beyond expectations; last year, for his speech on firefighter tools, instead of a simple PowerPoint presentation with internet images, he brought in an actual fire truck. I have complete faith he will be one of the most valued employees in any job, due to his ambitious, quick-learning, and overachieving characteristics."

Blasel's volunteerism attests to his belief in community service. He has been actively involved by bell ringing for the

Salvation Army, helping with fall leaf raking and Earth Day cleanup, serving as Youth Fire Cadet with Central Fire and EMS, providing fire prevention/safety education to the elementary school students, assisting with Abbotsford Christmas Parade float restoration and the FFA Dairy Breakfast.

When asked to identify an outstanding feature of the community, Clayton applauds Fabrication Lab, the Technology Education Department, and its instructor.

"The 'Fab Lab' itself is the highlight of the entire school and accessible to every person in the building," he said. "I have gained the knowledge to design, build, repair and fabricate a variety of different projects; the Lab and the instructor have taught me community collaboration and problem-solving skills that I will use throughout my career."

When asked to define a major world problem, Blasel responded, "I would confront the problem of deforestation. This destroys the natural beauty of the landscape, causes soil erosion, increases flooding, and eliminates habitats for a variety of animals. To replenish certain landscapes, it would take many decades for some forms of plants to regrow. Too much deforestation could start to deplete the amount of oxygen in the air, causing more people to have breathing problems. I'd like to encourage every person to plant at least one tree per year."

Clayton currently works at Swiderski Equipment, Inc. After graduation, he plans to attend Northcentral Technical



**Clayton  
Blasel**

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# Keeping your children safe



## Where can I get the pediatric COVID-19 vaccine for my child in central Wisconsin?

Jamie Rokus Wausau Daily Herald | USA TODAY NETWORK – WISCONSIN

**E**arly this month, the Centers for Disease Control and Prevention recommended that everyone 5 years and older get a COVID-19 vaccine to protect against the coronavirus. ● The pediatric Pfizer-BioNTech vaccine has the same active ingredients as the vaccine given to adults and adolescents, but it is one-third of the adult dose. Smaller needles, designed specifically for children, also are used, according to the CDC.

The pediatric COVID-19 vaccine is given in two doses, 21 days apart as an injection into the muscle. It can be given with other pediatric vaccines, including the flu shot, according to Marshfield Clinic Health System.

“During clinical trials, children experienced fewer side effects than adolescents or young adults. The most common side effects

**See PEDIATRIC, Page 6A**

**Sarah Baker, 9, of Wausau, receives the pediatric Pfizer-BioNTech COVID-19 vaccine at Marshfield Medical Center-Weston. The pediatric vaccine is given in two doses, 21 days apart and is one-third of the adult dose** COURTESY OF MARSHFIELD MEDICAL CENTER



# Marshfield News-Herald

## Pediatric

Continued from Page 1A

were a sore arm, mild fatigue and headache," said Dr. Thomas Boyce, pediatric infectious disease doctor and researcher with Marshfield Children's Hospital. "Arm swelling, redness and fever are uncommon and occur in less than one in five children. Side effects are usually mild and resolve within one to two days."

Preliminary data show the Pfizer vaccine is safe and 90.7% effective among children ages 5-11. Clinical trials also show the vaccine is effective against the highly contagious delta variant. A CDC study published in September 2021 found that hospitalization rates were 10 times higher among unvaccinated children than among fully vaccinated kids.

"It's important to vaccinate kids because although their risk is lower than that of adults, kids are still getting sick and are still dying from COVID-19," said Dr. Robyn Schertz, system senior physician executive for Aspirus Medical Group North. "So, it's important to have that option to keep your children safe."

The COVID-19 vaccine is available free of charge. Health care systems and county health departments in central Wisconsin are offering the pediatric



COVID-19 vaccine for children 5-11 years old during the following clinics. Many local pharmacies also are offering the vaccine; call for more information or to schedule an appointment.

### Local health care systems

**Aspirus Doctors Clinic**, 5 p.m. to 7 p.m. Nov. 18 at 2031 Peach St. in Wisconsin Rapids. For children ages 5-11 only. Children who attend this clinic will receive the required second dose by appointment from 5 p.m. to 7 p.m. Dec. 9. Appointments are required through the My Aspirus app, at [myaspirus.org](http://myaspirus.org) or by calling 715-423-0122.

**Marshfield Clinic Health System** is scheduling patients for the pediatric COVID-19 vaccine and offering walk-in clinics. To view the calendar or schedule an appointment, visit [marshfieldclinic.org/CovidVaccine](http://marshfieldclinic.org/CovidVaccine). If you don't have internet access, call 877-998-0880.

**Aspirus Health** is offering COVID-19 vaccinations to children ages 5-11 at vaccination locations throughout Wisconsin and Upper Michigan. The health system recommends a parent or guardian call the Aspirus COVID-19 Call Center at 844-568-0701 or 715-843-1454 to schedule an appointment. Appointments also can be scheduled via the MyAspirus app or patient portal at [myaspirus.org](http://myaspirus.org).

### County health departments

**Community COVID-19 Vaccine Clinic**, 11 a.m. to

6 p.m. Tuesdays and Fridays, through Nov. 23; 11 a.m. to 3 p.m. Saturdays, through Nov. 19; and 11 a.m. to 5 p.m. Nov. 30 in the Center for Business & Industry Building at [Northcentral Technical College](#), 1000 W. Campus Drive in Wausau. No appointments needed; walk-ins welcome. All approved vaccines and booster doses are available. Minors under 18 years old require parental consent. For more information, call 844-684-1064 or visit <https://vaccinate.wi.gov>.

**Portage County Health and Human Services**, appointments available for children ages 5-11, Ruth Gilfry Center, 817 Whiting Ave. in Stevens Point. Schedule appointments online by visiting <https://wi-telegov.egov.com/portage-county/AppointmentWizard/22>; vaccine is limited and might not be available to walk-ins. For more information, call 715-345-5907.

**Juneau County Health Department**, 3 p.m. to 4:30 p.m. Nov. 17 and 1 p.m. to 4 p.m. Nov. 24 at 200 S. Hickory St. in Mauston. For children ages 5-11 only. To schedule an appointment, call 608-847-9373.

**Clark County Health Department**, 3:30 p.m. to 5 p.m. Nov. 30, Dec. 7 and Dec. 14 at 517 Court St., Room 105, in Neillsville. For children ages 5-11 only. Appointments are required. To sign up, visit <https://tinyurl.com/sadxkuk8> and click on the clinic date on the flier.

*This list will be updated as additional vaccine clinics are announced.*



Spooner Advocate

# \$2M can help workers get jobs

The Northwest Wisconsin Workforce Investment Board has received a \$2.2 million Worker Advancement Initiative grant from the Wisconsin Department of Workforce Development.

The Worker Advancement Initiative (WAI) will serve people whose previous employment has not come back post-pandemic, as well as those who were not attached to or were not successful in the labor market prior to the pandemic, by offering subsidized employment and skills training opportunities with local

employers.

The program builds on the success of current transitional jobs programs in the state by launching a new, statewide effort to provide subsidized work opportunities to around 2,000 individuals. In Northwest Wisconsin, partners will serve 225 individuals through the grant.

Regionally, the Northwest Wisconsin Workforce Investment Board will implement the grant in partnership with Indianhead Community Action Agency, ManpowerGroup US Inc.,

Northcentral Technical College,

and Northwest Wisconsin CEP. Together, partners will deliver a wide range of services including paid work experiences, on-the-job training opportunities, hard and soft skill training, and supportive services to address related barriers to employment.

Funding for the WAI comes from the American Rescue Plan Act (ARPA) funds from the U.S. Department of Treasury through the Wisconsin Department of Administration. The funding allowed the Wis-

consin Department of Workforce Development to award \$20 million in grants to the state's 11 Workforce Development Boards to provide subsidized employment and skills training opportunities to participants, including a focus on those who will be co-enrolled in Workforce Innovation and Opportunity Act programs.

For more information about WAI: Kristi Waits, director of special projects, kwait@nwwib.com or 715.575.1235.





# COLLEGE HONORS

CONTINUED FROM PAGE 3

Anna Wolf, Freshman, Col of Educ/Human Development Chippewa Valley Technical College

Summer 2021 President's List

### Baldwin

Joni Dockery

### Glenwood City

Damian Lucia

### Hammond

Neil R. Styler

## UW-Eau Claire

Freshman Scholarships

### Hammond

Jazilynn Geiger, Chancellors Academic Excellence Scholarship, St. Croix Central High School

Tadan Holzer, Chancellors Academic Excellence Scholarship and Freshman Honors Scholarship, St. Croix Central High School

## Northwest Technical College (Bemidji)

Scholarship Winners

### Hammond

Ashley Sullivan, from Hammond majoring in nursing at Northwest Technical college in Bemidji, Minnesota, recently earned a \$1,000.00 G.W. Neilson Foundation scholarship from the **NTC** Foundation.

## Ohio University

Summer 2021 Graduates

### Baldwin

Sean Conway, Master of Music (Music Education), College of Fine Arts

## UW-Stout

Foundation Scholarships

### Hammond

Christine Cobb Sauer, Ed.D. Career and Technical Education, Letitia Walsh Fellowship

### Roberts

Nathan Berends, Packaging, Packaging Corporation of America Scholarship

### Woodville

Nathan Thompson, Applied Science; Mechanical Engineering, American Foundry Society Scholarship; Stout Scholars Award



Nov 24 2021 Page A002 Clip resized 75%



Contributed

They newly refinished table was presented to the Antigo Fire Department. From left, are Erica Kostichka, Corey Smith, Adam Finn, John Krueger, Chief Jon Petoskey, Jason Swartz, Randy Smith, George Harker, Sheldon Wade, Jordan Faber and Chemon Rickert.

# Refurbished, engraved table presented to fire department

## Antigo Daily Journal Staff

What's old is new again at the Antigo Fire Department.

The Northcentral Technical College wood technology class teamed up with Smith Painting and Kretz Lumber to present a

refurbished and engraved table to the fire department.

The table was given to the department by Kretz Lumber several years ago. But, someone accidentally placed a hot pan on it and melted some of the finish.

The restoration job

started with sanding the table at Kretz Lumber. From there, the wood technology students programmed and engraved logos into the wood with CNC instructor Jason Swartz.

Randy Smith at Smith Painting then added the wood burning effect.

# Abby K-12 sees progress on construction projects

By Ross Pattermann

Abbotsford Superintendent Ryan Bargender delivered some good news to the board of education on Nov. 15 regarding the district's two major construction projects, the pool repair and the FEMA stormshelter/multi-purpose facility.

"The pool is going full blast," Bargender said. "They're in there working on a few different things. We got the tile in there, and in the next week they'll be tiling the lanes in the pool. It's getting exciting, not a whole lot to see picture-wise, but they've done some stuff under the ground, and we're on schedule."

The pool repair project is expected to be completed in early 2022.

Bargender then filled in the board with an update regarding the FEMA storm shelter.

The district has been working with engineering firm HSR Associates out of La Crosse to design a more traditional storm shelter as opposed to the dome to save on construction costs. Bargender told the board that FEMA has approved the plans for the traditional structure, and with that now approved, Bargender said HSR will be putting out bids for con-

struction of the facility in December.

"We picked some interior finish options, colors of the flooring, the walls and door frames," he said. "And then, finally, the scope of work change was approved, meaning FEMA approved moving from the dome to a more traditional structure. HSR was getting a little nervous because it could have held up progress, but now that it's approved, everything is on schedule."

Bargender told the board that district accountability coordinator Georgia Kraus helped the city of Abbotsford apply for a \$5 million dollar grant through Wisconsin's Neighborhood Investment Fund, a part of Gov. Evers Badger Bounce Back Plan. Bargender is hoping that if the city of Abbotsford is approved for the grant, some of the money can be used for the increased costs of construction on the FEMA storm shelter.

"We checked a lot of the boxes. . . it's on our school property, so maybe they won't approve it, but we really went with the fact of the need of childcare in the city, using the FEMA facility as 4K solves some of that, along with before and after school programming and allowing the community to use the multipurpose gym

for community activities. I think it looks good, but we don't know who else applied, and what their situations are. This would really provide a boost, and they'll let us know in December."

## Mil rate to decrease

During October's monthly board and annual budget meeting, Bargender let it be known that the district's mil rate in 2021-22 will be decreasing by 1.3 percent, dropping from last year's rate of \$9.84 to \$9.73 per thousand. This will result in a decrease of 12 cents per \$1,000 of a home's value. The equalized value of the district increased by \$11.3 million.

## Other business

■ The district is working on a developing a community interpreter course in conjunction with [NTC](#). The course would be a series of classes that would give students certification as community interpreters once students proved proficiency in both English and Spanish.

■ The board approved the hiring of Ida Miller and Ruth Dettman as cook helpers and accepted Brian Lewison as the boys JV basketball coach.

■ The board approved a motion to approve the city's use of the Falcons logo on the city's water tower.

■ Thanksgiving vacation will extend from Nov. 24-26.

■ The HS/MS holiday concert will be held on Dec. 13 at 7 p.m. The elementary school's holiday concert will be held on Dec. 14, and will begin at 1:30 p.m.

■ The district held a school violence event drill on the Oct. 28.

■ The board discussed possible changes to the 2021-22 academic calendar: A staff survey was conducted on the possibility of offering a week long vacation for spring break, with 50 percent of staff in support of the full week off. Twenty-nine percent did not have an opinion and 20 percent said no.

To facilitate a week long spring break, the district will need to find two days on the calendar that are currently off. The proposed two days the staff chose are the two days after parent/teacher conferences. The staff also answered that they would prefer late starts going back to Wednesdays instead of Mondays, as they are now. The board will vote on the proposed changes at next month's board of education meeting.



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## College notes

The **Northcentral Technical College (NTC)** Foundation is pleased to award over 575 scholarships totaling over \$381,000 to students who are pursuing higher education at **NTC** during the fall 2021 term. They include: Amanda

Patterson, Angel Diaz, Brenda Gomez, Kyle Buchholz, Lauren Berg, Serenity Perkins and Taylor Johnson.

Jordyn Halopka has been named to the summer 2021 trimester dean's list at Palmer College of Chiropractic's main campus in Davenport, Iowa.

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SUBMITTED

Business leaders from Greenheck and PGA Plumbing participated in an employer panel that highlighted the ways in which apprenticeship can help grow the local workforce during the event which was held at [NTC's](#) Professional Conference Center in recognition of National Apprenticeship Week.

## Business leaders gather to learn how apprenticeship grows workforce

Over 70 business leaders from 60 local companies attended the “Grow Your Workforce Through Apprenticeship” event held at [Northcentral Technical College \(NTC\)](#). The event was held in recognition of National Apprenticeship Week and was designed to showcase the benefits that apprenticeship brings to businesses as they work to recruit and retain top talent.

“We have seen the positive impacts that both youth and adult apprenticeships have had on area businesses and are excited to help more employers implement these programs at their institutions,” said Katie Metko, Apprenticeship Manager at [NTC](#).

The event also included an employer-led panel that highlighted the process that businesses can follow by partnering with [NTC](#) to begin apprenticeship programs. Anyone who is interested in getting started with apprenticeship can contact either Dina Kilinski, Youth Apprenticeship Manager at [NTC](#), by emailing [kilinski@ntc.edu](mailto:kilinski@ntc.edu) and calling 715.803.1190 or Katie Metko, Apprenticeship Manager at [NTC](#), by emailing [metko@ntc.edu](mailto:metko@ntc.edu) and calling 715-803-1242.



## Area dental hygienist students in need of patients

Brittany Slaughter. Oct 4, 2021 Updated Oct 4, 2021

WAUSAU, Wis. (WAOW)-- North Central Technical College has students that want to clean your teeth.

In order for dental hygienist students to graduate they need to work on a certain number of patients, but recently, they have had a difficult time getting people to come in.

Between people staying home more from the pandemic and being afraid to seek medical attention due to COVID-19 risks, NTC has faced difficulty finding people to volunteer.

However, they said they do follow all CDC guidelines and safety protocols. So if you haven't been to the dentist in a while or just need a cleaning, students will be the ones doing the work with a professor supervising.

"It really helps us reach those graduation requirements as well as just to get that patient experience coming into the clinic. It helps me and my classmates just for people to come in and help us," said Marissa Monpas, second year student.

Helping students get practice costs about \$20 a piece depending on the service and helps them get hands on experience before they graduate.

You can find information about signing up [here](#).

# PIT&QUARRY

## **MSHA awards mine safety, health grants**

By [Jack Kopanski](#) | October 4, 2021

The Mine Safety & Health Administration (MSHA) awarded more than \$10.5 million in grant funding to support safety and health training and other programs.

MSHA awarded the grants to 46 states, Navajo Nation and the North Marina Islands.

The funds will be used to provide miners with federally mandated training, covering training and retraining of miners working at surface and underground coal and metal and nonmetal mines. According to MSHA, this includes miners engaged in shell dredging or those employed at surface stone, sand and gravel mining operations.

“These state grants help provide critical safety and health training for thousands of miners,” says Jeannette Galanis, principal deputy assistant secretary for MSHA. “MSHA is dedicated to keeping miners safe on the job, and this annual funding helps make sure miners across the country have access to proper safety training and resources.”

MSHA awarded the grants based on applications from states. The recipients are as follows:

- Bevill State Community College in Alabama (\$236,821)
- University of Alaska (\$142,249)
- Arizona State Mine Inspector (\$391,991)
- Navajo Nation Minerals Department in Arizona (\$54,785)
- Arkansas Department of Labor and Licensing (\$128,278)
- California Department of Industrial Relations (\$379,933)
- Colorado Department of Natural Resources (\$262,949)
- Central Connecticut State University (\$80,093)
- Tallahassee Community College in Florida (\$181,183)
- Technical College System of Georgia (\$205,443)
- North Idaho College (\$143,378)
- Illinois Department of Natural Resources (\$271,733)
- Vincennes University in Indiana (\$263,582)
- Eastern Iowa Community College District (\$187,028)
- Hutchinson Community College in Kansas (\$128,783)
- Kentucky Division of Mine Safety (\$417,148)

- Northshore Technical Community College in Louisiana (\$114,804)
- Maine Department of Labor (\$117,104)
- Maryland Department of the Environment (\$73,216)
- Massachusetts Department of Labor Standards (\$101,383)
- Michigan Technological University (\$255,137)
- Minnesota State Colleges & Universities (\$379,465)
- Mississippi Department of Environmental Quality (\$46,118)
- Missouri Department of Labor & Industrial Relations (\$275,709)
- Montana Department of Labor & Industry (\$213,341)
- University of Nebraska at Kearney (\$93,256)
- Nevada Mine Safety & Training Section (\$400,325)
- New Hampshire Department of Business & Economic Affairs (\$76,777)
- New Jersey Department of Labor & Workforce Development (\$63,199)
- New Mexico Institute of Mining & Technology (\$185,564)
- New York Department of Labor, Division of Safety (\$335,452)
- North Carolina Department of Labor (\$181,558)
- North Dakota Department of Career & Technical Education (\$120,220)
- Northern Mariana Islands Office of the Governor (\$21,991)
- Ohio Department of Natural Resources (\$260,854)
- Oklahoma Department of Mines (\$176,610)
- Eastern Oregon University (\$163,835)
- Pennsylvania Department of Environmental Protection (\$606,207)
- Tri-County Technical College in South Carolina (\$86,803)
- South Dakota School of Mines & Technology (\$93,737)
- Tennessee Department of Labor & Workforce (\$196,389)
- University of Texas at Austin (\$690,561)
- Utah State University (\$244,919)
- Vermont Department of Labor (\$113,050)
- Virginia Department of Mines, Minerals & Energy (\$261,822)
- Eastern Washington University (\$171,960)
- West Virginia Office of Miners' Health, Safety & Training (529,191)
- Northcentral Technical College in Wisconsin (98,473)
- Northern Wyoming Community College (\$312,593)





## **Area dental hygienist students in need of patients**

Brittany Slaughter, Oct 4, 2021 Updated Oct 4, 2021

WAUSAU, Wis. (WAOW)-- North Central Technical College has students that want to clean your teeth. In order for dental hygienist students to graduate they need to work on a certain number of patients, but recently, they have had a difficult time getting people to come in.

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## Wausau Pilot & Review

More news. Less fluff. All local.

### Krueger Wholesale Florists donates truck to NTC

by Shereen Siewert, October 21, 2021

WAUSAU – Krueger Wholesale Florists Inc. recently donated a commercial truck to **Northcentral Technical College** to benefit NTC students who are pursuing a career that requires a commercial driver's license.

"This is Krueger's way of giving back to NTC and the community," said Mike Decker, CFO/controller of Krueger Wholesale Florists Inc. "We employ graduates from NTC's truck driving program, so this is a real win-win for everyone."

The donated vehicle will be the first automatic Class B truck that will be added to NTC's truck fleet and will be used in the Straight Truck (CDL Class B) Certificate.

Anyone who is interested in learning more about the program can visit <https://www.ntc.edu/academics-training/programs/all/certificate/straight-truck-cdl-class-b>.



## **Ceremony honors community members dedicated to preventing domestic assault**

By Isak Dinesen, Oct 21, 2021 Updated Oct 21, 2021

WAUSAU, Wis. (WAOW) -- Area organizations honored those who devote their time to helping survivors of domestic violence.

In a ceremony at Whitewater Music Hall in Wausau, three people were recognized for their resolve and courage in their line of work.

Representatives from the Wausau Police Department and the Marathon County Courthouse received awards from the Women's Community.

"This is really a collaboration of the collective efforts in Marathon County. Everyone here is really representing that we will not put up with domestic violence in our community and there are pathways for you if you need help," Ashley Bores said.

This Tuesday, there will be a town hall at **Northcentral Technical College** where professionals will give insight on domestic violence response and prevention methods.



## NTC adds to its fleet of CDL training trucks

By [Drew Sutherland](#), Oct. 25, 2021 at 7:38 AM CDT

WAUSAU, Wis. (WSAW) - Northcentral Technical College is starting its next section of commercial drivers license classes with an addition to its training fleet of trucks. Kreuger Floral donated one of its delivery trucks to the school to expand the options and allow them to accommodate more students.

“We had picked up two brand-new Class B vehicles for our first section and both of those are manuals. Kreuger was so generous to donate the truck that they did to us. That is an automatic transmission, and that’s all that Kreuger has is automatic transmissions for those class B trucks,” said Associate Dean of NTC’s School of Public Safety Paul Strehlow.

Students in the Class B program can now opt to be certified to drive only automatic trucks, or both.

The school has had a training program for a Class A CDL, but just started the Class B courses last spring. A Class A license allows the holder to do long-haul big rig driving, while the class B relates more to local needs such as dump trucks, school buses and delivery trucks.

Certification is a quick process. The Class A takes eight weeks to get and the Class B is only a five-week program.

“If you’re looking for something that’s, ‘Hey, I want to do something and I want to get trained in a field,’ this is short, to the point, and you can get out on the road and start making a good living for yourself or family,” Strehlow said.

Companies are in need of drivers as the supply chain continues to falter. Many are offering higher than normal wages as well as signing bonuses for new employees.

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## 2018 Wausau West graduate running for Wausau school board

By Isak Dinesen, Oct 26, 2021 Updated Oct 26, 2021

WAUSAU, Wis. (WAOW) -- A recent graduate from Wausau West High School wants to come back, as a member of the school board.

21-year-old Kayley McColley says things on the board have gotten too political, and have lost focus on the students.

She formally announced her candidacy Tuesday morning, saying if elected, she wants to represent the under-represented.

McColley, a current full-time student at [Northcentral Technical College](#), graduated from Wausau West in 2018.

She says there's an opportunity to have a voice on the board who will advocate for more mental health resources in schools and expanded learning programs, claiming they aren't big enough priorities.

She also argues her age is not a qualifier for who can make a meaningful impact.

"Growing up we're always told, 'we are the future.' Well the future is here and I feel an obligation and a responsibility to engage in creating a brighter future for students now and going forward."

Three current board members are set to have their terms expire in April.

McColley says the near future of her campaign involves a lot of door-knocking to get herself in front of potential voters.



## Veterans Benefit Expo to be held Nov. 4 in Merrill

OCTOBER 28, 2021

On Thursday, Nov. 4, from 10:00 a.m. to 6:00 p.m., in collaboration with the Green Bay Vet Center, the Wisconsin Veterans Outreach and Recovery Program, the VFW Post 1638, the Lincoln County Veterans Services, and the **Wisconsin National Guard COVID Response Task Force**, a Veterans Benefit Expo will be held at Northwoods Veterans Post, 601 Johnson St., Merrill, with representatives from the organizations below. The goal of this public event is to educate veterans and their dependents to not only the benefits through the Veteran Administration, but also the benefits and programs available through the State and non-profits.

The **Wisconsin National Guard COVID Response Task Force** will also be present to give out Moderna, Pfizer, and Johnson & Johnson's vaccines as well as boosters for all three for those who are age 65 and older.

United Healthcare Medicare & Retirement – Wisconsin; Humana Veteran Outreach and Recovery; Lincoln County Veteran Services; Marathon County Veteran Services; Green Bay-Wausau Vet Center; Department of Workforce Development (DWD); FSET FoodShare Employment and Training; Aging and Disability Resource Center (ADRC); Outreach Education Installations (CapTel Phones); North Center Community Action Program – NCCAP; Midstate Independent Living; **Northcentral Technical College**; Nicolet College; Northern Wisconsin Veterans Memorial Cemetery – Spooner; VA Northwoods Veterans Cemetery; Salvation Army – Tomahawk; Salvation Army/St. Vincent DePaul – Merrill Center for Veteran Issues; VA Supportive Services for Veteran Families (SSVF); Camp American Legion; Reboot Combat Recovery; Patriot K9s' of Wisconsin; Tomah VAMC Whole Health; Tomah VAMC Social Worker Team; Tomah VAMC Community Care; Tomah VAMC Suicide Prevention; VFW Post 1638; Healthy Minds Coalition; Wisconsin National Guard COVID Response Task Force

For any questions, please call Lincoln County Veteran Services at (715) 539-1083.

## Where can I get COVID vaccines, boosters or flu shots? Here's a list of sites in the Wausau area

Allison GarfieldMelissa Siegler, Published 3:56 p.m. CT Oct. 29, 2021

WAUSAU – Wisconsin is almost a year into its COVID-19 vaccine distribution, with everyone 12 and older eligible for the shots, and the effort to give boosters to those who qualify is well underway. About 58% of Wisconsin residents have received at least one dose of a COVID-19 vaccine as of Oct. 27, according to the Wisconsin Department of Health Services, with a total of 6.3 million doses of COVID-19 vaccines administered in the state.

As of Oct. 28, just over half of people in Marathon County — approximately 51% — had been fully vaccinated against COVID-19.

Figuring out how and where to get the vaccine can be confusing, especially if you don't have or don't know how to use a computer. And while there was once a shortage of shots compared to people waiting for them, doses are now readily available in central Wisconsin, with dozens of places — from health care providers to pharmacies to walk-in clinics — offering the Pfizer, Moderna and Johnson & Johnson vaccines.

Here's a list of local sites where you can receive a COVID-19 vaccine or booster shot, as well as flu shots.

### Who is eligible for COVID-19 vaccines, boosters?

People 12 and older are eligible for the Pfizer vaccine, which consists of two shots given three weeks apart. On Friday, the U.S. Food and Drug Administration voted to recommend Pfizer's vaccine to kids ages 5 to 11.

People 18 and older are eligible for the Moderna and Johnson & Johnson vaccines. Moderna's vaccine is administered in two doses four weeks apart, while the Johnson & Johnson vaccine is administered fully in one dose.

For all vaccine types, you're considered fully vaccinated two weeks after your final dose.

The Centers for Disease Control and Prevention recommends that people who are immunocompromised receive a third dose of the Pfizer or Moderna vaccines at least 28 days after completing their second dose. People who should consider this option are listed here based on the initial vaccines they received.

Booster shots for Pfizer and Moderna are available for people 65 or older, all long-term care residents, people 18 and older who have certain underlying medical conditions or who are at an increased risk for COVID-19 exposure and transmission because of their job or school setting. People must be at least six months out from the second dose of their initial vaccination to receive a booster.

Managing your subscription has never been easier. Pause delivery, update your credit card and more online.

The Johnson & Johnson booster shot is available to people who are 18 or older and are at least two months out from their initial vaccination.

## Vaccine appointments, lists and hotlines

**Aspirus Wausau Hospital & Clinics:** Those eligible to receive the COVID-19 vaccine or a booster shot should go online to [Aspirus' website](#) to schedule an appointment. Aspirus only offers the Pfizer booster. You can also call their COVID-19 hotline at 715-843-1454.

You can call your local Aspirus hospital or clinic to schedule a flu shot.

**Marshfield Clinic Health System:** Those eligible to receive the COVID-19 vaccine or a booster shot can visit [Marshfield Clinic's website](#) to schedule an appointment or call 877-998-0880 if you don't have internet access.

People can schedule an appointment for a flu vaccine on Marshfield Clinic's website or call their Marshfield Clinic facility.

## Health Departments

Wausau is home to one of the Wisconsin State Health Department's **community-based clinic**, located at [Northcentral Technical College](#) on 995 W Campus Dr.

Registration must be done through the [Department of Health Services registry system online](#) and walk-in appointments are available. For more information, you can call the site at 844-684-1064.

**The Marathon County Health Department:** People can [visit the health department's website](#) to keep updated on upcoming vaccination clinics and if vaccine appointments are available. Call the health department before showing up for a vaccine shot. The health department also shares information about vaccination clinics on its [Facebook page](#).

People can also contact the health department at 715-803-2880.

In the Merrill area, **Lincoln County Health Department** can assist those who need help finding vaccine appointments, though, at this time, the health department is not giving out COVID-19 vaccines.





# NTC COVID-19 vaccine clinic expands hours for November

By Neena Pacholke Nov 1, 2021 Updated Nov 1, 2021 0

WAUSAU, Wis. (WAOW) -- A press release from the Marathon County Health Department said the COVID-19 Community Vaccination Clinic at Northcentral Technical College in Wausau will be expanding hours in November.

The clinic is located within the Center for Business and Industry Building on the NTC Campus at 1000 Campus Drive in Wausau.

The department said its in an effort to meet the increased need for COVID-19 vaccination and booster shots in central Wisconsin.

All approved vaccines and boosters are available at this clinic.

Below are the dates and times for the expanded hours:

Tuesdays:

November 2, 9, 16, & 23: Open 11-6 p.m.; November 30: Open 11-5 p.m.

Fridays:

November 5, 12, & 19: Open 11-6 p.m.

Saturdays:

November 13 & 20: Open 11-3 p.m.



### NTC extends clinic hours to offer vaccines

Story By WJFW Staff

**Local News** Published 11/01/2021 3:01PM, Last Updated 11/01/2021 6:34PM

**Wausau** - **Northcentral Technical College** in Wausau will extend its hours of operation in November to help meet the demand for vaccines in Marathon County.

To get vaccinated, stop by Tuesday, Friday, or Saturday. For full hours at their location, head to NTC's website, linked below.

Your local health department or the state department of health services site can help you find other vaccination sites closer to you if you're interested in getting your booster or original series.

# Wausau Pilot & Review

## COVID-19 vaccination clinic at NTC expands hours

November 1, 2021

WAUSAU – In an effort to meet the increased need for COVID-19 vaccination and booster shots in central Wisconsin, the COVID-19 Community Vaccination Clinic at **Northcentral Technical College** in Wausau will expand its hours of operation during November.

The clinic, within the Center for Business and Industry Building on the NTC Campus at 1000 Campus Drive in Wausau, offers all approved vaccine and booster shots (Pfizer, Moderna and Johnson & Johnson (Janssen)).

- The Pfizer vaccine is authorized for people ages 12 and older in a two-dose series administered 21 days apart.
- The Moderna vaccine is authorized for people ages 18 and older in a two-dose series administered 28 days apart.
- The Johnson & Johnson (Janssen) vaccine is authorized for people ages 18 and older in a single dose.
- The Marathon County Health Department continues to monitor vaccine eligibility for children ages 5-11. Vaccine information for this age group will be made available once appropriate authorization is received from the Centers for Disease Control and Prevention, which is expected in the coming week.

A booster shot is a supplemental vaccine dose given to people whose immune response to a primary vaccine series is likely to have decreased over time. The primary COVID-19 vaccination series continues to be highly effective at reducing severe disease, hospitalization and death caused by COVID-19. However, experts are beginning to see that protection against mild to moderate disease can fade over time. The booster shot is intended to boost the recipient's immune system for more effective, long-lasting protection.

For full booster shot information and recommendations, visit: <https://www.dhs.wisconsin.gov/covid-19/vaccine-dose.htm>

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For full booster shot information and recommendations, visit: <https://www.dhs.wisconsin.gov/covid-19/vaccine-dose.htm>



## NTC hosts event to help students with FAFSA

By [Drew Sutherland](#)

Published: Nov. 1, 2021 at 4:33 AM CDT

WAUSAU, Wis. (WSAW) - College Goal Wisconsin is holding an event at the Wausau campus of [Northcentral Technical College](#) on Nov. 2 to help college-bound students complete and file the Free Application for Federal Student Aid.

Many students don't know about the form or don't know how or what kind of aid it can help them secure.

"The FAFSA is very important to complete. That is the first step to determining eligibility for any federal student aid, such as the federal Pell Grant, state grants that may be available, and any student loans," said Financial Aid Specialist Tou Yang.

People who want to attend are asked to show up in the lobby of the Main Entrance starting at 6 p.m. Volunteers will greet them and take them to computer labs where they can complete and file the form.

### ADVERTISEMENT

"This event is open to the public, regardless of what college or school you plan to attend. It's very important to apply for financial aid, as that can help with tuition costs and any other costs associated with your education," Yang said.

Parents are encouraged to accompany dependent students to make sure the form can be filed on the spot. Once filed, a confirmation page will give students an estimate of what kind of aid they can expect.

People who file can also take part in a drawing for a College Goal Wisconsin \$1000 scholarship.

[Click here to go to the event information page.](#)

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# Wausau Pilot & Review

## Parents honor late son through scholarship at NTC

November 4, 2021

[Print](#) [Facebook](#) [Twitter](#) [LinkedIn](#) [WhatsApp](#) [Email](#) [Reddit](#)

WAUSAU – A Gleason couple is honoring the memory of their late son and his career by establishing a scholarship to help students pursuing a plumbing apprenticeship at [Northcentral Technical College](#). The Lorin Hammond Plumbing Apprenticeship Scholarship was established by Larry and Gloria Hammond, as well as financial contributions from the Goodin Co.

Lorin Hammond was an NTC alumni who earned his Master Plumbers License and began Hammond Plumbing & Heating, Inc. in Minocqua where he was self-employed for 25+ years. The Hammond family said that anyone who had worked with Lorin knew his motto was always do your best work, keep your tools and vehicle spotless and be prepared for most situations. Lorin, 54, passed away as a result of COVID-19 in December 2020.

The Hammonds chose to continue their son’s legacy through a memorial scholarship, which was presented to Bryce Seubert during the fall 2021 semester. Seubert is completing the plumbing apprenticeship program at NTC. Seubert said the money will help him tremendously as he pursues his career.

“This scholarship will be put toward tools and gear to help make me a better plumber every day,” Seubert said.



# NTC sees steady enrollment despite statewide decline

By Sabrina Lee Nov 12, 2021 Updated Nov 13, 2021 0

WAUSAU, Wis. (WAOW) -- This past year has seen a drastic decrease in enrollment in technical colleges across Wisconsin, but one area school says it's hitting their enrollment goal.

Northcentral Technical College says that their enrollment this year is exactly where they expected to be, and they credit it to an ability to adapt to changing circumstances.

In this case, allowing their students to work both in the classroom and at home.

"We provided a tremendous amount of flexibility for them to get through their courses," said Sarah Dillon, Vice President of Student Affairs at NTC, "We offer a lot of online opportunities for students." That flexibility, like many jobs during the pandemic, involved going digital.

That means classes coming to students instead of the other way around.

This past Fall, the school adopted a new class form that allowed students to blend their physical and digital presence in courses.

"So this week they might be in person, next week something might come up with their schedule and we move them to an online format." said Dillon.

She says that while data from the Wisconsin Technical College System shows that there was a near 10 percent drop in enrollment at NTC, it's because they have fewer people physically in classrooms, and more logging in from home.

The school says students should be thinking about Spring and Summer semesters even now, and to contact the admissions office with any questions.



## NTC uses English Language Learning program to combat CNA shortage

WAUSAU, Wis. (WSAW) - CNA's have to pass an exam to become certified and they have to take it in English. For some people, it's a barrier preventing them from pursuing the career. That's why Northcentral Technical College offers English Language Learning programs. But, even with support programs, it's still a challenge.

"In the CNA program you're learning medical English which is like another language besides English, all that medical terminology," said Cathy Stamos, ELL instructor at Northcentral Technical College.

Getting the CNA certification is a stepping stone to becoming a registered nurse. Nurses are in high demand, according to the US Bureau of Labor Statistics. Around 500 thousand are expected to retire by the end of 2022. New people will have to take those positions and staff at NTC are working diligently to prepare students.

"She comes in on weekends to help students practice the vocabulary," said Stamos.

Vocabulary lessons are offered online and due to the influence of the pandemic, so is the ELL program. Stamos saw an increase in enrollment since they began teaching online.

"For any teacher, your favorite student is the student that really wants to learn. Our English learners are students that come to campus motivated. They know they need to learn English, they want to learn it," said Stamos.

The reward for staying motivated, learning English, and then getting the CNA certificate is big. Nearly 99% of rural hospitals surveyed that they were experiencing a staffing shortage and 96% said they had a nursing shortage, according to a survey from Vox. That means getting a job once you graduate from the program is almost guaranteed.

If you want to get earn a CNA certificate, but English is in the way, Stamos said now is the best time to start learning. You can enroll in ELL classes any time of the year. To get started call 715-803-1152.

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# Business leaders gather at NTC to learn how apprenticeship grows workforce

🕒 NOVEMBER 19, 2021 / 💬 0

WAUSAU, Wis. – Over 70 business leaders from 60 local companies attended the “Grow Your Workforce Through Apprenticeship” event held at [Northcentral Technical College](#) (NTC). The event was held in recognition of National Apprenticeship Week and was designed to showcase the benefits that apprenticeship brings to businesses as they work to recruit and retain top talent.

“We have seen the positive impacts that both youth and adult apprenticeships have had on area businesses and are excited to help more employers implement these programs at their institutions,” said Katie Metko, Apprenticeship Manager at NTC.

The event also included an employer-led panel that highlighted the process that businesses can follow by partnering with NTC to begin apprenticeship programs. Anyone who is interested in getting started with apprenticeship can contact either Dina Kilinski, Youth Apprenticeship Manager at NTC, by emailing [kilinskid@ntc.edu](mailto:kilinskid@ntc.edu) and calling 715.803.1190 or Katie Metko, Apprenticeship Manager at NTC, by emailing [metko@ntc.edu](mailto:metko@ntc.edu) and calling 715.803.1242.



## NTC to offer in-person Christmas cookie decorating class

By [Heather Poltrock](#)

Published: Nov. 22, 2021 at 3:37 PM CST

WAUSAU, Wis. (WSAW) - Northcentral Technical College will host a cookie decorating class on Dec. 2. The one-day hands-on class will teach students how to ice and decorate cookies.

The cost of the class is \$45

The in-person class is from 6-8 p.m. at the Wausau campus.

[CLICK HERE](#) to register.

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**SC SWIDERSKI LLC**  
 October 12 at 11:47 AM · 🌐

Congratulations to Shayne Fellenz, S.C. Swiderski Homes Coordinator and Jacqui McElroy, Director of Business Development on joining the [Northcentral Technical College Marketing Advisory Board](#)!

They are able to share their knowledge with other industry professionals! We love that SCS is represented across numerous campuses!

#SCSwiderski #AdvisoryCommittee #NTC #Partnerships #CentralWI

You and 41 others      5 Comments 1 Share

Like      Comment      Share

**Wausau Police Department** ✓  
 October 26 at 8:01 AM · 🌐

Join us today for a community town hall at [Northcentral Technical College](#) to discuss domestic violence response in our community. Learn from professionals with Wausau PD - Victim Resource Unit, Marathon County District Attorney's Office & Victim Witness, [The Womens Community, Inc.](#), Marshfield Medical Center and Wisconsin Department of Corrections.

Registration & CEU details @ [https://ntcforms.formstack.com/.../domestic\\_violence...](https://ntcforms.formstack.com/.../domestic_violence...)

**Domestic Violence in Our Community:  
 A Town Hall Conversation**

You and 24 others      3 Shares

Like      Comment      Share



Pittsville School District

October 22 at 6:02 AM · 🌐



It's time to celebrate another PHS #Classof2022 senior! Meet Heidi Kunding - this week's #SeniorSpotlight.

Heidi is completing her internship at Marti Farms. This experience has given her the opportunity to explore her future career path of becoming a Veterinary Technician. Cows are very important to Wisconsin and their care and husbandry is of the utmost importance. The last thing we want is sick cattle on an operation. This is why Heidi has focused on working with cows on her internship this fall and winter.

She plans on becoming a large and small animal Vet Tech, with the possibility of specializing in the camelid family.

Heidi said, " I want to help every animal/ pet so no one has to go without their loved ones. I know what it feels like to lose a companion animal and don't want to see that happen to someone if I can help prevent it."

She plans on attending [Northcentral Technical College](#) next fall for their veterinary technician program.

Best wishes for a bright future, Heidi! 💜 #WeArePittsville

# PHS Class of '22 | HEIDI KUNDINGER



**Krueger Wholesale Florist, Inc.**  
 October 22 at 10:02 AM · 🌐

<https://www.ntc.edu/.../ntc-receives-krueger-wholesale...>



NTC.EDU


**NTC Receives Krueger Wholesale Florists Inc. Truck Donation | Northcentral Technical College**

👍❤️ You and 76 others      5 Comments 3 Shares

👍 Like      💬 Comment      ➦ Share

**Joe Staszak**  
 October 13 at 8:45 PM · 🌐

Great job today West FFA members hosting our first of two Food for America days. Today we taught 400 fourth graders about 10 different areas of Agriculture. Special thanks to NTC Agriculture Center of Excellence for hosting us.



👍❤️ Kathy L Doan and 65 others      5 Comments 9 Shares

👍 Like      ➦ Share



The Womens Community, Inc.

October 26 at 2:13 PM · 🌐



We are very excited for tonight's Town Hall Conversation!

If you weren't able to register online, you can still register in person tonight at 5pm in the Center for Health Services Building at [Northcentral Technical College](#). Join us for a discussion on how our community responds to domestic violence crime and meet some of the partners committed to the important work of ending intimate partner violence!

[#DVAM2021](#)

## Domestic Violence in Our Community: A Town Hall Conversation



TUE, OCT 26

Domestic Violence in Our Community: A  
Town Hall Conversation

☆ Interested

Wausau, WI

40 people interested



You and 1 other

👍 Like

💬 Comment

➦ Share

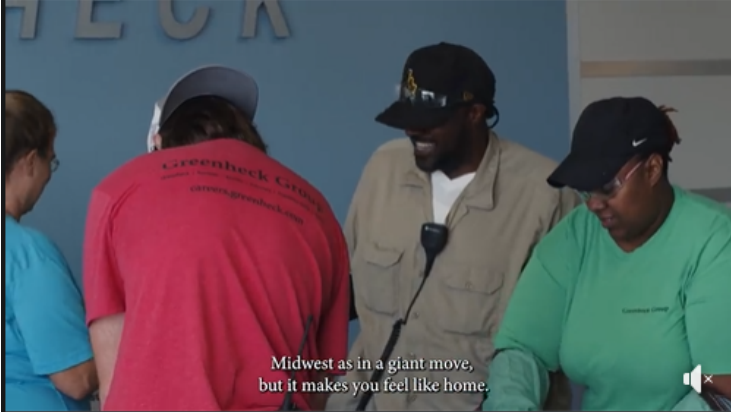


**Northcentral Technical College**

October 28 at 2:24 PM · 🌐



NTC is pleased to partner with [Greenheck](#) on a number of initiatives including the promotion of career opportunities in manufacturing. Iain Cameron, NTC's Dean for the School of Engineering + Advanced Manufacturing, was recently featured in a Greenheck video highlighting careers in manufacturing for [#manufacturingmonth](#).



Midwest as in a giant move,  
but it makes you feel like home.




Boost this post to get more reach for Northcentral Technical College.

**Boost Post**



Katie Lech-Felch and 13 others


5 Shares

 **WITESOL: Wisconsin Teachers of English to Speakers of Other Languages** ...  
 October 29 at 11:24 PM · 🌐


You have until November 3rd to register for the WITESOL Virtual Conference! We will be having lots of live networking sessions that will allow conference attendees to connect with other educators in similar teaching positions. We invite those who work in adult education settings to join [Cristina Parente](#), the Education Director of ELL Programs at the [Wisconsin's Technical Colleges System \(WTCS\)](#), and [Kathy Stamos](#), an adult EL instructor at [Northcentral Technical College](#) in Wausau and WITESOL's past-president, at their networking session. Register or learn more about the conference at [witesol.com](#) #WITESOL21

## Adult Education Networking Session


Facilitated by:






**Kathy Stamos**  
Northcentral  
Technical College



**Cristina Parente**  
Wisconsin Technical  
College System

 You and 3 others

 Like     Comment     Share

 **Greater Wausau Chamber of Commerce** was live. ...  
 October 18 at 11:42 AM · 🌐

The first interview with an ATHENA finalist brings us to [Northcentral Technical College](#) and a conversation with [Katie Lech-Felch](#):



  You and 49 others    33 Comments 6 Shares

 Like     Comment     Share



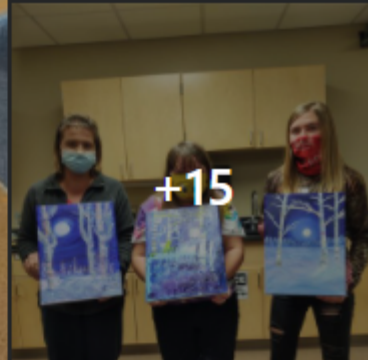


Lisa Krueger at Oak View Studio

10h · 🌐



A fun night at Northcentral Technical College in Antigo. Thank you NCTI and Antigo Visual Arts for offering this acrylic painting experience. Such fun to see this glowing night scene be created as new techniques were introduced. Each left with beautiful pieces of art. I enjoyed teaching this great group! 🎨🖌️



👍❤️ 11

👍 Like

💬 Comment

➦ Share





Northcentral Technical College - Medford Campus

21h · 🌐



Giving Tuesday is a global movement driven by communities to give, collaborate and celebrate generosity. We invite you to support NTC students this #GivingTuesday by making a tax deductible donation to the NTC Foundation. Through the generosity of our donors, NTC was able to award 260 scholarships totaling \$216,220 to new and continuing NTC students this semester. You, too, can make a difference by donating today in support of our students' success: <https://www.ntc.edu/give#scholarships>



👍 1

👍 Like

💬 Comment

↻ Share





Boys & Girls Club of the Wausau Area

November 3 at 9:00 AM · 🌐



NTC WELDING CAMP: Last week, Members learned how to weld at [Northcentral Technical College!](#) Many created spooky spider webs just before Halloween. One Member said, "I really enjoy welding and hope to be able to come back to this camp again through high school!"  
[#GreatFuturesStartHere](#)



👍❤️ 68

3 Comments 3 Shares

👍 Like

💬 Comment

➦ Share





**CWIMA**

November 3 at 3:21 PM · 🌐



Congratulations to all of the finalists for the [Greater Wausau Chamber of Commerce](#) 2021 Athena Award. This years winners were Katie Felch and Robin Hegg. Congratulations on your amazing achievement! Both of your acceptance speeches were beyond moving! I DID call my mom afterwards. Inspiring. [Northcentral Technical College Greenheck](#) [#athenaaward](#) [#wausauchamber](#) [#northcentraltechnicalcollege](#) [#greenheck](#) [#congratulations](#) [#girlpower](#) [#womeninspiringwomen](#)



You and 6 others

2 Comments 1 Share



Like



Comment



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Most relevant ▾



Write a comment...



**Katie Lech-Felch**

Thanks for making that call to your mom. 🤍



Like · Reply · 3w



1



Author

**CWIMA**

Congratulations and much more success to you, **Katie Lech-Felch**



Like · Reply · 3w



1



REI Engineering, Inc.

November 3 at 5:45 PM · 🌐



REI would like to congratulate this years 2021 Athena Leadership Winners -- Katie Lech-Felch - [Northcentral Technical College](#) and Robin Hegg - [Greenheck!](#)

Your commitment to our community, your leadership, and the support and encouragement you give to others is inspiring. Congratulations on your award! It is well deserved.

[#AthenaLeadershipAward](#) [#community](#)



You and 14 others

3 Shares



Like



Comment



Share



Write a comment...

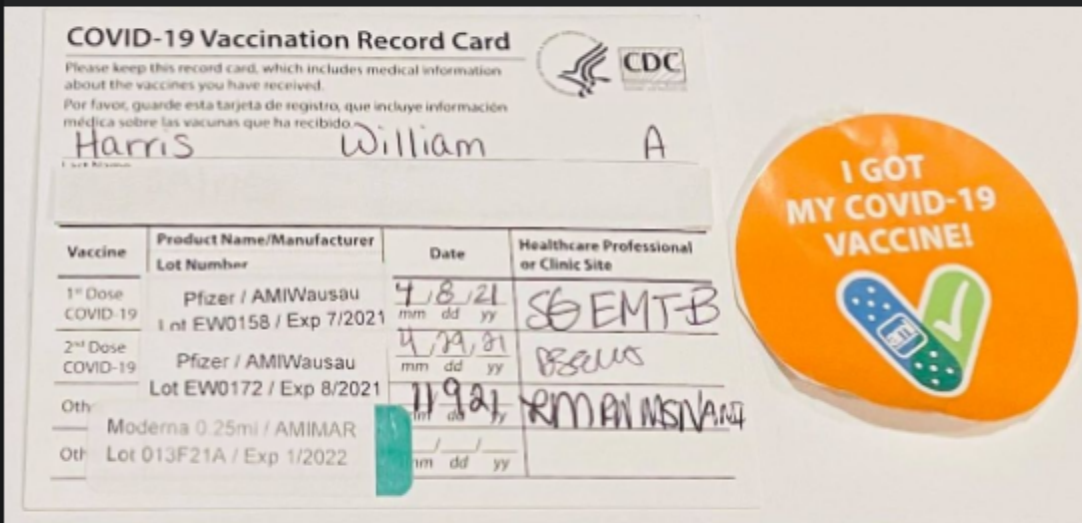




William Harris

November 9 at 6:49 PM · 🌐

This is a reminder, get vaccinated, and let's make Marathon County the healthiest and safest county to live, learn, work and play. I just got my COVID-19 Vaccine Booster at Marathon County Community Vaccination Clinic located at Northcentral Technical College. It feels awesome to know I am doing my part to protect myself and our community! If you haven't gotten vaccinated you can register at <https://vaccinate.wi.gov/en-US/>. Please do so for yourself, your family, and our comm... See more



Visit the COVID-19 Information Center for vaccine resources.  
Get Vaccine Info



Sarah Schneck, Preston Pagel and 112 others

11 Comments 9 Shares



Like



Share



**NTC Workforce Training + Professional Development**

November 9 at 9:51 AM · 🌐



Gloria and Larry Hammond presented the first Lorin Hammond Plumbing Apprenticeship Scholarship to Bryce Seubert in memory of their late son at [Northcentral Technical College](#) during the fall 2021 semester.



NTC.EDU

**Parents Honor Late Son Through Plumbing Apprenticeship Scholarship at NTC | Northcentral Technical College**

👍❤️ 2

👍 Like

💬 Comment

➦ Share





Greater Wausau Chamber of Commerce

November 9 at 12:02 PM · 🌐



NEXT WEEK:

[Northcentral Technical College](#) offers a complimentary 'Grow Your Workforce Through Apprenticeships' on Tuesday, November 16:



NTC.EDU

Grow Your Workforce Through Apprenticeships - Community Events, Conferences, Seminars, and Worksho...



You and 2 others

2 Shares



Like



Comment



Share



Write a comment...





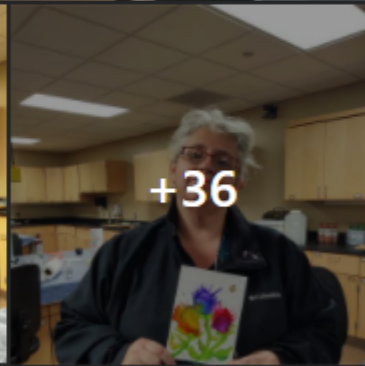


Lisa Krueger at Oak View Studio

November 12 at 11:57 AM · 🌐



Thank you Northcentral Technical College and Antigo Visual Arts for the opportunity to teach this great group alcohol ink techniques. Lots of wonderful, vibrant little pieces of art were created last evening.



👍❤️ 12

4 Comments



philinfirst is at Northcentral Technical College.

November 12 at 8:17 AM · Wausau · 🌐



Clinical Kick-off Day! 🙌🙌 Ready!!!



Holly Schield and 7 others

5 Comments



Like



Comment



Share





News 9 WAOW

November 13 at 1:00 PM

**STAYING STRONG:** Northcentral Technical College says that their enrollment this year is exactly where they expected to be, and they credit it to an ability to adapt to changing circumstances.



WAOW.COM

### NTC sees steady enrollment despite statewide decline

WAUSAU, Wis. (WAOW) -- This past year has seen a drastic decrease in enrollment in technical...

Katie Lech-Felch and 5 others

Like

Comment

Share





Toddkuckkahn.com

November 18 at 2:30 PM · 🌐



I had the pleasure of working with this team at [Roastar](#) in central Wisconsin.

They were part of a leadership program through [Northcentral Technical College](#) and the [NTC Workforce Training + Professional Development](#) department.

We spent six weeks together building a more cohesive team. It was great to hear the impacts they received from the training and how they grew along the way.... [See more](#)



Northcentral Technical College



Like



Comment



Share

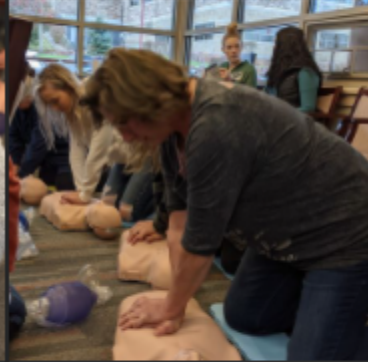


Kristo Orthodontics Central

November 19 at 4:16 PM · 🌐



THANK YOU to North Central Technical College for giving amazing CPR training to our team this week. ❤️ 🙌



👍 6

1 Share

👍 Like

💬 Comment

➦ Share



# Media Monitoring Suite




Reports


## Name Report

Sort By **Date** DMA | Order: **Ascending** ▲


[Export to Excel >](#)




WAOW (ABC) 10/4/2021 5:05:35 PM  
 Wausau, WI  
 News 9 WAOW at 5PM  
 Local Viewership: 12,167 Local Publicity Value: \$357.75  
 represents onalaska. then -- democrat lena taylor also announcing she is running for lieutenant governor. she is a state senator from milwaukee. new at 5 -- northcentral technical college has students that need to clean teeth -- but are having a hard time finding willing people. news 9's brittany slaughter is live with why finding new patients has been such a struggle. brad-- in order for dental hygienist students to graduate they need to work on a certain amount of patients. but recently they've had difficulty getting people to come in. between people staying home more from the pandemic and being



WSAW (CBS) 10/20/2021 6:18:07 PM  
 Wausau, WI  
 NewsChannel 7 @ 6  
 Local Viewership: 13,208 Local Publicity Value: \$791.76  
 the biggest price fluctuations. joe says getting in right away and placing part orders sooner rather than later is the best way to try and get your car ready for winter. northcentral technical college is getting a helping hand from a local business. krueger wholesale florists donated a truck to help. here's a look at the ceremony earlier this month. that truck will benefit the college's c-d-l program. it will be used for the class-b certification class. krueger says its a small way to give back to the community. are you hungry for a butterburger and you want to help out a good cause? head on over to your local culver's. today is "cops at culver's day" across wisconsin. ten percent of all purchases and 100 percent of all tips go to help "lights of



WSAW (CBS) 10/20/2021 10:04:17 PM  
 Wausau, WI  
 NewsChannel 7 @ 10  
 Local Viewership: 11,283 Local Publicity Value: \$919.05  
 the company hopes to be in place by december. a gift by krueger wholesale florists will help the students at northcentral technical college. the truck will benefit the college's c-d-l program. it will be used for the class-b certification class. krueger says its a small way to give back to the community. the man accused of drunk driving and killing a highway worker in clark county will head to trial. 29-year-old cory neumueller hit russell opelt and david murphy with his vehicle in august killing opelt. investigators say both men had orange safety vests... and were near a truck with flashing lights. kass to cam 1



WAOW (ABC) 10/21/2021 10:15:05 PM  
 Wausau, WI  
 News 9 WAOW at 10PM  
 Local Viewership: 23,411 Local Publicity Value: \$1,551.83  
 you need help. " this tuesday--there will be a town hall at northcentral technical college where professionals will give insight on domestic violence response and prevention methods. a northwoods man accused of helping to plot a murder--returns to court today. authorities say seth wakefield knew that hannah miller would to be killed and did nothing to stop it. they say christopher anderson fatally shot miller and left her on the side of the road in the town of pelican in late june. a competency exam ordered for wakefield has been delayed as authorities say they needed more

WSAW (CBS) 10/25/2021 5:10:45 AM  
 Wausau, WI  
 Sunrise 7  
 Local Viewership: 3,152 Local Publicity Value: \$138.11  
 getting ready for hibernation. coming up...we'll share some tips on staying safe



if you encounter a bear. and i'll tell you how northcentral technical college is teaming up with local businesses to keep wisconsin trucking along. stay with us.



WSAW (CBS) 10/25/2021 5:41:20 AM  
Wausau, WI  
Sunrise 7

Local Viewership: 3,152 Local Publicity Value: \$138.11

lincoln county courthouse from our skycam in downtown merrill. ahead on sunrise 7... how an early halloween party is helping collect food for the community. plus... another look at our facebook question of the day. and i'll tell you what northcentral technical college is doing to help jump-start the economy by getting more truck drivers out it's 5:xx on this



WSAW (CBS) 10/25/2021 6:13:58 AM  
Wausau, WI  
Sunrise 7

Local Viewership: 4,775 Local Publicity Value: \$190.96

northcentral technical college is starting it's second section of a new training program soon. their class b commercial drivers license program is getting new students behind the wheel next month. newschannel 7's drew sutherland is live in wausau to tell us why this is such a great option for someone who wants to start their career fast. drew -- good morning holly this program is built for someone who wants to enter the trucking profession and still be home for dinner every night. class b drivers cover local needs



WSAW (CBS) 10/25/2021 6:55:47 AM  
Wausau, WI  
Sunrise 7

Local Viewership: 4,775 Local Publicity Value: \$190.96

the packers haven't lost since falling 38-3 to new orleans on the season's opening sunday. washington has lost three straight. northcentral technical college has a new addition to its commercial drivers license program. krueger floral donated an automatic truck to bolster the fleet for their fledgling class b certification. the program only takes five weeks to complete and gets students on the road to a ggod career. n-t-c says partnerships with local businesses help both the students and the economy. todaymostly cloudy, then



WSAW (CBS) 10/25/2021 12:24:34 PM  
Wausau, WI  
NewsChannel 7 @ Noon

Local Viewership: 12,412 Local Publicity Value: \$938.66

up of organic material like dead plants and dead fish. truck drivers are in short supply and stores are going without some of our favorite goods. but northcentral technical college is looking to change that with its class-a and class-b commercial drivers license programs. companies are in need of drivers and are offering competitive pay... and in many cases signing bonuses for those who get hired. n-t-c just introduced its class b license last spring and just got an additional truck donated by krueger floral. now it can fill the roads and merchants can go back to filling their shelves. "if you're looking for something that's, 'hey, i want to do something and i want to get

Items in this report: 9

Total Local Viewership: 88,335

Total Local Market Publicity Value: \$5,217.18

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# Media Monitoring Suite




Reports

## Name Report


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WSAW (CBS) 11/1/2021 6:12:44 AM  
 Wausau, WI  
 Sunrise 7  
 Local Viewership: 4,775      Local Publicity Value: \$190.96

aid . . . or think it is just for student loans. but college goal wisconsin wants to make sure students get the financial help they need. so they are holding an event at the wausau campus of **northcentral technical college** tomorrow night to help students file the form electronically. "the fafsa is very important to complete. that is may be available, and any in to the main entrance starting at six p-m where volunteers will lead them to labs to fill out the form. parents are urged to accompany dependent students so the forms can be filed on-the-spot. and there's even the chance to




WSAW (CBS) 11/1/2021 6:55:08 AM  
 Wausau, WI  
 Sunrise 7  
 Local Viewership: 4,775      Local Publicity Value: \$190.96

climate initiatives including billions of dollars in hoped-for legislation to help poorer communities abroad. the wausau campus of **northcentral technical college** is hosting an event tomorrow night to help students fill out the free application for federal student aid. the fafsa is how the federal government determines students' eligibility for financial aid. the event starts at six p-m . . . and students will be greeted in the lobby just inside the main entrance to the college.




WJFW (NBC) 11/1/2021 6:06:08 PM  
 Wausau, WI  
 Newswatch 12 at 6  
 Local Viewership: 7,704      Local Publicity Value: \$442.92

teenagers -- as they review the risk of a type of heart inflammation in that age group. "**northcentral technical college**" in wausau will extend their hours of operation -- this month -- to help get more people vaccinated. they're open on tuesdays... fridays... and saturdays. for exact hours and details... your can head to the ntc website. you can also find covid-19 vaccines at your local health department... or places like walgreens. ding ding ding ding on wall street... the dow crosses 36-thousand for the first time ever, today -- before closing up 94 at 35-thousand-



WSAW (CBS) 11/10/2021 6:05:06 PM  
 Wausau, WI  
 NewsChannel 7 @ 6  
 Local Viewership: 13,208      Local Publicity Value: \$791.76

c-n-a's have to pass an exam to become certified, and that exam is in english. for some... it's a barrier preventing them from pursuing the career. now... **northcentral technical college** is trying to teach english for people who don't speak it as their first language to help address a shortage of nurses. newschannel 7's hannah borchert spoke with an instructor overseeing the program. hannah, how does it work? jeff and kassandra, the cna program is a popular choice for graduates of the english language learning program at ntc. but many say the language barrier makes it a big challenge. "in the cna program you're learning medical



WAOW (ABC) 11/12/2021 5:08:16 PM  
 Wausau, WI  
 News 9 WAOW at 5PM  
 Local Viewership: 12,355      Local Publicity Value: \$359.10

of 20-percent or more. news 9's sabrina lee has the details on area impact. across the badger state -- but at least one area school says its hitting its enrollment goals. **northcentral technical college** says that their enrollment this



year is exactly flexibility, allowing students to work both in the classroom and at home. "we provided a online, um, opportunities for students, so we are in good college system shows an enrollment decline -- its because they have fewer people physically in classrooms -- and more logging in from home. n-t-c officials say students should be thinking about spring semester even now, and to contact admissions with any questions. in wausau, sabrina lee, news 9 waow



WSAW (CBS) 11/17/2021 10:00:50 PM

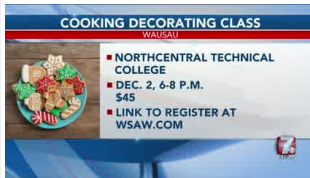
Wausau, WI

NewsChannel 7 @ 10

Local Viewership: 11,283

Local Publicity Value: \$919.05

information meeting tonight about constructing a solar array. it would be at the site of their new water treatment facility. newschannel 7's tony langfellow joins us from northcentral technical college-- where the meeting was held. tony-- why does the city jeff and kassandra, the city says the proposed solar array will help cut electrical costs... benefiting themselves and people living in wausau. but some who live nearby... have concerns. "this is not good in a residential neighborhood" it was a general consensus at wednesday night's meeting that people living nearby the proposed solar array sight... "this is too close to a neighborhood. that's the only objection i have to this"



WSAW (CBS) 11/23/2021 6:11:38 PM

Wausau, WI

NewsChannel 7 @ 6

Local Viewership: 15,525

Local Publicity Value: \$911.16

care. to place your bid, head over to wsaw.com. while there, you can find how to register for cooking decorating class. northcentral technical college will host a workshop on december second. the one-day hands-on class will teach students how to ice and decorate cookies. it costs 45- dollars at the the salvation army of wausau is asking for more volunteer bell ringers in the marathon county area. last year, the wausau salvation army raised almost \$90,000 through the annual red kettle campaign. this year, they hope to raise \$150,000. tonight mostly cloudy, with a low around 32. south wind 10 to 13 mph, with gusts as high as 23 mph



WSAW (CBS) 11/24/2021 6:51:11 AM

Wausau, WI

Sunrise 7

Local Viewership: 3,302

Local Publicity Value: \$145.46

care. to place your bid, head over to wsaw.com. while there, you can find how to register for christmas cookie decorating class. northcentral technical college will host a workshop on december 2nd. the one-day hands-on class will teach students how to ice and decorate cookies. it costs 45- dollars at the what's it looking like outside and what can we expect for today?



WAOW (ABC) 11/30/2021 5:03:38 PM

Wausau, WI

News 9 WAOW at 5PM

Local Viewership: 17,962

Local Publicity Value: \$369.75

who are at risk for severe disease or hospitalization. a final ruling by the agency could come in a matter of days. northcentral technical college in wausau is expanding its community vaccination clinic. it will be open tuesdays through fridays and on monday december 13th--from 11 a-m to 7 p-m. the clinic will also be open saturdays--from 11 a-m to 3 p-m. it will be closed december 23rd to the 25th and december 30th to january 1st. appointments are recommended. and if you want to be considered fully vaccinated by christmas

Items in this report: 9

Total Local Viewership: 90,889

Total Local Market Publicity Value: \$4,321.12

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