



President's Report

Board of Directors
January 22, 2009

Overview of Report

During the 2008-09 academic year, the President's Report will be organized by the four themes for the current year and captured in the acronym SACS: Student Success, Accreditation and Accountability, Collegiality and Collaboration, and Service Excellence.

Student Success and Access

Spring 2009 preliminary enrollment as of January 21, 2009, is as follows: (note that Spring 2008 figures are for the entire semester; whereas 2009 does not include dual credit, workforce credit, or enrollment in the additional five spring sessions):

Headcount	2,942 (2,908 in Spring 2008) Increase 2.1%
FTE	2,407 (2,064 in Spring 2008) Increase 16.6%
Credit Hrs. Generated	28,883 (24,765 in Spring 2008) Increase 16.6%

Gateway leads the System in all enrollment categories and is the only college with an increase in headcount as of this date.

A Reciprocity Agreement between NKU and postsecondary education institutions in Ohio will now include Gateway as a result of our regional accreditation. This agreement allows students who live in Ohio and want to attend college in Northern Kentucky to pay tuition to Gateway at a Kentucky resident level and to count toward Gateway's enrollment numbers for revenue purposes from CPE. Gateway will be joining the Greater Cincinnati College Consortium that will further enhance transfer opportunities for students.

The second five **Ralph Anderson/Belcan** scholarships in Computer Aided drafting have been awarded for the spring term.

A new program is being created for Kentucky **Women, Infants, and Children (WIC)** case workers on a statewide basis. Gateway has procured \$100,000 to train 2,000 WIC case workers with on-line classes in eight training areas over the next year. The Workforce Solutions team will design the new curriculum, operate a help desk, and provide certificates for all training successfully completed. Training topics include diversity, civil rights, new federal WIC guidelines, and nutrition topics. **Christi Dover** has been promoted to a new position, Workforce Development Liaison/Project Manager, and will lead the project team. Christi has six years of experience with the Workforce Solutions team where she served as Administrative Assistant and cared for

the SACS accreditation data. Christi annually enrolled over 3,000 students in People Soft while maintaining records for all learning outcome data. Christi also created many of the new procedures currently being used to track Return on Investments (ROI) for employers. Christi will graduate from Thomas More College this spring with a bachelor's in Business Administration.

The **National Technical Honor Society** and **Phi Theta Kappa** hosted a joint induction ceremony on Friday, November 21, 2008, at 5 p.m. at the Mazak Training Center in Florence, Kentucky. Gateway inducted 43 students into the local chapters of the two national academic honoraries. Thirty-three students were inducted into the Beta Tau Pi chapter of Phi Theta Kappa, the largest academic honor society in America. Ten students were inducted into the National Technical Honor Society, the honorary for excellence in career and technical education.

The **Student Government Association** successfully sponsored the Christmas Wish List again this year. This year, over 132 children were assisted by faculty, staff, and other student benefactors. The recipients were all from families with a member in the Gateway Community and Technical College Ready-to-Work program.

The college's first-ever international education student group trip will be taken March 12-19, 2009. The trip is part of a course being team-taught by professors Alan Hall (History) and Melissa Fry (English). Nearly 40 students and employees have signed up for the week-long trip to Paris, France.

Newly admitted ADN and PN students will have standardized uniforms and lab coats. The Gateway logo will be displayed on both the uniform and lab coat beginning January 2009. A second "white coat" ceremony will be held for the new students admitted to the program in January.

Three new full-time faculty members were hired in December for the Department of Labor grant in Nursing; one new full-time faculty member was hired in Automotive Technology to replace an instructor; one new full-time faculty member was added in Writing; and two new full-time faculty members joined Information Technology (one replacement and one new addition).

The college's focused diversity efforts include the following:

- New diversity resource materials were ordered for faculty and staff to sign up for professional development. These include books on multi-cultural competencies and diversity across the curriculum.
- The Diversity and Global Awareness Team will host a Black History Celebration in February to coincide with Black History Month. The date and time of the event is to be determined.
- On January 20, 2009, the Diversity and Global Awareness Team, in conjunction with the Student Government Association, hosted the Presidential Inauguration viewing on all campuses. Students, faculty, and staff were able to join together as one to witness history in the making!

The Admissions Office, led by Andre Washington, has implemented a plan to improve the admissions opportunities as a result of SACS. Highlights of the efforts include the following:

- The Admissions Office is currently following up with 363 Spring 2009 applicants who applied for admissions but did not register for courses. Follow-up contact is being made with this pool of candidates to inquire about their enrollment goals, and, if possible, assist them with completing the admissions process. In conjunction, the admissions office is working with the Advising Center and Division Chairs to focus on adding additional courses in the bi-terms to assist with this recruitment effort.
- On January 12, 2009, the Admissions Office met with the public relations director, the printing director, and the webmaster to look at creating new recruitment materials, as well as creating a new Gateway brand/tagline to be used when recruiting students for the Fall 2009 semester.
- The Gateway Community and Technical College and Holmes High School partnership (C.A.R.E. Center) has begun its initial phases of recruitment. Currently, Gateway has received its first five applications for the C.A.R.E. center at Holmes for the fall semester.
- The Admissions Office is currently in the process of finalizing a new “online” student orientation that will be placed on the college website. This orientation will allow new students that are unable to attend an “in-person” orientation at the beginning of each semester to receive the critical information they need to get off on the “Right Start”.
- Gateway’s Admissions Office is working with Barb Stonewater of the P-16 Council and KHEAA to launch the “Know How to Go” website that allows middle and high school students and adults to research information that will provide them with information on how to attend college. On Monday, February 2, there will be a launch of the “Know How to Go” website. Thirty-three area high schools will promote the site at their schools to all 9-12 graders. Each school will have a college representative attend sessions on the program launch and provide students with college information. Gateway will be represented at Connor, Holmes, Lloyd, Scott, Silver Grove, and Walton-Verona High Schools.

Accreditation and Accountability

SACS Update

Gateway Community and Technical College received full membership and accreditation in the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) on December 8, 2008, retroactive to January 1, 2008.

The college’s Nursing program is preparing for a site visit by the Kentucky Board of Nursing on January 28-29, 2009, as part of its effectiveness and improvement plan.

The Workforce Solutions team now tracks monthly sales projections and revenue as a part of the **Workforce Competitiveness Initiative** that was initiated by KCTCS. Also, they are using a new system to apprise employers on a quarterly basis concerning the training they have completed for their employees, employee evaluation of training, and

classes remaining on their KY WINS contracts. The team has received accolades from KCTCS for their performance tracking and new ROI data shared with employers.

The President's Cabinet completed a revision of the Strategic Needs Analysis (SNA) process in preparation for allocating some of the college's reserves and preparing for the 2009-10 budget development process.

The **Entrepreneurial Learning College** is seeking nominations for the Spirit of Innovation Award. All nominated projects will be showcased at the April college-wide symposium and one project will be selected for nomination to the League for Innovation to be considered for their annual award. The innovation projects must focus on the League's criteria including collaboration, cost effectiveness, creativity, efficiency, quality, replication, and timeliness. February 5, 2009 is the deadline for nominations.

Collegiality and Collaboration

The **LEAD III** class members met at Citi on December 12 for their community partnership series and hosted Helen Carroll, Kara Clark, Dan Groneck, and Lee Flischel as guest speakers. The class also participated in a tour of the facility and had remarks by key leaders within the bank. The class members of LEAD I, II, and III gathered on December 15 for a presentation provided by Stan Lampe concerning his work as a lobbyist and how they could be more directly involved in the next legislative session.

A Memorandum of Agreement with the Kentucky Fire Commission for the Fire/Rescue Science program has been completed. This will allow firefighters to earn credit toward an Associate in Applied Science degree from Gateway.

The Voice and Data program at Highland Heights moved to the Covington Campus on December 12, thereby completing the move of all academic programs from that campus.

The college was awarded an \$846,670, three-year grant from the Department of Labor, Community-Based Job Training Grant. The grant is a collaboration of GCTC the Northern Kentucky Workforce Investment Board, St. Luke/St. Elizabeth Hospital, Kenton County Sheriff's Department, Northern Kentucky Council of Partners, and Centro de Amistad. The funds will be used to expand the Criminal Justice program to include three new certificates in Computer Forensics, Homeland Security/Information Management, and Information Security. In addition, \$115,000 in scholarships will be available to students. The criminal justice grant was one of 68 out of 274 applications nationwide.

The **Allied Health Career Pathway** project launched January 1, 2009. Various Gateway departments are working together to successfully matriculate over 600 Nurse Pending students into other Gateway majors and employment opportunities. The AHEC staff, nursing faculty, career counselors from the Assessment Center, and others will be involved in providing career workshops to help these students complete certificates, diplomas, and degrees. **Patti Carter** is the new career counselor hired to work with the students as they receive services through the Assessment Center. The grant is a collaboration of several energy companies in the region and Gateway. Courses in the

new **Energy Utility Technician Certificate** will begin in February, with targeted completion scheduled for mid-August. This five-course certificate includes the following courses: Introduction to Computers, Circuits I, Transformers Lab, Introduction to Line Maintenance, and Introduction to Industrial Safety. There are four certificates and a degree in Energy Studies being studied through the Department of Labor funding.

Gateway will be participating in the KCTCS soft rollout of the Virtual Learning Initiative (VLI), **KCTCS On-line**, by partnering with Citi to offer Business Administration classes to their employees.

The GCTC Foundation reports the following:

- The campaign received a \$125,000 pledge from the Butler Foundation. Since we can be eligible for a match from KCTCS, the Butler Foundation is willing to give us two installments totaling \$50,000, so that we can soon seek a \$50,000 match. The funds will be used for scholarships for students who reside in the urban core of the region.
- Appointments have been set or are about to be set to deliver four lead gift proposals.
- The campaign chairs will be meeting in March to discuss the progress of the campaign and the context of the economic challenges.
- Dick Tapke resigned from the Board, citing the need to spend more time with his financial advising firm.
- The Foundation will again be the recipient of the Call to the Post luncheon proceeds. We are sponsoring the unveiling of the Lane's End poster, designed again by one of our students. This year we will frame several for sale and for display. Orders will be taken for framed posters of all three years.
- Speakers are being considered for the Second Community Leaders Luncheon.
- A gala/fundraiser is being considered for the fall.
- The Park Hills lease is being reviewed. Charging more rent will give us additional discretionary money. Gateway continues to look to the Foundation for help with such expenses as the recent SACS celebration, Board of Directors meeting meals, LEAD leadership classes, the College Symposiums, and much more.
- Foundation Board members direct their annual contributions toward our unrestricted fund.
- The Foundation continues to look for partnering opportunities for the new urban campus and will soon be represented by a third party. This real estate expert will guide the process for issuing RFP's for the Covington/Park Hills land.

Service Excellence

Phil Accardi received training last summer in Appreciative Inquiry and has recently trained the Institutional Effectiveness Council members and the team members who will be participating in the Environmental Scanning process this semester. Appreciative Inquiry is based upon the S.O.A.R. method – strengths, opportunities, aspirations, and resources.

Gary Mertz, serving as the Regional Workforce Development Consultant, will host the first meeting of over 50 non-profit organizations on February 13, 2009. All of these organizations offer workforce development services in our region. **Carissa Schutzman**, Gateway English professor, has created asset maps of all participating organizations, and Gary will present the new organization formed by the three regional Workforce Investment Boards, Confluence 2-7-5.

Amber Decker, director of grants and contracts, has successfully written three Department of Labor grants in the past year totaling \$2.3 million. These grants enable the college to expand programs and services.

To date, Workforce Solutions has procured 30 KY WINS projects for the region's companies, with 12 projects currently open. These projects are designed to improve the productivity of company employees. The total amount procured through KY WINS for FY09 is \$675,046.

Dr. Angie Taylor has been selected to serve on the Workforce Solutions Leadership Council under the direction of the Greater Cincinnati Foundation. This council has been created to lead new and innovative workforce development strategies for our region.

Amy Monson, Coordinator of Career Services and Co-op, is working with several companies this semester for placement opportunities for our students. Due to the economy, several companies have eliminated paid internships for companies that may have used students in the past. Amy is continuing to solicit placement opportunities for students.

Priorities for the President – Past Quarter

Activities were focused on the following:

- Finalized and submitted the College's Response to the Accreditation Visiting team report.
- Monitored the completion of the Allied Health Sciences Center and initiated the equipment listing as part of the major gifts campaign (99% complete).
- Monitored the construction for the Center for Advanced Manufacturing Competitiveness (approximately 35% complete).
- Continued to meet with prospective donors to provide needed equipment as part of the major gifts campaign.
- Complete the annual Strategic Needs Analysis (SNA).
- Completed my role of Chairman of the Board of the Metropolitan Club's Board of Governors for 2008.
- Completed the MOU with Covington Independent Schools to create the Gateway College Access Center at Holmes High School.
- Completed the mid-year review process for all employees' Individual Learning Plans (ILP).

Priorities of the President – Next Quarter

Activities will be focused on the following:

- Monitor the construction of the Center for Advanced Manufacturing Competitiveness (Phase II Boone Campus).
- Implement the next phase of the reorganization of Academic and Student Affairs, as proposed by the Student Affairs staff and Provost.
- Complete negotiations for an Urban Campus site.
- Finalize the implementation of a “sister” college relationship with EUC SYD, a community college located in the south of Denmark.
- Revise the 2008-09 budget for the college, based on proposed state-ordered budget reductions.
- Secure additional lead gifts for the major gifts campaign.
- Begin program planning for the Urban Center, the Transportation Center, and the Construction and Energy Center by establishing planning teams that will develop program space needs.
- Initiate the 2010-16 strategic planning process.
- Work with area legislators and KCTCS in the 2009 General Assembly and the 2009 Congress to secure legislation needed to advance KCTCS and GCTC.
- Finalize the Urban Campus location and partnerships.

Student Success Stories

Story #1:

My college journey began after graduation at Northern Kentucky University where I attended for a year and a half. After being there for three semesters, I decided that I was not ready for college or gaining the most from the experience as I should be. I decided to take some time off and work full time until I was ready to give my full attention to my studies. About two years ago, I decided that it was time to take charge of my life and learn something; after all, I did not want to be a waitress the rest of my life.

A number of factors influenced my decision to come to Gateway. My sister had just recently graduated for massage therapy and she had talked about how she loved it here at Gateway. She loved the small class sizes and how her teachers really helped her prevail in her studies when she was struggling. Another factor was the affordability. Living on my own and paying for college myself, Gateway was feasibly in my budget compared to the surrounding colleges.

I am glad to say that I definitely made the right choice. Coming back as a non-traditional student college can be an overwhelming and intimidating experience. The staff and faculty really made the transition painless. The small class sizes and personalized attention really encouraged me to continue my studies. My advisor was excellent and really helped me to pick the right classes so that I would not “waste” my money or time. What I found at Gateway that I did not find at NKU was that the staff/faculty understands that I was non-traditional and did not make me feel guilty about working and going to school.

This December, I will graduate with my Associates in Applied Science and then I will continue on to NKU for my bachelors. I could not have made it this far if it was not for the support of my family, the great people I work with, and Gateway. My studies and experience here at Gateway made me realize how much I like learning and the school experience. I am Gateway’s number one supporter and will always recommend it to others that are thinking about coming back to school or beginning their college experience.

Story #2

LAB: LA moved to NKY about 2 years ago and has a daughter that just turned one. She received her GED November 2007 after only studying for a few short months. She enrolled in college classes in the spring of 2008. She only took one class and passed with a B. She is a single parent with no family that lives in this area and struggling with other personal barriers but is always rising to the top. She is in the RTW program and her supervisor at Ninth District has given her many compliments on her impressive job skills. LA does not drive and is always taking the bus to the daycare, worksite, and school and rarely misses anything.

Story #3

AC is a single parent of two boys (and as she was studying for her GED she lost a baby at the age of 6 months); however, she obtained her GED in August 2006. She enrolled in college the fall of 2006 in pursuit of a Cosmetology certificate. During her stay here at Gateway, she also passed her driving test and is now driving instead of depending on the bus. She was working at a salon through the RTW program and received many compliments on her outstanding performance and offered her a job once she graduated. AC was scheduled to graduate in December 2008, but due to her diligent efforts to graduate, she has graduated two months before predicted. She is set to sail and has all the determinate and will to succeed.

Story #4

NC is a Ready to Work Program student and has shown many excellent skills in communication and being self directed. She started school in the fall of 2005 and is also a single parent and has overcome many barriers and still overcoming some. She has been an outstanding student and currently has a 3.5 GPA and set to graduate in spring 2009. NC has been an extreme asset to the RTW program and office, she has shown many professional qualities and some of those I still strive to maintain. NC has also taken the steps to go above and beyond, for example, she has initiated and created the RTW/W&L newsletter that she publishes every month to our students, faculty, and staff. This is just one the many things she does to support and enhance the RTW/W&L program, and any employer will be blessed to have her on their team.

Stories #5 and #6 as told by a faculty member:

During the spring 2007 Manufacturing Open House, I met two high school seniors who visited my recruiting table during the event. One of them, RH, was graduating from Connor High School. The other, TA was graduating from St. Henry. They were both eager to learn about the technologies on campus and the careers that they could choose from after receiving the credentials we offer.

After engaging them about their interests and explaining the various options to them, I suggested they walk down the hall to see the equipment and technology demonstrations that our instructors were giving. About forty-five minutes later, RH and TA came back to my table in the main area of the event, excited by what they had seen.

Both students went on to attend our first Advanced Manufacturing Summer Camp at the Boone Campus that following June. During the camp, they were able to further investigate their interests with the technologies they were exploring at the Open House. While we were on a tour of Wagstaff, the students met Operations Manager Carl Wicklund and learned about what it takes to have a career in advanced manufacturing.

In the fall of 2007, both students were enrolled in manufacturing technology programs. I regularly see them in the halls of the Boone Campus, and they are as thrilled as the first day I met them at the Open House. TA now works as a machine operator at Wagstaff. RH is in a co-op assignment at GE. Both students are having great success in the program and have already made real connections with manufacturing employers.

Story #7

We have a PN graduate who went on to complete her BSN and will finish her MSN soon. She has applied for one of the full-time nursing positions in the DOL Nursing Expansion Grant. The applicant noted what an excellent role model Sonnie Fee, professor of nursing, had been and how Sonnie's encouragement had prompted her to continue her education.