Dear MATC Community:

We had a successful visit from the Higher Learning Commission (HLC) as part of our nine-year reaccreditation process. I want to thank all of you who helped prepare for and participated during that visit.

During a session near the end of the visit, one of our reviewers read our mission back to us line-by-line and explained how she saw us living that mission in her time with us. Her reflections included:

MATC offers exceptional education and training opportunities and services...
  Reviewers saw this in classrooms, labs and hallways.
...to our diverse metropolitan area...
  Reviewers met our students and recognized our diversity.
...by engaging with partners...
  Our partners answered the call on short notice and filled a meeting to standing room only to speak on our behalf.
...to advance the quality of life for our students and community.
  Reviewers heard our students’ stories and witnessed our commitment to their success.

Thank you for putting our mission into action each and every day.

On MATC Day, we joined together with focus on supporting our students holistically through Guided Pathways. This day of reflection helped us better connect with the real-life challenges our students face — and how that impacts learning and achievement.

Dr. Rob Johnstone helped us better understand the deep connection between Guided Pathways and our core mission of equity and social justice. Our community needs us to have a heightened sense of urgency and to implement systemic changes so more students reach their goals.

The faculty and staff toolkit distributed on MATC Day is one resource to help connect us with resources and strategies — within and outside of the college — to better meet the needs of the whole student. We live our values of student success and diversity when we stay aware of individual, structural and institutional bias and employ a compassionate, trauma-informed approach.

Recently, our Guided Pathways coach, Dr. Joyce Walsh-Portillo, shared a conversation she had with the national director of Guided Pathways for the American Association of Community Colleges, Dr. Gretchen Schmidt. She said that the work MATC has done to operationalize Guided Pathways and the commitment from across the college is the best she has seen. The best does not mean we are not making mistakes; it means we are committed to learning from mistakes, doing better and improving. It means we are committed to making changes and addressing unintended consequences for the sake of our students, college and community.

Our success in these endeavors is based on our shared commitment to ensure a better future for those we serve. I am proud of the work we have done and I am pleased we are focused on important initiatives that will make a difference for our community.

Sincerely,

[Signature]

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Successful HLC Visit

Higher Learning Commission Visit: Living Our Mission
Thank you to all who helped prepare for the visit from the Higher Learning Commission, led by Associate Provost Dr. Christine Manion. The reviewers recognized that ours is an institution truly living its mission. Through the MATC Promise and Guided Pathways, they said we are acting boldly and courageously to serve our community when it needs us most. Together, we showed that we truly offer a quality education to our students.

Although we do not receive the final HLC report until later this spring, here are some of the amazing comments we heard from the team:

- **Family:** Despite our large size, they heard and saw that our employees and students feel like a small, tight-knit family. Sure, we may debate, but in the end, we pull together for the sake of the mission — our students.

- **Passion:** They were impressed by the passion for student success they saw in everyone, from the friendly building maintenance worker chipping the ice on the sidewalk outside who greeted them in the morning, to the staff they encountered in the elevators. They heard us focus on students over and over again.

- **Credentials:** This was an experienced review team and they noted that our faculty and staff credentials were some of the best they’ve ever seen.

- **Campuses:** They loved our regional campuses. They saw the pride behind all that you do that makes each campus so unique, but they also noted that unlike so many multi-campus colleges, the regional employees and students still feel very connected to the college community as well. We can all feel proud about this aspect of our culture.

- **Data and processes:** They were impressed that we are using data to inform our decisions, and that we are trying to develop — and improve — robust processes for everything we do.

Thank you to those who helped make the HLC visit successful!
Dr. Julie Ashlock
Maryann Bouche
Amanda Brooks
Equan Burrows
Barb Cannell
Shelly Conroy
Myra George
Sheree Hagler
Pam Holt
Aaron Michaelson
Greg Lopez
Dr. Christine Manion
Dr. Jennifer Mikulay
Michele Schimke
Jenny Smith
Cindy Steffen
Tony Tagliavia
Dr. Yan Wang
Christine Zollicoffer

With special thanks to the following areas: AV, Catering, Curriculum, Institutional Research, Marketing and Communications, and Building Services.

Appreciating MATC Day Volunteers

Thank you to our 2019 MATC Day Planning Committee!
Jane Beyer
Dr. Wilma Bonaparte
Barb Cannell
Brian Carlson
Dr. Lisa Conley
Michele Conroy
Johnny Craig
Dr. Mohammad Dakwar
Katherine Doxtater

Dr. Damira Grady
Michelle Krueger
Jill Maher
Dr. Christine Manion
Tony Tagliavia
Gerald Trotter
Brenda Wencka

The volunteers helped make sure the day ran smoothly.
Thank you!

Presentations and photos are available on myMATC.
Guided Pathways Update:
“The best I’ve seen”

Implementation Teams, Content Expert Teams and Design Teams are moving our work forward

Our work to implement Guided Pathways is beginning to generate positive change for the college — and recognition of the hard work in which we are all engaged.

As shared in Dr. Martin’s opening letter, the executive director of the American Association of Community Colleges’ Pathways initiative, Dr. Gretchen Schmidt, recently remarked that the work MATC has done to date and the level of commitment from across the college, Dr. Schmidt said, is the best she’s seen.

As a community, MATC is demonstrating a level of engagement that is making us a national example. In our work together thus far:

- We identified eight new Academic Pathways and aligned 200 programs to them
- We realigned tutoring, dual enrollment and transfer functions
- We’ve put students directly into their gateway college-level courses with more academic support
- We are no longer using one, high-stakes test for course placement, but have implemented multiple measures and will soon be adding a non-cognitive assessment to better address and understand the academic and non-academic needs of the students

Members of our current Design Teams, Content Expert Teams and Implementation Teams are living our shared commitment to student success in their work. You can find the teams and a link to their charters below. These teams are carrying forward the work and recommendations of the groups that preceded them. Associate Provost Dr. Christine Manion and Johnny Craig, vice president for Student Services and Enrollment Management, are building a document that tracks this progress and we will share that as soon as it is complete. As a reminder, the myMATC Guided Pathways page also contains meeting agendas and minutes for the teams as well as for the Guided Pathways Steering Committee, whose meetings are open to the college community.

Finally, thanks to all attended Pathways with the President sessions — we will be holding similar events in the coming months.

Design Team Charters:
- Community Engagement
- Faculty & Staff Engagement
- Interventions Audit
- Jargon Reduction Audit

Implementation Team Charters:
- Academic Pathways Infrastructure
- Holistic Assessment

Content Expert Team Charters:
- Academic Program Plans
- Acceleration and Block Scheduling
- Redirecting Students from Limited Access Programs

New Marketing Campaign and New Website Under Development

A new enrollment marketing campaign will launch soon! The Marketing and Communications team collaborated with national marketing agency VisionPoint, which specializes in higher education, and sought significant input from students and employees. Watch for an opportunity to view the campaign before it is launched publicly.

Employees throughout the college have contributed their feedback to the information architecture for the new matc.edu. The new website is expected to launch in fall. A collaborative, online student experience team has been meeting to integrate improvements to matc.edu, myMATC and INFOnline — all connected to our work to improve the student experience for Guided Pathways.
Celebrating Employee Achievements

Randy Casey, MATC athletic director and head coach of the men’s basketball team, received two honors. He was named the District 3 Coach of the Year for the National Junior College Athletic Association and the North Central Community College Conference Coach of the Year. He and his coaching staff led the team to the national playoffs! Congratulations to all the coaches and players, who achieved excellence in their first year in Division II. The team finished in fifth place in the NJCAA tournament and ended the season with an impressive record of 31-6. What a successful year!

Nicole Tanner, West Allis Campus Student Services manager, completed her Ph.D. in Public Administration from Walden University.

Dr. Nazima Shahnoor, instructor, co-authored an article on genetic skeletal muscle disease in the “Annual Review of Pathology: Mechanisms of Disease.”

Brittney Gray, human resources partner, earned her Professional in Human Resources (PHR) certification from the HR Certification Institute.

Julie Ashlock, associate dean in the School of Liberal Arts and Sciences, completed her Doctor of Education (Ed.D.) degree in Higher and Postsecondary Education – Teaching and Learning from Argosy University. Her dissertation is titled, “Teaching Critical Thinking in the Digital Era Through Visual Art: A Higher Education Perspective.”

Also see the Milwaukee PBS section for news of an additional award.

Share Employee Achievements With On Campus

In support of the college’s value of Excellence, which promotes high standards and continual personal and professional development, we would like to congratulate MATC employees who have achieved a degree, published a significant professional work, spoken at an academic conference or recently received an award. Email Jill Maher at maherrj@matc.edu with these details and include a photo for consideration in the next issue of On Campus.
Compensation Study
In 2017, the MATC District Board directed the college to conduct a compensation study.

This study is being conducted to inform a fair and equitable compensation system that allows the college to attract and retain the most talented and effective workforce.

Here's what's happening next:
- Human Resources will hold forums for faculty, staff and administrators to learn more and share questions
- Administration will share pay range and title change recommendations with the District Board regarding faculty positions
- Board will vote on recommendations
- Pending Board approval, job titles and pay range changes will change per recommendations

Attend a forum to learn more and share questions:

**Thursday, April 4**
10 - 11 a.m.
Mequon Campus, Lecture Hall

**Friday, April 5**
12:30 - 1:30 p.m.
Downtown Milwaukee Campus, M605

**Monday, April 8**
9 - 10 a.m.
Oak Creek Campus, Lecture Hall

**Tuesday, April 9**
noon - 1 p.m.
Downtown Milwaukee Campus, M605

**Wednesday, April 10**
1 - 2 p.m.
West Allis Campus, 107/117 Conference Room

Email questions about the study to compstudy@matc.edu

Welcome, New Employees!
The following employees were hired January 12 through February 28:

- Mary Bash, Office Associate
- Jay Bayne, Instructor
- Eve Bilden, Instructor
- Peter Burzynski, Instructor
- Tamjid Chowdhury, Instructor
- Janese Christie, Instructor
- Mary Crane, Instructor
- Krystal Crawley, Building Services Associate
- Gary Fenske, Instructor
- Brittney Gray, HR Partner
- Kourosh Hassani, Instructor
- Yolanda Hodges, HR Partner
- Mark Hunton, Instructor
- Julie Jacob, Instructor
- Latrina Jefferson, Shuttle Van Driver
- Matthew Kachar, Instructor
- Manpreet Kaur, Instructor
- Tithina Kern, Customer Service Representative
- Lisa Knigge, Instructor
- Jeremy Larson, Instructor
- Melissa Mendoza, Instructor
- Allison Nass, Instructor
- Ai Nihongi, Instructor
- Aaron Olson, Instructor
- Jason Razdik, Instructor
- Araceli Robles Estrada, Office Technician
- Henry Schlippe, Instructor
- Adam Schwarzentraub, Assistant Coach - Baseball
- Shelby Spargur, Office Associate
- Ann Stanton, Instructor
- Howard Talbert, Building Services Assistant
- Denise Taylor, Educational Assistant
- Jorge Trinidad, Educational Assistant
- Danny Trivett, Assistant Coach
- Damon West, Auditorium Specialist

Health Appraisal Process
Full-time employees can participate in the Health Appraisal Process with Froedtert Health. Successful completion of the process makes you eligible to pay the lowest rate on your health insurance.

Appointments are available through April 22 but have filled up quickly, so sign up today!
Froedtert website is www.workforcehealth.org/MATC.

Instructions are available on MyMATC or contact Rebecca Wincell at wincellr@matc.edu with questions.
Upcoming Safety Drills

To coincide with Wisconsin’s “Statewide Tornado and Severe Weather Awareness Week” and in anticipation of the upcoming severe weather season, the Department of Public Safety has scheduled drills during the week of April 8. Please mark your calendar with the following dates:

- **Mequon Campus**
  Monday, April 8, 9 a.m. and 6 p.m.

- **Downtown Milwaukee Campus**
  (S BUILDING ONLY)
  Monday, April 8, 9:15 a.m. and 6:15 p.m.

- **West Allis Campus**
  Tuesday, April 9, 9 a.m. and 6 p.m.

- **Education Center at Walker’s Square**
  Tuesday, April 9, 9:15 a.m. and 6:15 p.m.

- **Oak Creek Campus**
  Wednesday, April 10, 9 a.m. and 6 p.m.

- **Downtown Milwaukee Campus**
  Thursday, April 11, 9 a.m. and 6 p.m. (EXCLUDING THE S BUILDING)

In preparation for the drills and severe weather season, review the evacuation guidelines and procedures, which start on page 13 of the District Emergency Procedures Guide:


Annual Security and Fire Safety Report

The MATC 2018 Annual Security and Fire Safety report of crime statistics and security policies is available from the MATC Public Safety page on matc.edu or via the link emailed to employees earlier this year.

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the college’s annual report contains reported crime statistics that occurred on campus, in certain off-campus buildings owned or controlled by the college, and on public property within or immediately adjacent to and accessible from the campus, for the three most recent calendar years. A printed copy of the annual crime report may be obtained from any Public Safety office.
Great TV Auction Enters Second Half-Century as a Milwaukee TV Institution

It’s the 51st year of southeastern Wisconsin’s time-honored tradition — Milwaukee PBS’ Great TV Auction! The Great TV Auction will air live on Milwaukee PBS 36 from April 26 to May 5.

The Great TV Auction has developed a cult following of fans, and raises the vital funds Milwaukee PBS relies on to bring its viewers great national programming from PBS, as well as its local productions that bring the stories that matter to our community.

Bids can be made by phone, as well as conveniently online, throughout the week. To preregister as a bidder, and for more information on how to bid, to volunteer or to donate to the Great TV Auction, visit www.MilwaukeePBS.org/auction/.

To the Manor Born — A Milwaukee PBS Tour of England

Visit many of the sights you know so well from the iconic British programs presented on Milwaukee PBS. Stops include:

• Highclere Castle (“Downton Abbey”)
• Seaside village of Port Isaac (“Doc Martin”)
• Cornwall – the backdrop of “Poldark”
• Cricket St. Thomas (“To the Manor Born”)
• And much more!

Join us for this memorable tour. The travel hosts have specially curated this trip to include delicious meals, superior accommodations and personal touches for a vacation not to be missed! For more information, visit www.milwaukeepbs.org/community/ or call 866-654-7508.

“10thirtysix”™ Wins National Public Television Award

Milwaukee PBS’ locally produced “10thirtysix” was honored with a coveted 2018 NETA Award. The series “Beyond Sherman Park: A 10thirtysix Special,” which dealt with the events in the Sherman Park neighborhood in August 2016 and how the neighborhood has changed since then, received the Community Impact Award in the category of Community Engagement.

“10thirtysix”™ brought to light many social issues including race, law enforcement, and economic inequalities. Although much of the coverage and conversation ceased shortly afterward, this special, developed in partnership with WUWM, continued to shine its light on these issues in the months and years that followed.
Financial Aid 101

Financial Aid 101: Census Date

This is the first in a series of articles to help the campus community learn more about financial aid to better serve our students.

The census date is set by MATC’s Financial Aid department and marks the end of the add/drop period. On this day, the college takes a “snapshot” of all students enrolled, which becomes the “official enrollment” that is used for both state reporting and financial aid eligibility. The status of a student on that day affects both individual students and the college as a whole.

For the college, the official enrollment determines the amount of state aid we receive for the semester. For students, the classes in which they are enrolled in AND ATTENDING as of the census date will determine the amount of financial aid grant money they will receive. It is important for instructors to take attendance to ensure students are actually attending classes during this period.

To serve our students, keep these points in mind:

- If financial aid is paid for a class the instructor later reports as NEVER ATTENDING, the student will be required to repay the portion of aid received for that class.
- Students are initially awarded based on the expectation of full-time enrollment. Aid is then adjusted on census date to their actual enrollment. Therefore, if students are enrolled and attending less than full time as of census date, their aid will be less than what was reported in their initial award letter or email.

For financial aid purposes, there are generally four enrollment levels:

<table>
<thead>
<tr>
<th>Enrollment Status</th>
<th>Funding Level</th>
<th>Award Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 or More Credits</td>
<td>Full Time</td>
<td>100%</td>
</tr>
<tr>
<td>9-11 Credits</td>
<td>¾ Time</td>
<td>75%</td>
</tr>
<tr>
<td>6-8 Credits</td>
<td>½ Time</td>
<td>50%</td>
</tr>
<tr>
<td>1-5 Credits</td>
<td>Less Than ½ Time</td>
<td>25%</td>
</tr>
</tbody>
</table>

Foundation

Scholarship Deadline: April 5

Encourage students you know to apply by April 5 at https://matc.academicworks.com.

- So far this year, the MATC Foundation has awarded over $560,000 in scholarships to 559 students, including $284,000 for adult Promise students.
- Since 2008, $3.5 million has been awarded to over 4,000 students!
- Students supported by MATC Foundation scholarships are 30 percent more likely to graduate than those who do not receive scholarships.

Thanks to the generosity of thoughtful donors that contribute to MATC’s scholarship program, each year the Foundation awards more than $500,000 in scholarships to over 600 students entering or continuing their studies at the college. www.matc.edu/donate

District Board

2019-20 District Board Appointments

The MATC District Board Appointment Committee made the following appointments:

- **Joaquin J. Altoro**, vice president of Commercial Banking, Town Bank; Employer (15+ employees) classification.
- **Ashanti Hamilton**, president, City of Milwaukee Common Council; Elected Official classification; he was first appointed to the board in 2016.
- **Ann Wilson**, manager, Hillside Family Resource Center; Additional Member classification; she was first appointed to the board in 2006.

Terms begin July 1 and are subject to approval by the Wisconsin Technical College System Board.
## Al Hurvis/PEAK Transportation Center Event
MATC leadership, area car dealers and donor Tom Hurvis (pictured) attended a “Sneak Peek Under The Hood” hard hat tour on the Downtown Milwaukee Campus in February. The group networked and toured the Al Hurvis/PEAK Transportation Center, the future home of the MATC RevUp program. Attendees saw photo renderings and a 360-degree video tour to envision the building and learn about the activities that will be hosted in the space.

A new donation by The Russ Darrow Group and an increased donation by Automotive Dealers Association of Mega Milwaukee (ADAMM) were announced; Hurvis generously matched both donations. The new facility is expected to open to students in late fall.

## Hispanic-Serving Institution
On February 27, MATC announced that it would seek designation as a Hispanic-Serving Institution (HSI) and that the college has formed a partnership between the HPGM (Hispanic Professionals of Greater Milwaukee) and the MATC Foundation to offer scholarships to Hispanic students. This will expand a partnership with the Mexican Consulate, which funds scholarships for DACA students.

The announcement was made at MATC’s Education Center at Walker’s Square, in the heart of Milwaukee’s Hispanic community, with the participation of several community partners.

## Gov. Evers Visit
Gov. Tony Evers toured carpentry, masonry, welding, ESL and GED programs January 25 at our Walker’s Square Education Center, highlighting the college’s role in economic development in communities of color.

## O’Rourke Visit
Beto O’Rourke, the former Texas congressman who announced in March that he is a 2020 U.S. presidential candidate, visited the Downtown Milwaukee Campus on February 15. He said he wanted to hear our students’ stories and thoughts about challenges facing this country. His visit was followed by a brief news conference.
Explore Your Future
Faculty, staff and administrators from all campuses collaborated on a successful Explore Your Future Day which brought 1,500 10th graders to the college on March 21. Students enjoyed hands-on learning which helped them consider their future. All Milwaukee Public Schools were invited and 90 percent of all MPS 10th graders attended. This event is part of the M-cubed initiative to provide Academic Career Planning for high school students. Students from other districts also attended. Congratulations to all the organizers, especially Nutan Amrute.

MANDI Award
The MATC Promise is a finalist for the 2019 Milwaukee Awards for Neighborhood Development Innovation (MANDI). Through this prestigious award, Local Initiatives Support Corporation (LISC) recognizes efforts to improve conditions in Milwaukee’s neighborhoods.

What’s New Around Campus
Mequon Campus: The campus hosted the local Rotary Youth Leadership Event March 9, including attendees who had never visited the campus before. Youth and adults heard presentations on “The Tools of Life and Leadership.”

Mequon Campus: ESL and sociology students met to discuss “Culture and Citizenship” during International Coffee Hour March 11. Topics included greetings, gestures, personal space, being a good citizen and politeness “rules” in different cultures. A panel of advanced ESL students addressed the group to start the conversation.

ESL instructor Charles Lavin and his students will be reading with children of the Mequon Campus Child Care Center during the Week of the Young Child, April 8-12. It takes a village to make literacy fun!

Oak Creek Campus: Local companies invited students to attend the Oak Creek Chamber of Commerce Awards Dinner. The students benefited with connections and networking, and several sent follow-up notes of appreciation. One wrote, “I believe the most fulfilling part about going was the networking aspect. Everyone I spoke to was genuinely interested in me and my schooling. I even was able to get some contacts to email my résumé to.”

The Protective Services programs (EMS/Fire/Police) offered a special workshop on a homeless outreach team approach. Thirty-five emergency services personnel, social service workers, shelter staff, and participants in similar roles came from as far as Iowa to participate.

West Allis Campus: In February, the Interior Design Student Club participated in the Annual Milwaukee NARI Student Design Competition. The MATC design team created an eco-friendly, boho-styled foyer with a door in Cavern Clay (the 2019 Color of the Year). Students were responsible for all elements of the project, including design development and ideation, product and material procurement, and the actual project build. MATC students competed against design teams from Mount Mary University, Waukesha County Technical College and MIAD.
**Dates to Remember**

**Friday, April 5:** Deadline for current students to apply for MATC Foundation Inc. scholarships at [https://matc.academicworks.com](https://matc.academicworks.com)

**Monday, April 8 & Tuesday, April 9:** Priority Registration for Summer and Fall; begins April 8 for continuing program students who are veterans, April 9 for all eligible continuing program students

**Friday, April 12 – Sunday, April 21:** Spring Break, no classes held

**Friday, April 19:** MATC closed

**Friday, April 12 & Monday, April 15:** Open Registration for Summer and Fall; begins April 12 for veteran students, April 15 for all students

**Thursday, April 25:** Open House, Downtown Milwaukee Campus, 4-7 p.m.

**Friday, May 17:** Spring Commencement, UW-Milwaukee Panther Arena, 6 p.m.

The School of Business will not be hosting the Five Star event this year and will be re-imagining it for the future.

**MISSION**
As a public, two-year comprehensive technical college, MATC offers exceptional educational and training opportunities and services to our diverse metropolitan area by engaging with partners to advance the quality of life for our students and community.

**VISION**
MATC is the premier comprehensive technical college that provides excellence in education to enrich, empower and transform lives.

**VALUES**
Student Success
Accountability
Collaboration
Customer Focus
Diversity
Excellence
Innovation
Integrity

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linkedin.com/school/22647
twitter.com/discoverMATC
youtube.com/user/InsideMATC

**Have a suggestion for *On Campus***?
Contact Jill Maher, maherjr@matc.edu, 414-297-6493.
Reminder to supervisors: Please print *On Campus* and make available to employees who do not have routine access to their Gmail accounts. Thank you!