



**President’s Leadership Team Report to the  
Board of Directors  
March 22, 2012**

**Overview of Report**

During the 2011-12 academic year, the President’s Leadership Report will be organized primarily by the three Strategic Focus Areas contained in the 2010-2016 Strategic Plan: Pathways, Engagement, and Organizational Capacity.

**PATHWAYS:** (KPI’s include enrollment, matriculation, businesses served, completion, licensure rates, and employment.)

**Admissions**

- **Spring 2011** preliminary enrollment as of March 12, 2012, is as follows (final enrollment numbers will be available in April).

**Year-to-Date Comparisons**

	<b>2011</b>	<b>2012</b>	<b>% Change</b>
Spring Headcount	4,786	4,713	-1.5
Spring FTE	2,621	2,608	-.05

**Recruitment Activities of New and Returning Students**

- New student registration began March 19 for students registering for the summer and fall 2012 terms. SOAR (Student Orientation, Advising, and Registration) is happening on three of the four campuses to date.
- The number of students currently assigned to the advising center is 1,488 (all new students, students with developmental course requirements, and undecided students).
- In preparation for the fall 2012 start of the Paramedic program, equipment and supplies are being purchased. There has been a high level of interest in the program, and we expect the first class to be full. A SACS prospectus is being prepared for submission.

- A request to offer a Retail Pharmacy Technician certificate program has been submitted to KCTCS. If approved, the college anticipates offering the program in fall 2012. A SACS prospectus is being prepared for submission.
- On March 2, information was sent to students and faculty informing them of the summer 2012 Financial Aid SAP Process. Students will need to submit their student appeal forms to the Financial Aid Office by March 29 at 4:30 p.m. in order to be considered for aid for the summer 2012 Term. Summer Financial Aid applications will be used to determine aid eligibility for all students who wish to receive aid for the summer 2012 term. Applications will be posted on the Financial Aid page of the website, as well as distributed to all campuses the first week of April.
- A parent session is being added to the new student orientation. During this session, parents will receive information about (FERPA, FAFSA, SAP) transferability of courses, the Gateway to NKU program, and more. Parents will also have the opportunity to ask any additional questions. This will begin March 27.
- On Sunday, February 12, Gateway held its 2nd Annual Super Sunday Minority College Fair at the Urban Center. The annual KCTCS student recruitment initiative partnered with African American churches to target students and families of color with information and resources to support admissions and enrollment. The Ninth Street Baptist Church hosted Dr. Hughes during their worship service. Attendees received information on student services, academic programs, adult education (GED), and enrollment information (admissions, financial aid, and compass testing). Door prizes were given away and refreshments were served.
- The Workforce Solutions Division hosted 12 Holmes High School welding students on February 1 and provided a tour of Gateway's welding theater followed by lunch and a tour at Mazak. On February 22, 40 Holmes High School students toured the Center for Advanced Manufacturing and the Duke Energy Envision Center. These manufacturing pipeline events were facilitated by **Dr. Tony Clarke, Linda Cornell, Dee Wright, and Dr. Yvonne Meichtry.**
- A request to offer an AAS in Human Services is being prepared and will be submitted to KCTCS in late March with an anticipated start date of spring 2013.
- The Urban Center has offered 106 courses for the spring semester with an estimated enrollment of 1,932 students, with increases in course offerings of 20% and enrollment of 43% from last spring.
- The name of the Gateway Institute as presented in the last Board report has been changed to the Gateway Regional Academy (GRA). The GRA offers area high school students the ability to gain college credit and experience on a college campus while finishing their high school career. Students have the opportunity to earn up to 24 college credit hours (the maximum of six hours per each fall and spring semester) at a discount of half tuition if enrolled in the GRA. The GRA was introduced to the Northern Kentucky District Superintendents on February 8. All districts were asked to

nominate one person from each high school to represent their school on the GRA Advisory Committee. The first GRA Advisory Committee meeting will take place at the end of April. **Dr. Hughes** and **Dr. Urban** met with four of five of the river city superintendents and principals to discuss the Gateway Regional Academy. There is great support and enthusiasm for the GRA and courses being offered at the Urban Center. Some of the schools have already obtained funding to pay the 50% tuition costs for their students.

- Science, Technology, Engineering and Math (STEM) events were hosted on February 24 for Boone County; March 2 for Simon Kenton; and March 16 for Grant County. These STEM workshops showcase careers in Industrial Maintenance, Robotics, and Energy. Area manufacturers host lunch and provide tours of their companies showing students how their academic credentials gained at Gateway transfer to the manufacturing floor. The STEM workshops are under the direction of **Dr. Yvonne Meichtry, Dee Wright, Linda Cornell, and Dr. Tony Clarke.**
- **Dr. Tony Clarke** is supporting Kenton County Schools in promoting their new High Performance Production Technologies (HPPT) Academy by hosting an evening event for parents and students who want to learn more about advanced manufacturing careers.

#### **Activities in Support of Non-Traditional Pathways to Gateway**

- **Phil Accardi** is coordinating the SHRM training for 30 HR professionals from the northern Kentucky area. The enrollment is the largest to date and offers opportunities for HR personnel to know about GCTC education and training for their employees indirectly.
- The Workforce Solutions team, under the direction of **Barry Wilhite**, will deliver a combination of technical and performance skill training to 147 employees. The training includes manual programming, fundamentals of machining and machine tools, blueprint reading, welding, and Achieve Global Leadership training for Progress Rail Services. Mr. Wilhite is also coordinating customized training services for 33 employees at the Sanitation District No. 1 in the areas of industrial process controls, telecommunication, welding, and project management.
- **Brenda Campbell**, external manager for Continuing Education, announced open enrollment offerings in Microsoft Office training classes, Spanish for Customer Service, Beginning Spanish, and Continuing Education classes in HVAC, Plumbing, and Electric being held in March. Ms. Campbell also coordinated computer software training for Northern Kentucky Area Development District participants who are participating in youth employment activities.
- An Accelerating Opportunity - Frontline Training was held on February 17 with 30 people in attendance. Employees from Gateway, Office of Employment and Training, and the Northern Kentucky Workforce Investment Board attended the training. The purpose of the training was to explain the state-wide initiative and how to make

referrals to the program. Other recruitment efforts are taking place through Kenton, Boone, and Campbell County Adult Education programs, Brighton Center, and the Northern Kentucky Community Action Commission.

### **Transition of Students to Senior Colleges and Universities**

- Gateway is hosting the 2012 Regional Interagency Transition Team (RITT) Transition Showcase on April 17. The Showcase features postsecondary options for students with disabilities.
- On Wednesday, March 21, Gateway will partner the NAACP to host the 12th Annual Diversity Career & Job Fair from 1- 6p.m. The event will take place at Gateway's Urban Center and is open to students, employees, and the community. A total of 15 employers will attend the event to disseminate information about job openings at their companies.
- The Transfer Center is hosting the KACRAO Transfer Fair on April 2, from 10 a.m. to 1 p.m., in Edgewood Campus Atrium. In addition, the NKU Free Admit Days will be held on March 27 at the Covington Campus, and March 28 at the Edgewood Campus. Students will be able to apply on the spot with no application fee.
- The Transfer Center began pathway discussions with University of Cincinnati, Clark State (Court Reporting Program), and Union Institute and University.
- The Transfer Center began planning for the Title III grant in hopes of expanding transfer services in conjunction with first year experience.
- The Gateway Career Center is sponsoring a job awareness week from April 10 - 12. Various activities will be held on each campus to support students in their search for jobs. On April 17, Gateway will host a regional Job Fair. Accommodations are set for over 50 companies.

**ENGAGEMENT** (KPIs include student engagement survey, retention and persistence, developmental education success, partnership development, and student learning outcomes.):

- The Advising Center Director and the Director of First Year Experience have begun collaborating to build a team of Peer Ambassadors. The purpose of the Peer Ambassador Program is to utilize ambassadors during Gateway orientation sessions, campus tours, and mentoring services. Interviews and training for the Peer Ambassadors will begin in April 2012.
- As of February 29, 2012, 169 students have registered with Disability Services for spring term. Of that number, 30 are new. The total number identified in spring term 2011 was 157.

- Disability Services at Gateway is tentatively hosting a demonstration/training April 20 on creating math and science materials that are accessible to students with visual impairments. Steve Noble, Policy Analyst for the Kentucky Assistive Technology Service (KATS) Network and Editor-in-Chief of the Journal Information Technologies and Disabilities, has confirmed that he can be the presenter. The training will be for the Greater Cincinnati Consortium of College & Universities (GCCCCU) Disability Services Directors and for Gateway STEM faculty.
- NAA students will begin attending SOAR to lessen the burden on the instructors to teach them how to log into student self-service, blackboard, and email.
- Counseling Services presented two student programs:
  - Domestic Violence Workshop - Signs, Impact on Children, Dynamics with guest speaker from WCKY, Ashley Novogroski on January 25.
  - Effective Ways to Stop Bullying Training with guest speaker from the Kentucky Center for School Safety, Scott Harvey on February 15.
- The Career Center reported that since July 1, 2011, 92 new companies have registered and 303 new jobs were posted. This is an increase over last year (90 companies registered and 178 jobs at this time period last year) in College Central Network. Currently, there are 57 active job postings in the network, with 16 of the 57 in the manufacturing area.
- On February 29, The Knowledge Café (tutoring lab) celebrated its grand opening. The Knowledge Café is a menu concept offering a variety of services for our students. Students shared in activities such as a mind-mind, scrabble game, trivial pursuit, entered for a drawing, and selected a snack from the sweet-salty bar. Flyers for an upcoming writing series and individualized tutoring were distributed. Students left with a Knowledge Café pen and business card as reminders of how to contact the Knowledge Café. **RuthAnne Kolumba** coordinates the Knowledge Café as part of her retention efforts.
  - Knowledge Café Current Services include:
    - ✓ Specialties: One-on-One Tutoring - Peer-Tutors and Learning Specialists to help students better understand theory or application in their course work.
  - On the Go: Short-Order Sessions
    - ✓ Short-Order Sessions last 30 minutes and focus on one skill or practice applicable to a variety of courses. For instance: preparing a work-cited page, researching topics, editing, understanding your GPA, using a graphing calculator, taking good notes, prioritizing time, managing stress, and many others.

- Catering to You: A la Carte Services
  - ✓ This service addresses special requests from students. We encourage students to consider what they need to increase their achievement. Students can reserve the Knowledge Café space to practice for a group presentation, meet with a group, or attend one of the Short-Order Sessions. The Knowledge Café is open for students to reserve time on Fridays in ways to support their best efforts.
- Student Support Services program students and staff attended the Cincinnati Symphony Orchestra (CSO) performance of Beethoven featuring Violinist Christian Tetzlaff on Friday, February 3, at Cincinnati Music Hall. SSS students and staff were given a behind-the-scenes tour of Music Hall. This program uses cultural events to broaden a student's overall experiences in preparation for transition to work or university education. **Leonard Thompson** coordinates the federally funded program.
- The Work and Learn /Ready to Work programs at Gateway will be hosting a Community Partner Appreciation reception at the Urban Center on March 15 from 2 – 4 p.m. The reception is to acknowledge community partners who have collaborated with our programs in a variety of ways. Some partners have been a direct line of resources our students could use in a time of need, or they have allowed us to use their agency or business as a work study placement site. In addition, they have mentored students through job coaching and helped our students learn new workplace skills. The Work and Learn/Ready to Work programs would not be successful without the partnership and support of the community. **Dana Franxman** coordinates the Ready to Work program, and **Denise Critchelov** leads the Work and Learn program.
- In addition, Work & Learn/Ready to Work have been organizing Earth Day events for the week of April 16, which include a clothing donation drive sponsored by SustainU. SustainU is a green company that repurposes clothing. They have offered to help W&L/RTW organize the donation drive as well as produce marketing materials. SustainU will be referred to **Margaret Thomson** for press releases and promotional materials. Both programs are still working on a line-up for the week's events.
- The college has successfully completed another year of offering an education abroad travel program to France and Spain with 12 students plus three chaperones participating. **Fares DaSilva** and **Melissa Fry** provide leadership to this area.
- **Cindy Sproehnle**, assessment center director, reported that the Assessment Center administered the MPRE (Multi-State Professional Responsibility Exam – ethics portion of the bar exam for attorneys) on Saturday, March 17. The Assessment Center has been very busy with pre-employment and promotional testing for local manufacturing companies. Several of these companies have doubled their hiring efforts in February and March, and several others have increased their apprenticeship testing numbers. Licensure and certification for FINRA, ASE, and

Kentucky and Ohio Agent licensing for Insurance have also greatly increased. Cindy Sproehnle and two colleagues from the University of Louisville and the University of Cincinnati hosted the second annual KATAC (Kentucky Association of Test Administrators Chapter) at KCTCS on March 7. There were 40 test administrators in attendance.

- **Ressie Hall**, manager of business operations for the Workforce Solutions Division, reported that the staff is serving 18 local companies with awarded KY WINS funding totaling \$1,251,694. There are over 1,435 employees served through this training, which saves employers up to 75% of the cost of the training.
- The Center for Innovation has hosted six meetings this year and students have been invited to participate in the Northern Kentucky Community Action Commission's Rekindle Micro-Enterprise Training Class. Gateway students comprise 20% of this semester's training class. **Dr. Taylor** continues to provide leadership to the Center.
- Gateway's Official Twitter feed was launched on the "Student Life" page on the college website. Seven departments are "tweeting" information to students, and all of those messages feed into one official online presence. **Tess Burns** designed a print and Facebook marketing campaign to drive traffic to the feed, which supports student engagement. **Patrick Lamping** designed marketing materials for the launch of the Knowledge Café tutoring service on the Covington Campus. **Sydney Stauter** created at least four new special interest features, which have been added to the website. Additional marketing materials were created for MoJoe's, and the student manager was trained in the use of marketing resources. The PR/Marketing group also collaborated on engagement activities, including Peer Mentoring, CashCourse, online program resource guide pages for the Library, Voices student magazine, safety and security marketing materials, safety college-wide meeting, speech team recognition, and commencement.

**ORGANIZATIONAL CAPACITY:** (KPIs include acquisition and use of resources, employee and organizational development, quality assurance, and sustainability management.)

- The Compliance Certification, in support of reaffirmation of institutional accreditation with the Commission on Colleges of the Southern Association of Colleges and Schools (SACS), was submitted the week of March 12. The Off-Site Review of the Compliance Certification is scheduled for May 10 - 11, 2012. Gateway should receive the report of the Off-Site Committee by the end of May/first of June.
- **Trish Lindsay**, a NKU Social Work Practicum student, is working in the Disability Services Office during the spring 2012 semester. She is helping research documentation requirements from other institutions as her practicum project.
- Gateway is now a member of the Health Careers Collaborative of Greater Cincinnati. The Collaborative brings together the major health care providers and post-secondary institutions insuring regional training and education in the health care

fields is being met. **Dr. Ross Santell**, Associate Provost, is the college's representative.

- The February 21 college-wide symposium was dedicated to the topic of creating a safe and secure environment for learning. **John Wagner** was the keynote speaker, and conducted three breakout sessions. Mr. Wagner is a national speaker with extensive knowledge and experience in clinical counseling, human behavior, and higher education. His sessions included discussions of managing the educational environment with effective communication skills, identifying and managing behavior by engagement, understanding cues that signal levels of threat, and techniques for conflict de-escalation. Additional breakout sessions were conducted by Gateway faculty and staff. These sessions included behavior intervention/information sharing, campus incident response, accident reports, workplace violence, and grants information.
- The Business Office has been working with KCTCS to improve vendor diversity. KCTCS has a contract with a firm to address the matter. A vendor fair is being planned for April 25 at the Boone Campus.
- KCTCS finalized the purchase of land adjacent to the Edgewood campus for further campus expansion. The college has been involved in facilitating this purchase consistent with the Board approved six-year capital plan. Funds generated from the lease/sale of the Highland Heights building to NKU are being used to fund this acquisition.
- In response to faculty and staff requests, the Information Technology director and the safety director researched and purchased S.A.F.E. (Security Assistance for Emergencies) software for classroom and office PC's. This software allows faculty and staff to activate an icon to send a silent message to security that assistance is needed. It has been installed in all classrooms and selected offices, and can be used for medical emergencies, disruptive students, or any situation in which security is desired. **Andy Greely** in IT worked extensively with the software vendor to tailor this product to our needs.
- Proposals are being sought for assistance in auditing and updating our crisis management and safety plans. A quote was submitted by our current security vendor, Securitas. We are expecting a quote from the Southern Police Institute shortly. Once a viable proposal is accepted, we will proceed with this project.
- Additional video cameras have been installed. They have enabled us to identify individuals involved in incidents on our campuses and take appropriate action. The wireless/solar powered cameras have been installed at the Boone Campus. We plan to expand the use of this type of camera to our other campuses.
- The director of safety, **Tim Chesser**, has participated in the following educational opportunities:
  - Spoke at the L.E.A.D. Program at Gateway about his role and security issues
  - Presented to two classes at Ryle High School and four classes at Boone Country



- High School on domestic violence (outreach for DV Grant)
  - Presented on human trafficking to Xavier students on a retreat at the Cincinnati Coalition for the Homeless
  - Attended training from the Department of Homeland Security on the Homeland Security Exercise & Evaluation Program (HSEEP). This will allow GCTC to plan an exercise, such as an Active Shooter to test our crisis plans, as well as those of our first responders.
- Additional SNAP speakers were installed at the Urban Center. All buildings are now equipped with speakers to broadcast emergency situations in the hallways.
- The Public Relations Department is collaborating with other departments to promote or support the following initiatives via print and electronic communications: KACRAO-sponsored Spring Transfer Fair, the first annual Gateway Job Fair, Gateway Regional Academy, tuition assistance programs including HPOG, Accelerating Opportunities Kentucky, online searchable version of the Gateway class schedule, revised advising sheets, Super Sunday recruiting fair on Feb. 12, summer school recruiting campaign, HPOG spring recruiting campaign, the revamp of KCTCS recruiting materials, manufacturing pipeline promotion, online test scheduling service for the Assessment Center on Gateway's website, Kentucky Forensic Association Journal, the Veterans Employment and Training Service, program marketing materials and financial aid communications.
- LEAD VI participated in Innovation and Leadership training on January 27 at the Greater Cincinnati/Northern Kentucky International Airport where they were hosted by Candace McGraw and Debby Combs. Ms. McGraw provided an outstanding presentation concerning the economic development spurred by the airport and her work to increase the airport's appeal to employers and the public. Debby Combs provided a presentation about their new Learning Center and the importance of Gateway's role in the offering of academic credentials at the airport. Mary Ellen Matts serves as Gateway's academic advisor at the airport, and currently the Operations Management Certificate is being offered to airport employees. On February 16, LEAD VI traveled to Frankfort to take part in the Northern Kentucky Chamber of Commerce Day in Frankfort and also participated in the evening activities at the Convention Center. The packed 16-hour day provided learning activities concerning our Kentucky's legislative process and the importance of Gateway's work to the Commonwealth.
- LEAD VI will also be creating and delivering a presentation at the KCTCS Networking Expedition in May. They plan to showcase innovative ways Gateway staff, students, and faculty reach out to our students and the community.
- The Workforce Solutions Division team participated in its Annual Plan Retreat in January and studied each of its Action Steps to determine what percentage of its work had been completed to date and what work is required for the rest of the academic year. Action Step owners discussed the completed work and their plans to complete the work by June. Staff members then brought their action step responsibilities to their mid-year Individual Learning Plan meetings to discuss their

upcoming work with their supervisors. The Action Steps are now on view in the Classroom and Training building. This system of strategic planning, coupled with a thorough review of our action steps at the mid-year ILP reviews, was a much more thorough process and the work links back well to the Workforce Solutions Annual Plan.

- **Margaret Thomson** issued 20 news releases on Gateway programs and activities. These releases and responses to other media opportunities resulted in 102 stories in local, regional, and national news media, including an editorial in the Wall Street Journal quoting **Dr. Hughes** and a major feature in The Kentucky Enquirer on the new DOL grant and TiER1 partnership to create the instructional technologies program in Covington.
- Gateway received the results of the KCTCS/Stamats brand assessment conducted in November. Gateway scored 46 out of a possible total of 50 points for effective brand implementation. Major findings from the assessment:
  - The college's marketing group and resources, while stretched thin, are extremely effective;
  - The Northern Kentucky media market is the most expensive in KCTCS, making the department's task more challenging;
  - The Gateway Print Center is a huge asset, enabling the college to produce quality materials at low cost; and,
  - The Marketing/PR Department is well-organized to maximize resources and provide excellent service.

The report made the following recommendations:

- Continue to enhance marketing appeal through the use of success stories;
  - Re-introduce marketing teams to coordinate activities;
  - Continue to review and approve marketing materials to assure brand compliance; and,
  - Train the employee population, particularly new employees, in the use of the brand.
- Applicant Tracking System update: The new HireTouch system has been fully implemented, and there are currently 39 active faculty, staff, and student positions posted. Training sessions were conducted in January; all those in leadership roles and search committees with active positions were trained. HR has received very positive feedback on the system's capabilities to provide consistent methods and processes for search committee to review candidate information and manage the interview process. The enhancement of this new system has also been very positive. It provides a seamless process for applicants from their initial application to the HR onboarding; less duplication, timely communication of applicant status and the ability to complete new hire paperwork on line.
  - A presentation was provided to the KCTCS HR Peer teams in February to review OnBase – Enterprise Content Management system. The presentation provided an in-

depth review of how this system is much more than just a scan-and retrieve-solution for paper documents. The ECM application will assist KCTCS by dynamically organizing and controlling the delivery of documents and interactively managing the business processes in which these documents are used. At the February session, HR identified multiple potential workflow applications; PAAR request and approval, new hire process to include the new on line applicant tracking system (HireTouch), onboarding, evaluation (90 and 180 day reviews), Professional Development, and the PPE process. The recommendation at this time is for a July 1, 2012 implementation date. The HR Peer team is scheduled to meet at the end of March for further review and discussion.

- Annual Sexual Harassment online training will be conducted at the end of March. All employees are required to take the training upon initial employment as well as an annual refresher course.
- The Gateway/TiER1 Performance Solutions partnership is going extremely well and recent media attention to the project is garnering much inquiry and offers for partnerships from a broad audience both locally and nationally.

### **Sustainability**

- As previously reported, the college has entered Phase C of the energy audit with Ameresco, a national leader in this field. The cost of the project will be \$52,838 with guaranteed annual utility savings of \$14,149. This project will be funded from utility cost savings and is to be coordinated by the Commonwealth's Finance Cabinet.
- The college is working with Duke Energy to determine the feasibility of participating in the PowerSaver program.

### **College Budget Update**

- The college's unrestricted budgeted resources total \$20,635,830 for the 2011-12 fiscal year. This represents a growth of \$500,000 from the last Board report, which is all attributable to an allocation of reserves in the same amount to cover the cost of land acquisition at the Edgewood campus. The college was given permission by KCTCS to advance reserves for this purpose with the funds to be repaid from the sale of the Highland Heights campus to NKU.
- As previously reported, the college did not meet fall tuition projections. As a result, spring tuition also fell short of budget. The combination is a projected \$500,000 shortfall. This shortfall has been covered in total by increased indirect costs, bookstore commissions, Assessment Center fees, Workforce Solutions revenue, increased summer tuition, non-recurring salary savings from unfilled positions, cost savings resulting from a very mild winter, and the reduction of dual credit tuition waivers as a result of lower enrollment. These budget adjustments will ensure the college meets its adjusted revenue budget.

- State appropriations remain budgeted at \$6,681,200; there will not be a state budget cut this year. However, the state budget picture does not look good for next year and includes a 6.4% budget cut for postsecondary education. The approximate cut will be \$490,000 of which \$137,000 was already set aside in the current budget. This cut will be incorporated into our 2012-13 proposed budget. State support continues to be a major concern in allowing the college to grow to meet the needs of the community.
- Gift, grant, and contract funds continue to be a large percentage of the college's overall budget. \$18,482,819 is budgeted for the current year with 58% of this being scholarships and aid. Grants and contracts represent 47% of the total budget. Tuition and charges are 28%, with state appropriations only being 17%. The remaining 8% is college reserves (5%) and other income (3%). The college continues to be very successful in obtaining grants and is very grant-dependent. The unrestricted current funds budget is dependent on the allocation of existing reserves.
- The college has expended approximately 65% of its \$20,645,890 unrestricted current fund budget as of February 28, 2012; this is within our targeted range. The college is looking at reducing budgeted expenditures and will utilize some reserves.

## **Foundation and Resource Development**

### **Capital Campaign**

- The Foundation has received three gifts/pledges: \$5,000 from Emerson Transmission for work on the Urban Campus; \$5,000 from Toyota for scholarships, Night of Excellence and general use; and \$5,000 from the Cincinnati/Northern Kentucky International Airport for RiverBlast. Over two dozen companies received a solicitation to support RiverBlast, the Foundation's major fundraiser. The Foundation now has its own credit card processing system which will make contributing more attractive to donors who desire to charge on a credit card rather than writing a check.
- The Foundation is also designing an aggressive planned giving program and sponsors the capital campaign. The nine-member Campaign Council is engaged in a series of visits to top donor prospects.

### **Grants Received/Pending**

- Gateway was granted a no-cost extension for its Department of Labor Homeland Security/Criminal Justice grant that extends the grant through December 31, 2012. This allows for scholarships, salaries, and other expenditures to be charged to the grant for an additional 10 months. It also provides Gateway the opportunity to document student outcomes through the spring and fall semesters.
- The Accelerating Opportunity grant, under the direction of **Mary Pat Behler**, began implementation in January through the Automotive Technology Department. Due to the short enrollment period, seven students were enrolled. The students are expected to obtain their Brakes Credential by March 15. The next credential will be in Steering.

- The H-1B Technical Skills Training Grant (\$4.9 M) continues to gain momentum. Two additional full-time employees have been hired, bringing the total number of current employees in the grant to four full-time and one part-time. **Sandy Ortman-Tomlin** has been selected as the Project Manager for the grant, working closely with **Dr. Patricia Goodman** on planning and implementation. **Keith Lanser** has been hired as the Experiential Learning Facilitator, and begins on June 1, 2012. The search is currently underway for a Career Strategist.

### **Urban Campus Update**

- Resource Development and External Affairs continues Urban Campus advocacy efforts by distributing the Urban Campus kits to businesses and decision makers in the river cities area. Dr. Hughes will be speaking to the Newport Business Association, Bellevue Renaissance Committee, and City Council. He is scheduled to complete a second podcast which will be distributed through social media. All supporters of the Urban Campus can now receive instant email updates thanks to a newly acquired program. The Urban Campus annual report is being prepared and will be distributed via email and available on the Gateway website. Printed copies will be available as well.

### **Honors and Recognition of Employees, Students, and Partners:**

- **Dr. Angie Taylor** provided a presentation at the Employers First Manufacturing Conference held at Toyota North America on February 28. There were 30 manufacturing company representatives in attendance, and Dr. Taylor's presentation focused on Gateway's college certificates and ways employers may use these credentials to enhance employee development. Dr. Taylor was also a guest speaker at SOAR – Women's Leadership Development meeting on March 9 discussing Cross Generational and Gender Communication. Dr. Taylor has accepted an invitation to serve on the Welcome House Board.
- **Wendy Schindler**, the Health Professions Opportunity Grant (HPOG) advisor has been accepted as a presenter at the NACADA Regional Convention April 12 - 14. Her topic is "Academic Advising: Pit Stops to Success".
- **Dr. Amber Decker** was selected as the Emerging Leader Award Recipient for Toyota's Outstanding Women of Northern Kentucky Awards.
- **Tess Burns** has continued her professional development series, providing sessions on "iPad Apps for Superheroes" (attended by faculty and staff from GCTC, Thomas More College, University of Cincinnati, Brown Mackie College, and Northern Kentucky University), and "Five Things We Can Learn from Lady Gaga" at UC's Technology for Educators Class. In addition, Tess has joined the Roebingfest Planning Committee and was nominated for a New Horizons award, as well as for the Legacy leaders of the future award.

- **Susan Chaney, Rock Neelly, and Randy DeBerry** were selected to make presentations at the New Horizons conference in May 2012. Susan Chaney will present on Challenges and Successes: Combining Health Careers Pathway, Early College, and Online Instruction. Participants will learn about the challenges and successes of a partnership between Kenton County Schools and Gateway. Rock Neelly and Randy DeBerry are co-presenting on their use of iClicker technology in the classroom.
- **Teresa Mauk**, Nursing Program Coordinator, has been invited a second time to participate as an item writer for the National Council Licensure Exam (NCLX).
- 100% of the May 2011 nursing graduates are now working as registered nurses, while 10 of the 16 December 2011 nursing graduates have taken and passed the national licensing examination.
- **Teri VonHandorf**, associate provost, successfully defended her doctoral dissertation on March 16 as part of the first cohort of students in the NKU doctoral program.
- Gateway Community and Technical College was instrumental in the publication of the first Kentucky Forensic Association Journal. The purpose of the journal is to provide an avenue for forensic research and to showcase award-winning student speeches from the Commonwealth of Kentucky. **Dr. Michelle Deeley Wilhite**, Associate Professor of Oral Communication, served as founding editor. **Theresa Thomas**, Associate Professor of Visual Communication, provided the internal design, and **Henry Bang** printed the journal. Visual Communication student, **Brad Rachford** provided the cover design; current Gateway student, **Beth Survant's** persuasive speech, "Let There Be Light" was published; and, Gateway Alumnae, **Gina Wolfe Polick's** persuasive speech, "Mental Health Care in the United States" was also published.

#### **New employees:**

- **Chris Courtney** – Veterans Retention & Placement Strategist – Boone Campus
- **Kylie Keene** and **Meredith Singleton** were recently hired for the Department of Justice, Violence Against Women Grant – both will be located at the Urban Center.
- **Bradley Persinger** – Health Careers Program Coordinator – North Central Area Health Education Center - Park Hills Center
- **Daniel Ridley** – Veterans Career Mapping Specialist – Boone Campus
- **Christopher Stout** – Campus Assistant – Admissions – Edgewood Campus
- **James (Jamie) Younger** – Director of Budget and Accounting – Edgewood Campus

**Priorities for the President – Past Quarter** – Activities were focused on the following:

- Worked with Dr. Angie Taylor and Dr. Tony Clarke to implement the Advanced Manufacturing Business Plan with emphasis on completing a marketing grant application which will provide funds to implement a comprehensive analysis of the region's manufacturing workforce needs. Reviewed weekly progress reports.
- Worked with the institution's leadership team to complete the 2011-2012 Foundations of Excellence process.
- Worked with the leadership team to complete and submit the compliance report to SACS.
- Continued to meet with key legislators, state, and local officials regarding commitments and support for the Urban Campus; specifically, meetings were conducted with Covington Mayor Chuck Scheper; Kenton County Judge Executive; Northern Kentucky Legislative Caucus members; and Covington City Commissioners on specific aspects of the campus plan.
- Began meeting with leadership level donors with emphasis on the Urban Campus as part of the major gifts campaign; delivered one lead gift proposal and made additional cultivation visits with campaign volunteer leaders.
- Monitored the 2011-12 budget revenues and expenditures and completed hiring of several new positions related to several grants. Focused on implementing a non-recurring budget reduction plan.
- Reviewed the updated salary compression study and reviewed the non-recurring merit bonus program.
- Participated in Change Management training with three other KCTCS Presidents; completed certification as a change manager.
- Continued meeting with United Way, the Northern Kentucky One Stop, and community collaborative leaders in Grant County to explore the relocation of the Gateway Grant County Adult Education Program into new space in conjunction with the other partners. The goal is to create a new, more centralized and easily accessed partnership location among the partners to better serve the residents of the county.
- Continued meetings with Pendleton County community leaders concerning the community visioning process and the interest to have a greater Gateway presence in the community; President's Cabinet met with the community leadership team in February
- Worked with Provost and regional superintendents on dual credit program concepts.

- Continued implementation of the Urban Campus Advocacy campaign focused on Northern Kentucky Legislative Caucus members and key legislative and executive branch leaders with information about the Urban Campus and college needs.

**Priorities of the President – Next Quarter** – Activities will be focused on the following:

- Completion of the Foundations of Excellence implementation plan process.
- Continue program planning for the Urban Campus by working with the master campus planning team, the Community Advisory Committee, and the Covington Center City Action Plan taskforce with the goal of identifying the preferred framework for the implementation. Complete the implementation plan for funding.
- Continue to seek matching funds for the \$500,000 Farris challenge lead gift for the major gifts campaign for the Urban Campus and secure commitments toward the \$5.0 million target and secure one lead gift for the campaign.
- Participate in the selection/interviewing of the next NKU president as requested by NKU; begin relationship building with new president.
- Monitor weekly the implementation of the Advanced Manufacturing Business Plan; develop institute concept with input from key industry leaders.
- Receive the final report from the Pendleton County leadership team and develop an implementation plan with the community.
- Finalize the plan to relocate the Grant County Adult Education Center as part of the community visioning initiative with the United Way, Brighton Center, and the One Stop Center.
- Produce a draft business plan for the college that can be used as a model for the colleges in KCTCS.
- Continue to work as the Co-Chair of the KCTCS Transformation Initiative Team on Dual Credit.
- Participate in the American Association of Community Colleges (AACC) annual meeting and Board or Directors meeting in Orlando in April.