



**President’s Leadership Team Report to the
Board of Directors
May 24, 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.)

Enrollment

- Summer 2012 preliminary enrollment as of May 6 is as follows (final enrollment numbers will be available in August):

Year-to-Date Comparisons

	2011	2012	% Change
Summer Headcount	1,992	1,601	-22%
Summer FTE	675	601	-11%

- Fall 2012 preliminary enrollment as of May 6 is as follows (final enrollment numbers will be available in November):

Year-to-Date Comparisons

	5/6/11	5/6/12	% Change
Fall Headcount	1,767	1,784	.9%

Recruitment Activities of New and Returning Students

- Science, Technology, Engineering and Math (STEM) events were concluded for the academic year with 257 STEM high school students attending the workshops. Follow-up invitations to attend Gateway have been sent. The STEM workshops are under the direction of **Dr. Yvonne Meichtry, Mr. Dee Wright, Ms. Linda Cornell, and Dr. Tony Clarke.**

- The Nursing and Allied Health Division will start the following new programs in fall 2012: Paramedic and Retail Pharmacy Technician. The AAS in Human Services is projected to start in fall 2012, but may start in spring 2013 depending on financial aid approval from the Department of Education.
- Gateway hosted the 2012 Regional Interagency Transition Team (RITT) Transition Showcase on April 17. The Showcase featured postsecondary options for students with disabilities. Ninety-eight students, teachers, and parents attended. Gateway will be involved in the 2013 event as there were many comments from students and teachers about the opportunity to be on a campus for this event.
- Beginning in June, the Knowledge Café will begin offering pre-COMPASS workshops for prospective students. These workshops are designed to provide a refresher for academic work in hopes of reducing the amount of developmental courses students need to take.
- The Spring Transfer Fair held on April 2 was a rousing success. Eighteen institutions and 70 students participated.
- Applications for the Gateway Regional Academy (GRA) are now being accepted from regional high schools. Although the majority of enrollments are expected to come from high school students attending courses at any of the college's four locations, there are a few classes being offered at rural schools that are located too far from any of Gateway's locations. Campbell County High School will have two sections of Chemistry offered at the high school and have 44 students enrolled for fall as of May 5, 2012. Two sections of Public Speaking will be offered for spring 2013. Negotiations are currently under way to offer a few courses at Pendleton High School.
- The initial launch of an expanded Distance Learning program is underway for fall 2012. Courses that are part of the Innovative Pathways in Technology and eLearning Careers (IPTEC) grant project are being developed in partnership with TIER1 Performance Solutions. The Quality Matters quality assurance process is being implemented to ensure high-quality course development for online delivery.

Activities in Support of Non-Traditional Pathways to Gateway

- The Workforce Solutions Division VETS program now has 59 veterans in the orientation and assessment phases of service. In addition, six veterans are enrolled in the Certified Production Technician training. The Gateway VETS advisory board held its first meeting on May 15. Mr. Lee Flischel, Gateway Foundation Board Chair; and Mr. Matt Luther, Cintas National Military Recruiter; will serve as co-chairs of the board.
- **Dr. Angie Taylor** and **Phil Accardi** met with Greg Comte, general manager at the Florence Mall, to discuss the possibility of having an academic advisor located at the Mall to assist the 400 employees who work there. Other points of discussion included a multi-company KY WINS project for Mall employers and a possible kiosk for the

Workforce Solutions Transitions Coordinator's use.

- The Workforce Solutions Division, under the direction of **Ms. Christi Dover**, completed a three-week training program for 60 employees in the IT Solutions Department of Cengage Learning and is beginning another series for an additional 170 customer service agents to be delivered in the month of May.
- **Mr. Phil Accardi** and **Dr. Angie Taylor** met with representatives from the Marriott in Covington to discuss the customer service training package and ways Gateway could implement the new Covington Excellence Customer Service program with hotel employees. A similar meeting was held with Eric Summe and his staff at the Northern Kentucky Convention and Visitors Bureau in April. The next meeting was held on May 23 with Covington Mayor Chuck Scheper and his staff to discuss implementation at City Hall for those employees.
- **Mr. Craig Beeston**, **Mr. Phil Accardi**, and **Dr. Angie Taylor** attended the CITI Career Discovery graduation of the 41st class on April 26. There have been 401 graduates in the past eight years. The high retention rates of those graduates have been recognized by the national team leaders of CITI.
- **Mrs. Brenda Campbell**, external manager for continuing education, has planned Facebook for Beginners, Facebook for Business Growth, and Linked In for Professional Development classes to be offered during the summer at the Urban Center. Continuing Education classes in HVAC and Plumbing was held on May 19. Achieve Global Leadership Skills Workshops were scheduled for May 14, 16, and 22. Ms. Campbell also has contracted with Brock Restoration to develop and deliver continuing education courses for Ohio and Kentucky HVAC technicians and plumbers at their Cincinnati site. This will be an ongoing partnership and it is estimated that at least six classes will be held each year. Computer training for Northern Kentucky Area Development District clients will continue through the summer.
- Safran-Messier-Bugatti-Dowty recognized a need to have cross-functional maintenance personnel as well as a need to fill positions in maintenance when they opened up due to retiring personnel or a need to add additional maintenance personnel due to growth. They wanted to promote personnel into these positions as they opened, but realized that there would be a gap in skills with those promoted. To address this gap in skill-set, they are working with Gateway to establish an apprenticeship program that will make use of KY WINS funding. A group of nine employees signed up for this apprenticeship program and started class on May 14 with a pre-algebra review training. **Dr. Tony Clarke** and **Mr. Barry Wilhite** encouraged Messier-Bugatti to add this class, since math is a strong component of the technical classes the nine employees will be taking. This will be the first college experience for the majority of the students. Upon successful completion of this series of classes, the nine individuals will be eligible to be awarded the Certificate in Exploratory Machining in the fall of 2013.

- On April 25, **Dr. Tony Clarke, Dee Wright, Daniel Ridley, Chris Courtney,** and **Craig Beeston** hosted an open house at the Center for Advanced Manufacturing for Area Technology students and veterans to learn more about Gateway's manufacturing majors. There were 19 ATC students in attendance and two veterans.
- The Assessment Center has been asked to be a pilot site (one of three) in Kentucky for the computer-based GED testing this summer. Many GED students transition to Gateway following their completion.
- The Assessment Center continues to administer many more high-stakes licensure and certification tests through the Prometric Professional Center, including IRS tax preparer exams, SMLE, FINRA, STEP, and Ohio Insurance agent licensing.

Transition of Students to Senior Colleges and Universities

- Twenty-three nursing students are completing their 120-hour integrated practicum and were pinned on May 15, 2012. Two senior students accompanied Nursing instructor, **Ms. Pam Overton,** to Guatemala for a week-long mission trip.
- On Thursday, April 13, Student Support Services sponsored a college visit to Northern Kentucky University. Seven students and staff were given an orientation and tour of the NKU campus.

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

- The final FoE Self-Study plan has been drafted and awaiting the feedback of the dimension team leaders.
- Gateway's Career Services office coordinated a Job Fair Week from April 9-12. The Job Fair Week included resume cafés, an interview workshop, workshop on social media for employment, and a fashion interview show. Overall attendance was 113 students.
- Placements for Nurse Aide graduates remain strong and this trend is expected to continue with the aging population.
- The Student Development Office is currently establishing a Peer Ambassadors program. Peer Ambassadors will serve as mentors and additional support for the Advising and First Year Experience offices.
- The Counseling Department hosted a *Take Back the Night* Pre-Event Kickoff. The event included various domestic violence and sexual assault awareness presentations. In addition, **Will Bradley,** coordinator of financial aid, presented the endowed Tia Pinkelton Memorial Scholarship program.

- On March 23, six students and staff from the Student Support Services program attended the Underground Freedom Center as a cultural event to heighten their awareness of the Black-American culture.
- On March 15, The Work and Learn /Ready to Work program at Gateway hosted a Community Partner Appreciation reception at the Urban Center. The reception was created to acknowledge community partners who have collaborated with our program in a variety of ways. Thirty-five community partners attended the celebration, and everyone enjoyed their time at the event. The W&L/RTW program marked this event as a huge success and will continue to hold the event annually.
- Considerable time was invested in projects to promote student engagement. Public Relations and Marketing planned and coordinated a four-day KCTCS photo shoot to capture new images of faculty, staff and, most importantly, students. The images will replenish “stock” photography files and will be used for marketing and recruiting purposes. **Sydney Stauter** coordinated a casting call for MTV’s MADE series, resulting in about two dozen auditions by students and community members. **Tess Burns** presented a Social Media Job Search workshop to students attending the Job Expo. **Tess Burns** and **Patrick Lamping** collaborated to produce the annual student-written and edited *Voices* literary anthology. **Patrick Lamping** supported the *Take Back the Night* event with marketing materials. In addition, Patrick also produced the printed program and certificates for Night of Excellence, while **Tess Burns** worked with MAC Productions to produce a video honoring student excellence for the event. In addition, **Patrick** supported the Women’s History Month event with signage and marketing materials.
- The Student Support Services program has successfully submitted its 2010-11 Annual Performance Report. Annual outcomes for the program were outstanding, including an 82% persistence rate, a 90.5 academic standing rate, a 40.9% graduation rate, and an 18.1% transfer rate.
- An internal campaign called a “Penny War” between campuses has raised funds for a swing set at Sixth District Elementary. An additional campaign was recently launched to raise funds for the Student Emergency Assistance Fund. A donor has offered a challenge grant and if the college raises \$2,000 by August 1, he will match it dollar for dollar. The college countered with an accepted incentive: a match of \$2,500 by July 1, and \$3,000 if that amount is raised by June 1.
- On April 16, teams from Workforce Solutions and Nursing and Allied Health hosted representatives from Tri-Health, Children’s Hospital, and Mercy Hospital at the Edgewood Campus to discuss the Health Profession Opportunity Grant and customized training opportunities. We also discussed ways we could partner to place our graduates at their medical facilities.
- The Center for Innovation held the last meeting of the year on May 4 with **Chenel Stewart**, MoJoe’s Coffee Shop manager, providing a presentation about the first student-run business, the progress to date, financials, and what it would take to open

a second student run business at Gateway. The National Association of Community College Entrepreneurship has selected Gateway as an innovation winner based upon our use of video conferencing to hold our monthly Center for Innovation meetings.

- **Phil Accardi** and **Dr. Angie Taylor** completed the DACUM and ACT Job Profile for the position of Machine Operator at Eagle Manufacturing. Eagle is hiring 130 machine operators in the next six months and will use these skill levels for pre-hire screening using testing through Gateway's Assessment Center.

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

- Kenton and Grant County Adult Education programs completed a mandatory state audit of programming. Each county adult education program is thoroughly audited every four years. All records were in compliance and there will be no audit exceptions for finance, personnel, equipment/inventory, or student service delivery. This is an excellent reflection on the ability of Gateway to be a sound fiscal agent and the program staff in both counties to deliver quality programming within state and federal guidelines.
- **Phil Accardi** is providing strategic planning support to Gateway's Advising Department and process analysis with the Assessment Center staff.
- Disability Services at Gateway hosted a demonstration/training April 20 at the Edgewood Campus about creating math and science materials that are accessible to students with visual impairments. Mr. Steve Noble, Policy Analyst for the Kentucky Assistive Technology Service (KATS) Network and Editor-in-Chief of the journal Information Technologies and Disabilities, was the presenter. Eighteen people attended the training.
- The College continues to strive to assure the inclusion of diverse suppliers as part of our procurement practices. Our second supplier diversity outreach event was held on April 25 on the Boone Campus. National Diverse Suppliers, a firm specializing in this and based out of Lexington, Kentucky, helped promote the program. Thirty-three companies attended, along with numerous Gateway representatives. The College is working with KCTCS to better track our success with this initiative.
- **Margaret Thomson** issued 14 news releases on Gateway programs and activities. These releases and responses to other media opportunities resulted in 78 stories in local, regional, and national news media. Web updates were completed on SACS, Gateway Foundation, and organization charts. **Tess Burns** trained faculty and staff for four new team sites on thePoint. Margaret Thomson and Tess Burns presented department and web/social media information at the First-Year Employee Experience forum. Tess revised Gateway's Facebook page to comply with Facebook's new "timeline" capability and initiated a web edit campaign to remind content owners to update their web content. Margaret and Patrick Lamping supported the Supplier

Diversity Fair with publicity and marketing materials. Gateway's fair was the best-attended supplier outreach event in the system.

- The Public Relations Department is collaborating with other departments to promote or support the following initiatives via print and electronic communications: Accelerating Opportunities Kentucky stationery, poster, promotional mugs produced in-house; VETS direct mail advertising initiative, posters, flyer, template, and pull-up banner; direct mail radio and direct mail advertising campaign promoting summer school at Gateway; production of 15 program rack cards for marketing/recruiting purposes; mechatronics marketing materials; Gateway Regional Academy promotion; web updates of advising sheets and program pages; and promotional materials for Gateway's first Job Expo. With the help of KCTCS Web Services, the registrar and **Dr. Teri Vonhandorf, Tess Burns** launched searchable online class schedules on the Gateway website. Library guides were added to social media channels.
- **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 \$1,528,929. There are two registered projects awaiting approval from KCTCS.
- LEAD VI met with **Dr. Hughes** in March for his presentation, "Vision to Action", and discussed ways to bring their departmental vision to action through their daily work at Gateway. In April, the group met to design their career pathway maps and discuss their professional goals. Graduation for LEAD VI was held on May 3 at the Metropolitan Club hosted by Laura Kroeger. LEAD VII applications are being accepted until May 31.
- **Brenda Campbell** and **Phil Accardi** have completed the development of the Adjunct Instructor Recruiting, Hiring, and Orientation Process.
- The Medical Coding and Reimbursement Certificate will be suspended; a teach-out plan is in place for students to finish by spring 2013. Much of the content in this certificate is now embedded in the new Health Information Technology AAS.

Sustainability

- The College's Sustainability Team met in May. The team is led by Justin Ervin, Political Science Instructor, and Linda Parr Wright, Administrative and Business Services Special Projects. Additional team members include: **Heather Abbott**, Student Affairs Specialist; **Mike Baker**, Vice President of Administrative and Business Services; **Tess Burns**, Web Services and Social Media Manager; **Sheila Gray**, Library Specialist; **George Hall**, Director of Operations and Maintenance; **Jack Keller**, Special Assistant to the President; **Dr. Yvonne Meichtry**, Coordinator, Gateway to Energy Careers Project; and, **Josh Risch**, IT Support Specialist.
 - Achievements for this year include:
 - Completion of Phase C of the Ameresco energy audit;
 - Replacement of restroom paper towel dispensers with hand dryers;
 - Switching to environmentally friendly paper products in food service;
 - Addition of a TANK bus shuttle route between campuses;
 - Began Bike Friendly Destination Program;
 - Increased the amount of paper recycling;
 - Incorporated Sustainability in several courses, implementation of an AAS degree in Energy Technologies; and,
 - A BPI certification through Workforce Solutions.
 - Goals for next year include:
 - Most important is the establishment of regular meetings of the Sustainability Team to implement additional/expanded initiatives;
 - Add student representation to the Team and encourage student action;
 - Increase the amount and type of recycled items while planning for the reduction of waste;
 - Increase the amount of sustainability-focused educational opportunities for students and employees; and,
 - Tackle the waste associated with printing and copying.
- The College-Wide Safety Team and the Campus Incident Response Teams (CIRT) continued to meet on a regular basis to discuss and address campus safety. The Covington CIRT team conducted a security walk-through to identify potential hazards. Our security provider, Securitas, makes notifications via electronic tablets of any potential safety problems as they make their regular rounds of each campus. Fire drills were conducted at the Covington, Edgewood, and Urban Campuses. The evacuation times were very good, with all students and employees exiting in just over two minutes.
- The Gateway Marketing and Public Relations Department is working with the safety director to implement a safety marketing campaign. This campaign will include an ongoing schedule of electronic communication, posters, and other printed materials.

Cling signage containing campus security phone numbers was placed on all main entrance doors at each campus. The security director and CIRT team members attended and supported the “Take Back the Night” program at the Urban Center and the “End of the Year Celebration” at the Edgewood Campus.

Facilities

- The maintenance and operations division, under the direction of **George Hall**, continues to receive high praise from visitors on the cleanliness of the facilities. The campus buildings and grounds are well maintained and provide a positive public image.
- The Covington Campus parking lot will be resealed during the last three weeks of May. Quotes were also accepted to install drop ceilings in 10 classrooms at the Urban Center to improve acoustics.
- With special funding from KCTCS, the college will begin a window and door replacement at the Edgewood Campus. The project will begin in May and be completed before the fall semester begins.
- Construction on the addition to the Boone Center for Advanced Manufacturing has begun. The contractor has indicated that they are ahead of schedule and will complete this multipurpose room in early fall 2012.
- The information technology division has remained busy in addressing end-of-semester matters. A wireless network was installed at the Boone Campus bookstore. **Melissa Sears**, information technology director, created a design and ordered the equipment for the new Nursing Sim Man project.
- KCTCS recently purchased a communication system (KNECT), which will allow text messaging to students regarding events and other important notices. The IT department was very involved in implementation and training. Several successful messages have been sent.
- The Covington Campus camera system was converted over to a new IP system, which improved functionality.

College Budget Update

- The Gateway Business Office has been very involved in preparing to close the financial records for the 2011-12 fiscal year. Several audits of records have occurred in preparation of financial statements. KCTCS auditors visited the campuses to complete a fixed asset audit (all items valued over \$5,000). The audit went well, with no findings. The Kenton County and Grant County Adult Education financial records were reviewed by state auditors; again there were no findings or comments. External auditors employed by the KCTCS Board of Regents will visit Gateway on May 15.

- The budget report for 2012-13 has been completed and will be presented at the May 24, 2012 Board of Directors meeting.

Foundation and Resource Development

- Thanks to the Gateway Foundation, funds were available for 12 employees to graduate from the internal leadership program, LEAD. Funds also supported the following to attend leadership programs: **Patrick Lamping**, Leadership Northern Kentucky; **Karen LaRosa**, United Way BOLD program; **Dr. Patricia Goodman**, SOAR program; and **LaCrystal Green**, Wild (Women in Leadership Development in higher education). **Laura Kroeger** took seven female employees to the executive presence session of the Chamber's Women's Initiative.

Capital Campaign

- The Foundation is launching an aggressive planned giving program that includes a brochure, web presence, and invitation-only event to launch community awareness for the new program. Several meetings with potential donors have been held as part of the capital campaign. The nine-member Campaign Council will announce a lead later in May.
- RiverBlast 2012, the Foundation's annual fundraiser, will be held Sunday, September 2 at the Newport Aquarium. Over \$17,000 in sponsorship has been secured thus far. Meghan Glynn, Vice President of External Affairs for the airport, is the 2012 event chair.
- Resource Development projects in support of community engagement included completion of the Life Learning Center annual report and pledge card, the Outstanding Women of Northern Kentucky program, the Sixth District School bookmark, service on the Roebingfest committee and poster development/coordination for same, and assistance with a video for Literacy of Northern Kentucky. In addition, **Patrick Lamping** appeared as the Gateway Guy for the Chamber Campaign Kickoff, and **Laura Kroeger** serves as the Gateway team captain.
- A meeting with the Belcan Corporation resulted in the extension of the Ralph G. Anderson Scholarship in Drafting, Design, and Engineering Technology.

Grants Received/Pending

- Grant proposals for Kenton, Grant, and Boone County Adult Education programs were submitted to Kentucky Adult Education on March 19, 2012. This represents an expansion of the role played by Gateway with the addition of Boone County Adult Education asking to become part of the college effective July 1, 2012. Grant notification is pending with an expected date of mid-to late-May.
- Gateway was selected by KCTCS to serve as the lead college for the Department of Labor's Trade Adjustment Assistance Community College and Career Training grant

program. A consortium proposal is being developed that will include all 16 KCTCS colleges. The funding level for consortium projects can be as much as \$15,000,000 over a three-year period.

- The Foundation received the largest of three urban revitalization grants awarded by Duke Energy. The \$75,000 gift will be used to acquire property for the Urban Campus. Greater Cincinnati Foundation representatives will tour the Urban Center and suggest funding possibilities for the Urban Campus.

Urban Campus Update

- There are 30 summer courses scheduled at the Urban Center and 122 courses scheduled for fall 2012.
- The Urban Campus is one of three primary “nodes” of activity in the Covington Center City Action Plan recently released. The city’s planning team considered the Gateway College area in the plan to be “a game changer” for the urban core.
- Resource Development and External Affairs continues Urban Campus advocacy efforts by distributing the remainder of the Urban Campus “kits” to neighboring businesses and sending an email newsletter to stakeholders. Everything is being accompanied by a message regarding the college’s commitment to the urban core, Gateway’s campaign to raise private funds for the new campus, and the unparalleled growth seen at the Urban Center.
- The Urban Center Campus Plan is nearing completion with the final report anticipated in June.

Honors, Activities, and Recognition of Employees, Students, and Partners:

- **Teri Vonhandorf**, Associate Provost, completed her doctorate from Northern Kentucky University in April and is now Dr. Vonhandorf.
- Recently, **John Hanlon**, Drafting instructor, took the GDTP (Geothermal Tolerance Professional-Senior Level) exam in the Assessment Center which offers him the prestige, by passing this exam, to be in the top 20% nationally in his field.
- A Visual Communication student, **Mollie Neff**, who won a regional Addy award, has won a national Addy award and will travel to Austin, Texas, in June to receive her award. The Addy awards are sponsored by the American Advertising Federation. It is a three-tiered competition with local, district, and national levels. Mollie was competing against district student winners from across the country.
- Gateway accounting student, **Anita Butler**, won the 2011-2012 Kentucky Business Society scholarship.

- **Toni Bloom**, Assistant Professor/Division Chair of Management and Business Technologies, was named to the board of the Carnegie Visual and Performing Arts Center.
- **Dr. Angie Taylor** provided a presentation at the European American Chamber of Commerce conference on May 16.
- The Kentucky Board of Nursing recently sent a letter and certificate of commendation to the Nursing program for its continued 100 percent passage rate on the national licensing exam.
- **John Cathcart**, Instructor Developmental Education, presented on KOILS (KCTCS Online Innovation Learning Series) Face-to-Face Conference on February 10, 2012, at the KCTCS System Office. His presentation was on Criteria for Online Learning for Students and Faculty.
- **Charles Warburton**, Assistant Professor Instructor Developmental Education, presented "Using Paired Courses as a Modified Emporium Model" at the Kentucky Association of Mathematics in Two-Year Colleges Annual Conference at Barron Lake State Park, Kentucky, on March 2, 2012.
- The teach-out process for the Practical Nurse students is continuing. Ten students from the last cohort admitted will graduate in May.
- **Melissa Fry**, Associate Professor English, and **Dr. Susan Santos**, Assistant Professor Allied Health, were awarded the Gateway 2012 Spirit of Innovation award for their class, "ENG230, The Social Psychology of Harry Potter."
- Safety Director, **Tim Chesser**, attended a training session at the Ohio State University as part of the Ohio Campus Law Enforcement Association. **Mallis Graves**, Director of the Urban Center, and Tim Chesser attended a training session on Emergency Operating Procedures. Tim Chesser met with the security director of Jefferson Community & Technical College to discuss a training partnership between KCTCS colleges. He is also exploring the possibility of developing an on-line safety training program for all employees. This will enable them to get valuable information without attending formal training sessions. The college is partnering with the Phi Theta Kappa (PTK) and the "Gateway to Justice" students to form a "Students Against Violence Everywhere" chapter at Gateway. This is the first step in getting more student involvement in campus safety. A campus security informational session was conducted during the First Year Employee Experience. The video, "Shots Fired on Campus", was shown to familiarize new employees with action to take if a violent encounter occurs.
- **Colleen Kane**, Disability Services, attended the Kentucky Association on Higher Education and Disability (KY-AHEAD) conference on May 14-16 at Lake Barkley. She is chairperson of the silent auction to raise money for scholarships for Kentucky students with disabilities. Two students from Gateway have previously won these

scholarships.

- **Darlene Beach-Smith**, a Student Support Services participant, received the Martha Kidd Scholarship worth \$1,000.00.
- **Dr. Amber Decker**, Director of Grants, was selected to participate in the American Association of Community Colleges Future Leaders Institute. Dr. Decker presented at the Association for Continuing and Higher Education South Conference on April 25. Her presentation was entitled, "Appalachian Bridges to the Baccalaureate" in which she co-presented with Dr. Nancy Preston of Morehead State University. They presented findings and recommendations of their study about the institutional and student characteristics that affect transfer.
- **Tess Burns**, Web Services and Social Media Manager, earned the Spirit of Innovation 2012 recognition for her "Five Things We Can Learn from Lady Gaga" presentation.
- **Cindy Sproehle**, Assessment Center, has been asked to present at the National College Testing Association conference as a co-presenter with both ACT and Collegeboard (two separate presentations) this summer. She is also a candidate for the NCTA Board of Directors.
- **Kylie Keene**, Community Advocate-Educator, attended and completed all readings, post-test, pre-test, and evaluations for the Kentucky Domestic Violence Association Certification. In addition, she wrote and submitted an article for Gateway's Urban Center Summer newsletter announcing the Office for Violence Against Women (OVW) grant and services provided through the grant.
- **Jeremy Berberich**, Interim Director of Knowledge Management, has completed the 2012 KCTCS President's Leadership Seminar program.
- **Karen LaRosa**, Distance Learning Support Specialist, has completed the United Way Board Orientation and Leadership Development (BOLD) program.
- **Gary Johnson**, Maintenance Supervisor at Covington, announced his retirement effective May 31. Gary has served the College with distinction for nine years. He will be missed. **Phil Danner**, Assistant Supervisor at the Urban Center, has been promoted to take Gary's position. As a result, the following promotions/changes will occur: **Jason Tuemler**, Maintenance Technician at Edgewood, will take over Phil's position; **Lisa Terrell**, Custodial Worker II, will take over Jason's former job; **Robert Stegman** will move from a part-time to full-time custodial worker to replace Lisa at Boone.

New employees:

- **Anne Auberger** – Nursing Instructor – Med/Surg
- **Keith Lanser** – Experiential Learning Facilitator (IPTEC Grant)
- **Diana Loh** – Nursing Instructor – OB & Med/Surg

- **Joseph Shearer** – Anatomy & Physiology Instructor
- **Leslie Ahlers** – Career Strategist (IPTEC Grant)
- **Kara Conner** – History Instructor

Faculty Promotions:

- 13 faculty members were promoted to Assistant Professor:
 - **Courtney Birch** – Mathematics
 - **Amber Carter** – Medical Assisting
 - **John Cathcart** – Mathematics
 - **Fares da Silva** – Spanish
 - **John DeBerry** – Communication
 - **Diane Fritz** - Biology
 - **Weizhong (Bill) Jing** – Information Technology
 - **Lauren Lintz** – Librarian
 - **Dr. Kerri McKenna** – Developmental English/Writing
 - **Deepanishanthara (Deep) Ramanayake** – Information Technology
 - **Carissa Schutzman** – Developmental English/Writing
 - **Rose Speier** – Nursing
 - **Antonio Tramber** – Manufacturing/Mechatronics

Retirements:

- **Gary Johnson** – M/O Supervisor
- **Pat Dault** – Administrative Assistant
- **Linda Cornell** – Admissions Advisor

Reassignments:

- **Wendy Schindler** was reassigned to the advisor position on the Covington Campus, effective May 1.
- **Colleen Heneghan** has accepted the HPOG Advisor position effective June 1.
- **Phil Danner** has been promoted to Maintenance Supervisor at Covington, replacing Gary Johnson who is retiring at the end of May.
- **Jason Tuemler** has been promoted to Assistant Supervisor at the Urban Center.
- **Lisa Terrell** has been reassigned to Maintenance Technician position at the Edgewood Campus.
- **Robert Stegman** has been moved from a part-time to a full-time custodial work at the Boone Campus.

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

- Continued to work with **Dr. Angie Taylor** and **Dr. Tony Clarke** to implement the Advanced Manufacturing Business Plan with emphasis on implementing 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.
- 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 and Northern Kentucky Legislative Caucus members regarding specific aspects of the campus plan.
- Continued 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. In addition, four leadership proposals were presented.
- Monitored the 2011-12 budget revenues and expenditures and completed hiring of several new positions related to several grants. Focused on developing the 2012-13 budget expenditure and revenue plan.
- Reviewed the updated salary compression study and reviewed the non-recurring merit bonus program.
- Continued meeting with United Way, the Northern Kentucky One Stop, and community collaborative leaders in Grant County to finalize 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. A preferred location has been determined.
- Continued meetings with Pendleton County community leaders concerning the community visioning process and the interest to have a greater Gateway presence in the community; met with the community leadership team in April.
- Signed a transfer agreement with Thomas More College that will provide a Gateway graduate with a 3.0 GPA at least a \$10,000 scholarship upon transfer to TMC.
- Completed annual evaluations of President's Leadership Team members.

- 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.
- Attended the American Association of Community Colleges (AACC) annual convention and participated in the Board of Directors meetings.

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

- Complete the implementation plan for the Foundations of Excellence implementation plan process.
- Implement the 2012-13 budget plan.
- 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 two to three lead gifts for the campaign.
- Monitor weekly the implementation of the Advanced Manufacturing Business Plan; develop institute concept with input from key industry leaders.
- Respond to the final report from the Pendleton County leadership team and implement a plan with the community for fall classes.
- 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.
- Continue to provide leadership as the Co-Chair of the KCTCS Transformation Initiative Team on Dual Credit.
- Participate in the American Association of Community Colleges (AACC) Board of Directors meetings and prepare to serve on the AACC Board Executive Committee for 2012-13.
- Meet with the new president of Northern Kentucky University and begin relationship building.
- Complete the 2011-12 Annual Plan report and prepare 2012-13 Annual Plan focus areas.