![Southwest Wisconsin Technical College logo]

Southwest Wisconsin Technical College

District Board Meeting

Regular Meeting

August 31, 2023

Held at

Southwest Tech
1800 Bronson Boulevard
Fennimore, WI 53809
Conference Room 430

Contents

__Annotated Agenda__

Southwest Wisconsin TECHNICAL COLLEGE

BOARD MEETING NOTICE/AGENDA

Thursday, August 31, 2023

5:00 p.m. – Regular District Board Meeting
6:00 p.m. – Working Dinner Served

Southwest Tech
1800 Bronson Boulevard, Fennimore, WI 53809
Conference Room 430

ANNOTATED AGENDA

OPEN MEETING

The following statement will be read: "The August 31, 2023, regular meeting of the Southwest Wisconsin Technical College Board is called to order. This meeting is open to the public and in compliance with State Statutes. Notice of the meeting has been sent to the press, posted on the College's website at www.swtc.edu/about/board/meetings, and posted on campus, CESA 3, and at the Fennimore City Office in an attempt to make the general public aware of the time, place and agenda of the meeting."

A. Roll Call

B. Reports/Forums/Public Input

C. Student Senate Update

CONSENT AGENDA

A. Approval of Agenda
A copy of the agenda is included with the electronic Board material.

B. Minutes of the July 10, 2023, Annual Board Meeting
Minutes of the July 10, 2023, Annual 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 with all other Board material. Caleb White, Vice President for Administrative Services, will be at the meeting and available for any questions.

D. Contract Revenue
There were six contracts totaling $10,555.54 in July 2023 being presented for Board approval. The Contract Revenue Report is included with the electronic Board material.

E. Personnel Items
The Personnel Report includes five new hire recommendations and three resignations. The report is included with the Board material.

F. Southwest WI Workforce Development Board Lease
Included in the electronic Board material is a 12-month lease for the Southwest Wisconsin Workforce Development Board to lease 136 square feet of space from the college at the Richland Center outreach site located at 373 West Sixth Street, Richland Center, WI, in the amount of $338 per month.

Recommendation *– Approve the August 31, 2023, Consent Agenda as presented.*

OTHER ITEMS REQUIRING BOARD ACTION

A. Access Controls System Upgrade RFP
Proposals were sought from qualified vendors to design and install a proximity-operated automated lock system that is capable of seamless integration with other systems such as HVAC (Heating, Ventilation, and Air Conditioning), fire alarm, lighting, and room monitoring. The public opening of the request for proposals (RFP) was held on Thursday, July 10, 2023, with proposals received from four (4) vendors, one of which was disqualified for not meeting the due date of the RFP. Dan Imhoff, Executive Director of Facilities, Safety & Security, will present a summary of the proposals received, which is included in the electronic Board material. Josh Bedward, Facilities Manager/Master Electrician, and John Troxel, Network Administrator, will also be present for any Board questions.

Recommendation: *Award the RFP for the installation of a new Access Control System to Energy Management Consultants, LLC (EMC) of Fennimore WI, in the amount of $1,069,842.86.*

B. Concept Review: IT-Software Developer (10-152-1)
Included in the electronic Board material is a Concept Review for an Associate Degree in IT- Software Developer (Program Number 10-152-1). Derek Dachelet, Executive Dean, will present the information at the Board meeting. Also included in the electronic material is a Board resolution of approval that will accompany the Concept Review paperwork sent to the Wisconsin Technical College System Office.

Recommendation: *Approve the Concept Review for the IT-Software Developer Associate Degree (Program 10-152-1).*

C. First Reading of Governance Policy 4.5: College Strategic Directions
The proposal for new College Health Indicators was reviewed by the Board at the July 10, 2023, Board meeting. The first reading of the revision to Governance Policy 4.5: College Strategic Directions will be reviewed by the Board and is included with the electronic Board material.

**Recommendation** – _Approve the first reading of Governance Policy 4.5: College Strategic Directions._

BOARD MONITORING OF COLLEGE EFFECTIVENESS

A. Staffing Update
Holly Clendenen, Chief Student Services Officer, will provide an update on College staffing. A summary is available electronically with all other Board material.

B. Southwest Tech Foundation Quarterly Report
The FY 2023 4th Quarter report is available with the electronic Board material. Dennis Cooley, Executive Director of Advancement, will be present to answer questions regarding this report that highlights the activities and results of fundraising efforts and other initiatives.

C. Southwest Tech Real Estate Foundation Quarterly Report
The FY 2023 4th Quarter report, which highlights the resident life, board members, and future investments, is included within the electronic Board material. Dennis Cooley will be present for Board member questions.

INFORMATION AND CORRESPONDENCE

A. Enrollment Report
  1. **2022-23 FTE Comparison Year-Over-Year Report**
  2. **2023-24 FTE Comparison Year-Over-Year Report**
  Caleb White will be available for any questions on the reports. The two reports are included in the electronic Board packet.

B. Chairperson's Report
  1. **Prairie du Chien Wisconsin Department of Corrections – Spring Graduation Ceremony**

C. College President's Report
  1. **Banking RFP**
  2. **Project RISE (ERP Implementation Update)**
  3. **Naming of College Facilities or Property Policy**
  4. **College Happenings**

D. Other Informational Items

ESTABLISH BOARD AGENDA ITEMS FOR NEXT MEETING
    A. Agenda
        1. Board Monitoring Report – Compliance
        2. Academic Master Plan Update
        3. Visit from Layla Merrifield, District Boards Association
        4. Aspen: Unlocking Opportunities Update
        5. Designate Official Newspaper

    B. Time and Place
        Thursday, September 21, 2023, at 7:00 p.m., Southwest Tech Conference Room 430, 1800 Bronson Blvd, Fennimore, WI 53809

ADJOURN TO CLOSED SESSION
    A. Consideration of adjourning to a closed session for the purpose of
        1. Discussing property acquisition per Wis. Statutes 19.85(1)(e) {Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.}.

        2. Discussing legal issues per Wis. Stats. 19.85(1)(g) {Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.}

        3. Discussing the President's Evaluation 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 May 18, June 21, and July 10, 2023.

RECONVENE TO OPEN SESSION
    A. Action, if necessary, on Closed Session Items

ADJOURNMENT

Open Meeting

The following statement will be read: "The August 31, 2023, regular meeting of the Southwest Wisconsin Technical College Board is called to order. This meeting is open to the public and in compliance with State Statutes. Notice of the meeting has been sent to the press and posted on the College's website at www.swtc.edu/about/board/meetings. Notice is also posted on Campus, CESA3, and the Fennimore City Office in an attempt to make the general public aware of the time, place, and agenda of the meeting."

A. Roll Call

B. Reports/Forums/Public Input

C. Student Senate Update

Consent Agenda

A. Approval of Agenda

Southwest Wisconsin
TECHNICAL COLLEGE

BOARD MEETING NOTICE/AGENDA

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5:00 p.m. – Regular District Board Meeting
6:00 p.m. – Working Dinner Served

Southwest Tech
1800 Bronson Boulevard, Fennimore, WI 53809
Conference Room 430

AGENDA

CONSENT AGENDA
   A. Approval of Agenda
   B. Minutes of the July 10, 2023, Annual 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
   F. Southwest WI Workforce Development Board Lease

OTHER ITEMS REQUIRING BOARD ACTION
   A. Access Controls System Upgrade RFP
   B. Concept Review: IT-Software Developer (10-152-1)
   C. First Reading of Governance Policy 4.5: College Strategic Directions

BOARD MONITORING OF COLLEGE EFFECTIVENESS
   A. Staffing Update
   B. Southwest Tech Foundation Quarterly Report
   C. Southwest Tech Real Estate Foundation Quarterly Report

INFORMATION AND CORRESPONDENCE
   A. Enrollment Report
      1. 2022-23 FTE Comparison Year-Over-Year Report
      2. 2023-24 FTE Comparison Year-Over-Year Report
   B. Chairperson's Report
      1. Prairie du Chien Wisconsin Department of Corrections – Spring Graduation Ceremony
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      1. Banking RFP
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      4. College Happenings
   D. Other Informational Items

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   A. Agenda
      1. Board Monitoring Report – Compliance
      2. Academic Master Plan Update
      3. Visit from Layla Merrifield, District Boards Association
      4. Aspen: Unlocking Opportunities Update
      5. Designate Official Newspaper
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1. Discussing property acquisition per Wis. Statutes 19.85(1)(e) {Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.}.
2. Discussing legal issues per Wis. Stats. 19.85(1)(g) {Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.}
3. Discussing the President's Evaluation 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 May 18, June 21, and July 10, 2023.

RECONVENE TO OPEN SESSION

      A. 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.}

B. Minutes of the July 10, 2023, Annual Board Meeting

MINUTES OF THE ANNUAL MEETING FOR THE BOARD OF DIRECTORS OF SOUTHWEST WISCONSIN TECHNICAL COLLEGE
JULY 10, 2023

The Board of Southwest Wisconsin Technical College met in open session of its annual Board meeting commencing at 7:02 p.m. on July 10, 2023, in Conference Room 430 on the District Campus located at 1800 Bronson Boulevard in the City of Fennimore, Grant County, Wisconsin. The following members were present:

    David Blume, Charles Bolstad, Kent Enright, Tracy Fillback, Chris Prange, Donald Tuescher, Steve Williamson, Jane Wonderling

    Absent: Jeanne Jordie

Others present for all, or a portion of the meeting included Jason Wood, President, and College Staff: Heath Ahnen, Holly Clendenen, Katie Garrity, Mandy Henkel, Dan Imhoff, Cynde Larsen, Kim Maier, Lori Needham, Krista Weber, Caleb White.

Chairperson Tuescher 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:

Southwest Wisconsin TECHNICAL COLLEGE

BOARD MEETING NOTICE/AGENDA
Monday, July 10, 2023

6:30 p.m. – Dinner
7:00 p.m. - Regular District Board Meeting

Southwest Tech
1800 Bronson Boulevard, Fennimore, WI 53809
Conference Room 430

AMENDED AGENDA

OPEN MEETING
The following statement will be read: "The July 10, 2023, annual meeting of the Southwest Wisconsin Technical College Board is called to order. This meeting is open to the public and in compliance with State Statutes. Notice of the meeting has been sent to the press, posted on the College's website at www.swtc.edu/about/board/meetings, and posted on campus, CESA 3, and at the Fennimore City Office in an attempt to make the general public aware of the time, place and agenda of the meeting."

    A. Roll Call
    B. Reports/Forums/Public Input
    C. Student Senate Update
    D. Oath of Office – Recently Appointed Board Members

CONSENT AGENDA
    A. Approval of Agenda
    B. Minutes of the June 21, 2023, 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. Election of 2023-24 Officers
    B. Signatory Authority Policy for 2023-24
    C. Designation of College Legal Counsel for 2023-24
    D. Three-Year Facilities Plan
    E. Ten-Year Facilities Plan
    F. Building 1700 Roof Contract Approval
    G. Professional & Temporary Staffing Services Approval
    H. Reciprocity Agreement with Northeast Iowa Community College: Approval of Amended List of Included Programs

       I.   Reciprocity Agreement with Highland Community College: Approval of Amended List of Included Programs
      J.   Livestock & Dairy Judging Team Approval

BOARD MONITORING OF COLLEGE EFFECTIVENESS
      A. Staffing Update
      B. Charger Tech 360 Research
      C. College Health Indicators – Review/Discuss Proposed Updates

INFORMATION AND CORRESPONDENCE
      A. Enrollment Report
          1. 2022-23 FTE Comparison Year-Over-Year Report
          2. 2023-24 FTE Comparison Year-Over-Year Report
      B. Chairperson's Report
          1. ACCT Leadership Congress – October 9-12, 2023
          2. District Boards Association Committee Appointments
          3. Foundation Board and Real Estate Foundation Board Representatives
      C. College President's Report
          1. Follow-Up from 6/21/2023 Board Meeting Questions
           i. Compensation Policy
           ii. Enrollments and FTEs by Delivery Method
          2. College Happenings
      D. Other Information Items

ESTABLISH BOARD AGENDA ITEMS FOR NEXT MEETING (REGULAR MEETING)
      A. Agenda
          1. Foundation Quarterly Report
          2. Real Estate Foundation Quarterly Report
      B. Time and Place
         Thursday, August 24, 2023, at 7:00 p.m., Southwest Tech Conference Room 430, 1800 Bronson Blvd, Fennimore, WI 53809

ADJOURN TO CLOSED SESSION
      A. Consideration of adjourning to a closed session for the purpose of
          1. Discussing property acquisition per Wis. Statutes 19.85(1)(e) {Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.}. (This item may involve the Board leaving the campus property to conduct a site visit.)
          2. Discussing the President's Evaluation and Contract 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 May 18, 2023, and June 21, 2023

RECONVENE TO OPEN SESSION
      B. 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.}

Newly re-elected Board members David Blume and Chris Prange and newly elected Board member Steve Williamson read and signed the Oath of Office. They will serve three-year terms ending June 30, 2026.

After a review of the Consent Agenda, including the July 10, 2023, agenda; June 21, 2023, Board meeting minutes; financial reports; 249 contracts totaling $1,440,259.48 in June 2023; and the resignations of Gary Christiansen, Accounting Instructor; and Mike Steffel, User Experience/Web Designer, Mr. Bolstad moved, seconded by Mr. Enright, to approve the Consent Agenda, as presented. Motion adopted.

The Board elected the 2023-24 Board Officers as follows:
(1) Mr. Tuescher called for nominations for <u>Chairperson</u>. Mr. Prange moved, seconded by Mr. Enright, to nominate Chuck Bolstad as Chairperson. Following Mr. Tuescher's three requests for further nominations and hearing none, Mr. Prange moved, seconded by Mr. Blume, that nominations be closed and that a unanimous ballot be cast for Mr. Chuck Bolstad as Chairperson of the Board. Motion Carried.
(2) Mr. Tuescher called for nominations for <u>Vice Chairperson</u>. Mr. Bolstad moved, seconded by Ms. Fillback, to nominate Chris Prange as Vice Chairperson. Following Mr. Tuescher's three requests for further nominations and hearing none, Mr. Tuescher moved, seconded by Mr. Enright, that nominations be closed and that a unanimous ballot be cast for Mr. Chris Prange as Vice Chairperson of the Board. Motion Carried.
(3) Mr. Tuescher called for nominations for <u>Secretary</u>. Mr. Prange moved, seconded by Ms. Wonderling, to nominate Kent Enright as Secretary. Following Mr. Tuescher's three requests for further nominations and hearing none, Mr. Tuescher moved, seconded by Mr. Bolstad, that nominations be closed and that a unanimous ballot be cast for Mr. Kent Enright as Secretary of the Board. Motion Carried.
(4) Mr. Tuescher called for nominations for Treasurer. Mr. Enright moved, seconded by Mr. Blume, to nominate Jane Wonderling as Treasurer. Following Mr. Tuescher's three requests for further nominations and hearing none, Mr. Prange moved, seconded by Mr. Blume, that nominations be closed and that a unanimous ballot be cast for Ms. Jane Wonderling as Treasurer of the Board. Motion Carried.

Per Southwest Wisconsin Technical College District Board Governance Policies, only designated Board Officers, the President, or the President's designees, as approved by the District Board, may commit the College to any official or legally binding transactions, invoices, agreements, contracts, applications, diplomas, certifications, letters, or similar documents. Dr. Wood presented the proposed 2023-24 signatory policy, noting that there were not any changes made from the previous year. Ms. Fillback moved to approve, as presented, the 2023-24 Signatory Authority Policy identifying those individuals designated with the authority to sign official or legally binding documents. Mr. Enright seconded the motion; the motion carried.

Letters of engagement were received from Eileen Brownlee, Boardman & Clark, LLP, Fennimore, WI; Jon Anderson of Husch Blackwell, Madison, WI; and Allison Buchanan of Quarles & Brady, LLP, Milwaukee, WI. Mr. Prange moved, seconded by Mr. Enright, to retain Eileen Brownlee of Boardman & Clark, LLP, Fennimore, WI, as the General Legal Counsel; retain Jon Anderson of Husch Blackwell, Madison, WI, for Labor & Employment, Immigration, Litigation, College Administration, Education Law, and Contract Law; and retain Allison Buchanan of Quarles & Brady, LLP, Milwaukee, WI for Bond Counsel. The motion carried.

Dan Imhoff, Executive Director of Facilities, Safety, and Security, presented the Three-Year Facilities Plan 2023-2026. This annual plan is required by the Wisconsin Technical College System to be approved by the District Board and submitted to the State Board. Mr. Imhoff noted two errors within the document provided to the Board within the packet. Section 1 – Executive Summary total estimations for 2023-24 are $3,070,000 (not $3,060,000 as reported) and 2024-25 totals are estimated to be $1,760,000 (not $2,160,000 as reported). Highlights of the forecast include the 2023-24 plan to upgrade the Public Safety Complex and pavilion wrap; upgrade the existing clock system; replace the roof on the Ag/Auto Center; and invest in a solar panel and battery storage for Building 1700. 2024-25 plans include the repair of Building 1600's caulking; parking lot lighting upgrades & sealing; installation of Building 1700's charging stations; an upgrade to Building 100's electrical system; and a possible property acquisition. 2025-26 plans include Building 1600 flooring replacement; Building 500 roof replacement & restroom upgrade; upgrade to automation system; and Building 100 remodel. Mr. Blume moved, seconded by Mr. Williamson, to approve the presented Three-Year Facilities Plan 2023-2026. The motion carried.

Mr. Imhoff presented the Ten-Year Facilities Master Plan. This plan is a vision for the next ten years. Highlights of the plan include alternative and sustainable energy projects and campus-wide maintenance. Mr. White also described financing options for future projects. Mr. Enright moved, seconded by Ms. Fillback, to approve the Ten-Year Facilities Master Plan as presented. The motion was adopted.

A bid summary to reroof the Agriculture/Automotive Building (Building 1700) was provided by Mr. Imhoff. A required pre-bid meeting was held on June 1, 2023, and the public opening of bids was held on June 15, 2023. Three vendors responded to the bid request from sixteen solicited vendors. Mr. Imhoff noted that since the Board packet was distributed, the recommendation to the Board has changed. He further explained that the conversations about solar panels are continuing and because of this, the alternate (new mineral surfaced system) is being removed from the recommendation. Mr. Imhoff indicated that the alternate may be brought to the Board for future approval, based on the results of the solar panel discussions. The updated recommendation is to award the contract for the base bid (without the alternate) in the amount of $1,324,740 to Jackson & Associates LLC of White Bear Lake, MN. Mr. Prange moved, seconded by Mr. Enright, to award a contract for the base bid for the Building 1700 Roof Project for $1,324,740 to Jackson & Associates LLC of White Bear Lake, MN. Upon roll call vote, the following members voted affirmatively to approve the Agriculture/Automotive Building (Building 1700) roof contract for the base bid in the amount of $1,324,740 to

Jackson & Associates LLC of White Bear Lake, MN: Mr. Blume, Mr. Bolstad, Mr. Enright, Ms. Fillback, Mr. Prange, Mr. Tuescher, Mr. Williamson, and Ms. Wonderling. The motion was approved.

Caleb White, Vice President for Administrative Services, reviewed the request for proposals (RFP) for Professional & Temporary Staffing. Proposals were received from eight vendors, of which five provided all the required documentation. An evaluation team reviewed and rated the proposals. Mr. Bolstad moved, seconded by Ms. Fillback, to award the RFP for Professional & Temporary Staffing to the following vendors: TSCTI of Madison, WI; Infojini of Columbia, MD; Kelly Services of Troy, MI; Compunnel, Inc. of Plainsboro, NJ; and Express Employment Professionals of Platteville, WI, and allow the College to maintain the ability to select the best fit for a given job opening from the bench of top-five scoring firms. The motion to approve the Professional & Temporary Staffing to TSCTI of Madison, WI; Infojini of Columbia, MD; Kelly Services of Troy, MI; Compunnel, Inc. of Plainsboro, NJ; and Express Employment Professionals of Platteville, WI, and allow the College to maintain the ability to select the best fit for a given job opening from the bench of top-five scoring firms was adopted.

Holly Clendenen, Chief Student Services Officer, presented to the Board amended Reciprocity Agreements between 1) Southwest Wisconsin Technical College and Northeast Iowa Community College and 2) Southwest Wisconsin Technical College and Highland Community College. Ms. Clendenen explained that there are no changes to the agreements, but instead, there are amendments to the list of programs included within the agreements. Mr. Blume moved, seconded by Mr. Prange, to approve the amended list of included programs within the Reciprocity Agreement with Northeast Iowa Community College. Motion Adopted. Mr. Enright moved, seconded by Ms. Fillback, to approve the amended list of included programs within the Reciprocity Agreement with Highland Community College. Motion Adopted.

Ms. Clendenen presented information on the Livestock & Dairy Judging Team. Formal Board approval is requested before this team is recognized as an official team within the College. Mr. Bolstad moved, seconded by Mr. Williamson, to approve the Livestock & Dairy Judging Team as a recognized and approved team within Southwest Tech. Motion carried.

Krista Weber, Chief Human Resources Officer, provided an update on College staffing. Sustainable Management Instructor/Energy Coordinator interviews were today; there is an accepted offer on the Disability Services Specialist position; Interviews are being scheduled for the Accounting and Communication Instructors; and the IT Systems Analyst, Multicultural Success Coach, and Student Engagement Coordinator positions are posted.

Tyler Platz, Data Analyst, provided a presentation on Charger Tech 360 and the program's impact on student success. Evaluation findings indicate that Charger Tech 360 eligible students saw a .12 GPA point increase in their semester GPA (on average) and the odds that eligible students completed 100% of their course were 29% higher after program implementation (on average).

Mandy Henkel, Director of College Effectiveness/Accreditation Liaison, introduced proposed updates to the College Health Indicators describing the proposal includes fewer and more targeted College Health Indicators with strong consideration of student access, completion, and post-college success. The interactive session was brought in front of the Board as an opportunity to allow time for Board feedback and engagement. This topic will be revisited with the Board at future meetings and finalized when all three Boards (District, Real Estate, and Foundation) meet on October 20, 2023.

The 2022-23 and 2023-24 Comparison Year-Over-Year FTE Reports were reviewed. The 2022-23 report shows a 3.83% increase from last year. The 2023-24 report indicates a .91% decrease in comparison to last year.

Under the Chairperson's Report, the October 9 – 12, 2023, ACCT Leadership Congress was briefed. This year's conference will be in Las Vegas. Katie Glass, Krista Weber, and Chuck Bolstad will be presenting along with Bill Chan, Ph.D., Senior Vice President of Franklin University. Jeanne Jordie plans to attend the event, as well.

The 2023-24 District Boards Association (DBA) Committee Appointments and the Southwest Tech Foundation Board and Real Estate Foundation Board representatives were determined: Kent Enright will serve on the DBA Awards; Chris Prange will continue to serve on the DBA Bylaws; Don Tuescher will continue to serve on the DBA External Partnerships; and Jeanne Jordie will serve on the DBA Internal Best Practices. David Blume will continue to represent the Board on the Real Estate Foundation Board and Don Tuescher will be the District Board representative on the Foundation Board.

The College President's Report included a follow-up report on questions from the June 21, 2023, Board meeting regarding compensation, enrollments, and FTEs.

There were not any College Happenings presented to the Board.

Under Other Informational Items, Mr. Bolstad thanked Mr. Tuescher for his two years of service and leadership as the Board's Chairperson.

It was decided by the Board that the August Board meeting will not be held on August 24, 2023, as previously scheduled. The newly scheduled date and time is August 31, 2023, at 5:00 p.m.

Mr. Blume moved, seconded by Mr. Williamson, to adjourn to closed session to discuss the President's Evaluation and Contract per Wis. Stats. 19.85(1)(c) and property acquisition per Wis. Statutes 19.85(1)(e). Upon roll call vote, the following members voted affirmatively: Mr. Blume, Mr. Bolstad, Mr. Enright, Ms. Fillback, Mr. Prange, Mr. Tuescher, Mr. Williamson, and Ms. Wonderling. The motion carried, and the meeting adjourned to a closed session at 8:48 p.m.

The Board reconvened to open session at 10:50 p.m. Mr. Blume motioned, seconded by Mr. Prange, to approve a contract amendment between Jason S. Wood, Ph.D., and the Southwest Wisconsin Technical College District Board. Upon roll call vote, the following members voted affirmatively to approve the contract amendment: Mr. Blume, Mr. Bolstad, Mr. Enright, Ms. Fillback, Mr. Prange, Mr. Tuescher, Mr. Williamson, and Ms. Wonderling. Motion carried.

With no further business to come before the Board, Ms. Wonderling moved to adjourn the meeting, with Mr. Enright seconding the motion. The motion carried, and the meeting adjourned at 10:52 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 7/01/2023 - 7/31/2023

Vendor	Expenditure Invoice #	Description	Amount
Sikich	7.20.23 STMT	AUG INSURANCE PREMS	299,273.91
DMI	2043	INSURANCE	241,714.00
WRS-PR	7.21.23 PR	7.21.23 WRS	150,300.23
WRS	7.31.23 WRS	7.31.23 WRS	145,747.12
IRS	7.21.23 IRS	7.21.23 IRS PMT	133,210.06
IRS	7.10.23 PR	7.10.23 PR	132,958.10
eCampus.com	6557-230731-2639	BOOK VOUCHERS	111,907.61
Apple.Com	MA06831967	MACBOOK PRO'S + APPLE CARE	51,760.00
Garland	CI-GDI0019282	ROOFING MATERIAL 1600 ROOF	42,438.00
Great West	7.21.23 PR	7.21.23 PR	30,072.15
Northcentral	CINV-201780	PALO ALTO SUB 7.30-7.29.24	28,140.00
Fennimore Utilities	7/26/23 STMT	6/26-7/25/23 UTILITIES	27,130.37
WI DOR- PR	7.10.23 PR	7.10.23 PR	22,384.29
WI DOR- PR	7.21.23 WI DOR	7.21.23 WI DOR	21,828.18
Vanguard	59303	ESPORTS EQUIPMENT	19,032.64
Healthequity	7.21.23 HSA	7.21.23 HSA PMT	18,277.23
Healthequity	7.10.23 PR HSA	HSA	18,167.06
Trane	313654929	6/1/21-5/31/24 FINAL PMT	18,078.07
TimeClock Plus	INV00277216	ENTERPRISE LICENSE	17,875.00
Northcentral	CINV-201818	PURCHASING CONSORTIUM 7.1-6.30.24	15,160.00
Buckingham Mfg	902552	BOOKSTORE	11,132.55
EBSCO	1000207333-1	7.1-6.30/ DIGEST REFUND	10,409.62
Zoom	INV212879859	SUBSCRIPTION	10,099.00
Great West	7.10.23 WI DEF COMP	WI DEFERRED COMP	9,930.15

Expenditure			
Vendor	**Invoice #**	**Description**	**Amount**
Northcentral	CINV-201787	SMARTSHEET LICENSES 7.1-6.30.24	9,720.00
WI Tech	INV170736	WIDS 7.1-6.30.24	9,438.00
Economic	INV17491	7/1-6/30/24	9,261.00
Delta	693523	DENTAL CLAIMS	8,296.79
Buckingham Mfg	902695	BOOKSTORE	8,229.26
Delta	701735	DENTAL CLAIMS	7,793.91
Respondus	SO-36612	8.1-7.31.24 LICENSE	7,745.00
WageWorks	INV5366000	HRA 2021	7,526.45
Kaltura	144792	7.1-6.30.24 SUBSCRIPTION	6,945.72
Delta	702975	DENTAL CLAIMS	6,121.43
Delta	694762	DENTAL CLAIMS	5,939.20
Library	2023060046	7.1.23-6.30.24 STWR/ENRCH/MARC	5,602.00
HLC	D16985	23/24 DUES	5,385.60
ExamSoft	IN-ESW-06363	8.1.23-12.31.23	5,285.25
Otis	100401197306	7.1-6.30.24 MAINTENANCE SVC	5,021.04
Hillyard	605153473 PR# 15646	DOUBLE PAYMENT WAS REFUNDED	4,978.33
eCampus.com	6557-230731-430	SCHOOL VOUCHERS	4,753.72
Delta	700490	7.13.23-7.19.23	4,750.48
Performance Food Gro	483655	CAFE	4,328.03
Northcentral	CINV-201895	VERBIT	4,236.00
National Business	ZK215768-BAL	TABLE TOP/COUNTER	4,098.00
Brand L	64577	SHIRTS	4,063.00
WageWorks	INV5381550	HRA 2021	3,849.53
Van Meter	S012828833.001	CONTROLLER WITH MEMORY	3,762.25
WTA Properties	JULY '23 RENT	JULY '23 RENT	3,607.06
WTA Properties	AUG '23 RENT	AUG '23 RENT	3,607.06
Buckingham Mfg	901332	BOOKSTORE	3,591.54
US Omni	7.21.23 PR	7.21.23 VANGUARD	3,578.91
US Omni	7.7.23 VANGUARD	VANGUARD PMT 7.7.23	3,529.10
Advanced Bus	100576	7.1-6.30.24 EQUIPMENT MAINT	3,440.00
Performance Food Gro	480596	CAFE	3,010.20
Telegraph Herald	7/31/23 STMT	STICKY NOTES/FAST TRACK	2,983.00
DMI	2068	OUT OF STATE W/C COVERAGE	2,943.00
Performance Food Gro	475645	CAFE	2,892.31
QM	112267	7.1-6.30.23 CONSORTIA	2,860.00
PCARD - ASE	222640	OIL FILTER CRUSHER	2,856.00
WageWorks	INV5461294	PMB/PMP HRA 2021	2,835.68
NAACLS	32593	ANNUAL ACCRED FEE 7.1-6.30.24	2,827.00
Lamar	114975891	BILLBOARD ADS	2,762.00
PCARD - Main St	165	DECAL SHEET + SLEDGE + BATTERY	2,761.32

Expenditure			
Vendor	**Invoice #**	**Description**	**Amount**
3368754	2127442	Student Refund	2,751.44
Dubuque Glass	66205	INSTALL	2,717.98
PCARD - Modern Learn	00000344	UDL WORK (13.5 HOURS)	2,700.00
Buckingham Mfg	903203	EPD TOOL KITS	2,697.18
Buckingham Mfg	903475	EPD KITS	2,691.04
Inside Higher Ed	INVIHE00001628	DIVERSITY NETWORK	2,504.91
Arthur J Gallagher R	4733410	INTERNATIONAL PKG	2,500.00

Total Invoices $1,802,802.06

Bank Withdrawals			
Vendor	**Transaction Date**	**Audit Trail**	**Amount**

Total Bank Withdrawals $0.00

Payroll		
Payroll Period	**Payroll Date**	**Amount**
07/07/2023 Payroll	7/7/2023	405,528.35
07/21/2023 Payroll	7/21/2023	399,193.66

Total Payroll $804,722.01

Total Purchases >= $2,500 $2,607,524.07

2. Treasurer's Cash Balance

Southwest Wisconsin Technical College			
Report of Treasurers Cash Balance 7/31/2023			
Receipts			
Fund			
1 General	609,813.00		
2 Special Revenue	-		
3 Capital Projects	16,269.00		
4 Debt Service	-		
5 Enterprise	39,685.00		
6 Internal Service	312,767.00		
7 Financial Aid/Activities	114,748.00		
Total Receipts		1,093,282.00	
Expenses			
Fund			
1 General	2,086,108.00		
2 Special Revenue	-		
3 Capital Projects	126,280.00		
4 Debt Service	-		
5 Enterprise	90,706.00		
6 Internal Service	352,282.00		
7 Financial Aid/Activities	189,597.00		
Total Expenses		2,844,973.00	
Net cash change - month			(1,751,691.00)
EOM Cash Balances			
-Midwest One Operating 0356	4,167,133.33		
-Midwest One Investment 1324	-		
-Cash on Hand	2,940.00		
-Local Government Investment Pool	7,448,102.09		
Ending Cash/Investment Balance		11,618,175.42	

3. Budget Control

	2023-24 Budget	2023-24 YTD Actual	2023-24 Percent	2022-23 Percent	2021-22 Percent	2020-21 Percent	2019-20 Percent
General Fund Revenue	24,772,300.00	609,813.20	2.46	2.26	2.19	2.75	2.57
General Fund Expenditures	25,409,000.00	2,086,108.10	8.21	7.95	5.28	7.78	7.08
Capital Projects Fund Revenue	5,471,000.00	16,269.00	0.30	-	-	-	0.00
Capital Projects Fund Expenditures	5,947,000.00	126,280.42	2.12	1.65	0.33	0.00	1.69
Debt Service Fund Revenue	6,656,000.00	-	-	-	-	-	-
Debt Service Fund Expenditures	6,710,000.00	-	-	-	-	-	-
Enterprise Fund Revenue	1,300,000.00	39,684.63	3.05	0.90	2.02	3.55	1.27
Enterprise Fund Expenditure	1,905,300.00	90,706.16	4.76	3.56	2.05	7.89	0.67
Internal Service Fund Revenue	4,455,000.00	312,766.56	7.02	7.46	7.42	7.13	6.85
Internal Service Fund Expenditures	4,455,000.00	352,281.66	7.91	0.88	7.45	7.48	7.49
Trust & Agency Fund Revenue	8,525,500.00	114,748.22	1.35	0.01	5.10	0.92	0.95
Trust & Agency Fund Expenditures	7,830,500.00	189,596.66	2.42	2.90	1.95	1.54	1.69
Grand Total Revenue	**51,179,800.00**	**1,093,281.61**	**2.14**	**1.82**	**2.97**	**2.30**	**2.13**
Grand Total Expenditures	**52,256,800.00**	**2,844,973.00**	**5.44**	**4.67**	**3.66**	**4.83**	**4.62**

D. Contract Revenue

There were six contracts totaling $10,555.54 in July 2023 being presented for Board approval. The Contract Revenue Report is below.

2023-2024 CONTRACTS
7/1/2023 to 7/31/2023

Contract Holder	Contract #	Service Provided	Contact	Number Served	Price	Exchange of Services (Instructional Fees Waived)	On-Campus	Off-Campus	Waiver
								INDIRECT COST FACTOR	
Grant Regional Health Center	03-2024-0032-I-41	Spanish for the Workplace	Dennis Cooley	19	$ 1,950.00	No		X	
Boscobel School District	03-2024-0044-I-11	Heartsaver CPR/AED w/ First Aid	Kris Schoville	22	$ 1,045.46	Yes		X	
Schreiber Foods	03-2024-0045-I-41	GTAW-Stainless Steel 24 Hr (WIG Participant)	Dennis Cooley	8	$ 2,240.00	No		X	
Rockwell Automation	03-2024-0050-I-41	Heartsaver CPR/AED w/ First Aid	Kris Schoville	31	$ 3,100.00	No		X	
Upland Hills Health	03-2024-0053-I-41	Microsoft Teams Basic	Dennis Cooley	43	$ 1,150.00	No		X	
USA Clay Target League	03-2024-0056-T-42	League Director Duties - June	Caleb White		$ 1,070.08	No		X	

TOTAL of all Contracts	123	$ 10,555.54
Exchange of Services	22	$ 1,045.46
For Pay Service	101	$ 9,510.08

E. *Personnel Items*

The Personnel Report includes five new hire recommendations and three resignations. The report follows:

Southwest Wisconsin TECHNICAL COLLEGE

PERSONNEL REPORT
August 7, 2023

EMPLOYMENT: NEW HIRE

Name:	Tracy Allen
Title:	Disability Services Specialist
How many applicants & interviewed	13 applicants/4 interviews
Start Date:	7/17/2023
Salary/Wages	$68,000
Classification	Full Time
Education and/or Experience	Master's degree in counseling psychology/school counseling & bachelor's degree in psychology/family studies from UW-Platteville with 10 years of counseling experience.

EMPLOYMENT: NEW HIRE

Name:	Ashley Wojtalewicz
Title:	Sustainable Energy Mgt Instructor/Energy Coordinator
How many applicants & interviewed	5 applicants/3 interviews
Start Date:	7/31/2023
Salary/Wages	$70,000
Classification	Full Time
Education and/or Experience	Bachelor's degree in Sustainable & Renewable Energy Systems & Business Administration from UW-Platteville with 5 years of sustainable energy management experience.

EMPLOYMENT: NEW HIRE

Name:	Julie Johll
Title:	Accounting Instructor
How many applicants & interviewed	13 applicants/5 interviews
Start Date:	8/7/2023
Salary/Wages	$63,000
Classification	Full Time
Education and/or Experience	Bachelor's degree in accounting & finance from UW-Platteville with 8 years of accounting experience and 9 years of instruction experience in secondary education. CPA renewal in process.

EMPLOYMENT: NEW HIRE

Name:	Sarah Gleisner
Title:	Communication Instructor
How many applicants & interviewed	9 applicants/3 interviews
Start Date:	8/9/2023
Salary/Wages	$65,000
Classification	Full Time
Education and/or Experience	Master's degree in speech communication from University of Illinois and bachelor's degree in speech communication and psychology from UW-Platteville with 9 years of instruction and student service experience in higher education.

EMPLOYMENT: NEW HIRE

Name:	Karla Escobar
Title:	Multicultural Success Coach
How many applicants & interviewed	4 applicants/3 interviews
Start Date:	8/28/2023
Salary/Wages	63,000
Classification	Full Time
Education and/or Experience	Bachelor's coursework of 129 credits in health/psychology from Iowa Wesleyan College (approximately one semester left to complete) with 6 years of caseworker experience, 6 years of public housing program and grant management experience, and 3 years of housing financial specialist experience. Bilingual in Spanish.

PROMOTIONS/TRANSFER   **NEW POSITION**

None	

RETIREMENTS / RESIGNATIONS

Anna Schmitz (Last Day 8/25/2023)	Child Care Aide
Annetta Smith (Last Day 8/14/2023)	HR Specialist
Nikki Nemitz (Last Day 8/25/2023)	Foundation Development Officer/BIS

F. *Southwest WI Workforce Development Board Lease*

Following is a 12-month lease for the Southwest Wisconsin Workforce Development Board to lease 136 square feet of space from the college at the Richland Center outreach site located at 373 West Sixth Street, Richland Center, WI, in the amount of $338 per month.

LEASE AGREEMENT

THIS AGREEMENT OF LEASE is made as of this 1st day of October 2023 by and between Southwest Wisconsin Technical College, Lessor, and Southwest Wisconsin Workforce Development Board, Lessee:

1.   PREMISES AND TERM.

    1.1   Demised Premises. Lessor leases to Lessee the following:

    136 square feet of office floor space located at 373 West 6th Street, Richland Center, Wisconsin.

    1.2   Term. This lease is for a term of twelve (12) months commencing on October 1, 2023, and ending September 30, 2024.

    1.3   Termination This lease shall continue until the date specified in paragraph 1.2 or an extension date agreed upon as specified in paragraph 1.4 or until terminated in accordance with this paragraph. This lease or any renewal thereof may be terminated by mutual written agreement of the parties before the end of the fixed term or the end of each and every renewal period hereafter upon such terms and conditions as the parties shall agree.

    1.4   Renewal. This lease may be renewed by mutual written agreement of the parties before the end of the fixed term or the end of each and every renewal period hereafter upon such terms and conditions as the parties shall agree.

2.   RENT.

    2.1   Payments. The Lessee shall yield and pay the sum of Three Hundred and Thirty Eight Dollars ($338.00) per month as rent for the premises for the term of this Agreement, payable by mail or direct deposit on the 10th day of each month of this agreement. Mailed payments shall be sent to Southwest Tech, 1800 Bronson Blvd, Fennimore, Wisconsin 53809 or direct deposits shall be paid to Southwest Tech checking account (routing number available upon request).

3.   USE AND SIGNS.

    3.1   Use. Lessee shall use and occupy the demised premises solely for general office purposes. Lessee shall not use the demised premises in any way which, in the judgment of the Lessor, poses a hazard to the Lessor, the premises, other Lessees, if any, or the building in part or in whole; nor shall Lessee use the demised premises so as to cause damage to the building in part or in whole; nor shall Lessee use the premises so as to cause damage, annoyance, nuisance or inconvenience to the building occupants or others.

    3.2   Signs. Lessee shall have the privilege of placing in the demised premises such interior signs as Lessee deems necessary and proper in the conduct of Lessee's business, provided:

1

(a)   Lessee obtains the Lessor's consent to the placement of any sign in the building.

4.   CARE AND REPAIR OF DEMISED PREMISES; UTILITIES.

4.1   Utilities.

(a)   Lessee shall be responsible for telephone and computer expenses.

(b)   Lessor is responsible for heat, electricity, gas, water and sewer costs.

4.2   Maintenance.

(a)   Lessor is responsible for purchasing cleaning and paper products and is further responsible for providing general interior custodial and maintenance services.

(c)   Lessor shall, except as otherwise specifically provided herein and except for damages resulting from the act or negligence of Lessee, its agents, employees, invitees or permittees, maintain in good repair and tenantable condition the demised premises including the building and any and all equipment, fixtures and appurtenances whether severable or nonseverable, furnished by the Lessor under this lease. Lessee shall promptly report any problems with heating, air conditioning, electricity or plumbing.

(d)   Lessee shall commit no waste and shall take good care of the demised premises. Upon the expiration or termination of this lease or any renewal thereof, Lessee shall vacate the demised premises, remove its property therefrom and forthwith yield and place Lessor in peaceful possession of the leased premises free and clear of nay liens, claims or encumbrances and in as good condition as the premises existed at the commencement of this lease, ordinary wear and tear, and damage by fire, act of God, casualty or other cause not due to misuse and neglect by Lessee or Lessee's agents, servants, customers, visitors or permitees excepted.

4.2   Lessee property. All improvements made by Lessee to the demised premises which are or become so attached to the demised premises that they cannot be removed without material injury to the demised premises shall become the property of the Lessor. Not later than the last day on which Lessee has the right to possession of the premises, Lessee may, nevertheless, remove all Lessee's personal property.

5.   ALTERATIONS.

5.1   Lessee shall have the right, at Lessee's expenses, from time to time, without Lessor's

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consent, to redecorate the demised premises, and to make nonstructural alterations, changes, installations, additions or improvements (collectively "changes") in, on, to or about such parts thereof as he shall deem expedient or necessary for its purpose.

6. ASSIGNMENT AND SUBLETTING.

6.1 Lessee shall not have the right, without Lessor's written consent, to assign this lease or sublet the demised premises or any part thereof.

7. OTHER FACILITIES.

7.1 Lessee shall have nonexclusive access to all off street parking available on the premises, it being understood that parking is available to all tenants of the building.

8. INDEMNITY - LIABILITY INSURANCE

8.1 Liability insurance. The Lessee must obtain and maintain during the term of this lease, a liability insurance policy covering its operations on the demised premises.

8.2 Contents insurance. During the term of this lease, Lessee shall, at Lessee's expense, be responsible for insuring its personal property located on the demised premises against damage and destruction by fire, theft or other perils.

9. NOTICES.

9.1 Any notice, demand, request or other communication hereunder given or made by either party to the other shall be in writing and shall be deemed to be duly given only if personally served on the other party or mailed by first class, postage prepaid regular mail addressed as follows:

(a) if to Lessor, to Vice President of Administrative Services, Southwest Tech, 1800 Bronson Blvd, Fennimore, WI 53809, and

(b) if to Lessee, to Chief Executive Officer, Southwest Wisconsin Workforce Development Board, 1370 N. Water Street, PO box 656, Platteville, WI 53818

or at such other addresses as Lessor or Lessee, respectively, may designate in writing by notice pursuant to this paragraph.

10. QUIET ENJOYMENT.

10.1 Quiet enjoyment. Lessor covenants that so long as Lessee pays rent and performs the terms, covenants and conditions on Lessee's part to be performed, Lessee shall peaceably and quietly have, hold and enjoy the demised premises for the term of this lease, subject to the provisions of this lease.

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10.2   Title and use warranty.   Lessor warrants and represents that Lessor has rights to sublease the demised premises and that Lessee is not prohibited by any law or ordinance from using the property as described in Paragraph 3.1.

11.   COMPLETE AGREEMENT AND CONSTRUCTION FORM OF AGREEMENT.

11.1   Complete agreement.   Both parties acknowledge that no representations, warranties, promises, covenants or undertakings of any kind have been made to either party as an inducement to enter into this lease agreement, other than those expressly set forth herein or in any attachment hereto.   This lease is intended to be and is the complete agreement of the parties.

11.2   Paragraph headings.   Paragraph headings are for convenience only.   They are not part of this lease agreement of the parties and shall not be used in the construction or interpretation thereof.

11.3   Form of agreement.   With respect to the form of the lease agreement, both parties assume joint responsibility for the form and composition of each paragraph, and they further agree that this lease agreement shall be interpreted as though each of the parties participated equally in the composition of each and every part thereof.

11.4   Construction.   This lease agreement is not to be strictly construed for or against either of the parties.   It shall be interpreted simply and fairly with regard to both parties.

11.5   Choice of law.   The parties intend this lease agreement to be construed in accordance with the laws of the State of Wisconsin, irrespective of the residence of either party, or regardless of the forum where it may be construed later whether for enforcement, revision, modification or for any other purpose.   In addition to the provisions of paragraph 1.3 pertaining to termination, in the event of a breach of this contract by either party, the parties specifically agree to be bound by the relevant provisions of Chapter 704 of the Wisconsin Statutes.

11.6   Severability.   Both parties agree that in the event any court of competent jurisdiction at any time holds that a portion of this lease agreement is invalid, illegal, unenforceable, void or voidable, the remainder of the lease agreement, to the extent consistent with such holding, shall not be affected thereby and shall continue in full force and effect.

12.   MISCELLANEOUS PROVISIONS.

12.1   Revision or modification   Any future revision, modification, amendment or waiver of any of the provisions of this lease agreement shall be effective only if made in writing, dated, signed and executed with the same formality as this lease agreement.   Any such revision, modification or amendment shall specifically provide that it is intended to revise, modify, or amend this lease agreement. Failure of either party to insist upon strict performance of nay of the provisions of this lease agreement shall not be construed as a waiver of any subsequent default of the same or similar nature.

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12.2   Access to premises. Lessor may enter the demised premises at any reasonable time on reasonable notice to Lessee for any purpose related to the performance of Lessor's obligations thereunder.

12.3   Interruption of services. Interruption of any service maintained in the demised premises if caused by mechanical difficulties or any causes beyond the Lessors's control shall not entitle Lessee to any claim against Lessor or to any abatement in rent, nor shall the same constitute constructive or partial eviction, unless Lessor fails to take such measures as may be reasonable in the circumstances to restore the service without undue delay. If the demised premises are rendered unfit in whole or in part for the uses specified in this lease agreement, for a period of more than 3 days, by the making of repairs, replacement or additions, other than those made with Lessee's consent or caused by misuse or neglect by Lessee or Lessee's agent, customers, visitors or permittees, there shall be a proportionate abatement of rent during the period of such unfitness.

13.   BINDING EFFECT.

13.1   Binding effect. The provisions of this lease agreement shall apply to, bind and inure to the benefit of the parties hereto and their respective heirs, beneficiaries, personal or legal representatives and assigns.

IN WITNESS WHEREOF, the said Lessor has caused these presents to be signed this ____ day of _____ 2023.

SOUTHWEST WISCONSIN TECHNICAL COLLEGE

BY: _____
Caleb J. White, Vice President for Administrative Services

IN WITNESS WHEREOF, the said Lessee has caused these presents to be signed this ____ day of August_____ 2023.

SOUTHEST WISCONSIN WORKFORCE DEVLEOPMENT BOARD

BY: _____
Rhonda Suda, Chief Executive Officer

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Recommendation: *Approve the August 31, 2023, Consent Agenda as presented.*

Other Items Requiring Board Action

A. Access Controls System Upgrade RFP

Proposals were sought from qualified vendors to design and install a proximity-operated automated lock system. The summary of the proposals follows.

Recommendation: *Award the RFP for the installation of a new Access Control System to Energy Management Consultants, LLC (EMC) of Fennimore WI, in the amount of $1,069,842.86.*

Access Control System Upgrade
RFP #2324-04

The public opening of the request for proposals (RFP) for Access Control System Upgrade for the College was held on Thursday, July 10, 2023 at 1:30 p.m. CST.

Purpose

Southwest Tech requested proposals from qualified vendors to upgrade the existing dormakaba lock system or for installation of a new lock system.

Scope Summary

Southwest Tech is sought proposals from qualified vendors to design and install a proximity-operated automated lock system that is capable of seamless integration with other systems such as HVAC (Heating, Ventilation, and Air Conditioning), fire alarm, lighting, and room monitoring. The goal is to enhance security and operational efficiency by creating a centralized and integrated system for access control and facility management. The scope of this project includes doors with the existing swipe card mechanism.

Proposals were received from four (4) vendors, one of which was disqualified for not meeting the due date of the RFP An evaluation team consisting of Josh Bedward, Dan Imhoff, Nicole Nelson, John Troxel, Amy Campbell and Brandon Wallin reviewed and rated the proposals. Team scoring was based on listed criteria.

Evaluation Criteria

Submitted proposals were reviewed and evaluated in accordance with the evaluation criteria established below:

1. 40% - Compliance with the requirements outlined in the RFP.
2. 25%- Technical capabilities and suitability of the proposed solution.
3. 20%- Cost-effectiveness and value for investment.
4. 10%- Vendor qualifications, experience, and references.
5. 5%- Quality of proposed implementation and support services.

The evaluation team's average composite score ranking from high to low is as follows:

Ranking	Vendor		Cost of Upgrade/New Lock System	SWTC Final Score
1	Energy Management Consultants, LLC (EMC)*	Fennimore, WI	$1,069,842.86	92.0
2	Omni Technologies	Oregon, WI	$528,007.00	82.0
3	Insight Public Sector*	Herndon, VA	$1,067,053.94	78.0

*- EMC & Insight proposed new lock system installations.

Recommendation: Award the RFP for installation of a new Access Control System to Energy Management Consultants, LLC (EMC) of Fennimore WI, in the amount of $1,069,842.86.

B. Concept Review: IT-Software Developer (10-152-1)

Included in the electronic Board material is a Concept Review for an Associate Degree in IT- Software Developer (Program Number 10-152-1). Also included in the electronic material is a Board resolution approving the program to be sent with the Concept Review paperwork to the Wisconsin Technical College System Office.

Recommendation: *Approve the Concept Review for the IT-Software Developer Associate Degree (Program 10-152-1).*

3-1 CONCEPT REVIEW FORM

Today's Date: 08/17/2023

College: Southwest Wisconsin

College Contact: Derek Dachelet

College Contact Phone: 608.822.2417

College Contact Email: ddachelet@swtc.edu

Education Director Consulted: C Martin

Date Consulted: 06/22/2023

WTCS Calendar of Events
Expected WTCSB Concept Review Approval Date: 11/07/2023

Expected WTCSB Program Approval Date: 01/16/2024

a. Proposed Aid Code - Program Number: 10-152-1

b. Proposed Credential: AAS

c. Proposed Program Title: (limit of 65 characters)

IT-Software Developer

d. Tentative Program Description: (limit of 550 characters)

The two-year IT-Software Developer program prepares learners to design, develop and test business application software using various leading programming languages. Graduates will be proficient in industry-relevant programming languages along with various supporting technologies in database development, project management, and system analysis and design. Graduates will be prepared to support the software development needs in a wide variety of industries. Training blends general education development with required IT technical skills.

e. SOC {Standard Occupational Classification}

15-1252   15-1253

1) Please provide your rationale for using the above SOC Code(s): (limit of 275 characters)

The following SOC Codes align with regional employer demand. Students completing the IT – Software Developer (10-152-1) program will be qualified for entry-level jobs in these occupations. Employability in given segments of information technology were discussed at the ad hoc ✚

☑ Supporting documentation attached as "Attachment A"

f. Proposed CIP {Classified Instructional Program} 11.0201

    1) Please provide your rationale for using this CIP Code: (limit of 275 characters)

> The following CIP codes crosswalk with the above SOC codes. The proposed program description is directly derived from or in part of the CIP code description that closely articulates the program's training focus. Employability in given segments of information technology were

      ☑ Supporting documentation attached as "Attachment B"

g. Mean Starting Hourly Salary: $45.38

h. Single Source Request: (limit of 275 characters)   ☑ Not Applicable

      ☑ Supporting documentation attached as "Attachment C"

i. Summary of Analysis of how this program supports employment demand (limit of 550 characters). Refer to Chapter 3 for explanation of required documentation.

> Through direct conversations and telephone interviews with regional IT employers and by assessing occupational employer demand data derived from Lightcast Q2 2023, O-Net, and the Bureau of Labor Statistics.

      ☑ Supporting documentation attached as "Attachment D"

j. Advanced Technical Certificate (ATC) programs must include clear description of prior knowledge required as "Attachment E."

      ☑ Not Applicable

      ☐ Supporting documentation attached as "Attachment E"

k. Projected job openings per year: Year 1 683   Year 3 739   Year 5 799

   Projected completers per year: Year 1 0   Year 3 30   Year 5 35

l. Program method of delivery:

   ◯ 100% Online   ● 100% Face to face   ◯ Hybrid   ◯ Competency Based

m. Documentation of member participation and outcomes of the Ad Hoc/advisory group

      ☑ Supporting documentation attached as "Attachment F"

Last Modified: 08/23/2021

n. Summary of initial discussions with other WTCS districts offering a similar or same program. Included is evidence of Notification letter to ISA as described in Chapter One of ESM (limit of 275 characters).

> Feedback was positive and supportive. Campus deans/department chairs were generous with their input on topics like employer feedback, equipment needs, enrollment/graduate trends, and employer skillset demand. Feedback validated our pursuit of a software developer program.

☑ Supporting documentation attached as "Attachment G"

o. Documentation of District Board Approval of the Concept Review attached as "Attachment H" ☑

p. Date of conversation with Financial Aid Manager about program concept and what is needed if we are interested in making program financial aid eligible for our students.

Date: 6/22/2023

q. Equity Prompts: Response to the equity prompts listed in ESM Chapter 3 is required. Indicate the prompts addressed below and include your response as "Attachment I."

- Starting with the November 2021 WTCS Board meeting (9/24/21 submission deadline), colleges are required to respond to one of the equity prompts.

- Starting with the July 2022 WTCS Board meeting (5/27/22 submission deadline), colleges are required to respond to two of the equity prompts.

Equity Prompt 1: B. Equity in Student Recruitment, Access, Retention & Completion ▾
Required starting with the November 2021 WTCS Board Meeting (9/24/21 submission deadline)

Equity Prompt 2: D. Program Interface/Alignment with College DEI/Strategic Initiativ ▾
Required starting with the July 2022 WTCS Board meeting (5/27/22 submission deadline)

☑ Supporting documentation attached as "Attachment I"

Signature: _____   Date: _____
District President or Instructional Services Administrator

Printed Name: _____

When document is complete, please follow your district's procedures for review and submission. The appropriate personnel should submit this form along with all attached documentation in a single .pdf file to programs@wtcsystem.edu.

Last Modified: 08/23/2021

Attachment A.
SOC Codes

O•NET OnLine

Q   software   Go

Help ▾ Find Occupations ▾ Advanced Searches ▾ O*NET Data ▾ Crosswalks ▾   Share ▾   Sites ▾

Software Developers
15-1252.00

⭐ Bright Outlook   📅 Updated 2023

A subset of this occupation's profile is available. Data collection is currently underway to populate other parts of the profile.

Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

Sample of reported job titles: Application Developer, Application Integration Engineer, Developer, Infrastructure Engineer, Network Engineer, Software Architect, Software Developer, Software Development Engineer, Software Engineer, Systems Engineer

Summary   Details   Custom   📄 Easy Read   📄 Veterans   📄 Español

📘 Contents ▾

Occupation-Specific Information

Tasks

▾ 5 of 19 displayed

- ⊕ Analyze information to determine, recommend, and plan installation of a new system or modification of an existing system.
- ⊕ Analyze user needs and software requirements to determine feasibility of design within time and cost constraints.
- ⊕ Confer with data processing or project managers to obtain information on limitations or capabilities for data processing projects.
- ⊕ Confer with systems analysts, engineers, programmers and others to design systems and to obtain information on project limitations and capabilities, performance requirements and interfaces.
- ⊕ Consult with customers or other departments on project status, proposals, or technical issues, such as software system design or maintenance.

Technology Skills

▾ 5 of 53 displayed

- ⊕ **Data base management system software** — Amazon DynamoDB 🔥; Elasticsearch 🔥; Oracle Database 🔥; Redis 🔥
- ⊕ **Data base user interface and query software** — Airtable; Apache Hive 🔥; Blackboard software; GraphQL 🔥
- ⊕ **Development environment software** — Apache Kafka 🔥; Apache Maven 🔥; Oracle Java 2 Platform Enterprise Edition J2EE 🔥; Oracle SQL Developer 🔥
- ⊕ **Object or component oriented development software** — Apache Spark 🔥; Objective C 🔥; Scala 🔥; TypeScript 🔥
- ⊕ **Web platform development software** — Bootstrap 🔥; React 🔥; Spring Framework 🔥; Vue.js 🔥

Help ▾   Find Occupations ▾   Advanced Searches ▾   O•NET Data ▾   Crosswalks ▾   Share ▾   Sites ▾

Software Quality Assurance Analysts and Testers
15-1253.00

☀ Bright Outlook   📅 Updated 2023

Develop and execute software tests to identify software problems and their causes. Test system modifications to prepare for implementation. Document software and application defects using a bug tracking system and report defects to software or web developers. Create and maintain databases of known defects. May participate in software design reviews to provide input on functional requirements, operational characteristics, product designs, and schedules.

Sample of reported job titles: Automation Tester, Information Technology Analyst (IT Analyst), Quality Assurance Analyst (QA Analyst), Quality Assurance Engineer (QA Engineer), Quality Engineer, Software Quality Assurance Analyst (SQA Analyst), Software Quality Assurance Engineer (SQA Engineer), Software Quality Engineer, Software Test Engineer, Test Engineer

Summary   Details   Custom   📄 Easy Read   🎖 Veterans   🇪🇸 Español

📖 Contents ▾

Occupation-Specific Information

Tasks

⌄ 5 of 30 displayed

➕ Identify, analyze, and document problems with program function, output, online screens, or content.

➕ Document software defects, using a bug tracking system, and report defects to software developers.

➕ Develop testing programs that address areas such as database impacts, software scenarios, regression testing, negative testing, error or bug retests, or usability.

➕ Design test plans, scenarios, scripts, or procedures.

➕ Document test procedures to ensure replicability and compliance with standards.

Technology Skills

⌄ 5 of 47 displayed

➕ **Data base user interface and query software** — Airtable; Apache Hive ☀; Blackboard software; IBM DB2 ☀

➕ **Development environment software** — Apache Kafka ☀; Apache Maven ☀; Apache Subversion SVN ☀; Oracle Java 2 Platform Enterprise Edition J2EE ☀

➕ **Object or component oriented development software** — Apache Spark ☀; jQuery ☀; Objective C ☀; Scala ☀

➕ **Program testing software** — Hewlett Packard LoadRunner; IBM Rational Robot; JUnit ☀; Selenium ☀

➕ **Web platform development software** — Django ☀; Google Angular ☀; React ☀; Spring Framework ☀

Attachment B
CIP Code

IES › NCES National Center for Education Statistics ≡ MENU Search [Go]

CIP | THE CLASSIFICATION OF INSTRUCTIONAL PROGRAMS   CIP 2010 [Change Year ▾]   ❓ Quick CIP [   ] [Go]

| 🔍 Search Options ▾ | ❓ FAQs | 📄 Resources | 🛄 Help | @ Contact | ✎ CIP Wizard |

Detail for CIP Code 11.0201   🖨 Print

Title: Computer Programming/Programmer, General.

Definition: A program that focuses on the general writing and implementation of generic and customized programs to drive operating systems and that generally prepares individuals to apply the methods and procedures of software design and programming to software installation and maintenance. Includes instruction in software design, low- and high-level languages and program writing; program customization and linking; prototype testing; troubleshooting; and related aspects of operating systems and networks.

Action: No Substantive Changes

☐ Crosswalk ❓

☑ CIP Title or Definition Changed

CIP 2000		CIP 2010	
Code	Title	Action ☑ Code	Title
11.0201	Computer Programming/Programmer, General. ⊘	11.0201	Computer Programming/Programmer, General.

Attachment C
Mean Starting Salary

The median salary for occupations relevant to the IT-Software Developer program is derived from recent job postings collected by Lightcast and the Bureau of Labor Statistics. Although the eight counties surveyed have a reported 20% lower salary than the national average, careers in software development are highly lucrative. Salaries range from $34.27/hour in the bottom 10% to a median wage of $45.38.

$94,384
Compensation

Earnings are low in your area. The national median salary for your occupations is $117,296, compared to $94,384 here.

Source: Lightcast Q2 2023 Data Set

U.S. BUREAU OF LABOR STATISTICS

Q Search BLS.gov

HOME ∨   SUBJECTS ∨   DATA TOOLS ∨   PUBLICATIONS ∨   ECONOMIC RELEASES ∨   CLASSROOM ∨   BETA ∨

Bureau of Labor Statistics > Occupational Employment and Wage Statistics

Occupational Employment and Wage Statistics

Search Occupational Em Go

| OEWS Home | OEWS Publications ▾ | OEWS Data ▾ | OEWS Methods ▾ | About OEWS ▾ | Contact OEWS |

Occupational Employment and Wages, May 2022

15-1252 Software Developers

Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

National estimates for Software Developers
Industry profile for Software Developers
Geographic profile for Software Developers

National estimates for Software Developers:

Employment estimate and mean wage estimates for Software Developers:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
1,534,790	0.4%	$63.81	$132,930	0.5%

Percentile wage estimates for Software Developers:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	$34.27	$46.54	$61.18	$77.64	$95.24
Annual Wage (2)	$71,280	$96,790	$127,260	$161,480	$198,100

U.S. BUREAU OF LABOR STATISTICS

HOME ∨ SUBJECTS ∨ DATA TOOLS ∨ PUBLICATIONS ∨ ECONOMIC RELEASES ∨ CLASSROOM ∨ BETA ∨

Bureau of Labor Statistics > Occupational Employment and Wage Statistics

Occupational Employment and Wage Statistics

Search Occupational Em Go

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Occupational Employment and Wages, May 2022

15-1253 Software Quality Assurance Analysts and Testers

Develop and execute software tests to identify software problems and their causes. Test system modifications to prepare for implementation. Document software and application defects using a bug tracking system and report defects to software or web developers. Create and maintain databases of known defects. May participate in software design reviews to provide input on functional requirements, operational characteristics, product designs, and schedules.

National estimates for Software Quality Assurance Analysts and Testers
Industry profile for Software Quality Assurance Analysts and Testers
Geographic profile for Software Quality Assurance Analysts and Testers

National estimates for Software Quality Assurance Analysts and Testers:

Employment estimate and mean wage estimates for Software Quality Assurance Analysts and Testers:

Employment [1]	Employment RSE [3]	Mean hourly wage	Mean annual wage [2]	Wage RSE [3]
196,420	2.0 %	$ 50.84	$ 105,750	0.6 %

Percentile wage estimates for Software Quality Assurance Analysts and Testers:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	$ 26.69	$ 36.40	$ 47.89	$ 61.38	$ 76.80
Annual Wage [2]	$ 55,510	$ 75,710	$ 99,620	$ 127,680	$ 159,740

Attachment D
Employment Demand Support

<u>Projected Job Growth</u>

Regional employment in software development for Southwest Wisconsin and surrounding counties is higher than the national average with 7,216 jobs in 2023. In the next four years, job openings are predicted to increase by 8.2% and represent a demand increase of 589 additional openings by 2027.

Regional Employment Is Higher Than the National Average

An average area of this size typically has 5,709* jobs, while there are 7,216 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.

Region	2023 Jobs	2027 Jobs	Change	% Change
● 8 Counties	7,216	7,806	589	8.2%
● National Average	5,709	6,298	590	10.3%
● Wisconsin	25,718	28,194	2,476	9.6%
● Green County, WI	88	87	-1	-1.3%
● Dubuque County, IA	305	334	29	9.6%
● Dane County, WI	6,639	7,187	548	8.3%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Lightcast Q2 2023 Data Set | lightcast.io

Additionally, employer jobs data doesn't fully consider the amount of IT outsourcing companies are currently needing to do. Advisory Board feedback and desktop research indicates that several remote-work career opportunities are not represented in the above numbers. Software development is a career field where graduates can live in Southwest Wisconsin and work anywhere in the world.

<u>Statement of Need for IT-Cybersecurity and Network Administration</u>

According to Lightcast, in the last year, there were a total of 1,086 unique job postings for career pathways the IT-Software Developer degree will prepare students to enter. These postings went unfilled for a 31-day median duration. Comparisons to other highly skilled occupations reveal a strong job demand and steady hiring rate throughout the year with 683 average openings compared to 89 for other skilled occupations. Combined with a monthly average of 217 unique job postings, this demonstrates a strong regional employer demand for workers possessing software developer skills resulting in an average of 197 hires per month.

Job growth demand in the field of IT-Software Developer is expected to be robust both regionally and nationally. Analysis of O-Net data reveals that technology skills associated with IT-Software Developer are considered "Hot Technologies" and frequently included in employer job postings. Similarly, jobs associated with software development and software tester are listed as a "Bright Outlook" occupation expected to grow 8.2% in the next four years.

<u>Summary of a workforce employee survey for IT-Software Developer</u>

Between June and August 2023, employer feedback was collected in telephone and face-to-face interviews. Additionally, desktop reseach was conducted using job website postings to identify desired technical and non-technical skillsets. Nine regional employers were researched and data collected focused on workforce demands and desired skillsets for new hire employees. Companies included: EPIC, John Deere, Eagle Point Software, RFA Engineering, Genova Technologies, Kendall Hunt Publishing, Belcan, KForce, and Randstad. Additionally, (20) current job posting were collected and reviewed for job titles, position requirements and skillsets. From this research, a list of software developer skills was created and shared with an ad hoc advisory board to garner a sense for priority of importance. On August 14, 2023, an ad hoc advisory board was convened to gather employer input on starting a new IT-Software Developer degree program. Skillsets reviewed included:

- Python
- Perl
- Asp.net Server-Side Scripting
- Powershell
- PHP Hypertext Preprocessor
- MS SQL
- Postgres
- Oracle (Golden Gate, Dataguard, Exadata Migration)
- Zelle
- REST API
- API
- SDLC
- AI

- Machine Learning
- Cybersecurity
- C++
- Embedded Software Design & Testing
- DevOps
- AWS
- Algorithms
- Exadata
- Performance Tuning
- Database Tuning
- Database Space Management
- Mobile Apps Development
- UNIX Shell Scripting
- HTML/XML & Java Scripting
- Linux Operating System
- Serial Interfaces (RS-422, RS-232)
- PCI Express
- Agile Methodology
- BI Solutions
- GitHub distributed version control system
- MATLAB and Simulink
- Qt graphical user interface software

Attachment F
IT Software Developer Ad Hoc Advisory Board
Members/Minutes

Meeting Date:	August 14, 2023	*Time:*	3:00 PM
Location	SWTC	*Room:*	227 and Zoom
Facilitator:	Aaron Holverson and Derek Dachelet	*Minute Taker:*	Derek Dachelet

Members Present	Company Represented	Members Present	Company Represented
Ron Wells	Scenic Rivers Energy Coop	John Troxel	Southwest Tech
Pat Timmerman	Belcan	Ross Martin	Belcan
Jeff Anderson	People's State Bank IT Dept	Ryan Carlin	People's State Bank IT Dept

Southwest Tech Staff Present	Position/Title	Company Job Postings Reviewed	
Aaron Holverson	IT Instructor	EPIC	John Deere
Derek Dachelet	Executive Dean	Eagle Point Software	RFA Engineering
Heath Ahnen	Director of IT	Genova Technologies	Kendall Hunt Publishing
John Troxel	Network Administrator	Randstad	KForce

Item 1: Welcome and Process Update

Aaron called the meeting to order at 3:00 pm. The Open Meeting Compliance statement was read:

"The August 14, 2023, meeting of the Southwest Wisconsin Technical College IT – Software Developer Ad Hoc Advisory Committee is called to order. This meeting is open to the public and in compliance with State Statutes. Notice of the meeting has been sent to the press, posted on campus, at the City of Fennimore, Platteville Outreach Site and Richland Center Outreach Site to make the public aware of the time, place, and agenda of the meeting."

Introductions were made and ad hoc advisory members stated their names, company, and position.

Derek gave an overview of the new program development process and the steps needed to start a new degree program. The required Concept Review documentation was briefly discussed.

Action items: N/A	Person responsible: Derek	Deadline: N/A

Item 2: Public Input

Discussion:	No public input.	
Action items: N/A	Person responsible: N/A	Deadline: N/A

Item 3: Approval of Last Meeting's Minutes

Discussion:	N/A	
Action items: N/A	Person responsible: Aaron	Deadline: N/A

Item 4: Review of WTCS Schools IT-Software Developer Programs and Feedback

Discussion:

Derek shared with the group that an email survey went to all the WTCS colleges that currently have IT-Software Developer. Feedback from other colleges was overwhelming positive for the program and seeing Southwest Tech start an AAS program focused on software development. The following questions were asked and transcripts of the replies from five of the colleges were reviewed.

IT Software Developer WTCS Feedback

Hi All,

Southwest Tech is considering starting a 10-152-1 IT- Software Developer program. I'm sending this email as a heads up, but also to request your input to help us in this endeavor. Any input you can provide is very much appreciated!

1. Do you see any reason Southwest Tech shouldn't pursue this program?
2. Any referrals from employer contacts to help with a DACUM would be very helpful.
3. Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful.
4. Are there any computer languages you'd say should be included/not included in our program? Are you considering adding/subtracting any languages from your programs?
5. Are there any certificates/credentials or topics that open career pathway opportunities for our students that we would not want to miss?
6. Have you run into employers who will only hire bachelor's degree candidates? How marketable have you found AAS graduates to be in this field?
7. Is there any important software/hardware we should be considering?
8. Thoughts on how your enrollments/graduation rates are going?
9. Anything else you can think of that would be helpful.

Thanks everyone! If a phone call would be easier than email, feel free to give my cell a call to chat. My number is 608.732.6276. I really appreciate your consideration.

Derek

Overall feedback from the other colleges was shared, but special attention and discussion occurred around the following points.

One concern we had was that a lot of the job postings list bachelor's degree requirements. The overwhelming response from the other WTCS schools is that this hasn't been an issue in seeing their students hired due to a focus on skills over degrees. Advisory board members agreed with this assessment and reiterated that most companies will interview an applicant with an AAS if the right skills are present.

Public perception about the role of artificial intelligence (AI) concerned some of the other schools...the concept that whether fact or perception, that in five years programming jobs won't be needed. Advisory board members said that this was largely hyperbola and not likely to happen for a much longer time then five years. Additionally, proprietary software hampers the outright outsourcing of software development to AI. Advisory board members' general feedback was that AI is a tool that developers use, but it will not replace these jobs anytime soon. Feedback was that the new program curriculum should touch on AI and how to leverage it as a developer tool.

We asked about the gig economy. The response from the other schools was that most graduates do not jump right into gig work. Rather, they go to work for a few years at a larger company and start gig work after building experience. The advisory board members agreed that graduates won't be going right into gig jobs. The feedback we receive was that students should be taught the basics of how self-employment works, but we should avoid a dedicated class to gig economy work in favor of more technical skills-based courses.

Other schools were resolute in saying that we should connect with local employers to verify most-desired programming languages. We went through the list of skills collected from job positing with our advisory board members and prioritized skills/technologies. Software languages and skills were added and subtracted from a master list of areas of emphasis. The compiled list is below. Discussion surrounded the value of each language/skill. Special emphasis was placed on designing a first-year student experience that would set students up for a summer internship. The Python coding language was stressed as having good internship opportunities for students. Additional work will need to be made to discuss internship requirements with prospective employer partners.

Most schools do not embed certificates or credentials into their programs. We asked our advisory board about ideas and our group struggled with this question also. There weren't any industry certifications that came to mind and additional research will need to be done on this topic.

Transcripted credit transfer was discussed and the importance of designing a program that will transfer well to a bachelor's degree program. We have reviewed UW-Platteville's Computer Science degree and will be working with them and other universities to design a program that both meets job demands and facilitates transfer for those students who want to continue with their schooling.

Finally, jobbing-out and program completion due to market demands for students after one year of schooling was discussed. This was a point brought up by other colleges and our advisory board agreed that it could be a challenge given the economy. There was much discussion around what a 1-year technical diploma could look like embedded within the AAS degree. More work will need to be done on this item.

Action items: N/A	Person responsible: Aaron	Deadline: N/A

Item 5: Lightcast Data Review

Discussion: Derek shared Lightcast occupational overview and regional employer data with the advisory board. This documentation will be included with the Concept Review. Each category in the Lightcast report was gone over and committee members had opportunities to ask clarifying questions and discuss the data. Special attention was placed on job demand, report sample geography, and wages. Advisory board members agreed that the data was valid.

Action items: N/A	Person responsible: Aaron	Deadline: N/A

Item 6: Skillsets and Overall Feedback

Discussion: We discussed the following skillsets and garnered feedback on content priorities:

- Python
- Perl
- Asp.net Server-Side Scripting
- Powershell
- PHP Hypertext Preprocessor
- MS SQL
- Postgres
- Oracle (Golden Gate, Dataguard, Exadata Migration)
- Zelle
- REST API
- API
- SDLC
- AI
- Machine Learning
- Cybersecurity
- C#
- C++
- Cobol
- Embedded Software Design & Testing
- DevOps
- AWS
- Algorithms
- Exadata (removed from list)
- Performance Tuning
- Database Tuning
- Database Space Management
- Mobile Apps Development
- UNIX Shell Scripting
- HTML/XML
- Java Scripting
- Linux Operating System
- Serial Interfaces (RS-422, RS-232)
- PCI Express
- Agile Methodology
- BI Solutions
- GitHub distributed version control system
- MATLAB and Simulink
- Qt graphical user interface software
- Jenkins automated testing environment
- RUST
- Docker
- Kubernetes (K8s)
- Blockchain
- Data Analytics / BI Solutions
- FPGA software and development tools

Action items: N/A	Person responsible: N/A	Deadline: N/A

Item 7: Advisory Committee Member Input		
Discussion: Aaron and Derek presented time for advisory committee members to offer any final input into the new proposed program or anything related to IT programs at Southwest Tech.		
Action items: N/A	Person responsible: Derek	Deadline: N/A

Item 8: Adjournment
Action items: The meeting adjourned at 4:15PM.

Attachment G
Initial Discussion with Other WTCS Districts

In June of 2023, email feedback was requested of the seven colleges that currently offer IT-Software Developer. Schools include: CVTC, FVTC, Gateway, Mid-State, Moraine Park, Northcentral, and NWTC. Feedback was received from five of the colleges and provided very useful for our program development and ad hoc advisory board conversations. Campus Deans/Department Chairs were helpful in their input on topics like capital investments, enrollment/graduate trends, and employer feedback in their districts. Feedback received validated the decision to pursue development and implementation of this degree program.

As a follow up to phone correspondence, an email was sent to the ISA's at CVTC, FVTC, Gateway, Mid-State, Moraine Park, Northcentral, and NWTC.

IT Software Developer WTCS Feedback Email Sent June 2023:

Hi All,

Southwest Tech is considering starting a 10-152-1 IT- Software Developer program. I'm sending this email as a heads up, but also to request your input to help us in this endeavor. Any input you can provide is very much appreciated!

1. Do you see any reason Southwest Tech shouldn't pursue this program?
2. Any referrals from employer contacts to help with a DACUM would be very helpful.
3. Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful.
4. Are there any computer languages you'd say should be included/not included in our program? Are you considering adding/subtracting any languages from your programs?
5. Are there any certificates/credentials or topics that open career pathway opportunities for our students that we would not want to miss?
6. Have you run into employers who will only hire bachelor's degree candidates? How marketable have you found AAS graduates to be in this field?
7. Is there any important software/hardware we should be considering?
8. Thoughts on how your enrollments/graduation rates are going?
9. Anything else you can think of that would be helpful.

Thanks everyone! If a phone call would be easier than email, feel free to give my cell a call to chat. My number is 608.732.6276. I really appreciate your consideration.

Derek

RESPONSE 1:

Hello Derek,

I apologize for the delay. Below is input from myself and Joe. Please let me know if we can be of further assistance.

1. Do you see any reason Southwest Tech shouldn't pursue this program?
   - No, we will always need software developers.
   - The only thing to be slightly concerned about would be an impact on enrollment with the advent of AI learning algorithms that have been writing code. There is a public perception that software developers may not be needed in the next five years.

2. Any referrals of employer contacts to help with a DACUM would be very helpful.
   - I would target the largest businesses within your district that have software developers working on-site.

3. Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful.
   - The gig economy is difficult to calculate. You may want to target a few independent contractors through Craigslist or UpWork to see if they would be interested in being part of the DACUM from the perspective of working independently.
   - The majority of students end up working at a larger company to get more experience. A lot of people right out of school may not be ready to jump into gig work. Typically these are people doing side hustles in addition to working full-time.

4. Are there any computer languages you'd say should definitely be included/not included in our program? Are you considering adding/subtracting any languages from your programs?
   - This is hard to answer because every district is so different. We are heavy into C# and Asp.net. We also do mobile development and development using PHP.

5. Are there any certificates/credentials or topics that open up career pathway opportunities for our students that we would not want to miss?
   - Not that I can think of

6. Have you run into employers who will only hire bachelor's degree candidates? How marketable have you found AAS graduates to be in this field?
   - A bachelors is generally listed as preferred, but the reality is employers hire more of our students because they are aligned with the languages being used within our district.
   - It's important to listen to the local employers within your district. If you give them what they want, they will hire your students. We have created many intern to hire pipelines with many of our large district employers.

7. Is there any important software/hardware we should be considering?

- One thing that works really well for us is that most classes leverage VMware. The instructors have virtual machines created for the students that have the software they need pre-loaded.
- This helps students be able to work from home and instructors can help the students by connecting to the student machine.

8. Thoughts on how your enrollments/graduation rates are going?
- Our enrollments are doing good, but things may be starting to slow down because of the increase in wages without a degree and the unknown factor dealing with machine learning and artificial intelligence.

9. Anything else you can think of that would be helpful.
- The most important thing is getting the right people to the table when doing your DACUM. The more input you can get from the employers that will be hiring your students is gold.

RESPONSE 2:

Hello Dr. Dachelet,
Software Developer is a great program to seek for Southwest Tech. Thanks for asking the questions.

1. Do you see any reason Southwest Tech shouldn't pursue this program? No

2. Any referrals of employer contacts to help with a DACUM would be very helpful. Many businesses have a software developer as part of their IT department, so reach out to the IT departments of the local companies to attain people to be part of the DACUM.

3. Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful. Reach out to IT consulting companies to get entrepreneurs in this space.

4. Are there any computer languages you'd say should definitely be included/not included in our program? Are you considering adding/subtracting any languages from your programs? There will be many choices of programming languages. Be sure to capture the programming languages most used by your area businesses. Also ask on the what the students need to know regarding the programming languages. And how does AI work in industry in software developer positions. Here is the link to the Software Developer Associate Degree:

5. Are there any certificates/credentials or topics that open up career pathway opportunities for our students that we would not want to miss? There are some industry certifications that can help the K-12 with the CTE monies. Be sure to get input from your businesses regarding requirements for starting positions to possess.

6. Have you run into employers who will only hire bachelors degree candidates? How marketable have you found AAS graduates to be in this field? With changes in employees in hiring positions at local companies, there is some marketing needs with the local employers on the Software Developer program being available at the Technical College. Definitely helps to find out who is hiring and requires a bachelor's degree for positions to be part of the DACUM so you get additional buy-in.

7.   Is there any important software/hardware we should be considering? Our students do have access to online webservers to do their learning. In this way the students do not have to purchase additional equipment. We ask that students do not use a chromebook for their program as there are some challenges with a chromebook. We do have laptops available for students to checkout if the student cannot afford a computer.

8.   Thoughts on how your enrollments/graduation rates are going?

a.   3-year graduation average is 18.

b.   FTE is 28.86 with 195 unduplicated headcount

9.   Anything else you can think of that would be helpful.

a.   Please reach out if you have any questions.

RESPONSE 3:

1.   Do you see any reason Southwest Tech shouldn't pursue this program? This is a valuable program for every district.

2.   Any referrals of employer contacts to help with a DACUM would be very helpful.

3.   Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful.

4.   Are there any computer languages you'd say should definitely be included/not included in our program? Are you considering adding/subtracting any languages from your programs? Java, C Sharp, Linux

5.   Are there any certificates/credentials or topics that open up career pathway opportunities for our students that we would not want to miss? In our district employers say that an associates is the minimum entry requirement.

6.   Have you run into employers who will only hire bachelors degree candidates? Sometimes -- but making inroads How marketable have you found AAS graduates to be in this field? Very competitive in our district and we have a 4 year partner right in our back yard

7.   Is there any important software/hardware we should be considering?

8.   Thoughts on how your enrollments/graduation rates are going? Retention is tough -- it is a difficult program

9.   Anything else you can think of that would be helpful. None

RESPONSE 4:

Do you see any reason Southwest Tech shouldn't pursue this program? No

Any referrals of employer contacts to help with a DACUM would be very helpful.

Advice on how to connect with DACUM participants on the "gig-economy side" of this profession would be helpful.

I generally use LinkedIn Premium to solicit feedback and participation for surveys and/or DACUM sessions. I believe the participants are required to be from within your district. You might consider conducting a search within your region of professionals with the key word software developer associated with their LinkedIn profile.

Are there any computer languages you'd say should definitely be included/not included in our program? Are you considering adding/subtracting any languages from your programs?

We include HTML, C#, Java, PHP, ASP.NET and SQL.

Are there any certificates/credentials or topics that open up career pathway opportunities for our students that we would not want to miss?

We do not have any at this time; however, have considered a certificate for full stack developer. We've had some preliminary conversations with our advisory committees but this may be more of an advanced certificate than a career pathways certificate.

Have you run into employers who will only hire bachelors degree candidates? How marketable have you found AAS graduates to be in this field? No. Employers are taking them. I have found many of our local employers have more recently updated job descriptions to consider experience, associate degrees, and/or credentials.

Is there any important software/hardware we should be considering? This is a good question for your advisory committees but I would suggest ensuring that students have online and virtual options for scheduling. There are a number of virtual/remote opportunities in this field and scheduling in this format may help students prepare for the workforce.

Thoughts on how your enrollments/graduation rates are going?

For the 21-22 year, we had a headcount of 66 and have observed growth in the program annually since we started it. The graduation rates (monitored within three years of start) are consistent with that of the WTCS. We have a number of students who are part time. While they graduate from the program, it generally takes them longer than three years to complete so they are not included in the visual below:

RESPONSE 5:

Hi Derek,

This should be a great addition to your program. We offer both a hybrid and online model with quite a bit of flexibility in both.

Student retention and completion rates are challenging, it will be important to stress that as you build the program. I am not sure the rates are less about success and more about students' ability to become employed without completing the entire degree. Pathway degree options of an embedded technical diploma maybe a good option to consider. I've attached our Software Development specialist as a pathway option we use at the college. This option is also great for high school academies.

We led the curriculum development for the apprenticeship version of Software Developer. I've attached some supporting documents from that process. I've also included our Associates program requirement sheet for the program to help distinguish between different courses we teach.

The Database courses are the gateway or gatekeeper course. If someone is not going to be successful it is likely that they will struggle in the Database 1 course.

I've attached our program scorecard for any data you maybe interested in regarding the program.

I would be available for a phone call after July 4th if that works for you.

Southwest Tech will present a resolution for Concept Review Approval at the August 24, 2023, District Board meeting. Notification of the official resolution documentation will be provided immediately after that meeting.

RESOLUTION
OF THE
SOUTHWEST WISCONSIN TECHNICAL COLLEGE
DISTRICT BOARD OF DIRECTORS

WHEREAS, the Southwest Wisconsin Technical College Board has approved the Concept Review for an Associate Degree in IT- Software Developer (Program Number 10-152-1).

BE IT THEREFORE RESOLVED that the Southwest Wisconsin Technical College Board submits for State Board approval the Concept Review for an Associate Degree in IT- Software Developer (Program Number 10-152-1).

Approved this 31st day of August 2023.

_____
Charles Bolstad
Chairperson

ATTEST:

_____
Kent Enright
Secretary

Equity in Student Recruitment, Access, Retention & Completion

The proposed IT-Software Developer degree will contain a fully embedded one-year technical diploma. Students will have multiple career pathways and opportunities to earn marketable skills without first needing to complete the entire associate degree. We also anticipate the program will have a faculty-supported internship program where students will get assistance with placement. Instructional modality will leverage both face-to-face delivery and the option to participate in synchronous remote delivery when students are not able to attend class in-person. Furthermore, the intention is that the IT-Software Developer degree classes will utilize multiple Universal Design for Learning principles and practices as the campus continues to implement positive academic change.

Program Interface/Alignment with College Strategic Directions Focused on Special Populations

Southwest Tech has set strategic directions (2022-2025) that align with the desired outcomes of the proposed IT-Software Developer degree. A priority project within the strategic directions plan is to provide access to high-quality academic programming that helps students succeed in the workforce. The campus Academic Plan focuses on careers and industry sectors that are considered high wage according to the direction of the Aspen Institute. Inclusivity and a focus on students who qualify as special populations is a cornerstone of the campus strategic directions, and the IT-Software Developer program faculty and leadership will participate in supporting student success by providing a learning environment that focuses on bridging achievement gaps between our special and non-special populations.

2 Computer and Mathematical Occupations
in 8 Counties

Lightcast Q2 2023 Data Set | lightcast.io

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic, Forbes, Harvard Business Review, The New York Times, The Wall Street Journal,* and *USA Today.*

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Report Parameters

2 Occupations

15-1252 Software Developers	15-1253 Software Quality Assurance Analysts and Testers

8 Counties

19061	Dubuque County, IA	55045	Green County, WI
55023	Crawford County, WI	55049	Iowa County, WI
55025	Dane County, WI	55065	Lafayette County, WI
55043	Grant County, WI	55103	Richland County, WI

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupations and geographical areas.

Executive Summary

Light Job Posting Demand Over a Deep Supply of Regional Jobs
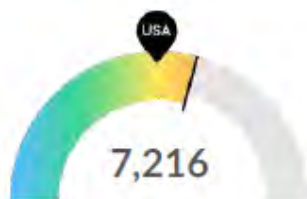
7,216

Jobs (2023)

Your area is a hotspot for this kind of job. The national average for an area this size is 5,709* employees, while there are 7,216 here.

$94,384

Compensation

Earnings are low in your area. The national median salary for your occupations is $117,296, compared to $94,384 here.

217
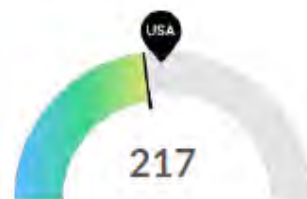
Job Posting Demand

Job posting activity is low in your area. The national average for an area this size is 245* job postings/mo, while there are 217 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Higher Than the National Average

An average area of this size typically has 5,709* jobs, while there are 7,216 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.

	Region	2023 Jobs	2027 Jobs	Change	% Change
●	8 Counties	7,216	7,806	589	8.2%
●	National Average	5,709	6,298	590	10.3%
●	Wisconsin	25,718	28,194	2,476	9.6%
●	Green County, WI	88	87	-1	-1.3%
●	Dubuque County, IA	305	334	29	9.6%
●	Dane County, WI	6,639	7,187	548	8.3%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown
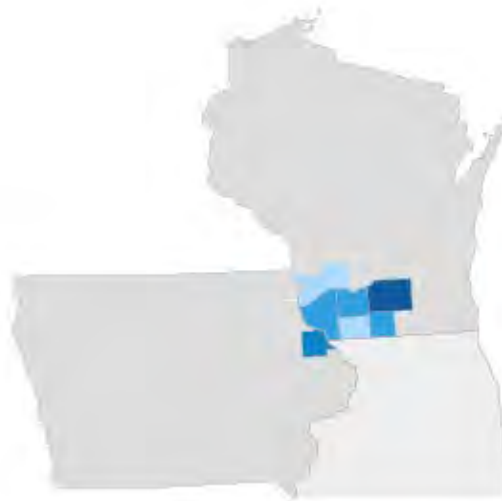
County	2023 Jobs
Dane County, WI	6,639
Dubuque County, IA	305
Green County, WI	88
Grant County, WI	81
Iowa County, WI	60

Most Jobs are Found in the Software Publishers Industry Sector

Industry	% of Occupation in Industry (2023)
● Software Publishers	42.8%
● Computer Systems Design and Related Services	17.6%
● Scientific Research and Development Services	4.3%
● Insurance Carriers	3.9%
● Data Processing, Hosting, and Related Services	3.5%
● Management of Companies and Enterprises	2.8%
● Other	25.1%

Compensation

Regional Compensation Is 20% Lower Than National Compensation

For your occupations, the 2021 median wage in your area is $94,384, while the national median wage is $117,296.
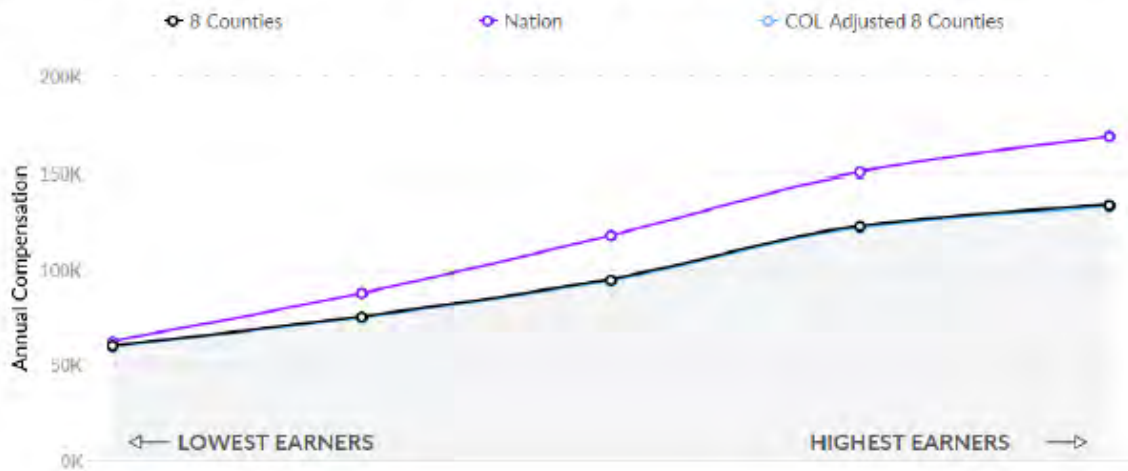
Job Posting Activity

1,086 Unique Job Postings

The number of unique postings for this job from Jan 2023 to May 2023.

344 Employers Competing

All employers in the region who posted for this job from Jan 2023 to May 2023.

31 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.

● Monthly Unique Postings   ● Estimated Hires Per Month*
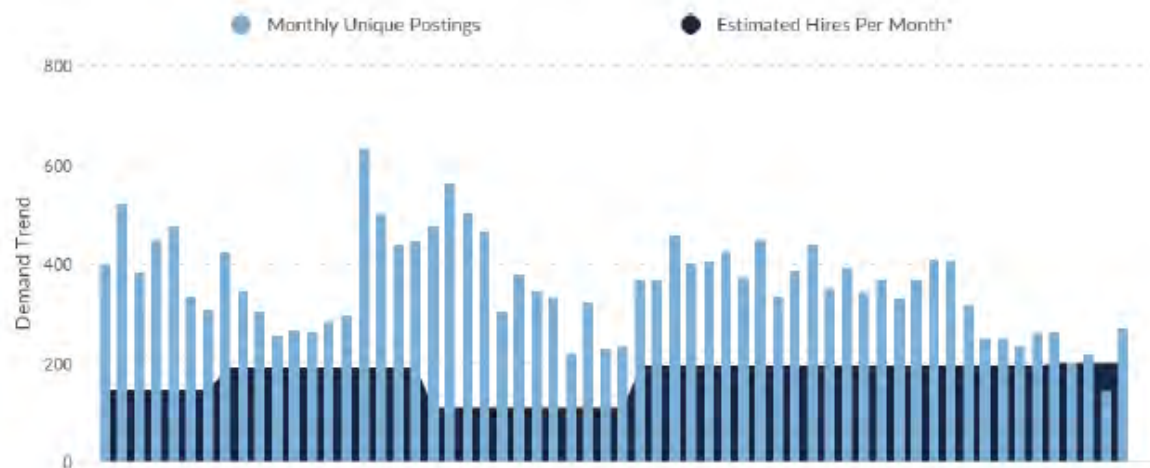
Occupation	Avg Monthly Postings (Jan 2023 - May 2023)	Avg Monthly Hires (Jan 2023 - May 2023)
Software Developers	194	173
Software Quality Assurance Analysts and Testers	23	24

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Randstad	94		Software Engineers	113	
University Of Wisconsin-Madiso...	31		Application Architects	50	
Kforce	29		Java Developers	48	
Robert Half	26		Quality Assurance Analysts	46	
Chandra Technologies	24		DevOps Engineers	36	
Synergy Consortium Services	22		Software Developers	25	
State of Wisconsin	18		.NET Developers	24	
Flexion	16		Embedded Software Engineers	17	
John Deere	16		Salesforce Developers	16	
Ryder	16		Cobol Mainframe Programmers	15	

Top Distinguishing Skills by Demand

An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.

Distinguishing Skills

Defining Skills

Necessary Skills

Skill	Salary Boosting	Job Postings Requesting
Systems Development Life Cycle	✖	160
Test Automation	✔	121
.NET Framework	✖	109
Relational Databases	✖	94
Web Applications	✖	89
Azure DevOps	✖	80
Microsoft Visual Studio	✖	79
Test Planning	✔	76
Information Systems	✔	73
Operating Systems	✖	60

Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills

Necessary Skills
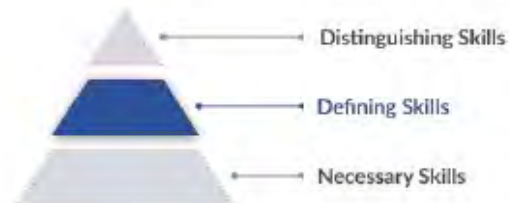
Skill	Salary Boosting	Job Postings Requesting
Agile Methodology	❌	351
Computer Science	✅	300
SQL (Programming Language)	✅	285
Software Engineering	✅	267
Java (Programming Language)	❌	244
Application Programming Interface (API)	❌	230
JavaScript (Programming Language)	❌	229
Software Development	❌	223
C# (Programming Language)	❌	209
Automation	❌	204

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills

Skill	Salary Boosting	Job Postings Requesting
Software Engineering	✅	267
Java (Programming Language)	❌	244
Application Programming Interface (API)	❌	230
JavaScript (Programming Language)	❌	229
Software Development	❌	223
C# (Programming Language)	❌	209
Scrum (Software Development)	❌	184
Python (Programming Language)	✅	178
Systems Development Life Cycle	❌	160
DevOps	❌	147

Demographics

Retirement Risk Is Low, While Overall Diversity Is Low
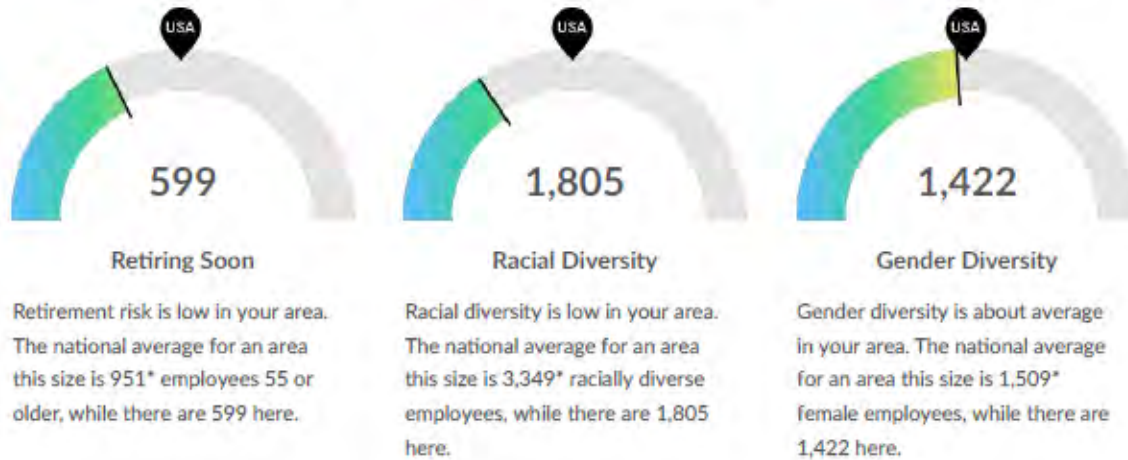
599

Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 951* employees 55 or older, while there are 599 here.

1,805

Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 3,349* racially diverse employees, while there are 1,805 here.

1,422

Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 1,509* female employees, while there are 1,422 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

		% of Jobs	Jobs
●	14-18	0.2%	13
●	19-24	12.6%	880
●	25-34	39.4%	2,750
●	35-44	26.1%	1,819
●	45-54	13.1%	911
●	55-64	7.1%	494
●	65+	1.5%	105

Page 70 of 97
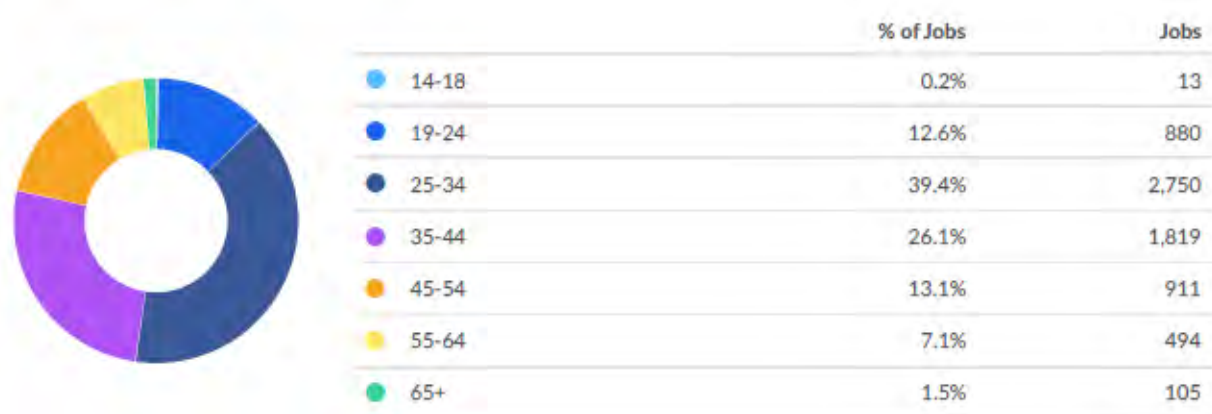
Occupation Race/Ethnicity Breakdown

		% of Jobs	Jobs
●	White	74.1%	5,166
●	Asian	20.6%	1,434
●	Hispanic or Latino	2.2%	151
●	Two or More Races	1.8%	124
●	Black or African American	1.2%	87
●	American Indian or Alaska Native	0.1%	6
●	Native Hawaiian or Other Pacific Islander	0.0%	2

Occupation Gender Breakdown

		% of Jobs	Jobs
●	Males	79.6%	5,549
●	Females	20.4%	1,422

Occupational Programs

17 Programs

Of the programs that can train for this job, 17 have produced completions in the last 5 years.

1,449 Completions (2021)

The completions from all regional institutions for all degree types.

683 Openings (2021)

The average number of openings for an occupation in the region is 89.

CIP Code	Top Programs	Completions (2021)
11.0101	Computer and Information Sciences, General	1,080
14.0901	Computer Engineering, General	93
15.0613	Manufacturing Engineering Technology/Technician	89
14.0903	Computer Software Engineering	41
11.1099	Computer/Information Technology Services Administration ...	31
11.0203	Computer Programming, Vendor/Product Certification	25
50.0411	Game and Interactive Media Design	21
11.0401	Information Science/Studies	16
11.0701	Computer Science	13
11.0201	Computer Programming/Programmer, General	12

Top Schools	Completions (2021)	
University of Wisconsin-Madison	1,159	
University of Wisconsin-Platteville	173	
Madison Area Technical College	66	
Herzing University-Madison	13	
Edgewood College	12	
Loras College	11	
University of Dubuque	9	
Emmaus Bible College	4	
Clarke University	2	

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

C. *First Reading of Governance Policy 4.5: College Strategic Directions*

The first reading of a revision to Governance Policy 4.5: College Strategic Directions is included within the electronic Board packet.

Recommendation – *Approve the first reading of Governance Policy 4.5: College Strategic Directions.*

4.5 - COLLEGE STRATEGIC DIRECTIONS

➢ ~~2022-2025~~ 2023-2026

1. ~~Engage Students in High Quality Experiential Learning~~
Create transformational student success plans to improve access for all students.

2. ~~Strengthen a Culture of Caring and Success~~
Enhance high-quality work-based learning to improve course completion and graduation for all students.

3. ~~Enhance the College's Economic Impact~~
Innovate the curriculum and workforce to improve wage and transfer success for all graduates.

Adopted: 1/24/02
Reviewed: 11/2/02, 6/19/08, 1/26/23
Revised: 3/24/05, 7/14/08, 3/22/12, 3/26/15, 10/22/15, 1/24/19, 12/23/19, 3/24/22

Board Monitoring of College Effectiveness

A. Staffing Update

Holly Clendenen, Chief Student Services Officer, will provide an update on College staffing. A summary is included below.

	Name	Title	Status and/or Additional Info	Effective Date	Funding Source &/or Estimated Wage Range/Hired Salary
1	New	Sustainable Energy Management Instructor/Energy Coordinator	Ashley Wojtalewicz	7/31/2023	BS: $50,365 - $80,083 AS: $52,977 - $84,234 MS: $55,588 – $88,385 Hired at $70,000
2	Replacement	Communication Instructor	Sarah Gleisner	8/9/2023	MS: $56,533 – $89,888 Hired at $65,000
3	Replacement	Disability Services Specialist	Tracy Allen	7/17/2023	C4 $51,471-$72,438 Hired at $68,000
4	Replacement	IT Systems Analyst (Student Services, Fin Aid, Student Accounts)	Posted	7/1/2023	C42: $24.88 - $34.83
5	Replacement	Accounting Instructor	Julie Johll	8/7/2023	BS: $51,221 - $81,444 AS: $53,878 - $85,666 MS: $56,533 – $89,888 Hired at $63,000
6	Replacement	Web Designer	Posted	8/1/2023	C43 $54,575- $76,406
7	Replacement	Mulitcultural Success Coach	Karla Escobar	8/28/2023	C41: $48,908 - $68,472 Hired at $63,000
8	Replacement	Student Engagement Coordinator	Offer Made	8/1/2023	C41: $48,908 - $68,472
9	Replacement	Child Care Aide	Interviews scheduled	8/28/2023	A12: $19.56 -$22.87

B. *Southwest Tech Foundation Quarterly Report.*

The FY 2023 4th Quarter report is available with the electronic Board material. Dennis Cooley, Executive Director of Advancement, will be present to answer questions regarding this report that highlights the activities and results of fundraising efforts and other initiatives.

Southwest Wisconsin TECHNICAL COLLEGE | FOUNDATION

Southwest Tech Foundation FY23 Third Quarter Report
Fundraising Totals 7/1/22 - 3/31/2023
$639,906.06 total gifts received
$639,906.06 cash received (Goal $2,000,000)
$106,124.73 Gift In-Kind total
We received 4,560 gifts from 639 donors

I Heart SWTC – Spring 2023 Employee Giving Campaign
Monday, March 20 through Friday, March 31

• A Team Competition is occurring again this year with each team member of the 1st team reaching 100% giving receiving a FREE lunch certificate!
• Southwest Tech employees are grouped into 6 teams. Each team will work toward the goal of reaching 100% participation college-wide.

FOCUS Funds:

Our Spring 2023 focus funds are:

- **Southwest Tech Community Scholarship Program (CSP)** – one of the 30 district high school funds of your
  choice and Mount Horeb High School added, as well. Since the program began, more than $107,800 in
  scholarships were offered by the Southwest Tech Foundation to 294 students from these districts.
- **Chargers Cupboard** - on-campus food pantry
- **Charger Dream Fund** - emergency grants for students in a financial crisis that may cause them to drop out

RESULTS:

	Total Year Giving: 2022-2023				
	FULL-TIME				
	Areas	# in Area	# Donors	% Participation	
1	Ag & Industry	29	23	79.31%	
2	All About Our Students	26	19	73.08%	
3	Health & Public Safety	30	24	80.00%	
4	Helping Hands	32	29	90.63%	
5	Gen Education & Student Services	27	24	88.89%	
6	BIS-Mrkg-Pres-Effect-Adv	28	28	100.00%	
	TOTAL:	**172**	**147**	**85.47%**	
			25	Remaining FT	
	Continuing FT Payroll Deductions:	120			

FULL-TIME Employees		
Year	**% of Giving**	
2016-17	94.32%	
2017-18	92.82%	
2018-19	90.17%	
2019-20	94.48%	
2020-21	93.41%	
2021-22	95.48%	
2022-23	85.47%	in Progress
	93.45%	Average

4th Quarter Gift Highlights of $2,500 +
- o $25,000 from Crossing Rivers Health for the Need for Nurses Project
- o $20,000 from Southwest Health for the Need for Nurses Project
- o $15,887.65 from Thomas R. Kieffer estate for the Thomas Kieffer Memorial Scholarship Endowment
- o $6,000 from Alliant Energy - Dubuque for the Alliant Energy Scholars Scholarship
- o $5,000 from Hartung Brothers, Inc. for the Hartung Brothers, Inc. Scholarship
- o $5,000 from The Richland Hospital Foundation for the The Richland Hospital Foundation Scholarship
- o $3,100 In-Kind Gift from Lamar Advertising for OOH Advertising - 4-4wk Flights of Ad space on Poster Displays, including production of creative material
- o $2,500 from Compeer Financial for the Compeer Financial Agriculture Scholarship
- o $2,500 from Schreiber Foods, Inc. for the Schreiber Foods Scholarship
- o $2,500 from Debra G. Wehrle for the Greg Wehrle Memorial Scholarship
- o $2,500 from Elise M. Lindeman for the Medical Assistant Scholarship, Southwest Tech Scholarship for the Dodgeville Community, Charger Dream Fund, and the Fuel a Charger Fund

Southwest Tech News Releases
News Releases | Southwest Tech News (swtc.edu)

Notes from the Executive Director

By Dennis Cooley

In our report for 4th quarter of fiscal year 2022-23, there were some very meaningful gifts and a couple of those gifts have proven catalytic for the Southwest Tech Foundation in its work on behalf of the College.

Below is a recent recap of the work started in May 2023. With the help of the College and namely Holly Clendenen, Kris Wubben, and CoraBeth Schmitz, among others, the first cohort of 20 single parents will be taking part in our **Raising Chargers Program** this fall. A donor who wishes to remain anonymous to all but the recipients pledged support to fund the program for the next two years and is looking for a positive impact on dismal national numbers related to single parents and graduation from college.

The **Raising Chargers Program** is part of the Charge Forward Scholars Program, which allows our campus to nimbly implement the program this fall and makes administration more of a common process. We have notified the first round of recipients (10 current students, 10 new students) and after the students meet the Charge Forward Scholars Program requirements, the scholarship amount will be distributed on Oct. 12. On Aug. 24, the recipients and their families meet with College staff for a kick-off dinner celebration.

<u>Raising Chargers Scholarship criteria</u>**:**
- Recipient must be committed to the Charge Forward Scholars Program.
- Recipient shall be a single parent with minor children.
- Recipient shall reside in the Southwest Tech five-county district.
- Recipient shall be enrolled full-time. (Special circumstances will be considered for students who can only attend part-time).

<u>Scholarship Amounts based on completed program credits</u> (up to <u>**$9,200 total**</u> if enrolled in a 2-year program):

- 1st semester award - $1,000 (<u>under</u> 15 completed program credits)
- completed program credits award - $1,000
- 30 completed program credits award- $2,000
- 45 completed program credits award- $2,000

- **Laptop fee waived each semester - $300 each semester (for up to 4 semesters) - $1,200**
- **$500/semester Charger Bucks for books and/or café dining (for up to 4 semesters)**
- **Verification will take place each semester for confirmation of your completed program credits and that you are meeting the Charge Forward Scholars Program requirements.**

Another significant gift occurred during the fourth quarter of the College's fiscal year. As you know, we kicked off the Need for Nurses Program in January 2023 as six of our seven area hospitals participated in this transformational second semester start for our nursing programs. By funding a second entry point for aspiring nurses and healthcare professionals, Southwest Tech became the first in the state with both a fall and spring entry to the programs.

After renewed discussions with Upland Hills Health, with a hospital in Dodgeville and satellite clinics, we can now say that all seven of our district hospitals are fully participating in the Need for

Nurses Program. Chief Academic Officer Cynde Larsen and I met with UHH Board members and were warmly received. This fall, we are planning the stewardship of this gift as we blend UHH into the partner group and move forward with significant support for this important area of our academic mission.

Another important gift received was a pair of engines donated by Hillsboro Equipment, a provider of quality John Deere products and services on our district's border. Deb Ihm, former SWTC Ag Program Director, has joined our Advancement area as an agriculture development officer and outreach specialist, and worked with the owners of Hillsboro Implement on this gift that gives our students practical experience working on these engines in their coursework.

In my previous report, we discussed the synergies possible in the Advancement area when the Business and Industry Services (BIS) area works cooperatively and in partnership with the Foundation. Those efforts have already proved fruitful as we now have 11 engaged employers – many of which do contract training work with BIS – who are either engaged or are interested in our Sponsor a Scholar Program. By working so closely with our district partners who hire or would like to hire our graduates, we are finding ways for students to experience these employment opportunities prior to graduation.

In closing, I'd like to share two significant numbers with you: First, for the seventh consecutive year, our employee giving percentage topped 90 percent participation. We will work hard to never take for granted the incredible impact of this number. On top of that, almost 3 in 4 staff members have set up ongoing payroll deductions, which is phenomenal. We are also finding that new hires are quickly joining the ranks of those who give in support of the students, further emphasizing the priority given to helping our students learn more and grow stronger.

The other number is $600,000, the amount of scholarship support expected to be given out in 2023-24 to our worthy students. As we work to become even more competitive with our scholarships, engaging students earlier in their high school careers, these funds become more and more important. We will do our best to share the stories of the recipients, whose notes of gratitude are truly special and heartfelt.

Finally, the main challenge we have this year is engaging alumni and friends to serve on our Foundation and Real Estate Foundation Boards as we had some retirements of long-time board members and a couple of resignations from people whose work and personal lives have left little time for service. This is an issue that many nonprofits and service organizations have been facing over the past decade. We are working to make service to Southwest Tech a priority.

Thank you for your support of our Foundations. We look forward to our Joint Board Meeting in October.

All the best,

Dennis R. Cooley

Dennis Cooley
Executive Director of Advancement
Southwest Tech

C. Southwest Tech Real Estate Foundation Quarterly Report

The FY 2023 4th Quarter report, which highlights the resident life, board members, and future investments, follows. Dennis Cooley will be present for Board member questions.

Southwest Wisconsin TECHNICAL COLLEGE

FY23 Fourth Quarter Report

Potential New Housing Building

We reported in the 3rd quarter FY23 Report that we were going out for construction proposals for a new 8-unit housing building to be constructed during this academic year. After two attempts failed to gain a partner, mainly due to backlogs of up to 2-3 years for most contractors, we will not have a project for the 2023-24 academic year. It was reported by Campus Housing officials that we are full for the fall and have 17 students on a waiting list for housing. This increase in demand is encouraging, but we are looking to continue the planning and discussion about the addition of more housing on campus.

Summer 2023 update

Due to unexpected additional revenue for migrant workers, use by Midwifery Program students and a rise in on-campus housing over the summer, revenues ticked up slightly for the year. In all, after maintenance work, the addition of furniture in select buildings and other improvements, season housing revenues came to $72,610.39, 13% over budget. Plans are underway already for summer 2024 and new academic cohorts in welding, AA/AS and others looking to utilize our open housing while helping students learn more during these key months.

Notes from the Executive Director

One of the great things about our Real Estate Foundation and its governing board has been the sincere care this group has used in protecting and enhancing the REF's assets and how it has worked hand in hand with College leadership and housing staff to create a working partnership now that will help us into the future.

When we started the planning for the REF in 2014, we envisioned a future that would help create a campus community where students would not only live but could thrive. It was reported at the most recent REF Board meeting that our housing was completely full, with 17 students on a waiting list. As we know, those students will find housing elsewhere, but we also know there is some attrition from fall to spring semester. This academic year, our housing crew, along with many College staff, is improving communication with those whose programs start in January (like our new Need for Nurses cohort), in order to align openings in housing with opportunities for students.

The officers for the SWTC REF for 2023-24 academic year are: Brad Biddick, President; Mindy Johnson, Vice President; and Daniel Glass, Secretary/Treasurer. We are confident that the strength of our REF Board in making strong decisions that benefit the College today and well into the future will continue under Brad, Mindy and Daniel's collective leadership. Attached is the SWTC REF's balance sheet that shows assets of $3.525 million, liabilities of $1.998 million, leaving total capital and retained earnings at nearly $1.527 million.

Opportunities have presented themselves in numerous ways to the REF to partner with the College when the missions of both organizations align. That is straightforward related to student housing. The College and REF have partnered to improve the housing stock, while reducing housing that is beyond its useful life, while improving the experience for the students.

Update: I reported on the federal earmark SWTC submitted through Rep. Mark Pocan's office that would purchase the property in Dodgeville from Iowa County that is located at the intersections of Hwys. 18 and 23, the site of the former Iowa County Sheriff's Department. Though we await approval from the House of Representatives and the Senate, our request did clear the powerful Appropriations Committee in a report we received from Rep. Pocan's office in mid-August. Regardless of its passage, we remain encouraged and excited about the support we received from Iowa County officials, local businesses, the Dodgeville School District and others. It's that kind of quality collaboration and partnership that allowed our request to move through, while others were not as fortunate.

You can view the project listed in the Community Project Funding table for the bill on page 225 at this link:
https://appropriations.house.gov/sites/republicans.appropriations.house.gov/files/documents/FY2 4%20Transportation%2C%20Housing%20and%20Urban%20Development%2C%20and%20Related% 20Agencies%20-%20CPF%20Table.pdf

As I write this, we are readying for another academic year of great successes and challenges as we work to help our wonderful students fulfill their respective academic goals and dreams. It's a privilege to help in this effort and we will continue to do all we can through our foundations to assist the College in these worthwhile endeavors.

-- Respectfully submitted by Dennis R. Cooley

	SWTC Real Estate Foundation	
	Financial Statements - Balance Sheet	
	For the Twelve Months Ending Friday, June 30, 2023	
	Assets	
	Cash and Cash Equivalents	
1101 + 1102	Student Housing-Cash-Student Housing	$573,807.27
1312	Student Housing-Accounts Receivable	41,478.04
1350	Student Housing-Allowance for Bad Del	(5,785.69)
	Total Current Assets	609,499.62
	Non-Current Assets	
1501	Prepaid expenses	
1700 + 1710	Land and Land Improvements	194,601.40
1801	Capital Additions-Buildings	3,726,188.12
1802	Furniture/Equipment	81,356.25
1810	Loan Origination Fees	8,199.60
1859	Accumulated Depreciation	(1,086,516.56)
1860	Accumulated Amortization	(8,199.60)
	Total Non-Current Assets	2,915,629.21
	Total Assets	3,525,128.83
	Liabilities	
2101	(a) Accounts Payable	13,014.41
2104	Payable to SWTC Foundation	
	Total Current Liabilities	13,014.41
	Non-current Liabilities	
2200	MCB Mortgage #88348	264,807.26
2201	MCB Mortgage #88347	1,133,647.61
2202	MidwestOne Loan #489685	586,873.47
2299	Housing Withholding	
	Total Non-current Liabilities	1,985,328.34
	Total Liabilites	1,998,342.75
	Capital and Retained Earnings	
3301	Retained Earnings	1,407,661.49
4000 + 9999	CY Earnings	119,124.59
	Total Capital and Retained Earnings	1,526,786.08
	Total Liability and Retained Earnings	3,525,128.83
	(a) Various housing/building expenses	

Information and Correspondence

A. Enrollment Reports

1. 2022-23 FTE Comparison Year-Over-Year Report

Program Code	Program Title	SY 20-21 08/16/21 Students	SY 21-22 08/15/22 Students	SY 22-23 08/14/23 Students	21 to '23 Student Change	22 to '23 Student Change	SY 20-21 08/16/21 FTE	SY 21-22 08/15/22 FTE	SY 22-23 08/14/23 FTE	21 to '23 FTE Change	22 to '23 FTE Change
10-101-1	Accounting	70	59	60	(10)	1	45.90	38.90	34.83	(11.07)	(4.07)
10-006-7	Agribusiness Science & Technology - AgBus Mgmt	9	15	16	7	1	4.57	14.57	16.63	12.07	2.07
10-006-5	Agribusiness Science & Technology - Agronomy	19	12	11	(8)	(1)	18.37	9.77	10.70	(7.67)	0.93
10-006-6	Agribusiness Science & Technology - Animal Science	20	28	36	16	8	16.57	22.97	32.03	15.47	9.07
10-102-3	Business Management	132	115	107	(25)	(8)	82.50	71.73	66.80	(15.70)	(4.93)
10-530-5	Cancer Information Management	111	86	65	(46)	(21)	55.90	52.33	36.80	(19.10)	(15.53)
10-504-X	Criminal Justice	50	45	33	(17)	(12)	34.40	31.97	27.73	(6.67)	(4.23)
10-316-1	Culinary Arts	6	5		(6)	(5)	5.10	5.60		(5.10)	(5.60)
10-317-1	Culinary Management	2			(2)	-	1.53			(1.53)	-
10-102-1	Data Analytics		4	5	5	1		1.60	3.23	3.23	1.63
10-510-6	Direct Entry Midwife	124	136	147	23	11	48.87	64.73	71.97	23.10	7.23
10-307-1	Early Childhood Education	63	49	51	(12)	2	43.43	31.13	31.20	(12.23)	0.07
10-620-1	Electro-Mechanical Technology	32	26	23	(9)	(3)	28.27	21.93	21.23	(7.03)	(0.70)
10-325-1	Golf Course Management	10	13	15	5	2	9.77	12.23	14.83	5.07	2.60
10-201-2	Graphic And Web Design	20	23	27	7	4	15.20	17.97	25.20	10.00	7.23
10-530-1	Health Information Technology	47	40	36	(11)	(4)	18.73	18.73	17.53	(1.20)	(1.20)
10-520-3	Human Services Associate	32	39	34	2	(5)	26.07	29.17	28.27	2.20	(0.90)
10-825-1	Individualized Technical Studies	3			(3)	-	1.40			(1.40)	-
10-620-3	Instrumentation and Controls Technology	4	1	1	(3)	-	0.90	1.20	0.93	0.03	(0.27)
10-150-2	IT-Network Specialist	27	24	16	(11)	(8)	14.53	13.30	11.03	(3.50)	(2.27)
10-196-1	Leadership Development	11	13	12	1	(1)	3.47	6.70	6.40	2.93	(0.30)
10-513-1	Medical Laboratory Technician	21	20	14	(7)	(6)	14.57	14.93	10.10	(4.47)	(4.83)
10-196-6	Nonprofit Leadership	1	9	12	11	3	0.40	4.90	6.77	6.37	1.87
10-543-1	Nursing-Associate Degree	226	206	212	(14)	6	127.80	105.33	116.53	(11.27)	11.20
10-524-1	Physical Therapist Assistant	31	22	18	(13)	(4)	18.87	14.00	11.77	(7.10)	(2.23)
10-182-1	Supply Chain Management	27	34	38	11	4	12.73	15.87	19.30	6.57	3.43
10-512-1	Surgical Technology			9	9	9			6.77	6.77	6.77
10-499-5	Technical Studies-Journeyworker		1	2	2	1		0.30	0.30	0.30	-
	Total Associate Degree	**1,098**	**1,025**	**1,000**	**(98)**	**(25)**	**649.83**	**621.87**	**628.90**	**(20.93)**	**7.03**

Program Code	Program Title	SY 20-21 08/16/21 Students	SY 21-22 08/15/22 Students	SY 22-23 08/14/23 Students	21 to '23 Student Change	22 to '23 Student Change	SY 20-21 08/16/21 FTE	SY 21-22 08/15/22 FTE	SY 22-23 08/14/23 FTE	21 to '23 FTE Change	22 to '23 FTE Change
31-101-1	Accounting Assistant	13	11	12	(1)	1	5.57	4.93	5.40	(0.17)	0.47
30-531-6	EMT-IV (Advanced EMT)		12	8	8	(4)		2.03	1.93	1.93	(0.10)
31-006-3	Agribusiness Science & Technology - Agronomy Tech	1	1	1	-	-	1.13	0.10	0.60	(0.53)	0.50
32-070-1	Agricultural Power & Equipment Technician	35	36	29	(6)	(7)	33.10	34.47	28.43	(4.67)	(6.03)
31-405-1	Auto Collision Repair & Refinish Technician	11	9	9	(2)	-	8.07	9.07	8.17	0.10	(0.90)
32-404-2	Automotive Technician	34	20	19	(15)	(1)	22.97	15.83	17.73	(5.23)	1.90
31-408-1	Bricklaying & Masonry	1	8	10	9	2	0.07	5.67	9.37	9.30	3.70
30-443-1	Building Maintenance & Construction		3	4	4	1		1.20	2.10	2.10	0.90
31-475-1	Building Trades-Carpentry	9	9	7	(2)	(2)	8.20	7.90	5.33	(2.87)	(2.57)
31-307-1	Child Care Services	5	5	5	-	-	3.40	3.00	2.70	(0.70)	(0.30)
30-420-2	CNC Machine Operator/Programmer	3	7	9	6	2	2.23	5.07	6.93	4.70	1.87
31-502-1	Cosmetology	19	26	34	15	8	13.60	19.23	25.77	12.17	6.53
30-504-2	Criminal Justice-Law Enforcement 720 Academy	14	7	10	(4)	3	9.33	5.13	8.00	(1.33)	2.87
30-508-2	Dental Assistant	11	18	18	7	-	5.57	9.47	9.20	3.63	(0.27)
30-812-1	Driver and Safety Education Certification	27	13	22	(5)	9	5.50	2.10	4.70	(0.80)	2.60
31-413-2	Electrical Power Distribution	44	44	44	-	-	40.60	37.00	41.17	0.57	4.17
50-413-2	Electricity (Construction) Apprentice	20	24	23	3	(1)	3.03	3.13	3.00	(0.03)	(0.13)
30-531-3	Emergency Medical Technician	105	60	76	(29)	16	15.77	8.53	12.47	(3.30)	3.93
32-080-4	Farm Operations & Management - Ag Mechanics	10	11	6	(4)	(5)	8.67	10.10	4.73	(3.93)	(5.37)
31-080-6	Farm Operations & Management - Crop Operations	1			(1)	-	0.07			(0.07)	-
32-080-3	Farm Operations & Management - Dairy	8	7	7	(1)	-	5.97	6.10	6.77	0.80	0.67
31-080-3	Farm Operations & Management - Dairy Technician	3	3	2	(1)	(1)	0.63	2.37	1.03	0.40	(1.33)
31-080-2	Farm Operations & Management - Farm Ag Maintenance	4	2	3	(1)	1	2.13	0.20	2.07	(0.07)	1.87
32-080-6	Farm Operations & Management - Livestock	1	3	5	4	2	1.03	2.73	4.70	3.67	1.97
31-080-7	Farm Operations & Management - Livestock Tech		1		-	(1)		0.77		-	(0.77)
50-413-1	Industrial Electrician Apprentice	10	6	11	1	5	1.67	0.80	2.27	0.60	1.47
31-620-1	Industrial Mechanic	5	1	3	(2)	2	5.17	0.47	2.47	(2.70)	2.00
31-154-6	IT-Computer Support Technician	15	12	10	(5)	(2)	11.53	8.10	8.27	(3.27)	0.17
31-513-1	Laboratory Science Technician	5	11	8	3	(3)	2.80	5.27	1.47	(1.33)	(3.80)
50-620-1	Mechatronics Technician Apprentice	5			(5)	-	1.27			(1.27)	-
31-509-1	Medical Assistant	44	31	26	(18)	(5)	34.40	22.43	20.10	(14.30)	(2.33)

Program Code	Program Title	SY 20-21 08/16/21 Students	SY 21-22 08/15/22 Students	SY 22-23 08/14/23 Students	21 to '23 Student Change	22 to '23 Student Change	SY 20-21 08/16/21 FTE	SY 21-22 08/15/22 FTE	SY 22-23 08/14/23 FTE	21 to '23 FTE Change	22 to '23 FTE Change
31-530-2	Medical Coding Specialist	102	106	79	(23)	(27)	42.37	60.00	36.80	(5.57)	(23.20)
30-504-4	Nail Technician	3	3	7	4	4	1.20	1.33	2.63	1.43	1.30
30-543-1	Nursing Assistant	227	184	198	(29)	14	27.53	21.00	26.33	(1.20)	5.33
50-427-5	Plumbing Apprentice	18	21	23	5	2	2.52	4.17	3.59	1.08	(0.58)
31-504-5	Security Operations	1			(1)	-	0.70			(0.70)	-
31-182-1	Supply Chain Assistant	5	6	3	(2)	(3)	2.17	2.43	2.17	-	(0.27)
31-442-1	Welding	52	47	48	(4)	1	40.27	30.93	39.90	(0.37)	8.97
	Total Technical Diploma	**871**	**768**	**779**	**(92)**	**11**	**370.22**	**353.07**	**358.29**	**(11.93)**	**5.23**
20-800-1	Liberal Arts - Associate of Arts	31	51	38	7	(13)	9.73	18.67	10.93	1.20	(7.73)
20-800-2	Liberal Arts - Associate of Science	12	9	12	-	3	3.27	3.60	4.67	1.40	1.07
	Undeclared Majors	518	641	814	296	173	93.03	113.20	142.53	49.50	29.33
	Total Liberal Arts & Undeclared Majors	**561**	**701**	**864**	**303**	**163**	**106.03**	**135.47**	**158.13**	**52.10**	**22.67**
	Total	**2,530**	**2,494**	**2,643**	**113**	**149**	**1,126.08**	**1,110.40**	**1,145.32**	**19.24**	**34.92**
	Percent of Change									**1.71%**	**3.15%**
	Vocational Adult (Aid Codes 42-47)	3,084	3,176	3,689	605	513	64.12	64.23	67.75	3.64	3.53
	Community Services (Aid Code 60)	48	-	68	20	68	0.16	-	0.81	0.65	0.81
	Basic Skills (Aid Codes 73,74,75,76)	234	343	441	207	98	47.70	67.47	74.57	26.87	7.10
	Basic Skills (Aid Codes 77 & 78)	417	211	250	(167)	39	17.60	11.10	11.67	(5.93)	0.57
	Grand Total	**6,313**	**6,224**	**7,091**	**778**	**867**	**1,255.66**	**1,253.19**	**1,300.12**	**44.46**	**46.93**
	Total Percent of Change									**3.54%**	**3.74%**
					Budgeted/Goal FTEs		1,275	1,250	1,250		
					% of Budgeted/Goal FTEs Achieved to date		98.5%	100.3%	104.0%		
					Final Actual FTEs Achieved		1,256	1,253			
					% of Final Actual FTEs Achieved to date		100.0%	100.0%			
					22/23 Projected Ending FTEs using historical trend		1,300	1,300			
					Will budget be met		**YES**	**YES**			

2. 2023-24 FTE Comparison Year-Over-Year Report

Program Code	Program Title	SY 21-22 08/23/21 Students	SY 22-23 08/23/22 Students	SY 23-24 08/21/23 Students	22 to '24 Student Change	23 to '24 Student Change	SY 21-22 08/23/21 FTE	SY 22-23 08/23/22 FTE	SY 23-24 08/21/23 FTE	22 to '24 FTE Change	23 to '24 FTE Change
10-101-1	Accounting	54	49	38	(16)	(11)	22.80	19.67	16.50	(6.30)	(3.17)
10-006-7	Agribusiness Science & Technology - AgBus Mgmt	10	15	16	6	1	5.53	8.80	8.83	3.30	0.03
10-006-5	Agribusiness Science & Technology - Agronomy	10	11	11	1	-	5.17	6.13	5.40	0.23	(0.73)
10-006-6	Agribusiness Science & Technology - Animal Science	30	33	28	(2)	(5)	13.23	17.47	14.27	1.03	(3.20)
10-102-3	Business Management	90	84	85	(5)	1	37.33	37.23	36.70	(0.63)	(0.53)
10-530-5	Cancer Information Management	72	56	71	(1)	15	27.77	22.27	25.60	(2.17)	3.33
10-504-X	Criminal Justice	40	33	41	1	8	20.17	16.37	17.37	(2.80)	1.00
10-316-1	Culinary Arts	5			(5)	-	3.43			(3.43)	-
10-102-1	Data Analytics	1	5	6	5	1	0.50	2.33	3.17	2.67	0.83
10-510-6	Direct Entry Midwife	96	107	102	6	(5)	35.10	40.60	40.03	4.93	(0.57)
10-307-1	Early Childhood Education	43	47	53	10	6	17.80	19.90	21.80	4.00	1.90
10-620-1	Electro-Mechanical Technology	27	23	23	(4)	-	13.30	12.03	12.83	(0.47)	0.80
10-325-1	Golf Course Management	11	15	16	5	1	6.17	8.03	8.30	2.13	0.27
10-201-2	Graphic And Web Design	25	26	38	13	12	10.43	12.47	17.73	7.30	5.27
10-530-1	Health Information Technology	49	39	37	(12)	(2)	15.20	13.13	12.43	(2.77)	(0.70)
10-520-3	Human Services Associate	29	32	24	(5)	(8)	14.63	15.70	12.03	(2.60)	(3.67)
10-620-3	Instrumentation and Controls Technology		2		-	(2)		1.13		-	(1.13)
10-151-2	IT-Cybersecurity Specialist			13	13	13			6.27	6.27	6.27
10-150-2	IT-Network Specialist	26	21	5	(21)	(16)	11.23	9.97	2.37	(8.87)	(7.60)
10-196-1	Leadership Development	9	12	9	-	(3)	3.67	4.80	3.13	(0.53)	(1.67)
10-513-1	Medical Laboratory Technician	18	12	10	(8)	(2)	7.07	4.93	4.50	(2.57)	(0.43)
10-196-6	Nonprofit Leadership	3	9	8	5	(1)	1.27	3.97	3.50	2.23	(0.47)
10-543-1	Nursing-Associate Degree	202	193	188	(14)	(5)	62.47	62.13	61.60	(0.87)	(0.53)
10-524-1	Physical Therapist Assistant	18	15	15	(3)	-	6.93	6.00	5.40	(1.53)	(0.60)
10-182-1	Supply Chain Management	29	24	24	(5)	-	10.47	10.33	10.30	(0.17)	(0.03)
10-512-1	Surgical Technology		8	15	15	7		4.07	6.87	6.87	2.80
10-481-3	Sustainable Energy Management			3	3	3			1.40	1.40	1.40
10-499-5	Technical Studies-Journeyworker	1	2	1	-	(1)	0.20	0.20	0.10	(0.10)	(0.10)
	Total Associate Degree	**898**	**873**	**880**	**(18)**	**7**	**351.87**	**359.67**	**358.43**	**6.57**	**(1.23)**

Southwest Tech — August 21 2023: School Years 2021-22, 2022-23, and 2023-24 FTE Comparison

Program Code	Program Title	SY 21-22 08/23/21 Students	SY 22-23 08/23/22 Students	SY 23-24 08/21/23 Students	22 to '24 Student Change	23 to '24 Student Change	SY 21-22 08/23/21 FTE	SY 22-23 08/23/22 FTE	SY 23-24 08/21/23 FTE	22 to '24 FTE Change	23 to '24 FTE Change
31-101-1	Accounting Assistant	6	9	8	2	(1)	2.23	3.10	3.00	0.77	(0.10)
30-531-6	EMT-IV (Advanced EMT)	12			(12)	-	1.73			(1.73)	-
31-006-3	Agribusiness Science & Technology - Agronomy Tech	1		2	1	2	0.10		0.93	0.83	0.93
32-070-1	Agricultural Power & Equipment Technician	36	29	36	-	7	18.43	14.97	17.87	(0.57)	2.90
31-405-1	Auto Collision Repair & Refinish Technician	9	9	7	(2)	(2)	5.10	4.77	3.97	(1.13)	(0.80)
32-404-2	Automotive Technician	19	20	30	11	10	8.47	9.36	14.00	5.53	4.64
31-408-1	Bricklaying & Masonry			1	1	1			0.07	0.07	0.07
30-443-1	Building Maintenance & Construction		1	1	1	-		0.07	0.07	0.07	-
31-475-1	Building Trades-Carpentry	9	5	17	8	12	4.67	2.43	8.27	3.60	5.83
31-307-1	Child Care Services	3	4	4	1	-	1.30	1.70	1.90	0.60	0.20
30-420-2	CNC Machine Operator/Programmer	6	4		(6)	(4)	2.40	1.80		(2.40)	(1.80)
31-502-1	Cosmetology	27	37	44	17	7	12.77	17.57	21.50	8.73	3.93
30-504-2	Criminal Justice-Law Enforcement 720 Academy	7	10		(7)	(10)	3.00	8.00		(3.00)	(8.00)
31-091-5	Dairy and Livestock Technician			1	1	1			0.20	0.20	0.20
30-508-2	Dental Assistant	18	18	12	(6)	(6)	9.27	9.60	6.40	(2.87)	(3.20)
30-812-1	Driver and Safety Education Certification	7	9	15	8	6	1.00	1.70	2.90	1.90	1.20
31-413-2	Electrical Power Distribution	44	44	45	1	1	20.63	21.80	21.70	1.07	(0.10)
50-413-2	Electricity (Construction) Apprentice	24	22	12	(12)	(10)	1.60	1.47	0.80	(0.80)	(0.67)
30-531-3	Emergency Medical Technician	26	36	12	(14)	(24)	4.27	4.73	1.20	(3.07)	(3.53)
32-080-4	Farm Operations & Management - Ag Mechanics	11	6	1	(10)	(5)	5.53	3.00	0.53	(5.00)	(2.47)
32-080-3	Farm Operations & Management - Dairy	8	9	2	(6)	(7)	4.10	4.43	1.13	(2.97)	(3.30)
31-080-3	Farm Operations & Management - Dairy Technician	2	1	1	(1)	-	1.07	0.53	0.67	(0.40)	0.13
31-080-2	Farm Operations & Management - Farm Ag Maintenance	2	3	3	1	-	0.20	0.93	0.30	0.10	(0.63)
32-080-6	Farm Operations & Management - Livestock	3	5	3	-	(2)	1.53	2.60	1.63	0.10	(0.97)
31-080-7	Farm Operations & Management - Livestock Tech	1	1		(1)	(1)	0.37	0.53		(0.37)	(0.53)
50-413-1	Industrial Electrician Apprentice	6	10	9	3	(1)	0.40	1.13	0.73	0.33	(0.40)
31-620-1	Industrial Mechanic	1	1	4	3	3	0.57	0.57	2.27	1.70	1.70
31-154-6	IT-Computer Support Technician	6	3	5	(1)	2	2.13	1.33	2.40	0.27	1.07
31-513-1	Laboratory Science Technician	9		2	(7)	2	2.40		0.53	(1.87)	0.53
31-509-1	Medical Assistant	31	23	20	(11)	(3)	14.27	11.97	8.30	(5.97)	(3.67)
31-530-2	Medical Coding Specialist	86	56	48	(38)	(8)	32.20	17.50	17.23	(14.97)	(0.27)
30-504-4	Nail Technician	1	5	5	4	-	0.17	0.73	0.83	0.67	0.10
30-543-1	Nursing Assistant	102	88	102	-	14	8.90	11.60	10.87	1.97	(0.73)
50-427-5	Plumbing Apprentice	19	21	18	(1)	(3)	1.80	1.79	1.77	(0.03)	(0.03)
31-182-1	Supply Chain Assistant	1	2	1	-	(1)	0.37	0.87	0.37	-	(0.50)
31-442-1	Welding	32	41	34	2	(7)	16.07	21.47	16.57	0.50	(4.90)
	Total Technical Diploma	**575**	**532**	**505**	**(70)**	**(27)**	**189.03**	**184.05**	**170.90**	**(18.13)**	**(13.15)**

Program Code	Program Title	SY 21-22 08/23/21 Students	SY 22-23 08/23/22 Students	SY 23-24 08/21/23 Students	22 to '24 Student Change	23 to '24 Student Change	SY 21-22 08/23/21 FTE	SY 22-23 08/23/22 FTE	SY 23-24 08/21/23 FTE	22 to '24 FTE Change	23 to '24 FTE Change
20-800-1	Liberal Arts - Associate of Arts	42	31	31	(11)	-	10.93	5.73	10.70	(0.23)	4.97
20-800-2	Liberal Arts - Associate of Science	8	8	15	7	7	2.30	1.77	5.53	3.23	3.77
	Undeclared Majors	371	427	541	170	114	55.03	68.80	87.30	32.27	18.50
	Total Liberal Arts & Undeclared Majors	**421**	**466**	**587**	**166**	**121**	**68.27**	**76.30**	**103.53**	**35.27**	**27.23**
	Total	**1,894**	**1,871**	**1,972**	**78**	**101**	**609.17**	**620.02**	**632.87**	**23.70**	**12.85**
	Percent of Change									**3.89%**	**2.07%**
	Vocational Adult (Aid Codes 42-47)	1,473	1,436	1,515	42	79	30.38	27.76	26.96	(3.42)	(0.81)
	Community Services (Aid Code 60)	-	13	-	-	(13)	-	0.04	-	-	(0.04)
	Basic Skills (Aid Codes 73,74,75,76)	87	86	123	36	37	6.63	7.43	6.53	(0.10)	(0.90)
	Basic Skills (Aid Codes 77 & 78)	58	78	114	56	36	0.03	0.07	0.17	0.13	0.10
	Grand Total	**3,512**	**3,484**	**3,724**	**212**	**240**	**646.21**	**655.32**	**666.52**	**20.31**	**11.20**
	Total Percent of Change									**3.14%**	**1.71%**
					Budgeted/Goal FTEs		1,250	1,250	1,300		
					% of Budgeted/Goal FTEs Achieved to date		51.7%	52.4%	51.3%		
					Final Actual FTEs Achieved		1,253	1,300			
					% of Final Actual FTEs Achieved to date		51.6%	50.4%			
					23/24 Projected Ending FTEs using historical trend		1,292	1,322			
					Will budget be met		NO	YES			

B. Chairperson's Report

1. Prairie du Chien Wisconsin Department of Corrections – Spring Graduation Ceremony

C. College President's Report

1. Banking RFP

2. Project RISE (ERP) Update

3. Naming of College Facilities or Property Policy

4. College Happenings

D. Other Informational Items

Establish Board Agenda Items for Next Meeting

A. Agenda
1. Board Monitoring Report – Compliance
2. Academic Master Plan Update
3. Visit from Layla Merrifield, District Boards Association
4. Aspen: Unlocking Opportunities Update
5. Designate Official Newspaper

B. Time & Place

Thursday, September 21, 2023, at 7:00 p.m., Southwest Tech Conference Room 430, 1800 Bronson Blvd, Fennimore, WI 53809

Adjourn to Closed Session

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

1. **Discussing property acquisition per Wis. Statutes 19.85(1)(e)**
{Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.}.

2. **Discussing legal issues per Wis. Stats. 19.85(1)(g)** {Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.}

3. **Discussing the President's Evaluation 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.}
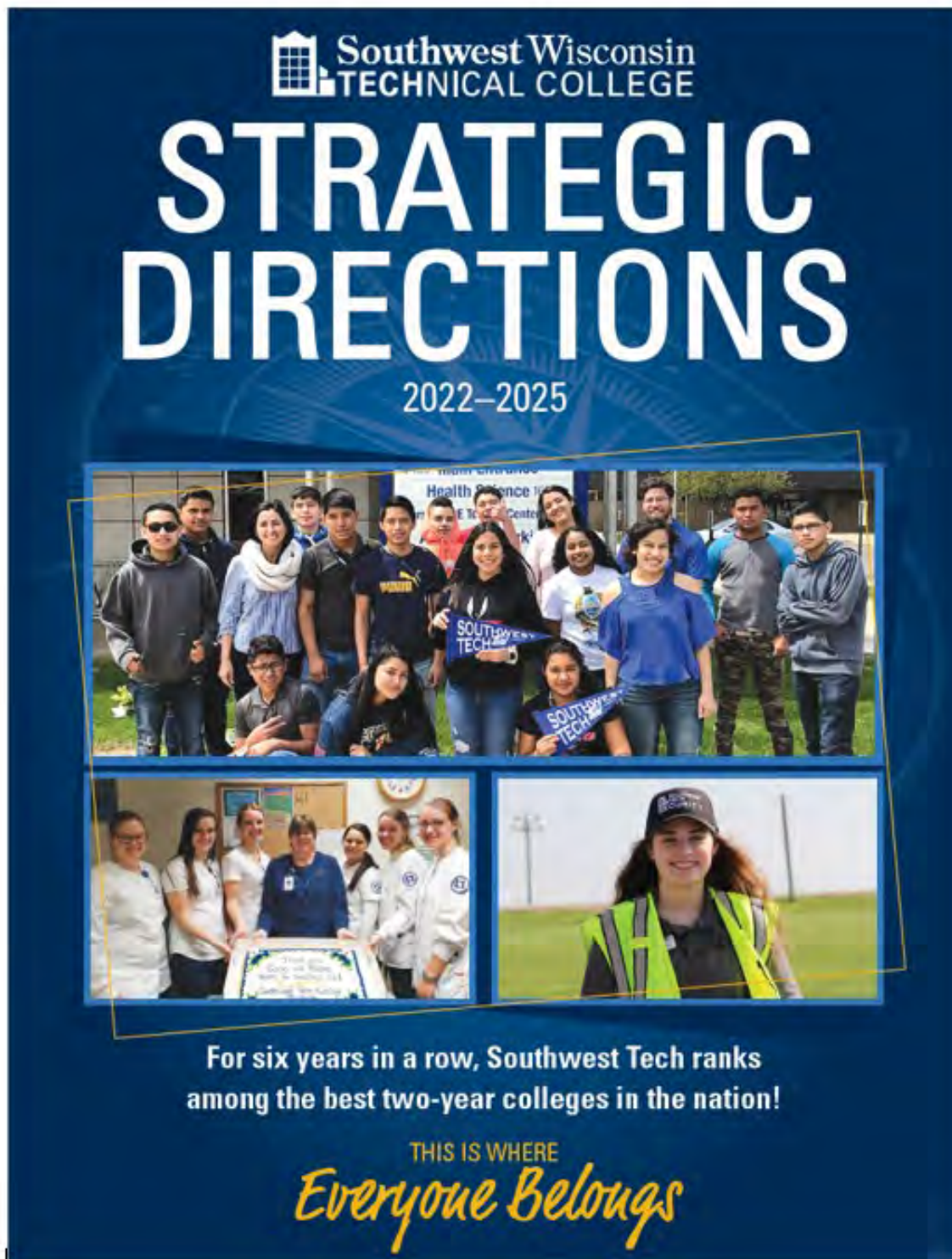
B. Approval of Closed Session Minutes from May 18, 2023; June 21, 2023; and July 10, 2023.

Reconvene to Open Session

A. Action, if necessary, on Closed Session Items

Adjournment

Appendix ~ Southwest Wisconsin Technical College Strategic Directions (2022-2025)

Southwest Wisconsin
TECHNICAL COLLEGE

STRATEGIC DIRECTIONS
2022—2025

For six years in a row, Southwest Tech ranks among the best two-year colleges in the nation!

THIS IS WHERE
Everyone Belongs

Who We Are

Mission

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

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.

Values

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.

Joe Randall, Electrical Power Distribution program instructor, teaches his students integrity by volunteering in Richland Center to hang holiday lights in the park for the southwest Wisconsin community to enjoy.

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.

Tonia Breuer, Medical Assistant program instructor, assists a student with essential hands-on education that helps them succeed in the workplace.

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.

Jake Mootz, IT support specialist, assists students with enrolling in Charger Tech 360 at New Student Orientation. Charger Tech 360 is more than just a laptop, it's support, software, and service when you need it providing a successful learning experience.

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.

Tom Kretschman, Criminal Justice Instructor, prepares students to take a leadership role in campus safety.

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.

Christena Bowers, disability and support services manager, took students to a conference in Wisconsin Dells. They presented to high school educators on their experiences transitioning from high school to college and how teachers can better prepare their students for that transition.

Building relationships with prospective students, current students, and employers is what we do best. At Southwest Tech, we care.

The front cover shows a recruiter meeting with students from Darlington High School, Nursing-Associate Degree students celebrating their last day of clinical at Boscobel Care and Rehab, and State Student Ambassador and Criminal Justice Studies student Hannah Masters serving in her campus security role.

What We Do

We Provide
AFFORDABLE EDUCATION

Jenna graduated with zero debt. Average debt is $3,815 and many students receive scholarships to further reduce costs.

ANNUAL COST OF COLLEGE TUITION

Southwest Wisconsin Technical College INCLUDES FEES	$4,404
UW 4-Year Institutions INCLUDES FEES	$7,444 MIN. $10,742 MAX.
All 4-Year Institutions PUBLIC OUT OF STATE/ PRIVATE NON-PROFIT INCLUDES FEES	$32,548 AVG.

Sources: U.S. Department of Education—Net Price Calculator Center; UW HELP System Tuition Chart, The College Board 2021, College Costs Calculator

We Help
OUR STUDENTS GET GOOD JOBS

Victoria was hired locally in the law enforcement field before graduation.

90%
Were Employed Within the First Year of Graduation.

$42,820
Median Salary
6 Months After Graduating With an Associate Degree.

Source: 2020 Graduate Outcomes Report

We Promote
LIFELONG LEARNING

Transfer credits helped Tory build his career.

→ Benton High School, 2008
→ UW-Platteville, Biology, 2012
→ Southwest Tech, Nursing-Associate Degree, 2015
→ UW-Madison, Bachelor of Science-Nursing, 2017
→ Clarke University, Doctor of Nursing Practice, 2021

Transfer Credits to Southwest Tech
You may be able to transfer credits, utilize existing credits, or earn new credits for skills and knowledge you gained at another college, in the military, or on the job.

Transfer Credits from Southwest Tech
Southwest Tech has transfer agreements with private colleges, universities, and the University of Wisconsin System.

College Health Indicators

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.

GOAL
To achieve after implementing activities/initiatives. Targets are determined and approved by the Executive Team.

ACTUAL
Current or most recent measure available.

STRATEGIC DIRECTION

Engage Students in High Quality Experiential Learning

	COLLEGE HEALTH INDICATOR (CHI)	ACTUAL	GOAL
1.	Equity in Student Learning	51%	75%
2.	Enrollment Headcount	6805	6900
3.	Retention Rate	71%	74%
4.	Graduation Rate	55%	65%
5.	Job Placement	90%	97%
6.	Student Satisfaction (7-point scale)	5.79	6.00
7.	Employer Satisfaction	100%	100%

STRATEGIC DIRECTION

Strengthen a Culture of Caring and Success

		ACTUAL	GOAL
8.	Employee Satisfaction (5-point scale)	4.07	4.50
9.	Employee Retention	94.79%	95%

STRATEGIC DIRECTION

Enhance the College's Economic Impact

		ACTUAL	GOAL
10.	Full Time Equivalent (FTE) Count	1253.01	1300.00
11.	Economic Impact:		
11 a.	Job Placement In-District	44%	56%
11 b.	Five-Year Graduate Wage Growth	47%	57%
11 c.	Job Placement in Industry	83%	90%

College Governance

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

Krista Weber, chief human resources officer, works closely with the president to lead the Executive Team. Her efforts are part of our commitment to succession planning and leadership development.

Academic Council
Leads efforts to ensure all students learn, progress, and achieve their goals, especially our Special Populations*.

Kim Maier, Ph.D., executive dean, leads the Academic Council.

College Council
Cultivates College Values as core behaviors of a positive, caring culture of wellness and trust.

Josh Bedward, facilities manager and master electrician, co-leads the College Council and took a lead role in developing and implementing the performance management evaluations.

Operations Council
Leads the achievement of sustainable college operations.

Heath Ahnen, executive director of information technology services, is co-leading the implementation of a new Enterprise Resource Planning system.

Leadership Council
Creates mutual understanding among all supervisors to consistently communicate with and engage all faculty and staff.

Kris Wubben, director of student success, and Chantel Hampton, diversity, equity, and inclusion coordinator, co-lead the Leadership Council.

*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.

16-07-22

PRIORITY PROJECT 1

This Is Where You Succeed

Access to high-quality academic programming helps students succeed in the workforce. The Academic Plan focuses on emerging industries and revitalizing existing programs.

Karen Bricco, lab science adjunct instructor, brought her Laboratory Science Technician program students from Boscobel, Richland Center, and Platteville high schools to visit Southwest Tech's campus. We offer these courses in the high schools through Southwest Tech's CollEDGE Up program.

GOOD ★
More students in relevant programs.

BETTER ★★
Recruit and graduate students into high-wage/high-demand jobs.

BEST ★★★
Dynamic programming provides life-long learning opportunities responsive to the workforce and individuals.

■ PERFORMANCE
We know we will be successful when all academic programs achieve high-wage/high-demand status. We also start new programs when an industry sector aligns with our mission as a technical college.

■ ACADEMIC COUNCIL

GOALS
1. Start five new programs that lead to high-wage/high-demand careers by 2025.
2. Revitalize at least three existing programs per year to increase enrollments leading to high-wage/high-demand careers.
3. Increase dual credit enrollments in each of our thirty school districts by 5% per year through 2025.
4. Offer two Spanish-speaker-supported degree programs by 2025.
5. 100% of Associate of Arts and Associate of Science Degree students will have transferability to a four-year college with junior status by 2024.
6. Expand services and programming to increase the number of students served in Prairie du Chien from 81 in FY2022 to 200 students by FY2025. Also increase the number of students served in Dodgeville from 31 in FY2022 to 100 by FY2025.
7. Increase the rate students in High School Equivalency Diploma (HSED) programs enroll in college-level programming from 20% to 40% by 2025.
8. Identify and begin at least one new academic program per year through 2025 to offer at the Prairie du Chien and Dodgeville outreach centers.

PRIORITY PROJECT 2

This Is Where Innovation Is Valued

Using one-time funding sources, we will reduce our operating expenses through investments in renewable energies. We will create student learning opportunities through partnerships between academics and operations.

Dan Imhoff, executive director of facilities, safety, and security, reviews designs that utilize renewable energies to save money the college can invest in supporting students.

GOOD ★
One-time capital dollars reduce operational costs in the long run.

BETTER ★★
Financial savings invested in student success.

BEST ★★★
Students engage in renewable energy trainings and programs leading to high-wage, high-demand employment opportunities

■ PERFORMANCE
We know we will be successful when sustainable projects in renewable energies save money to invest in supporting students.

■ EXECUTIVE TEAM

GOALS
1. Reduce our greenhouse gas emissions 20% by 2025.
2. Reduce our heat and electric costs 20% by 2025.
3. Graduate at least 20 students to serve renewable energy and energy efficiency needs of our region by 2025 through our new Sustainable Energy Management Associate Degree.

PRIORITY PROJECT 3

This Is Where People Care

At Southwest Tech we want every student to know we care about their success. We also want our faculty, staff, and leadership to be representative of our district population and student body.

Southwest Tech Midwifery students and faculty members were able to attend the Art and Science of Birth (Integrando la Ciencia y el Arte del Nacimiento) in Puerto Rico. These connections last a lifetime.

GOOD ★
Student and employee recruitment, retention, and promotion result in improved outcomes for everyone.

BETTER ★★
Everyone at Southwest Tech demonstrates fairness, trust, and respect for all people.

BEST ★★★
All students are more successful throughout their lives because of the efforts of our faculty and staff.

GOALS

1. Increase the percent of racially diverse employees at the College to better reflect our student population.
2. Help all students be more successful by 3% each year AND ensure our special populations* achieve at the same success rates as the general student body in:
   a. Enrollment head count
   b. Graduation rate
   c. Job placement
   d. University transfer rate
   e. Salary growth over 5 years
3. Provide technical assistance and guidance to at least three other organizations who decide to implement Universal Design by 2025.

■ PERFORMANCE
We know we will be successful when student learning improves inside and outside of the classroom, focusing on achievement gaps between our special and non-special populations.

■ COLLEGE COUNCIL

▦

This Is Where Students Succeed

Southwest Wisconsin Technical College is one of the 10 finalists out of nearly 1,200 two-year colleges for the Aspen Prize for Community College Excellence.

The Aspen Prize honors colleges with outstanding achievement in five critical areas: teaching and learning, certificate and degree completion, transfer and bachelor's attainment, workforce success, and equity for students of color and students from low-income backgrounds. By focusing on student success and lifting up models that work, the Aspen Prize aims to celebrate excellence, advance a focus on equitable student success, and stimulate replication of effective culture and practice.

*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.