



Southwest Wisconsin Technical College

District Board Meeting

Regular Meeting

January 23, 2025

Southwest Wisconsin Technical College
1800 Bronson Boulevard
Conference Room 430
Fennimore, WI 53809

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Annotated Agenda



DISTRICT BOARD REGULAR MEETING NOTICE/AGENDA

Thursday, January 23, 2025

6:00 p.m. – Regular District Board Meeting

Southwest Tech

1800 Bronson Boulevard, Fennimore, WI 53809

Conference Room 430

ANNOTATED AGENDA

OPEN MEETING

The following statement will be read: “The Southwest Wisconsin Technical College District Board’s January 23, 2025, meeting is called to order. This meeting is open to the public and in compliance with State Statutes. Notice has been sent to the press, posted on campus, CESA 3, Fennimore’s City Office, and on the College’s website at www.swtc.edu/about/board/meetings in an attempt to make the general public aware of the time, place, and agenda.”

A. Roll Call

B. Reports/Forums/Public Input

CONSENT AGENDA

A. Approval of Agenda

The January 23, 2025, regular board meeting agenda is included in the electronic Board material.

B. Minutes of the December 19, 2024, Retreat and Regular Board Meeting

The minutes of the December 19, 2024, Board meeting are included with the electronic Board packet.

C. Financial Reports

1. Purchases Greater than \$2,500

2. Treasurer’s Cash Balance

3. Budget Control

Each report is available electronically within the Board material. Caleb White, Vice President for Administrative Services, will be available for questions.

D. Contract Revenue

23 contracts totaling \$249,092 in December 2024 are presented for Board approval. The Contract Revenue Report is included within the electronic Board packet of material.

E. Personnel Items

The Personnel Report includes a recommendation for one promotion/transfer, one retirement, and one resignation. The report is included in the electronic Board packet.

Recommendation – *Approve, as presented, the January 23, 2025, Consent Agenda.*

OTHER ITEMS REQUIRING BOARD ACTION

A. Approval of Board Monitoring Report: Safety and Security

Heath Ahnen, Executive Director of Information Technology Services, and Dan Imhoff, Executive Director of Facilities, Safety & Security, will summarize the January 2025 Board Monitoring Report - Safety & Security. This report is included with all other Board meeting material.

Recommendation: *Approve, as presented, the January 2025 Board Monitoring Report - Safety and Security.*

BOARD MONITORING OF COLLEGE EFFECTIVENESS

A. Staffing Update

Krista Weber, Chief Human Resources Officer, will provide an update on College staffing. A summary is included in the electronic packet of materials.

B. Budget Planning – Considering Compensation Options

Ms. Weber will lead an interactive scenario and discussion with the Board. A comparison of compensation adjustment options is included in the Board packet of meeting materials.

INFORMATION AND CORRESPONDENCE

A. Enrollment Reports and Student Success Scoreboard

1. Program Application Comparison: 2024-25 vs. 2025/26

2. 2024-25 Year-Over-Year FTE Comparison

Katie Glass, Chief Communications Officer, will be available to answer any questions on the reports. The report is included in the electronic Board packet.

3. Student Success Scoreboard

Holly Clendenen, Chief Student Services Officer, will be available to answer any questions about the report included in the electronic Board packet.

B. Chairperson’s Report

1. New Year’s Message from Layla Merrifield, WTCS President

A brief message from WTCS President, Layla Merrifield, will be shared:

[Happy New Year from WTCS](#)

2. District Boards Association Update

3. April’s District Board Meeting

C. College President’s Report

1. ERP – Project RISE Update

2. Applications

3. Legal Representation

4. Audit Update

5. ACCT National Legislative Summit, February 9-12, 2025, Washington D.C.

6. College Happenings

D. Other Information Items

ESTABLISH BOARD AGENDA ITEMS FOR NEXT MEETING (REGULAR MEETING)

A. Agenda

1. Aspen’s College Excellence Program- Professional Development

2. SWTC Foundation and Real Estate Foundation’s 2nd Quarter Reports

3. Budget Assumptions and Parameters

B. Time and Place

Thursday, February 27, 2025, Southwest Tech, Room 430

Professional Development 1:00 – 5:00 with Board Meeting to follow at 5:30 p.m.

ADJOURN TO CLOSED SESSION

A. Consideration of adjourning to a closed session for the purpose of

- 1. Discussing personnel issues per Wisconsin Statutes 19.85(1)(c) {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}**

2. Discussing the president’s employment per Wisconsin Statutes 19.85(1)(c)

{Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}

B. Approval of Closed Session Minutes from November 14 and December 19, 2024.

RECONVENE TO OPEN SESSION

A. Action, if necessary, on Closed Session Items

B. Consideration of Ad Hoc Committee

ADJOURNMENT

Open Meeting

The following statement will be read: “The Southwest Wisconsin Technical College District Board’s January 23, 2025, regular meeting is called to order. This meeting is open to the public and in compliance with State Statutes. Notice has been sent to the press, posted on campus, CESA 3, Fennimore’s City Office, and on the College’s website at www.swtc.edu/about/board/meetings in an attempt to make the general public aware of the time, place, and agenda.”

A. Roll Call

B. Reports/Forums/Public Input

Consent Agenda

A. Approval of Agenda



DISTRICT BOARD REGULAR MEETING NOTICE/AGENDA

Thursday, January 23, 2025

6:00 p.m. – Regular District Board Meeting

Southwest Tech

1800 Bronson Boulevard, Fennimore, WI 53809

Conference Room 430

AGENDA

OPEN MEETING

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- A. Roll Call
- B. Reports/Forums/Public Input

CONSENT AGENDA

- A. Approval of Agenda
- B. Minutes of the December 19, 2024, Regular Board Meeting
- C. Financial Reports
 - 1. Purchases Greater than \$2,500
 - 2. Treasurer’s Cash Balance
 - 3. Budget Control
- D. Contract Revenue
- E. Personnel Items

OTHER ITEMS REQUIRING BOARD ACTION

- A. Approval of Board Monitoring Report: Safety and Security

BOARD MONITORING OF COLLEGE EFFECTIVENESS

- A. Staffing Update
- B. Budget Planning – Considering Compensation Options

INFORMATION AND CORRESPONDENCE

- A. Enrollment Reports and Student Success Scoreboard
 - 1. Program Application Comparison: 2024-25 vs. 2025/26
 - 2. 2024-25 Year-Over-Year FTE Comparison
 - 3. Student Success Scoreboard
- B. Chairperson's Report
 - 1. New Year's Message from Layla Merrifield, WTCS President
 - 2. District Boards Association Update
 - 3. April's District Board Meeting
- C. College President's Report
 - 1. ERP – Project RISE Update
 - 2. Applications
 - 3. Legal Representation
 - 4. Audit Update
 - 5. ACCT National Legislative Summit, February 9-12, 2025, Washington D.C.
 - 6. College Happenings
- D. Other Information Items

ESTABLISH BOARD AGENDA ITEMS FOR NEXT MEETING (REGULAR MEETING)

- A. Agenda
 - 1. Aspen's College Excellence Program- Professional Development
 - 2. SWTC Foundation and Real Estate Foundation's 2nd Quarter Reports
 - 3. Budget Assumptions and Parameters
- B. Time and Place

Thursday, February 27, 2025, Southwest Tech, Room 430
Professional Development 1:00 – 5:00 with Board Meeting to follow at 5:30 p.m.

ADJOURN TO CLOSED SESSION

- A. Consideration of adjourning to a closed session for the purpose of
 - 1. Discussing personnel issues per Wisconsin Statutes 19.85(1)(c) {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}
 - 2. Discussing the president's employment per Wisconsin Statutes 19.85(1)(c) {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}
- B. Approval of Closed Session Minutes from November 14 and December 19, 2024.

RECONVENE TO OPEN SESSION

- A. Action, if necessary, on Closed Session Items
- B. Consideration of Ad Hoc Committee

ADJOURNMENT

{FACILITIES AT SOUTHWEST TECH ARE HANDICAP ACCESSIBLE. FOR ALL ACCOMMODATIONS, CALL 608-822-2632 OR E-MAIL DISABILITYSERVICES@SWTC.EDU.}

B. Approval of Minutes from the December 19, 2024, Regular Board Meeting



MINUTES OF REGULAR MEETING FOR THE BOARD OF DIRECTORS OF SOUTHWEST WISCONSIN TECHNICAL COLLEGE DECEMBER 19, 2024

The Board of Southwest Wisconsin Technical College met in an open session of a regular meeting commencing at 6:04 p.m. on December 19, 2024. The open meeting was held over remote Zoom technology.

The following members were present:

David Blume, Charles Bolstad, Kent Enright, Tracy Fillback, Jeanne Jordie, Don Tuescher, Steve Williamson, and Jane Wonderling. Absent: Chris Prange

Others present for all, or a portion of the meeting included:

Jason Wood, Southwest Tech President, and College Staff: Heath Ahnen, Holly Clendenen, Dennis Cooley, Katie Glass, Kelly Kelly, Lori Needham, Krista Weber, and Caleb White.

Chairperson Bolstad called the meeting to order. Proof of notice was given as to the time, place, and purpose of the meeting. The following is the official agenda:



DISTRICT BOARD REGULAR MEETING NOTICE/AGENDA

Thursday, December 19, 2024

6:00 p.m.

Held Remotely Over Zoom

[Join Zoom Meeting](#)

One tap mobile: US: [+16469313860](tel:+16469313860), [94680584077#](tel:+194680584077) or [+13017158592](tel:+13017158592), [94680584077#](tel:+194680584077)

Meeting URL: <https://swtc.zoom.us/j/94680584077?pwd=xIVV6siszDIFEibyFDhiEKIueB2bug.1>

Meeting ID: 946 8058 4077

Passcode: 523744

AGENDA

OPEN MEETING

The following statement will be read: “The Southwest Wisconsin Technical College District Board’s December 19, 2024, meeting is called to order. This meeting is open to the public and in compliance with State Statutes. Notice has been sent to the press, posted on campus, CESA 3, Fennimore’s City Office, and on the College’s website at www.swtc.edu/about/board/meetings in an attempt to make the general public aware of the time, place, and agenda.”

- A. Roll Call
- B. Reports/Forums/Public Input

CONSENT AGENDA

- A. Approval of Agenda
- B. Minutes of the November 15, 2024, Regular Board Meeting
- C. Financial Reports
 - 1. Purchases Greater than \$2,500
 - 2. Treasurer’s Cash Balance
 - 3. Budget Control
- D. Contract Revenue
- E. Personnel Items

OTHER ITEMS REQUIRING BOARD ACTION

- A. Approval of Fund & Account Transfers (2023-24 Budget Modifications)
- B. Approval of 2023-24 Financial Audit
- C. Approval of WTCS Facilities Request: Radiography Lab Remodel
- D. Approval of Bid# 2425-03 Radiography Lab Remodel

BOARD MONITORING OF COLLEGE EFFECTIVENESS

- A. Staffing Update

INFORMATION AND CORRESPONDENCE

- A. Enrollment Reports and Student Success Scoreboard
 - 1. Program Application Comparison: 2024-25 vs. 2025/26
 - 2. 2024-25 Year-Over-Year FTE Comparison
 - 3. Student Success Scoreboard
- B. Chairperson’s Report
 - 1. District Boards Association Update
 - 2. District Boards Association Legislative Seminar – January 15-16, 2025, and ACCT Governance Leadership Institute – January 17, 2025
 - 3. Department of Correction Graduation Ceremonies
 - i. Boscobel (WSPF): January 29, 2025
 - ii. Prairie du Chien (PDCI): January 31, 2025
 - 4. Rescheduling of the Board’s Aspen Professional Development – February 27, 2025
- C. College President’s Report
 - 1. College Health Indicator #1: Graduation Rates

2. Student Success Plan Accountability Reporting
 3. High School Dual Credit Update
 4. Project RISE ERP Update
 5. College Happenings
- D. Other Information Items

ESTABLISH BOARD AGENDA ITEMS FOR NEXT MEETING (REGULAR MEETING)

- A. Agenda
1. Approval of Board Monitoring Report - Safety & Security
 2. Budget Planning - Compensation
 3. Under President's Report: ACCT National Legislative Summit, February 9-12, 2025
- B. Time and Place
- Thursday, January 23, 2025, 6:00 p.m., Southwest Tech, Room 430

ADJOURN TO CLOSED SESSION

- A. Consideration of adjourning to a closed session for the purpose of
1. Discussing the president's employment per Wisconsin Statutes 19.85(1)(c) {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}
- B. Approval of Closed Session Minutes from November 15, 2024.

RECONVENE TO OPEN SESSION

- C. Action, if necessary, on Closed Session Items

ADJOURNMENT

{FACILITIES AT SOUTHWEST TECH ARE HANDICAP ACCESSIBLE. FOR ALL ACCOMMODATIONS, CALL 608-822-2632 OR E-MAIL DISABILITYSERVICES@SWTC.EDU.}

After a review of the Consent Agenda, including the December 19, 2024, agenda; November 15, 2024, Board meeting minutes; financial reports; five contracts totaling \$20,473.60 in November 2024; new hire recommendations of Samuel Burke, Adult Education Instructor and Kami Ivey, Associate Degree Nursing Instructor; and the resignation of Ashley Wojtalewicz, Sustainable Energy Management Instructor and DOE Grant Director, Mr. Tuescher moved, seconded by Mr. Enright, to approve the Consent Agenda, as presented. Motion adopted.

A review of College financials and 2023-24 Budget Modifications was presented by Caleb White, Vice President for Administrative Services. The General, Capital Projects, Enterprise, and Trust/Agency (Special Revenue) funds are being modified. Ms. Jordie moved, seconded by Ms. Wonderling, to approve, as presented, the 2023-24 Budget Modifications. Upon a roll call vote, all present members voted affirmatively to approve the modifications as presented: Mr. Blume, Mr. Enright, Ms. Fillback, Ms. Jordie, Mr. Tuescher, Mr. Williamson, Ms. Wonderling, and Mr. Bolstad. Motion adopted.

Mr. White presented the College's 2023-24 Financial Audit. The independent auditors' 2023-24 report is an unmodified ("clean") audit opinion without material or significant deficiencies noted. Mr. Tuescher moved, seconded by Mr. Enright, to approve the 2023-24 financial audit, as presented. The motion was unanimously adopted.

Mr. White presented a district board resolution for the Radiography lab remodel project. As part of the process of creating a learning lab space for the College's new Radiography program and as part of the College's 3- and 10-year master facilities plans, the College must submit a district board resolution to the Wisconsin Technical College System Board for its approval to remodel space on the first floor of the Heath Science Building. Mr. Williamson moved, seconded by Ms. Jordie, to approve, as presented, the district board's resolution showing approval of the Radiography lab remodel project. The motion was unanimously adopted.

Bids were sought to remodel space for the Radiography learning lab. Mr. White informed the Board that three vendors attended the pre-bid meeting with only one submitting a bid. Ms. Fillback moved, seconded by Mr. Blume, to accept and award a contract for the low bid for the Radiography Lab Remodel project for \$74,200 to Tricon General Construction, Inc. of Dubuque, IA, contingent on WTCS State Board approval in January 2025.

Staffing updates were provided by Krista Weber, Chief Student Services Officer. The various phases of where the College is with vacancies and interviewing were highlighted.

Katie Glass, Chief Communications Officer, presented the Program Application Comparison and the FTE Year Over Year Comparison Reports. Fall applications are significantly down again this month, but January applications have increased. This month's FTE report indicates stability in comparison with last year's report.

Holly Clendenen, Chief Student Services Officer, presented an update on the advancement made in Student Success Plans. As of December 9, 2024, the following portions have been completed: 1,558 career assessments, 1,551 academic maps with supports and services, and 831 financial budgets. Of the 831 completed financial budgets, 433 students have a financial gap. The average 2024/25 student financial gap is \$6,951. 787 students have a completed plan. There are 341 special population students with a completed plan. It was noted that the first round of scholarships for students with financial gaps within their budgets is planned for January.

Under the Chairperson's Report:

- The District Boards Association updates include Diane Handrick's appointment as the executive director until the end of the fiscal year. An updated MOU is being drafted. Fox Valley has indicated it is no longer interested in being a fiscal agent at the end of this fiscal year.
- The District Boards Association Legislative Seminar and ACCT's Governance Leadership Institute are in January 2025. Board attendance is encouraged.

- The Department of Corrections (Boscobel WSPF and Prairie du Chien PDCI) will hold winter graduation ceremonies in January. Board attendance is welcome and encouraged.
- The Aspen professional development is rescheduled for February 27, 2025. This training will be before the board meeting.

Under the College President's Report:

- College Health Indicator #1 promotes equity in student learning measured by graduation rates for all students, including special populations. Best efforts will be made to raise the graduation rate from nearly 60% to 75%.
- There is an appreciation for Holly Clendenen's leadership and the growth of the Student Success Plan initiative. Thus far, transaction data has been reported for transactional accountability. In 2025, the intention is to determine a way to start updating the Board on data points that indicate transformational interactions with students.
- 27 of 30 school districts are participating in the funding opportunity offered to support high schools with Student Success Plans in phase 1. Phase 2 is entertaining prioritizing the focus on work-based learning with the opportunity to emphasize key program areas: agriculture and manufacturing. Thank you to Katie Glass and her team.
- Project RISE ERP update includes more cases resolved than submitted. Anthology has again increased its supportive resources, and 19 of the 22 critical showstoppers have been resolved.
- College Happening shared: Graduation was last week with two ceremonies. A posthumous degree was awarded to Jennifer Koue, a Midwifery student, who was killed in an automobile accident before graduating.

No other information items were noted.

Mr. Enright moved, seconded by Mr. Tuescher, to adjourn to a closed session to discuss the president's employment per Wis. Stats. 19.85(1)(c) {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.} Upon roll call vote, all present members voted affirmatively to move to closed session: Ms. Wonderling, Mr. Williamson, Mr. Tuescher, Ms. Jordie, Ms. Fillback, Mr. Enright, Mr. Blume, and Mr. Bolstad. The motion carried and the meeting moved to a closed session at 7:03 p.m.

No action was taken during the closed session. With no further business to discuss in the closed or open sessions, Mr. Blume moved to adjourn, with Mr. Tuescher seconding the motion. The motion carried and the meeting adjourned at 7.47 p.m.

Kent Enright, Secretary

C. Financial Reports

1. Purchases Greater than \$2,500

**SOUTHWEST WISCONSIN TECHNICAL COLLEGE
PURCHASES GREATER THAN \$2,500
FOR THE PERIOD 12/01/2024 - 12/31/2024**

Vendor	Expenditure Invoice #	Description	Amount
Sikich	12.1.24 SMT	DECEMBER STATEMENT	275,223.80
IRS	12.6.24 IRS	IRS PAYMENT FOR 12.6.24	152,544.92
WRS-PR	12.31.24 PR	WRS	142,435.91
IRS	12.20.24 IRS	IRS	123,430.39
Modern Campus	INV019212	LUMENS	83,200.00
Berglund	14091	BURN TOWER FALL PROTECTION PROJ	55,000.00
IRS	12.10.24 IRS	IRS PAYMENT	34,737.25
Associated - PAYROLL	12.6.24 HSA	HSA PAYMENT	26,287.33
Fennimore Utilities	12.2.24 STMT	UTILITIES	26,041.78
WI DOR- PR	12.6.24 DOR	WI DOR	25,208.68
Associated - PAYROLL	12.19.24 HRA PMT	HRA	21,574.10
WI DOR- PR	12.20.24 DOR	DOR	21,040.24
Power Test	D1-34348-19830	35% DEPOSIT	17,137.75
Quarles	6812379	SERVICES/DISBURSEMENTS	14,750.00
Patterson Dental CK	3034382974	SCHICK33 6 FT	13,588.04
Morrison's Auto	1FTFW1EDONFA25754	2022 FORD F-150	12,500.00
IAA	5YJ3E1EA7PF512842	2023 TESLA MODEL 3	11,081.60
Great West	12.9.24 DEF COMP	DEFERRED COMP	11,002.19
CLA	L241849495	AUDIT SERVICES 6.30.24	10,500.00
Turnitin	IN-TII-52787	TURNITIN FEEDBACK STUDIO	7,809.00
US Omni	12.9.24 VANGUARD	VANGUARD	5,884.77
WE	5292658890	UTILITIES	5,636.97
US Omni	12.20.24 VANGUARD	VANGUARD	5,482.90
Constellation	4196249	UTILITIES	5,419.50

Vendor	Expenditure Invoice #	Description	Amount
Delta	871711	DENTAL CLAIMS	5,066.80
ExamSoft	IN-ESW-14108	SOFTWARE	4,875.00
CEC	437003	ANNUAL FIRE INSPECTION	4,828.11
Madison National	1661228	DISABILITY INSURANCE	4,541.53
Delta	869153	DENTAL CLAIMS	4,253.92
Delta	870427	DENTAL CLAIMS	4,215.71
WCC	73799	CLOTHING	4,062.00
Delta	878209	DENTAL CLAIMS	3,913.05
WI DOR- PR	12.10.24 DOR	WI DOR	3,910.50
Hinge Properties	JAN 25 RENT	JANUARY RENT	3,715.27
Magellan P	41685	PROMO ITEMS	3,493.38
PCARD - Z & Z	ZZ102562 NON GRANT	SUPPLIES	3,485.87
eCampus.com	6557-241231-430	VOUCHERS	2,974.02
Entrance Technologie	33201	TO SUPPLY & INSTALL	2,917.20
Delta	879501	DENTAL CLAIMS	2,680.00
Chargepoint	IN312303	CPAAS-CT4000-DUAL-3	2,640.00
E9012066	SWTC-00003872	Expense report number SWTC-009133 9012066	2,610.36
McKesson	73641328	TAPE/JELLY/STIPS/POUCH	2,524.33
Total Invoices			\$1,174,224.17
Vendor	Bank Withdrawals Transaction Date	Audit Trail	Amount
None			
Total Bank Withdrawals			\$0.00
Payroll Period	Payroll Payroll Date		Amount
12/20/2024 Payroll	12/20/2024		527,750.11
12/06/2024 Payroll	12/6/2024		447,941.93
Total Payroll			\$447,941.93
Total Purchases >= \$2,500			\$1,622,166.10

2. Treasurer's Cash Balance

Southwest Wisconsin Technical College			
Report of Treasurers Cash Balance 12/31/2024			
Receipts			
Fund			
1 General	385,480.00		
2 Special Revenue	-		
3 Capital Projects	4,002,642.40		
4 Debt Service	-		
5 Enterprise	59,118.00		
6 Internal Service	292,956.00		
7 Financial Aid/Activities	16,998.00		
Total Receipts		4,757,194.40	
Expenses			
Fund			
1 General	1,967,489.00		
2 Special Revenue			
3 Capital Projects	167,838.00		
4 Debt Service	14,750.00		
5 Enterprise	101,320.00		
6 Internal Service	304,057.00		
7 Financial Aid/Activities	73,834.00		
Total Expenses		2,629,288.00	
Net cash change - month			2,127,906.40
EOM Cash Balances			
-Midwest One Operating 0356	-		
-Midwest One Investment 7167	2,391,574.84		
-Cash on Hand	2,700.00		
-Local Government Investment Pool	8,975,724.22		
Ending Cash/Investment Balance		11,369,999.06	

3. Budget Control

Southwest Wisconsin Technical College							
YTD Summary for Funds 1-7							
For 6 Months ended December 2024							
	2024-25 Budget	2024-25 YTD Actual	2024-25 Percent	2023-24 Percent	2022-23 Percent	2021-22 Percent	2020-21 Percent
General Fund Revenue	27,411,400.00	6,780,532.35	24.74	30.95	26.53	26.60	29.62
General Fund Expenditures	27,661,650.00	12,038,224.19	43.52	48.80	51.43	43.46	48.97
Capital Projects Fund Revenue	4,729,400.00	4,075,387.90	86.17	73.80	2.96	0.55	0.36
Capital Projects Fund Expenditures	3,810,365.00	820,268.88	21.53	46.94	14.42	11.74	26.08
Debt Service Fund Revenue	6,760,000.00	-	-	-	61.18	-	-
Debt Service Fund Expenditures	6,747,389.00	345,500.00	5.12	5.51	3.45	16.34	17.76
Enterprise Fund Revenue	2,300,000.00	1,084,198.92	47.14	57.75	43.06	48.39	57.61
Enterprise Fund Expenditure	2,400,000.00	809,926.85	33.75	40.87	43.36	95.84	44.01
Internal Service Fund Revenue	4,455,000.00	1,767,390.37	39.67	42.87	44.91	44.68	44.09
Internal Service Fund Expenditures	4,455,000.00	1,915,788.97	15.71	53.13	46.25	44.74	47.02
Trust & Agency Fund Revenue	9,100,000.00	3,007,266.20	33.05	34.91	31.20	41.05	26.91
Trust & Agency Fund Expenditures	9,125,000.00	3,890,821.85	42.64	43.04	42.20	35.61	34.16
Grand Total Revenue	54,755,800.00	16,714,775.74	30.53	33.88	31.98	26.26	25.19
Grand Total Expenditures	54,199,404.00	19,820,530.74	36.57	42.25	38.80	37.50	39.45

D. Contract Revenue

There are 23 contracts totaling \$249,092.00 in December 2024 being presented for Board approval:

								INDIRECT COST FACTOR		
								On-Campus	Off-Campus	Waiver
<u>Contract Holder</u>	<u>Contract #</u>	<u>Service Provided</u>	<u>Contact</u>	<u>Number Served</u>	<u>Price</u>	<u>Exchange of Services (Instructional Fees Waived)</u>				
Minnesota Telecom Alliance	03-2025-0032-I-41	Leadership Academy 36	Holly Straka	9	\$ 7,425.00	No			X	
USA Clay Target League	03-2025-0037-T-42	Wisconsin League director duties August-November	Caleb White		\$ 2,000.00	No			x	
WI Dept. of Corrections	03-2025-0049-I-32	Equipment Safety	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	Blueprint Reading	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	GMAW Equipment	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	GMAW Carbon	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	GMAW Carbon Spray	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	FCAW Equipment	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	FCAW Carbon	Holly Straka	8	\$ 8,400.00	No			X	
WI Dept. of Corrections	03-2025-0049-I-32	AWS Tests	Holly Straka	8	\$ 3,700.00	No			X	
CESA 3	03-2025-0050-I-11	ColLEDGE Up Gear Up - Economics	Bri Fortney	17	\$ 7,964.50	No			X	
CESA 3	03-2025-0050-I-11	ColLEDGE Up Gear Up - Intro to Diversity	Bri Fortney	93	\$ 43,570.50	No			X	
CESA 3	03-2025-0050-I-11	ColLEDGE Up Gear Up - Intro to Psychology	Bri Fortney	75	\$ 35,137.50	No			X	
CESA 3	03-2025-0050-I-11	ColLEDGE Up Gear Up - Speech	Bri Fortney	52	\$ 24,362.00	No			X	
CESA 3	03-2025-0051-I-11	ColLEDGE Up Nursing - Medical Terminology	Bri Fortney	53	\$ 24,830.50	No			X	
CESA 3	03-2025-0052-I-11	ColLEDGE Up Healthcare - Fundamentals of Chemistry	Bri Fortney	9	\$ 2,826.00	No			X	
CESA 3	03-2025-0053-I-11	ColLEDGE Up Pistons 2 Pathways - Auto Tech Occ Internship	Bri Fortney	7	\$ 2,198.00	No			X	
CESA 3	03-2025-0053-I-11	ColLEDGE Up Pistons 2 Pathways - Automotive Maintenance	Bri Fortney	28	\$ 15,183.00	No			X	
CESA 3	03-2025-0054-I-11	ColLEDGE Up Criminal Justice - Introduction to Corrections	Bri Fortney	9	\$ 4,216.50	No			X	
CESA 3	03-2025-0055-I-11	ColLEDGE Up Education - ECE Health Safety & Nutrition	Bri Fortney	6	\$ 2,811.00	No			X	
CESA 3	03-2025-0056-I-11	ColLEDGE Up Agribusiness - Intro to Soils	Bri Fortney	2	\$ 949.50	No			X	
CESA 3	03-2025-0056-I-11	ColLEDGE Up Agribusiness - English Comp	Bri Fortney	14	\$ 6,559.00	No			X	
CESA 3	03-2025-0056-I-11	ColLEDGE Up Agribusiness - Plant & Soil Science	Bri Fortney	14	\$ 6,559.00	No			X	
TOTAL of all Contracts				452	\$ 249,092.00					
Exchange of Services				-	\$ -					
For Pay Service				452	\$ 249,092.00					

Southwest Wisconsin Technical College

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E. Personnel Items

The Personnel Report includes a recommendation for one promotion/transfer, one retirement, and one resignation:



**PERSONNEL REPORT
January 23, 2025**

EMPLOYMENT: NEW HIRE

None	
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PROMOTIONS/TRANSFER

NEW POSITION

Roberta Koch (Advisor)	Adult Education Instructor-Richland Center Site
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RETIREMENTS / RESIGNATIONS

Louise Bradley (December 19, 2024)	Prior Learning/Testing Specialist
Jill Henry (December 20, 2024)	Nursing Assistant Instructor

Recommendation: Approve, as presented, the January 23, 2025, Consent Agenda.

Other Items Requiring Board Action

A. Approval of Board Monitoring Report: Safety and Security

Heath Ahnen, Executive Director of Information Technology Services, and Dan Imhoff, Executive Director of Facilities, Safety & Security, will summarize the January 2025 Board Monitoring Report - Safety & Security. The report follows.

Recommendation: *Approve, as presented, the January 2025 Board Monitoring Report - Safety and Security.*

Board Monitoring Report

Safety and Security

January 25, 2025

EXECUTIVE SUMMARY

Alignment with Mission, Vision, Values, and Purposes

Southwest Wisconsin Technical College (Southwest Tech) (College) has a proud history of providing a safe learning environment for our students and a safe workplace for our employees. Ensuring safety directly supports our commitment to equitable college access, fostering an environment where students feel secure enough to focus on their educational goals. By maintaining high safety standards, Southwest Tech enables students to focus on their studies, complete their programs, and transition successfully to careers or further education. A wide variety of policies and procedures have been developed over the years to ensure the health and safety of students, employees, and visitors to the campus. In addition, we comply with constantly emerging and evolving federal and state laws which are increasingly complex. Every member of our campus community plays an integral role in both the safety and security of the campus; therefore, it is important we provide them with the training and tools they need to help keep Southwest Tech the safe and inviting place it has always been.

Alignment with Strategic Directions

Campus safety and cybersecurity are foundational to ensuring we provide an accessible, inclusive, and high-quality education. When our teaching spaces are safe, students are more likely to enroll, stay, and earn their degrees from the college. For employees, a safe work environment fosters a culture of care and trust, enabling personal connections with students that enhance their sense of belonging and motivation. Individuals who feel cared for are more likely to have a positive attitude toward the people they work with and the institution. When they feel safer and more secure, distractions are removed that can undermine their productivity and help them reach their full potential. Employees are also more likely to attend and stay with an institution that has a reputation for ensuring the safety of all their stakeholders. By emphasizing safety, we also align with our vision of preparing students for successful post-graduate outcomes, creating pathways to meaningful careers, and contributing to the economic and social well-being of our region.

Competitive Positioning Statement

Providing a safe environment gives Southwest Tech an advantage in recruiting and retaining both students and employees. To maintain our competitive advantage, it is imperative the College continues to train people in how to avoid an emergency or how to respond in a crisis. The threats to the College constantly evolve and it is important to make sure our plans and procedures are updated. Our plan's quality depends on continual professional development and debriefing our response after training or real emergency situations. Having a safe environment also has a direct effect on insurance and time lost costs. Campus safety has a direct effect on college operations and operating costs. Continuous training and adaptation to evolving threats strengthen our ability to protect stakeholders, enabling students to focus on completing their education and pursuing careers.

STRATEGIC INITIATIVES DESIGNED TO IMPROVE OUR PERFORMANCE

2024 Results

1. In 2024, Southwest Tech safety team members conducted 12 scenario-based situational awareness training sessions during departmental meetings hosted by campus Deans, Student Services, and Human Resources. This training provides faculty and staff with practical guidance on recognizing and reporting concerning behaviors or situations. This initiative has had a positive impact, evidenced by the improved quality of incident reports, demonstrating improved awareness and responsiveness across the campus community.
2. The College upgraded four campus emergency contact phones in 2024 to enhance visibility and integration with the campus-wide emergency alert system. These upgrades ensure faster communication during emergencies and reinforce our commitment to maintaining a safe and secure campus environment for students, employees, and visitors.
3. Southwest Tech completed gap analysis based 153 safeguards on the Center for Internet Security 18 Critical Security Controls (CIS-18). Interviews with key personnel at SWTC identified the current state. Information Technology Services (ITS) worked to remediate and increase the overall security posture of SWTC.
4. The continued enhancement of the Security Operations Center involves partnering with a vendor to provide 24/7 security monitoring and response for the Southwest Tech computing environment.
5. The Information Technology Services (ITS) department received a grant from District Mutual Insurance (DMI) to invest in a next-generation network vulnerability

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management tool. These evaluations emphasized the need for proactive measures to mitigate IT risks and strengthen the college's overall security posture.

The identified risk will be addressed by implementing a network vulnerability scanner. This tool will allow Southwest Tech to regularly scan its network infrastructure, detect vulnerabilities, and prioritize them based on severity. By enabling timely remedial actions, the college can effectively address these vulnerabilities and significantly reduce the risk of cybersecurity incidents.

6. Southwest Tech is committed to work-based learning, providing IT program students with valuable real-world experience by leveraging existing tools to secure the SWTC environment. Students will develop practical skills by actively monitoring and mitigating cybersecurity threats, collaborating with the college's IT department to address vulnerabilities. This experiential learning approach allows students to engage directly with security practices, better preparing them for the demands of the cybersecurity field while simultaneously supporting the college's infrastructure.

2025 Initiatives

1. The College will continue its employee safety training program, reinforcing its commitment to campus security and preparedness. Past training sessions included cybersecurity, situational awareness, and classroom management. Future sessions will cover critical topics such as "Run Hide Fight" strategies, effective incident reporting, and campus evacuation procedures. These trainings improve employee readiness and contribute to a safer environment for the entire campus community.
2. A project is underway to upgrade the existing exterior security cameras and have them integrated with the building access system. This integration will enhance monitoring coverage and response capabilities, improving campus safety. The project is partially funded through a Districts Mutual Insurance (DMI) safety and security grant and is the first phase of the camera integration project.
3. Southwest Tech has integrated endpoint administration into the Charger Technology Support Center, establishing a dynamic learning hub where students gain hands-on experience in modern IT security management. In collaboration with ITS professionals, students will engage in tasks such as monitoring and maintaining endpoint protection solutions, applying software patches, and securing devices across the college's network. This experiential approach will bridge theoretical knowledge with practical application, equipping students with market-ready skills while reinforcing Southwest Tech's commitment to work-based learning.

4. Southwest Tech will utilize a new, no-cost risk mitigation resource provided by DMI to colleges with a DMI network security/cyber liability policy. Through a partnership with Gallagher's cyber risk management team, the college will gain access to the Cyber Defense Centre and a virtual Chief Information Security Officer (vCISO). This initiative is part of an ongoing effort to strengthen the college's cybersecurity posture by leveraging advanced, expert-level resources to monitor, assess, and mitigate cyber risks at no additional cost.

RECOGNIZING AND VALUING PEOPLE

Core Emergency Response Team (CERT)

CERT is a group of appointed Southwest Tech administrators and staff responsible for deciding how to respond in crisis situations affecting Southwest Tech community members. CERT meets monthly to plan and participate in crisis simulations. Crisis response plans and procedures are regularly updated to reflect the latest industry best practices. Debrief meetings are held after all incidents to evaluate the campus's response and provide updates. CERT is led by the Executive Director of Facilities, Safety & Security and includes key College personnel selected based on their background and known abilities. The tasks performed as a CERT member are in addition to their regular duties at the College. These people are quick to respond when needed and must make tough decisions usually under intense pressure when the team is together; these decisions are made knowing they will be second guessed or critiqued by both internal and external stakeholders but are willing to stand behind the choices they make.

The CERT members are Caleb White, Cynde Larsen, Kris Wubben, Karl Sandry, Katie Glass, Heath Ahnen, Krista Weber, Josh Bedward, Holly Clendenen, Connie Haberkorn, Nicole Nelson, and Dan Imhoff.

Occupational Safety and Health Administration (OSHA) Audits

As a college, we recognize prevention is the best way to avoid most injuries and medical emergencies. Based on this knowledge, a plan has been implemented for monthly audits of shop and lab spaces. These monthly audits are in addition to the annual audit performed by District Mutual Insurance (DMI). Karl Sandry is leading this initiative and does an excellent job working with the staff and instructors in not only pointing out the deficiencies but also working on corrective solutions. This hands-on

approach has significantly reduced the number of reported violations during DMI's annual campus audit, with the 2024 audit being the most successful to date.

Behavioral Intervention Team (BIT)

A behavioral intervention team (BIT) is a multi-disciplinary group whose purpose is to support our students via concern reports issued by faculty and staff. The team tracks "red flags" over time, detecting patterns, trends, and disturbances in an individual's or group's behavior. The team will help guide the individual or group to the resources they need to prevent the identified issue from worsening. Referral resources may include the College's on-campus staff mental health counselor or outside entities that can serve the students' needs. By tracking patterns and intervening early, BIT helps mitigate barriers to access and completion, ensuring students remain on track to graduation and post-graduate opportunities.

In October, a joint grant application was submitted and awarded through District Mutual Insurance company for statewide Behavioral Intervention training. This training consists of webinars on key topics and will culminate with an in-person training session in February.

The BIT members are Stephanie Brown, Virginia Reynolds, Heather Fifrick and Dan Imhoff.

Student Security

The College has implemented a Student Security program for the past four years. This program is overseen by Dan Imhoff. The program is staffed by five current Criminal Justice students. The students are unarmed and patrol campus on a rotating schedule. Student Officer tasks include Building Safety Inspections, Fire Safety Inspections (extinguishers, emergency lighting, means of egress), Medical Kit & AED (Automatic External Defibrillator) inspections/stocking, Emergency Pre-Incident Plans, and aiding stakeholders in emergency situations. While patrolling Student Officers are assessing the security of the buildings and will help create corrective action plans if something is observed. The program not only provides real-world experience but by addressing potential security concerns, the program helps create a safe and supportive environment conducive to academic focus and achievement. This initiative directly supports student retention and success, reflecting the College's dedication to fostering a secure and enriching learning environment.

Campus Cybersecurity Incident Response Team (CIRT)

An Incident Response Team (CIRT) is a specialized group of professionals from Southwest Tech's Information Technology Services (ITS) department, assembled to handle cybersecurity incidents. Their responsibilities include threat analysis, threat isolation, communication with stakeholders, ensuring business continuity, restoring services, and providing call center support. The team is led by Heath Ahnen, the Executive Director of Information Technology Services. Current members of the team are Matthew Baute, Dave Friesen, John Troxel, Janet Adalance, Jake Mootz, Bob Thompson, Dan Rogers, and Calvin Butteris.

PRESENTATION OF THE DATA

The emphasis on safety and incident management ensures students and employees experience minimal disruptions to their education and work. Timely reporting and response to incidents create a culture of accountability and continuous improvement, directly supporting our efforts to increase student retention, completion, and post-graduate outcomes.

1. Workers Compensations Statistics

Year	Claims	Total Incurred	Open Claims	Total Reserve
2020-2021	7	\$122,318.31	0	\$0
2021-2022	8	\$16,625.01	0	\$0
2022-2023	11	\$6,625.31	1	\$0
2023-2024	5	\$2,292.34	0	\$0

We have seen a decrease in open claims in 2023 - 2024 compared to the past few years. Of the five reported claims in 2023 - 2024, only two were costs incurred. We encourage employees to make a claim on incidents even if the possibility of the claim incurring expenses is low. Open claims do not affect Workers Compensation costs if they do not have costs incurred, but a delay in filing a claim that incurs costs negatively affects the coverage rates.

2. Incident Data

Metric	Goals	2020-2021	2021-2022	2022-2023	2023-2024
Security Incidents (student or employee)	0	0	0	0	0
Worker Compensation Mod Factor	0.75	0.97	0.68	0.82	0.86
Number of Class/Type A, B, C Student Incidents					
- Type A: Limited/no medical attention	0	16	12	13	21
- Type B: Moderate injuries (stitches, burns)	0	2	4	3	17
- Type C: Severe injuries (broken bones, etc.)	0	1	0	1	4
Total Student Incidents	0	19	16	17	0

We have seen the number of incidents reported on campus has increased training and emphasis on the importance of reporting resulted in more reports in a timely manner, especially for Type B injuries. Through training and emphasizing the importance of reporting no matter how insignificant the incident may seem we have seen improvement in the timeliness and thoroughness of the reports.

Attack Detections

Detections By Type 2024	Graymail	SPAM	PHISHING	DLP	Malware	Anomaly
284,270	184,972	94,888	3853	366	143	52

In 2024, email detections identified across various categories. The most prevalent detection type was **Graymail**, with a total of 284,270 detections, followed by **SPAM** at 184,972 detections. **Phishing** attempts totaled 94,888, highlighting an ongoing risk to organizational security. Additional detections included **Data Loss Prevention (DLP)** issues at 3,853, **Malware** at 366, and **Anomalies** at 143. These detections emphasize the importance of maintaining robust cybersecurity measures to safeguard against a wide range of threats and ensure the protection of sensitive data.

STRENGTHS

1. The willingness of such a large group of employees to join the various safety and security teams and committees on campus shows the employee commitment that is necessary to create a safe campus.
2. The College's emergency response plan has been reviewed by DMI (Districts Mutual Insurance) and is viewed as a strength.
3. The modern building access system enhances campus safety, ensuring students and employees can focus on achieving their goals without distraction.
4. SWTC's partnership with a Security Operations Center (SOC) for 24/7 monitoring strengthens its cybersecurity by enabling continuous surveillance and rapid response to potential threats. Leveraging the SOC's expertise and tools, SWTC proactively identifies vulnerabilities, mitigates risks, and protects sensitive data.

WEAKNESSES

1. Although served by local law enforcement and supplemented with student security officers, the college lacks constant security on campus.
2. Although the technology provided by the college security camera system is viewed as a strength there are still areas of the campus that are not covered.
3. Cybercriminals now have more ways to launch attacks because the risks are always changing. These risks are becoming harder to manage and more widespread. With the move to remote work and learning, faculty, staff, and students are working outside of Southwest Tech's secure network, making it easier for attackers to find vulnerabilities.

Board Monitoring of College Effectiveness

A. Staffing Update

Krista Weber, Chief Human Resources Officer, will provide an update on College staffing:

	Status and/or Additional Info	Title	Name	Effective Date	Funding Source &/or Estimated Wage Range/Hired Salary
1	Replacement	Mathematics Instructor	Elizabeth Moellers	7/1/2024	MS: \$56,533 – \$89,888 Hired at \$64,000
2	Replacement	Communication Instructor	Anna Dickman	7/1/2024	AS: \$53,878 – \$85,666 Hired at \$60,000
3	Replacement	Nursing Instructor	Katie Greve	11/1/2024	MS: \$56,533 - \$89,888 Hired at \$75,000
4	Replacement	Cosmetology Instructor	Lauren Runde	8/6/2024	AS: \$53,878 - \$85,666 Hired at \$62,000
5	Replacement	IT Support Specialist	Janet Adalance	8/12/2024	C42: \$24.88 - \$34.83/hr Hired at \$30/hr
6	Replacement	Advisor	Roberta Koch	7/25/2024	C42: \$51,741.76 - \$72,438.46 Hired at \$67,000
7	Replacement	Student Engagement Coordinator and Athletic Director	McKenzie Graf	8/19/2024	C41 \$48,908.24 - \$68,471.54 Hired at \$49,000
8	Replacement	Foundation Director	Hold	8/9/2024	D62: \$67,359.08 - \$97,670.88
9	Replacement	Agriculture Instructor	Kaley Nelson	8/8/2024	BS: \$51,221 - \$81,444 Hired at \$64,000
10	New	SMART Manufacturing Engineer & Trainer	Silas Bernardoni	9/3/2024	C45: \$58,124.23 - \$89,888 Hired at \$85,000
11	Replacement	Business Analyst - Student Information System	Brad Fox	10/14/2024	C42: \$24.88 - \$34.83/hr Hired at \$34.75/hr
12	Replacement	Foundation Development Officer	Adam Phillips	Transfer	C42: \$51,741.76 - \$72,438.46 Hired at \$58,000
13	Replacement	Bookstore Manager	Nicole Nelson	Transfer	B24 Hourly: \$22.00 - \$28.61 Hired at \$26/hr
14	Replacement	Nursing Assistant Instructor and Program Lead	Christy Chappell	10/4/2024	BS: \$51,221 - \$81,444 Hired at \$66,500
15	Replacement	Director of Human Resources	Ross Martin	10/14/2024	D63: \$70,133.94 – \$101,695.41 Hired at \$96,000

	Status and/or Additional Info	Title	Name	Effective Date	Funding Source &/or Estimated Wage Range/Hired Salary
16	Replacement	Budget and Finance Assistant	Hold	10/4/2024	B22 Hourly: \$19.56 - \$25.37
17	Replacement	Human Resources Generalist	Isabelle Manning	10/7/2024	B24 Hourly: \$22.00 - \$28.61 Hired at \$26.50/hr
18	New	Dual Enrollment Student Success Specialist	Brooke Marcue	10/4/2024	C43: \$54,575.27 - \$76,406.43 Hired at \$59,000
19	Replacement	Administrative Assistant (Facilities)	Morgan Zach	10/7/2024	B22 Hourly: \$19.56 - \$25.37 Hired at \$21.00/hr
20	New	Artificial Intelligence Training Coordinator	Hold	Posted: 10/28/2024	C42: \$51,741.76-\$72,438.46
24	Replacement	Associate Degree Nursing Instructor	Kami Ivey	Posted: 10/17/2024	BS: \$51,221-\$81,444. Hired at \$69,000
21	Replacement	Adult Education Instructor-Platteville	Samuel Burke	Posted: 10/17/2024	B33 Hourly: \$24.88-\$34.83 Hired at \$25/hour
22	Replacement	Adult Education Instructor-Richland Center	Roberta Koch	Transfer	B33 Hourly: \$24.88-\$34.83 Hired at \$33/hour
23	Replacement	Business Analyst- Finance/HR/Payrol	Interviewing 2 additional applicants	Posted: 11/20/2024	C43 Hourly: \$26.24-\$36.73
25	Replacement	Nursing Assistant Instructor	Posted	Posted: 12/16/2024	BS: \$51,221-\$81,444
28	Replacement	Electromechanical Trainer and DOE Grant Coordinator	Posted	Posted: 12/11/2024	D63: \$70,133.94 – \$101,695.41
26	Replacement	Academic Success Coach-Tutor [Health and Science]	Posted	Posted: 12/19/2024	B24 Hourly: \$22.00-\$28.61
27	Replacement	Academic Success Coach-Tutor [General]	Posted	Posted: 12/19/2025	B24 Hourly: \$22.00-\$28.62

B. Budget Planning – Considering Compensation Options

Ms. Weber will lead an interactive scenario and discussion with the Board. A comparison of compensation adjustment options follows.

Compensation Adjustment Comparisons

1. Cost of Living (CPI) Adjustments

- **Description:** Annual compensation adjustments tied to the Consumer Price Index (CPI) to ensure employees' earnings keep pace with inflation.
 - *Options:*
 - Fixed percentage adjustments to base wage, based on CPI trends (e.g., 3%).
 - Include a bonus that does not change base pay. This provides flexibility without creating long-term commitments.
 - Incorporate a combination of CPI base pay adjustment and bonus.
- **Considerations:**
 - Ensures fairness and predictability in compensation.
 - May not sufficiently reward high performers.
 - Requires periodic review of CPI trends.

2. Pay for Performance

- **Description:** Compensation adjustments or bonuses based on individual or team performance metrics.
 - *Options:*
 - Utilize the **performance management system** to track and evaluate employee contributions.
 - Allocate funds to supervisors for **spot bonuses** to reward exceptional performance in real time.
 - Establish a combination of annual merit increases and discretionary performance-based bonuses.
- **Considerations:**
 - Rewards high performers and encourages a performance-driven culture.
 - Requires robust and transparent performance evaluation mechanisms.
 - Potential disparities if not managed.

Information and Correspondence

A. Application & Enrollment Reports and Student Success Scoreboard


1. Program Application Comparison: 2024/25 vs. 2025/26

Program Application Comparison 2024/25 vs. 2025/26								
Fall 2025 Applications		01/15/24			01/10/25			
PROGRAM	CAP	IP	ACCEPT	TOTAL	IP	ACCEPT	TOTAL	YOY
Accounting		21	3	24	6	5	11	-13
Accounting Assistant		5	1	6		0	0	-6
Advanced EMT			0	0		1	1	1
Agribusiness Science & Technology - Agbus Mgmt			27	27	8	4	12	-15
Agribusiness Science & Technology - Agronomy			8	8				-8
Agribusiness Science & Technology - Agronomy Tech			1	1				-1
Agribusiness Science & Technology - Animal Science			22	22				-22
Agricultural Power & Equipment Technician	22		20	20	7	9	16	-4
Agronomy					4	8	12	12
Animal Science					8	6	14	14
Artisanal Modern Meat Butchery	15		6	6	1	4	5	-1
Auto Collision Repair & Refinish Technician	22		9	9	3	2	5	-4
Automotive Technician	22		22	22	7	8	15	-7
Building Trades-Carpentry			10	10	5	5	10	0
Business Management		27	10	37	9	7	16	-21
Cancer Information Management		13	14	27	5	2	7	-20
Cancer Information Management (ATC)		8	9	17	7	15	22	5
Child Care Services		2	4	6	2	0	2	-4
CNC Machine Operator/Programmer	15		0	0				0
Cosmetology	24		45	45	15	17	32	-13
Criminal Justice Studies		9	4	13	4	1	5	-8
Criminal Justice-Law Enforcement 2		3	13	16	8	9	17	1
Dairy & Livestock Technician			3	3	2	0	2	-1
Data Analytics		1	0	1		0	0	-1
Dental Assistant		4	10	14	3	5	8	-6
Direct Entry Midwife			0	0	6	2	8	8
Driver and Safety Education Certification		1	0	1		0	0	-1
Early Childhood Education		10	18	28	10	8	18	-10
Early Childhood Licensing Basic Ages 0-2			0	0	3		3	3
Electrical Power Distribution	44		65	65	20	31	51	-14
Electro-Mechanical Technology	24		11	11	4	3	7	-4
Emergency Medical Technician			0	0		2	2	2
Golf Course Management			11	11	4	1	5	-6
Graphic and Web Design	25		24	24	9	2	11	-13
Health Information Technology		8	5	13	3	1	4	-9

Program Application Comparison 2024/25 vs. 2025/26

Fall 2025 Applications		01/15/24			01/10/25			
PROGRAM	CAP	IP	ACCEPT	TOTAL	IP	ACCEPT	TOTAL	YOY
Human Services Associate			10	10	5	3	8	-2
Industrial Mechanic	6		1	1		1	1	0
Instrumentation and Controls Technology	6		0	0		0	0	0
IT-Cybersecurity Specialist			16	16	3	5	8	-8
IT-Network Systems Technician			4	4	2	1	3	-1
Laboratory Science Technician			0	0		0	0	0
Leadership Development		2	0	2		0	0	-2
Liberal Arts - Associate of Arts (SWTC)		12	10	22	8	2	10	-12
Liberal Arts - Associate of Science (SWTC)		6	2	8	4	2	6	-2
Medical Assistant	32		22	22	6	3	9	-13
Medical Coding Specialist		6	19	25	4	1	5	-20
Medical Laboratory Technician	16	5	0	5	3	0	3	-2
Nail Technician			7	7	3	4	7	0
Nonprofit Leadership			1	1		0	0	-1
Nursing-Associate Degree	54	75	19	94	67	8	75	-19
Nursing-Associate Degree-Part-time	28		8	8			0	-8
Physical Therapist Assistant	18	9	7	16	6	2	8	-8
Radiography	10	15	3	18	42	12	54	36
Supply Chain Assistant			0	0		0	0	0
Supply Chain Management		3	0	3	3	0	3	0
Surgical Technology	15	9	6	15	5	5	10	-5
Technical Studies-Journeyworker		3	0	3	1	0	1	-2
Undecided		31	0	31	20	0	20	-11
Welding	40		33	33	17	10	27	-6
TOTAL		288	543	831	362	217	579	-252

2. 2024-25 Year-Over-Year FTE Comparison

											
FTE COMPARISON REPORT - JAN 13, 2025		Headcount					FTE's				
Program Number	Program Name	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change
101011	Accounting	57	45	43	(14)	(2)	33.63	26.13	26.67	(6.97)	0.53
311011	Accounting Assistant	11	10	9	(2)	(1)	5.30	5.93	4.27	(1.03)	(1.67)
305316	Advanced EMT	7	6	-	(7)	(6)	1.10	0.80	-	(1.10)	(0.80)
100067	Agribusiness Science & Technology - Agribusiness Management	16	17	28	12	11	16.63	16.30	25.00	8.37	8.70
100065	Agribusiness Science & Technology - Agronomy	11	13	23	12	10	10.67	11.47	21.10	10.43	9.63
310063	Agribusiness Science & Technology - Agronomy Tech	1	3	1	-	(2)	0.60	2.37	0.87	0.27	(1.50)
100066	Agribusiness Science & Technology - Animal Science (see 10-091-7)	36	32	20	(16)	(12)	32.23	29.97	19.27	(12.97)	(10.70)
320701	Agricultural Power & Equipment Technician	29	37	31	2	(6)	28.43	32.70	31.53	3.10	(1.17)
100917	Animal Science (new program number 24-25)	-	-	17	17	17	-	-	15.13	15.13	15.13
303163	Artisanal Modern Meat Butchery (new Jan 2024)	-	15	17	17	2	-	2.80	2.93	2.93	0.13
314051	Auto Collision Repair & Refinish Technician	9	6	13	4	7	8.17	6.03	11.77	3.60	5.73
324042	Automotive Technician	19	29	34	15	5	17.23	23.80	28.13	10.90	4.33
314081	Bricklaying & Masonry (DOC)	4	5	2	(2)	(3)	3.57	4.00	1.57	(2.00)	(2.43)
304431	Building Maintenance & Construction (DOC)	1	5	-	(1)	(5)	0.07	2.70	-	(0.07)	(2.70)
314751	Building Trades-Carpentry	7	20	9	2	(11)	5.33	17.63	8.27	2.93	(9.37)
101021	Business Analyst / Data Analyst	5	7	6	1	(1)	3.33	4.27	4.63	1.30	0.37
101023	Business Management	99	107	88	(11)	(19)	65.67	69.20	60.70	(4.97)	(8.50)
105305	Cancer Information Management	64	80	72	8	(8)	36.77	42.33	32.90	(3.87)	(9.43)
115301	Cancer Information Management (Advanced Technical Certificate)	-	7	18	18	11	-	2.53	7.80	7.80	5.27
313071	Child Care Services	5	6	3	(2)	(3)	2.70	3.47	1.40	(1.30)	(2.07)
314441	CNC Machine Operator/Programmer	4	-	1	(3)	1	3.20	-	0.07	(3.13)	0.07
315021	Cosmetology	31	47	48	17	1	22.77	32.13	32.83	10.07	0.70
105046	Criminal Justice - Law Enforcement 2	25	31	37	12	6	22.90	25.87	27.43	4.53	1.57
105045	Criminal Justice Studies	8	10	12	4	2	5.60	8.57	7.13	1.53	(1.43)
305042	Criminal Justice-Law Enforcement 720 Academy	10	5	13	3	8	8.00	2.67	6.73	(1.27)	4.07
310915	Dairy & Livestock Technician	-	1	2	2	1	-	0.20	0.87	0.87	0.67
305082	Dental Assistant	18	13	10	(8)	(3)	9.20	6.63	5.33	(3.87)	(1.30)
105106	Direct Entry Midwife	147	143	130	(17)	(13)	70.10	69.23	69.87	(0.23)	0.63
308121	Driver and Safety Education Certification	14	21	7	(7)	(14)	2.90	4.40	1.60	(1.30)	(2.80)
103071	Early Childhood Education	51	61	49	(2)	(12)	31.30	39.37	34.50	3.20	(4.87)
613073	Early Childhood Licensing Basic Ages 0-2	-	-	1	1	1	-	-	0.20	0.20	0.20

FTE COMPARISON REPORT - JAN 13, 2025		Headcount					FTE's				
Program Number	Program Name	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change
314132	Electrical Power Distribution	44	45	42	(2)	(3)	41.23	41.60	39.70	(1.53)	(1.90)
504132	Electricity (Construction) Apprentice	23	27	27	4	-	2.93	3.53	3.47	0.53	(0.07)
106201	Electromechanical Technology	23	23	17	(6)	(6)	21.33	20.93	14.87	(6.47)	(6.07)
305313	Emergency Medical Technician	44	34	100	56	66	7.87	5.43	9.53	1.67	4.10
104813	Energy Management Technology (suspended)	-	3	1	1	(2)	-	1.80	0.40	0.40	(1.40)
320804	Farm Operations & Management - Ag Mechanics (suspended)	6	1	-	(6)	(1)	4.53	1.03	-	(4.53)	(1.03)
320803	Farm Operations & Management - Dairy (suspended)	6	2	-	(6)	(2)	5.87	2.00	-	(5.87)	(2.00)
310803	Farm Operations & Management - Dairy Technician (suspended)	3	1	-	(3)	(1)	1.93	0.73	-	(1.93)	(0.73)
310802	Farm Operations & Management - Farm Ag Maintenance (suspended)	3	3	-	(3)	(3)	2.07	0.30	-	(2.07)	(0.30)
320806	Farm Operations & Management - Livestock (suspended)	4	3	-	(4)	(3)	3.77	3.10	-	(3.77)	(3.10)
310807	Farm Operations & Management - Livestock Tech (suspended)	1	-	-	(1)	-	0.93	-	-	(0.93)	-
103251	Golf Course Management	15	18	20	5	2	13.83	15.57	17.07	3.23	1.50
102012	Graphic And Web Design	27	40	33	6	(7)	25.00	33.93	29.87	4.87	(4.07)
105301	Health Information Technology	49	38	39	(10)	1	24.53	18.40	20.03	(4.50)	1.63
105203	Human Services Associate	37	24	23	(14)	(1)	29.27	20.93	16.53	(12.73)	(4.40)
108251	Individualized Technical Studies	-	-	2	2	2	-	-	0.60	0.60	0.60
504131	Industrial Electrician Apprentice	11	9	6	(5)	(3)	2.07	1.07	0.40	(1.67)	(0.67)
316201	Industrial Mechanic	2	4	6	4	2	1.33	3.33	6.00	4.67	2.67
106203	Instrumentation and Controls Technology	2	1	1	(1)	-	2.30	1.07	0.20	(2.10)	(0.87)
101512	IT - Cybersecurity Specialist	-	14	31	31	17	-	13.20	27.53	27.53	14.33
101502	IT - Network Specialist (teach out)	23	5	-	(23)	(5)	17.07	3.67	-	(17.07)	(3.67)
311509	IT - Network Systems Technician	-	6	5	5	(1)	-	3.43	3.30	3.30	(0.13)
311546	IT-Computer Support Technician (suspended)	4	-	-	(4)	-	2.00	-	-	(2.00)	-
305133	Laboratory Science Technician	6	2	1	(5)	(1)	0.93	0.53	0.07	(0.87)	(0.47)
101961	Leadership Development (suspended)	12	13	5	(7)	(8)	6.20	7.00	4.23	(1.97)	(2.77)
208001	Liberal Arts - Associate of Arts	40	39	47	7	8	11.57	20.70	28.70	17.13	8.00
208002	Liberal Arts - Associate of Science	12	16	16	4	-	4.57	9.73	9.03	4.47	(0.70)
315091	Medical Assistant	26	23	29	3	6	20.20	15.63	17.13	(3.07)	1.50
315302	Medical Coding Specialist	68	66	59	(9)	(7)	30.17	32.53	27.97	(2.20)	(4.57)
105131	Medical Laboratory Technician	14	9	7	(7)	(2)	10.10	7.87	5.53	(4.57)	(2.33)
305024	Nail Technician	7	5	2	(5)	(3)	2.63	1.33	0.50	(2.13)	(0.83)
101966	Nonprofit Leadership (suspended)	12	11	7	(5)	(4)	7.07	7.17	5.10	(1.97)	(2.07)
105431	Nursing - Associate Degree	209	192	181	(28)	(11)	115.13	106.87	94.47	(20.67)	(12.40)

FTE COMPARISON REPORT - JAN 13, 2025		Headcount					FTE's				
Program Number	Program Name	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change	FY 22-23 01/16/23	FY 23-24 01/15/24	FY 24-25 01/13/25	23 to 25 Change	24 to 25 Change
305431	Nursing Assistant	160	165	135	(25)	(30)	23.23	25.43	12.30	(10.93)	(13.13)
611013	Payroll Assistant	-	-	5	5	5	-	-	0.60	0.60	0.60
105241	Physical Therapist Assistant	19	18	24	5	6	12.00	11.50	15.23	3.23	3.73
504275	Plumbing Apprentice	23	24	30	7	6	3.59	4.70	4.80	1.21	0.10
105261	Radiography	-	-	20	20	20	-	-	11.77	11.77	11.77
311821	Supply Chain Assistant	3	2	1	(2)	(1)	1.70	0.93	0.67	(1.03)	(0.27)
101821	Supply Chain Management	30	27	27	(3)	-	18.00	16.77	15.37	(2.63)	(1.40)
105121	Surgical Technology	9	18	24	15	6	6.80	12.90	14.57	7.77	1.67
104995	Technical Studies-Journeyworker	2	1	1	(1)	-	0.30	0.10	0.10	(0.20)	-
314421	Welding	48	35	41	(7)	6	38.17	25.50	32.23	(5.93)	6.73
	TOTAL PROGRAM DEGREE SEEKING:	1,716	1,749	1,759	43	10	969.63	995.77	980.37	10.74	(15.40)
38.14	38.14 Contracted Courses*	-	-	27	27	27	-	-	2.90	2.90	2.90
COLEDG	ColLEDGE Up*	-	-	360	360	360	-	-	66.53	66.53	66.53
SCNOW	Start College Now*	-	-	323	323	323	-	-	71.87	71.87	71.87
UNDECIDE	Undecided*	-	-	1	1	1	-	-	0.13	0.13	0.13
UNDEC	Undeclared*	556	680	154	(402)	(526)	119.13	149.70	30.87	(88.27)	(118.83)
YOUTHAPP	Youth Apprenticeship*	-	-	73	73	73	-	-	9.70	9.70	9.70
	TOTAL DEGREE COURSE STUDENTS/FTEs:	556	680	938	382	258	119.13	149.70	182.00	62.87	32.30
BAS-ED	Basic Education (73,74,75,76)	286	312	236	(50)	(76)	42.03	37.23	34.13	(7.90)	(3.10)
REMED	Basic Education Remedial/Developmental (77, 78)	124	221	140	16	(81)	0.30	1.57	0.23	(0.07)	(1.34)
NONDEG	Non-Degree**	2,731	2,565	1,805	(926)	(760)	51.73	46.94	37.60	(14.13)	(9.33)
UNDES	Undesignated**	224	146	39	(185)	(107)	26.03	13.97	6.17	(19.87)	(7.80)
	TOTAL NON-DEGREE:	3,365	3,244	2,220	(1,145)	(1,024)	120.09	99.70	78.13	(41.97)	(21.58)
	TOTALS:	5,637	5,673	4,917	(720)	(756)	1,208.85	1,245.17	1,240.49	31.64	(4.67)
					-12.8%	-13.3%				2.6%	-0.4%
TRANSCR	Transcripted Credit*	-	-	1,053			-	-	121.40		

*	Degree courses - Aid codes 10, 30, 31, 32, and 50
**	Non-degree courses - Aid Codes 42 and 47
CS	Community Service - Aid Code 60
CATEGORY DEFINITIONS	
38.14	38.14 Contract is set up as a program in Anthology. Students apply and register in the program for billing and tracking purposes. They are degree level courses.
COLEDG	ColLEDGE Up are degree courses/programs that are offered to area HS students.
SCNOW	Start College Now includes degree courses that HS students can enroll in for college credit (SWTC faculty teach the course).
TRANSCR	Transcripted Credit are high school courses that are also earning college credit through an agreement between SWTC and the high school.
UNDECIDE	Undecided is an option for prospective students to select when completing the application.
YOUTHAPP	Youth Apprenticeship are high school students enrolled in degree level course funded by CESA. Youth Apprenticeship is to be reported when credit is granted through a course offered by the high school or the college under the provisions of s. 106.13, Wis. Stats.
UNDEC	Undeclared are degree courses (10, 3x) taken by students that are not in a program.
UNDES	Undesignated is a category for tracking non-degree courses (aid codes 42 & 47). This is a carry-over from CAMS. Anthology tracks these students in the Non-Degree category.
NONDEG	Non-Degree is a category for tracking non-degree course (aid codes 42 & 47) enrollment.

Transcripted credits are not included in the equalization index for state aid purposes because the cost of the instruction is financed by the high school district and the instruction is already being state aided through the Department of Public Instruction.

B. Chairperson's Report

1. New Year's Message from Layla Merrifield, WTCS President

A brief message from WTCS President, Layla Merrifield, will be shared:
[Happy New Year from WTCS](#)

2. District Boards Association Update

3. April's District Board Meeting

C. College President's Report

1. ERP – Project RISE Update

2. Applications

3. Legal Representation

4. Audit Update

5. ACCT National Legislative Summit, February 9-12, 2025, Washington D.C.

6. College Happenings

D. Other Information Items

Establish Board Agenda Items for Next Meeting

A. Agenda

- 1. Aspen's College Excellence Program- Professional Development**
- 2. SWTC Foundation and Real Estate Foundation's 2nd Quarter Reports**
- 3. Budget Assumptions and Parameters**

B. Date, Time, & Place

Thursday, February 27, 2025, Southwest Tech, Room 430

Professional Development 1:00 – 5:00 with Board Meeting to follow at 5:30 p.m.

Adjourn to Closed Session

A. Consideration of adjourning to a closed session for the purpose of

- 1. Discussing personnel issues per Wisconsin Statutes 19.85(1)(c)** {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}
- 2. Discussing the president's employment per Wisconsin Statutes 19.85(1)(c)** {Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.}

B. Approval of Closed Session Minutes from November 15 and December 19, 2024.

Reconvene to Open Session

A. Action, if necessary, on Closed Session Items

B. Consideration of Ad Hoc Committee


Adjournment

Appendix ~ Southwest Wisconsin Technical College Strategic Directions (2024 - 2027)

Southwest Wisconsin
TECHNICAL COLLEGE

STRATEGIC *Directions*

2024—2026



The image features three photographs illustrating technical education. The top-left photo shows a young woman in a blue lab coat holding a drone controller, with a young man in a blue lab coat standing behind her. The top-right photo shows two students in white lab coats and masks working at a table with a clipboard and a smartphone. The bottom photo shows four students in a field; one is wearing a white hard hat and a grey t-shirt, while the others are wearing green hard hats and neon green shirts, looking at a clipboard.

College Health Indicators



COLLEGE HEALTH INDICATORS (CHI)		2023 ACTUAL	2024 GOAL
CHI 1A.	Promoting Equity in Student Learning-Graduation Rate Comparison:		
	For Special Population* Students	42%	70%
	For Non-Special Population Students	60%	
CHI 2A.	Course Completion Rate	91%	95%
CHI 3A.	Year-to-Year Graduate Wage Growth	8%	10%
CHI 4A.	5-Year Graduate Wage Growth	67%	75%

*The Wisconsin Technical College System (WTCS) defines special populations as students of color, Pell Grant recipients, military veterans, incarcerated individuals, dislocated workers, and persons with disabilities.

The District Board of Directors reviews College Health Indicators (CHI) semi-annually. The CHI are metrics that provide a trend of performance year-over-year with benchmarks that compare Southwest Tech to other Wisconsin Technical College System colleges or national performance standards.



Jeanne Jordie
Prairie du Chien
Employee Member/Ex Officio Member of the SWTC Foundation, Appointed 2020

"I value being an active member of the SWTC Board, as it gives me input into the ever-changing world of technology and education. It allows me to serve our community and the folks

we serve in a tangible way. Our decisions are based on experience, as well as those of future generations. The future generations and education are important to me."

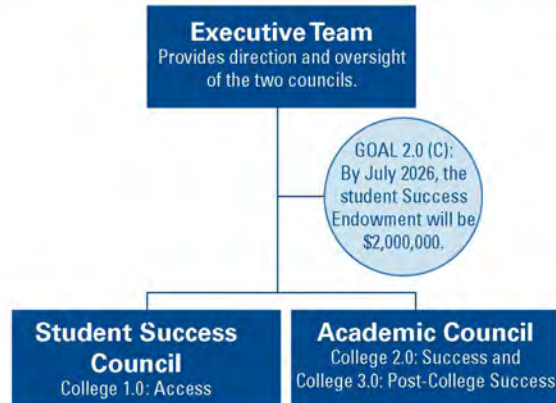


Kent Enright
Mineral Point
Employee Member/Board Secretary/Ex Officio Member of the SWTC Foundation, Appointed 2021

"There are so many things to be proud of here at Southwest Tech. What I'm most proud of is the way we can change lives, not only for the student but for their whole family. It has

been an honor to serve on the board and play my small part in Southwest Tech's continued success."

College Governance



Executive Team

Leads the college to achieve excellence with integrity through learning and service.



Krista Weber, Chief Human Resources Officer, 2024-2025 Acting President

Student Success Council

1.0 Access: Develops transformational strategies that enhance student access, ensuring every student has the opportunity to succeed.



Holly Clendenen,
Chief Student Services Officer



Stacey Place,
Academic Lead/
Physical Therapist
Assistant Instructor

Academic Council

2.0 Completion: Strengthens high-quality, work-based learning experiences to improve course completion and graduation rates for all students.

3.0 Post-College Success: Drives innovation in curriculum and workforce partnerships to increase graduate success in securing high-wage jobs and transferring to four-year institutions.



Cynde Larsen
Chief Academic Officer/Executive Dean



Dan Imhoff,
Executive Director of
Facilities, Safety
& Security

STRATEGIC DIRECTIONS 2024-2025
COLLEGE 1.0



THIS IS WHERE PEOPLE CARE



Mohamed
2024 Graduate
Platteville High School

Access

At Southwest Tech we want every person to know we care about their success. Faculty and staff unite to help students design plans to achieve their goals. Student success plans include: career goals, an academic map, financial planning and budgeting, and a network of professionals to ensure supports and services are inevitable.

PERFORMANCE

We know we will be successful when more people chose to be students at Southwest Tech, especially if they live in the college's five-county district.

GOALS

- A. By July 2025, all program students will have a completed Student Success Plan.
- B. By July 2025, all Adult Education and English Language Learner students will have a completed Student Success Plan.
- C. By June 2027, every high school graduate in Southwest Tech's district will have earned college credit(s) that connect directly to a high-paying career path.
- D. 100% program students will have a reduced financial gap in 2025-26 due to aligning student success plans with scholarships and other college and financial resources in 2024-25.

Dual enrollment transforms lives, opening doors for students like Mohamed Fakron, who overcame significant challenges to follow his dreams and achieve a high-wage career in an in-demand field. These programs empower students to graduate high school with industry-recognized credentials, giving them the confidence and skills to seize new opportunities, uplift their communities, and build a brighter, more prosperous future for themselves and others.

STRATEGIC DIRECTIONS 2024-2025
COLLEGE 2.0



THIS IS WHERE YOU SUCCEED



Lexi & Sabrina
2024 Graduates

Completion

Graduation Matters. We help every student complete their courses and finish their degrees because we know students with degrees have more earning power and better opportunities to improve their lives.

PERFORMANCE

We know we will be successful when more students graduate and we make improvements to decrease achievement gaps for special population students. Southwest Tech emphasizes work-based learning* so students learn first-hand from industry experts how to excel in the workforce or successfully transfer to a four-year university.

GOALS

- A. By July 2027, we will increase the on-time student graduation rate to 50%.
- B. By July 2026, all program students will complete an assignment in each of the four work-based learning pillars: pre-career awareness, career awareness & exploration, career prep, and career application.
- C. By July 2026, the Student Success Endowment will be \$2,000,000.

Work-based learning opportunities give students real-world experience, boosting their resumes and making them more valuable to employers, which can lead to higher wages. The Graphic and Web Design program has partnered with the marketing department to expand these opportunities. As a result, the program has moved from a low-wage to a medium-wage classification, with the goal of reaching high-wage status soon.

*Work-based learning is a course-based opportunity to engage and interact with industry experts while learning to demonstrate essential employability and technical skills necessary for today's workforce. Work-based learning can take various forms, such as practicum, clinical, and internship courses; apprenticeships, and other course-based learning experiences in which students interact directly with potential employers.

Post-College Success

Southwest Tech graduates experience high levels of job placement. We seek to improve the wages they earn as our alumni increase their value to employers.



Elizabeth
2024 Graduate

PERFORMANCE

We know we will be successful when local employers report graduates have increased knowledge, skills, and abilities and recognize the higher value by increasing wages.

GOALS

- A. Add five new high-wage programs by July 2026:
 - 1. Radiography (2024 Start)
 - 2. Precision Agronomy (2025 Start)
 - 3. IT-Software Developer-Artificial Intelligence (Exploring)
 - 4. Respiratory Therapy (Exploring)
 - 5. Advanced Manufacturing (Exploring)
- B. At May 2025 graduation, 100% of University Transfer students from Southwest Tech will have been accepted into a bachelor's degree program at an accredited institution and enrolled within one year.
- C. Starting July 2026, 50% of our graduates in the workforce will earn a high wage within one year of graduation and 100% will earn a high wage within five years of graduation.

Lizzy, a mother, veteran, and graduate of the Southwest Tech Criminal Justice Studies program, secured a high-wage job earning \$25 or more per hour. Her achievement is not only transforming her own life but also reshaping the future of her entire family.



1 The Aspen Institute's Unlocking Opportunities Cohort

The Aspen Institute's Unlocking Opportunities Cohort is a collaborative initiative aimed at improving economic mobility for students through innovative practices in community colleges. Southwest Wisconsin Technical College is honored to be one of the ten colleges selected across the nation to participate in this prestigious program. By sharing strategies and implementing evidence-based solutions, the cohort strives to bridge opportunity gaps and ensure equitable success in higher education and the workforce.

2 Executive Leadership and Board of Directors Training

The executive leadership team and board of directors are collaborating to implement training based on the recommendations from the Aspen Institute's College Board of Directors Playbook. This comprehensive training emphasizes the critical role that boards play in driving institutional success, focusing on strategic leadership, data-driven decision-making, and promoting equity in student outcomes. By adopting these best practices, the leadership team and board aim to enhance governance, ensure accountability, and align the college's mission with the long-term needs of students, the workforce, and the broader community.

3 2024-2025 Aspen Prize for Community College Excellence



Southwest Wisconsin Technical College is proud to be selected as one of the finalists for the prestigious 2024-2025 Aspen Prize for Community College Excellence. This recognition highlights the college's commitment to providing exceptional education, fostering student success, and driving economic mobility in the region. The award celebrates institutions that demonstrate high achievement and performance, particularly in advancing equitable outcomes for all students, preparing them for successful careers and further education. Southwest Tech's dedication to continuous improvement and innovation in serving its students and community has earned it this distinguished honor.

Who We Are

College Values

Inclusivity. We provide a welcoming environment that promotes respect for all members of the college community. We commit to learning about our differences and commonalities to better appreciate the value of each person. We empower the college community to cultivate connections and defend the dignity and humanity of all. We expect all members of our college community to live our Charger Respect Pledge.



Stephanie Bernhardt, Financial Aid Assistant/Accounting Bursar, exemplifies Southwest Tech's deep commitment to serving veterans in their educational journeys. Her kindness and dedication to becoming an expert in Veterans Education Benefits make her exceptional in this role, ensuring veterans receive the respect and guidance they deserve. By recognizing military experience for academic credit and fostering a welcoming environment, Stephanie empowers veteran students to thrive. Her compassionate approach honors their service and reflects the college's mission of fostering inclusivity and respect for all members of our community.

Learning. We work together to make high-quality, affordable education accessible to our diverse population. We help students develop the knowledge, skills, and attitudes needed to contribute to an inclusive workforce and community success. Through partnerships, we seek opportunities to improve lives.



Tamara Griesel, Science Instructor at Southwest Tech, embodies the college's value of learning through her unwavering commitment to growth and excellence. With an MS in Biological Sciences and currently pursuing an Ed.D. at Franklin University, she continually expands her knowledge to better serve her students. Tamara's passion for teaching, especially in supporting students with neurodiverse needs, makes her exceptional. Her dedication ensures that students develop the skills and attitudes needed to contribute to an inclusive workforce, enriching both their personal and professional lives.

Integrity. We promote a cohesive culture that is based on honesty, professionalism, trust, kindness, and respect. We work collaboratively to maintain a healthy environment of clear communication, transparency, and dedication to the mission of Southwest Tech.



Dan Imhoff, Executive Director of Facilities, is admired and trusted not only by his colleagues but also by the students at Southwest Tech. His unwavering commitment to keeping the campus safe and secure has earned him the respect of many. Dan's leadership style, which blends honesty with genuine care for the growth and well-being of others, allows everyone to excel in their roles. By creating an environment where trust and respect thrive, Dan empowers others to do their best, knowing they are supported in their personal and professional growth.

Accountability. We hold ourselves and our teams responsible for achieving academic and fiscal College goals as established by the District Board. We practice self-awareness and hold each other accountable to recognize and confront biases that impact our thinking, behavior, and performance to realize positive and equitable results.



Gabby Snider is exceptional in every sense. She consistently follows through on what she says she's going to do, handling each task with a smile and a genuine eagerness to help others. Her accountability goes beyond just meeting deadlines—Gabby actively seeks out ways to support her colleagues, ensuring everyone around her can succeed. Whether leading the Wisconsin Leadership Development Institute or managing day-to-day responsibilities, Gabby's positivity, reliability, and dedication make her a trusted and invaluable part of the team.

Continuous Improvement. We leverage our rural perspective and progressive entrepreneurial spirit to attract people who strive for excellence in student success through innovation in technology, services, and strategies. We support and promote personal and professional development to exceed industry standards and produce competent and skilled graduates in high-quality, relevant programs essential to our sustainability as a college.



Tyler Platz plays a vital role in driving Southwest Tech's continuous improvement efforts through his expertise in data analysis. His work with data reporting and the development of the College Health Indicator Power BI dashboard enables the college to make data-informed decisions, investing in strategies proven to enhance student success while helping deprioritize those that do not. Tyler's skilled approach to training allows college employees to continuously refine their focus, ensuring resources are allocated to initiatives that truly make a difference in student outcomes and institutional sustainability.

College Mission

Southwest Wisconsin Technical College provides education and training opportunities responsive to students, employers, and communities.

College Vision

Southwest Wisconsin Technical College will be a preferred provider of education, source of talent, and place of employment in the region. We at the College change lives by providing opportunities for success.

CONTINUOUS IMPROVEMENT

Integrity

COLLEGE VALUES

Inclusivity LEARNING

ACCOUNTABILITY

Southwest Wisconsin TECHNICAL COLLEGE



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Southwest Tech is committed to legal affirmative action, equal opportunity access,
and diversity of its campus community. www.swtc.edu/equality