

Friends OF **NWTC**



**Great Lakes Center for
Energy Technology
created at NWTC**

WHAT'S INSIDE

Upcoming Events
College News
Faculty and Staff News
Alumni News
Foundation News



Dear friends,
Would you tell us your NWTC story?



NWTC will mark our centennial in 2012; that means 100 years of great new careers. We would like to collect as many personal stories of the College's past as we can to create a history.

NWTC has touched many lives in 100 years. Did you know that in any five-year period, half of the adults in Northeast Wisconsin receive some sort of education, training or service from NWTC? The offerings may have changed, and the size of the College has certainly changed, but the commitment remains the same: to provide the education that leads Northeast Wisconsin residents to great careers and a better life.

How has NWTC made a difference for you? What are some of the highlights of your experience as a student, instructor, employer or donor? Tell your story and help us compile a personal history of the College. Go to www.nwtc.edu/100years to learn more about how you can share your memories. Return to that Web page in 2012 to see how you can participate in the celebration.

Thank you for 100 great years. We look forward to the next 100!

Sincerely,

A handwritten signature in black ink, appearing to read "H. Jeffrey Rafn". The signature is fluid and cursive, with a large, stylized initial "H".

Dr. H. Jeffrey Rafn
President

Great Lakes Center for Energy Technology created at NWTC

Wisconsin, like the rest of America, needs energy—especially domestic and alternative sources that increase our energy independence. We also need to make the best use of our energy investments in order to remain competitive.

Yet the demand for skilled energy technicians is outpacing the current supply, and too few new workers are training to meet the need. Increasing that workforce has the potential to make the region stronger and safer.

NWTC has established the Great Lakes Center for Energy Technology to power up the local energy workforce. Offerings will span the power pipeline, from production to distribution to efficiency. Training will include associate degrees, technical diplomas, certificates and apprenticeships. Alternative energy sources, like solar and wind, will be taught alongside the traditional technologies that will bring that power to customers.

Amy Kox, associate dean—Energy and Sustainability programs, will oversee the new area. “It makes sense that generation, distribution and then analyzing the overall energy efficiency would be under one umbrella,” she said. “There are so many pieces that are interrelated. It helps the students and the community to think of them that way.”

Current program students and graduates are already bringing a lot of energy into their field. “The job I am currently doing is a job that only a certain number of people can do,” says Brad Kegley,

student in Electrical Power Distribution. “Working with high voltages of electricity is an awesome trade. People thank me very often for keeping the power on in their home. It’s a great feeling.”

“I start in three weeks and am very excited,” says Chad Anthony, Gas Utility graduate. “From the start this has been my dream job and location.”

The Center takes advantage of state-of-the-art facilities already in place, which graduates say prepare them well for jobs that require wide-ranging skills. Jonathan Leick, a May 2011 Utilities Engineering Technology graduate, said that since being hired at Energis High Voltage Resources, “I’ve been doing a wide range of jobs to help utility customers prevent problems with their substation equipment [including] testing transformers, taking oil samples, and testing relays which protect all substation components and the power grid it serves.”

The positive forecasts in the energy sector are based in part on simple physics. No matter how technology changes, we will need energy to make it run. As homes and workplaces become increasingly automated and electronic, their power demand grows.

“The utility industry is not going away any time soon,” notes Paul Retzlaff, a graduate of Utilities Engineering Technology who is also working at Energis. “If you want a career with endless opportunities and growth, then this is the field for you.”



Energy programs

NWTC offers credentials and continuing education in all stages of the energy system—from power generation to reliable distribution to effective use of resources.

Distribution

- Utilities Engineering Technology AD
- Gas Utility Construction and Service TD
- Electrical Power Distribution TD
- Lineworker Apprenticeship
- Substation Electrician Apprenticeship

Generation/Creation

- Solar Energy Technology AD
- Wind Energy Technology AD
- Nuclear Technology AD
- Renewable Energy-Solar Certificate
- Biofuels Certificate

Conservation/Efficiency

- Energy Management Technology AD
- Sustainable Design Certificate



While demand is growing, the supply of experienced workers is shrinking. In the utility industry, 53 percent of the workforce will be retiring or preparing for retirement within the next seven years. That will amount to hundreds of job openings in Northeast Wisconsin that can only be filled by trained experts.

Even outside the utility industry, new opportunities are growing in businesses where improving efficiency can create significant cost savings. NWTTC's own energy management initiative saved the College at least \$200,000 in three years. The Energy Management associate degree program was established specifically to bring those benefits to area employers in any industry.

The industry as a whole seems to attract problem-solvers, says Mark Weber, dean of Trades and Engineering Technologies.

"They tend to be technically-savvy individuals," Weber said. "They're often interested in conservation of resources. They're independent, entrepreneurial, proactive thinkers. They want to be part of the solution, to make a difference, and to be on the cutting edge of resource development. There's also a patriotic appeal, because you're helping your country through resource independence."

The other characteristic they clearly share is that they truly enjoy their work. As Kegley said, "Not everybody can say they get to work on high voltage electricity. Not every job gives you the opportunity to make people happy such as [by] restoring their power. Not every job you get to drive snow cats or take helicopters to remote locations. It takes a certain breed to do this job and everybody respects it."



NWTC ranked in top 10 percent of U.S. community colleges



In April, NWTC was ranked as one of the nation's 120 best community colleges by the Aspen Institute College Excellence Program.

"We are deeply honored with this recognition," said NWTC President Dr. H. Jeffrey Rafn. "NWTC's number one priority is to make sure students succeed. This recognition assures us that we are on the right path. This would not be possible without the outstanding leadership, faculty, staff and students at NWTC."

The Aspen College Excellence Program aims to identify and replicate campus-wide practices that significantly improve college student outcomes. The program also works to improve colleges' understanding and capacity to teach and graduate students, especially the growing population of low-income and minority students on American campuses.

Coming soon: New NWTC marine manufacturing training center!

In response to industry's need for a highly-skilled shipbuilding workforce, NWTC is currently developing a new marine manufacturing training center in the district. Opening later this year, the College's newest learning facility will provide customized training for incumbent workers and hands-on learning experiences for students in the new Marine Construction and Marine Engineering Technology programs. There are currently over 60 students in the degree and diploma programs that are offered in both Marinette and Green Bay.

"A dedicated facility will enable NWTC to configure a training program that is more oriented towards the marine industry needs," said Robert Egger, NWTC Marine Programs instructor/coordinator. "It will also enable more efficient scheduling of classes for meeting student needs."

The training center will occupy 15,000 square feet of the former Goodwill Industries building located on Main Street in Marinette, a major hub of the booming shipbuilding industry. Marinette Marine Corporation alone is expected to hire about new 1,000 workers, thanks to a U.S. Navy contract to build 10 Littoral Combat Ships.

Signs of job growth potential in the shipbuilding industry were evident even before the U.S. Navy contract was approved late last year. An aging workforce and skilled worker shortages in nearly all areas of the industry prompted the region's seven marine manufacturers to join together with NWTC and two other higher educational institutions to

form an industry sector partnership, the North Coast Marine Manufacturing Alliance (NCMMA).

Together, the NCMMA partners are working on strategic workforce development planning to provide a skilled workforce now and in the years to come. NWTC's new marine manufacturing training center and its new degree and diploma programs are sure to play a key role in training that workforce.

For more information, go to www.nwtc.edu/marine.

Careers in shipbuilding start here.



Vaughan named 2011 District Ambassador



Shane Vaughan of Green Bay was named the NWTC 2011 District Ambassador in spring. Vaughan is a student in the Criminal Justice-Corrections associate degree program.

"I'm very proud to attend NWTC and excited to see what the future has in store for me," Vaughan said. "NWTC has helped me reach personal goals in my education, succeed to new levels, and has taught me the drive and motivation it takes to make a difference in the future."

Vaughan's goals include working in probation and parole or possibly becoming a juvenile detention worker. He also plans to eventually get more involved in politics and run for state governor or

a state senate position. He currently serves the College as a student ambassador/ tour guide and president of the NWTC Student Senate. He is also president/founder of the Northeast Wisconsin Sexuality and Gender Alliance Committee. Vaughan is a 2009 graduate of Westfield Area High School.

As NWTC District Ambassador, Vaughan is eligible to act as a representative of the NWTC District and as a Wisconsin Technical College System State Ambassador, promoting technical college education among professional organizations, civic groups, state and local officials, businesses and industries.

NWTC expands offerings in Sturgeon Bay

Door County residents who want to prepare for their future careers close to home have two more options. NWTC now offers the Business Management and Accounting Assistant programs at the Sturgeon Bay campus.

"More local learning opportunities like these mean more ways for the people of Door County to reach their career goals," said Cheryl Tieman, Sturgeon Bay campus coordinator. "More district residents are now able to prepare for the in-demand careers of the business world."

According to the 2010 NWTC Graduate Follow-Up Report, more than six full-time job openings were available in business management for every 2010 program graduate. Annual starting salaries ranged from approximately \$16,000 to just over \$50,000 – and those were just the jobs listed with NWTC's Employment Services.

Business Management program students choose one of the following seven specialties upon enrolling: Business Management, Entrepreneurship, Retail

Management, Hotel and Restaurant Management, Global Business, Supply Chain Management, and Credit and Finance. Only the Business Management specialty is offered in-person on the Sturgeon Bay campus; opportunities to complete the other specialties (i.e., sub-plans) in Sturgeon Bay may be possible through a combination of in-person, online, video conference, and interactive television courses.

Accounting Assistant is a new, one-year, technical diploma program that prepares students for entry-level accounting positions. The program is offered on the Sturgeon Bay campus through a variety of delivery modes such as in-person and online. All credits can be applied to the two-year Accounting associate degree program which, in 2010, had over six full-time job openings available for every graduate and annual starting salaries ranging from approximately \$19,000 to \$81,000 (*source: 2010 NWTC Graduate Follow-Up Report*).

NWTC Recruit Academy puts new evidence technology into action



NWTC is first in U.S. to train with AXON on-officer cameras

New technology for police officer training is being put through its paces in NWTC's Law Enforcement Recruit Academy.

Students in the academy are training with AXON on-officer evidence capture devices, a "headset-cam" technology from TASER designed to assist in capturing and cataloguing evidence. According to TASER, NWTC is the only college in the United States that is actively using the technology for training.

The AXON equipment was developed to provide video and audio records to officers in the field. Recruit Academy instructor Randy

Revling saw the technology and realized it could be put to other uses in instruction.

Revling described recently how the technology helps both students and instructors see exactly what was happening when a student chose how to respond to a scenario, which is much more practical and realistic than relying solely on written tests.

"While we still use on-line written exams to the extent that they are relevant, all of our formative assessment, and most of the summative assessment, is observed in practical exercises and captured on video. The AXON

system is the most practical manner of capturing video as it records the exact stimulus as seen by the officer, and the student-coach's and role-player's AXON units capture the student-officer's response."

NWTC's Recruit Academy is known for taking a very active, realistic approach to officer training. Revling noted that "other programs may begin with weeks of lecture. Our program gets you out of your seat and into the Tactical Training Center on day one."

Renee Kehl of Lena completed the NWTC General Studies Transfer Certificate in 2010. She took many of her classes at the NWTC regional learning center in Oconto Falls. Currently, Kehl is in her second year at UW-Green Bay, majoring in human development – a field that she discovered while taking an NWTC developmental psychology class. “Originally I had no idea what I wanted to do,” Kehl said. “But after a year at NWTC, I figured out the path I wanted and was ready to go to UWGB.” The future is looking bright for Kehl, who is already working in her chosen field. She is looking forward to moving up in her career after earning her bachelor’s degree.



New “4 x 4” General Studies courses offered

In June, NWTC launched a new way for students to take their general studies courses. With the “4 x 4” schedule, students can complete a general education course, such as Intro to Psychology or Economics, in just four weeks – allowing students to fit in additional courses or simply make more room in their busy lifestyles.

While the four-week condensed courses could be beneficial for any associate degree program student completing their required general education courses, this new option could be especially helpful for students in the General Studies Transfer Certificate, a 32-credit program designed to meet specific general education requirements at

UW-Green Bay or UW-Oshkosh. Students who complete the certificate are eligible for sophomore status at those four-year universities.

“With the General Studies Transfer program, our students are getting high quality, affordably priced courses that fully transfer to UW-Green Bay and UW-Oshkosh,” said Michaeline Schmit, NWTC dean of General Studies. “The new “4 x 4” schedule gives our students a great way to focus on one or two classes at a time, complete the certificate, and get closer to earning a bachelor’s degree.”

The General Studies Transfer Certificate is offered at NWTC’s three campuses in Green Bay,

Marinette, and Sturgeon Bay and most certificate courses are available at the five regional learning centers in Crivitz, Luxemburg, Niagara, Oconto Falls, and Shawano. The “4 x 4” general education courses are currently available on the Green Bay campus; the courses will be offered in Shawano and Sturgeon Bay in fall 2012. More offerings are currently under development and review in the other NWTC regions.

Many colleges/universities accept credits from NWTC toward a bachelor’s degree. For a list of transfer opportunities, go to www.nwtc.edu and enter Transfer Agreements in the search box.

International students arrive



Each year, NWTC welcomes students from all around the world to pursue their education at NWTC. As the exchange students are learning from us, NWTC students gain a better understanding of world cultures that not only enrich their lives, but help them succeed in a global economy. This year’s participants include (left to right) Shahadutt, India; Diyora, Uzbeki-stan; Shakeel, Pakistan; Priscila, Brazil; Ravi, India; Abdiel, Panama; Fareeha, Pakistan; Ayesha, Pakistan. The College also offers international learning opportunities to students and other residents of our area; for details, visit www.nwtc.edu/international.



Tell your NWTC story!

Since 1912, Northeast Wisconsin Technical College has delivered lifelong learning opportunities that lead to cutting-edge careers and a higher quality of life.

It's a centennial celebration!

You're invited to join us as we celebrate 100 years of educational excellence. Look for more information in the special spring edition of the *Friends of NWTC* magazine or go to www.nwtc.edu/100years for updates.

How has NWTC impacted your life – both personally and professionally?

What are your memories from the classroom and campus life?

Who was your favorite instructor?

Go to www.nwtc.edu/100years to share your NWTC experiences.





NWTC creates Wisconsin's first Gerontology associate degree

Program attracts young and old, leads to diverse careers

NWTC's first Gerontology associate degree students began learning and interacting online in August, and instructor Dr. Julie Siefert said it is turning out to be all she had hoped.

"I had this vision of what this online course might look like," she said, "and it does look exactly like my dream."

The program, which centers on improving the quality of life for people over age 65, is offered entirely online, either full-time or part-time. It is attracting people with backgrounds ranging from insurance to dental care to business. Participants are getting to know each other through online posts, sharing stories of caring for aging parents, of helping seniors understand complex benefits and services, and of wanting to make changes in their own lives to make life easier for their children.

"Sometimes I sit online and get tears in my eyes," Siefert said. "And their life experiences are completely different... I see students currently enrolled who are 16 or 17 years old all the way up to mid-60s. Some are combining this with a business degree, some are in nursing, and there is a cohort that wants to advocate in some form. Katie Kolarik is our advisor; she said this is by far the most diverse group that she has ever advised."

The curriculum covers many aspects of aging—not only physical changes, but cultural stereotypes, wellness, social interactions, assistance programs, positive living environments, legal and financial

aspects and more. That multi-disciplinary approach is one of Siefert's favorite aspects of the program, because it was not available when she went through school.

"When I graduated from college with my bachelor's in physical therapy and athletic training, I wanted to pursue an advanced degree in geriatric wellness. They said it doesn't exist." She did pursue a master's degree, but always found herself working with older adults, whether as outpatients, in extended care facilities, or home health care or acute care.

"When I went to pursue my doctorate, I could create it to be whatever I wanted it to be. I could build a master's in gerontology into my doctoral work, and the rest was in geriatric wellness and academics."

When she received her doctorate, she had been teaching in NWTC's Physical Therapy Assistant program for 16 years. Two months later, the College posted the Gerontology teaching position. She was ready.

"I stayed in my department, stayed in my office, but I get to do something completely different. And this is awesome, to be able to create something new from the ground up. The way they've organized the curriculum—including customer service, business and marketing core classes in there, as well as Gerontology and General Studies classes, I think that is state-of-the-art. I think that is a fabulous way to package this degree."



Q & A with Dr. Siefert

What is gerontology?

It is a truly holistic body of knowledge related to aging and how to better serve older adults and their families. My goal is that the learners who leave this program will have the knowledge and skills to provide seamless care to older adults and their families in our area. You might...

- Create new products or services for the "well" elderly
- Improve care for frail and disabled elderly
- Provide older adults with skills and experience to help them keep working

Why is it important?

According to the Global Coalition on Aging, by mid-century, about one-third of the global population will be seniors—which has never happened before. They published some principles to consider because of this shift, and the first one is, "Society must embrace an optimistic view of longevity and population aging as a basis for economic growth, intergenerational harmony and individual fulfillment." Another one is "A sustainable aging society can only be achieved through a coordinated approach that promotes a healthy, happy, productive and financially secure aging population."

Aging is inevitable. It's going to happen to all of us, to all of our parents, all our friends, all our family members. We will age. But aging is also very diverse. People can age differently. We need to look at aging more holistically, and look at how can we—as a community or as individuals—how can we age more healthy, more happy, more economically or financially secure; and how can we adults encourage older adults to be engaged and productive in our society, because we need them to be.

Will there be jobs?

Yes, although they may not have the title "gerontologist." In the original research into the need for this program, they found that "exponential growth is expected in all service-providing industries related to aging, particularly in health care services continuum, financial and legal services, leisure, personal enrichment, fitness and wellness." The U.S. Bureau of Labor Statistics found that jobs in gerontology-related fields had increased 36 percent by 2010.

Is Gerontology all about health care?

In the past, the focus of gerontology was on health; now, it's on lifestyle. Traditionally, gerontology has focused on process of aging across the lifespan; it was largely focused around illness and disease. With the obvious demographic shifts, gerontology career pathways will expand to include a wide variety of opportunities related to business and financial services, entertainment, wellness, consumer products and activities, policy development, case management, housing and travel.

Can an older adult be a gerontologist?

Of course they can—anyone can be a gerontologist.

Is it depressing?

It's only depressing if you choose to look at it that way. But why would you? There is so much we can do; there are so many ways to improve and change the experience of aging. And there are so many facets for improvement and change as one ages. It could be emotional, it could be physical, it could be psychological, it could be housing.

Mark Twain said that getting old is just mind over matter. If you don't mind, it doesn't matter.

New mobile lab to deliver high tech training to rural high schools



Students in the region's rural high schools can get rolling on their college education and future careers with the new Computer Integrated Manufacturing Mobile Lab – a collaborative project from NWTC, Bay Area Workforce Development Board, Wisconsin Job Center, and Lakeshore Technical College.

“This mobile training lab is a clear example of our commitment to working with our rural school partners to provide cutting edge technical education,” said NWTC President Dr. H. Jeffrey Rafn. “Great things can happen when all the partners work together to meet the needs of our communities and businesses.”

Carrying computer numerical control (CNC) and computer-aided manufacturing (CAM) equipment, the mobile lab introduces rural high school students to high tech manufacturing careers. With the growing demand for skilled machine tool and CNC technicians in the region, the partners are launching the lab at just the right time.

“Manufacturing is leading Wisconsin's recovery out of the worst national economic era since the Great Depression, and we need to do everything we can to encourage Wisconsinites to pursue

employment in this vital sector,” Department of Workforce Development (DWD) Secretary Scott Baumbach said. “The Computer Integrated Manufacturing Mobile Lab represents an innovative partnership to bring training in advanced manufacturing to communities across Northeast Wisconsin, showing high school students that manufacturing can offer above-average pay and a rewarding career path to greater opportunities.”

This fall the mobile lab is visiting two Door county high schools each week to supplement the schools' existing machine tool programming. In addition, throughout its first year of operation, the trailer will travel to career days, economic summits, and area high schools – all with the intent of booking schools for next year and gaining employer sponsors.

During the next academic year (2012-2013), the mobile lab will reach out to rural high schools throughout the region, visiting 10 high schools each semester and serving up to 240 students each year. Students will take the two-credit CNC Fundamental 1 or the CNC Fundamentals 2 course – earning dual high school and college credit.



Sponsorship opportunities are available for employers who would like to help bring the Computer Integrated Manufacturing Mobile Lab to the high schools in their communities.

For more information, contact
Mark Weber
Dean, NWTC Trades &
Engineering Technologies
mark.weber@nwtc.edu
(920) 498-5663
(800) 422-NWTC, extension 5663.



A \$250,000 grant from Bay Area Workforce Development Board helped to fund the \$343,000 mobile lab which is packed with CNC technology, including a Haas CNC mill and a Haas CNC lathe, 13 computers, and SMART Board (an interactive whiteboard) technology.

Kox receives Mishler Outstanding Staff Award



For her superior service to students, excellent teamwork and individual achievement, and her desire to move forward by taking on additional responsibilities or pursuing more education, Amy Kox, dean-Energy and Sustainability, has been honored with the 2011 Mishler Outstanding Staff Award.

For the past four years, Amy Kox has been paving the pathway to “green” careers for NWTC students. As a result of her hard work, the College now offers the Energy Management Technology and Solar Energy Technology associate degree programs, plus several renewable certificate options, including the Solar and Sustainable Design certificates.

“Amy has strived to design programs that not only equip students with the skills and knowledge they need now to secure a job, but also with the skills that will make them marketable as energy policies and the economy change,” said colleague Elizabeth Schaff. “She has taken the time to meet individually with students to give them a real sense of what the future may look like as more industries adopt green/sustainable practices.”

Kox is also reaching out to students in need. She helped establish the new NWTC Shared Harvest Food Cupboard for financially-strapped students. In addition, she recently coordinated an event that connected military veterans with area employers, service providers, and NWTC resources.

Meeting students and impacting their lives has been a major highlight for Kox. “I love working with students,” she said. “Seeing the change your work has made in someone else’s life is very rewarding. NWTC’s mission of helping students achieve their educational pursuits drives me to keep trying new things and wanting to be involved in new initiatives.”

Kox is currently working on a doctorate of educational leadership at Edgewood College in Madison. She will be completing her studies and graduating in the spring of 2012.

Smits named VP of College Advancement



Karen Smits was named vice president of the College Advancement Division in July. She had been interim vice president of College Advancement since April 2011. She previously served NWTC in other roles including director of planning and development, grant writer of competitive grants, and supervisor of outreach projects and grants.

“I am very pleased that Karen is leading NWTC’s efforts to establish the College as a top-of-mind choice for excellent education; to acquire public and private funds for new projects and student scholarships; and to conduct applied educational research related to student success,” said NWTC President Dr. H. Jeffrey Rafn. “Her passion and commitment to our students, the communities and businesses NWTC serves, and to technical education will ensure the on-going success of our students and the College.”

During her 18-year tenure with the College, the Green Bay resident has led the planning and development of competitive grant projects which resulted in over \$9 million in awards for NWTC. One grant allowed NWTC to double the number of nursing students attending the College; another enabled students and business partners

to study abroad; and yet another installed a forcible entry structure for police and public safety officer training.

Smits also played a major role in securing a \$500,000 federal appropriation to renovate some NWTC health sciences classrooms into the N.E.W. Clinic at NWTC, a teaching medical clinic that opened in 2006. Her expertise in resource development helped the College realize its goal of expanding health care to uninsured and under insured individuals while increasing real-world learning opportunities to NWTC health sciences students.

In her new role as CA vice president, Smits oversees the following departments: Competitive Grants, Educational Foundation, Institutional Research, Marketing, and Public Relations.

“Northeast Wisconsin Technical College is a vital part of the area’s economic development,” Smits said. “The success of our graduates as they pursue careers, the growth of our economy as NWTC helps entrepreneurs learn to launch new businesses, the access our workforce has to world class training – all of these are what make me excited to help shape the future of the College.”

Smits earned a Master of Business Administration from Lakeland College, Sheboygan, and a Bachelor of Science from the University of Wisconsin-Madison. In 2009 she received the Campus Impact Award in the Outstanding Grants Professional category from the Council for Resource Development, a national organization concerned with fundraising for two-year colleges.

Hartford to lead Information and Instructional Technology



Linda Hartford has been named chief information officer. She has 25 years of information technology experience in operations management, budgeting, project planning and execution, administrative computing as well as

and academic network and telecom technologies.

Before her current appointment, she served as interim CIO, responsible for providing technology leadership and management of technology systems and services, including creating and implementing the College's information technology strategy. She came to NWTC two years ago as director of Enterprise Applications, overseeing college software applications and development methodologies. Prior to joining NWTC, she was vice-president of Government, Higher Education and E-Business for Oracular Inc., Oshkosh, a technology consulting firm with locations in four states.

Linda has a bachelor's degree in business administration from St. Norbert College, and she is pursuing a second bachelor's in organizational psychology and development through University of Phoenix. Among her accomplishments: she worked with the Department of Education to improve processes and automate forms submission for grants; and she led the team that developed the Department of Labor electronic filing system for the Employee Retirement Income Security Act (ERISA).

NWTC taps its trades area for a new leader in business



Randy Smith has been named dean of Business and Information Technology. Smith was an instructor for eight years and associate dean for four years before accepting his current post. He also has 34 years of industry

experience and six years of service manager experience. Before beginning his automotive career, he spent four years in the U.S. Navy, including over three years living in Europe.

Smith brings a record of innovation and community partnerships. His most recent accomplishments include assisting in the development and opening of the Wausaukee Northwoods Regional Lab with area high schools, and the development of newly-launched Marine Construction and Marine Engineering Technology programs in cooperation with area marine manufacturers.

He holds a master's degree in organizational behavior and a bachelor's degree in business management, both from Silver Lake College, and a technical diploma from Northwestern Business College, Lima, Ohio.

Grant named dean, Student Support Services



John Grant has been named dean, Student Support Services. He will oversee academic advising, the Center for Global Cultures, student recruitment, career services and Plus 50

services. And one of his top priorities will be "continuing to better understand the reasons why students don't complete credentials so we can provide interventions that help them realize their goals."

Grant joined the College eight years ago as a counselor. He was manager of advising, recruitment and career services when the College adopted the advising model, which involves regular, active interventions with students in order to discover and address potential obstacles early. "I think the role allows me to impact a larger number of students in terms of strategically planning for student success," Grant said.

Thao wins state award for impact on advising



An NWTC student advisor has been honored by the Wisconsin Academic Advising Association (WACADA). Boua Xee Thao was awarded this year's WACADA Advising Profession Impact Award.

Thao was nominated by fellow advisor Bernadine Vigue. "**Boua Xee Thao** has been an advisor for less than five years, yet he serves his students like a twenty year veteran," Vigue wrote. "Boua Xee's advising style is friendly, warm, and welcoming to students who come to him on a walk-in basis and on a scheduled appointment.... Students know that if they need to meet with him, that he will make the time to meet with them," she said.

Student Services Vice President Pamela Phillips cited Thao for using his technology and business management skills to provide his advisees and other advisors with important resources—for instance, a flow chart of the requirements for each of his programs to help students "seamlessly navigate their educational plan and remain on course." He received the award in September at WACADA's annual conference.



Retirees honored for dedication, service

Instructors Marilyn and Tim Braunel were among the many longtime employees recognized during the 2011 Retirement Banquet. Others included: Mike Albertson, Janet Allen, Robyn Anderson, Sharon Anderson, Pat Augustine, Gerry Bentzler, Gary Brzezinski, Kris Briski, Jim Clark, Jeff Clark, Nancy Colden, Mina Cook, Chuck Crisp, Tricia Croyle, Mary Cuene, Warren DeJardin, Debbie Dolan, Steve Doubek, Clarice Erickson, Mary Sue Fenner, Carolyn Giannunzio, BJ Hathaway, Nancy Hines, Jerry Homel, Don Jaworski, Russ Johnson, Bill Johnson, John Kollman, Sandy Kraft, Carol Kreiser, Karen Landvatter, Lois Lemke, Marilyn Lenz, Bob Loss, Dawn Madl, Rose Masticola, Mary Meissner, Marv Meister, Bill Milz, Peggy Pagels, Bruce Pautz, Chuck Petersen, Kim Ristow, Paul Salmon, Mary Schmitt, Dennis Schneider, Joan Splawski, Dale Strebel, Scott Tennant, Marilyn Toninato, Darla Tong, Bob Vande Sande, Betty Wilting, Guy Winter, George Wolard, and Gail Zwicky.

NWTC Career Services

Picking the path to your perfect career starts here.



Explore the possibilities at NWTC Career Services. You can learn about specific occupations, career development, colleges and other training options, assessments, and job seeking skills like creating a resume and interviewing. Our services are free, and we're open to the general public.

Plus, **if you're a current NWTC program student or alumni**, you have access to Wisconsin TechConnect – a searchable employment database of part and full-time jobs.



NWTC Career Services

For more information, go to
www.nwtc.edu/services/explorecareers
careers@nwtc.edu
(920) 498-6250
(800) 422-NWTC, ext. 6250

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We sincerely appreciate your generosity.

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Jim and Betty Strohschein
Lori and Kevin Suddick
Ameriprise Auto & Home Insurance
Davis & Kuelthau, S.C.
Fabio Perini North America, Inc.
Talhia Heroux Memorial Fund, Inc.
M&I Bank Foundation
Nsight Telservices
Pioneer Credit Union
Robinson Metal, Inc.
Jim and Laura Tyndall Memorial
Wells Fargo

Advisor Level

Ashley Britsch-Knetzger Memorial
Office of Student Support Services
Almost Fre-Cycle
Steve E. Biehl Memorial
Dick and Karen Blahnik
Brown County Chapter of
Credit Unions
Northeast WI Building Inspectors
Association
Cherney Microbiological Services
Russell Cherry Memorial
Cleaning Systems, Inc.
Dr. Destino Memorial
Habeck Family Scholarship
Lee and Gwen Hoffman
Independent Printing Co., Inc.
Dr. Moira Kraft & Dr. CJ Van Sistine
Robert E. Lee & Associates, Inc.
Optima Machinery Corporation
Retirement Plan Advisors
Stride Club
Patricia Van Essen
Gary Vlies Jr. Memorial

Director Level

AgVentures, LLC
Bob Burns
Karen Knox
NWTC Central Region
Schneider Community Credit Union
US Coast Guard Auxillary
Flotilla 095-04-07

Associate Level

Pat LaViolette
Nature's Edge Photography
Thomas Pfister Memorial

**Total
contributions:
\$103,930**



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Educational Foundation Inc.

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workforce.**

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Go to www.nwtc.edu or contact
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Generational Diversity



Gain a greater appreciation for the value each generation brings to the workplace and how to leverage that for the success of the organization. Despite the obvious differences that age brings, there are other generational factors that have an impact on how things are perceived and interpreted. Each generation has been impacted by their own set experiences, which forms how they view and react to the world.

Presenter:

Terri Luebke from Inspired Training has engaged, enlightened, and inspired organizations throughout Northeast Wisconsin and the entire U.S.

Thursday, November 3, 2011

Learn to:

- Identify the four generations active in today's workplace
- Describe the values, assets, and characteristic differences between the generations
- Create strategies to leverage generational diversity
- Interact with each generation most effectively

7:30 a.m.– 8:00 a.m. Registration and light breakfast

8:00 a.m.– 9:00 a.m. Seminar

Cost: \$15 per person

Location: NWTC Green Bay Campus

Check out www.nwtc.edu/alumni to learn more

NWTC Alumni

Get Involved *foster pride • promote • serve*

Thousands of NWTC graduates, just like you, live and work in Northeast Wisconsin, other parts of the state, and throughout the U.S. These individuals, like you, are valuable to our community.

- Serve on program advisory committees
- Select NWTC's most notable awards including distinguished alumni
- Participate in events like commencement, College Preview Night and A Day for NWTC

Become a member today!!!

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For more information, please contact Crystal Harrison, crystal.harrison@nwtc.edu
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Member Spotlight



Cathy A. Dworak

Marketing/Fashion Merchandising, 1988

**Manager of Community Outreach & Player/
Alumni Relations with the Green Bay Packers**

Dworak connects the Green Bay Packers with the public in a variety of ways – bringing smiles to the faces of countless fans. She oversees the organization’s community events, charitable contributions, youth football, Make-A-Wish visits, and personal appearances by players, coaches, and alumni. “NWTC motivated me to continue my education,” says Dworak, who has a bachelor’s degree from Concordia University and a master’s degree from Cardinal Stritch. “It helped prepare me for the business world and gave me the tools to be a decision maker and problem solver.”



Ying LaCourt

*Nursing Assistant, 2002; Radiography,
2006; Practical Nursing, 2007;
Nursing Associate Degree, 2008*

Owner of Helping Hands Caregivers

When LaCourt opened Helping Hands Caregivers in 2008, she had two employees. As her business quickly grew, she added staff. Today she has about 120 employees! She credits her NWTC instructors for encouraging her to follow her dreams. “The instructors at NWTC always encouraged me to go out and chase after what it is I want,” LaCourt says. “I believe that without the foundation of health care instructors who had the passion to teach not only what they learned from professional but also personal experience, I would not have had the passion to pursue what I do today.”

Blake Titus

Architectural Technology, 2008

**Building Information
Modeling Specialist
with Berners-Schober Architects**

On the job, there’s nothing Titus likes better than seeing his drawings or ideas become reality. “I’m often given the opportunity to provide input in the design of the buildings we are working on, and sometimes one of the ideas I present is the one that eventually gets built,” Titus says. He adds that NWTC prepared him for his job by giving him a great base of knowledge. “At NWTC I learned many of the technical terms required to communicate within the industry,” he says. “I was also exposed to many of the computer programs that are used every day in the architectural industry.”



Join us!
www.nwtc.edu/alumni

Calling all Angels

This holiday season become an angel to a student in need. Honor or remember someone you love through the NWTC Angel Tree.

Buy an Angel Tree Tribute—
\$15 to recognize an individual
\$30 to recognize a family

Many of our students are struggling every day to pay for the much-needed education and training that will give them a better quality of life. Due to limited resources, over 800 student applicants were not awarded and had unmet needs.

Please consider giving to the NWTC Alumni Scholarship Fund. Fill out the form below with the name of your honoree and a special tribute. Volunteers will hang your personalized ornament/s on the NWTC Angel Tree which will be on display from December 1 until January 15 in the NWTC Student Center on the Green Bay campus.



*Thank you mom!
We miss you and
we love you,
Your family*

**Create a scholarship in
your loved one's name**
with a minimum \$500 contribution
(For example: Pat Johnson Memorial Scholarship).

Cut along dotted line

Donor Name: _____
Street: _____
City: _____ State _____ Zip _____
Phone: (_____) _____
Email: _____
Honoree: _____
Tribute: _____

Honoree: _____
Tribute: _____

Mail this form and your check payable to:
NWTC Educational Foundation
2740 W. Mason St., P.O. Box 19042
Green Bay, WI 54307-9042

AMOUNT ENCLOSED: _____
To donate online, or for more information,
go to www.nwtc.edu and type "Angel Tree"
in the search box.

Contact: Crystal Harrison (920) 498-5541
crystal.harrison@nwtc.edu



Northeast Wisconsin Technical College
Educational Foundation Inc.

Angel Tree Sponsored by NWTC Alumni



2011 Annual Donor Recognition and Scholarship Banquet

The NWTC Educational Foundation's annual donor recognition and scholarship awards banquet, held Thursday, August 4, at the Swan Club in Legends of DePere, was attended by over 670 people that included donors, students and families. Hosting this special donor recognition and scholarship awards banquet emphasizes the importance of our donors and recognizes their generous contributions.

Scholarship recipients sit at tables with the donor of their respective scholarships. Scholarship recipients were able to meet and thank the wonderful people who have allowed them to further their education and career opportunities; and donors hear first-hand how their support is changing the lives of local students.

Nearly 400 scholarships totaling over \$262,500 were awarded to deserving students.

The NWTC Educational Foundation disbursed over \$500,000 in scholarships and program support this past fiscal year exceeding last fiscal year by \$15,000. Due to the generosity of our donors in recognizing increased student need, the NWTC Educational Foundation has been able to distribute more funding each year for the past several years.



Thirty-six scholarships increased amount

Catherine E. & Myrl S. Apple Family Foundation
 Bollom Family
 Ashley Britsch-Knetzger Memorial
 Cloud Family Foundation
 Shaun M. Davis Memorial
 Door County Learning in Retirement
 Tony Druml Memorial
 Michael Earle Memorial
 FEECO International
 Fraternal Order of Eagles Green Bay Aerie
 and Auxiliary #401
 Georgia-Pacific Corporation
 Green Bay Packers
 Talhia Heroux Memorial
 Gerald C. Hock Endowment
 David J. Huguet Memorial
 James M. Johnson Memorial
 James F. Kress Endowment
 Chet and Mary Ann Lintz
 Sal & Betty Locascio Family
 John A. & John M. Malcheski Memorial
 Marinette Women's Club
 N.E.W. Manufacturing Alliance
 Future All-Stars
 NWTC Foundation Board Scholarship
 NWTC Retiree Fund
 PCM Employees Credit Union
 Ralph C. Pratt Memorial
 The President's Fund
 Jack and Marge Reynolds
 Jim and Betty Strohschein
 Sturgeon Bay Campus
 Triple H Scholarship
 Jim Truttmann Memorial
 Jim and Laura Tyndall Memorial
 Jeremy S. Vorpapel Memorial
 James Weiss Memorial
 Don Woefel Memorial



Twenty-seven new scholarships added at this year's banquet

ACES – NWTC Student Organization
 Alliant Energy Foundation
 Almost Fre-cycle – NWTC Inspirational
 Leadership Academy
 Ameriprise Auto & Home Insurance
 Be Active Live Healthy by UnitedHealthcare
 The Director's Scholarship
 Chad Eschenberg Memorial
 Fabio Perini
 Paige Elizabeth Gettelman Memorial
 Brian Douglas Geurts Memorial
 Green Bay-De Pere Business & Professional Women
 Habeck Family Scholarship
 KI Endowed Scholarship
 Richard & Emma Krause Memorial
 Marinette Student Advancement
 Nicolet National Bank
 Mark & Mary Peterson Family Foundation
 Plant Doctor Scholarship
 Steven D. Biehl Memorial by R&A Mfg. Co. Inc.
 Donald and Sandra Renard Family Trust
 Retirement Plan Advisors
 Robinson Metal Inc.
 Robby Rohr Memorial
 Mike & Sue Schuster
 Society of Manufacturing Engineers
 Mark Stone Memorial
 Wells Fargo Business



Johnson receives 2011 Distinguished Alumni Award

The NWTC Alumni Association named Randy Johnson of Ashwaubenon as the recipient of the 2011 Distinguished Alumni Award. Johnson has four NWTC degrees under his belt – Accounting, 1969; Data Processing, 1978; Marketing, 1980; and Supervisory Management, 1983.

Johnson retired in 2007 after 36 years with Wisconsin Public Service, where he advanced through the data-processing department before taking on management roles with the company. For about six years he directed the WPS information services department. Over the last 15 years of his career, he led the company's quality initiative and transformation efforts. During this same time, he had key positions with national utility organizations, including the chair of the information management division of the Edison Electric Institute (EEI).

Throughout his WPS employment and industry leadership, Johnson called on the knowledge he gained from his NWTC education, which included not only his four degrees, but several seminars as well. "NWTC gave me a very well-rounded foundation for my technical work and

for managing all aspects of a budget and other financial decisions, such as buying and selling computer equipment, leading and supporting employees, and marketing a department in a rapidly-changing technology arena," he said. "Attending NWTC helped grow my passion for lifetime learning."

Johnson has equal enthusiasm for serving the community. He is currently president of the Encompass Early Education and Care Board of Directors and the Ashwaubenon Bicycle and Pedestrian Advisory Committee. He is also a member of the Ashwaubenon Education Foundation Board and the American Foundation of Counseling Services Board. He has facilitated strategic planning efforts for non-profits in the community. In addition, he has been personally involved with the United Way, Ashwaubenon School Board, and Ashwaubenon Optimist Club.

Using his skills and talents to help others was instilled in Johnson at a young age and cultivated through all phases of his life. "It was part of the culture of my family," he



Randy Johnson, left, receives award from Pat Staszak during banquet.

said. "As a youngster and teenager, I spent many hours with my dad, helping individuals and groups in the community... Our world today has many challenges, and I see volunteerism as an important piece of the solution, with a focus on the 70 million baby boomers."

While NWTC has certainly impacted Johnson's professional life, the College has played a pretty important role in his personal life as well. In fact, it was as a student in NWTC's Accounting program that he met his wife of 41 years, Julie. The Johnsons have two daughters – both are NWTC graduates.

At the August banquet, Foundation Director Sandra Kraft, who recently retired after 19 years with the College, was honored for her outstanding career. Crystal Harrison was welcomed as the new Foundation director. Harrison had been the Foundation's development specialist since 2006.

For more information on giving opportunities contact

Crystal Harrison at (920) 498-5541 —
crystal.harrison@nwtc.edu

Donate online at www.nwtc.edu



Sandra Kraft



Crystal Harrison



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Deborah Thundercloud
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Pat Staszak, Green Bay, Vice-President
Ying LaCourt, Green Bay, Secretary
Karen Knox, Luxemburg, Representative to Foundation Board

Board members address important issues such as membership, alumni awards, alumni scholarships and fundraising.

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| Jan Born | Char Meier | Blake Titus |
| Brooke Deviley | Barb Mueller | Dan Wollin |
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