

REVISED—9/12/01

September 7, 2001

NOTICE TO RESIDENTS OF MILWAUKEE AREA  
TECHNICAL COLLEGE DISTRICT, WISCONSIN

An open meeting of the **Education, Services, and Institutional Relations Committee** of the Milwaukee Area Technical College District Board of Wisconsin, will be held in the **Board Room (Room M210)**, of the **Milwaukee Area Technical College**, 700 West State Street, Milwaukee, Wisconsin, **Tuesday, September 18, 2001**, beginning at **4:30 p.m.\***

The agenda for said meeting is presented as follows:

**A. Roll Call**

**B. Compliance with the Open Meetings Law**

**C. Approval of Minutes—August 21, 2001—Attachment 1**

**D. Comments from the Public**

**E. Action Item**

**F. Discussion Items**

1. Policy Review
  - a. Policy A0107—Procedures for District Board Meetings—Attachment 3
2. Report from General Counsel's Office Relating to Proposed Board Policy Review—Attachment 4
3. Education, Services, and Institutional Relations Committee Meeting Schedule—Attachment 7
4. Review of Programs—Attachment 8
  - a. Interior Design Associate Degree (10-304-1)
  - b. Real Estate Brokerage Associate Degree (10-194-1)
5. Accounting: Presidential Search—Attachment 9 (*distributed at meeting*)

**G. Information Items**

1. Introduction of Vice President—College Advancement
2. NCA Status Report
3. Occupational Advisory Committee Membership Equity Report  
(September 2001)—Attachment 10
4. Monthly Advisory Committee Membership Report—Attachment 11

**H. Miscellaneous Business**

1. Communications and Petitions
2. Information Items

**I. Old Business/New Business**

1. Date of Next Meeting—Tuesday, October 16, 2001

Committee Members: **Bell, Maierle, Pedersen**

**\*Other members of the MATC Board may be present, although they will not be participating as members of this committee.**

ATTACHMENT ESIR 1

**MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD**  
Education, Services, and Institutional Relations Committee Minutes

DATE: Tuesday, August 21, 2001

PLACE: Board Room (M210)

TIME: 4:30 p.m.

BOARD COMMITTEE  
MEMBERS PRESENT: Jeannette Bell, Mark Maierle, and A. Paul Pedersen

OTHER BOARD  
MEMBER PRESENT: Elliott Moeser

FACULTY/STAFF/  
GUESTS: Tony Baez, Kathleen Christensen, Charlie Dee, Bob Heeman, William Hodgkinson, Les Ingram, Tim Losey, Kathleen Rinehart, Cheryl Sayers, John Stilp

**ITEM A: ROLL CALL**

COMMITTEE  
ATTENDANCE: Ms. Bell, Mr. Maierle, and Mr. Pedersen were present.

**ITEM B: COMPLIANCE WITH OPEN MEETINGS LAW**

DISCUSSION: The Education, Services, and Institutional Relations (ESIR) Committee meeting was called to order at 4:30 p.m., was properly noticed, and was in compliance with the open meetings law.

*Mr. Pedersen inquired about the process of compiling the committee's agenda and the inclusion of "Approval of Agenda." Mr. Ingram indicated that historically "Approval of Agenda" has not appeared on committee agendas. Ms. Bell stated that these issues would be addressed.*

**ITEM C: APPROVAL OF MINUTES—JUNE 19, 2001**

ACTION: The minutes of June 19, 2001, were unanimously approved.

**ITEM D: COMMENTS FROM THE PUBLIC**

DISCUSSION: Referencing Policy A0107—Procedures for District Board Meetings, Charlie Dee indicated that board practice does not coincide with current board policy. Board policy states the following:

Public Comment on Agenda Items

Public comment on any agenda item may be presented at the time the item is considered by the district board.

Mr. Ingram agreed with Mr. Dee and indicated that based on policy, the board would have to entertain public comments on agenda items at the time of the actual discussion.

Mr. Dee further stated that he feels the policy is more democratic than board practice and that he is in favor of following the current policy.

Mr. Dee also commented on agenda item F1—Administrative Procedure DD0500—Program Suspension and Discontinuance. He distributed copies of a memorandum from Local 212 and indicated that the union supports, in general, the proposed policy. He noted the need for the following underscored amendment:

Procedure for Program Suspension

3. The IARD office will gather additional data on each program on the list and will generate a report for review by the college's Curriculum and Learning (C&L) Committee. The C&L Committee will invite faculty from the affected departments to offer input to the committee in its discussions and recommendations. The Committee will forward its recommendations for program modifications, consolidations, suspension or discontinuance to the Vice President of Academic Affairs and the Deans Cabinet.

Mr. Dee referenced the proposed Monitoring and Screening of Program Viability Flow Chart and indicated that in Step 2, program viability monitoring would be done by divisional deans and program faculty/staff. He stressed the importance of including the suggested amendment which

eliminates the ambiguity and makes it very clear in the procedure that the C&L committee would invite faculty from the affected departments to provide input.

ACTION: None required.

**ITEM E: ACTION ITEMS**

**ITEM E1: TENTATIVE EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS COMMITTEE MEETING SCHEDULE**

DISCUSSION: Mr. Pedersen suggested changing the meeting time to either a luncheon meeting (11:30 a.m.) or to 4 p.m. to avoid rush hour traffic. Mr. Maierle is unable to schedule luncheon meetings. The committee agreed to adopt the schedule as printed. Ms. Bell indicated that she would review the 4 p.m. time change with staff and this item would be discussed at the September ESIR Committee meeting.

ACTION: None required.

**ITEM E2: POLICY REVIEW**

**ITEM E2a: POLICY A0104-A—DUTIES OF OFFICERS OF MATC DISTRICT BOARD**

DISCUSSION: Ms. Bell noted that this policy had been removed from the ESIR agenda and placed, more appropriately, on the Finance, Personnel, and Operations Committee agenda.

ACTION: None required.

**ITEM E2b: POLICY A0107—PROCEDURES FOR DISTRICT BOARD MEETINGS**

DISCUSSION: Dr. Moeser referenced his memorandum to Ms. Bell regarding Policy A0107—Procedures for District Board Meetings. He indicated that this policy should address public hearings and suggested the following revision/addition:

## Meetings

### **Add 1.d.**

The MATC District Board will, from time to time, conduct public hearings. The purpose of the hearings is for the District Board to receive information. District Board members may ask questions of individuals presenting information at the hearings at the discretion of the Chairperson. But, neither members of the audience nor presenters may question the District Board. It is the responsibility of the Chairperson to maintain proper decorum at hearings and to conduct hearings in a manner that allows for the primary purpose of hearings to be achieved. The Chair of the District Board normally conducts hearings. But, in the absence of the Chair, the Chairperson of the hearing shall be the Vice-chair of the Board, or in the absence of the Vice-chair, the secretary of the Board, or in the absence of the Secretary, the Treasurer of the District Board shall be the Chairperson of the hearings. District Board members may testify at hearings.

Dr. Moeser indicated that before a meeting/hearing takes place, the chair of the meeting should clearly identify proper decorum and proper procedures. He stated that there needs to be a distinction between a public hearing and a board meeting and stated the following:

- A public hearing is an informational gathering held in an open manner where board members receive comments from staff, the public, etc.
- A board meeting is a gathering where after information has been gathered and discussed informed decisions are made.

Dr. Moeser requested that his recommendations be referred to the General Counsel's office for further research and be placed in the proper format for discussion at the September ESIR Committee meeting.

Ms. Bell indicated that she did not necessarily feel that a rigid policy was required. Anyone serving in a public capacity at some point takes a certain amount of abuse. However, it's not to say board members should tolerate abusive behavior by individuals who speak before the committee.

Mr. Ingram noted that the ESIR Committee is the policy committee charged with the responsibility of reviewing policy. No policy can move forward unless adopted or discussed first by the ESIR Committee.

A lengthy discussion was held regarding the ambiguity that exists in a number of policies. Ms. Rinehart distributed Policies A01111-A—Areas of Responsibility of District Board Committees and A0121—Board Policy Development, Procedures, and Implementation. The following were referred to the General Counsel's office for review:

**Policy A0107—Procedures for District Board Meetings**  
Public Comment on Agenda Items

Public comment on any agenda item may be presented at the time the item is considered by the district board.

Issue

Should the policy conform to board action or should board action conform to current policy. Ms. Bell indicated that her preference is to revise the policy to conform to current practice.

If board action is conformed to current policy, Mr. Maierle suggested adding Comments from the Public on non-agenda items. Mr. Pedersen suggested including a paragraph on the agenda that states "at this time any member of the audience and/or board may address the board on any topic on the agenda or any topic not on the agenda."

Action

General Counsel's office was requested to review policy and provide alternatives at the September ESIR Committee meeting.

Issue

Public hearings should be included in policy

Action

General Counsel's office was directed to research this item further and provide alternatives

## **Policy A0111-A—Areas of Responsibility of District Board Committees**

### Finance, Personnel, and Operations Committee

1. Develop or revise district board policies relating to finance, human, *operations*, and administration, and recommend appropriate board action.

### Education, Services, and Institutional Relations Committee

1. Develop or revise district board policies relating to educational programs, student affairs, *board procedures*, and external programming and recommend appropriate board action.

### Issue

Which policies are housed at which committees?

Mr. Ingram noted that the term “operations” in this policy is addressing administrative operations of the college as opposed to board operations.

### Action

General Counsel’s office was directed to define “operations” vs. “board procedures” and eliminate duplication/ambiguity in policies.

## **Policy A0121—Board Policy Development, Procedures, and Implementation**

### Introduction

The Milwaukee Area Technical College (MATC) District Board reserves to itself the adoption, modification, and suspension of all written policies directing the operation of MATC, and codified in the MATC District Policy Manual.

### Issue

Any member of the board can propose adoption, modification, and/or suspension of written policies, which conflicts with Policy A0111-A—Areas of Responsibility of District Board Committees.

### Action

General Counsel’s office was directed to eliminate duplication/ambiguity with other policies.

**Non-committee board members participating at committee meetings.**

Issue

Are non-committee board members allowed to sit at the table and discuss issues.

Action

General Counsel's office will research this issue.

ACTION: None.

**ITEM F: DISCUSSION ITEM**

**ITEM F1: PROCEDURE FOR PROGRAM SUSPENSION AND DISCONTINUANCE**

DISCUSSION: Dr. Baez provided an overview of Administrative Procedure DD0500—Program Suspension and Discontinuance. He outlined the proposed Monitoring and Screening of Program Viability eight-step process the college would use to identify programs that need to be monitored and screened for the purpose of determining whether they should be suspended or discontinued. He indicated that he would be willing to share Mr. Dee's concerns regarding faculty input with the Curriculum and Learning Committee to see if they are willing to entertain an additional step of inviting individuals to the committee meeting, which would be included in Step 4. The committee agreed that this should be shared with the Curriculum and Learning Committee.

Dr. Baez noted that this monitoring and screening process could possibly lead to program suspensions or discontinuances. MATC follows the Wisconsin Technical College System's Educational Services Manual for program suspension and discontinuance. Copies of the state's criteria and procedure were distributed.

ACTION: None required.

**ITEM F2: REVIEW OF PROGRAMS**

DISCUSSION: Dr. Baez provided an overview of the quality program review process, which includes program profiles and action plans.



ACTION: None required.

**ITEM G2: MONTHLY ADVISORY COMMITTEE MEMBERSHIP REPORT**

DISCUSSION: Dr. Baez indicated that the report addressing the college's efforts to increase women and minorities on advisory committees has been completed and is available for review at the September or October ESIR committee meetings. Ms. Bell indicated that she would discuss this issue with Dr. Baez.

ACTION: None required.

**ITEM H: MISCELLANEOUS BUSINESS**

**ITEM H1: COMMUNICATIONS AND PETITIONS**

DISCUSSION: None.

**ITEM H2: INFORMATION ITEMS**

DISCUSSION: None.

**ITEM I: OLD BUSINESS/NEW BUSINESS**

DISCUSSION: Mr. Pedersen distributed copies of a memorandum to the ESIR committee requesting a full and complete accounting of all costs associated with the recent presidential search. He requested that this information be available for review at the September ESIR committee meeting.

ACTION: None required.

DISCUSSION: Ms. Bell indicated that she would be meeting with Dr. Baez to discuss a procedure by which agenda items would be placed on the ESIR Committee agenda and to ensure that input is received by other committee members.

ACTION: None required.



ATTACHMENT ESIR 3



**MEMORANDUM**

**TO:** Members of the Education, Services and Institutional Relations Committee  
**FROM:** Kathleen A. Rinehart, Esq.  
**DATE:** September 12, 2001  
**SUBJECT:** Potential Revisions to Board Policies

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On August 10, 2001, Dr. Elliott Moeser forwarded correspondence to Mayor Jeanette Bell, Chairperson of the ESIR Committee to recommend the following revision to MATC Board policy A0107: add a new letter “d” under “meetings.” The new language for “d” would be as follows:

- d. The MATC District Board will, from time to time conduct public hearings. The purpose of the hearings is for the District Board to receive information. District Board members may ask questions of individuals presenting information at the hearings at the discretion of the Chairperson. But, neither members of the audience nor presenters may question the District Board. It is the responsibility of the Chairperson to maintain proper decorum at hearings and to conduct hearings in a manner that allows for the primary purpose of hearings to be achieved. The Chair of the District Board normally conducts hearings. But, in the absence of the Chair, the Chairperson of the hearing shall be the Vice Chair of the Board, or in the absence of the Vice Chair, the Secretary of the Board, or in the absence of the Secretary, the Treasurer of the District Board shall be the Chairperson of the hearings. District Board members may testify at hearings.*

Legal review of this proposal was assigned to a General Counsel’s office, so that further review could occur at the ESIR Committee’s September meeting. I offer the following for your consideration prior to that meeting.

**BOARD POLICY A0107 – PROCEDURES FOR DISTRICT BOARD MEETINGS**

- A. Proposed revision regarding conduct at a public hearing.
1. First, Dr. Moeser’s proposed language in its entirety could be inserted in A0107, in a new section on page 1 of said policy entitled, “District Board Public Hearings.” This section would follow the section entitled, “District Board

Meetings.” Placement of the proposed language should not occur in the section entitled “Meetings,” because that section primarily concerns itself with Wisconsin Open Meetings Law and the number of Board members necessary to be present to constitute a quorum or to take action.

2. Alternatively, the purpose of Dr. Moeser’s recommendation can be addressed by modifications to present policies. The following is recommended:

- a. Add the following paragraph to the section entitled “District Board Meetings”:

“The Board may, from time to time, conduct public hearings at which members of the general public, MATC employees, or Board members may testify.”

- b. Further, the section entitled “Presiding Officer” can be revised to include the following language:

The Board Chairperson shall preside at District Board meetings and at all Board public hearings. In the absence of the Board Chair, District Board meetings and/or Board public hearings shall be chaired by the Vice-Chairperson, or in the absence of the Vice-Chairperson, the next available Board Officer, respectively the Secretary or the Treasurer.

- c. Included already in the Chairperson’s powers (sub 2) is the ability “[t]o determine whether a speaker has gone beyond reasonable standards of courtesy in his or her remarks and to entertain and rule on objections from other members on this ground.” This language addresses Dr. Moeser’s concern about the maintenance of decorum at a public hearing.

- d. Finally, Dr. Moeser has proposed to revise Board Policy A0107 to state that “District Board members may ask questions of individuals presenting information at the hearings at the discretion of the Chairperson. But, neither members of the audience nor presenters may question the District Board.” Such language could be included on pp. 1-2 of the Policy in the section entitled, “Placement of Items on the Agenda” after paragraph 3 to read:

Public hearings conducted by the Board are for the purpose of receiving information only. Though members of the Board may ask presenters questions for clarification, the public hearing does not serve as a forum for presenters to ask questions of individual board members.

- e. The last sentence of Dr. Moeser’s proposal notes that District Board members may testify at hearings. We would suggest that the time available for “public comment” be rarely used by a District Board member and that it be understood that the member follow the procedure applicable to public members when providing such testimony.

B. Proposed revision regarding “Public Comment on Agenda Items.”

It has come to our attention that there is an inconsistency between the policy regarding “public on agenda items” (p.3) and current practice. The current Board policy on this issue reads as follows:

Public comment on any agenda item may be presented at the time the item is considered by the District Board. No person may speak more than once to an issue or for a period longer than five minutes, except upon the consent of a majority of the District Board. No more than three people may be heard to one side of an issue, except upon the consent of a majority of the District Board.

However, current practice both at general, monthly board meetings and committee meetings is that comments from the public – on any agenda item – occur following the Approval of the Minutes in the Order of Business. It is therefore recommended that this inconsistency be rectified in one of two ways:

1. Retain the policy language as written.
2. Revise the policy’s first sentence to read: “Public comment on non-agenda and agenda items may be presented at the time designated ‘Comments from the Public’ in the Order of Business.

KAR/kmw

cc: Jose A. Olivieri, Esq.  
Dr. Darnell Cole  
Mr. Lester Ingram, Vice President of Administrative Services

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<p>Title: PROCEDURES FOR DISTRICT BOARD MEETINGS</p>	<p>Code: A0107                  Original Adoption: 10/23/84                  Revised/Reviewed: 9/28/99</p>
<p>Authority: Wis. Stats., Chapter 19, Subchapter V, § 38.08; Board Minutes, 10/23/84; 1/22/90; 2/20/96; 11/26/96; 9/28/99</p>	<p>Effective: 9/29/99</p>

District Board Meetings

Pursuant to Wisconsin Statute 38.08, the district board shall hold its annual organizational meeting on the second Monday in July at which it shall elect from among its members a chairperson, vice chairperson, secretary, and treasurer.

Regular district board meetings shall be held monthly, at a date, time, and place established at the organizational meeting. The regular meeting may, however, be set at another time or place, or be waived by resolution of the district board at a preceding meeting.

Special meetings may be called at any time by the chairperson and shall be called by the secretary upon written request of four or more members of the district board.

Board meetings shall be accessible to all citizens and be barrier free, and otherwise in compliance with the requirements of the Americans With Disabilities Act.

Open Meetings Compliance

The district board shall comply with the open meetings regulations as defined in Wisconsin Statutes, Chapter 19, Subchapter V.

Placement of Items on the Agenda

Except for those items enumerated in Policy A0111A, all agenda items for district board meetings shall be submitted through one of the standing or ad hoc committees of the district board. Supporting materials will be sent via courier, facsimile transmission, or US Mail at least 24 hours prior to the committee or board meetings. When necessary, however, items may be placed directly on the district board agenda subject to the approval of the chairperson.

A district board member wishing to introduce an agenda item shall make such intention known to the committee chairperson no later than three (3) working days prior to the day of the committee meeting. The committee chairperson will cause that item to be placed on the committee agenda.

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Title: PROCEDURES FOR DISTRICT BOARD MEETINGS	Code: A0107
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Any citizen wishing to have an item placed on the agenda of the district board shall submit such request verbally or in writing to the chairperson of the district board. The chairperson shall refer the item to the appropriate committee chairperson for consideration by that committee. The committee may determine that the request is outside the jurisdiction of the district board.

Any citizen or member of the district may also submit petitions, resolutions, or motions for consideration during such time designated as Communications and Petitions in the Order of Business. Such items shall be referred without action to an appropriate committee for consideration.

#### Quorum

A majority of the members of the district board shall constitute a quorum for the transaction of business, but a smaller number may adjourn.

#### Order of Business

The chairperson shall call the meeting to order upon the appearance of a quorum. The order of business shall generally be as follows:

- A. Roll Call
- B. Compliance With the Open Meetings Law
- C. Approval of Minutes
- D. Comments from the Public
- E. Approval of Consent Agenda
  1. Bills
  2. Personnel Report/Affirmative Action Report
  3. Financial Report
  4. Operations Report
- F. Chairperson's Report
- G. President's Report
- H. Student Senate Report
- I. Legislative Matters
- J. Committee Reports and Recommendations
- K. Miscellaneous Business
  1. Communications and Petitions
  2. Information Items
- L. Old Business/New Business

Title: PROCEDURES FOR DISTRICT BOARD MEETINGS	Code: A0107
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However, upon request by a district board member and determination of the chairperson, items may be considered out of order.

Order of Recognition

Generally, district board members shall be recognized to speak first on an agenda item, followed by recognition of the president or members of his or her administrative staff, followed by public comment.

Public Comment on Agenda Items

Public comment on any agenda item may be presented at the time the item is considered by the district board. No person may speak more than once to an issue or for a period longer than five minutes, except upon the consent of a majority of the district board. No more than three people may be heard to one side of an issue, except upon the consent of a majority of the district board.

Public Comment on Nonagenda Items

Public comment on nonagenda items may be presented at the time designated "Communications and Petitions" or "Comments From the Public" in the Order of Business. Citizens wishing to speak during this period should register with the General Counsel prior to the Approval of Consent Agenda.

No person may speak to a single issue for more than five minutes and no combination of people may speak to a single issue for more than a combined total of 15 minutes, except upon the consent of a majority of the district board.

Substantive Motions

Except for the approval of minutes, the district board shall proceed by motion. Anyone, including the chairperson, may make a motion. No motion shall be subject to debate until it has been seconded and stated by the chairperson. However, a subject may be discussed while no motion is pending.

Substantive motions shall be reduced to writing at the request of any member of the district board. Another substantive motion is out of order while one substantive motion is pending.

When a substantive motion has been made and seconded, the motion may be withdrawn by the maker of the motion at any time before a vote is taken on the issue.

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Title: PROCEDURES FOR DISTRICT BOARD  
MEETINGS

Code: A0107

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Substantive Motions (contd.)

For the approval of minutes of a district board meeting, the chairperson shall ask if there are any corrections. If there are none, the chairperson can state, "The minutes are approved as printed." If a district board member offers a correction and there are no objections to the correction, the chairperson can state, "The minutes are approved as printed and corrected." Only if a correction is offered and there is an objection to the proposed correction shall a motion be made and a vote taken.

Amendment to a Motion

An amendment to a motion must be pertinent to the subject matter of the motion, and it may not achieve the opposite of the motion's intent. The motion may be amended and an amendment may be amended, but no further amendments may be made.

Amendments must be seconded by another member of the district board. After debate, the chairperson will ask if there are any objections to the amendment. If not, the amendment shall be incorporated into the original substantive motion. Any objection to the amendment will require that a vote be taken on the amendment.

Adoption by Majority Vote

A motion shall be adopted by a majority of the votes cast, a quorum being present, unless otherwise required by district board policy or the laws/regulations of the State of Wisconsin.

Typically, voting will be by voice vote. In cases where there seems to be no opposition, a vote can be taken by unanimous consent. At his or her discretion, the chairperson can request a roll call vote at any time. In addition, any board member may make a motion for a roll call vote.

District board members are expected to vote on all issues except on matters involving potential conflicts of interest. In such case, the vote shall be recorded as an abstention.

Other Procedural Motions

In addition to substantive proposals, the following procedural motions shall be in order. Unless otherwise noted, each motion must be seconded, is debatable, may be amended, and requires a majority vote for adoption.

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Title: PROCEDURES FOR DISTRICT BOARD MEETINGS	Code: A0107
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Other Procedural Motions (contd.)

1. Motion to Suspend the Rules. This motion is in order when the district board wishes to do something that it may legally do, but cannot accomplish without violating its own rules.
2. Motion to Divide a Complex Motion. This motion allows a substantive motion to be divided into parts and voted on separately.
3. Motion to Call the Question. This motion is not in order until there has been at least 20 minutes of debate or every member has had an opportunity to speak once.
4. Motion to Postpone to a Certain Time. This motion allows the district board to defer consideration to a specified time or day.
5. Motion to Refer Back to Committee. This motion refers the matter back to a standing or ad hoc committee for review and consideration. All matters referred to committee must automatically return to the district board within two months unless specifically defined by this motion.
6. Motion to Move into Closed Session. Any motion to move into closed session must follow the regulations and procedures in Wisconsin Statutes, Chapter 19.

Presiding Officer

The chairperson shall preside at district board meetings. In order to address the district board, a member must be recognized by the chairperson. The chairperson shall have the following powers:

1. To rule motions in or out of order, including the right to rule out of order any motions patently offered for obstructive or dilatory purposes;
2. To determine whether a speaker has gone beyond reasonable standards of courtesy in his or her remarks and to entertain and rule on objections from other members on this ground;
3. To entertain and answer questions of procedure;
4. To call a brief recess at any time;
5. To adjourn in an emergency.

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Title: PROCEDURES FOR DISTRICT BOARD  
MEETINGS

Code: A0107

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Other Rules of Order

To the extent not provided for in these procedures, the chairperson shall rule on procedural matters, subject to appeal by any district board member. If an appeal is requested, the district board shall vote to uphold or not uphold the decision of the chairperson.

Meetings

1. A "meeting" occurs when members of a governmental body convene for the purpose of engaging in governmental business, and the number of members present is sufficient to determine the course of action of the governmental body.
  - a. When one-half or more of the members of a governmental body are present, a meeting is "rebuttably presumed." However, a social or chance gathering or conference does not constitute a meeting. To avoid a problem, board members are encouraged to limit attendance at the same function to 1-2 members.
  - b. The number of members present to determine a governmental body's course of action may be (a) a simple majority or (b) a negative quorum (a group of sufficient size to block a proposal).
  - c. Walking/talking quorums are prohibited. These are series of gatherings among separate groups of board members, each less than a quorum, who agree to act uniformly in sufficient number to create a quorum.
2. Burden of proof: if a sufficient number of members gather to determine the governmental body's course of action, it is the members' burden to prove that they did not discuss or enact any business.

ATTACHMENT ESIR 4



**MEMORANDUM**

**TO:** Members of the MATC Finance, Personnel and Operations Committee  
**FROM:** Kathleen A. Rinehart, Esq.  
**DATE:** September 12, 2001  
**SUBJECT:** Potential Revisions to MATC Board Policies -- Establishment of an Executive Committee

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Board member, Dr. Elliott Moeser has suggested that the MATC District Board establish a "Board Executive Committee." The preliminary presentation of the proposal was made both to the ESIR and FPO committees at their respective August meetings. This report addresses issues raised at the prior committee meetings regarding the Executive Committee proposal.

Dr. Moeser's recommendation regarding the Executive Committee proposal includes the following details:

1. The Executive Committee would be chaired by the Chairperson of the District Board.
2. The Executive Committee shall be comprised of the Board Chairperson, Vice Chairperson, Secretary and Treasurer.
3. The Executive Committee shall meet at the request of the Committee Chair to consider the following:
  - a. Address issues when it is not pragmatic or possible to have the full board meet. All actions of the Executive Committee must ultimately be brought to a full board.
  - b. To consider staff personnel issues. This is especially true in dealing with personnel issues involving the College President.
  - c. When timing is such that the Executive Committee is better equipped to make a decision.

- d. The Chairperson of the District Board shall not act individually when it comes to issues of policy, personnel or Board action. The Executive Board can give the Chairperson authority to act. This action must be reported to the entire Board. Any personnel actions by the Executive Committee must be referred back through the FPO Committee.
- e. It is not the intent of the Executive Committee to supercede the authority of the full District Board. The Executive Committee may make recommendations to the full Board.

FPO Chairperson Earle then charged the General Counsel's Office with the following tasks:

1. Conduct a survey of other similar entities and review language relating to the establishment of an Executive Committee.
2. Report survey findings and recommendations for review at the September 2001 FPO Committee meeting.

#### FINDINGS REGARDING THE ESTABLISHMENT OF AN EXECUTIVE COMMITTEE

Research regarding the utilization of executive committees by boards included the following:

- John Carver, Boards that Make a Difference
- Richard T. Ingram, "The Executive Committee," from the Association of Governing Boards of Universities and Colleges Board Basics Collection.
- Review of College and University Governance Policies through the National Association of College and Universities (NACUA) database.
- Review of Governance Policies for the other fifteen Wisconsin technical colleges.
- Review of the governance policy for the University of Wisconsin System.

In Boards That Make a Difference (1990 Jossey-Bass, Inc., publishers), John Carver writes that

*Board committees are to help get the Board's job done, not to help with the staff's job. [Original emphasis.] Like officers, committees should be established consonant with due care for minimalism, preservation of the CEO role and holism; have no more committees than absolutely needed; do not compromise the clear accountability linkage between the Board and its CEO; disturb Board wholeness as little as possible.*

Carver at pp. 155-56.

With this in mind, Carver also offered the following regarding the establishment of an executive committee.

An executive committee tends to become the real board within the board, with debilitating effects on holism. An insider/outsider division among board members is not an uncommon result, as the Executive Committee ‘becomes the ‘in’ group of the board, with a corresponding loss of interest and attention of other trustees’ . . . If the board is reduced to governable size, an executive committee is usually defined as not needed; however, circumstances peculiar to a given board may unavoidably impose a large board size, and an executive committee may become necessary to get business done. When not established because of board size, an executive committee ordinarily arises because of a lack of clarity in the board’s delegation of authority to the CEO. Therefore, executive committees: (1) make or approve executive decisions that could otherwise be left to the CEO; (2) to assume board prerogatives that should be left to the board; or (3) do both. In other words, executive committees authorized to act must take power either from the board or from the CEO. Establishment of an executive committee to make board decisions between monthly meetings is specious. Board decisions will not arise that often if the board is proactive and delegating properly.

Carver at p. 164.

Further, Richard T. Ingram, President of the Association of Governing Boards of Universities and Colleges (“AGB”), has stated that

No other standing committee has greater potential for good or harm than the executive committee. It is, after all, the only committee vested with broad authority or “power” held by the Board itself. In contrast to other board committees, where issues are studied and courses of action are usually appropriately recommended to the full board, this committee enjoys the board’s sanction (and the sanction of law) to act on its own, provided it does not assume power specifically reserved in bylaws for the board itself.

Richard T. Ingram, “The Executive Committee,” at p. 1.

Mr. Ingram proposes that when an Executive Committee is established that the language authorizing the committee reserve several issues to the full Board such as “presidential selection and termination.” Ingram at p. 3.

Mr. Ingram also proposes four (4) general rules to consider relative to the establishment of executive committees:

1. The committee should have a membership of approximately one-third the size of the board. Because a committee’s potential to accomplish an institution’s mission and purposes depends, in part, on the board’s size, Ingram questions whether boards of fifteen (15) or less should have an executive committee at all. He notes that “few community college boards of seven or nine members employ such a committee; they properly address most matters as a ‘committee of the whole.’

2. The committee should be composed of the board's officers (typically the chair, vice chair, secretary and treasurer) and the chairpersons of standing committees. Please note that regarding MATC, if the chairs of standing committees are included, only MATC board members would be left off the executive committee.
3. The board chairperson should chair the executive committee.
4. The executive committee should not meet more often than the board itself.

Finally, Ingram offers the following as possible executive committee functions:

1. Insure that the board fulfills its responsibilities.
2. Serve as a sounding board for the Chief Executive and administration.
3. Serve as the board's mechanism for overseeing the institutional planning process and progress toward goals and objectives.
4. Monitor the chief executive's performance, morale, health and compensation.
5. Act on behalf of the full board in emergencies.

Attached, you will find a copy of the University of Wisconsin System's Policy regarding an Executive Committee. In the Wisconsin Technical College System, only two institutions – North Central and Southwest – utilize an executive committee. Neither college has a policy which addresses the executive committee, its composition or scope of duties, but we do know that at each institution, the committee is composed of the board officers.

It is anticipated that should the full MATC board decide to establish an Executive Committee, the committee description will be added to board policy AO111-A. Other policies such as AO104A which addresses duties of Board officers would be modified to reflect the existence of the executive committee.

KAR/kmw

cc: José A. Olivieri, Esq.  
Dr. Darnell Cole, President  
Mr. Lester Ingram – Vice President of Administrative Services

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MEMORANDUM

**TO:** Members of the Finance, Personnel and Operations Committee  
**FROM:** Kathleen A. Rinehart, Esq.  
**DATE:** September 12, 2001  
**SUBJECT:** Revisions to Board Policy A0104-A

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On August 10, 2001, Dr. Elliott Moeser sent correspondence to FPO Chairperson, Peter Earle, to request review of District Board Policy A0104-A. The following is a restatement of Dr. Moeser's proposal and comments regarding said proposals.

- A. Presiding Officer – Chairperson.
18. Conducts district board hearings.
  19. Serves as a member and chair of the District Board Executive Committee.
    - **This will depend on the Board's decision regarding the establishment of an Executive Committee.**
  20. Represents the District Board at various functions and activities or appoints a substitute representative at those functions or activities.
  21. Shall direct that the actions of the District Board are carried out.
    - **Does this require any special action on the part of the Board Chair, or does it merely mean that it is the Chair's responsibility to ensure that the administration is aware of the Board's actions?**
  22. Shall call full board meetings of the District Board as needed.
  23. Serve as the chair of the District Board Executive Committee.
    - **Repeat of No. 19.**
  24. Shall assume authority only as designed in policy.
    - **It should be noted that this statement is made only with regard to the Chair, and not in connection with the duties of the other officers. Clarification is needed here, as well as an identification of the standard to be applied to all Board officers.**

B. Presiding Officer – Vice Chairperson:

5. Shall serve as a member of the District Board Executive Committee.
  - **This will depend on the Board’s decision regarding the existence of an Executive Committee.**
6. Shall chair a District Board hearing in the absence of the Chairperson.

C. Presiding Officer – Secretary

6. Shall serve as a member of the District Board Executive Committee.
  - **This will depend on the Board’s decision regarding the establishment of an Executive Committee.**
7. Shall chair a District Board hearing in the absence of the Chairperson and Vice Chairperson.

D. Presiding Officer Treasurer

4. Shall approve of all District Board travel and the reimbursement of District Board travel of Board Policy.
  - **This language is unclear. If the proposal calls for the Treasurer to approve Board Member travel and reimbursement, we have the following questions:**
    - > **What has been the past practice and how does that practice no longer serve the Board members?**
    - > **What travel/reimbursement forms have been used to date that also may require revision?**
5. Shall approve of the payment of all MATC district invoices and shall refer to the FPO Committee for a recommendation. The FPO Committee shall not take action on payment of bills until such bills are reviewed and approved by the Treasurer.
  - **This proposed revision appears to give the Treasurer a power which has been previously within the discretion of the FPO Committee or a function of management. The Treasurer will be able to unilaterally not approve payment of a bill, and it appears that the bill then may not reach the FPO Committee for review.**

6. Shall serve as a member of the District Board Executive Committee.
  - **This depends on the Board's decision regarding the establishment of an Executive Committee.**
7. Shall chair a District Board meeting or hearing in the absence of the Chairperson, Vice Chairperson and Secretary.
8. Shall present the annual MATC budget at the Annual Budget Meeting.
  - **This proposed revision is a departure from the immediate past practice of having the President of the College make the presentation of the institution's proposed budget at the Annual Budget Meeting.**

Finally, our review of Board Policy A0104-A identified an issue that must be addressed. One of the duties of the Board's Secretary includes sending out a notice to the general public with regard to Board appointments. The current language incorrectly states that the Board Appointment Committee shall meet no later than May 15<sup>th</sup> to begin the process of Board appointments. The correct date, according to Wis. Stats. §38.10, is the first Monday in March or within 30 days of a vacancy on the Board.

KAR/kmw

cc: Jose A. Olivieri, Esq.  
Dr. Darnell Cole, President  
Mr. Lester Ingram, Vice President of Administrative Services

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Title: DUTIES OF OFFICERS OF MATC DISTRICT BOARD	Code: A0104-A
Authority: Board Minutes, 11/18/81	Original Adoption: 11/18/81 Revised/Reviewed: 9/28/99 Effective: 9/29/99

The Milwaukee Area District Board will hold its Annual Organizational Meeting on the second Monday in July at which time it shall elect from among its members a chairperson, vice chairperson, secretary, and treasurer.

**A. PRESIDING OFFICER - Chairperson**

1. Open meetings on time, quorum being present.
2. Announce business in order.
3. Recognize members entitled to floor.
4. State and put to vote questions properly coming before district board.
5. Announce result of each vote.
6. Protect district board from dilatory or frivolous motions.
7. Rule improper motions out of order.
8. Enforce rules of debate and decorum.
9. Expedite business, while making certain rights of members are respected.
10. Decide questions of order (subject to appeal). May, on his/her own, submit questions to district board for discussion.
11. Respond to inquiries for parliamentary or factual information.
12. Authenticate by his/her signature, when necessary, all acts, orders, and procedures of the district board.
13. Adjourn the meeting:
  - a. Upon vote of district board;
  - b. At time previously prescribed;
  - c. In event of sudden emergency affecting safety of those present;
  - d. When business is concluded.
14. Appoint committees (Note: Power not transferable).

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Title: DUTIES OF OFFICERS OF MATC DISTRICT BOARD

Code: A0104-A

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**A. PRESIDING OFFICER – Chairperson** (Continued)

15. Conduct correspondence which is not a function of another office or committee.
16. Review agenda (order of business) with president prior to each meeting.
17. Make assignments to district board committees.

**B. PRESIDING OFFICER – Vice Chairperson**

1. Serves in absence of chairperson.
2. Takes chair upon request of chairperson.
3. Fills vacancy in office of chairperson caused by resignation or death.
4. Additional duties:
  - a. Administrative as assigned by the chairperson;
  - b. May be appointed committee chairperson or member of committees.

**C. PRESIDING OFFICER - Secretary**

1. In absence of chairperson, vice chairperson, call meeting to order and preside until election of chairperson pro tem.
2. Sign all documents as directed by district board.
3. Oversee the following:
  - a. Make a recording of all proceedings of the district board;
  - b. Keep all committee reports;
  - c. Keep an official membership roll;
  - d. Take roll call;
  - e. Make minutes and records available to members upon request;
  - f. Furnish committees with required documents;
  - g. Act as custodian of all records and official papers;
  - h. Provide copy of minutes of prior meeting.
4. Shall fix date no later than May 15 at a time and place in the district for the Board Appointment Committee to meet and at least three weeks prior to it send written notice of the time and place of such meeting to each member of Appointment Committee, to each governing body having a member on Appointment Committee, and to the district board.

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Title: DUTIES OF OFFICERS OF MATC DISTRICT BOARD

Code: A0104-A

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**C. PRESIDING OFFICER – Secretary** (Continued)

5. Shall receive within five (5) days of appointment of district board members a notification of official board appointments from either the chairperson or the Appointment Committee or from the Wisconsin Technical College System Board.

**D. PRESIDING OFFICER - Treasurer**

District board treasurer shall execute and either file a bond initiated by two qualified Sureties, or file a Surety Company bond in an amount determined by the district board. The district board treasurer may purchase Surety Company bonds with district funds.

1. Oversee District Funds and Financial Reports as follows:
  - a. Maintain custody of all funds;
  - b. Make deposits of monies in bank;
  - c. Make payment of bills;
  - d. Prepare financial reports annually or periodically as required.
2. Furnish all necessary records to auditors as directed by the district board.
3. Oversee the auditing process and present report to the district board.

Title: DISTRICT BOARD COMMITTEES STRUCTURE	Code: A0111
Authority: Board Minutes, 1/29/81; 6/18/81; 11/17/82; 7/24/84; 10/25/88; 7/25/89; 2/17/98	Original Adoption: 1/29/81 Revised/Reviewed: 2/17/98 Effective: 2/18/98

The following committee structure has been approved by the board:

- Finance, Personnel, and Operations Committee
- Education, Services, and Institutional Relations Committee
- Public Television Committee

The board chairperson will appoint board members to the committees as required as well as appoint committee chairpersons. **These board committee chair appointments will coincide with the election of the board chair.** This process does not necessarily mean the currently appointed committee chair will be changed. Each committee chair will establish committee meeting dates.

The preferred meeting date of each committee is one week before the regular full board meeting. A special meeting of the Finance, Personnel, and Operations Committee may be held within an hour preceding the regular full board meeting to review financial statements and other pertinent items.

Title: AREAS OF RESPONSIBILITY OF DISTRICT BOARD COMMITTEES	Code: A0111-A
Authority: Board Minutes, 4/29/81; 6/18/81; 8/19/81; 4/20/83; 10/18/83; 10/23/84; 10/25/88; 7/25/89; 2/18/91; 10/25/93; 2/20/96; 3/24/98; 9/28/99	Original Adoption: 4/29/81 Revised/Reviewed: 9/28/99 Effective: 9/29/99

The policy is intended to outline and define the appropriate areas of responsibility for the standing committees of the district board. In addition, the board may convene as a committee of the whole and deliberate on matters as a committee. Such matters will not be acted upon when the committee as a whole is convened.

**STANDING COMMITTEES:**

Specific areas of responsibility for district board standing committees include:

**FINANCE, PERSONNEL, AND OPERATIONS COMMITTEE**

The committee works with the president and other appropriate MATC personnel as designated by the president to:

1. Develop or revise district board policies relating to finance, human, operations, and administration, and recommend appropriate board action;
2. Review and recommend district board action on bills and financial statements;
3. Review internal and external audits;
4. Review and recommend district board action on short- and long-term borrowing;
5. Review and recommend district board action on annual tax levy;
6. Review and recommend district board action on external contracts;
7. Review and recommend district board action on major procurements and contracts for services;
8. Review district repair and maintenance programs;

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Title: AREAS OF RESPONSIBILITY OF DISTRICT  
BOARD COMMITTEES

Code: A0111-A

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**FINANCE, PERSONNEL, AND OPERATIONS COMMITTEE** (Continued)

9. Review and recommend district board action on monthly personnel transactions;
10. Establish and recommend district board action on negotiating guidelines and parameters;
11. Review and recommend district board action on district organizational structure;
12. Review and recommend district board action on the five-year renovation and remodeling plan.

**EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS COMMITTEE**

The committee works with the president and other appropriate MATC personnel as designated by the president to:

1. Develop or revise district board policies relating to educational programs, student affairs, board procedures, and external programming and recommend appropriate board action;
2. Review and recommend district board action on program additions, modifications, and deletions;
3. Review district student affairs;
4. Review advisory committee activities;
5. Review student development programs and activities;
6. Review special projects and externally funded programs;
7. Review auxiliary support services and programs;
8. Develop and recommend district board action on the five-year educational plan;

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Title: AREAS OF RESPONSIBILITY OF DISTRICT  
BOARD COMMITTEES

Code: A0111-A

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**EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS COMMITTEE**

(Continued)

9. Plan and conduct MATC District Board professional development program;
10. Promote district board participation in local, state, regional, and national organizations;
11. Review and recommend district board action on district marketing and public relations plans;
12. Develop liaison program with students, employees, and the community.
13. Ensure access to programs and services to be in compliance with the Americans With Disabilities Act.
14. Review staff development and training plans.

**PUBLIC TELEVISION COMMITTEE**

The committee works with the president and other appropriate personnel as designated by the president to advocate for public television initiatives and to:

1. Develop or revise district board policies relating to the operation of Channels 10/36 and recommend appropriate board action;
2. Review the activities of the PTV stations, WMVS/WMVT;
3. Review the operational functions of Channels 10/36;
4. Review the stations' liaisons with the following related organizations and report to the district board.
  - The Channel 10/36 Friends, Inc.
  - The State Educational Communications Board
  - America's Public Television Stations (APTS)
  - Public Broadcasting Service

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**Milwaukee Area Technical College**

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Title: AREAS OF RESPONSIBILITY OF DISTRICT BOARD COMMITTEES
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Code: A0111-A
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**PUBLIC TELEVISION COMMITTEE** (Continued)

5. Review and recommend district board action on the stations' major equipment requirements, involvement in new technologies, budget, program procurement, and long-range planning;
6. Review and recommend goals for the television station;
7. Review and recommend district board action on the TV stations' funding options and the district board's funding commitments;
8. Inform the district board of key legislative matters related to federal and state funding affecting the TV stations;
9. Inform the district board of the TV stations' viewership, program offerings, and special events.

NOTE: All standing committees will provide for public comments on their agendas.

ATTACHMENT ESIR 7

**EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS  
COMMITTEE MEETING SCHEDULE  
2001-2002**

**MEETING DATES**

**POSTING DATES**

September 18, 2001  
October 16, 2001  
November 20, 2001  
December 11, 2001\*  
January 15, 2002  
February 19, 2002  
March 19, 2002  
April 16, 2002  
May 14, 2002\*\*  
June 18, 2002

September 7, 2001  
October 5, 2001  
November 9, 2001  
November 30, 2001  
January 4, 2002  
February 8, 2002  
March 8, 2002  
April 5, 2002  
May 3, 2002  
June 7, 2002

\*Meeting held the second Tuesday due to Christmas

\*\*Meeting held the second Tuesday due to Memorial Day

## ***QUALITY PROGRAM REVIEW***

### **Interior Design Associate Degree (10-304-1) *PROGRAM PROFILE***

This program was reviewed during the spring semester of 2001. Ms. Leslie Lawton, and instructor with the Waukesha County Technical College, chaired the On-site Review Team of 5 members.

#### ***Demographics for FY 1999-2000:***

1. During FY 1999-2000, 185 students were enrolled in the program. This program is up in enrollment from 144 students in FY 1998-99, a 29% increase. Of the 185, 72% were part-time and 28% were full-time. A student is determined to be full-time when s/he enrolls in 24 or more credits during the program year.
2. Males were 6.5% of the enrollment, a .3% increase since the previous year.
3. Females were 93.5% of the enrollment, an increase of .4% since the previous year.
4. Minorities were 15.7% of the enrollment, an increase of 5.3% since the previous year.
5. Of those enrolled, 42.7% were between the ages of 18 and 24; 23.8% were between 25 and 34 years of age; and 33.5% were older than 35 years of age.

#### ***Annual Retention and Selected Outcomes for FY 1998-99:***

1. Annual retention is defined as the proportion of students succeeding in 1 or more courses during the academic year. This is an incomplete measure of student retention and further longitudinal analysis of student participation (term-by-term follow up) is necessary to provide a more comprehensive view of student retention. This measure does not account for semester to semester retention or cohort-based retention. The Office of IARD will be developing new measures of student retention that will be reported later in FY 2001-2002. Of the 185 students in the program in FY 1999-2000, 75.1% completed at least one course in the program; 68.1% completed more than half of their courses.
2. The graduates for FY 1999-2000 were 20 or 10.8% of that year's enrollment.
3. The average hourly wages reported by those who responded to MATC's graduate survey were \$12.03 an hour.

[More detailed tables supporting the data provided in this report are available from the Office of Institutional Assessment and Research.]

[Data source: WTCS Client Information System]

**Milwaukee Area Technical College**

**QUALITY PROGRAM REVIEW ACTION PLAN**

**PROGRAM: Interior Design (304-100)**      **Division: CHS**      **Review Date: 07/16/2001**

**Review Team: Leslie Lawton, Mary Iverson, Julie Plitt, Verna**      **Location: MATC North/West Campus**

Recommendation	Action	Responsible Person(s)	Timeline	Cost (\$)	Notes
1. The program's mission and outcomes need to be clearly measurable. The Interior Design program curricula needs to be clearly aligned with entry level jobs.	Program outcomes including General Education outcomes, and the program's mission, will be revised and communicated to students via the catalog in lieu of "career preparation" statements; they will also be clearly stated in measurable terms, validated and aligned with entry level jobs, and discussed in program orientations and brochures.	Program faculty and Associate Dean Dr. Bonaparte	5/2002	No cost	
2. The General Ed faculty needs to be included in the Interior Design course development.	The General Ed Faculty will be invited to attend Advisory Committee meetings. All Advisory Subcommittees on curriculum development will include the appropriate General Ed faculty member.	Associate Dean Dr. Bonaparte  Jill Kemper	11/2001	No Cost	
3. The General Education faculty needs to be included in departmental meetings.	The Interior Design department will invite the relevant General Education instructor to appropriate departmental meetings related to curriculum or course content modifications.	Associate Dean Dr. Bonaparte	8/2001-ongoing	No Cost	

4. After students are interviewed, they should be informed and encouraged to participate in professional organizations.	A. Faculty will inform students of all meetings and direct them to postings of scheduled meetings. B. All meetings will be posted in 209A and 338 the Design Labs. C. Chairs of all Membership groups will be invited to speak to students.	Program's faculty  Sharon Lysaught Kathee Gardee  Walter Janke	A. 8/2001 B. " C. 9/2001		
5. The Interior Design program should continue to develop articulation agreements with four-year schools.	The program will pursue a partnership with MIAD in an effort to expand options for our students.	Associate Dean Dr. Bonaparte, faculty and Barb Cannell	Fall 2001	No Cost.	
6. Faculty needs to seek student feedback concerning all courses, their performance and the facilities at the end of the semester.	In each course the faculty will distribute a course feedback form at the end of the semester. The forms will be based on SOA themes. Individual evaluations will be given periodically throughout the year.	Full and Part time faculty.	2001-2002	No Cost.	
7. Faculty members are encouraged to obtain more feedback from both their supervisor and the students.	A. The Associate Dean will provide faculty coaching; students will be encouraged to provide instructors with feedback on classroom instruction. B. See 30. C. Faculty will share student feedback to make program improvements.	Associate Dean Dr. Bonaparte  Faculty	A. 2001-2002 B. Fall 2001 C. Fall 2001	No Cost .	
8. It is recommended that General Education Faculty attend Advisory Committee meetings.	Refer to 9.	Associate Dean Dr. Bonaparte	11/2001 summer 00	No Cost.	
9. It is strongly recommended that a marketing plan be developed and implemented cooperatively between faculty and administration.	The Interior Design department will develop and implement a strategy for a marketing plan to include: A. Interest surveys of appropriate market segments.	Associate Dean Dr. Bonaparte and Full and Part time Faculty	A. Fall 2001 B. 1 <sup>st</sup> Sem. 2001 C. " D. By	\$200 mailing	

	<p>B. Cooperative brainstorming sessions with counselors.</p> <p>C. Assess competitors marketing strategies.</p> <p>D. Meet with MATC marketing department.</p>		December 2001		
10. It is strongly recommended that the Interior Design program develop promotional materials.	<p>The Interior Design department will:</p> <p>A. Put together a handbook to guide students enrolled in the program.</p> <p>B. The catalog entry will be updated.</p> <p>C. The college will support faculty in the development and publication of an Interior Design program brochure.</p>	<p>Interior Design department fac./Aministration</p> <p>Program's Faculty.</p> <p>Associate Dean Dr.Bonaparte</p>	<p>11/2002</p> <p>2/2002</p> <p>Fall 2001</p>	<p>\$500 printing</p> <p>No Cost</p>	
11. Recommend that a promotional program for high schools needs to be developed.	<p>The Interior Design department will develop promotions to include:</p> <p>A. Traveling Interior Design boards, drawings, samples, and promotional materials.</p> <p>B. Power point presentation for use in the classroom.</p> <p>C. Schedules for Departmental Tours</p>	<p>A. Sharon Lysaught and Kathee Gardee at West.</p> <p>B. MATC rep&amp;Jill Kemper</p> <p>C. Sharon Lysaught and Kathe Gaardee at West.</p>	<p>5/2002</p> <p>5/2002</p> <p>9/2001</p>	<p>\$100</p> <p>NO Cost</p> <p>No Cost</p>	
12. While current faculty efforts are complemented, more efforts need to be made to adequately market the program.	<p>The Interior Design department will work with the North and West Campus Marketing teams to broaden efforts and tap into new funds.</p>	<p>Gary Kelly/Walter Janke</p>	<p>8/2001</p>	<p>No Cost</p>	

<p>13. It is strongly suggested that:</p> <p>A. The Cad stations at West Campus are inadequate.</p> <p>B. The Interior Design software must be loaded at West.</p> <p>C. The West Campus facilities do not meet ADA standards due to crowding.</p>	<p>A. Six more computers and software will be requested for West.</p> <p>B. The Computer technicians at West will be contacted to load software.</p> <p>D. A subcommittee involving faculty and Building Service personnel at West and downtown will examine West facilities for code violations.</p>	<p>Associate Dean Dr. Bonaparte.</p> <p>Associate Dean Dr. Bonaparte/Jill Kemper</p> <p>Assoc. Dean Dr. Bonaparte and Walter Janke</p>	<p>8/2001</p> <p>8/2001</p> <p>2/2002</p>	<p>15,000</p> <p>No Cost</p> <p>No Cost</p>	<p>The administration will include request for funds in divisional three-year plan.</p>
<p>14. A strong recommendation that communications with students be improved, especially concerning:</p> <p>A. Course locations and availability.</p> <p>B. Misinformation and being counseled into other programs.</p> <p>C. Disparity of Information between counselors at West and North.</p>	<p>The following steps will be taken:</p> <p>A. The Interior Design department will develop a permanent two - year schedule.</p> <p>B. A partnership will be formed with the counselors at North stressing that both the department and counselors have the student's interests in mind.</p> <p>C. An Interior Design information Booklet will be given to both groups of counselors. A yearly meeting will be held to encourage similar information at both campuses.</p>	<p>A. Faculty and Administration.</p> <p>C. Associate Dean Dr. Bonaparte and faculty.</p> <p>D. Associate Dean and Walter Janke.</p>	<p>2/2002</p> <p>8/2002</p> <p>2/2002</p>	<p>No Cost</p> <p>No Cost</p> <p>\$200 for printing.</p>	
<p>15. It is recommended that the college evaluate the practice of delivering the Interior Design program at two separate campuses.</p>	<p>A. Survey former and present students to get their reactions to having to travel to two campuses.</p> <p>B. Survey industry members to get feedback on the desirability of offering the program at one campus, two campuses or as it is now (requiring attendance at both North and West campus</p> <p>C. Survey prospective students</p> <p>D. Evaluate competing institutions and compare graduation rates</p>	<p>Faculty Committee</p> <p>Faculty Comm.</p> <p>Faculty Comm. Dean Dr. Bonaparte</p>	<p>A. Implement Spring 2002</p>	<p>Cost for A, B, C, D \$3000 for Mailing, Duplication and Printing</p>	

	<p>E. Track graduation rates before the switch to two campus delivery and now</p> <p>F. Assess the cost of providing equal facilities at West campus</p> <p>G. Assess the cost of providing transportation to North</p> <p>H. Assess the advisability of offering all courses at both campuses</p> <p>I. Interview counselors at all four campuses to determine their reactions and advice concerning the two campus delivery</p> <p>J. Review Advisory Committee minutes concerning this issue</p> <p>K. Form an Advisory Committee subcommittee to aid in evaluation</p> <p>L. Interview other programs who have tried a two-campus delivery or chosen not and assess their reasoning.</p>	<p>Jill Kemper</p> <p>Walter Janke/Gary Kelly "</p> <p>Interior Design faculty and administration Jill Kemper/Walter Janke</p> <p>Jill Kemper</p> <p>Ken Vonderberg</p> <p>Gary Kelly/Walter Janke</p>			
<p>Data provided for this review revealed that the Interior Design Program's minority student enrollment is substantially below the district's minority enrollment.</p>	<p>The faculty and staff will actively work to develop strategies to improve recruitment and retention of minority students.</p>	<p>Program faculty, staff and administration.</p>	<p>Ongoing.</p>		

# **QUALITY PROGRAM REVIEW**

## ***Real Estate Brokerage Associate (10-194-1)***

### **PROGRAM PROFILE**

This program was reviewed during the spring semester of 2001. Mr. James Power, Business and Marketing Coordinator of Lakeshore Technical College chaired the On-site Review Team of 3 members.

#### ***Demographics for FY 1999-2000:***

1. During FY 1999-2000, 89 students were enrolled in the program. This program is up in enrollment from 78 students in FY 1998-99, a 14% increase. Of the 89 students, 74% were part-time and 26% were full-time. A student is determined to be full-time when s/he enrolls in 24 or more credits during the program year.
2. Males were 50.6% of the enrollment, a 2% increase since the previous year.
3. Females were 49.4% of the enrollment, an increase of 2% since the previous year.
4. Minorities were 53.9% of the enrollment, a decrease of 7% since the previous year.
5. Of those enrolled, 42.7% were between the ages of 18 and 24; 29.2% were between 25 and 34 years of age; and 28.1% were older than 35 years of age.

#### ***Annual Retention and Selected Outcomes for FY 1998-99:***

1. Annual retention is defined as the proportion of students succeeding in 1 or more courses during the academic year. This is an incomplete measure of student retention and further longitudinal analysis of student participation (term-by-term follow up) is necessary to provide a more comprehensive view of student retention. This measure does not account for semester to semester retention or cohort-based retention. The Office of IARD will be developing new measures of student retention that will be reported later in FY 2001-2002. Of the 89 students in the program in FY 1999-2000, 71.9% completed at least one course in the program; 57.2% completed more than half of their courses.
2. The graduates for FY 1999-2000 were 6 or 6.7% of that year's enrollment.
3. The last available data on the average hourly wages reported by those who responded to MATC's graduate survey is for FY 1998-99. That data showed that graduates averaged \$16 an hour.

[More detailed tables supporting the data provided in this report are available from the Office of Institutional Assessment and Research.]

[Data source: WTCS Client Information System]

**Milwaukee Area Technical College**

**QUALITY PROGRAM REVIEW ACTION PLAN**

<b>Program:</b> Real Estate Brokerage Associate Degree (10-194-1)	<b>Review Date:</b> May 1, 2001
<b>Division:</b> Business and Graphic Arts	<b>Location:</b> Milwaukee /West Campus
<b>Review Team:</b> Mr. James Powers, Chair – Ms. Jean Katula, Recorder – Mr. John Shipley	

Recommendation	Action	Responsible Person(s)	Timeline	Cost (\$)	Notes
1 Suspend Real Estate Associate Degree Program and replace with 2, (30 credit maximum) Vocational Diploma Programs: one for Home/Building Inspection, and one for Real Estate Licensure. This will better serve the industry and students.	1a Review recommendations with department faculty.	Associate Dean	July 2001	No Additional Cost.	The reviewing committee used the terms, suspend and modify, interchangeably throughout the program review process.  The term Home/Building refers to inspection of both residential homes and commercial buildings.
	1b Obtain tentative approval from the State consultant regarding the recommendation to suspend the program to see if this is the best option or if a program modification is a better alternative. Discuss the Consultants recommendation with the department faculty.	Associate Dean	Sept 2001	No Additional Cost.	
	1c Present the recommendation to suspend and/or modify to the Division Associate Deans, the Divisional Curriculum Committee, and the College Curriculum Committee for possible implementation.	Associate Dean	Dec 2002	No Additional Cost	
	1d If approved by the committees, proceed to prepare the program development documents for State approval.	Associate Dean	Mar 2002	No Additional Cost	
	1e New courses will be developed at a rate of three per year to begin a diploma program for students in Home/Building Inspection concurrently with the Real Estate Licensing Diploma.	Associate Dean and Faculty	Apr 2002 – 2003	No Additional Cost	
2. Lead Instructor appears overloaded with curriculum development and coordination activities, as well as, student inquiries. A reduction in load for these responsibilities is recommended.	2a A release time recommendation will be proposed to the Business and Graphic Arts Associate Deans at the September meeting for possible consideration.	Associate Dean	Sept 2001	No Additional Outside Cost	Pending review of professional assignment and budgetary impact.  Cost will be 20% load each semester as part of the instructor's full-time load.
	2b If approved, begin implementation.	Associate Dean and Department Chair	Jan. 2002		
	3a Even though student retention was not mentioned in the recommendations, management recognizes that when only 57% of students complete more than 50% of their courses, it is imperative that improved retention	Department faculty and Minority Retention Specialist	Ongoing		



## ATTACHMENT ESIR 10

### **Milwaukee Area Technical College Occupational Advisory Committee Membership Equity Report – September 2001**

At the Educational, Services, and Institutional Committee meeting of October 19, 1999 the committee requested a report on the composition of MATC occupational advisory committees. The ESIR also requested that the report include data on membership by ethnicity, gender and type of representation (i.e., management, labor, MATC graduate, and other). The report was provided and discussed in a subsequent meeting of the ESIR in January of 2000. At the time, concerns were raised relative to the low representation of minorities and women in many of the advisory committees. The Committee requested that a follow up report be generated that compared membership representation by minority status and gender, so it could assess if progress had been made in equitable representation of minorities and women.

This report was prepared for the purposes delineated above drawing on data updated to September 4, 2001. It includes four tables:

- a. **Table I:** provides a two-year divisional comparison of advisory committee representation by category of participants.
- b. **Table II:** Provides an advisory committee membership summary by program and category
- c. **Table III:** Provides a breakdown of advisory committee membership by academic division and their programs, and by category of participants
- d. **Table IV:** Provides a complete listing of actual occupational advisory committee members by academic division and categories of participants

#### **Findings:**

The college's minority enrollment in FY 2000-01 was approximately 37%. As can be discerned from Table I, none of the principal academic divisions have aggregate numbers of minority advisory committee members approximating this percent. Only one academic division had an aggregate membership of 24% minorities. On average, the typical academic divisional Advisory Committee is significantly underrepresented in terms of minorities, as can be seen in Tables II and III.

At the bottom of Table I, a comparison is provided between the baseline data first collected for this report in FY 2000 and the data to date (September 4, 2001). This comparison shows an improvement of 2% in the representation of minorities in occupational program advisory committees. Conversely, there was a reduction of 1% in the representation of females.

The college will continue to strongly encourage divisional leadership to recruit minorities and women as participants in occupational advisory committees where they are significantly underrepresented.

***Note: The Office of Institutional Assessment and Research of the Milwaukee Area Technical College prepared this report.***

**Table I**

**Advisory Committee Membership Summary  
Two Year Divisional Comparison  
Current up to September 4, 2001**

Academic Division		Total		Category				Minority			Gender		Graduate			
		Members	Mgt	Labor	Consultant	Minority	Female	Male	Graduate							
Business & Graphic Arts	2000-01	246	159	65%	56	23%	26	11%	24	10%	95	39%	151	61%	57	23%
	2001-02	224	133	59%	57	25%	23	10%	26	12%	88	39%	136	61%	57	25%
	Change	-22	-26	-6%	1	2%	-3	-1%	2	2%	-7	0%	-15	0%	0	2%
Consumer & Hospitality	2000-01	113	52	46%	47	42%	13	12%	23	20%	60	53%	53	47%	28	25%
	2001-02	92	46	50%	31	34%	14	15%	22	24%	58	63%	34	37%	27	29%
	Change	-21	-6	4%	-16	-8%	1	3%	-1	4%	-2	10%	-19	-10%	-1	4%
Continuing Ed. & WFD	2000-01	6	5	83%	0	0%	0	0%	2	33%	1	17%	5	83%	0	0%
	2001-02	6	5	83%	0	0%	0	0%	2	33%	1	17%	5	83%	0	0%
	Change	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Health Occupations	2000-01	205	120	59%	69	34%	16	8%	28	14%	123	60%	82	40%	69	34%
	2001-02	204	113	55%	72	35%	19	9%	34	17%	124	61%	80	39%	73	36%
	Change	-1	-7	-4%	3	1%	3	1%	6	3%	1	1%	-2	-1%	4	2%
Liberal Arts & Sciences	2000-01	29	7	24%	8	28%	14	48%	3	10%	8	28%	21	72%	4	14%
	2001-02	36	15	42%	15	42%	5	14%	7	19%	10	28%	26	72%	11	31%
	Change	7	8	18%	7	14%	-9	-34%	4	9%	2	0%	5	0%	7	17%
Technical & Industrial	2000-01	342	193	56%	88	26%	36	11%	40	12%	28	8%	314	92%	104	30%
	2001-02	347	192	55%	92	27%	41	12%	38	11%	29	8%	318	92%	104	30%
	Change	5	-1	-1%	4	1%	5	1%	-2	-1%	1	0%	4	0%	0	0%
Television & Video Prod.	2000-01	13	6	46%	5	38%	2	15%	1	8%	3	23%	10	77%	1	8%
	2001-02	12	5	42%	5	42%	2	17%	1	8%	3	25%	9	75%	1	8%
	Change	-1	-1	-4%	0	4%	0	2%	0	0%	0	2%	-1	-2%	0	0%

***Percent comparison by Category – FY 2000 (Baseline Year) to Present***

Year	Total	Mgt.	Labor	Consultants	Graduate s	Females	Male s	Minorities
2000	962	55%	30%	11.4%	27%	35%	65%	12%
Sept.2001	921	55%	30%	11%	30%	34%	66%	14%
% different		0%	0%	-.4%	3%	-1%	1%	2%

**Table II**

**Advisory Committee Membership Summary - Current Up to September 4, 2001**

Advisory Committees	Total	Mgt	Category			Gender		Grads
			Labor	Consultants	Minority	Female	Male	
Accounting	8	4	1	3	1	4	4	1
Air Conditioning & Refrigeration	10	8	1	1	1	0	10	7
Anesthesia Technology	8	5	3	0	3	1	7	2
Appliance Technician	8	7*	0*	0*	0	0	8	1
Architectural Technology	8	3	3	2	0	2	6	3
Associate Degree Nursing	8	8	0	0	1	7	1	1
Automobile/auto Body Servicing	9	6*	0*	1*	0	0	9	3
Automotive Technology	14	11	2	1	2	2	12	0
Aviation Mechanics	12	7	3	2	2	0	12	2
Baking Production	10	4*	5*	0*	2	3	7	4
Barber/cosmetologist	9	6	2	1	7	4	5	2
Bricklayer Apprentice	8	4	3	1	0	1	7	4
Business Administration	8	6	1	1	0	3	5	3
Cardiovascular Technology	9	6	3	0	1	3	6	3
Carpenters & Cabinetmakers	8	4	3	1	1	0	8	3
Cement Masons Apprentice	8	1*	3*	1*	1	0	8	1
Chemical Technician	15	6*	6*	2*	1	3	12	4
Civil Engineering Technology	9	7	2	0	0	1	8	2
Computer Information Systems & Data Entry	15	2*	2*	3*	1	5	10	2
Computer Software	11	4	5	2	1	5	6	1
Computerized Machining Technician	9	5	2	2	1	0	9	2
Dental Assistant	11	8	3	0	1	6	5	1
Dental Hygiene	9	2	4	3	1	6	3	4
Dental Laboratory Technology	10	5	4	1	2	3	7	7
Diesel & Powertrain Servicing	13	9*	2*	1*	0	0	13	0
Dietetic Technician/dietary Manager	10	7	2	1	0	7	3	3
Early Childhood Education	18	7	6	5	7	17	1	6
Ecommerce/web Administration	10	8	1	1	0	3	7	0
Electricity - Diploma	9	3*	5*	0*	4	2	7	2
Electronics Technology	12	3*	3*	1*	0	2	10	5
Environmental & Pollution Control Technology	10	3	6	1	1	1	9	7
Fire Science	9	7	1	1	0	1	8	2
Fluid Power Maintenance	9	5	3	1	2	0	9	1
Food Service Programs	12	8	2	2	2	4	8	3
Funeral Service	11	9	1	1	2	2	9	6
Glaziers Apprentice	7	3	3	1	1	0	7	4
Graphic Communication Technologies	19	16	0	3	3	4	15	2
Graphic Design	13	8	5	0	2	5	8	5
Health Unit Coordinator	11	6	5	0	4	9	2	3
Heat & Frost Insulators Apprentice	8	4	3	1	0	0	8	4
Horticulture	11	5	5	1	0	6	5	6
Hotel/hospitality Management	12	7	5	0	3	8	4	2
Human Service Associate	13	6	6	1	5	6	7	5
Industrial Engineering Technician	9	8	1	0	2	2	7	3
Insurance Continuing Education	6	5*	0*	0*	2	1	5	0
Interior Design	13	5	5	3	0	10	3	6
International Trade	13	11	0	2	0	8	5	1
Interpreter Technician	8	2	4	2	1	5	3	1
Line Mechanic	8	4	4	0	3	3	5	0
Logistics	13	7*	4*	0*	1	7	6	4
Machine Tool & Computer Numerical Control	11	9	1	1	1	0	11	1
Machine Trades Apprentice	11	8	2	1	2	1	10	2
Maintenance & Industrial Electrician Apprentice	15	8*	2*	2*	2	1	14	7
Management Development	11	9	2	0	1	4	7	2
Marketing	13	10	1	2	3	4	9	3
Materials Technology	7	4	1	2	1	1	6	3
Mechanical Drafting & Design	9	2	6	1	0	0	9	3
Medical Assistant	13	6	5	2	3	10	3	6
Medical Laboratory Technology & Phlebotomy	11	8	2	1	2	7	4	2
Music Occupations	8	3	3	2	1	1	7	2
Nursing Assistant	13	8	5	0	3	12	1	3
Occupational Therapy Assistant	10	2	7	1	1	10	0	8

Office Technology	8	5*	2*	0*	2	6	2	1
Opticianry Science	12	10	2	0	1	2	10	0
Painting & Decorating Apprentice	8	4	2	2	1	1	7	3
Paralegal	9	3	5	1	0	4	5	1
Patternmaking Apprentice	7	3	1	3	1	0	7	4
Pharmacy Technician	9	5	1	3	0	5	4	0
Photography	14	5	8	1	2	2	12	8
Physical Therapist Assistant	10	3	6	1	1	8	2	4
Police Science	15	11	0	4	1	3	12	1
Practical Nursing	6	4	1	1	1	5	1	3
Preparatory Plumbing	13	5*	5*	1*	3	2	11	1
Radiography	14	5	6	3	0	8	6	3
Real Estate	6	1	3	2	1	2	4	2
Renal Dialysis Technician	10	5	5	0	2	8	2	6
Respiratory Care	10	4	4	2	3	5	5	6
Retail Management/fashion Marketing	10	9	1	0	1	7	3	2
Roofer Apprentice	7	2	4	1	0	0	7	0
Sheet Metal Apprentice	13	5	4	4	2	1	12	7
Sprinkler Fitter Apprentice	10	3*	4*	0*	1	0	10	3
Steamfitter & Refrigeration Apprentice	16	5*	9*	1*	2	2	14	10
Surgical Technology	9	4	5	0	2	7	2	5
Television & Video Production	12	5	5	2	1	3	9	1
Tool & Die Making	7	6	1	0	0	0	7	2
Travel Industry Training	8	7	1	0	4	5	3	1
Vi-com/computer Graphics	14	10	4	0	2	3	11	5
Welding/weld Tech	11	8	3	0	1	1	10	8

Division	Members	Mgt	Labor	Consultants	Minority	Female	Male	Grads
Business & Graphic Arts	224	133 59%	57 25%	23 10%	26 12%	88 39%	136 61%	57 25%
Consumer & Hospitality Services	92	46 50%	31 34%	14 15%	22 24%	58 63%	34 37%	27 29%
Continuing Ed. & Business Outreach	6	5 83%	0 0%	0 0%	2 33%	1 17%	5 83%	0 0%
Health Occupations	204	113 55%	72 35%	19 9%	34 17%	124 61%	80 39%	73 36%
Liberal Arts & Sciences	36	15 42%	15 42%	5 14%	7 19%	10 28%	26 72%	11 31%
Technical & Industrial	347	192 55%	92 27%	41 12%	38 11%	29 8%	318 92%	104 30%
Television & Video Prod.	12	5 42%	5 42%	2 17%	1 8%	3 25%	9 75%	1 8%
<b>TOTAL</b>	<b>921</b>	<b>509 55%</b>	<b>272 30%</b>	<b>104 11%</b>	<b>130 14%</b>	<b>313 34%</b>	<b>608 66%</b>	<b>273 30%</b>

\* Category information incomplete.

**Table III**  
**Occupational Advisory Committee Membership Report**  
**Summary of Committee Data by Academic Division**  
**Current up to September 4, 2001**

Total Advisory Committee	Members	Mgt	Category			Gender		Graduates
			Labor	Consultants	Minority	Female	Male	
<b>Business and Graphics Arts</b>								
Accounting	8	4	1	3	1	4	4	1
Business Administration	8	6	1	1	0	3	5	3
Computer Information Systems & Data Entry	15	2*	2*	3*	1	5	10	2
Computer Software	11	4	5	2	1	5	6	1
Ecommerce/web Administration	10	8	1	1	0	3	7	0
Environmental & Pollution Control Technology	10	3	6	1	1	1	9	7
Graphic Communication Technologies	19	16	0	3	3	4	15	2
Graphic Design	13	8	5	0	2	5	8	5
Horticulture	11	5	5	1	0	6	5	6
International Trade	13	11	0	2	0	8	5	1
Logistics	13	7*	4*	0*	1	7	6	4
Management Development	11	9	2	0	1	4	7	2
Marketing	13	10	1	2	3	4	9	3
Office Technology	8	5*	2*	0*	2	6	2	1
Paralegal	9	3	5	1	0	4	5	1
Photography	14	5	8	1	2	2	12	8
Real Estate	6	1	3	2	1	2	4	2
Retail Management/fashion Marketing	10	9	1	0	1	7	3	2
Travel Industry Training	8	7	1	0	4	5	3	1
Vi-com/computer Graphics	14	10	4	0	2	3	11	5
<b>Total</b>	<b>224</b>	<b>133</b>	<b>57</b>	<b>23</b>	<b>26</b>	<b>88</b>	<b>136</b>	<b>57</b>
<b>% of Total</b>		<b>59%</b>	<b>25%</b>	<b>10%</b>	<b>12%</b>	<b>39%</b>	<b>61%</b>	<b>25%</b>

**Consumer and Hospitality Services**

Baking Production	10	4*	5*	0*	2	3	7	4
Barber/cosmetologist	9	6	2	1	7	4	5	2
Dietetic Technician/dietary Manager	10	7	2	1	0	7	3	3
Early Childhood Education	18	7	6	5	7	17	1	6
Food Service Programs	12	8	2	2	2	4	8	3
Hotel/hospitality Management	12	7	5	0	3	8	4	2
Interior Design	13	5	5	3	0	10	3	6
Interpreter Technician	8	2	4	2	1	5	3	1
<b>Total</b>	<b>92</b>	<b>46</b>	<b>31</b>	<b>14</b>	<b>22</b>	<b>58</b>	<b>34</b>	<b>27</b>
<b>% of Total</b>		<b>50%</b>	<b>34%</b>	<b>15%</b>	<b>24%</b>	<b>63%</b>	<b>37%</b>	<b>29%</b>

**CONTINUING ED. & Workforce Development**

Insurance Continuing Education	6	5*	0*	0*	2	1	5	0
<b>Total</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>
<b>% of Total</b>		<b>83%</b>	<b>0%</b>	<b>0%</b>	<b>33%</b>	<b>17%</b>	<b>83%</b>	<b>0%</b>

**HEALTH OCCUPATIONS**

Anesthesia Technology	8	5	3	0	3	1	7	2
Associate Degree Nursing	8	8	0	0	1	7	1	1
Cardiovascular Technology	9	6	3	0	1	3	6	3
Dental Assistant	11	8	3	0	1	6	5	1
Dental Hygiene	9	2	4	3	1	6	3	4
Dental Laboratory Technology	10	5	4	1	2	3	7	7
Funeral Service	11	9	1	1	2	2	9	6
Health Unit Coordinator	11	6	5	0	4	9	2	3
Medical Assistant	13	6	5	2	3	10	3	6
Medical Laboratory Technology & Phlebotomy	11	8	2	1	2	7	4	2

Nursing Assistant	13	8	5	0	3	12	1	3
Occupational Therapy Assistant	10	2	7	1	1	10	0	8
Opticianry Science	12	10	2	0	1	2	10	0
Pharmacy Technician	9	5	1	3	0	5	4	0
Physical Therapist Assistant	10	3	6	1	1	8	2	4
Practical Nursing	6	4	1	1	1	5	1	3
Radiography	14	5	6	3	0	8	6	3
Renal Dialysis Technician	10	5	5	0	2	8	2	6
Respiratory Care	10	4	4	2	3	5	5	6
Surgical Technology	9	4	5	0	2	7	2	5
<b>Total</b>	<b>204</b>	<b>113</b>	<b>72</b>	<b>19</b>	<b>34</b>	<b>124</b>	<b>80</b>	<b>73</b>
<b>% of Total</b>		<b>55%</b>	<b>35%</b>	<b>9%</b>	<b>17%</b>	<b>61%</b>	<b>39%</b>	<b>36%</b>

## Liberal Arts and Sciences

Chemical Technician	15	6*	6*	2*	1	3	12	4
Human Service Associate	13	6	6	1	5	6	7	5
Music Occupations	8	3	3	2	1	1	7	2
<b>Total</b>	<b>36</b>	<b>15</b>	<b>15</b>	<b>5</b>	<b>7</b>	<b>10</b>	<b>26</b>	<b>11</b>
<b>% of Total</b>		<b>42%</b>	<b>42%</b>	<b>14%</b>	<b>19%</b>	<b>28%</b>	<b>72%</b>	<b>31%</b>

## Technical and Industrial

Air Conditioning & Refrigeration	10	8	1	1	1	0	10	7
Appliance Technician	8	7*	0*	0*	0	0	8	1
Architectural Technology	8	3	3	2	0	2	6	3
Automobile/auto Body Servicing	9	6*	0*	1*	0	0	9	3
Automotive Technology	14	11	2	1	2	2	12	0
Aviation Mechanics	12	7	3	2	2	0	12	2
Bricklayer Apprentice	8	4	3	1	0	1	7	4
Carpenters & Cabinetmakers	8	4	3	1	1	0	8	3
Cement Masons Apprentice	8	1*	3*	1*	1	0	8	1
Civil Engineering Technology	9	7	2	0	0	1	8	2
Computerized Machining Technician	9	5	2	2	1	0	9	2
Diesel & Powertrain Servicing	13	9*	2*	1*	0	0	13	0
Electricity - Diploma	9	3*	5*	0*	4	2	7	2
Electronics Technology	12	3*	3*	1*	0	2	10	5
Fire Science	9	7	1	1	0	1	8	2
Fluid Power Maintenance	9	5	3	1	2	0	9	1
Glaziers Apprentice	7	3	3	1	1	0	7	4
Heat & Frost Insulators Apprentice	8	4	3	1	0	0	8	4
Industrial Engineering Technician	9	8	1	0	2	2	7	3
Line Mechanic	8	4	4	0	3	3	5	0
Machine Tool & Computer Numerical Control	11	9	1	1	1	0	11	1
Machine Trades Apprentice	11	8	2	1	2	1	10	2
Maintenance & Industrial Electrician Apprentice	15	8*	2*	2*	2	1	14	7
Materials Technology	7	4	1	2	1	1	6	3
Mechanical Drafting & Design	9	2	6	1	0	0	9	3
Painting & Decorating Apprentice	8	4	2	2	1	1	7	3
Patternmaking Apprentice	7	3	1	3	1	0	7	4
Police Science	15	11	0	4	1	3	12	1
Preparatory Plumbing	13	5*	5*	1*	3	2	11	1
Roofer Apprentice	7	2	4	1	0	0	7	0
Sheet Metal Apprentice	13	5	4	4	2	1	12	7
Sprinkler Fitter Apprentice	10	3*	4*	0*	1	0	10	3
Steamfitter & Refrigeration Apprentice	16	5*	9*	1*	2	2	14	10
Tool & Die Making	7	6	1	0	0	0	7	2
Welding/weld Tech	11	8	3	0	1	1	10	8
<b>Total</b>	<b>347</b>	<b>192</b>	<b>92</b>	<b>41</b>	<b>38</b>	<b>29</b>	<b>318</b>	<b>104</b>
<b>% of Total</b>		<b>55%</b>	<b>27%</b>	<b>12%</b>	<b>11%</b>	<b>8%</b>	<b>92%</b>	<b>30%</b>

## Television and Video Production

Television & Video Production	12	5	5	2	1	3	9	1
<b>Total</b>	<b>12</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>1</b>
<b>% of Total</b>		<b>42%</b>	<b>42%</b>	<b>17%</b>	<b>8%</b>	<b>25%</b>	<b>75%</b>	<b>8%</b>

\* Category information incomplete.

**Table IV**  
**Occupational Advisory Committee Membership**

**Business & Graphic Arts**

Category	Name	Job Title	Employer	Ethn	Gender	Grad
<b>ACCOUNTING:</b>						
8 Members; 3 Consultant(s); 1 Labor; 4 Mgt; 4 Female; 4 Male; 1 Minority; 1 Graduate(s)						
Mgt	Wilbert Bauer	Tax Manager	Feld, Schumacher & Company	Minority	Male	Grad
Consultant	William Corallini	CFO	US Star Financial Corp		Male	
Mgt	Richard J Griesbach	Controller	Precision Metals, Inc		Male	
Mgt	Daniel Klepp	Controller	Stainless Boundaries		Male	
Consultant	Nancy Lepic	Professional Consultant	Audit Force		Female	
Mgt	Chris Olson	Commercial Financial Group VP	Firstar Bank - Galleria Level		Female	
Labor	Maureen Ott	Bookkeeper	Ott Electric, Inc		Female	
Consultant	Carol J Van Duser	President	Taxing Situations Ltd		Female	
<b>BUSINESS ADMINISTRATION:</b>						
8 Members; 1 Consultant(s); 1 Labor; 6 Mgt; 3 Female; 5 Male; 0 Minority; 3 Graduate(s)						
Mgt	Lucille Clasen	President	Lake Country Credit Union		Female	
Mgt	Larry Goad	Vice President	St Francis Bank		Male	
Mgt	Mark R Jorgensen	Vice President	Tri City National Bank		Male	Grad
Labor	Amy Ketterling	Mortgage Loan Coordinator	M & I Mortgage Corporation		Female	Grad
Mgt	Lee Patza	Quality Manager	Journal Sentinel, Inc		Male	
Consultant	Robert F Sroka	(Retired)	General Business		Male	
Mgt	Denise Tanzilo	Consultant	Herro & Associates		Female	Grad
Mgt	Roy Troglin	District Manager	American General Finance		Male	
<b>COMPUTER INFORMATION SYSTEMS &amp; DATA ENTRY:</b>						
15 Members; 3 Consultant(s); 2 Labor; 2 Mgt; 5 Female; 10 Male; 1 Minority; 2 Graduate(s)						
Consultant	Bob Bett				Male	
Labor	Richard Bird	Finance/Administration VP	Graphics Factory, Inc		Male	
Labor	Jo Bruns	Software Architect	Firstar Information Systems Corp (FISC)		Female	Grad
	Leonard Davis		Allen Bradley-Rockwell		Male	
	Wilfred Fong		UWM		Male	
	Ann Marie Gorbarek	Slinic Staffing Mgr	ARC		Female	
	Georgina Gormley		Greenbrier & Russell		Female	
	Jeff Henke		Quad Graphics		Male	
Mgt	Jerry Isaacs	Technology Institute Director	Carroll College		Male	
	Joe Knoch	Implementor	Wahsington High School		Male	
Labor	Lawrence Kocourek	Programmer/Analyst	Partners Mututal Insurance Co		Male	Grad
	Eileen Nickels				Female	
Consultant	George Qualls	District Director	Division of Vocational Rehabilitation		Male	
Consultant	Paul Sklba	Client Services Executive	CAP Gemini America		Male	
Mgt	Linda Wamack-Smith	Technical Systems Network Manager	Children's Hospital of Wisconsin	Minority	Female	
<b>COMPUTER SOFTWARE:</b>						
11 Members; 2 Consultant(s); 5 Labor; 4 Mgt; 5 Female; 6 Male; 1 Minority; 1 Graduate(s)						
Mgt	Prak Bhagwanjee	Director, Archecture/Administration	Johnson Controls, Inc	Minority	Male	
Labor	Mike Fitzsimmons	Sr Systems Engineer	BEA Systems Inc		Male	
Labor	Scott Fuhrmann	Account Executive	Software One, Inc		Male	
Labor	Todd Howard	Desktop Infrastructure	Quad Graphics		Male	
Mgt	Lorraine Krohn	Manager, Skillware Development	Manpower		Female	
Mgt	Nicole LaBlonde	Technology Manager	Ameritech		Female	
Consultant	Andy Osowski	Manager, Help Desk/Sales	Compuware		Male	
Labor	Robyn Povletich	Support Analyst	Strong Investments		Female	
<b>COMPUTER SOFTWARE:</b>						
11 Members; 2 Consultant(s); 5 Labor; 4 Mgt; 5 Female; 6 Male; 1 Minority; 1 Graduate(s)						
Mgt	Jackie Schuelke	Sr Systems Analyst	Northwestern Mutual Life Ins Co		Female	
Consultant	Christopher Smith	Consultant	BORN Information Services		Male	
Labor	Sandra Stanczyk	Web Developer	Rockwell Software		Female	Grad

**eCOMMERCE/WEB ADMINISTRATION:**

10 Members; 1 Consultant(s); 1 Labor; 8 Mgt; 3 Female; 7 Male; 0 Minority; 0 Graduate(s)

Labor	Don Bauer	Territory Manager	IBM	Male	
Mgt	Roxanne Bauman	Alliances Manager	WI Manufacturing Extension Partnership (WMEP)	Female	
Mgt	Holly Busch			Female	
Mgt	Jason Erdahl	Technology Manager	Milwaukee Journal Sentinel	Male	
Mgt	David Hall	Sales Manager, eCommerce	Hal Leonard Corp	Male	
Mgt	Grant Johnson	President	Johnson Direct	Male	
Mgt	William Kellner	Transportation Manager	J C P Logistics LP	Male	
Mgt	Christopher Remington	Account executive	Mark Net World	Male	
Consultant	Greg Ryan	President	eCommandos	Male	
Mgt	Nancy Somodi	Owner	IcanShopOnline.com	Female	

**ENVIRONMENTAL & POLLUTION CONTROL TECHNOLOGY:**

10 Members; 1 Consultant(s); 6 Labor; 3 Mgt; 1 Female; 9 Male; 1 Minority; 7 Graduate(s)

Labor	David A Ciepluch	Sr Environmental Technician	Wisconsin Electric Power Co	Male	Grad
Labor	Robert Demge	Waste Water Treatment Operator	Wastewater Treatment Plant	Male	Grad
Labor	Dan Geshrick	Sr Vaccine Specialist	Merck & Co	Male	Grad
Labor	Leonard Goudy	Environmental Health Specialist	City of Milwaukee Health Dept	Minority	Male Grad
Mgt	Dean M Kelley	Sr Project Manager	North Short Environmental Construction, Inc	Male	
Mgt	Robert J Moser	Engineer	United Water Services	Male	
Consultant	Dave Ruetz		Whyte, Hirschboeck and Dudek	Male	Grad
Labor	Eileen Rugulo	Environmental Engineer	Molded Rubber & Plastic Corp	Female	Grad
Mgt	Frank Schultz	Supervisor	DNR	Male	
Labor	Kevin Shurilla	Environmental Specialist	Wisconsin DNR	Male	Grad

**GRAPHIC COMMUNICATION TECHNOLOGIES:**

19 Members; 3 Consultant(s); 0 Labor; 16 Mgt; 4 Female; 15 Male; 3 Minority; 2

Consultant	Rollie Anderson			Male	Grad
Mgt	Lauren Baker	Director	Milwaukee Graphic Arts Institute	Female	
Mgt	Alan Bengston	Pre-Press Supervisor	Visual Systems	Male	
Mgt	Nathan Conyers	Owner	Milwaukee Times	Minority	Male
Mgt	Eric Eberhardy	Manager, Technical Support	Printing Industries of Wisconsin	Male	
Mgt	Michelle Fitzgerald	Corporate Recruiter	W H Brady Co	Female	
Mgt	Brad Flagge	Manager, Assistant Sales	A-Z Printing	Male	
Mgt	Dean Flowers	Associate Dean	WCTC	Male	
Mgt	Al E Goss	Account Executive	Websource	Male	
Consultant	Philip Hansen	Consultant		Male	
Mgt	Kellie Hoffmeister	President	Panda Communications	Female	
Mgt	Bill Kaiser	Environmental Safety Director	Wetzel Brothers	Male	
Mgt	Mike Kresse	Technology Director	Econo Print	Male	
Mgt	Ivory Peoples	Community Partnership Coord	Quad Graphics	Minority	Male
Mgt	Edward Perkins	President	Postal Instant Press (PIP Printing)	Male	
Mgt	Donna Poelman	Human Resources Manager	Truline Lithographing, Inc	Female	

**GRAPHIC COMMUNICATION TECHNOLOGIES:**

19 Members; 3 Consultant(s); 0 Labor; 16 Mgt; 4 Female; 15 Male; 3 Minority; 2

Mgt	Mike Sloane	VP/Prepress	Reiman Publishing	Male	
Consultant	Gerald Trotter	Mgr, Printing Services	MATC	Minority	Male Grad
Mgt	James Wamser	Computer Training Manager	Sells Printing	Male	

**GRAPHIC DESIGN:**

13 Members; 0 Consultant(s); 5 Labor; 8 Mgt; 5 Female; 8 Male; 2 Minority; 5 Graduate(s)

Labor	Renee Berger	Marketing Specialist	Western States Envelope Co	Female	Grad
Labor	Thomas Bruckbauer	Sr Graphic Designer	DCI Marketing	Male	Grad
Mgt	Dennis Curro	President	Curro, Ranklin & Williams	Male	Grad
Mgt	Michelle DeVose	President	Attic Design Co	Female	
Mgt	Marguerite Egner	Owner	Black Cat	Female	
Mgt	Kim Hawkins	President/Creative Director	ALGA Milwaukee Water Graphics	Female	
Mgt	Kristine Jenson	Sr Art Director	Cramer-Krasselt	Female	
Labor	John Kannenberg	Interactive Designer	Digital Visions	Male	
Labor	Steve Korinek	Sr Graphic Designer	Northwestern Mutual Life Ins Co	Minority	Male
Mgt	Doug Murray	Human Resource Coord	Gogolak Communications Group Inc	Minority	Male
Mgt	Michael Proft	Creative Director	Todd-Robert Murphy Marketing Communciations, Inc	Male	Grad
Mgt	Joel Richter	Designer/Production Manager	Hanson-Dodge & Sutter	Male	
Labor	Jay Smith	Freelance Graphic Ill	Jay Smith Illustration	Male	Grad

**HORTICULTURE:**

11 Members; 1 Consultant(s); 5 Labor; 5 Mgt; 6 Female; 5 Male; 0 Minority; 6 Graduate(s)

Mgt	Carol Bangs	Owner/Operator	Carol K Bangs & Assoc	Female	
Labor	Bob Craig	Landscape Foreman	Durham Hill Nursery, Inc	Male	Grad
Mgt	Shirley Dommer	Dir, Botanical Gardens	Milwaukee County Parks	Female	
Mgt	Jeffrey L Edgar	VP/Owner	Silver Creek Nurseries	Male	
Labor	Lynn Goldstein		MJS Landscaping Services LLC	Female	Grad
Labor	Amy Heidemann	Specialty Crew Leader	David J Frank Landscape Contracting, Inc	Female	Grad
Consultant	Lisa Johnson	Commercial Horticulture Extension Agent	UWEX-Milwaukee/Waukesha	Female	
Labor	Chris Miracle		LaRosa Landscape Management Co	Male	Grad
Mgt	Scott Mueller	Manager, Customer Service	Reinders, Inc	Male	Grad
Labor	Cindy Schultz	Landscape Designer	Hawks Nursery	Female	Grad
Mgt	Jim Spotts	Installation Supervisor	Lieds Nursery	Male	

**INTERNATIONAL TRADE:**

13 Members; 2 Consultant(s); 0 Labor; 11 Mgt; 8 Female; 5 Male; 0 Minority; 1 Graduate(s)

Mgt	Michael D Borah	International Banking Division Assnt V	Bank One Milwaukee	Male	
Mgt	Kathryn M. Ciurlik	International Marketing Development Sp	Huffy Sports	Female	
Consultant	Mary Dermody	Development Director	Wisconsin World Trade Center	Female	
Mgt	Jill Doss			Female	Grad
Mgt	Susan Gibbs		GiBBS & Company, Inc	Female	
Mgt	Steven P Iverson	President	Iverson Language Associates	Male	
Mgt	Pauline M Klaffenboeck	Vice President	Marshall & Ilsley Bank	Female	
Mgt	James Myers	International Marketing VP	Simplicity Mfg, Inc	Male	

**INTERNATIONAL TRADE:**

13 Members; 2 Consultant(s); 0 Labor; 11 Mgt; 8 Female; 5 Male; 0 Minority; 1 Graduate(s)

Mgt	John Patneau	International Marketing Manager	DCI Marketing	Male	
Mgt	Diana Popp	Managing Partner	Management Recruiters of Germantown	Female	
Mgt	Linda Presto	Marketing Communications Manager	Enerpac	Female	
Mgt	Bill Sheahan	Vice President	Blue Horse	Male	
Consultant	Wendy Werkmeister	President	Women's Business Initiative Corp	Female	

**LOGISTICS:**

13 Members; 0 Consultant(s); 4 Labor; 7 Mgt; 7 Female; 6 Male; 1 Minority; 4 Graduate(s)

Mgt	Calvin Allen	Manager	Renegade The Companies Inc	Minority	Male	Grad
Mgt	Lynne Brown	Sr Account Executive	Union Transport UTI		Female	
Labor	Kathleen A Christensen	Purchasing Agent	Bradley Corporation		Female	
Labor	Judy Coffield	Account Executive	Watkins Motor Lines		Female	
	Lisa Corstvet	Director, Traffic	Wildeck, Inc		Female	
Mgt	Mark Gams	VP, Logistics	Master Lock Co		Male	
Mgt	William Kellner	Transportation Manager	J C Logistics LP		Male	
Mgt	Jeff Lauterbach	Sales Representative	Pro Driver Leasing		Male	
Labor	Thomas LeMoine	Process Operator	United Water Services		Male	Grad
Mgt	Matthew Malec	Compliance & Process Leader	Rexam PLC		Male	Grad
Labor	Michelle Savard	Adm Support Specialist I	Harley-Davidson, Inc		Female	Grad
Mgt	Katie Scheller	US Import/Export Manager	S C Johnson		Female	
	Sue Thompson	Sales Representative	Madison Freight Systems, Inc		Female	

**MANAGEMENT DEVELOPMENT:**

11 Members; 0 Consultant(s); 2 Labor; 9 Mgt; 4 Female; 7 Male; 1 Minority; 2 Graduate(s)

Mgt	David Carter	Operations Manager	Wisconsin Electric Power Co	Male	
Mgt	Georgine Druzak	Program Dir, Operations Dept	Midwest Express Airlines	Female	
Mgt	James Eggers	Human Resources Manager	Department of Public Works - City Campus	Male	
Mgt	Daleen Fitzgerald	Director, Product Management	M & I Data Services	Female	
Mgt	Tom Jansen	Logistics Manager	North American Logistics-Svedala Industries	Male	
Mgt	Dennis Joram	V P	Lakeshore Construction Corp	Male	

Labor	Sue Macejkovic	Administrative Assistant	Plumber's Local 75	Female	Grad
Mgt	Roland Rogers	Manager/Consultant	Accredited Human resources Services	Male	
Mgt	Kurt Thomas	Principal Consultant	Carlson Dettmann Assoc LLC	Male	
Labor	Maurice Thompson	Office Manager	Arch Diocese of Milwaukee	Minority	Male Grad
Mgt	Karen Wagner	Manager, Human Resource	C & H Distributors, Inc	Female	

**MARKETING:**

13 Members; 2 Consultant(s); 1 Labor; 10 Mgt; 4 Female; 9 Male; 3 Minority; 3 Graduate(s)

Consultant	Sid Bernstein	Consultant		Male	
Mgt	Jennifer Crain	E15A Field Training Consultant	Northwestern Mutual Life Ins Co	Female	
Mgt	Adrienne E Davis	MBA President	ADI, Inc	Minority	Female
Mgt	Rob Geissler	Publisher	Trade Press Publishing Co, Inc	Male	Grad
Mgt	Shel Gendelman	President	Venture Products	Male	
Mgt	R L Gruber	District Sales Manager	The GoodYear Tire & Rubber Co	Male	
Mgt	Jeff Jeanpierre	Marketing Consultant	WTMJ, Inc	Male	
Consultant	Jeffrey Kasch	Consultant	dek Enterprises LLE	Male	

**MARKETING:**

13 Members; 2 Consultant(s); 1 Labor; 10 Mgt; 4 Female; 9 Male; 3 Minority; 3 Graduate(s)

Mgt	Michael Lee	Sales Manager	Miller Brewing Co	Minority	Male Grad
Labor	Lon Rudolph	Local Sales Manager	WTMJ, Inc	Minority	Male
Mgt	Kathy Sandstrom	Sales & Marketing VP	H M Graphics, Inc	Female	
Mgt	Aileen Thorne	VP/Media Director Advertising	Boelter & Lincoln	Female	
Mgt	Robert Weisrock	Accountant	KEHE Foods	Male	Grad

**OFFICE TECHNOLOGY:**

8 Members; 0 Consultant(s); 2 Labor; 5 Mgt; 6 Female; 2 Male; 2 Minority; 1 Graduate(s)

Mgt	Suzanne Aveni	Branch Manager	Seek, Inc	Female	
Labor	Alicia Kamenick	Administrative Assistant	Norstan Communications	Female	
Mgt	John Kwiatkowski	VP, Operations/Corporate Promotions	Celtic Advertising	Male	
Mgt	Paula Lampley	Sr Education & Support Manager	Maximus	Minority	Female
	Dennis Larsen		Milwaukee County	Male	
Mgt	Susie Mackie	Recruiting Mgr - S/E WI	Employment Times	Female	
Labor	Tami Michalak	Legal Secretary/Assistant	Howard, Solochek & Weber	Female	Grad
Mgt	Cheryl Moore	Employment Specialist	Northwestern Mutual Life Ins Co	Minority	Female

**PARALEGAL:**

9 Members; 1 Consultant(s); 5 Labor; 3 Mgt; 4 Female; 5 Male; 0 Minority; 1 Graduate(s)

Mgt	Jeffrey L Abraham	Partner	Michael, Best & Friedrich	Male	
Mgt	Alan Derzon	Attorney at Law	Derzon, Menard & Noonan, S C	Male	
Consultant	Alair Dreher	Representative	AWDtech Associated	Male	
Labor	Sharon A Drew	Attorney at Law		Female	
Mgt	Philip Gatewood	Investigator	Waller, Gatewood & Associates	Male	
Labor	Patricia Klotz Styles	Paralegal	Sunstone Financial Group Ltd	Female	
Labor	Diane Krenzke	Paralegal	Milwaukee Cnty Child Support Enforcement	Female	Grad
Labor	Mark E Sanders	Attorney at Law	Halling & Cayo S C	Male	
Labor	Nancy Stanton	Paralegal	Reinhart, Boerner, Van Duren, Norris & Rieselbach	Female	

**PHOTOGRAPHY:**

14 Members; 1 Consultant(s); 8 Labor; 5 Mgt; 2 Female; 12 Male; 2 Minority; 8 Graduate(s)

Mgt	David Busch	Sales Rep	Reimers Photo Graphics	Male	Grad
Labor	David Cadle	Crime Lab Analyst IV/Photographer	Wisconsin State Crime Lab	Male	
Labor	Franky Cole	Freelance Photographer		Minority	Male Grad
Labor	Heide Differt	Assistant Photographer		Female	Grad
Mgt	Tom Kehoss	President/Owner	Kehoss Studios, Inc	Male	
Mgt	Fred Loomis	President	Loomis Photographers	Male	Grad
Mgt	John Nate	General Manager	Photography Unlimited, Inc	Male	
Consultant	John Nienhuis	Owner	John Nienhuis/Photography	Male	
Labor	Jim Peterson	Company Photographer	Northwestern Mutual Life Ins Co	Male	
Labor	Marc Potochnik	Staff Photographer	Ferderbar Studios	Male	Grad
Mgt	Steve Sandberg	Managing Editor	West Bend Daily News	Male	
Labor	Tricia Shay	Freelance Photographer	Tricia shay Photography	Female	Grad
Labor	Jeff Surges	Medical Photographer	Children's Hospital	Male	Grad
Labor	Larry Ventura	Forensic Scientist/Imaging Specialist	Wisconsin State Crime Lab	Minority	Male Grad

**REAL ESTATE:**

6 Members; 2 Consultant(s); 3 Labor; 1 Mgt; 2 Female; 4 Male; 1 Minority; 2 Graduate(s)

Consultant	William G Jankovich				Male	
Labor	Verna Miller	Real Estate Associate	RE/Max Realty, 100		Female	
Labor	Sharon Owsley	Broker-Associate	Homestead Realty		Female	Grad
Consultant	David Sayas	Attorney at Law	Sayas & Schmuki, S C	Minority	Male	
Mgt	James C Thomas	Milwaukee Realist Association Pres	James C Thomas Co		Male	
Labor	James Wall	Staff Appraiser	Appraisal Services, Inc		Male	Grad

**RETAIL MANAGEMENT/FASHION MARKETING:**

10 Members; 0 Consultant(s); 1 Labor; 9 Mgt; 7 Female; 3 Male; 1 Minority; 2 Graduate(s)

Mgt	Constance Clark-Riemer	Executive Director	African American Children's Theatre	Minority	Female	
Mgt	Lisa Goljenboom	Training Manager	Boston Store		Female	Grad
Mgt	John Haefele	Store Manager	Target		Male	
Labor	Elaine Haske	Buyer	Steinhafel's Furniture		Female	
Mgt	Nancy Paul	Manager	The Quail House		Female	Grad
Mgt	Susan Petri	District Visual Merchandiser	Kohl's Department Store		Female	
Mgt	Aven P Polley	Fashion/Special Events Coordinator	Stein Mart		Female	
Mgt	Don Rowe	Manager	Barnes & Noble Booksellers		Male	
Mgt	Jim Sajdak	President/CEO	Stan's-/Fit For Your Feet		Male	
Mgt	Nancy Witte	Owner	Fantasy Flowers		Female	

**TRAVEL INDUSTRY TRAINING:**

8 Members; 0 Consultant(s); 1 Labor; 7 Mgt; 5 Female; 3 Male; 4 Minority; 1 Graduate(s)

Mgt	Maribeth Augustin	Account Executive	SABRE		Female	
Mgt	Elizabeth Boone	Account Executive	Worldspan	Minority	Female	
Mgt	Holly Busch				Female	
Mgt	Terrel Jones		Midwest Express	Minority	Female	
Mgt	Lori Rademacher	Executive Director	Brookfield Convention & Visitors Bureau		Female	Grad
Mgt	Morris Simmons	Airport Operations Station Mgr	Transworld Airlines	Minority	Male	
Mgt	Art Smith	President/Owner	Keystone Travel Services/AETSR	Minority	Male	
Labor	Mike Srnc	National Account Manager	Avis Rent-A-Car System, Inc		Male	

**VI-COM/COMPUTER GRAPHICS:**

14 Members; 0 Consultant(s); 4 Labor; 10 Mgt; 3 Female; 11 Male; 2 Minority; 5

Mgt	Daniel Chew	Manager, Classroom Support	UW - Milwaukee		Male	
Mgt	Chris Crawley	President	Think Innovative Media	Minority	Male	
Mgt	Jason Evans	President	Alloy Interactive		Male	Grad
Mgt	John Grozik	Communications Division Assoc Dir	UW - Milwaukee		Male	Grad
Mgt	Scott Joffe	President	Ad Cetera, Inc		Male	
Labor	Kay Johannes	Sales Track Analyst	Northwestern Mutual Life Ins Co		Female	Grad
Labor	Dan Kallenberger	On-Air Graphics/Animation Supervisor	WTMJ, Inc		Male	Grad
Mgt	James Kile	President	Reimers Photo Materials Co		Male	
Labor	Joanne Lemke	Audio-Video Specialist	Northwestern Mutual Life Ins Co		Female	
Mgt	Lisa Moy	Owner	Moyco	Minority	Female	
Mgt	John Nate	General Manager	Photography Unlimited, Inc		Male	
Labor	Mike Schaefer	AV Technician	Mukwonago High School		Male	Grad
Mgt	Tom Snyder	President	Websight Solutions		Male	

**VI-COM/COMPUTER GRAPHICS:**

14 Members; 0 Consultant(s); 4 Labor; 10 Mgt; 3 Female; 11 Male; 2 Minority; 5

Mgt	Thane Storck	Account Executive	WinStar Communications Group		Male	
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**Consumer and Hospitality****BAKING PRODUCTION:**

10 Members; 0 Consultant(s); 5 Labor; 4 Mgt; 3 Female; 7 Male; 2 Minority; 4 Graduate(s)

Labor	Gloria Angelo	Cake Decorator	Gloria's Cakes	Minority	Female	Grad
Mgt	Jim Aring	Bakery Supervisor	Pick'n Save Corporation		Male	
Labor	Keith Beaty	Baker	Hanson's Piggly Wiggly		Male	Grad
Labor	Catina Custodio	Cake Decorator	Pick 'n Save	Minority	Female	Grad
Mgt	Ken Heil	Pastry Chef	Crestwood Bakery		Male	
Labor	Kevin Hulbert	Environmental Health Supervisor	Milwaukee Health Dept		Male	

Labor	Mark J Rippel	Baker	Miller Bakery	Male	Grad
	Diane Roberts	Division Manager	McGlynn's	Female	
Mgt	David J Schmidt	Executive Director	Wisconsin Bakers Association, Inc	Male	
Mgt	John Ward	Owner	National Bakery	Male	

#### BARBER/COSMETOLOGIST:

9 Members; 1 Consultant(s); 2 Labor; 6 Mgt; 4 Female; 5 Male; 7 Minority; 2 Graduate(s)					
Consultant	Hafeezah Ahmad	Field Representative	Bureau of Apprenticeship Standards	Minority	Female
Mgt	Judy Brown	Owner	A Step Up	Minority	Female
Mgt	Angeline Daniels	Owner	Nefertari Beauty Boutique	Minority	Female
Mgt	George Gomez	Owner	Studio 712 Hair Salon	Minority	Male Grad
Mgt	Ruby Jackson	Owner	Trendsetter Salons Ltd	Minority	Female
Labor	John Kowalkowski	Stylist	Les Ciseaux		Male
Mgt	Marvile L Martin	Owner	Ebony Man's World	Minority	Male
Mgt	Roger Thompson	Owner	Roger's Salon	Minority	Male
Labor	Jont Tyson	Stylist	Beauty		Male Grad

#### DIETETIC TECHNICIAN/DIETARY MANAGER:

10 Members; 1 Consultant(s); 2 Labor; 7 Mgt; 7 Female; 3 Male; 0 Minority; 3 Graduate(s)					
Mgt	Pat Bichanich	Chief Clinical Dietician	St Luke's Medical Center		Female
Consultant	Marilyn Bolton	Consultant, Public Health Nutrition	Division of Health/Milwaukee		Female
Mgt	Cindy Bucholz CDM	Food Service Director	Mary Jude Nursing Home		Female
Mgt	Rich Daehn	Director, Dietary Services	Mt Carmel Health & Rehab Center		Male
Mgt	Matt Furno	President/CEO	Protestant Home		Male
Mgt	Kyle Gruening	Coordinator, Continuing Ed	Nicolet Area Technical College		Female
Labor	Gwenn Kolster	Dietetic Technician	West Allis Memorial Hospital		Female Grad
Mgt	Paul Marki	Food Service Director	St Camillus Health Center		Male Grad
Mgt	Tracey Ryan	Chief Clinical Dietician	Froedtert Hospital		Female
Labor	Lorie Wilcox	Dietetic Technician	Clement Manor		Female Grad

#### EARLY CHILDHOOD EDUCATION:

18 Members; 5 Consultant(s); 6 Labor; 7 Mgt; 17 Female; 1 Male; 7 Minority; 6 Graduate(s)					
Labor	Lee Allen	Educator	UW - Milwaukee		Female
Mgt	Jeanette Barquet	Director	Esperanza Unida	Minority	Female Grad
Labor	Lamonte Blades	Director/Teacher	Allen Chapel C/C Development Center	Minority	Female Grad
Consultant	Pam Boulton	Day Care Center Director	UW - Milwaukee		Female
Mgt	Helen Cox	Education Coordinator	Next Door Foundation	Minority	Female
Consultant	Laurel Degnitz	Deputy Chief	Division of Children & Family		Female
Mgt	James Gother	Education Services Coordinator	MPS - Head Start		Male
Mgt	Barb Groshek	Director	Alverno College Child Care Center		Female
Labor	Colette Jackson	Teacher	MATC - Children's center	Minority	Female Grad
Consultant	Carol Maurer	Child Care Resources Assnt Director	4 C's		Female

#### EARLY CHILDHOOD EDUCATION:

18 Members; 5 Consultant(s); 6 Labor; 7 Mgt; 17 Female; 1 Male; 7 Minority; 6 Graduate(s)					
Mgt	Christine Robinson	Administrator	Our Happy Home Discovery Center, Inc	Minority	Female Grad
Consultant	Mary Ross Denison	Training Coordinator	WI Early Childhood Assoc		Female
Mgt	Kari Svoboda Roth	Program Director	Ebenezer Child Care Centers		Female
Labor	Chantella Rowell	Teacher	Guadalupe Head Start	Minority	Female Grad
Consultant	Debi Schwid	Associate Planner	Milwaukee Planning Council		Female
Mgt	Ann Terrell	Executive Director	Child Development Center St Joseph	Minority	Female Grad
Labor	Terry Tunks	Director	SS Peter & Paul Day Care		Female
Labor	Georgia Yanicke	Supervisor	EESS Center - MPS		Female

#### FOOD SERVICE PROGRAMS:

12 Members; 2 Consultant(s); 2 Labor; 8 Mgt; 4 Female; 8 Male; 2 Minority; 3 Graduate(s)					
Mgt	Knut F Apitz	Consultant			Male
Mgt	Bob Barton	Chef	The Olive Garden		Male
Mgt	Dana DeWinter	Chef	Women's Club of Wisconsin		Female Grad
Mgt	Shawn Jones	Executive Chef	Manchester East Hotel	Minority	Male Grad
Mgt	Scott McGlinchly	Chef	Heaven City Restaurant		Male
Labor	Brian Moran	Executive Chef	Milwaukee Club		Male
Consultant	Loyce Robinson	Consumer Protection Manager	Milwaukee Health Dept	Minority	Female
Labor	Jeff Slough	Executive Chef	North Hills Country Club		Male Grad
Mgt	Tracy Spoerl	Food/Beverage Director	Summerfest (Mil World Festival,		Female

Consultant	Peter Uselding	Segment Specialist	Inc)			
Mgt	Luanne Wiznerowicz	Patient Services Supervisor	New Venture Meeting			Male
Mgt	Joseph Zimmerman	Executive Chef	St Lukes Medical Center			Female
			Milwaukee Athletic Club			Male

#### HOTEL/HOSPITALITY MANAGEMENT:

12 Members; 0 Consultant(s); 5 Labor; 7 Mgt; 8 Female; 4 Male; 3 Minority; 2 Graduate(s)						
Labor	Catherine Ekendahl	Operating Manager	House on the Rock Inn			Female Grad
Mgt	Gloria Gappa-Grundman	Dir, Membership	Greater Milw Convention/Visitors Bureau			Female
Mgt	Keith Halfmann	Director, Food & Beverages	The Pfister			Male Grad
Mgt	Beth Helmueller		Manchester East Hotel & Suites			Female
Mgt	Carrie A Hersh PHR	Director	Milwaukee Hospitality Employment Partnership			Female
Labor	Marlene Larson	Chair, Consumer Science Dept	Mount Mary College			Female
Labor	Paula M Rauenbuehler	Manager, Human Resources	Marcus Hotels & Resorts			Female
Labor	Roberta Rowell	PBX Operator	Milwaukee Hilton			Female
Labor	Anthony D Smith	Special Events Marketing Manager	Milwaukee Journal Sentinel		Minority	Male
Mgt	Kenisha Terrell	Human Resources Staff	Hyatt Regency - Milwaukee		Minority	Female
Mgt	David Teske	Mgr, Custodial Services	Milwaukee Public Museum			Male
Mgt	Gary Thourson		Marquette University		Minority	Male

#### INTERIOR DESIGN:

13 Members; 3 Consultant(s); 5 Labor; 5 Mgt; 10 Female; 3 Male; 0 Minority; 6 Graduate(s)						
Labor	Monica Birkholz	Independent Designer				Female Grad
Mgt	Scott Gierhahn	Sales Manager	Creative Business Interiors			Male Grad
Consultant	Paul Groth	Manufacturing Representative	Herman Miller, Inc			Male
Mgt	Suzanne Hager Koch	Design Dir	Creative Business Interiors			Female
Labor	Kathleen Hawley	WI Territorial Mgr	Dupon Residential Marketing			Female Grad

#### INTERIOR DESIGN:

13 Members; 3 Consultant(s); 5 Labor; 5 Mgt; 10 Female; 3 Male; 0 Minority; 6 Graduate(s)						
Mgt	Steve Jende	Sales Manger	Forrer Business Interiors			Male
Mgt	Kristen Kringel	Interior Design Commercial Sales	Building Services Inc			Female Grad
Labor	Pat Mahalek	Account Executive	Henricksen & Company, Inc			Female
Labor	Nancy Metz	Sales Consultant/Designer	Boston Store Furniture Gallery			Female Grad
Consultant	Nancy Miller	Interior Designer	Form & Function, Inc			Female
Mgt	Erica Norton	Interior Designer	Water's Edge			Female Grad
Consultant	Beth Sawicki	Manufacturing Sales Representative	Decorative Surfaces, Inc			Female
Labor	Julie Staatz	Lighting Dir	Light Unlimited			Female

#### INTERPRETER TECHNICIAN:

8 Members; 2 Consultant(s); 4 Labor; 2 Mgt; 5 Female; 3 Male; 1 Minority; 1 Graduate(s)						
Mgt	David Brody	Executive Director	Deafirst			Male
Labor	Ruth Little	Staff Interpreter	Franklin High School			Female
Labor	Sarah Malewicki	Staff Interpreter	MATC			Female Grad
Mgt	Chuck Marks	Principal	Milwaukee Sign Language School			Male
Labor	Dawn Ruthe	Interpreter Coordinator	Center for Deaf & Hard of Hearing			Female
Consultant	Ron Sanders	SE Regional Coordinator	WI Bureau for the Deaf & Hard of		Minority	Male
Occupational Advisory Committee Membership						
Continuing Ed. & Business Outreach						
Category	Name	Job Title	Employer		Ethn	Gender Grad

## Continuing Education/Workforce Development

#### INSURANCE CONTINUING EDUCATION:

6 Members; 0 Consultant(s); 0 Labor; 5 Mgt; 1 Female; 5 Male; 2 Minority; 0 Graduate(s)						
Mgt	Charyl Burke		CJ Burke & Associates			Female
Mgt	Nicholas Dillon	VP, Education & Training	Proactive Safety Consultants, Inc		Minority	Male
Mgt	Paul Pedersen	President	Pedersen Associates			Male
Mgt	Charles R Revie	Senior VP	Willis Corroon			Male
Mgt	Andrew Serio	President	Health Care Systems Consultants			Male
Mgt	Rodney Washington	Pres/Chief Safety Engineer	Proactive Safety Consultants, Inc		Minority	Male

**Health Occupations**

**ANESTHESIA TECHNOLOGY:**

8 Members; 0 Consultant(s); 3 Labor; 5 Mgt; 1 Female; 7 Male; 3 Minority; 2 Graduate(s)

Mgt	Tom Duris	Anesthesia Supervisor	Froedtert Memorial Lutheran Hospital		Male
Labor	Laura Edming	Anesthesia Technician	Froedtert Hospital		Female Grad
Mgt	David Heale	General Manager	Dr O's Oxygen		Male
Mgt	Ashok Krishnaney MD	Anesthesiologist	St Francis Hospital	Minority	Male
Labor	Sam Ortiz	Anesthesia Technician	Mercy Hospital & Medical Center	Minority	Male
Labor	Dan Roth	Anesthesia Technician	St Mary's Hospital	Minority	Male Grad
Mgt	Robert Schlemm	Representative	Surgivet		Male
Mgt	Robert Wesel	Sales Representative	Biochem International		Male

**ASSOCIATE DEGREE NURSING:**

8 Members; 0 Consultant(s); 0 Labor; 8 Mgt; 7 Female; 1 Male; 1 Minority; 1 Graduate(s)

Mgt	Jane LaCivita Clemente	Administrator	Bel Air Health Care Center		Female
Mgt	Barbara Czerwinski	Nursing Director	Village at Manor Park		Female
Mgt	Kerri Danninger	Nursing Director/Clinical Services	Charter Behavioral Health System		Female
Mgt	Bette Gillespie	Manager, Patient Care	AHC - St Luke's MC	Minority	Female
Mgt	Mary Beth Holloway	Employment/Physician Recruitment VP	Aurora Health Care		Female
Mgt	Grace Peterson DR	Chair, Div of Nursing	Concordia University Wisconsin		Female
Mgt	Mary Ann Valcq	Nursing Assistant Director	Clement Manor		Female Grad
Mgt	Steven Zais	Assistant Manager, Nursing Services	Friendship Village		Male

**CARDIOVASCULAR TECHNOLOGY:**

9 Members; 0 Consultant(s); 3 Labor; 6 Mgt; 3 Female; 6 Male; 1 Minority; 3 Graduate(s)

Labor	Jason Himmelspach	Cardiovascular Technician	St Joseph's Hospital		Male Grad
Mgt	Randy Hoffman	Manager, Cath Lab/St Luke's Hospital	Aurora Health Care		Male
Mgt	David Kasun	Manager, Milwaukee Heart Institute	Aurora Health Care/Sinai Samaritan Medical Center-MHI		Male
Mgt	Joy Levin	Manager, Cath Lab	St Mary's Hospital		Female
Mgt	David Slosky MD	Cardiologist	Wisconsin Cardiovascular Group		Male
Mgt	Robert Stawicki	Cath Lab Manager	St Francis Hospital		Male
Mgt	Mary Jo Wentzel	Cath Lab Manager	Columbia Hospital		Female
Labor	Ricardo Wisdom	Cardiovascular Tech	Columbia Hospital	Minority	Male Grad
Labor	Janet Zaidel	Cardiovascular Technician	St Joseph's Hospital		Female Grad

**DENTAL ASSISTANT:**

11 Members; 0 Consultant(s); 3 Labor; 8 Mgt; 6 Female; 5 Male; 1 Minority; 1 Graduate(s)

Labor	Sue Amann	Dental Trainer	Smileage Dental Care, Inc		Female
Mgt	Stephanie Ayala	Dental Placement Specialist	HPO Staffing		Male
Mgt	Judy Bori	Personnel Coordinator	Team Dental, LLC		Female
Mgt	Brenda Boyd	Assistant Clinic Supervisor	Dental Associates, Ltd		Female
Labor	Kelli Curtis	Dental Assistant	Smileage Dental Services, Inc		Female
Mgt	Carrie Courtion Fritz	Office Manager	Waukesha-Northpark Dental		Female
Mgt	Paul Mahn	Dentist	Paul Mahn DDS		Male
Mgt	Roberto Monteagudo	DDS		Minority	Male
Mgt	Clemens Stoeckl DDS	Dentist	Clemens Stoeckl DDS		Male
Labor	Geri Travia RDH	Dental Hygienist	Steven R Schnoll DDS		Female Grad
Mgt	Bruce Winter	Dentist	Hampton Dental Associates		Male

**DENTAL HYGIENE:**

9 Members; 3 Consultant(s); 4 Labor; 2 Mgt; 6 Female; 3 Male; 1 Minority; 4 Graduate(s)

Mgt	Joseph Barta	Dentist			Male
Mgt	Nancy Barton	Periodontist	Dr Nancy S Barton		Female
Consultant	Michael Costello	DDS	The Downtown Dental Group		Male
Labor	Cindi Due	Dental Hygienist	Dr Steven Campbell DDS		Female Grad
Consultant	Kim Halula	Director, Dept of Dental Hygiene	Marquette College of Health Sciences		Female
Labor	Susan Heeley	Dental Hygienist	Frederick Waker DDS		Female Grad
Labor	Arlene LoPiccolo	Dental Hygienist	Gateway Technical College		Female Grad
Labor	Cheryl B Maves	RDH			Female Grad
Consultant	Lamont Walker	RDH	North Division High School	Minority	Male

**DENTAL LABORATORY TECHNOLOGY:**

10 Members; 1 Consultant(s); 4 Labor; 5 Mgt; 3 Female; 7 Male; 2 Minority; 7 Graduate(s)

Labor	Daniel Balmer	Partial Supervisor	NU-ART Dental Lab		Male	
Mgt	Paul Conrardy	Prosthodontist			Male	Grad
Mgt	Andrea Cook	CDT-Owner	Contour Dental Laboratory	Minority	Female	Grad
Mgt	Timothy J Cyra	Owner	CYRA Dental Lab, Inc		Male	Grad
Labor	Ann Janikowski	Participating Faculty	Marquette University - School of Dentistry		Female	Grad
Mgt	Steven Longo	Dept Head/Ceramist	POPP Dental Lab		Male	Grad
Labor	Sean Maroney	Dental Technician	Wisconsin Health Fund		Male	Grad
Consultant	Henry Roepke	Dentist			Male	
Mgt	Don Warden	Operations/Business Development	Lord's Dental Studio		Male	
Labor	Lourdes Winkler	Dental Technician	Saber Dental Studio	Minority	Female	Grad

**FUNERAL SERVICE:**

11 Members; 1 Consultant(s); 1 Labor; 9 Mgt; 2 Female; 9 Male; 2 Minority; 6 Graduate(s)

Mgt	Paul Andrus	General Manager	Becker Ritter Funeral Home		Male	Grad
Mgt	Cathy Brisk	Owner	Randle-Dable Funeral Home		Female	Grad
Mgt	J C Frazer	Funeral Director	Northwest Funeral Chapel	Minority	Male	Grad
Mgt	John Klemmer Jr	Funeral Director/Owner	Heritage Funeral Homes		Male	Grad
Mgt	Patrick A Koszuta	Funeral Director/VP	Prasser-Klecza Funeral Home		Male	
Mgt	Mark J Krause	President/Owner	Krause Funeral Home & Cremation Services		Male	
Mgt	Alice Nowlin	Funeral Director	J W Wilkerson Funral Home	Minority	Female	Grad
Consultant	Mark Paget	Executive Director	WI Funeral Directors Association		Male	
Mgt	Paul A Schaff	Funeral Director	Schaff Funeral Home		Male	
Labor	James Schutte	Funeral Dir/Embalmer	Walloch Funeral Home		Male	Grad
Mgt	Thomas E Wiseman	Owner	Brett Funeral Home, Inc		Male	

**HEALTH UNIT COORDINATOR:**

11 Members; 0 Consultant(s); 5 Labor; 6 Mgt; 9 Female; 2 Male; 4 Minority; 3 Graduate(s)

Mgt	Karen Behl	Education/Development Services Coord	Columbia Hospital		Female	
Labor	Nancy Campbell	HUC/Supervisor	St Francis Hospital		Female	
Labor	Katrina Escobedo	HUC	St Luke's Medical Center	Minority	Female	Grad
Mgt	Karrie Fries	Staffing Support	St Joseph's Hospital		Female	
Labor	Mary Gilmore	HUC/4 South	Sinai Samaritan Medical Center	Minority	Female	
Mgt	Donna Kuhns	HUC/Instructor	Aurora Health Care		Female	
Labor	Michael Leibundgret	HUC	St Mary's Hospital		Male	
Mgt	Jackie Marinello	Unit Secretary Services Coordinator	St Mary's Hospital	Minority	Female	Grad

**HEALTH UNIT COORDINATOR:**

11 Members; 0 Consultant(s); 5 Labor; 6 Mgt; 9 Female; 2 Male; 4 Minority; 3 Graduate(s)

Mgt	Candy Pasterski	Clinical Systems Supervisor	Froedtert Memorial Lutheran Hospital		Female	
Labor	Helen Smith	Health Unit Coordinator	Columbia Hospital OPD		Female	Grad
Mgt	Mike Willis	Instructor	St Michael's Hospital	Minority	Male	

**MEDICAL ASSISTANT:**

13 Members; 2 Consultant(s); 5 Labor; 6 Mgt; 10 Female; 3 Male; 3 Minority; 6 Graduate(s)

Mgt	Arlene Bell	Administrator	Covenant Health Center		Female	
Mgt	Joyce Berth	Nursing Supervisor	Aurora Family Network		Female	
Mgt	Yamileth Cambroner RN	Nursing Supervisor	16th St Community Health Center	Minority	Female	Grad
Labor	Carol Cross	CMA	Aurora Family Network	Minority	Female	Grad
Labor	Sandra Greulich	CMA	Dr Mittal		Female	Grad
Mgt	Warren Mclver	MD	Mclver Medical Clinic	Minority	Male	
Consultant	Kenneth Redlin	MD			Male	
Mgt	Peter Royek	CMA			Male	Grad
Labor	Sharon Sahr	CMA			Female	Grad
Labor	Tamyra Sobczak	CMA	St Mary's Medical Clinic		Female	Grad
Labor	Betty Steilen RN		Milwaukee Medical Clinic		Female	
Mgt	Sue Timmons	Site Manager	Aurora Health Care		Female	
Consultant	Sue Weiss		Aurora Health Care		Female	

**MEDICAL LABORATORY TECHNOLOGY & PHLEBOTOMY:**

11 Members; 1 Consultant(s); 2 Labor; 8 Mgt; 7 Female; 4 Male; 2 Minority; 2 Graduate(s)

Mgt	Sharon Abston-Coleman	Quality Assurance Coordinator	West Allis Memorial Hospital	Minority	Female	
Labor	Renee M Caldwell MLT	Support Services Technician	FSL/St Francis Hospital	Minority	Female	Grad
Mgt	Steve Gradus, PhD	Laboratory Director	City of Milwaukee Health Dept		Male	

Mgt	Phillip J Harrity, MD	Pathologist	St Joseph's Hospital	Male	
Mgt	Terry Jenkins	Supervisor, Lab Support Services	Advanced Health Care	Female	
Mgt	Brian Kueck, MD	Pathologist	Waukesha Memorial Hospital	Male	
Consultant	Randall S Lambrecht, PhD	Dean, Allied Health Professions	UW - Milwaukee	Male	
Labor	Diane Reichert	Medical Technician	Children's Hospital of Wisconsin	Female	
Mgt	Laura M Schnell	Supervisor Technologist	FSL/St Michaels' Hospital	Female	
Mgt	Kerry-Jo Vogl	Manager	Madison Medical Affiliates	Female	Grad
Mgt	Diane Welch	Phlebotomy Support Services Supervisor	Dynacare Laboratories LCC	Female	

#### NURSING ASSISTANT:

13 Members; 0 Consultant(s); 5 Labor; 8 Mgt; 12 Female; 1 Male; 3 Minority; 3 Graduate(s)

Mgt	Bobbie Banach	D O N	St Annes Home for the Elderly	Female	Grad
Labor	Judith Benson RN	Staff Development	St Camillus Health Center	Female	
Mgt	Janet Fine RN NHA	Exec Administrator	Alexian Village of Milwaukee	Female	
Mgt	Susan Katz	Manager, Patient Care	Aurora Health Care	Female	Grad
Mgt	Beverly Mantey	Counselor	Milwaukee Public Schools	Female	
Mgt	Rachel Morgan RN	H.H.A. Supervisor	Visiting Nurse Association	Minority	
Labor	Pam Pierson RN	Staff Development Coord	Milwaukee Catholic Home	Female	Grad
Mgt	Lou Ann Reed RN	Clinical Services Manager	Covenant Home Health Services	Female	
Labor	Robert L Reed Jr		St John's Home Health	Minority	Male
Labor	Dottie Schimpf RN	Inservice Coordinator	Milwaukee Protestant Home	Female	
Mgt	Cora J Schneider	Nursing Director	Mitchell Manor	Minority	Female

#### NURSING ASSISTANT:

13 Members; 0 Consultant(s); 5 Labor; 8 Mgt; 12 Female; 1 Male; 3 Minority; 3 Graduate(s)

Mgt	Peg Skocir	Nursing Director	Lutheran Home for the Aging	Female	
Labor	Nancy Tischer	Training Coordinator	St Johns Home	Female	

#### OCCUPATIONAL THERAPY ASSISTANT:

10 Members; 1 Consultant(s); 7 Labor; 2 Mgt; 10 Female; 0 Male; 1 Minority; 8 Graduate(s)

Labor	Julie Anich	COTA	Franklin Schools	Female	Grad
Consultant	Kathi Boziel	COTA Senior Staff	Franciscan Villa	Female	Grad
Labor	Donna Colla COTA	Occupational Therapy Assistant	Irving School	Female	Grad
Labor	Terry Fabian	COTA	Milwaukee County Mental Health Complex	Female	
Labor	Denna Glodowski	COTA		Female	Grad
Mgt	Joyce Jones	Day Program Supervisor	Kindcare	Minority	Female
Labor	Evelyn Krajewski	COTA	Covenant Rehabilitation Services	Female	Grad
Labor	Marcia Krokowski	COTA	Bell Therapy-Day One	Female	Grad
Labor	Denise Kurth	COTA	Waukesha Memorial Hospital	Female	Grad
Mgt	Sandy Nath	Clinical Ed O T Supervisor	Covenant Rehabilitation Services	Female	

#### OPTICIANRY SCIENCE:

12 Members; 0 Consultant(s); 2 Labor; 10 Mgt; 2 Female; 10 Male; 1 Minority; 0

Mgt	Brian Alfonsi	Optical Coordinator	Family Vision & Contact Lens	Male	
Mgt	Beth Bush	General Manager	Wisconsin Vision	Female	
Mgt	Adrienne Davis	Optical Coordinator	Sight Center	Minority	Female
Labor	John Davis	Contact Lens Specialist	Herslof Opticians	Male	
Mgt	Dale Fluegge	Owner	Fluegge Optical	Male	
Mgt	Glenn Fluegge	Owner	Fluegge Optical	Male	
Mgt	Scott Ihlenfeld		Lenscrafters	Male	
Mgt	Jim Knapp	Branch Manager	AirGas Protective Optics	Male	
Labor	Walter Koller	Optician	Sight Center	Male	
Mgt	Robert Lewis	General Manager	Lens Crafters	Male	
Mgt	William Poetz	Optician	Optical Consultants	Male	
Mgt	Edmund Wnuczek	Optician	Herslof Opticians	Male	

#### PHARMACY TECHNICIAN:

9 Members; 3 Consultant(s); 1 Labor; 5 Mgt; 5 Female; 4 Male; 0 Minority; 0 Graduate(s)

Consultant	Debra Bakula	Human Resource Representative	Covenant Health Care	Female	
Mgt	Cindy Benning	Manager, Pharmacy Operations	Columbia Hospital	Female	
Consultant	Lou Hefle	Pharmacy Services Consultant	Valerian Consulting & Ed Services, Inc	Male	
Labor	Tammy Janes	Staff Pharmacist	St Luke's Medical Center	Female	
Mgt	Mark Naumann	Assistant Director, Pharmacy	Froedtert Memorial Lutheran Hospital	Male	
Mgt	Jay Rice RPh	Director, Pharmacy Services	Covenant Pharmacy	Male	
Mgt	Gregory Weber MS, R.Ph	Dir, Pharmacy Retail Operations	Aurora Health Care	Male	

Consultant	Wendy Weingart	Officer of Pharmacy Services	Fortis Health Management	Female
Mgt	Patricia Francis Zurbuchen	Pharmacy Operations Coordinator	The Village at Manor Park	Female

**PHYSICAL THERAPIST ASSISTANT:**

10 Members; 1 Consultant(s); 6 Labor; 3 Mgt; 8 Female; 2 Male; 1 Minority; 4 Graduate(s)

Labor	Sandy Baatz	Supervisor, Clinical Education	Covenant Rehabilitation Services	Female
Mgt	Bob Becker	PTA	Novacare	Male
Labor	Nancy Brandon	PTA	Community memorial Hospital	Female
Labor	Lin Fonder	PTA		Female

**PHYSICAL THERAPIST ASSISTANT:**

10 Members; 1 Consultant(s); 6 Labor; 3 Mgt; 8 Female; 2 Male; 1 Minority; 4 Graduate(s)

Labor	Sue Hastings	PTA	Village at Manor Park	Female
Consultant	Carol Kosobucki	Senior PTA	Curative Care Network	Female
Mgt	Robert Kroll	President	Return to Work & Sports Center, Inc	Male
Labor	Rita Newton PT	M S		Female
Mgt	Laura Sims-Bundy	Rehab Services Supervisor	West Allis Memorial Hospital	Female
Labor	Louise Wilhite	PTA	Extendicare Health	Minority Female

**PRACTICAL NURSING:**

6 Members; 1 Consultant(s); 1 Labor; 4 Mgt; 5 Female; 1 Male; 1 Minority; 3 Graduate(s)

Mgt	Elizabeth Brunner	Director, Nursing	Mt Carmel Nursing Home	Female
Labor	Joe Coppersmith	RN	Favorite Nurse - Pool Nurse	Male
Mgt	Evonne Fillingner	Director, Nursing	Colonial Manor	Female
Consultant	Sybile Mae Kelley			Minority Female
Mgt	Jody Muten	Staff Development	Marian Catholic Nursing Center	Female
Mgt	Linda Struhar	Assistant Administrator/Nursing Dir	Clement Manor	Female

**RADIOGRAPHY:**

14 Members; 3 Consultant(s); 6 Labor; 5 Mgt; 8 Female; 6 Male; 0 Minority; 3 Graduate(s)

Labor	Joanne Burgardt	Staff Radiographer	Medical Associates/Waukesha	Female
Labor	Sandy Dobrogowski	Radiographer	St Joseph's Mayfair Outpatient Clinic	Female
Labor	Brian Fretchel	Registered Technician	Delta Medical	Male
Labor	Shawn Gibbons	Radiographer	Mitra Imaging	Male
Mgt	Lynn Gilles	Radiologist MD	St Joseph's Hospital	Female
Labor	Rimma Konovalenko	Staff Radiographer	St Joseph's Hospital	Female
Mgt	David Mack	Consultant		Male
Mgt	Paul Minzloff	Radiography Manager	Elmbrook Memorial Hospital	Male
Mgt	Marguerite Powell RT (R)	Radiography Manager	St Joseph's Hospital	Female
Consultant	Bill Radaj RTR	Sales Representative	General Electric	Male
Mgt	Gary Rogaczewski	Manager, Radiography	St Joseph Community Hospital	Male
Consultant	Theresa Shea	Human Resources Recruiter	St Joseph's Hospital	Female
Labor	Rebecca Stack	Radiologic Technician		Female
Consultant	Cindy Szymanski	Human Resources Representative	St Michael's Hospital	Female

**RENAL DIALYSIS TECHNICIAN:**

10 Members; 0 Consultant(s); 5 Labor; 5 Mgt; 8 Female; 2 Male; 2 Minority; 6 Graduate(s)

Mgt	Barry Duncan	Nursing Supervisor	Purity Dialysis-Brookfield	Male
Labor	Letitia Ebbott	Renal Dialysis Technician	Mukwonago Dialysis Center	Female
Labor	Bernard Jene	Renal Dialysis Technician	St Catherine Kidney Center	Male
Labor	Deanna Koch	Renal Dialysis Tech	Purity Dialysis-New Berlin	Female
Labor	Farita Leggett	RDT	Gambro-Rivercenter	Minority Female
Mgt	Laurie Rhody	Education Department - RN	Purity Dialysis Centers	Female
Mgt	Donna Sandle	Clinical Manager	All Saints Healthcare/St Luke's Hospital	Female
Mgt	Mary Schopbach RN	Nurse Manager	Midwest Dialysis-Glendale	Female
Mgt	Mary Sellmann RN	Patient Care Coord	St Michael's Hospital	Female
Labor	Jill Shumpert	Renal Dialysis Technician	St Joseph's Hospital	Minority Female

**RESPIRATORY CARE:**

10 Members; 2 Consultant(s); 4 Labor; 4 Mgt; 5 Female; 5 Male; 3 Minority; 6 Graduate(s)

Labor	Janet Anderson	Coordinator, Resp Therapy Outreach	St Mary's Hospital	Female
Labor	Alan Baker	Medical Equipment Specialist		Minority Male
Labor	Mary Bandler	Respiratory Care Practitioner Specialist	St Michael's Hospital	Female

Consultant Mgt	Roberto Ledesma Dean Miller	Attorney Respiratory Care Services Ed Coordinator	St Luke's Medical Center	Minority	Male Male	
Mgt	Dennis Potts	Respiratory Care/Sleep Center Manager	Aurora Home Medical Services		Male	Grad
Consultant Mgt	Glenn Ragalie Donna Smith	Dir, Respiratory Care Department Manager, Respiratory Care Services	St Mary's Hospital Home Care Medical, Inc	Minority	Male Female	Grad
Mgt	Joni Tombari	Cardio Respiratory Services Manager	St Mary's Hospital		Female	Grad
Labor	Cynthia Ziegler	Respiratory Therapist	Waukesha Memorial Hospital		Female	Grad

#### **SURGICAL TECHNOLOGY:**

9 Members; 0 Consultant(s); 5 Labor; 4 Mgt; 7 Female; 2 Male; 2 Minority; 5 Graduate(s)

Mgt	Roseanne Bednarek RN	Nurse Clinician	West Allis Memorial Hospital		Female	
Labor	Ronald Blanchard CST	Board of Directors of AST	St Luke's Medical Center		Male	Grad
Mgt	RoseMarie DeLano RN CNOR	O R Unit Manager	Hartford Hospital		Female	
Labor	Felicia Love	Surgical Technologist	St Michael's Hospital	Minority	Female	Grad
Mgt	Jane Ryan	Nurse Mgr, Surgery	St Mary's Hospital		Female	Grad
Labor	Shirley Schiebel CST	Certified Surgical Technician	Dr Bock & Dr Sterkin, Inc		Female	Grad
Labor	Vivian St Julien CST	Certified Surgical Technician	St Joseph's Hospital	Minority	Female	Grad
Labor	Kathrine Strehlow CST/BS	Sr Surgical Technician	Milwaukee Ast Chapter 17		Female	
Mgt	Marvin Wagner DR	Surgical Tech Program Medical Director	St Michael's Hospital		Male	

## **Liberal Arts & Sciences**

Category	Name	Job Title	Employer	Ethn	Gender	Grad
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#### **CHEMICAL TECHNICIAN:**

15 Members; 2 Consultant(s); 6 Labor; 6 Mgt; 3 Female; 12 Male; 1 Minority; 4 Graduate(s)

Labor	Julius Adimola	Chemical Technician	PPG Industries	Minority	Male	Grad
Labor	Elizabeth M Bednarski	Aerosol Quality Improvement Manager	S C Johnson Aldrich Chemical		Female	Grad
Mgt	Jacqlynn Behnke	Technical Service & Development Chemist	Hydrite Chemical		Female	
Mgt	Robert Buell	PPD Operations Manager	S C Johnson Polymer		Male	
Labor	Dan Casper	Sr Development Chemist	Brady USA Inc		Male	
Labor	John Engelman	Technician Specialist	S C Johnson		Male	
Mgt	Gary Gauger	Manager	Cooper Power Systems		Male	
Consultant	Alexander Hill	Chemistry Professor	UW - Milwaukee		Male	
Consultant	Jeanne Hossenlopp	Assoc Professor of Chemistry	Marquette University		Female	
Mgt	Robert D Lewis	Director, Research & Development	Findley Adhesives, Inc		Male	
Mgt	Mark Maller	Supervisory	Lawter International		Male	Grad
Mgt	Paul Petted	Resin Quality Services Manager	PPG Industries		Male	Grad
Labor	Debra S Schall	Application Chemist	U S Chemical		Male	
	Paul Snowwhite	Senior UV Chemist	Northwest Coatings Corp		Male	

#### **HUMAN SERVICE ASSOCIATE:**

13 Members; 1 Consultant(s); 6 Labor; 6 Mgt; 6 Female; 7 Male; 5 Minority; 5 Graduate(s)

Consultant	James Blackburn	Dean, School of Social Work	UW - Milwaukee		Male	
Mgt	Ralph DeVito	Principal	Hampton Elementary School		Male	
Mgt	Sandra Fair	Social Work Supervisor	Project Excel (Adjudicated Youth Prog)		Female	
Labor	Rosemarie Fisher	Supervisor/Lead Counselor	New Beginnings Clinic	Minority	Female	Grad
Labor	Lynn Krebs	Coordinator, Guidance & Career Ed	Milwaukee Public Schools		Female	
Mgt	Sandi Larsen		United Cerebral Palsy		Female	Grad
Labor	Angie Miller		Community Advocates	Minority	Female	Grad
Mgt	Jeff Pearcy	Executive Director	Wisconsin Certification Board		Male	
Labor	Jeanetta Robinson	Director	Career Youth Development	Minority	Female	
Labor	Douglas Stoval		Joshua Glover Center	Minority	Male	Grad
Mgt	Steve Swigart	Executive Director	Wisconsin Correction Service		Male	
Mgt	Joseph B Tarantino	Program Manager	Next Door Foundation, Helwig		Male	
Labor	Matthew Zacher	Information & Referral Coordinator	United Cerebral Palsy of Wisconsin	Minority	Male	Grad

#### **MUSIC OCCUPATIONS:**

8 Members; 2 Consultant(s); 3 Labor; 3 Mgt; 1 Female; 7 Male; 1 Minority; 2 Graduate(s)					
Labor	Ramie Espanoza	President	Firebird Recording	Minority	Male
Labor	Deborah Ewing Spoerl		SEDONA		Female Grad
Consultant	Donald Huenefeld	Music Coordinator	Menomonee Falls High School		Male
Mgt	Dan Neitzel	President	Milwaukee Musician Assoc		Male
Mgt	Robert Ostrenga	Owner	Lincoln Music Store		Male
Consultant	Bill Sargent	President	Sargent International		Male
Mgt	Roy E Schneider	Musical Contractor	Showcase		Male
Labor	Jeff Schroedl	Guitar Publications Creative	Hal Leonard Corp		Male Grad

## Technical and Industrial Division

### AIR CONDITIONING & REFRIGERATION:

10 Members; 1 Consultant(s); 1 Labor; 8 Mgt; 0 Female; 10 Male; 1 Minority; 7 Graduate(s)					
Labor	Joe Davis	Service Technician	Milwaukee County Park - Main	Minority	Male Grad
Mgt	John Dietz	Engineering Manager	Hyatt Regency - Milwaukee		Male Grad
Mgt	Ken Hart	Project Manager	Mechanical Contractors Corp		Male Grad
Mgt	Ray Kinney	Refrigeration Products Group	Vilter Manufacturing Corp		Male Grad
		Director			
Mgt	Jeff Kurtzweil	Maintenance Supervisor	Sinai Semaritan Medical Center		Male
Mgt	Greg Milewski	Engineering Manager	Auer Steel		Male Grad
Mgt	Frank Pagliaro	Distributor Development Manager	Johnson Controls, Inc		Male
Mgt	Steve Savee	Engineer	Gustave A Larson		Male Grad
Consultant	Fred Schulz	President	Enervation, Inc		Male
Mgt	Alex Weisheim	Service Manager	Auer Steel		Male Grad

### APPLIANCE TECHNICIAN:

8 Members; 0 Consultant(s); 0 Labor; 7 Mgt; 0 Female; 8 Male; 0 Minority; 1 Graduate(s)					
	Dick Bahr		Sears Service Ctr		Male
Mgt	Dee Berghauer	Manager	Arctic Appliance		Male
Mgt	Paul Boche	Account Executive	Milwaukee Appliance Parts Co		Male
Mgt	Dave Lardinois	VP/Secretary	North Avenue Appliance Co & TV		Male Grad
Mgt	Paul W Lorenz				Male
Mgt	Clay Masters	Owner	Appliance Masters		Male
Mgt	Kevin Polaski	Service Manager	American TV & Appliance		Male
Mgt	Steve Popp	Service Manager	Akritis Sales and Service		Male

### ARCHITECTURAL TECHNOLOGY:

8 Members; 2 Consultant(s); 3 Labor; 3 Mgt; 2 Female; 6 Male; 0 Minority; 3 Graduate(s)					
Labor	Heather Anthony	Estimator	Kelmann Corporation		Female Grad
Mgt	Richard DeLisle	President	Constructive Solutions, Inc		Male Grad
Mgt	Robert Greenstreet	Dean, Architecture	UW - Milwaukee		Male
Mgt	William Hilter	Architect			Male
Consultant	John Peine	Architect, AIA	Peine Design Architects		Male
Labor	Doug Skinner	Architect	Engbrg Anderson Design Partnership		Male
Consultant	Thomas F Tarkowski	Specifications Consultant	Write Word Ltd		Male
Labor	Patricia Westphal	Project Manager	Builders Hardware & Hollow Metals, Inc		Female Grad

### AUTOMOBILE/AUTO BODY SERVICING:

9 Members; 1 Consultant(s); 0 Labor; 6 Mgt; 0 Female; 9 Male; 0 Minority; 3 Graduate(s)					
	Jack Bennett	Education Director	ADAMM		Male
	Scott Fisler	Service Director	Don Jacobs Auto Group		Male Grad
Mgt	John Fleming				Male Grad
Mgt	Joseph Kapusta	President	Kapusta Brothers & Sons, Inc		Male
Mgt	Dan Kolasinski		Concours Motors		Male
Consultant	Brian Monroe	Sales Mgr/Marketing & Quality Ctrl	ABRA Autobody & Glass		Male
Mgt	Ray Pedersen	Executive Director	Foundation of WATDA		Male
Mgt	Chuck Schweda	Service Manager	Falls Tire and Auto		Male
Mgt	Harold V Zimdars	President	Zimdars Motors, Inc		Male Grad

### AUTOMOTIVE TECHNOLOGY:

14 Members; 1 Consultant(s); 2 Labor; 11 Mgt; 2 Female; 12 Male; 2 Minority; 0					
Mgt	Joanne Allen	ASSET Program Manager	Ford Motor Co		Female
Mgt	Rick Bonifas	Technical Service Op Mgr	Ford Motor Co		Male

### AUTOMOTIVE TECHNOLOGY:

14 Members; 1 Consultant(s); 2 Labor; 11 Mgt; 2 Female; 12 Male; 2 Minority; 0

Mgt	Warren Braasch	Service	Grinwald Ford		Male
Mgt	Paul DeMaster	Principal	Oostburg Midtown Ford		Male
Mgt	Jeff Ensweiler	Service Director	Havill-Spoerl Ford		Male
Mgt	Brian Ewald		Ewald Chevrolet Buick		Male
Mgt	John Hirschmann	Technical Instructor	Daimler Chrysler		Male
Mgt	Charles Irwin		Daimler Chrysler Corp	Minority	Male
Labor	Jim Knipfer	Dir, Fixed Operations	Bergstrom Automotive		Male
Mgt	Mike Maney	Service Mgr	Havill Spoerl FLM		Male
Labor	Bruce Pagel	Service Advisor	Havill-Spoerl Ford		Male
Mgt	Ray Pedersen	Executive Director	Foundation of the Wisconsin Auto & Truck Dealers		Male
Mgt	Greg Pernot	Service Manager	Kayser Ford Mercury		Male
Consultant	Julie Sherwood	Training Center Super	Daimler Chrysler Corp	Minority	Female

**AVIATION MECHANICS:**

12 Members; 2 Consultant(s); 3 Labor; 7 Mgt; 0 Female; 12 Male; 2 Minority; 2 Graduate(s)

Mgt	Arthur Cernohous	Maintenance Deputy Commander	USAF Reserve/Gen Mitchell Intl Airport		Male
Consultant	Larry Coleman	Manager	Cessna Citation - Milwaukee		Male
Labor	Lee Corneliuson	Aircraft Maintenance Manager	Briggs & Stratton Corp		Male
Labor	John M Dorcey	Aviation Consultant	WI Dept of Transportation	Minority	Male
Mgt	Larry Gamble	Squadron Maintenance Officer	USAF Reserves		Male
Labor	Dan Kallay	Pilot/Chief of Maintenance	Northwestern Mutual Life Ins Co		Male
Mgt	Rex Kessler	Director, Maint Midwest Express Airline	Aircraft Maintenance Facility		Male
Mgt	Steve Moyer	Maintenance Director	Skyway Airlines		Male
Mgt	Greg Paczkowski	Base Aviation Maintenance Director	Phillip Morris Flight Dept		Male
Mgt	Dan Paffhausen	Maintenance Manager	Northwest Airlines		Male
Consultant	Steve Riding		Federal Aviation Administration		Male
Mgt	Max Siraj	Coordinator, Reliability/Aircraft Maint	Midwest Express Airlines	Minority	Male

**BRICKLAYER APPRENTICE:**

8 Members; 1 Consultant(s); 3 Labor; 4 Mgt; 1 Female; 7 Male; 0 Minority; 4 Graduate(s)

Consultant	Kay Haishuk	District Representative	Bureau of Apprenticeship Standards		Female
Labor	Fredrick Hultquist	Chairman -- Local #8	Bricklayers Union		Male
Mgt	Pete Kallin	Field Supervisor	Fred Kinateder Masonry		Male
Mgt	Herbert Luterbach	General Supervisor	James Luterbach Construction Co		Male
Labor	Kenneth McLaren	Local #8	Bricklayers Union		Male
Mgt	Joseph Miotke	President	Kotze Constuction Co		Male
Mgt	Mike Schwister	Field Supervisor	Superior Masonry Builders Inc		Male
Labor	Peter Steib	Field Staff Representative	BAC		Male

**CARPENTERS & CABINETMAKERS:**

8 Members; 1 Consultant(s); 3 Labor; 4 Mgt; 0 Female; 8 Male; 1 Minority; 3 Graduate(s)

Labor	Seaver Bigler	Business Representative	Carpenters District Council	Minority	Male
Mgt	Tom Boelkow	SE JATC Chairman	SE WI Carpentry JATC		Male
Mgt	Mark A Brick	President	B & E Central Contractors, Inc		Male
Labor	John A Brukbacher	Training Director	JATC/SE Wis Carpentry		Male

**CARPENTERS & CABINETMAKERS:**

8 Members; 1 Consultant(s); 3 Labor; 4 Mgt; 0 Female; 8 Male; 1 Minority; 3 Graduate(s)

Labor	James Hamann	Business Agent	JATC/SE Wis Carpentry		Male
Mgt	Stanley Kujawa	President	Craftsman Woodwork		Male
Consultant	Bob Scheldroup	District Representative	Bureau of Apprenticeship Standards		Male
Mgt	John Weyker	Owner/CEO	August H Wulf Co		Male

**CEMENT MASONS APPRENTICE:**

8 Members; 1 Consultant(s); 3 Labor; 1 Mgt; 0 Female; 8 Male; 1 Minority; 1 Graduate(s)

Labor	Don Cera		Local 599		Male
Mgt	John Dahlman Jr		Dahlman Construction		Male
Consultant	Alex DeLeon	District Representative	Bureau of Apprenticeship Standards	Minority	Male
Labor	Richard Miller	Local #558 Secretary	Cement Masons Union		Male
Labor	Robert Schuldenberg		Local 599		Male

	Dave Scritsmier		CG Schmitt	Male	
	Terry Ullspenger		Local 599	Male	Grad
	Ron Zoltak		J P Janger	Male	

**CIVIL ENGINEERING TECHNOLOGY:**

9 Members; 0 Consultant(s); 2 Labor; 7 Mgt; 1 Female; 8 Male; 0 Minority; 2 Graduate(s)

Mgt	John Feyen	Education Director	Associated General Contractors	Male	
Mgt	Brad Flom	Section Director, Highways	HNTB Corporation	Male	
Mgt	Dewayne Johnson	Deputy Director	Wisconsin Dept of Transportation	Male	
Labor	Jill M Organ		Milwaukee County Dept of Public Works	Female	
Mgt	Ed Pendzich	VP, Estimating	Grunau Company	Male	
Mgt	Steven Roncke	Director, Engineering Tech Services	RA Smith & Associates	Male	Grad
Mgt	Mariano Schifalacqua	Commissioner of Public Works	City of Milwaukee	Male	
Mgt	David Sheedy	Project Manager	JH Findorff & Son, Inc	Male	Grad
Labor	Richard K Wagner	Principal Engineer	STS Consultants Ltd	Male	

**COMPUTERIZED MACHINING TECHNICIAN:**

9 Members; 2 Consultant(s); 2 Labor; 5 Mgt; 0 Female; 9 Male; 1 Minority; 2 Graduate(s)

Mgt	Richard Borzyskowski	Manufacturing Engineer Manager	Falk Corporation	Male	
Mgt	Mike Dalton	Manager, Quality	Tower Automotive	Male	
Consultant	Roger Desai	Lecturer	MSOE	Minority	Male
Mgt	James Fox	Designer	JDI Mold & Tool	Male	
Labor	Phred Grykiewicz		Wacker Corp	Male	Grad
Mgt	Robert Nakielski	CIM Systems Administrator	Waukesha Engine	Male	Grad
Mgt	Richard Steinbrenner	Sr Manufacturing Engineer	Harley Davidson, Inc	Male	
Labor	Tim Treacy	Sr Manufacturing Engineer	Harley Davidson, Inc	Male	
Consultant	Matthew Treu	Associate Prof, Electrical Engineering	MSOE	Male	

**DIESEL & POWERTRAIN SERVICING:**

13 Members; 1 Consultant(s); 2 Labor; 9 Mgt; 0 Female; 13 Male; 0 Minority; 0 Graduate(s)

Mgt	Scott Bartlein	Fleet Manager	Barry Trucking, Inc	Male	
Mgt	Douglas P Ceranske	Training/Methods Manager	Milwaukee County Transit	Male	
Mgt	Hugh P Creamer	Manager, Product Support	FABCO Equipment, Inc	Male	
Mgt	Brian Gallitz	Human Resources Administrator	Lakeside International Truck, Inc	Male	
	Russell Gorlewski		Schneider Trucking	Male	

**DIESEL & POWERTRAIN SERVICING:**

13 Members; 1 Consultant(s); 2 Labor; 9 Mgt; 0 Female; 13 Male; 0 Minority; 0 Graduate(s)

Mgt	Gordon Paprocki	Superintendent	Public Works City of West Allis	Male	
Consultant	Ray Pedersen	Executive Director	Foundation of WATDA	Male	
Mgt	Craig Punak	Manager, Maintenance Services	Lakeside International Truck, Inc	Male	
Mgt	Ken Stuetgen	District Service Manager	Mack Trucks, Inc	Male	
Labor	Jeff Tews	Vehicle/Equip Specialist	Dept of Public Works	Male	
Mgt	Jack Vander Giessen	District Service Manager	Meritor Automotive	Male	
Labor	Michael Wehr	Maintenance Director	Milwaukee County Transit	Male	
Mgt	John Wochos	Manager, Service	Cummins Great Lakes	Male	

**ELECTRICITY - DIPLOMA:**

9 Members; 0 Consultant(s); 5 Labor; 3 Mgt; 2 Female; 7 Male; 4 Minority; 2 Graduate(s)

Labor	Lisa Balistreri	Electrical Inspector	Village of Greendale	Female	
Mgt	Carlton L Butts	Owner	Phoenix Electric	Minority	Male
Labor	Michael Chetney	Training Director	JATC/Electrical	Male	Grad
Mgt	Robert Engler	President	Engler Electric	Male	
Labor	Rodney Horton	Contractor	R P Electric, Inc	Male	
Mgt	Henry Hurt	Owner	Hurt Electric	Minority	Male
Labor	Al Lilly	Sr Principal Engineer	HK Systems	Minority	Male
Labor	Chuck Smith		Current Electric	Male	
Labor	Pamela Thiessenhusen	Estimator	NSI Electrical Contractors	Minority	Female Grad

**ELECTRONICS TECHNOLOGY:**

12 Members; 1 Consultant(s); 3 Labor; 3 Mgt; 2 Female; 10 Male; 0 Minority; 5 Graduate(s)

Labor	Joseph Arkin	IT Specialist	GEMS Information Technologies	Male	Grad
Mgt	Karla Brish	Regional Supervisor	Aurora Health Care	Female	Grad
	Will Koeller	Assistant Chief Engineer	WTMJ, Inc	Male	Grad
Mgt	Ted Kuemmel	Engineering Manager	Quest Technologies, Inc	Male	
Consultant	Michael Larsen	Field Engineer	Agilent Technologies	Male	
	David Polka	Sales Training Manager	ABB Industrial System	Male	

Labor	Jeff Rehm	Radiology Equipment Engineer	Froedtert Memorial Lutheran Hospital	Male	
	Kathleen Scott	Technical Support Spec II	Brady Worldwide	Female	
	Thomas Shircel	Sr Electrical Engineer	Rockwell Automation	Male	Grad
Labor	Jeffrey Stein	Sr Biomedical Technician	Elmbrook Memorial Hospital	Male	Grad
	Robert Strangeway	Professor & Program Director	MSOE	Male	
Mgt	Tom Voelz	X-Ray Systems Engineer	GE Medical Systems	Male	

#### FIRE SCIENCE:

9 Members; 1 Consultant(s); 1 Labor; 7 Mgt; 1 Female; 8 Male; 0 Minority; 2 Graduate(s)

Mgt	David Bublitz	Chief	Franklin Fire Dept	Male	
Mgt	Lawrence Gardner	Chief	Milwaukee Fire Dept	Male	
Mgt	Jerry Hammernik	Chief	Oak Creek Fire Dept	Male	
Consultant	Peter J Holzhauer	M D		Male	
Mgt	Steve Hook	Chief	West Allis Fire Dept	Male	Grad
Mgt	Richard Kante		Briggs & Stratton Corp	Male	
Labor	Cynthia L Kuzminski	Lieutenant	Milwaukee Fire Dept	Female	Grad
Mgt	Mike Milbrath	EMS Supervisor	Milwaukee City EMS	Male	
Mgt	James Rosenberg	Assistant Chief	City of Mequon Fire Dept	Male	

#### FLUID POWER MAINTENANCE:

9 Members; 1 Consultant(s); 3 Labor; 5 Mgt; 0 Female; 9 Male; 2 Minority; 1 Graduate(s)

Consultant	Azie Bonds	Industrial Consultant		Minority	Male
Labor	Richard Cardin	Hydraulics Foreman	128th Wisconsin Air National Guard	Minority	Male Grad
Mgt	John F Falkner	Sales Engineer	Price Engineering		Male
Mgt	Jerry Hansen	Principal Engineer	Harnischfeger Corporation		Male
Mgt	Timothy Kerrigan	Product Support Engineer	R H Mining Equipment		Male
Labor	Corey Kreif	Production Supervisor	Norman Equipment Co		Male
Labor	George Lee	Fluid Power Technician	Norman Equipment Co		Male
Mgt	David Paske	Production Manager	Perlick Corp		Male
Mgt	Dave Spitzenberger	Sales Engineer	Miller Fluid Power		Male

#### GLAZIERS APPRENTICE:

7 Members; 1 Consultant(s); 3 Labor; 3 Mgt; 0 Female; 7 Male; 1 Minority; 4 Graduate(s)

Labor	Joel Allen	Local #1204	Glaziers Union		Male Grad
Consultant	Alex DeLeon	District Representative	Bureau of Apprenticeship Standards	Minority	Male
Mgt	Robert J Ehmke	President	Home Glass & Paint Company		Male Grad
Mgt	Dennis Little	President	Heritage Glass Company		Male Grad
Labor	Joseph A Sofio	Local #1204	Glaziers Union		Male Grad
Mgt	Steve Wiencek	President	Klein-Dickert		Male
Labor	John Wrecza	Local 1204	Glaziers Union		Male

#### HEAT & FROST INSULATORS APPRENTICE:

8 Members; 1 Consultant(s); 3 Labor; 4 Mgt; 0 Female; 8 Male; 0 Minority; 4 Graduate(s)

Mgt	Mark Borchardt		L & S Insulation Co		Male
Labor	Tom Chodra	Local #19	Heat & Frost Insulators Union		Male Grad
Labor	Joel Eckmann	Instructor	Heat & Frost Insulators Union		Male Grad
Mgt	Robert Locke		Sprinkmann		Male Grad
Mgt	Frank Lovek		L & S Insulation Co		Male
Labor	Daniel Schulz	Local #19	Heat & Frost Insulators Union		Male Grad
Consultant	Bob Sheldroup	District Representative	Bureau of Apprenticeship Standards		Male
Mgt	Ralph Van Beck		Sprinkmann Sons Corp		Male

#### INDUSTRIAL ENGINEERING TECHNICIAN:

9 Members; 0 Consultant(s); 1 Labor; 8 Mgt; 2 Female; 7 Male; 2 Minority; 3 Graduate(s)

Mgt	Peter Bartels				Male Grad
Mgt	Michele L Bublitz	Manufacturing Engineer	Oilgear Company		Female Grad
Mgt	Mark Grady	Production Manager	Poblocki Sons, UC		Male Grad
Mgt	Frederick Hollfelder				Male
Mgt	Irfan Manzoor	ISO Mngt Representative	Helwig Carbon Products, Inc	Minority	Male
Labor	Karen M Spence	Project Engineer	Statz Restoration & Engineering		Female
Mgt	Henry Tessmer	Sales/Marketing Supervisor	Capital Stampings Corp		Male
Mgt	Phillip Virlee	Operations/Improvements Manager	Miller Brewing Co		Male
Mgt	Jerald A Westmoreland	Quality Assurance Manager	Larson & Company, Inc	Minority	Male

#### LINE MECHANIC:

8 Members; 0 Consultant(s); 4 Labor; 4 Mgt; 3 Female; 5 Male; 3 Minority; 0 Graduate(s)

Labor	Jerry G Caya	Operations Supervisor	Wisconsin Electric Power Co		Male
Mgt	Edward Chmiel	Operations Manager	Hooper Corporation		Male
Mgt	Jewel Currie	Operations Supervisor	Wisconsin Electric Power Co	Minority	Male
Mgt	Pat Dunn	Team Leader-Trng/Development	Wisconsin Electric Power Co	Minority	Female
Labor	Shelly Haas	Bench Administrator	Pieper Electric		Female
Mgt	Calvin Martin	Supervisor	Wisconsin Electric Power Co	Minority	Male
Labor	Sharon Nessmann	Apprentice Program Consultant	Wisconsin Electric Power Co		Female
Labor	Ron Nyhouse	Business Representative	Local 2150		Male

**MACHINE TOOL & COMPUTER NUMERICAL CONTROL:**

11 Members; 1 Consultant(s); 1 Labor; 9 Mgt; 0 Female; 11 Male; 1 Minority; 1 Graduate(s)

Mgt	Gordon Anderson	Machining/Tool Services Manager	P & H Mining		Male	Grad
Consultant	Roy H Banks	Teacher	Milwaukee Tech High School	Minority	Male	
Mgt	Denzil Digman	Sr Manufacturing Engineer	Harley Davidson Motor Co		Male	
Mgt	David Fish	Manufacturing Engineer	Harley Davidson Motor Co		Male	
Mgt	Thomas Harrington	President	National Technologies, Inc		Male	
Mgt	Bill Herman	Education Manager	Productivity Wisconsin		Male	
Mgt	John M Jaloszynski	Division Manager	Associated Spring		Male	
Mgt	Glenn Kormanik	Manufacturing Manager	FALK Corporation		Male	
Mgt	Bill Lincoln	VP, Sales & Marketing	Productivity Wisconsin		Male	
Mgt	Roger J Speth	Manufacturing Process Engineer	Badger Meter, Inc		Male	
Labor	Pete Wrabella	Senior Sales Engineer	Kennametal		Male	

**MACHINE TRADES APPRENTICE:**

11 Members; 1 Consultant(s); 2 Labor; 8 Mgt; 1 Female; 10 Male; 2 Minority; 2 Graduate(s)

Mgt	George Finco	Apprentice Coordinator	FALK Corporation		Male	
Consultant	Kay Haishuk	District Representative	Bureau of Apprenticeship Standards		Female	
Mgt	Terry L Harris	Hourly Employment Manager	P & H Mining Equipment	Minority	Male	
Mgt	Jack Korenkiewicz	Manager, Technical Manufacturing	Bucyrus International		Male	
Mgt	Ted Krukowski	Labor Relations Supervisor	Rockwell Automation/Allen Bradley		Male	
Mgt	Ed Newman	CNC Machine Coordinator	Capitol Engineering		Male	
Mgt	Tim Newman	Production Manager	Mercury Casting		Male	
Mgt	Amilcar Roblero	Training/Development Manager	Aluminum Casting & Engineering	Minority	Male	
Labor	Mike Schallock	Tool Room	Master Lock Co		Male	Grad
Labor	Eric Schuetz	Tool & Die Maker	Harley Davidson, Inc		Male	
Mgt	James Stachowiak	Tool Room Supervisor	Master Lock Co		Male	Grad

**MAINTENANCE & INDUSTRIAL ELECTRICIAN APPRENTICE:**

15 Members; 2 Consultant(s); 2 Labor; 8 Mgt; 1 Female; 14 Male; 2 Minority; 7 Graduate(s)

Mgt	Dennis Barry	Electrical Supervisor	Allen-Bradley Co, Inc		Male	
Consultant	Steve Brauch	Elect Design & Development	Scot Industries		Male	Grad
	Wayne Buroker		Harley Davidson, Inc		Male	
Mgt	Glenn Cooper	Industrial Electrician	Scot Industries		Male	Grad
Consultant	Kay Haishuk	Field Representative	Bureau of Apprenticeship Standards		Female	
Mgt	Terry Harris	Employment Manager	P & H Mining Equipment	Minority	Male	Grad
Labor	Richard Kasza	Electrician	Delphi-E/GMC		Male	Grad
Mgt	Tim Kaucic	V P	Energy Dynamics		Male	
Mgt	Brian McLoughlin	Maintenance Supervisory	Bucyrus-Erie		Male	
Labor	Jim Reshel	Electrician	Delphi/Delco		Male	Grad
	Roy Sowatzke		Harley Davidson, Inc		Male	
	Steve Susa	Electrical Supervisor	Allen-Bradley Co, Inc		Male	Grad
Mgt	Max Wollering	Personnel Relations Manager	Ladish Co, Inc		Male	
Mgt	Franklin A Words	Electrical Operations Manager	City of Milwaukee/INFA Structure Elect	Minority	Male	Grad
Mgt	Wayne Zdanowski	Maintenance Supervisor	P & H Mining		Male	

**MATERIALS TECHNOLOGY:**

7 Members; 2 Consultant(s); 1 Labor; 4 Mgt; 1 Female; 6 Male; 1 Minority; 3 Graduate(s)

Mgt	William Bauer	Technical Services Manager	Metal Improvement Co		Male	
Labor	Joan Boley	Sr Metallurgical Technician	GKN Sintered Products		Female	Grad
Consultant	Azie Bonds	Industrial Consultant		Minority	Male	
Consultant	David Dixon	Metallurgical Consultant			Male	
Mgt	Thomas P Foran	Plastics/General Manager	Empire Level Mfg Corp		Male	
Mgt	Robert Hutchinson	V P	Metallurgical Associates		Male	Grad
Mgt	Michael Porfilio	Quality Assurance Manager	Stainless Foundry & Engineering,		Male	Grad

**MECHANICAL DRAFTING & DESIGN:**

9 Members; 1 Consultant(s); 6 Labor; 2 Mgt; 0 Female; 9 Male; 0 Minority; 3 Graduate(s)				
Labor	James Barnak	Mechanical Design Consultant	Impact Engineering Solutions	Male
Consultant	Russell Birkholz	Instructor	Milwaukee Tech High School	Male
Mgt	Jack Boblick	President	Motive Equipment	Male
Labor	Robert Brey	Consultant	Amron L L C	Male
Labor	Rick Halusan	Consultant		Male Grad
Labor	David Jornlin	Design Drafter	Thermal Engineering International	Male Grad
Labor	Gerald Slayton	Product Designer	Johnson Controls, Inc	Male Grad
Mgt	Bill Stilley	Design Engineer	Astronautics Corp	Male
Labor	Curt Waedekin	Mgr, Engineering	Morris Material Handling	Male

**PAINTING & DECORATING APPRENTICE:**

8 Members; 2 Consultant(s); 2 Labor; 4 Mgt; 1 Female; 7 Male; 1 Minority; 3 Graduate(s)				
Consultant	Hafeezah Ahmad	District Representative	Bureau of Apprenticeship Standards	Minority Female
Mgt	Herbert Genthe	Owner	D'Arragon Painting	Male Grad
Mgt	Jeffrey A Hetzel	Owner	Hetzel-Sanfilippo, Inc	Male
Consultant	John T Jorgensen	Secretary/Treasurer	JATC/Painters Union	Male Grad
Labor	Robert A Owsianowski	Drywall Finisher	Local 781	Male
Mgt	Charles Schwiesow	President	Port-a-Painting, Inc	Male
Labor	Robert Walthier	Business Representative	JATC/Painters Union	Male
Mgt	Edward O Weber	President	Ed Weber, Inc	Male Grad

**PATTERNMAKING APPRENTICE:**

7 Members; 3 Consultant(s); 1 Labor; 3 Mgt; 0 Female; 7 Male; 1 Minority; 4 Graduate(s)				
Consultant	Alex DeLeon	District Representative	Bureau of Apprenticeship Standards	Minority Male
Mgt	George Finco	Apprentice Coordinator	FALK Corporation	Male
Consultant	Charles Hunt	President	Accurate CAD/CAM	Male Grad
Mgt	Tim Marks	Sales Engineer	Badger Pattern Works, Inc	Male Grad
Mgt	Scott Parr	Representative	Machine Union	Male Grad
Consultant	Clyde Perdzoek	(Retired)		Male Grad
Labor	Ken Thrun	Tooling Engineer	Wisconsin Pattern Co	Male

**POLICE SCIENCE:**

15 Members; 4 Consultant(s); 0 Labor; 11 Mgt; 3 Female; 12 Male; 1 Minority; 1				
Mgt	E Doyle Barker	Chief of Police	Mequon Police Dept	Male
Mgt	Thomas Bauer	Chief	Oak Creek Police Dept	Male
Consultant	Ronald Bollhoffer	Security Manager	Milwaukee County Transit	Male
Mgt	Phillip A Clark	Director	UW - Milwaukee Campus Police	Minority Male
Mgt	Thomas Czaja	Police Chief	Fox Point Police Dept	Male
Consultant	Mary Ann Farkas	Program Coordinator	Marquette University	Female
Mgt	Mark Hayes	Chief	Cudahy	Male
Mgt	Nannette H Hegerty	US Marshal	US Marshal's Service	Female
Consultant	Richard Krizan	Field Rep - Dept of Justice	State of Wisconsin	Male
Mgt	Laura R Schwefel	Deputy Inspector of Police	Milwaukee Police Dept	Female
Mgt	Frank Springob	Chief of Police	Greenfield Police Dept	Male
Consultant	Stan Stojkovic	Criminal Justice Coordinator	U W Milwaukee	Male Grad
Mgt	Howard Thiede	Chief of Police	Grafton Police Dept	Male
Mgt	Barry Weber	Chief	Wauwatosa Police Dept	Male
Mgt	Jerry Weismueller	Security Director	Marshall & Ilsley Bank	Male

**PREPARATORY PLUMBING:**

13 Members; 1 Consultant(s); 5 Labor; 5 Mgt; 2 Female; 11 Male; 3 Minority; 1 Graduate(s)				
Consultant	Hafeezah Ahmad	Field Representative	Bureau of Apprenticeship Standards	Minority Female
Mgt	Jeffrey Beiriger	Associate Director	PMC	Male
Mgt	Norbert Bohmann	Contractor	Bohmann & Vick, Inc	Male
Mgt	Joan Braun	Executive VP	Plumb/Mech Cont of Milwaukee/SE WI	Female
Mgt	Kenneth Dziubek	Supervisor/Master Plumber	Ideal Plumbing, Heating & A/C	Male
Labor	Michael House	Journeyman	Friese-Mueller	Minority Male
Labor	Harry Kreuser	Business Agent	Plumber's Local 75	Male
Labor	Alex Neuwirth	Business Manager	Plumber's Local 75	Male
	Scott Redman		Plumbrs Local 75	Male
Mgt	Richard Schuerer	CEO	Jung Mechanical Contractors	Male
	Mike Selas			Male
Labor	Willie Sinclair	Instructor	Milwaukee Tech High School	Minority Male
Labor	Donald Wiedoff	Training Director	Plumber's Local 75 Ed Fund	Male Grad

**ROOFER APPRENTICE:**

7 Members; 1 Consultant(s); 4 Labor; 2 Mgt; 0 Female; 7 Male; 0 Minority; 0 Graduate(s)

Labor	Chris Busalacchi	Secretary/Treasurer	M M Schranz Roofing	Male	
Mgt	Scott Harms	Vice President	Langer Roofing & Sheet Metal Inc	Male	
Consultant	Ken Heinemeyer		Roofer's Local #65	Male	
Labor	John Kubica	President/Business Manager	Roofer's Local #65	Male	
Labor	Matt Millen	Secretary/Treasurer	Millen Roofing co	Male	
Mgt	Fred Petersen	Owner	Carlson Ragnr Roofing & Sheetmetal, Inc	Male	
Labor	Steven J Schmitt	Journeyman Roofer	Langer Roofing	Male	

**SHEET METAL APPRENTICE:**

13 Members; 4 Consultant(s); 4 Labor; 5 Mgt; 1 Female; 12 Male; 2 Minority; 7 Graduate(s)

Labor	Robert Batzler		Sheet Metal Union	Male	Grad
Consultant	Alex DeLeon	District Representative	Bureau of Apprenticeship Standards	Minority Male	
Consultant	Lerman Ellis	Executive Director	Big Step, Inc	Minority Male	
Mgt	James Gust	President	J M Brennan Company	Male	Grad
Labor	William Hoepner	Business Agent	Sheet Metal Union	Male	Grad
Mgt	Robert Holming		The Holming Company	Male	
Consultant	Susan Karr	Executive VP	Sheet Metal/Air Cond Contractor Assn	Female	
Labor	Ted Kuczynski	Business Manager	Sheet Metal Union	Male	Grad
Mgt	Mike Mamayek		Illingworth Corporation	Male	Grad
Consultant	Dennis Murphy	National Training Fund Coordinator	National Training Fund	Male	
Mgt	Kurt Nickel	Sheet Metal Workers JATC Coord	Sheet Metal Union	Male	Grad
Mgt	James Westcot		Downey, Inc	Male	
Labor	Charles Williams		Sheet Metal Union	Male	Grad

**SPRINKLER FITTER APPRENTICE:**

10 Members; 0 Consultant(s); 4 Labor; 3 Mgt; 0 Female; 10 Male; 1 Minority; 3 Graduate(s)

Labor	Jim Batcher	Foreman	P E K Systems	Male	
Mgt	Steve Behnke	Office Manager	Viking Fire Protection	Male	
	Al Belmore	Journeyman Sprinkler Fitter	Local 183	Male	
Mgt	Alan R Fox	Vice President	J F Ahern Company	Male	
	Rick Hext	Office Manager	J F Ahern Company	Male	
Labor	Don Losey	Foreman	U S Fire Protection	Male	Grad
	Terry Luedtke		U S Fire Protection	Male	
Labor	Nicholas Mandriques		U S Fire Protection	Minority Male	Grad
Labor	Fred Stachowiak	Foreman	U S Fire Protection	Male	Grad
Mgt	Mike Umhoefer	Salesman	U S Fire Protection	Male	

**STEAMFITTER & REFRIGERATION APPRENTICE:**

16 Members; 1 Consultant(s); 9 Labor; 5 Mgt; 2 Female; 14 Male; 2 Minority; 10 Graduate(s)

Mgt	Ted Angelo		Grunau Company	Male	
Mgt	Jeff Beiriger	Associate Director	Plumb/Mech Cont of Milwaukee/SE WI	Male	
Labor	Tim Braden	Financial Sec/Treasurer	Steamfitters Local 601	Male	Grad
Mgt	Joan Braun	Executive VP	Plumb/Mech Cont of Milwaukee/SE WI	Female	
Labor	Donald J Brick	Training Director	Steamfitters Local 601	Male	Grad
Labor	John Budzinski		Steamfitters Local 601	Male	Grad
Labor	Patricia Daniels	Apprentice Training Coord	Steamfitters Local 601	Female	Grad
Consultant	Alex DeLeon	District Representative	Bureau of Apprenticeship Standards	Minority Male	
	Lerman Ellis	Executive Director	Big Step, Inc	Minority Male	
Labor	Walter Kraemer	Business Manager	Steamfitters Local 601	Male	Grad
Labor	Kevin Lamere	Business Representative	Steamfitters Local 601	Male	Grad
Labor	Richard Pipke		Steamfitters Local 601	Male	Grad
Labor	Robert Rohleder			Male	Grad
Mgt	Edward Tonn Sr		Butters-Fetting	Male	Grad
Mgt	Richard Wenninger		Wenninger Company	Male	
Labor	Richard Wieczorek			Male	Grad

**TOOL & DIE MAKING:**

7 Members; 0 Consultant(s); 1 Labor; 6 Mgt; 0 Female; 7 Male; 0 Minority; 2 Graduate(s)

Mgt	Michael Berenz	Tool Room Facilitator	Rockwell Automation/Allen Bradley	Male	
Mgt	Robert Cunningham	Tool Room Supervisor	Harley Davidson, Inc	Male	
Mgt	Peter Dummann	Dir, Shop Training	Banner Tool & Engineering Corp	Male	

Mgt	Jerry Edquist	President	Carlson Tool & Manufacturing	Male	
Mgt	David Mather	Technologist Specialist	Johnson Wax	Male	Grad
Labor	Don Olson	Tool & Die Maker	Masterlock	Male	
Mgt	Fritz Reich	VP/Designer	Reich Tool & Design, Inc	Male	Grad

**WELDING/WELD TECH:**

11 Members; 0 Consultant(s); 3 Labor; 8 Mgt; 1 Female; 10 Male; 1 Minority; 8 Graduate(s)

Mgt	Thomas Burtard	Project Engineer	Wisconsin Electric Power Co	Male	Grad
Mgt	Bob Dricken	President	Dricken Development	Male	Grad
Labor	Mark Freund	Welding Inspector	Tramont Corp	Male	Grad
Mgt	Mike Kersey	Technical Representative	Lincoln Electric Co	Male	
Mgt	Brion Kluge	Welding Engineer	Dricken Development	Male	Grad
Mgt	Tom Kullinger	Industrial Manufacturing Engineer	Logemann Brothers Co	Male	Grad
		Super			
Labor	Jean Lezala	Metallurgical Technician	Tower Automotive	Minority	Female Grad
Labor	Chris Nielsen	Manufacturing Engineer	Western Products	Male	Grad
Mgt	Jeff Noruk	Engineering Manager	Tower Automotive	Male	
Mgt	Bruce Tonkin	Sales	Bentley Welding Supply	Male	Grad
Mgt	Gilbert Toslek	Apprenticeship Coordinator	Iron Workers Local #8	Male	

**Television & Video Prod.**

**TELEVISION & VIDEO PRODUCTION:**

12 Members; 2 Consultant(s); 5 Labor; 5 Mgt; 3 Female; 9 Male; 1 Minority; 1 Graduate(s)

Mgt	Kent Aschenbrenner	Director, Engineering Services	WTMJ-TV	Male	Grad
Labor	Tom Askin	Engineering Supervisor	WITI-TV	Male	
Mgt	Terry Baun		Criterion Broadcast Services	Male	
Consultant	Karen Birk		Rough Writer	Female	
Labor	Jim Dunker	Service Manager	Video Images	Male	
Labor	Maragret Flood		MATA	Female	
Mgt	Raul Galvan	Production Manager	Milwaukee Public TV	Minority	Male
Mgt	Bev Greenberg	Community & Government Relations		Marcus Cable	
Female		VP			
Labor	David Grooman	Operations Manager	MATA	Male	
Labor	Dennis Majewski		Gogalak Communications	Male	
Consultant	Jon Pray	Associate VP	Marquette University	Male	
Mgt	Bob Wiese		Studio Gear	Male	

**ATTACHMENT ESIR 11  
REPORT ON ADVISORY COMMITTEE MEMBERSHIP  
AUGUST, 2001**

<b>COMMITTEE</b>	<b>VAC</b>	<b>MEMBERS RECENTLY LEFT</b>	<b>MEMBERS NEWLY ADDED</b>
<b><u>ACADEMIC AFFAIRS DIVISION</u></b>			

*No committee activity during this period.*

**BUSINESS & GRAPHIC ARTS DIVISION**

ACCOUNTING	1		
8 members; 1 grad(s)			

BUSINESS ADMINISTRATION	1		
8 members; 3 grad(s)			

COMPUTER SOFTWARE	0	Connie Lloyd	Andy Osowski
11 members; 1 grad(s)		Compuware	Compuware
		Sr Help Desk Consultant	Manager, Help Desk/Sales
		(Labor/Nonminority)	(Consult/Nonminority)

OFFICE TECHNOLOGY	1		
8 members; 1 grad(s)			

REAL ESTATE	3		
6 members; 2 grad(s)			

TRAVEL INDUSTRY TRAINING	1		
8 members; 1 grad(s)			

**CONSUMER & HOSPITALITY SERVICES DIVISION**

BAKING PRODUCTION	0	Oscar Bond	Kevin Hulbert
10 members; 4 grad(s)		Milwaukee Health Dept	Milwaukee Health Dept
		Environmental Health	Environmental Health Supervisor
		Supervisor	(Labor/Nonminority)
		(Labor/Minority)	
		Catina Custodio	
		Pick 'n Save	
		Cake Decorator	
		(Labor/Minority)	

<b>COMMITTEE</b>	<b>VAC</b>	<b>MEMBERS RECENTLY LEFT</b>	<b>MEMBERS NEWLY ADDED</b>
BAKING PRODUCTION 10 members; 4 grad(s) (cont.)	0	John Ward National Bakery Owner (Supervisor/Mgr/Nonminority)	
FOOD SERVICE PROGRAMS 12 members; 3 grad(s)	0	Joe LoCicero Consultant Self-Employed (Consult/Nonminority)	Shawn Jones Manchester East Hotel Executive Chef (Supervisor/Mgr/Minority)
		William Lohr Hospitality Services, Inc General Manager (Supervisor/Mgr/Nonminority)	Luanne Wiznerowicz St Lukes Medical Center Patient Services Supervisor (Supervisor/Mgr/Nonminority)
		Dan Loncaric Coquette Cafe Chef (Supervisor/Mgr/Nonminority)	
		Bonnie Nielsen Applebees Human Resources Generalist (Supervisor/Mgr/Nonminority)	
		Linda Palmer St Luke's Medical Center Patient Services Supervisor (Supervisor/Mgr/Nonminority)	
		Greg Wozniak Rogers Memorial Hospital Manager, Dining Services (Labor/Nonminority)	
HOTEL/HOSPITALITY MANAGEMENT 12 members; 2 grad(s)	0	Miguel Herrera Wyndham Hotel Food & Beverage Supervisor Supervisor/Mgr/Minority)	David Teske Milwaukee Public Museum Mgr, Custodial Services (Supervisor/Mgr/Nonminority)
			Gary Thourson Marquette University (Supervisor/Mgr/Minority)

<b>COMMITTEE</b>	<b>VAC</b>	<b>MEMBERS RECENTLY LEFT</b>	<b>MEMBERS NEWLY ADDED</b>
INTERPRETER TECHNICIAN 8 members; 1 grad(s)	1	Linda Tripi Interpreter Self-Employed (Labor/Nonminority)	
<b><u>CONTINUING ED. &amp; BUSINESS OUTREACH DIVISION</u></b>			
INSURANCE CONTINUING EDUCATION 6 members; 0 grad(s)	3		
<b><u>HEALTH OCCUPATIONS DIVISION</u></b>			
ANESTHESIA TECHNOLOGY 8 members; 2 grad(s)	1		
ASSOCIATE DEGREE NURSING 8 members; 1 grad(s)	1		
PRACTICAL NURSING 6 members; 3 grad(s)	3		
<b><u>LIBERAL ARTS &amp; SCIENCES DIVISION</u></b>			
MUSIC OCCUPATIONS 8 members; 2 grad(s)	1		
<b><u>TECHNICAL &amp; INDUSTRIAL DIVISION</u></b>			
APPLIANCE TECHNICIAN 8 members; 1 grad(s)	1		
ARCHITECTURAL TECHNOLOGY 8 members; 3 grad(s)	1		
AUTOMOBILE/AUTO BODY SERVICING 9 members; 3 grad(s)	0	Joseph Kapusta Kapusta Brothers & Sons Inc President (Supervisor/Mgr/Minority)	Brian Monroe ABRA Autobody & Glass Sales Mgr/Marketing & Quality Ctrl (Consult/Nonminority)

<b>COMMITTEE</b>	<b>VAC</b>	<b>MEMBERS RECENTLY LEFT</b>	<b>MEMBERS NEWLY ADDED</b>
AUTOMOTIVE TECHNOLOGY 14 members; 0 grad(s)	0	Bruce Pagel Havill Spoerl Ford Service Advisor (Labor/Nonminority)	Paula Dorn Bergstrom Automotive Human Resources Mgr (Management/Nonminority)  Vince Janiunas Ford Motor Company Manager (Management)
BRICKLAYER APPRENTICE 8 members; 4 grad(s)	1		
CARPENTERS & CABINETMAKERS 8 members; 3 grad(s)	1		
CEMENT MASONS APPRENTICE 8 members; 1 grad(s)	1		
GLAZIERS APPRENTICE 7 members; 4 grad(s)	2		
HEAT & FROST INSULATORS APPRENTICE 8 members; 4 grad(s)	1		
LINE MECHANIC 8 members; 0 grad(s)	1		
MACHINE TOOL & COMPUTER NUMERICAL CONTROL 11 members; 1 grad(s)	0	Morrice Blackwell Badger Meter, Inc Manufacturing Engineer (Supervisor/Mgr/Minority)	Denzil Digman Harley Davidson Motor Co Sr Manufacturing Engineer (Supervisor/Mgr/Nonminority)  David Fish Harley Davidson Motor Co Manufacturing Engineer (Supervisor/Mgr/Nonminority)
MATERIALS TECHNOLOGY 7 members; 3 grad(s)	2		

<b>COMMITTEE</b>	<b>VAC</b>	<b>MEMBERS RECENTLY LEFT</b>	<b>MEMBERS NEWLY ADDED</b>
PAINTING & DECORATING APPRENTICE 8 members; 3 grad(s)	1		
PATTERNMAKING APPRENTICE 7 members; 4 grad(s)	2		
ROOFER APPRENTICE 7 members; 0 grad(s)	2		
TOOL & DIE MAKING 7 members; 2 grad(s)	2		

**TELEVISION & VIDEO PROD. DIVISION**

*No committee activity during this period.*

**REPORT ON ADVISORY COMMITTEE MEETINGS  
AUGUST, 2001**

**COMMITTEES THAT MET IN AUGUST:**  
AUTOMOBILE/AUTO BODY SERVICING

**COMMITTEES SCHEDULED TO MEET IN SEPTEMBER:**

<b><u>DATE and TIME</u></b>	<b><u>ROOM and CAMPUS</u></b>	<b><u>ADVISORY COMMITTEE</u></b>
9/12/01 11:30 AM	M614 -- Milwaukee Campus	BAKING PRODUCTION
9/19/01 1:30 PM	A202 -- North Campus	AUTOMOTIVE TECHNOLOGY
9/20/01 8:00 AM	107 -- West Campus	COMPUTER INFORMATION SYSTEMS & DATA ENTRY
9/21/01 8:00 AM	M614 -- Milwaukee Campus	DENTAL LABORATORY TECHNOLOGY

**COMMITTEES SCHEDULED TO MEET IN OCTOBER:**

<b><u>DATE and TIME</u></b>	<b><u>ROOM and CAMPUS</u></b>	<b><u>ADVISORY COMMITTEE</u></b>
10/3/01 10:00 AM	M614 -- Milwaukee Campus	FOOD SERVICE PROGRAMS
10/8/01 8:30 AM	M614 -- Milwaukee Campus	INTERPRETER TECHNICIAN
10/10/01 11:30 AM	S316 -- Milwaukee Campus	ELECTRICITY - DIPLOMA
10/10/01 4:30 PM	M612 -- Milwaukee Campus	ANESTHESIA TECHNOLOGY
10/11/01 8:00 AM	M206 -- Milwaukee Campus	OPTICIANRY SCIENCE
10/16/01 11:30 AM	M612 -- Milwaukee Campus	APPLIANCE TECHNICIAN
10/16/01 12:00 PM	A202 -- North Campus	TOOL & DIE MAKING
10/16/01 4:00 PM	H230 -- Milwaukee Campus	RENAL DIALYSIS TECHNICIAN
10/16/01 5:30 PM	S-320 -- Milwaukee Campus	DENTAL ASSISTANT
10/16/01 8:30 AM	M614 -- Milwaukee Campus	OFFICE TECHNOLOGY
10/17/01 8:00 AM	TBA	MANAGEMENT DEVELOPMENT
10/18/01 8:00 AM	Off Campus	RADIOGRAPHY
10/20/01 8:00 AM	Off Campus	MACHINE TOOL & COMPUTER NUMERICAL CONTROL
10/22/01 5:00 PM	M614 -- Milwaukee Campus	PHYSICAL THERAPIST ASSISTANT
10/23/01 11:30 AM	M612 -- Milwaukee Campus	MAINTENANCE & INDUSTRIAL ELECTRICIAN APPRENTICE
10/24/01 5:00 PM	M612 -- Milwaukee Campus	CARDIOVASCULAR TECHNOLOGY
10/24/01 7:00 AM	117 -- West Campus	WELDING/WELD TECH
10/24/01 7:30 AM	M614 -- Milwaukee Campus	DENTAL HYGIENE
10/25/01 9:00 AM	A-200 -- South Campus	RETAIL MANAGEMENT/FASHION MARKETING
10/30/01 10:30 AM	S-320 -- Milwaukee Campus	PHARMACY TECHNICIAN
10/30/01 3:00 PM	Off Campus	LINE MECHANIC