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Kenosha County Eye

Employee Survey Results

This report contains comments from your employees about what they love at Gateway Technical College – and what they'd like to see improved.

We ask each employee 3 of our 47 comment questions based on their individual responses to survey statements. This strategy allows us to dig into the topics that matter most to them or those where their perspective was unique from the rest of your organization.

We grouped the comments by topic and attributed each comment to the employee's department if there were at least 10 responders from that department.

Visit <https://info.energage.com/report-resources> for more information about this report.

Engagement

- Referral
- Motivation
- Loyalty

Align

Perform

Connect

Coach

The Basics

I love my job because...

Kenosha County Eye

Gateway Technical College Engagement Comments

Why would you recommend working at Gateway Technical College?

Positive Comments

1. Excellent benefits and diverse culture. Gateway employees (family) are super supportive, you'll feel right at home.
- an employee in School of Mfg, Eng, and IT
2. Oliva Mayen is a supervisor that genuinely cares about us, listens to us and try's to support us as she is able. Having a supervisor like this encourages me to recommend working at Gateway at least under her leadership.
- an employee in Advising
3. Gateways work environment is friendly. Pay is passing and the benefits are very good.
- an employee in Learning Innovation Division (LID)
4. This job is a lot of fun. It is so rewarding to see the students grow as we teach them. The work life balance is nice.
- an employee in School of Protective and Human Services
5. Gateway has a great benefits package.
- an employee in Facilities
6. I do think that our benefits and pay are comparable to the industry, but right now, we are in a deficit. SO I would not recommend joining us now.
- an employee in Business Office
7. I enjoy my students. I enjoy my co-workers. I enjoy the trust my department has in me to do my best.
- an employee in Business and Workforce Solutions (BWS)
8. Because of my optimistic perception as an Alma-mater.
- an employee in Learning Innovation Division (LID)
9. Good people, clean facilities. Not too stressful.
- an employee in Facilities
10. Gateway offers a great remote work policy for the Academic Advising Dept. It works well and it is beyond industry standards. Director of Academic Advising is very flexible and understanding.
- an employee in Advising
11. Right now I would say yes.
- an employee in School of Business and Transportation
12. Flexibility, diversity, excellent working conditions and benefits.
- an employee in Student Affairs
13. Great people, good benefits, pay is fair, ethical organization.
- an employee in Community and Government Relations
14. Reliable workplace, others are helpful to your success.
- an employee in School of Pre-College and Momentum Programs
15. Absolutely however I am mindful of the experiences others have shared with me from other departments.
- an employee in Talent and Culture
16. During this current time is the most that the college has embraced various diverse groups and thoughts. People are accepted at Gateway.

Gateway staff is not afraid to bring in and challenge ideas.
- an employee in Student Affairs - Other
17. Diverse, higher pay than other institutions.
- an employee in Advising
18. The affordability of a college education.
- an employee in School of Protective and Human Services
19. Overall, it is a great place to work and I am very thankful for my job here.
- an employee in Student Affairs
20. Flexibility in schedule
Awesome students
Fantastic leadership and dynamic co-workers
Room for professional growth.
- an employee in School of Pre-College and Momentum Programs
21. Positive mission and purpose.
- an employee in Student Affairs - Other

Gateway Technical College Engagement Comments

22. Because the benefits, pay, and overall understanding of personal life/work balance is phenomenal.
- an employee in Learning Success
23. Overall, it really is an amazing place to be. They do a great job of including all the team members and making sure that they are trained and that we can try and provide the best education to our students.
- an employee in School of Protective and Human Services
24. I do enjoy that Gateway offers flexibility for working schedules or that a lot of those decisions can be made between the employee and the supervisor. For example, I appreciate that there are certain policies in place that allow an individual to work remotely if needed, which can be discussed and approved by their supervisor. The breaks for holidays or random paid holiday time off throughout the year is a blessing and is much appreciated and enjoyed. I also think the benefits are fairly good, along with the retirement plans. I also like that the Gateway Health Clinic visits between campuses to allow employees to not always have to travel one way or another. I feel that overall Gateway has the basic understanding of work life balance and flexibility.
- an employee in School of Health
25. Great people doing important necessary work.
- an employee in Student Affairs - Other
26. Good benefits, good atmosphere.
- an employee in Facilities

Gateway Technical College Engagement Comments

What makes you hesitate to recommend working at Gateway Technical College?

Improvement Comments

1. At this time, we cannot hire. I feel the we need some welcoming messages set by the president - what is the environment they are seeking.
- an employee in Business Office
2. Administration is making poor, knee jerk decisions. It is negatively impacting pay, and opportunities.
- an employee in School of Mfg, Eng, and IT
3. I don't like the way we are moving as a college. It's very negative, and I am, newly this year, extremely overworked for my salary. I could earn much more and have less stress at a different job.
- an employee in Learning Success
4. Workload. Pay/no sick time for adjunct work. Last-minute nature of scheduling that prevents seeking out supplementary part-time work to fight inflation. Current authoritarian climate.
- an employee in School of Liberal Arts and Science
5. Uncertain of what Gateway will look like in the future. We hear about budget cuts but don't know how those cuts will impact employees.
- an employee in Learning Innovation Division (LID)
6. Lack of direction from the president down.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
7. Because when I started it was much better.
- an employee in Learning Success
8. The college has proven to not be transparent with important global communication and the entire work environment is toxic.
- an employee in Business Faculty
9. Asking for more work (raising caps) and maxing out workload range limits makes me feel executive leadership doesn't value the work currently being done.
- an employee in School of Liberal Arts and Science
10. It is a professional-level sweatshop. Unequal pay, horrific workload, lack of respect from administration, no raises to exceed cost of living, no reasonable options to make more money, treated like a machine not a person, no voice in governance, pseudo listeners in HR and admin, offensive/insensitive members on our governing board. And yes, I am currently seeking other employment because it has become that bad, so why would I recommend hell to someone else unless I didn't like them very much.
- an employee in School of Liberal Arts and Science
11. If you want the same thing day in and day out, to have some supervisors that micromanage than Gateway is a place for you.
- an employee in Advising
12. The toxic, harsh, dispiriting environment right now.
- an employee in School of Liberal Arts and Science
13. The president and her quick and uninformed decisions.
- an employee in Business Office
14. Its not in a good state. Positions are overwhelmed with to much work to keep up on own. Under paid for the work you have to do.
- an employee in Learning Innovation Division (LID)
15. I would never recommend anyone work here. That's new for the past year.
- an employee in School of Liberal Arts and Science
16. Lack of growth and being stagnant.
- an employee in Learning Success
17. The President is untrustworthy, hypocritical, and unpredictable.
- an employee in School of Liberal Arts and Science

Gateway Technical College Engagement Comments

18. Not sure where we are heading.
- an employee in Business Faculty
19. Poor Administration and management.
- an employee in School of Mfg, Eng, and IT
20. The culture.
- an employee in School of Protective and Human Services
21. Some departments are very hesitant about feedback and sticking to the college's policies.
- an employee in Community and Government Relations
22. Future is uncertain, instructors possibly being let go, class sizes increasing and offerings shrinking.
- an employee in School of Liberal Arts and Science
23. There are way too many things happening. It is very demanding. There is no embrace of interest based dialogue (just top down telling us what is happening). If you are a high achiever, there is no benefit to you. People who are lazy get the same incentives/pay as those who work really hard to meet and exceed their goals and expectations.
- an employee in Academic Affairs
24. I might recommend a staff job to a friend but would not recommend a faculty job. Over the past five or six years, there has been an increasingly prominent attitude among administrators (head of HR in particular) that faculty are underworked and overpaid. Also, over the last ten years, my salary has lost ground to the cost of living, but administrators don't seem to care. That's why I'm actively looking for another job and don't plan to be here for more than another year or two. I always planned to retire at Gateway, but that's no longer financially feasible--nor do I want to continue working here in the current climate.
- an employee in School of Liberal Arts and Science
25. Accountability is only given to those that don't brown nose management. Gateway Technical College supports bullying and unfair treatment. The waste of taxpayers money will make you sick. Too many employees don't actually do work or are qualified for their job, so you maybe the one expected to cover for them. There is a employee learning day which has no impact on education for your job or benefit for the students. If we didn't have so many meetings we'd have less employees and more efficient. Don't let the name "Technical College" confuse you, less technical.
- an employee in Business Office
26. The culture is nothing like it used to be. It's all about cut-throat and cost-cutting and big pay increases at the top. I read the board reports and shake my head. Many decisions I see are not student-focused. Trying to cut back on our offerings and demanding unrealistic class-size minimums. When the new EVP stands up in front of the College for his debut and shows a slide stating the "Good, the Bad and the Ugly"...what poor taste and awful way to start his reign. Is that a leader??? How did that inservice in September motivate anyone or make them feel??? Absolutely terrible. What employee wants to be treated like that???
- an employee in School of Mfg, Eng, and IT
27. The new administration roles established in the School of Health was a very poor choice. The new Dean is not resourceful and even when Associate Dean was not knowledgeable about much, when asked questions and was too busy to take the time to learn about the departments he was "overseeing" and faculty that he was "overseeing" as well. Now being promoted to an even more "executive" role, he is only using his new power in his role as a fear tactic and is likely to be the demise of the success of the school of Health. He is seemingly proud of his lack of empathy and that is very evident in communication and conversation with him and it's overall lack of understanding other departmental needs.
- an employee in School of Health

Gateway Technical College Engagement Comments

28. The environment in the nursing department specifically, doesn't feel like it matters to the college as a whole. Multiple conversations had been had with leadership, union and HR regarding the incontinency, unjust treatment, scheduling process/ PHI disbursement. I would hesitate to recommend this college to even students as unhealthy/ unhappy staff effect the students experience also. The college has just allowed complaints over the last year to year and a half to fall on deaf ears regarding the culture of the department and equity in treatment. The last dean tried to make changes to improve the environment, however left and now things are worse than ever since the new associate dean and dean have taken the appointed leadership roles. I would not recommend GTC at the state this school of health culture is in.
- an employee in School of Health
29. The lack of leadership and direction around here is horrible. I dont want anyone else to have to experience what we do day in and day out. This should be a great job and has great benefits but the stress outweighs the good and until things are fixed and we have good leadership I will not recommend this job to anyone. It would be nice to have a boss that understands what we do and is able to lead the department. Gateway was a great place to work and has gone downhill the last 3 years and no its not because of COVID its because of the lack of leadership and knowing how Gateway works and truly caring about the department and how it operates. Customer Services was great and now it's no longer a priority.
- an employee in Facilities
30. The leadership. It's like the Wild West. Is Matt the one running the show? It's confusing. Will we have jobs or are the jobs being cut? The uncertainty is causing staff and faculty so much stress that people are literally getting sick and burning out. No raises. Importantly, the college needs to get rid of Ram Bhatia. He is a disgrace to the college's mission and vision, and the fact he was reelected was a message to the community loud and clear that the college will ignore or even support his hateful ideology.
- an employee in School of Liberal Arts and Science
31. 1. The stunning incompetence of the President and new VP of Academic Affairs.
2. The narcissism and toxic culture of retribution and gas lighting that is perpetuated by the President.
3. The constant threats to our job security.
4. The lack of communication and issuing of edicts without any collaboration or input of stakeholders.
5. The new focus on efficiency without regard for student outcomes. We have become unethical as an institution.
6. Our workload is obscene and we are constantly berated by people who do not work nearly as hard or as many hours.
- an employee in School of Liberal Arts and Science

Gateway Technical College Engagement Comments

What about Gateway Technical College is motivating to you?

Positive Comments

1. Our mission - creating the "life changing" educational opportunities.
- an employee in Talent and Culture
2. Watching how the instructors and staff interact with the students.
- an employee in Facilities
3. Helping the students who are committed to bettering themselves.
- an employee in School of Liberal Arts and Science
4. My students. Admin wants to cancel classes, without regard for my students who are working hard to better their lives.
- an employee in School of Mfg, Eng, and IT
5. Cutting edge technologies that we offer in the classroom.
- an employee in School of Mfg, Eng, and IT
6. Students, helping them achieve their goals and ambitions.
- an employee in Student Affairs - Other
7. Pressure to increase class sizes. Rooms are full, leads to poorer student outcomes and retention. As an instructor I am not able to track each student as efficient as I would like to.
- an employee in School of Health
8. I enjoy my department and supervisor. Most of my colleagues are wonderful and I enjoy helping students. I am intrinsically motivated to do my job.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
9. The students motivate me! It is all about the students...
- an employee in Business Faculty
10. The students.
- an employee in School of Protective and Human Services
11. I believe in our Mission.
- an employee in Business Office
12. The wins of our students and their ability to utilize college resources to help them achieve their goals.
- an employee in Business Office
13. My Job!
- an employee in Facilities
14. Seeing my students employed in their industry of choice.
- an employee in School of Protective and Human Services
15. The environment, the people, the facilities.
- an employee in Facilities
16. The opportunity to make a positive impact.
- an employee in Academic Affairs
17. Provide path for future.
- an employee in Facilities
18. I'm not seen as just an ID number. I'm treated with respect and concern as a human being.
- an employee in Talent and Culture
19. My student's success.
- an employee in School of Mfg, Eng, and IT
20. The students.
- an employee in School of Mfg, Eng, and IT
21. The people.
- an employee in Learning Success
22. Helping students succeed and have a future. Hoping Gateway keeps growing and offers more options for our students' education. Keeping the small, friendly campus type feeling for the students and employees yet offering the best programs and provide the best support services for our student population.
- an employee in School of Mfg, Eng, and IT

Gateway Technical College Engagement Comments

23. The biggest motivator is student success. Part of the reason I came to Gateway was due to my love of education and helping students become successful. Being able to hear from students in the future or see them do better and become successful right before my eyes is truly something that I do not take for granted. It motivates me to be better in my role to ensure that students are getting all of the resources that they need and that they feel supported in their academic endeavors.

- an employee in School of Health

24. Knowing that I am making a difference in one person's life being here. Many times it's the students who wanna give up that I see daily and I am encouraged to keep doing what I am doing when I can talk them into pushing forward just a little further to the finish line.

- an employee in Learning Success

25. Students.

- an employee in Business Faculty

26. The trusting environment that seeks to succeed for our students and for our staff.

- an employee in Business Office

27. My students and co-workers.

- an employee in School of Health

Kenosha County Eye

Gateway Technical College Engagement Comments

What gets in the way of you feeling motivated at Gateway Technical College?

Improvement Comments

1. The way our program is abandoned. Our lack of quality physical resources will affect our ability to serve our customers and attract students.
- an employee in School of Protective and Human Services
2. Working with individuals with different agendas and motivations.
- an employee in Student Affairs - Other
3. It matters not if I give 110% - when co-workers give maybe 70% and we all get the same raise, recognition, and benefits. A meaningful review is nice - but what does it matter?
- an employee in Learning Success
4. The new administration and the way we are treated.
- an employee in School of Health
5. To receive credit and recognition for what I do. It is very hard when ideas or feelings are constantly negated. We are adults and should be treated that way. Some of us work better in an environment of true collaboration, trust and encouragement.
- an employee in Business Office
6. I appreciate and enjoy the work I do at the college, so nothing, my motivation is self-generated.
- an employee in Learning Innovation Division (LID)
7. My supervisor does not respond to emails. When he agrees to do something it does not get done.
- an employee in School of Mfg, Eng, and IT
8. There is no upward growth in my position.
- an employee in Advising
9. The environment. Lazy coworkers. Incompetent coworkers.
- an employee in Learning Success
10. The president.
- an employee in School of Liberal Arts and Science
11. A culture devoid of respect and people's well-being for both staff and students. Stress from constant changes that have no purpose or ignore the impact they will have on the people involved. Being constantly asked to do more as if I am not doing enough, and not given the tools or time to do so.
- an employee in School of Liberal Arts and Science
12. Everything that's been done this year. All of it. It's poorly timed, ill thought out, and based on flimsy reasoning. Faculty keep being hit with blow after blow and there isn't even time to recover. It's demoralizing. These surveys have gotten worse over time and consistently show the same issues but none of them are ever addressed. It feels useless to even fill them out at this point.
- an employee in School of Liberal Arts and Science
13. Why does the controller think everyone should do her job? Many of us have enough of our own work and she doesn't understand which lane employees are in. No effort is made to figure things out herself. The unfair work loads, it's obvious there are employees with a very low work load and have time to join committees, volunteer and time for many walk breaks daily. The college is very biased not only in the business office.
- an employee in Business Office
14. Most staff and students either not having respect for the college or just not caring, thus leaving a lot of unnecessary work for me to do. Having most problems and complaints brought up to my Supervisor and above fall on deaf ears or dismissed.

A lot of the time when we are able to do good work, it feels like we are then given more work to do.
- an employee in Facilities

Gateway Technical College Engagement Comments

15. The requirements placed upon our shoulders at times are unrealistic and do not allow appropriate work/life balance. So much information that is irrelevant to our department is sent our way and it's just informational overload of no relevance to sort through. Feelings of being "used" in a position and expectations & additional tasks, consistently being thrown upon you with no feeling of appreciation nor acknowledgement of any work/tasks that have been done.
- an employee in School of Health
16. When you feel like everyone else gets to say "no, that's not my job"
- an employee in Academic Affairs
17. Focusing on classroom efficiency instead of student success.
- an employee in School of Liberal Arts and Science
18. Seeing how poorly other employees are treated.
- an employee in Community and Government Relations
19. Four tier compensation system for faculty.
- an employee in Business Faculty
20. I do what I am told to do.
- an employee in School of Protective and Human Services
21. The politics.
- an employee in Facilities
22. Faculty are treated like they are not necessary at the college when the true problem is the ridiculously high number of staff and administrators. Cut VP's in half and ask every department to reduce by 20% and we can start to feel how we did not need those staff in the first place. Start with the president needing two admin.
- an employee in Business Faculty
23. Once upon a time, this place was a great place to work . It was amazing and full of joy knowing students were learning. I thought i would be here my entire career. As things are evolvong, there is absolutely no respect for what i do and that is wuite disheartening and sad. I am not valued by my employer.
- an employee in School of Liberal Arts and Science
24. Poor communication and negative comments and communication with faculty from leadership. Using words like "liquidation fee" in reference to employment certainly does not help! Very tone-deaf for ELC to send an e-mail with that vocabulary at this time when faculty are afraid for their jobs.
- an employee in Business Faculty
25. There is a segment of the community that exhibits resistance to embracing new, modern ideas. This resistance often results in the proliferation of redundant processes and procedures, all aimed at achieving the same outcomes. We support these new process while continuing to support any old process that some might prefer. More significantly, a systemic breakdown in communication is evident within this institution. The _everyone email distribution list receives a constant influx of various messages, ranging from events (intended for students), donation requests from the foundation, plant sales, flag protocol updates, wellness fairs, mindful meditation, technological changes, and critical college announcements. It is my observation that only a small minority genuinely engage with and internalize these crucial communications buried within the sea of barely relevant information. This situation renders any efforts to effect meaningful change a daunting task and consumes valuable hours in responding to individuals who have overlooked information that required considerable time and thought to compose. What is even more concerning is that the group of resistors and those who disregard these communications seems to be significantly outnumbered by those who simply remain disinterested in the matters at hand.
- an employee in Learning Innovation Division (LID)

Gateway Technical College Engagement Comments

26. It's like every time I hear people complain about how things aren't their responsibility and that another department should be handling a concern and then when I go to that department, I get told that this isn't their issue, and no one wants to do the issue; my motivation drains. Why am I trying so much harder than everyone else? Just solve the problem. (I think the Team of Experts approach is one of the greatest flaws in our organizational structure because it has allowed team members to do this and refer to that as the reason why they can't/won't help. Team of Experts=Thickly walled silos.)

- an employee in Academic Affairs

27. The fact that I am constantly working and have no time for my family. The fact that the chief academic officer is stunningly unqualified to be in charge of academics at a college. The fact that our new president is completely untrustworthy and talks out of both side of her mouth. The fact that the new focus on efficiency and revenue sacrifices our students on the altar of the balance sheet. The fact that admin rules by edict from deep within that admin building, completely siloed, without any real idea of how these edicts affect those of us who perform the core function of the college. How the president seeks personal retribution against those who have spoken up against leadership and their policies.

- an employee in School of Liberal Arts and Science

28. Pressure from supervisor's supervisor.

- an employee in Business Office

29. Lack of performance raises.

- an employee in School of Protective and Human Services

30. Not having a full team.

- an employee in Student Affairs

Gateway Technical College Engagement Comments

What contributes most to you wanting to stay with Gateway Technical College?

Positive Comments

1. A desire to help students get where they're going occupationally.
- an employee in School of Protective and Human Services
2. I enjoy working with the students and seeing their progression. Gateway does provide me with a very nice work life balance.
- an employee in School of Protective and Human Services
3. There is a balance between remote and in person work settings.
- an employee in Advising
4. Student learning. Seeing the opportunities that students have based upon quality education with appropriate resources.
- an employee in School of Health
5. Love this college and its contribution to the community.
- an employee in Business Office
6. I enjoy educating young minds in the field of service. To better prepare individuals for their field of work.
- an employee in School of Business and Transportation
7. The pay and job security. Availability of attending conferences to learn how to serve the students better.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
8. I love my immediate team and feel like I am having a positive impact on the college. I enjoy the professional environment and growing my career.
- an employee in Institutional Effectiveness
9. I enjoy working with the students.
- an employee in School of Protective and Human Services
10. My current role/position & supervisor. I am not micromanaged or made to feel that I can not do my job.
- an employee in School of Pre-College and Momentum Programs
11. I really love teaching and the connection I make with students.
- an employee in School of Health
12. I love working with the students and helping them achieve their educational and career goals.
- an employee in Student Affairs
13. I love my co-workers and the times my work allows me to help someone who genuinely wants to improve themselves, their future and their ability to be what their family needs.
- an employee in Learning Success
14. Carrie Parworth always checking in with me and making sure we are on the same page, encourages me to strive to be better and willing to help me on my way, even if it means leaving her department. Give her a big raise in pay.
- an employee in Student Affairs
15. Good people, mission to help students is rewarding.
- an employee in Community and Government Relations
16. I like my job and the people within my department.
- an employee in Business Faculty
17. I enjoy the work that I do and the team that I work in specifically. I do wish that there was more collaboration and interdepartmental cohesion though.
- an employee in Talent and Culture
18. Colleagues and the community we serve.
- an employee in Student Affairs - Other
19. Reasonable pay and benefits.
- an employee in Learning Success
20. Years of service invested. My passion, My dedication, Customer service that I have or still provide.
- an employee in Facilities
21. Mission of my work.
- an employee in Community and Government Relations

Gateway Technical College Engagement Comments

22. Job security
- an employee in Facilities
23. Retirement.
- an employee in Learning Innovation Division (LID)
24. The Pension.
- an employee in School of Business and Transportation
25. Two campuses are close by so commuting is minimal. Other faculty I work with are very approachable, helpful, motivating and fun to work alongside. I love to help students succeed and some of our students have a lot of barriers - emotional, financial, single mothers with young children or older parents to look after, housing, food, first generation college students, etc. I would love to get a list of resources available to students at Gateway.
- an employee in School of Liberal Arts and Science
26. Students.
- an employee in Student Affairs - Other
27. My job.
- an employee in School of Health
28. While my actual job title/role is great and I love what I do, I really plan to stay with Gateway Technical College for the long haul due to the flexibility and benefits. I truly enjoy having time off for holidays (especially the Winter Recess in between Christmas and the New Year), and I like that weekends are not required either. While an occasional Saturday might be needed here and there, it is not a frequent thing. I think being able to have the weekends to decompress and get ready for the next work week is essential to one's well being and mental health. The benefits are also great, and it makes me feel good that I am able to have a solid retirement plan at my place of employment. I also appreciate that we get updates from HR on our benefits, such as the flexible spending updates. The overall environment at Gateway is welcoming in my experience, and I do truly enjoy my job and what I do.
- an employee in School of Health
29. The staff that have been here and are dedicated to our mission.
- an employee in Business Office
30. Competitive pay within industry.
- an employee in Student Affairs
31. Helping students, good salary.
- an employee in Learning Success
32. Retirement is near.
- an employee in Learning Innovation Division (LID)
33. My boss and pay.
- an employee in Facilities
34. Pay & benefits.
- an employee in Business Office
35. Purpose.
- an employee in School of Protective and Human Services

Gateway Technical College Engagement Comments

Besides higher pay, what would make you less likely to leave Gateway Technical College?

Improvement Comments

1. Less micromanaging, trust by superiors, support, real leadership, flexibility.
- an employee in Student Affairs
2. I'd like to see everyone at Gateway working together to have better communication and more thoughtfulness in their actions.
- an employee in Academic Affairs
3. A job title that accurately reflects my position, which keeps getting more complex with more duties, so my title does not in any way indicate what I actually do. It is so much lower.
- an employee in Academic Affairs
4. End the toxicity and disconnection. Treat all employees respectfully. Listen to their ideas and concerns. Work in partnership to create a high functioning institution.
- an employee in Institutional Effectiveness
5. The hours. Covering shifts. Due to a lack of facilities staff I have to move on and there is nothing the team can do due to a hiring freeze.
- an employee in Facilities
6. Continued flexibility in location/remote work. Graduating to additional allotted days off. Greater involvement in College priority initiatives. Bonds to those I work most closely/regularly.
- an employee in Student Affairs - Other
7. Option for advancement.
- an employee in Business and Workforce Solutions (BWS)
8. Being more appreciated for the work I do.
- an employee in School of Mfg, Eng, and IT
9. Besides higher pay? Gateway leaders should learn to recognize the skill level brought to the table by those that do not have the "preferred" credentials to be promoted but do have the work history and knowledge of their job and department to perform at a very high level compared to others in the department, often with higher credentials and therefore elevated titles and pay scales. Promotions and/or pay increases based on performance would make people less likely to leave GTC.
- an employee in Business and Workforce Solutions (BWS)
10. I need to be able to be considered for a position that is more reflective of the skill set that I bring to the table. That's just not possible right now because of the ongoing hiring freeze. It's not about more money (but to be honest, I have bills to pay)—It's about the challenge and opportunity to participate at the professional level that will optimize and grow my professional development.
- an employee in Academic Affairs
11. If we had a better benefits package to offset the cost of everything or could bargain up to the CPI as promised. Instead, we are being handed small raises? Why? Why were we unable to bargain up to the CPI, which was 8%? Why were we handed 3% raises with no decision?
- an employee in Learning Innovation Division (LID)
12. The whole college would need to change starting at the top. Get rid of the unfairness, micromanagers, unnecessary activities & meetings, incompetent people, in-person meetings and toxic atmosphere. Promote teamwork and stop wasting taxpayers money. Those who spend time on unnecessary activities and meetings should be ashamed of themselves wasting taxpayers money and these jobs should be eliminated. Don't they realize they are taxpayers??
- an employee in Business Office

Gateway Technical College Engagement Comments

13. Being able to take advantage of more professional development opportunities.
Received tuition reimbursement for courses taken related to the job.
- an employee in Student Affairs - Other
14. Ability to fully utilize my strengths and talents; tangible appreciation.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
15. Continued remote work options are very important to me.
- an employee in Community and Government Relations
16. Work - life balance; using my strengths and talents.
- an employee in Student Affairs - Other
17. Job satisfaction is very important to me. If for whatever reason, I start to dread coming to work then it's probably time to look for something else.
- an employee in Learning Innovation Division (LID)
18. A voice in the college that is actually listened to. A change in leadership. Hiring an actual academic to be in charge of academics.
- an employee in School of Liberal Arts and Science
19. More respect from managers and supervisors.
- an employee in Talent and Culture
20. Keeping remote work options available.
- an employee in Advising
21. I wouldn't leave for higher pay. I'll leave for less stress, realistic deadlines, some evidence of any real management, planning and execution. I know my external stakeholders value me but GTC does not.
- an employee in School of Protective and Human Services
22. More certainty in a future here. Some opportunity for advancement.
- an employee in School of Mfg, Eng, and IT
23. More affordable health insurance.
- an employee in Facilities
24. Ability to work remotely more.
- an employee in School of Mfg, Eng, and IT
25. A better focus on students.
- an employee in Business Faculty
26. More remote days.
- an employee in Community and Government Relations
27. Feeling valued.
- an employee in School of Health
28. Job security. Workload.
- an employee in School of Liberal Arts and Science
29. Less uncertainty about my ability to meet PHI.
- an employee in School of Health
30. More staff.
- an employee in Student Affairs
31. Equitable pay. It is not necessarily the HIGHER pay that is important. It is the EQUITABLE pay that is needed and necessary.
- an employee in Academic Affairs
32. Executive leaders actually learning about what departments do before starting new projects. Knee jerk reactions are common. How are you already supporting X group or initiative? would be a good way to seek to understand before making an ask for more.
- an employee in Community and Government Relations
33. Growth.
- an employee in Learning Success
34. Higher pay is concern - even though you said besides pay - because inflation is outpacing salaries and making life difficult and stressful.
RESPECT - there is no respect here
Development
Paid time off (vacation) - mental health breaks.
- an employee in Business Faculty

Gateway Technical College Engagement Comments

35. Opportunity to have my ideas and contributions considered both within and outside of my department since I have more than 20 years experience here.
- an employee in School of Pre-College and Momentum Programs
36. Additional Benefits match or an automatic Employer Contribution if under a threshold of pay. Having a 457 and 403 B plan mean NOTHING if lower paid employees can't utilize them. They're a treat for the C-suite.

A full refit/update of work vehicles, updated and expanded employee areas. We don't feel like professionals if we're doing paperwork via Cell phone app in a break room, on break. I was doing zoom meetings on the top of a (running) washing machine using a footstool as a chair the first month.

Having a fully staffed support team. GTC feels top heavy with titles, yet We're covering 2-3 peoples areas in a regular day with no additional pay.

The WRS is the only reason some haven't left. Including me. I essentially took a pay cut to have it, and I won't vest until year 5, if I last that long.
- an employee in Facilities

37. Cuts to administration instead of faculty; we're so top-heavy it's ridiculous, and they're overpaid for what they do and how much time they spend on campus. Let them work a front-facing job for a month, including overtime hours because their department is understaffed and undertrained, and see what they think about us peons then.

Replacing people who have been terminated; a hiring freeze shouldn't mean a replacement freeze, and eking out service with casuals and student workers is hurting our service.

And FIRING BAD WORKERS, for heaven's sake. There are people here who badly need sacking and everyone knows who they are. Several of them are high-ranking employees and it's disgraceful what they get away with. We plebes see how much "rules for thee, but not for me" stuff goes on among administration, supervisors, and leads, and it's dispiriting to say the least. Why should I try my best when people earning twice my salary are phoning it in day after day without consequences?

I love the work (serving our students), but I've come to hate the job.
- an employee in Learning Success

38. Benefits, flexibility.
- an employee in School of Protective and Human Services

Engagement

Align

- Values
- Direction
- Interdepartmental Cooperation
- Meetings

Perform

Connect

Coach

The Basics

I love my job because...

Kenosha County Eye

Gateway Technical College Align Comments

Share an example of Gateway Technical College operating by strong values:

Positive Comments

1. Strengths training is valued to make sure teams are using their full potential.
- an employee in Student Affairs
2. My supervisors never ask me to do something they wouldn't do themselves.
- an employee in Community and Government Relations
3. Doing what is best for students versus the economic best solution.
- an employee in Business and Workforce Solutions (BWS)
4. Courteous to each other. Making sure you fill the paper in the copy machine, fully erasing the board of markers used. Just little things.
- an employee in School of Health
5. Quality and excellence of education. Employee learning used the software available to them to track and organize our instructor learning (FQAS). I am assured that our instructors have the most relevant teaching tools and resources available to them.
- an employee in Talent and Culture
6. Gateway's Promise Program is fantastic!
- an employee in Business Faculty
7. Strong commitment to providing a high-quality education to students from low-income families and tuition-free to students on a merit-based program which align with the Gateway's mission.
- an employee in School of Mfg, Eng, and IT
8. This year the college hired more student support counselors, a significant expense and effort, when it would be easy to justify cutting costs by relying on local community resources instead. It shows holistic dedication to student success by helping students address problems in other areas of their lives to make room for GTC education.
- an employee in School of Liberal Arts and Science
9. Working on day by day basis to improve our quality of education.
- an employee in School of Pre-College and Momentum Programs
10. Decisions are being made and it is evident that Gateways values are included when those decisions.
- an employee in School of Health
11. This also a poorly worded question. Strong values does not equate to good values. Yes gateway has strong values but not everything Gateway values is a good thing.
- an employee in Learning Innovation Division (LID)
12. The celebration of different cultures.
- an employee in Talent and Culture
13. We do what is right for students lives.
- an employee in School of Mfg, Eng, and IT
14. Trunk or Treat event - Gateway is always about the community and that was one event that they gave back.
- an employee in School of Health
15. The presidents week Friday zoom meetings.
- an employee in School of Protective and Human Services
16. Week-long celebrations for Veterans Day.
- an employee in School of Health
17. The level of.
- an employee in Facilities
18. Gateway proves that they operate with strong values by the promotion of our programs and the accessibility of these programs. Recently I was part of a meeting where we discussed at length how we could accept ACT scores for incoming students to try and make it as easy and affordable as possible. Our team discussed all of the things that we could do to keep it as cheap and accessible as possible for students.
- an employee in Student Affairs

Gateway Technical College Align Comments

19. According to an article by USA today remote workers save at least 6000 dollars per year and 1 hour a day yet nobody at gateway acknowledges this fact. It's not very equitable or inclusive to those who bother to actually get dressed and show up every day despite a tendency to have lower paying positions.

- an employee in Learning Innovation Division (LID)

20. I am encouraged by the degree to which Gateway has embraced remote work. It is one of the most consequential innovations of our lifetimes, and as a technical college that values innovation we should be (and for the most part have been) proud of it. Many employees work better and more efficiently this way, and Gateway is putting them in position to do their best work. The work/life balance Gateway provides to its employees should be and is a point of pride, and nowhere is this more evident than in the remote work policy.

- an employee in Institutional Effectiveness

21. I think one way that Gateway has shown strong values is by removing the block scheduling option. Since Gateway Technical College is a technical school, there are a lot of non-traditional students who enroll here. Having more solid and secure schedules with classes and/or clinical if applicable allows for a better work/school/life balance, especially for students who need to work full-time or have families to support. I think this shows great value in that the students' success is of utmost importance and that it is valued and cared for.

- an employee in School of Health

22. Gateway shows that it values diversity and supports our students by having tons of activities celebrating different groups, and also having activities that help others learn about those groups.

Another example is the recent hard decision on cancelling low-attendance classes. I know it had to be difficult to make what initially seemed to be an unpopular decision. However, I appreciate the fact that it was adhering to our strong values to ultimately do what is best for our students. It is better for the college to keep it running efficiently, so that it keeps running period.

- an employee in Student Affairs - Other

23. Community involvement & student success are always top priority.

- an employee in Community and Government Relations

Gateway Technical College Align Comments

In what ways are we not operating by strong values at Gateway Technical College?

Improvement Comments

1. I'm not sure anyone has a clue what the values of this college are any more.
- an employee in School of Protective and Human Services
2. There is no rules, no structure, no procedures, no standards - and then no accountability for people not doing their job. What are our strong values? I do not know what they are....
- an employee in School of Protective and Human Services
3. Unrealistic timelines following bad data. We are not putting students first nor understanding OUR population not the population we want. Also if you are white... might as well keep your mouth shut.
- an employee in School of Mfg, Eng, and IT
4. All online learning DOES NOT WORK. We are failing our students. Faculty has gotten lazy and they don't want to show up anymore.
- an employee in Learning Success
5. The admins keep saying they are for the students but constantly do things to hurt them.
- an employee in School of Liberal Arts and Science
6. Decisions to course offerings and required high minimum course caps do not show that Gateway values a positive climate for working and learning or quality and excellence in education.
- an employee in School of Health
7. Employees are literally being told that some of us have to either leave or will be shown the door.
- an employee in School of Liberal Arts and Science
8. Gateway has moved from a positive working climate to one that is highlighted by people distrusting management.
- an employee in Talent and Culture
9. Everyone does not have an equal chance at having their voices heard. The college should look at the massive turnover in the nursing department from April 2022 to Current. Speaking up has led to inconsistent trends in treatment and fear. I am afraid just typing out these comments as I am sure there will be bullying, and additional work given to make up for being honest.
- an employee in School of Health
10. All WCTS colleges operate on the lean side because they are not businesses looking for high profit margins. The college is creating barriers for students. The lack of concern for students and employees is apparent in the changes that have negatively impacted a previously wonderful place to work.
- an employee in Learning Success
11. The value of transparency, communication and honesty has to be valued behavior that all employees should witness by ADMINISTRATION (not happening). There are people (administration and faculty) in this college that do NOT do their job, continue to get paid, and no one does a damn thing about it.
- an employee in School of Protective and Human Services
12. I have no idea if anyone in the college is even paying attention to our values especially our new president. I don't think she knows what she is doing or has a clue about running a college. It appears looking from the outside that our new president is a micro-manager.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
13. Students pay full tuition and instructors are paid at 1/3 or 2/3. No value for the instructor. The administration has unlimited power and is abusing the instructors.
- an employee in School of Mfg, Eng, and IT
14. We are here for students and the community. We have lost sight of why we are here.
- an employee in Institutional Effectiveness

Gateway Technical College Align Comments

15. The president is a demonstrated liar.
- an employee in School of Liberal Arts and Science
16. Being told this is how it is, even though numbers are screwed.
- an employee in School of Mfg, Eng, and IT
17. By trying to cut corners this never works and often times leads to failure instead of being successful.
- an employee in Facilities
18. I've seen aversion of this play out in business and municipal government, play to the woke crowd, you begin to suffer. Let the accountants run things and you'll end up with a broken and meaningless balance sheet.
- an employee in School of Protective and Human Services
19. When you have the college board wanting to remove Zaida Hernandez-Irison due to her citizenship. This in itself is greatly unethical and demoralizing especially since these are the individuals who have control over our college. We need new board members that represent the students they are supposed to serve not individuals who have their own political agendas. Many of these members have been on for years and do not have the students' best interests.
- an employee in Advising
20. We seem to be trying to operate as a for-profit institution that has no cares for standards and effective instruction. The fact that the VP of academics thinks it's ok to raise caps because of an X% fail rate and he thinks that will scale is absurd. So is the notion that faculty salary should be covered by student tuition. These, and other notions, are ridiculous and wrong.
- an employee in School of Liberal Arts and Science
21. 'That's not my job.' How many people have I heard say that? I can't count. When I've brought up that concern, it's been poo-pooed. We can't operate with a sense of strong values if we continue to devalue and devalue the importance of our students.
- an employee in Academic Affairs
22. -No salary caps! We have secretaries making 6 figures! They never retire and do not do their work!
-Pay rates! people go from higher paying jobs to lower-level jobs and keep their pay rate! MAKES NO SENSE!!!
-Every secretary is a VP of something. This is made up to justify their overpaid salaries!
- an employee in Business Office
23. There is not a student focus anymore. We are trying to promote programs and classes that are being cancelled before they are offered. We are looking for ways to make things less flexible for students. We are being forced to provide passing grades for students who don't pass. If unethical practices are brought to the attention of "leadership" we are told it is not our business and then punished. Certain groups get away with anything but others are watched and questioned at every move. We are told to teach classes without workload because that is best for students. We are scheduled for 5 hour blocks that we only get 2 hours of workload for.
- an employee in School of Mfg, Eng, and IT
24. The recent changes regarding class size, PHI, and developmental class structures will harm students, faculty, and Gateway. They are trying to solve problems but they don't consider the impact on and by the people involved. We are not following our mission or values. We are not following the suggestions of our accrediting organization, HLC. We are not following evidence-based practices in our disciplines because these workload changes do not allow faculty to do so. Our integrity is weakened. Our reputation as a model college and 112-year-strong institution is at risk, and admin is too myopic to consider the long-term impact of these sudden changes. They need classes in organizational change management. Send them, please.
- an employee in School of Liberal Arts and Science

Gateway Technical College Align Comments

25. Biased, discriminatory (not the usual ethnicity), disengaged, inconsistent, toxic and unethical. Brown nosing is encouraged if you want to succeed. President/CEO has history in past employment with discrimination and supports it at Gateway Technical College. It's not what you know but who you are. There are many people incapable of doing their jobs, the college is overstaff in many departments. Why are taxpayers dollars wasted on ELD & the administration in-services. Do either of these benefit the students, no! The college doesn't do anything about bullying and unfair treatment. Human resources or whatever they like to be called now are useless. Gateway is too top heavy, when there is an administrative staff meeting most of the office is gone leaving the remaining few to do the work, ridiculous.

- an employee in Business Office

26. You have to "walk the talk". Talk is cheap...actions are weak. The only value I see is cost-cutting and motives to get rid of instructors....to become "sustainable"....whatever that means. I'd like the leadership to explain to me what are the values they are trying to promote.... There's ALOT of dead weight in this organization and it's not the faculty....we are much leaner than the rest of the org. I'd like to know how busy alot of these staffers that work at home/remote how much work they do in a week. You want to "trim the fat" look at the ENTIRE org.

- an employee in School of Mfg, Eng, and IT

27. The only concern is budget. And yet you spent how many thousands of dollars on expensive, fancy Charcuterie for high level retirees. I bet if any low level employees retire they will have to provide their own chips and dip instead of having expensive Charcuterie. The president does these videos where she says, "Hello Gateway family." But Matt threatening to lay off 30 to 50% of employees and not working hard to prevent that but instead pushing his crazy plans does not seem family like. Maybe try to raise revenue instead of cut costs and fire people. By the way a lot of students are angry too.

- an employee in School of Mfg, Eng, and IT

28. We no longer give priority to students and their success. We are only interested in revenue and efficiency. "Let's increase class caps and if we lose more students along the way that's ok". It is unethical to propose something to students that we know is not in their best interest.

All this pressure on faculty to work more, teach more, promote more, market more with no consideration to the fact that WE ARE AT MAX CAPACITY.

What revenue do our ~85 administrators produce? We have approximately 300 faculty and 85 admin? If you are looking for efficiencies, look no further!
- an employee in School of Liberal Arts and Science

29. Again, our "retention" policy of only dropping for non-attendance is a money grab and may also exist because it would be too expensive to program our system to accept drops for other reasons. Retaining students who are not showing engagement is theft, if not unethical use of taxpayer dollars.

Placing students in classes that significantly take away from the educational experience of students cooperating with the generally-anticipated outcomes; then, doubling, tripling-down (or more) to try to retain those students. That's not the same as providing an anticipated amount of help that is properly planned for. For example, proper planning identifies students with little to no computer skills and anticipates those students would need to ask the instructor for regular assistance. The percentage of those students would increase if course caps are increased.

- an employee in School of Liberal Arts and Science

Gateway Technical College Align Comments

30. Decisions are made, and then phony ways to collect data to make it look like you considered other ideas but designed to end up with your choice winning. For instance, recently someone requested the in-service morning meeting not be schedule the morning after classes end to allow time to close out those grades and classes. A "survey" was sent out to ALL to ask if you want it that morning or the next day. Of course there are more who do not teach that Monday than who do, but the only ones negatively impacted are those who teach (and their students.) This survey was skewed and it never had a chance of changing the norm. The factor that should have been weighted was do you have a class and will your students suffer if you are not available to answer questions, finish grading, etc.
- an employee in Business Faculty

Kenosha County Eye

Gateway Technical College Align Comments

What do you like about the direction Gateway Technical College is going?

Positive Comments

1. I agree that students should be encouraged to attend face to face classes. Online classes though convenient are not designed for everyone's needs.
- an employee in School of Pre-College and Momentum Programs
2. It seems that we will be run more like a business now.
- an employee in Business and Workforce Solutions (BWS)
3. I feel like it is becoming more inclusive by recognizing MLK Day and Juneteenth as federal holidays and allowing employees to be off.
- an employee in Student Affairs
4. I am encouraged by what Dr. Raju has expressed so far about the college's focus on retention, completion, and the student experience, as this will hopefully cut down on the duplication of efforts and initiative fatigue that has become all too common.
- an employee in Institutional Effectiveness
5. To me its heading the right direction with future jobs and technology and all above.
- an employee in Facilities
6. We offer a lot of great incentives and opportunities and scholarships to our students.
- an employee in Business Office
7. The vision that this institution can always do better utilizing the available resources.
- an employee in Learning Innovation Division (LID)
8. Being innovative and providing a true, technical college education by supporting our unique communities.
- an employee in School of Mfg, Eng, and IT
9. I would like to see more flexibility for course offerings and the executive team not inflexible with class sizes.
- an employee in Advising
10. Cleaning up our course offerings to be smarter in how we offer courses. Adding data to help us track our programs and enrollments is finally occurring. we are also finally removing programs that are too small to keep running which is also a positive move for the budget and overall health of the college.
- an employee in Advising
11. As Wisconsin 4 year colleges are struggling with decreasing enrollment/interest in that path of learning, Gateway is focused on making their programs which could be appealing to those that are not seeking a four year commitment.
- an employee in Talent and Culture
12. I think we are in a holding pattern right now as Ritu is getting acclimated to the college.
- an employee in Talent and Culture
13. Improving processes to ensure future success.
- an employee in School of Health
14. Though painful, I believe the recent changes are in the best interest.
- an employee in School of Health
15. Keeping up with industry standards.
- an employee in Community and Government Relations
16. Always looking to the future.
- an employee in Community and Government Relations
17. Focus on student success.
- an employee in Talent and Culture
18. Being able to participate in the discussions and focus groups about possible changes.
- an employee in Student Affairs - Other
19. Gateway continues to encourage students to be a part of a learning community where their values are supported and their education is a top priority.
- an employee in School of Pre-College and Momentum Programs
20. I like that we are looking into more opportunities in education. I like that we are getting out there and teaching that Gateway is offering more than just primary academics but also Student choice and teaching everything we offer like the Transition fair of credits and apprenticeship fair working with other colleges.
- an employee in Business and Workforce Solutions (BWS)

Gateway Technical College Align Comments

21. I am excited about the Moonshot for Equity, although I have concerns about whether it will be successfully implemented. I am excited about moving to the new LMS. Blackboard was junk, so I am optimistic this LMS will be better. I am also grateful the college is taking a more data-informed focus, although I think ELC needs to consider how not to alienate people in the process. Data can be alienating if it removes the human element from the conversation. The run/cancel change is a key example of what NOT to do. Yes, that change was needed. I 100% agree. But you sacrificed the human element completely in the name of being data-informed. That is wrong. You will have a much more committed and engaged team (which leads to so many positive business outcomes) if you show some care and empathy for your people.
- an employee in Institutional Effectiveness
22. Same direction but be open to ideas and concerns.
- an employee in School of Protective and Human Services
23. I am confident positive change is possible.
- an employee in Student Affairs - Other
24. Increasing enrollment.
- an employee in Business Office
25. Efficiency.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. Anxiety.
- an employee in School of Mfg, Eng, and IT

Gateway Technical College Align Comments

What are your concerns about the direction Gateway Technical College is going?

Improvement Comments

1. That we are changing the culture and confidence and that we are jumping to change too quickly. I feel like we don't market as much through meaningful connections.
- an employee in Student Affairs
2. Not filling vacant positions is burning out our staff. They are stressed and overworked and do not have opportunities for training or professional development. As a result, our service to our students is tanking.
- an employee in Student Affairs
3. One of Gateway's core mission is being affordable and flexible, but it doesn't appear to be following this missions. Instead, students are impacted by the limited course offerings due to the recent changes.
- an employee in School of Mfg, Eng, and IT
4. So much negativity and too much concern with making employees happy. I feel fortunate to be an employee of this college.
- an employee in Business Office
5. Too much focus on the bottom line.
- an employee in School of Health
6. It feels like Gateway has "given up". We never "recovered" from the Covid 19 pandemic.
- an employee in Learning Success
7. Increasing DEI staff even though we're worried about costs.
- an employee in School of Business and Transportation
8. Concerned about programs being discontinued because of lack of enrollment. They may be important to the surrounding communities but may have ebbs and flows from year to year.
- an employee in School of Health
9. Right now it seems like all decisions are determined by budgetary constraints with no thought of a wholistic plan or vision for how the college will weather the anti-education politics in the state.
- an employee in School of Liberal Arts and Science
10. We want to increase on campus involvement but offer more online courses. We need to be more student focused with scheduling, curriculum sheets. Efforts to remove a board member that is going through the process of citizenship smacks of discrimination. That board member is an alumnus and takes the time to connect with students. Very concerning direction!
- an employee in Advising
11. Dr. Raju has no idea what is happening around our campuses and centers - it is all smoke and mirrors with her. Her decisions and comments push the best faculty and staff out the door, including her former executive assistant. When the Board of Trustees even sees this happening and makes comments about these issues at board meetings, you know it's terrible and toxic under her leadership at the college.
- an employee in School of Liberal Arts and Science
12. I feel leadership does not appreciate what we do for our students and for the college. We are asked to do a lot of promoting for the college and get nothing in return. Our pay raise was less than the cost of inflation so I am working for less money now. Oh and taking away free coffee, really?
- an employee in School of Protective and Human Services
13. People are scared about there jobs. People are jumping ship. People are seeking other employment. Some have done quiet quitting which is bad because they don't do there jobs while here and others are trying to assume all the work. Sooo bad. Longevity is vital. The constant turn around of employees, all knowledge of job lost with every leaving person.
- an employee in Facilities

Gateway Technical College Align Comments

14. We used to be student centered and now I feel as if students are lowest priority. It being run more like a business where students do not matter. Students used to have many class choices, more instructor attention, which all promotes greater success...I feel GTC does not value any of that anymore. It is all about numbers now.
- an employee in School of Liberal Arts and Science
15. Our student population comes in underprepared and underserved, as a whole. This requires very skilled faculty to work closely with them to assure their success in academics and beyond. Removing traditional delivery options for more online sections with higher caps does not support the reason Gateway has become well respected in its community.
- an employee in School of Liberal Arts and Science
16. What direction?? We have no vision or direction from our new leadership and both faculty and staff are just trying to get through the day to day operations because they have no clue on where the college is headed. We need new leadership at all levels and new to start over.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
17. The change in leadership has put a lot of people on edge. There are decisions that are made without the input of staff and it feels like there is no control over my job or my workload and when or where I will be teaching.
- an employee in School of Health
18. The lack of staffing not being a priority is a concern. I am currently doing several tasks that I was not hired to do (without the pay) to assist in our department running efficiently.
- an employee in Business Office
19. I believe the master plan moving forward is good in theory, but I don't see it as working as positively as presented.
- an employee in Talent and Culture
20. Change in leadership with too much of a budget focus.
- an employee in Business Faculty
21. Gateway is currently very uncertain about its direction. There is too much pressure on programs from management. Workloads are changing but no one knows to what. There is a great factor of uncertainty.
- an employee in School of Mfg, Eng, and IT
22. I question the sincerity of our new leader.
- an employee in Community and Government Relations
23. Administrators discuss their decisions solely from a financial perspective rather than discussing how they will positively impact students and employees.
- an employee in School of Liberal Arts and Science
24. Out of touch with the true mission of the college; no concern for people and the climate. Mixed messages have uncovered untruths being delivered. Too many incompetent people in positions of power. We've lost site of the fact that students and student success should be at the pinnacle of every decision.
- an employee in Business Faculty
25. Looking at cuts for faculty but not across the college. Way to top-heavy with too many people who see themselves as "boss" and not enough people responsible for the actual work. The anti-faculty rhetoric/narrative needs to stop! You cannot support students without supporting faculty. If some are lazy, fire them, and stop lumping us all into one basket.
- an employee in Business Faculty
26. We still need to find a better way to get more student to GTC outside of what career paths are prominent now.
- an employee in Learning Innovation Division (LID)

Gateway Technical College Align Comments

27. The college is not making student-centered decisions that follow our mission of delivering industry-focused education that is flexible, accessible, and affordable for our diverse community. Recent changes to course offerings make them less flexible and accessible for our students. We are not demonstrating that we value a positive climate for working and learning or that we value quality and excellence in education.

This is the first time in my career at Gateway that I don't actively recruit people for open positions. Previously, I highly recommended it as a great place to work.

- an employee in School of Health

28. The college is going downhill and fast, too many incompetent employees and overstaffed. There needs to be accountability for employees and the management. Why aren't there set rules for the management to follow? Employees aren't treated the same throughout the college. Why is the talent and culture department so large that they allow employees to study during working hours? Paid to study for degrees so they earn a larger salary, unethical. They certainly aren't setting a good example as they should be.

- an employee in Business Office

29. While I understand that we are looking to change how we serve our students in the effort to make up for lost funding; it is not in the spirit of serving our students. As a community member I would not recommend a student coming to this college if our classroom caps continue to rise. Part of what I love about what we do here is the grassroots, boots on the ground, work. Genuinely raising up our communities by working hard to see each person that comes through gets educated. Education is an investment that changes a person, their generational truths, the community they live in, and that changes the world. If we are not doing what needs to be done to ensure that work, I feel the space we take up in these communities is fraudulent.

- an employee in Office of Diversity, Equity, and Inclusion (DEI)

30. I'm worried about work/life balance. One of the reasons I left my previous job was because of the demands on my time at work. I tried to keep it to 50 hours per week, but there were many weeks where that was not enough. Things are much more balanced for me at GTC; however, I see that changing. We have many positions open in my department, and there doesn't seem to be a sense of urgency to fill them. I can tell that my schedule is filling up, and the amount of time I have to dedicate to each student is declining.

- an employee in Office of Diversity, Equity, and Inclusion (DEI)

31. That we will face job insecurity.

- an employee in Business Office

Gateway Technical College Align Comments

Which departments at Gateway Technical College cooperate together best?

Positive Comments

1. This is too specific / revealing of a question.
- an employee in School of Protective and Human Services
2. All do a pretty decent job of cooperating. A few departments provide directives without regard to how they impact others (Talent and Culture and Business Office could do better with communication, their changes impact more than they know).
- an employee in Learning Success
3. All of the departments in the School of Liberal Arts and Sciences are cooperating to build the new AA and AS degree pathways and to do community outreach and student recruitment for those programs.
- an employee in School of Liberal Arts and Science
4. I think they all do.
- an employee in School of Health
5. All departments.
- an employee in School of Health
6. Faculty and support staff that engage with students work well to meet the needs of students, although recent decisions have made this more difficult.
- an employee in School of Health
7. I think we all try to communicate better with each other.
- an employee in Community and Government Relations
8. I am a new full time employee. ABE is a good example, however I do not find issues every time when need something from a different department.
- an employee in School of Pre-College and Momentum Programs
9. I currently sit in DEI and Student Support Services. I am still new at GTC but I have seen a lot of collaborations and the willingness to partner amongst many different people and groups (departments).
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
10. The various Student Services departments.
- an employee in Learning Success
11. Programs and General Education.
- an employee in School of Liberal Arts and Science
12. Registrar's Office, Advisors, Room Scheduling, Facilities.
- an employee in School of Protective and Human Services
13. Learning Success and Student Services.
- an employee in Student Affairs - Other
14. Human Resources.
- an employee in School of Liberal Arts and Science
15. The Horizon Center.
- an employee in School of Business and Transportation
16. Marketing, Student Affairs, Learning Success & DEI.
- an employee in Student Affairs
17. Student Services and DEI.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
18. School of Health and Fire/EMT.
- an employee in School of Health
19. IT & Everyone.
- an employee in Learning Innovation Division (LID)
20. Learning success DEI DSS.
- an employee in Learning Success
21. Meit.
- an employee in School of Mfg, Eng, and IT
22. Abe.
- an employee in School of Pre-College and Momentum Programs

Gateway Technical College Align Comments

Which departments need to cooperate better with other departments at Gateway Technical College?

Improvement Comments

1. All departments, across functions as well as up and down the hierarchy, Also inside and outside the organization.
- an employee in Business Faculty
2. Too many to list.
- an employee in Business Office
3. Scheduling. Executive VP. Management Contract Negotiation Team.
- an employee in School of Liberal Arts and Science
4. Registration should be able to handle 10 students walking in at 1 time to get them registered for a class on the 1st day of the class. 1st time students try to register on line and it shows up in their plan & they think they are registered, but are not. Instead registration contacts my dean & several people involved with the apprenticeship program and complain that they had to register the 10 apprentices. Are they not there to do in person registration?
- an employee in Business and Workforce Solutions (BWS)
5. Any and all management need to address the shortfalls of the cutbacks on staffing. Pay attention to whats going on here.
- an employee in Facilities
6. The compliance department.
- an employee in Business Office
7. All. I believe knowledge is power. Working together to build unity.
- an employee in Business and Workforce Solutions (BWS)
8. SS seems siloed within and by campus.
- an employee in Advising
9. Kenosha facilities.
- an employee in Learning Innovation Division (LID)
10. Class Scheduling and Academic departments.
- an employee in Advising
11. Technical Programs and Liberal Arts, General Education classes.
- an employee in School of Liberal Arts and Science
12. Room Scheduling and Marketing.
- an employee in School of Protective and Human Services
13. Student Advising and Student Support Counselors;
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
14. Marketing and Student Life.
- an employee in Learning Success
15. Some of the departments within student services need to work better with not only themselves but others. Some petty issues pop up and people wont talk to each other and cant be .
- an employee in Student Affairs
16. The programming/faculty side needs to better cooperate with marketing and recruitment in making decisions together. There should be respect amongst professionals in their field of expertise.
- an employee in Community and Government Relations
17. Information Systems
BWS
Dual Credit.
- an employee in Student Affairs
18. Business office
DEI.
- an employee in Institutional Effectiveness
19. Marketing
HR.
- an employee in Business Faculty

Gateway Technical College Align Comments

20. ELC, Advisors.
- an employee in Business Faculty
21. The scheduling department and faculty need greater cooperation. Also, student services and all of the DEI teams need greater cooperation and coordination of their work. Deans/faculty need to work more closely with the grants team and actually provide project ideas and respond to the grant team's emails in a timely manner.
- an employee in Institutional Effectiveness
22. Marketing.
- an employee in Student Affairs - Other
23. Admissions & faculty are the 2 that stand out the most.
It would be nice if staff weren't so defensive and ready to report colleagues for asking questions and trying to do the job correctly. People are always ready to point fingers. too much gossip and people are not timely, some do not care to respond or may simply forget. People are rude.
- an employee in Student Affairs
24. As a faculty member, I would like to see my own department encouraged to collaborate differently, with more focus on instructional methods and best practices. We spend too much time focused on administration and other departments than how our own department could improve.
- an employee in School of Liberal Arts and Science
25. Any/all.
- an employee in School of Mfg, Eng, and IT
26. Communicate between all of the student services teams, communication between student services and dual credit, communication between student services and divisional leadership. Ideas from people in the work seem to get pushed to the side when given to other departments who are handing off the work or who are leadership over the department - makes it hard to share ideas when no one is listening or really wants to improve for the teams sharing the work.
- an employee in Student Affairs
27. Many. Not helpful, but true.
- an employee in School of Mfg, Eng, and IT
28. All of them. There are frequently decisions made and/or processes changed within one department that impact one or more other areas at the college without their prior input. Sometimes these changes can significantly increase workload. Some changes do have focus groups, advance notice, and opportunities to improve before releasing/changing something, but many do not. Is the problem that people don't know who to bring into a process, or who to announce it to? I don't know. It feels like more communication in general between departments and divisions would help.
- an employee in Learning Innovation Division (LID)
29. Faculty Faculty Faculty - keep stressing this - they need to cooperate with Student Services better. All too often information does not get to Student Services or they make decisions in a vacuum without thinking about student impact. This seems to not be changing or being enforced. For instance some of the program schedule changes coming up for next academic year were made without input - faculty just did it on their own.

IE needs to cooperate more with program areas on curriculum sheet creation and changes. Keeping in mind what works best for Students is most important - not what works best based on spacing, the document itself or based on staff workloads.
- an employee in Advising
30. While I feel it is getting better, I wish that the administrative groups would be more open or at least send more updates on what is going on at the college. I know there was discussion at the last professional day, however there have not been much updates on numerical data (for example) since then. I think since there are some departments who are genuinely worried due to low enrollment, it would offer more peace of mind if more updates were given along the way. Or, there should be question & answer times made available where the President or Provosts could offer meeting times for employees to go and ask questions about pressing college issues.
- an employee in School of Health

Gateway Technical College Align Comments

31. The marketing department's performance has been unacceptable and embarrassing. They have on several occasions taken several MONTHS to answer questions or get back to you. They ignore feedback and miss deadlines.

Kenosha facilities is so unorganized they are not prepared for events and do not train their employees or hold them accountable. One custodian in Kenosha went months without being trained or evaluated even though he was begging to be trained and evaluated. My facilities tickets have on several occasions sat without a response for months. I had to start CCing John Thielen on the tickets so the task will actually get done. The facilities manager is unaware of what is actually on campus and what gets done. I have spoken to many employees that do or have worked in the facilities department and there is a lack of leadership and accountability.

Kenosha Campus Affairs' performance has been not only disappointing but has directly negatively affected the projects and goals of my department. Our department has tried to work with them on many projects to improve the Kenosha campus but herding cats would be easier than working with Campus Affairs. They habitually do not respond to emails and do not follow up when they are responsible for distributing information or paying invoices. They have ignored their responsibilities of chairing the Kenosha's Earth Day committee and pushed that responsibility to departments that have voiced it was not their responsibility (Horticulture and Marketing).

- an employee in School of Protective and Human Services

Gateway Technical College Align Comments

What do you like about meetings at Gateway Technical College?

Positive Comments

1. Meeting allow u to put n your ideal u have. or everybody else.
- an employee in Facilities
2. Well run meetings accomplish tasks when they are run well.
- an employee in School of Mfg, Eng, and IT
3. Meetings in my department are focused and productive.
- an employee in Learning Success
4. Most meeting I am involved in have a purpose and coming out of them with actionable ideas or directions.
- an employee in Learning Innovation Division (LID)
5. Action items that work toward a goal. Meetings that leave me feeling informed and engaged.
- an employee in School of Mfg, Eng, and IT
6. They are flexible. Most meetings are either in person or on zoom.
- an employee in School of Mfg, Eng, and IT
7. I like that there are more Zoom options.
- an employee in School of Liberal Arts and Science
8. I wish there were more company wide meetings, rather than emails, to keep staff and faculty aware of things that are happening.
- an employee in Community and Government Relations
9. Meetings are a great opportunity for all voices to be heard and to communicate better what needs to be done to perform more effectively.
- an employee in Academic Affairs
10. Departmental meetings allow me to express any concerns or thoughts about projects that need addressing and also to discuss personal requests that my supervisor needs to be aware of.
- an employee in Learning Innovation Division (LID)
11. The meetings I am a part of are important so that everyone is one the same page and that we are offering uniformity in our roles across each campus.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
12. The meetings I attend in my department are often productive. We often discuss and find solutions to issues that could negatively impact our students. Our goal is to provide a good student experience.
- an employee in School of Pre-College and Momentum Programs
13. Some are fantastic and present lots of positive and valid options. However, I am not sure if most of those are followed up on.
- an employee in Talent and Culture
14. I like feeling informed about what is happening at Gateway.
- an employee in Institutional Effectiveness
15. Open to my suggestions.
- an employee in Facilities
16. Zoom is good.
- an employee in Learning Innovation Division (LID)
17. Informative.
- an employee in Business Office
18. I enjoy getting to interact with and getting to know my coworkers better. I also think that it is often easier to have a discussion rather than 20 emails back and forth. I find that the current environment of Zoom meetings are far more efficient that the previous in-person meetings.
- an employee in Student Affairs - Other
19. My department meetings are great. I don't usually participate in meetings that aren't necessary. Meetings are a great way to engage with others but also some meetings could just be a meeting. There has to be a sweet balance between emails and meetings.
- an employee in Talent and Culture
20. Sharing of information, ability to thoroughly discuss projects and work.
- an employee in Student Affairs
21. Short, few, focused.
- an employee in School of Pre-College and Momentum Programs

Gateway Technical College Align Comments

- 22. Information.
 - an employee in Facilities
- 23. Informative.
 - an employee in Student Affairs
- 24. Productive.
 - an employee in Advising

Kenosha County Eye

What do you dislike about meetings at Gateway Technical College?

Improvement Comments

1. Some meetings seem like its just talk, talk, talk and no action.
- an employee in Talent and Culture
2. Too many departmental meetings. The zoom option needs to be reinstated for nursing. Make it mandatory to leave your picture on. This would alleviate the stress going from campus to campus.
- an employee in School of Health
3. Meetings sometimes are just required rather than necessary and then the leaders need to scramble for interesting activities.

Employee Learning Day is a great day for the whole college.
- an employee in School of Mfg, Eng, and IT
4. No accountability, sometimes little progress.
- an employee in Student Affairs - Other
5. Many meetings can simply be emails.
- an employee in Community and Government Relations
6. The meetings are too inclusive.
- an employee in Business and Workforce Solutions (BWS)
7. There are just too many. Leaves less time to complete work.
- an employee in Business Office
8. Most of them are absolutely useless to the job I do.
- an employee in Learning Success
9. Blah, blah, blah. Nothing gets accomplished.
- an employee in Community and Government Relations
10. A lot of repetition and long meetings that are filled with information that could be sent via email.
- an employee in Student Affairs
11. Way too many meetings that require a lot of time and with additional workload, stressful for those of us who do attend /participate in the meetings.
- an employee in Business Office
12. They are often unnecessary and long. Speakers generally contribute no significant information. The meetings take away from valuable time that could be better spent preparing for students. I do find value in department meetings, but the full campus one have not proven beneficial.
- an employee in School of Protective and Human Services
13. Many are a waste of time - rehashing the same discussion time after time. I wish more large committee meetings were back in-person now instead of on Zoom (committee meetings on Zoom seem to get less done, have people multitasking or wanting to leave early).
- an employee in Community and Government Relations
14. Some meetings are unproductive but most are and stick to the agendas.
- an employee in Advising
15. Far too many meetings that do not really push initiatives forward.
- an employee in Student Affairs - Other
16. Unnecessary traveling when it could be a zoom meeting. Topic discussion that has nothing to do with my job or department.
- an employee in School of Health
17. They are not productive. Many times people just want to hear themselves and do not listen to issues at hand.
- an employee in Advising
18. Too many, zoom is overused, no personal interaction.
- an employee in School of Mfg, Eng, and IT
19. To much time spent on certain topics.
- an employee in Facilities
20. They are too frequent. They are in person and require too much travel. Work doesnt get completed in meetings.
- an employee in School of Health

Gateway Technical College Align Comments

21. Occasionally, there are meetings at GTC that could be on Zoom rather than in person (not all, but some), or that could be organized better so that we are most efficient with our time.
- an employee in School of Health
22. Some are redundant.
- an employee in School of Pre-College and Momentum Programs
23. Too many meetings.
- an employee in Advising
24. Too many meetings.
- an employee in Academic Affairs
25. Length of them.
- an employee in Advising
26. Too Long and In person.
- an employee in School of Health
27. Our agendas are too long to get everything accomplished, we push things off and talk about them via email when they really need to discuss them at the meetings. There's too much "icebreaking" we all know each other - I'd rather just get to the meeting.
- an employee in Advising
28. Sometimes I feel they do not apply to my job.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
29. Some coworkers eating during meetings, some team members sabotaging the meeting for their interests.
- an employee in Business Office
30. Department meetings are ok, all college wide meetings can be done via zoom or information sent out in an email- not good utilization of time.
- an employee in School of Health
31. 6 hours to take a customer service training for something that has nothing to do with job function is excessive, much like alot of the other training meetings.
- an employee in School of Mfg, Eng, and IT
32. Many times they do not lean toward learning anything important for the college.
- an employee in Business Faculty
33. To many, off topic.
- an employee in Business Office

Engagement

Align

Perform

- Execution
- Clued-in Leaders
- Open-mindedness
- Innovation

Connect

Coach

The Basics

I love my job because...

Kenosha County Eye

Gateway Technical College Perform Comments

What does Gateway Technical College do inefficiently or poorly?

Improvement Comments

1. Lack of merit increases limits performance. Not everyone should receive the same raise % each year.
 - an employee in School of Business and Transportation
2. Decision making. It feels like GTC makes lots of decisions or changes in a short time frame without waiting to see the effect of these changes. It makes it difficult to trace if a change was effective or not.
 - an employee in School of Health
3. My boss only answers one in 5 emails. I need support to do a good job. I don't have any.
 - an employee in School of Mfg, Eng, and IT
4. If students could view Blackboard sooner.
 - an employee in Advising
5. Keep it's word. We are in a hiring freeze. Unless it's a Director or above.
 - an employee in Facilities
6. You need to hire an Associate Dean for the School of Liberal Arts & Sciences, along with replacing other positions that have left such as the Medical Lab Technician Program Director, Custodial Staff, etc.
 - an employee in School of Liberal Arts and Science
7. ERP systems are fragmented.
 - an employee in Business and Workforce Solutions (BWS)
8. Some newly implemented processes involve much more work from everyone which is largely ignored by supervisors.
 - an employee in Business Office
9. Feels like EVERYTHING at the moment.
 - an employee in School of Mfg, Eng, and IT
10. Hire replacements. What is the logic of posting open job positions weeks after the prior employee has left gtc. IF it is posted at all. All the knowledge that person had about the job, goes with that employee and the replacement comes in and flounders. Never in my life have i worked a job where the leaving employee doesnt work w the replacemtn for a few weeks and TRAIN THEM.
 - an employee in Facilities
11. Poor communication between depts when changes to curriculum and policies are made and the info is not disseminated to front line staff who have daily contact with students. Not including front line staff when those meetings and decisions are being made. In essence, making sure all needed staff are at the table for those discussions.
 - an employee in Advising
12. Not flexible with scheduling courses or adding courses even when in best interest of the students

Administrators don't understand our student body. Our students are not university students that can plan ahead. Many of our students live challenging lives, without family support, and are new to the world of higher education - these students can't register early when their lives are a mess, many wait until the week before or week of and are finding courses are cancelled.
 - an employee in School of Mfg, Eng, and IT
13. I do not feel that all departments make use of the tools and technology available to make their jobs easier and more efficient. I believe more buy-in is needed from managers (hold your employees accountable for using these tools) and more training is needed to make employees more comfortable using them. I think a lot of money is spent to get the technology, but then it is under-utilized.
 - an employee in Student Affairs - Other
14. Lack of interest in employee performance.
 - an employee in School of Protective and Human Services

Gateway Technical College Perform Comments

15. Communication.
Constantly making changes in a way that seems like a waste of money.
- an employee in School of Mfg, Eng, and IT
16. Make quick decisions
Not using a business lens to move forward.
- an employee in Talent and Culture
17. Too many projects/initiatives.
- an employee in Advising
18. Curriculum Sheets and scheduling. Hot Mess!!
Marketing that is very unapproachable or easy to work.
- an employee in Advising
19. Gateway is working with old technology that does not work for our needs. While we talk about a culture of futurism and lean, we do not practice it. Leadership of this college do not promote a culture of change and embracing new methods and technology. We think we are innovators, but we are really dinosaurs. We are in crisis right now in many areas and no one seems to notice.
- an employee in Institutional Effectiveness
20. Collaboration between departments could be improved with a singular vision that all areas of the college are accountable in carrying out. Working with another department can sometimes be like pulling teeth, as the immediate goals and vision of one department may not align with those of another department.
- an employee in Institutional Effectiveness
21. *Prioritizing budget.
- an employee in School of Protective and Human Services
22. The college at times seems politically biased. It was extremely disappointing to receive very vivid pictures of the drag queen show in my email. Why are politically motivated activities allowed and then emailed to us? Does this help me do my job?
Regarding our budget, Gateway has really grown which is great, however, we do seem to have too many people on the administrative side. It is hard to keep track of everyone and what they really do. What is the ratio of administrative staff to students and Faculty to students? Some teams seem to be busier with their own created activities (team building, etc.) rather than spending most of their time working with students directly. The key is trying to find the best balance.
- an employee in School of Mfg, Eng, and IT
23. Gateway has a lot of positions that could likely be eliminated. There are people who spend a lot of time doing things that aren't their job, attending programs meant for students, and not really working. My colleague spends some of their days doing work for their other job because they have little to do here. We need to have every position reviewed to determine if it's needed and that it fits with our mission and future. We could combine positions, remove some, and reconfigure how we do things. I would recommend that we hire a consulting firm to conduct a full scale efficiency review. Stay away from ones that only do higher ed because they will likely confirm the bloat rather than trim the fat.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
24. I feel our budget officers and ELC exhibit a degree of apprehension when it comes to reconciling the budget while addressing vacant positions. It seems that there is a hesitancy to relinquish positions, likely stemming from concerns about potentially reducing a departments headcount. This reluctance appears counterproductive to the overarching goal of allocating resources to areas that require strategic attention, especially in the light of critical human resource deficiencies in sectors crucial to the college's ability to support recruitment, retention, and completion objectives for students.
- an employee in Talent and Culture

Gateway Technical College Perform Comments

25. Decision making at some levels seems unorganized and not thought through or well communicated. Too many committees that require a consensus for decision making and every member's input on every aspect of what they are doing. Committees that are allowed to operate unilaterally and make decisions that impact areas outside of their scope with no input from those areas. Leadership seems to not want to hear negative feedback (even on this survey, this is the only really pertinent question about how the college has room for improvement).

- an employee in Community and Government Relations

26. The Kenosha campus has a sustainability center that doesn't actually drive any sustainable efforts. Several people on the Kenosha campus have expressed interest in a sustainability committee to become the driving force but the staff who should be leading the committee does not want to lead the group or do the work.

Gateway also does not manage money well. Last fiscal year I asked for LGLA screens for all the GLs linked to my department and compared them to my spreadsheets and I found over \$8000 in errors in just my one department. Our department budget is less than \$90,000. That is embarrassing.

- an employee in School of Protective and Human Services

27. Our Talent and Culture team does not value current employees. At meetings when they present we are yelled at and scolded. I'm not sure what the vision is for moving HR to Talent and Culture. What is being done to help the culture at Gateway? It is not good right now.

We do not have a seamless student experience from recruitment to retention to graduation. There are way too many touch points needed for a student. Navigating our team of expert approach is extremely difficult for this generation. It may have been innovative 10+ years ago when it was created but now students want INSTANT communication. If we don't meet students where they are, they will leave us.

Equitable pay.

Hiring. There are teams that are really hurting for people. When the president announced she was replacing her open position in the president office, I thought it was so poorly announced and poorly decided. What about the other teams who have been down for a year? That was insensitive even though the President announced she holds herself accountable.

We start projects and never finish them.

- an employee in Academic Affairs

28. Spending on unnecessary items then not spending enough on necessary items such as security. Why aren't there metal detectors and more security walking the properties? A topic that comes up EVERY year is meetings are a waste of time. All meetings should be done via ZOOM then there would be less time spent on travel and more time for working. Isn't that why ZOOM was purchased? Unbelievable LID didn't use ZOOM for their premier, what a waste of money. The college is so overstaffed, this is evident on how many have time to volunteer during working hours. Don't forget this is taxpayer money and we're taxpayers too!! Why are there so many people in the admin staff meetings? This also shows the college is overstaffed, the meetings if necessary, should only be managers and up. If there is a terrible employee nobody does anything about it, they should be fired. I know of several incompetent employee who has been at Gateway way too many years.

- an employee in Business Office

Gateway Technical College Perform Comments

29. In the words of Taylor Swift (and others), "If you fail to plan, you plan to fail." We do a lot of great planning at Gateway, but it seems to often be done in silos and without consideration of the intersectionality of goals and activities within various projects, grants, or committees. We also often operate without clear institutional priorities across these projects, grants, and committees, which can make it difficult for those assigned work by these groups and other operational needs to balance workloads and daily task priorities (particularly when some appear to compete with one another). I often wonder if some of our "initiative fatigue" is due to this.
- an employee in Student Affairs - Other
30. Gateway has too many initiatives taking place all at once not allowing for them to be implemented as quickly or as effectively as they could be. There are times when big decisions are made that the communication outward is poor in that it isn't timely and/or doesn't provide all of the information, such as if you are an individual impacted by this decision, this is what you can expect in the coming.... We sometimes get ahead of ourselves and jump at the big picture missing the important details and sometimes its reverse, we do minor changes not thinking about big picture impact. Budget decisions by ELC are taking way longer than they need and the perception is that it's because they are more worried about losing a headcount than righting the deficiency. ELC is also perceived as taking too long to make decisions or communicate outward when decisions or data have been finalized.
- an employee in Talent and Culture
31. Communicate or implement processes that will actual help our students which is our main objective.
- Students should have to give a blood sample as well as months worth of work to register, apply and be accepted into program to attend our college. Students should be able to work with their schedule to attend classes, yet we make it so only a few options are available because of the scheduling software used.
- We base our school off Strengths, but yet, I never see them implemented except for in meetings to continue exercises to keep them in our minds. Never asking the opinions of the actual employees that changes will effect, just implementing them and expecting the work to get done.
- an employee in School of Protective and Human Services
32. Gateway does some things poorly. One of the glaring and obvious concerns is the disconnect of the initiatives and policies in each ELC members' areas to the rest of the college which conflicts with each other, creates barriers, and/or slowed momentum in services to students. Also, the lack of discussion around supporting employees and their wellness while also encouraging emotional self-regulation is apparent when employees are becoming disconnected from each other and being just as competitive in order to get some sort of invisible and intangible prize - whether the prize be the leader's pet or being provided false ideas of future promotions. In essence, the disconnected relationships at the top can be felt down to the bottom where many of our employees reside. This produces inefficiencies in our workflow and poor morale among employees.
- an employee in Student Affairs - Other
33. I feel there needs to be more support of the students once they are enrolled. There seems to be a huge push to get students to be accepted however we fall short when students are actively with us in being able to support their needs for discovering the best career and class pathways that will support their success and retention rates at the college. We should have more support for students who are unsure of their pathways and make sure to check in on them once they are enrolled and provide them with further opportunities to be successful i.e. an orientation, mandatory advising meetings within their first year.
- an employee in Student Affairs

Gateway Technical College Perform Comments

What does Gateway Technical College do efficiently and well?

Positive Comments

1. Tapping into high school students to secure connections to Gateway early through opportunities like transcribed credit/dual enrollment.
- an employee in Talent and Culture
2. They provide the supplies necessary to do your job.
- an employee in Facilities
3. Serve diverse populations very well.
- an employee in Student Affairs - Other
4. Help students in the trades.
- an employee in School of Liberal Arts and Science
5. Utilize new Technologies.
- an employee in Learning Innovation Division (LID)
6. They are cool and lack back. willing to work with u on flexible. work schedule. hours.
- an employee in Facilities
7. For the most part, the college is efficiently getting a lot out of each employee by not refilling positions.
- an employee in Learning Success
8. With all of the recent changes, it's been helpful to have up front communication.
- an employee in School of Health
9. Student facing while making changes to ensure a secure future for the college.
- an employee in School of Health
10. Getting the message out to the community and keeping the students coming in.
- an employee in School of Pre-College and Momentum Programs
11. All views, ideas, cultures, and ethnicities are accepted and celebrated at Gateway. Hopefully more of a focus on people with disabilities will be added soon.
- an employee in Student Affairs - Other
12. Small class sizes, low instructor to student ratio.
- an employee in School of Mfg, Eng, and IT
13. When Gateway leaders make decisions, they always keep the student's best interest in mind.
- an employee in School of Pre-College and Momentum Programs
14. Working to include faculty and staff in decisions.
- an employee in School of Health
15. Communication with the staff and students.
- an employee in Advising
16. I believe that for yearly employees, the remote work policy is efficient for the Academic Advising.
- an employee in Advising
17. Putting students first
Community engagement
Staff engagement
Budget
Not laying people off (very common these days and Gateway hasn't done so yet due to budget cuts)
Reliable employer.
- an employee in Talent and Culture
18. Established workflows.
- an employee in Community and Government Relations
19. Help student success.
- an employee in Business Office
20. Make events known.
- an employee in Business and Workforce Solutions (BWS)
21. Dual Credit
Rising Enrollment numbers
Building each other up.
- an employee in Academic Affairs
22. Tackles the tough stuff to ensure we effectively serve our students and the community.
- an employee in Community and Government Relations

Gateway Technical College Perform Comments

23. Provides a welcoming environment to both new and continuing students. Offers flexible day/evening and part time/full time degree options for our large non-traditional population.
 - an employee in Student Affairs - Other

24. Bringing students into the college.
 - an employee in School of Pre-College and Momentum Programs

Kenosha County Eye

Gateway Technical College Perform Comments

What do executive leaders do to show they know what's really going on?

Positive Comments

1. They communicate well with others in their team.
- an employee in School of Pre-College and Momentum Programs
2. Change in leadership after past President resigned.
- an employee in School of Health
3. Try to be present and available. Listen to us.
- an employee in School of Health
4. Have a lot of meetings.
- an employee in School of Mfg, Eng, and IT
5. Communication is and Transparency is Key!
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
6. There are a lot of activities happening at the college and the executive leaders are aware, and if there is anything that is needed from them, they are there to assist.
- an employee in Student Affairs - Other
7. Responsiveness to employee concerns/complaints - especially, when they sincerely acknowledge and address the concern, even when the employees present them in a more... confrontational tone.
- an employee in School of Liberal Arts and Science
8. Respond to my personal concerns and provide sound suggestions for coping. Professionally allow the opportunity to improve my teaching skills.
- an employee in School of Health
9. Friday videos, attend faculty meetings, send email, answer questions.
- an employee in School of Health
10. Keep the team in the loop, trust us with sensitive information.
- an employee in Talent and Culture
11. I like the president's video's.
- an employee in Community and Government Relations
12. They listen and offer updates.
- an employee in Talent and Culture
13. Frequent interactions.
- an employee in Business and Workforce Solutions (BWS)
14. They talk and listen.
- an employee in Business and Workforce Solutions (BWS)
15. When we do get any kind of communication it comes from the executive leadership but it is one directional communication and happens after the fact.
- an employee in Academic Affairs
16. They are addressing the decline of student enrollment that has been happening for years. It is good to see a president finally leading the ELC to start addressing the consequences of this including add/drop structure, staffing, program sustainability, etc. I think it has been brushed under the rug for too many years.
- an employee in Learning Innovation Division (LID)
17. I think the weekly President's videos are very helpful in revealing what the leadership is working on, and for addressing rumors and concerns early on. However, it seems to be a little more PR than actually addressing issues lately. That's great if we really have no issues to address, but I do not believe that is the case.
- an employee in Student Affairs - Other
18. Our new executive leaders need to understand that it is important to keep the flexibility we have had in terms of class sizes and run numbers to ensure we can offer so many different programs. Our student population is a lot different than WCTC and MATC so what works for them does not always work well for Gateway.
- an employee in School of Mfg, Eng, and IT

Gateway Technical College Perform Comments

19. The more I have gotten to know the executive leaders, most of them actually have a good understanding of what is going on within the college. I have realized that through personal communication with them. The communication college-wide could improve.

That being said, the Talent and Culture/HR department still seems completely oblivious to their own incompetence. The higher up leaders in that division are openly rude, antagonistic, and have zero regard for faculty. They are the key contributors to the toxic culture at Gateway. Putting "culture" in their new name is laughable.

- an employee in Institutional Effectiveness

20. Being available for questions.
- an employee in Advising

21. Addressing the hard issues.
- an employee in School of Protective and Human Services

22. Department meetings.
- an employee in Business Office

Kenosha County Eye

What is happening at Gateway Technical College that executive leaders do not understand?

Improvement Comments

1. Lack of focus on continuous improvement. Too much over-analysis without positive actions, even when there is a very clear path to positive improvements. Moving so slowly that there is no perception of forward movement at all.
- an employee in Talent and Culture
2. High school freshmen and sophomores are not prepared (emotionally or academically) to take our college courses. This challenges the instructors and devalues a Gateway degree.
- an employee in Learning Success
3. That everyone can do even more than just their jobs.
- an employee in Business and Workforce Solutions (BWS)
4. They can't see the vision of where this college needs to go, and the board members are just as blind. We talk a GREAT game about meeting students where they are and providing services, but not all students get the same treatment.
- an employee in Learning Innovation Division (LID)
5. Maybe they do understand but are hesitant to share concerns, downfalls, etc. with the CEO.
- an employee in Business Office
6. We need to be more open and honest about socio-economic class, race and climate change. A lot of our students don't feel very positive about the future for good reason, and avoiding the conversation isn't helping.
- an employee in School of Liberal Arts and Science
7. Some executives make decisions that are in the best interest of themselves instead of what is best for the college.
- an employee in Business Faculty
8. The "lower ranks" are critically understaffed, management of those area are aggressively targeting "poor work performance" rather than staffing issues because of hiring freezes.

The only places that don't seem to have this magical freeze is in the administrative area, and the new "Talent and Culture" area.
- an employee in Learning Innovation Division (LID)
9. How irresponsible we are allowing our students to become. We do this in the name of FTEs and I understand that, however, we are actually doing the students a disservice by allowing them to not be responsible. Staff bends over backwards and continually allows exemptions for student irresponsibility. Why lose a FTE when you can just let a student caught cheating retest??
- an employee in Learning Success
10. If I didn't wear a uniform with my name on it, they wouldn't know me, nor what I do. Everyone has a different idea of what my job "should" be. Yet what I do changes each day.

They get tied up in more (pointless-to me) zoom meetings a day than I have meetings a month that are actually productive.

How many Executive "Leaders" does GTC have?
How many LEAD?
- an employee in Facilities
11. Some decisions don't seem to take into account the impact on students and employees. Example is holding positions open that directly service students and impact enrollment/retention, rather than assessing and gathering what other positions/employees could be repurposed. This is very shortsighted because it burns out those that are working hard and doing more with less already, eventually compounding the issue when staff resign or find other options.
- an employee in Learning Success

Gateway Technical College Perform Comments

12. The environment at Gateway is quite toxic and executive leaders do not want to address it. There are employees who should not be at the college that get shifted to other campuses, while the employees who are engaging are minimized and devalued.
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
13. You can't serve students effectively if staff positions are not being filled. Making one person do the job of three people is not acceptable.
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
14. Faculty and staff are feeling left out of decisions, or not heard. Instead of an Employee Learning day, maybe re-focus that day to concentrate where the college is at, and where the college wants to move forward as a collective group.
 - an employee in Advising
15. Work loads stress levels because of pay and help work loads.
 - an employee in Facilities
16. Lack accountability. Micromanaged, Hispanic staff form alliances and discriminate against anyone who is not hispanic.
 - an employee in Student Affairs
17. A Dean in past were Gaslighting employees and nothing was done about it.
 - an employee in School of Business and Transportation
18. The current course scheduling is not working for full-time and part-time students. Its hard on student when a class is canceled and its part of a sequence or pre-req.
 - an employee in Advising
19. How international education changes will impact participation by faculty and students.
 - an employee in School of Pre-College and Momentum Programs
20. Data is great but we need to consider other variables when making decisions that impact student success.
 - an employee in Advising
21. How some decisions affect the day to day work because they don't know or understand some of the day to day work we do.
 - an employee in Student Affairs
22. There's such a huge disconnect in communication that I'm not sure how leaders know what is going on. How they are unable to see the siloing of departments and the ongoing 'we don't do that--this isn't my job' hot potatoing of student issues and staff concerns bewilders me.
 - an employee in Academic Affairs
23. Support isn't always given through resource acquisition, but caring for subordinates through the hills and valleys. Not necessarily emotionally, but resulting in the subordinate perceiving that leadership believes in them and wants to be involved in their professional lives.
 - an employee in School of Protective and Human Services
24. I think executive leaders to not understand how much of a toll it's taking on some people who are having to do their jobs and in addition, the work of others because there's been a hiring freeze. Especially when the president loses one of their own aids and immediately oks the job to be posted.
 - an employee in Student Affairs
25. The pay scheme that categorizes instructional personnel by discipline. This is NOT industry, and a graduate degree tuition is not discounted based on content discipline.
 - an employee in Business Faculty
26. The work of taking on the responsibility for missing team members that has been ongoing for MONTHS. That's a lot of burnout and unhappiness.
 - an employee in Student Affairs

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27. The lack of interdepartmental cooperation. Our LID is frequently brought in on projects after a decision about technology is made and not during the decision-making process. This leads to duplicate technologies being deployed, tight and nearly impossible timelines to implement technologies, and questions about the security of those technologies. It frequently feels like we are not brought in because others don't want to hear "no", and sometimes that needs to be heard.

Stop with adding new initiatives and technologies without looking at our staffing levels in all areas of the college. We keep adding and adding and it doesn't feel like we're giving up anything.

- an employee in Learning Innovation Division (LID)

28. Processes constantly change making more work for some positions. When you are on a hiring freeze you stop hiring people who leave and leave an open position unfilled. Instead of hiring for open positions you put more on others or use part-time people. Another thing is more positions seem to be open and hiring for dealing with DEI. Don't get me wrong DEI is highly important, but if you look at real life it is sad we focus on things that don't need full attention over things that need attention. College is an experience to celebrate differences, not a mental institution to cater to them. We are in a multi-cultural area but need good people doing good things. Not just giving people who do not deserve things, positions, or raises to those who have a checked box in being different. Be proud, not scared. Stand up to real ideas don't hide behind them.

- an employee in School of Business and Transportation

29. Students are struggling. Many lack basic skills for reading textbooks, and are especially challenged to read e-texts. (Why doesn't our bookstore offer students an opportunity to purchase an e-text and/or a physical text?) The college's many moves away from quality textbook resources for core classes including QR and A&P, specifically its adoption of OER texts that do not align with instructors' lecture materials, discourage students from reading and building textbook reading skills because the books don't align well with material instructors are focusing on.

Faculty are struggling. Gateway's "multiple measures" admissions, specifically those that don't require placement testing for all students, are challenging faculty to see students who lack readiness through courses such as QR and English Comp. Such placements challenge the resolve, confidence, and outcomes of/for students, faculty, and the college alike.

- an employee in Learning Success

30. The way the budget has been handled has made morale terrible, I do not believe that the Vice Presidents understand we have a mission, They are concerned only about budget and not quality education. Their calculations of what it costs to run classes has been done incorrectly. The balance between budget and quality has been lost. The focus on pushing up class sizes and ending ATCs hurts our ability to compete. The concern about the demographics fails to account for where we can get more students. (Hint: it's people looking to change careers.) Matt does not seem to be good at his job. He thinks being a high school shop teacher has made it so he understands how to run this college and fulfill its mission. He is wrong. A lot of students are angry about the way the college is being run as well,

- an employee in School of Mfg, Eng, and IT

31. Decisions being made top-down don't seem to take into consideration what the consequences are to the day-to-day work of employees. I understand that executives can't possibly be aware of all the tasks employees do, however it feels like it would be valuable for them to take some time for a "walk a mile in my shoes" type of approach and familiarize themselves more with the work being done and the general workload of employees. At least in their own divisions, if not also in others as well.

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So many people that I talk to (of all levels, job types, and departments) are overloaded and burnt out due to an ever increasing workload. And I mean real burn out, as I am finding more often than not in these interactions I am seriously concerned about the mental and physical health and wellbeing of my colleagues and myself.

Tasks need to be prioritized and cut in order to allow employees to perform their best and provide the best service. Generally speaking, there are only 40 hours in a workweek, and a finite amount of work can be done in this time. We all know this, but I feel there are many employees, myself included, that have a workload that is beyond what can be accomplished in a week. This causes tasks to not get completed anyway, and often in an unplanned way due to not having time to catch up on organization. The build-up of tasks eventually gets to a point that feels infinite, hopeless, and like employees are not valued as humans with limited time.

Administrative staff (including but not limited to ELC) can be nearly impossible to communicate with, resulting in a need to schedule "meetings that could be resolved via email", which is also becoming nearly impossible due to admins' calendars being booked. This affects so many other employees and severely delays processes. Admins need help too!

We're burned out, and don't want to be. We want to do our jobs, and truly love our jobs, but are being hindered from doing them to the fullest. Please help us work on a solution! All areas could benefit from looking into where work tasks can be cut, and honestly this should be a regularly occurring process anyway as we all know processes can become obsolete or cumbersome over time, and new ones must be added.

- an employee in Learning Innovation Division (LID)

32. We are not transparent to our students when it comes to program information. too Many of our curriculum sheets do not really explain how courses are offered. Programs have requirements not listed anywhere for students to easily access. Over the last few years Faculty and staff ask for changes with curriculum sheets to be clearer on how courses are offered and nothing seems to change and listening does not seem to be occurring.

Faculty tell us when courses should be offered - but then courses are not offered as expected and we do not know how to help students.

We need clarity before students enroll on how these programs operate and how courses are offered. Otherwise we do not retain students and they drop out over time when they learn this information.

- an employee in Advising

33. When policies or procedures are put in place most times they don't consult with the departments it will actually affect (not including supervisors but the employees that have to do the actual work) never give a heads up when these things happen.

- an employee in Student Affairs

How are different points of view encouraged at Gateway Technical College?

Positive Comments

1. They are considered during all meetings and inservices followed by open discussion.
- an employee in Facilities
2. During teams meetings, asking for and accepting input in solving issues.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
3. Within the department I am in, everyone is asked and encouraged to present their point of view. My supervisor is extremely conscious of every person in our department and wanting everyone to be heard.
- an employee in Talent and Culture
4. We are always encouraged to voice our concerns.
- an employee in Business Office
5. Different points of view helps to refocus on our mission as an Educational Community. Talk and discuss each point of view to create an environment of inclusion.
- an employee in School of Pre-College and Momentum Programs
6. I am not sure, new management.
- an employee in School of Health
7. I think it is very encouraged.
- an employee in Student Affairs
8. Asking for volunteers for Interest Based Dialogues. Everyone was offered the chance to be a part, if you didn't participate, that's our fault.
- an employee in Talent and Culture
9. Not sure. Just talk to Dean about things.
- an employee in School of Business and Transportation
10. We are asked to provide our thoughts and opinions during meetings so we can consider all options.
- an employee in School of Mfg, Eng, and IT
11. Surveys are sent our to obtain information, committees are available to provide feedback to administration.
- an employee in School of Health
12. There have been a lot of anonymous forms to express concerns or questions, which I think have been well received. The IBD groups have been an opportunity to ensure various groups are represented in discussion for those specific topics- it would be nice to see more of these formal groups OR the approach used more directly in other larger conversations.
- an employee in Student Affairs - Other
13. Perspectives on the basis of race and various cultural backgrounds are considered important here, while I still feel there are strides Gateway needs to take in how gender and disability are discussed and how those members of our community are lifted up and made heard.
- an employee in Community and Government Relations
14. Thoughts, ideas, and opinions are always welcomed and encouraged. I like that when these things are brought up, there is time for discussion about them. Everyone has a voice.
- an employee in School of Health
15. They appear to be encouraged and supported.
- an employee in Community and Government Relations
16. Heard, but looked over. The culture will never be the same. At the rate the college going from a culture standpoint. I feel like the culture is or has faded away.
- an employee in Facilities
17. President open door policy
Via surveys.
- an employee in Talent and Culture
18. Town hall meetings.
- an employee in Academic Affairs
19. Highly encouraged.
- an employee in School of Business and Transportation
20. Are welcomed.
- an employee in Business Office

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21. At meetings.
- an employee in Institutional Effectiveness
22. Staff and students are encouraged to share their views, helping them feel important and accepted.
- an employee in School of Pre-College and Momentum Programs
23. They are encouraged by supervisor and be the rest of the college, my points of view involving collaboration involve my program specifically.
- an employee in School of Health
24. A survey is provided annually that offers an opportunity to provide individual points of view. Six department meetings and three divisional meetings per year also provides an opportunity to voice point of view. Email and Zoom communication are also available for expression of ideas or points of view. Whether the points of view are acted on is dependent on a number of variables. I have found in life that initiative comes from the individual and affecting change happens when the individual takes initiative. Gateway offers many opportunities for faculty to take initiative to be better, including being more student success oriented for the current and future student population.
- an employee in School of Liberal Arts and Science
25. Open minded.
- an employee in Business Faculty
26. IBD and FTLC.
- an employee in School of Mfg, Eng, and IT

Gateway Technical College Perform Comments

Why might someone hesitate to share a different point of view at Gateway Technical College?

Improvement Comments

1. If you're not woke, you need to stay off of the radar. What happened to just being a decent person and treating everyone respectfully all f the time?
 - an employee in School of Protective and Human Services
2. Punishment, bad behavior and poor work ethic is rewarded if you are quiet.
 - an employee in School of Mfg, Eng, and IT
3. Chance of getting terminated, or I see it as a complete waste of time my opinion means nothing.
 - an employee in School of Business and Transportation
4. If a leader or department is more liberal.
 - an employee in School of Health
5. For fear of being looked down upon.
 - an employee in Learning Innovation Division (LID)
6. If it's not mainstream or PC opinion there is fear of being branded so people don't say those opinions.
 - an employee in Community and Government Relations
7. If you disagree with Gateway college They holds your point of view against you.
 - an employee in Facilities
8. No one wants to get fired.
 - an employee in School of Mfg, Eng, and IT
9. The culture.
 - an employee in Facilities
10. Gateway is a very liberal organization. Most staff and faculty hold liberal views. Most of the programming we offer, from the book club to the events, are pet projects of liberal employees. That means that those with moderate or conservative views don't have much to participate in. You see this at the events as it's often the same group of people at all of them. We have never read a book from a non-liberal activist author and have never done any programming from a conservative perspective.
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
11. If you're not already treated unfairly, sharing a different point of view will get you treated unfairly. I have witnessed it. Why do we do these surveys and nothing changes? Employees have submitted good questions that are avoided. President/CEO never answers questions on questionnaires and said she expects bad results from this survey. Gateway Technical College has no accountability.
 - an employee in Business Office
12. I don't know about 'someone' but I 'might' hesitate to share a different point of view because I do not want to be labeled racist, or homophobic, etc., and limit my advancement opportunities - it is clearly evident with promotions and hiring in recent years, that favoritism is extended to people who will go along with certain initiatives. There is an unspoken undercurrent that disagreeing with the agenda will not advance a career.
 - an employee in School of Protective and Human Services
13. Fear of being black-listed for future promotions and job opportunities.
 - an employee in Student Affairs - Other
14. Because your opinion doesn't matter at Gateway. Everyone who is higher than you makes the decisions them self. Its pointless to ever point out anything when it gets ignored or acknowledged.
 - an employee in Learning Innovation Division (LID)

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15. People are very judgemental and easily offended.
- an employee in Academic Affairs
16. Well, no one likes to rock the boat. People are afraid of getting fired over their opinions.
- an employee in Learning Success
17. Fear of retribution, plain and simple. Even taking this anonymous survey scares people.
- an employee in School of Liberal Arts and Science
18. Because of retribution or bias.
- an employee in School of Liberal Arts and Science
19. Being Crushed by a supervisor.
- an employee in Facilities
20. Retaliation.
- an employee in Learning Innovation Division (LID)
21. Individual feels like their opinions do not matter because leadership is not listening.
- an employee in Community and Government Relations
22. I believe some people think that some points of view are frowned upon and they are scared of being rejected.
- an employee in Talent and Culture
23. I think that there is unfortunately still some trust to be rebuilt and times when faculty voices have been ignored.
- an employee in School of Liberal Arts and Science
24. The college's overwhelming liberal stance has made it exceedingly challenging for me to engage in discussions and activities, hindering my ability to fully participate in campus life.
- an employee in Academic Affairs
25. I'm not URM.
- an employee in School of Mfg, Eng, and IT
26. Fear of retaliation and/or being called racist, even though you might have some valid concerns. For some members of ELC, there is such an emotional attachment to certain ideas or perspectives that, if you try and ask questions or offer different points of view, you're disregarded or even verbally attacked. There is also the very real frustration that peoples' opinions or ideas won't even be considered, so why bother?
- an employee in Institutional Effectiveness
27. Leadership of this college believe that what they say is the best thing for the whole college. They do not care nor want to hear anything contrary to what they believe. They actively demonstrate this by their actions. They talk about hearing employees and wanting feedback, but they absolutely do not. There is a lot of gaslighting happening at Gateway right now and that starts with the President of this college.
- an employee in Institutional Effectiveness
28. Politics.
- an employee in School of Protective and Human Services
29. Fear of Reprisal: I fear negative consequences, such as reprimands, being passed over for promotions, or even termination if I express a dissenting opinion.
- Lack of Psychological Safety: I hesitate to share different viewpoints when there is a lack of psychological safety in the workplace. I fear ridicule, humiliation, or being marginalized by colleagues or superiors.
- Cultural Norms: I am hesitant to go against cultural norms in some corporate cultures where conformity and agreement are highly valued, and dissent is discouraged.
- Hierarchy and Power Dynamics: I feel intimidated or powerless in the presence of higher-ranking colleagues or supervisors due to hierarchy and power dynamics, making me less likely to express different viewpoints.
- Reputation Concerns: I am concerned about how my colleagues or superiors will perceive me if I am seen as a 'troublemaker' or constantly challenging the status quo, affecting my reputation.
- Groupthink: I refrain from expressing differing

Gateway Technical College Perform Comments

opinions to avoid disrupting harmony or appearing dissenting in situations where there is a strong desire for consensus within a group, known as groupthink.

Time and Resource Constraints: I perceive that sharing a different point of view will require additional time and effort for discussions or debates, which might be seen as impractical or unwelcome, given time and resource constraints.

Ineffective Past Experiences: I hesitate to speak up if I have had past experiences of sharing different viewpoints that were ignored or dismissed, leading to a reluctance to do so in the future.

Fear of Peer Pressure: I am concerned about peer pressure from colleagues who hold a different viewpoint, which could potentially lead to social isolation or strained relationships.

Company Culture: I am discouraged from sharing different viewpoints in the college because of its top-down, authoritarian leadership style, where decision-making is centralized.

Unwillingness to Rock the Boat: I avoid sharing different viewpoints due to my preference for stability and risk aversion. I am unwilling to rock the boat to avoid potential disruptions or conflicts.

- an employee in School of Protective and Human Services

30. Gateways direction & leadership continues to move further towards progressive/liberal ideology. This ideology tends to label those who disagree with their ideas e.g. racist, misogynistic, sexist, homophobes, incompetent and close minded rather than engaging, listening and discussing and learning. Most people who disagree will not publicly disagree to avoid labels and risk of social condemnation and potentially loss of employment. I am not accusing Gateway of this as I have no examples of this happening specifically at Gateway, however at many higher learning institutions who have gone further down this path have many examples of this happening.

- an employee in Learning Innovation Division (LID)

31. Because in the past the differing points of view are not really given any consideration - it is all just a game to pretend to seek out those opinions.

- an employee in Business Faculty

How are new ideas encouraged at Gateway Technical College?

Positive Comments

1. Always looking for new ways to better serve students and our communities. Ideas are welcome for how to grow the college and support our students.
- an employee in Community and Government Relations
2. Gateway is constantly encouraging new ideas. It never ends and unfortunately in most cases we don't see a lot come from all of these ideas.
- an employee in Business Office
3. Committees are formed and volunteers are encouraged to join.
- an employee in Advising
4. New ideas are always encouraged through new programs and expansion of programs to other campuses.

Using new and creative technology to support Gateway.

Happy to see new, bold signs for our buildings.
- an employee in School of Mfg, Eng, and IT
5. To me, they are not significantly encouraged. It always comes from the top down, and those in the trenches are forced to follow suit. IBD is helping a bit, but it takes too long to get anything initiated, executed, and assessed.
- an employee in School of Liberal Arts and Science
6. You can bring new ideas to your supervisor. You can submit new ideas in survey format.
- an employee in School of Pre-College and Momentum Programs
7. Open to hearing them and using them.
- an employee in Talent and Culture
8. New ideas are not encouraged unless asked by the ELC team to do so.
- an employee in Student Affairs - Other
9. In my department and school we are doing everything we can just to survive. We are desperately trying to think of even more ways to recruit, engage, and retain students.
- an employee in School of Liberal Arts and Science
10. Surveys are sent out to obtain information, committees are available to provide feedback to administration.
- an employee in School of Health
11. My supervisor does a great job of encouraging new ideas and asking us to think big picture. We are encouraged to think about how we can provide services that impact students positively to improve student outcomes.
- an employee in Learning Success
12. In my opinion, new ideas are encouraged and given due consideration seems to be contingent upon the leadership in place, the availability of resources, and the constraints of time commitments.
- an employee in Talent and Culture
13. The department is always open to new ideas to better assist our students.
- an employee in School of Health
14. As a college they encourage it in all of their faculty meetings.
- an employee in School of Health
15. Within my department all new ideas are heard and discussed. If it is something that can help we work towards implementing.
- an employee in Community and Government Relations
16. I am asked for my ideas now and then but I don't know if they are ever used or considered (lack of follow up).
- an employee in School of Pre-College and Momentum Programs
17. Padlets? The new president seems to encourage emailing her with concerns and open to responding.
- an employee in Advising
18. I feel that anyone can make a suggestion.
- an employee in Talent and Culture
19. Depends on your supervisor the one I have now is open to try your ideas.
- an employee in Facilities
20. Mostly via email.
- an employee in Learning Innovation Division (LID)

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21. IBD groups, committees and leadership.
- an employee in Student Affairs
22. Opportunities for new ideas are always welcomed and encouraged by any and all persons. There is not just one set structure for how things are done or one appointed person making all the decisions without any input or feedback from who it may impact.
- an employee in School of Health
23. There are often listening sessions, various administrators or departments hold meeting opportunities on all campuses, and supervisor is always asking for input and creative ways to accomplish goals.
- an employee in Advising
24. Feedback is encouraged.
- an employee in Community and Government Relations
25. IBD and FTLC.
- an employee in School of Mfg, Eng, and IT

Kenosha County Eye

What gets in the way of new ideas at Gateway Technical College?

Improvement Comments

1. We have no budget, no marketing, no ability to make changes, so why bother?
 - an employee in School of Protective and Human Services
2. The new president and administration. Also new ideas are blocked by some of the terrible faculty in the classroom.
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
3. Top-down leadership. The board-- specifically Ram Bhatia.
 - an employee in School of Liberal Arts and Science
4. The culture.
 - an employee in Facilities
5. Sometimes it seems like some decisions are being made top-down and come as a surprise to employees.
 - an employee in Learning Success
6. Lack of effective management and good decision making. Repetitive, unproductive situations continue to occur due to lack of action which stops departments from making good choices and changes that will move things forward and benefit the students.
 - an employee in School of Protective and Human Services
7. New ideas have been shared on survey, survey feedback and sheets shared by President/CEO but she doesn't listen so why would anyone else? Problems start at the top! Too much of the taxpayers money is spent on employees who don't actually do work but plan unnecessary activities and meetings that don't benefit the student. How can anything change if we're not all focused on the same goal, the students, not play time.
 - an employee in Business Office
8. Administration. Not realizing what and how we teach our program courses. Scheduling more classes than feasible mostly related to REAL School at IMET. Kids who have low interest in our fields, misbehave, and are too immature to be in a college setting.
 - an employee in School of Mfg, Eng, and IT
9. Laziness.
 - an employee in Learning Success
10. Clearly, the new executive leadership was brought in to carry out a specific agenda that the previous administration was unwilling to stick around to see. Because the new team has orders to follow, they are not open to other ideas not in line with increasing efficiencies.
 - an employee in School of Liberal Arts and Science
11. Trust.
 - an employee in Talent and Culture
12. Arbitrary rules and processes that have no real positive benefit. People in leadership positions who rush to decisions before having the "big picture".
 - an employee in Business Faculty
13. Entrenched administration and trend chasing (paradoxically). We go all in for whatever the new thing is and miss out on what might actually be good.
 - an employee in Learning Success
14. Old ideologies that prevent innovation. Change is bound to happen/occur why not embrace it and strive to do better for the College.
 - an employee in Learning Innovation Division (LID)
15. Love of bureaucracy and silo mentality.
 - an employee in Business Faculty
16. If its not broke why fix it mentality.
 - an employee in Business and Workforce Solutions (BWS)

Gateway Technical College Perform Comments

17. Little interest shown by administration. They have their own agenda.
- an employee in Business Faculty
18. Too much upper management.
- an employee in School of Pre-College and Momentum Programs
19. Staff to concern with pay and not student retention or changing their views post ACT 10.
- an employee in School of Liberal Arts and Science
20. The older people at Gateway. They are stuck in their "Gateway way".
- an employee in Business Office
21. Micromanaging.
- an employee in School of Health
22. Leadership is stuck in their ways and it feels like they do not like new ideas or trying new thing.
- an employee in Community and Government Relations
23. Policies, procedures, time/expense in investing in efficiency, 'it's just the way it is' mindset, not hearing and valuing feedback from 'lower level employees'.
- an employee in Student Affairs
24. With the change in upper management, there is no trust in any of them as they do not get the inner workings and with the "NEW" administration making changes too quickly, the moral is extremely low and there is a definite derision between the staff and administration.
- an employee in School of Protective and Human Services
25. I have observed situations where folks tend to attach emotion and make their work a part of their identity here. when decisions need to be made or look at the big picture, they get and feel personally attacked. Sometimes people have their own agenda or make things a competition between other colleagues.
- an employee in Advising
26. Budget.
- an employee in Learning Success
27. Fear of those with the ideas. I have always felt supported in bringing new ideas forward.
- an employee in Student Affairs
28. Resistance to Change: Employees and leaders resist change due to a fear of the unknown or a preference for the status quo. This resistance stifles the introduction of new ideas.
- Risk Aversion: Gateway is risk-averse and is hesitant to embrace new ideas, particularly if there is a perception of potential negative consequences or failure.
- Hierarchical Culture: Gateway is a hierarchical culture where decision-making is concentrated at the top, which discourages employees from sharing ideas, as they feel their input won't be valued or acted upon.
- Lack of Time and Resources: Employees are too focused on their day-to-day tasks and lack the time or resources to explore and implement new ideas.
- Lack of Supportive Leadership: Without leadership support and endorsement of innovation, employees hesitate to propose new ideas, as they do not see a clear path for implementation.
- Ineffective Communication: Poor communication channels inhibit the sharing of new ideas. If employees do not feel their ideas will be heard or if there is no structured process for idea submission, innovation suffers.
- Cultural Barriers: Gateway's culture discourages risk-taking and innovation. A culture that penalizes failure or lacks celebration of success hinders the generation of new ideas.
- Budget Constraints: Limited financial resources make it difficult to invest in developing and implementing new ideas, even if they are promising.
- Bureaucracy: Excessive red tape, complex approval processes, and bureaucratic hurdles slow down or deter the execution of new ideas.
- Lack of Clarity: Gateway lacks a clear strategy or vision, employees are uncertain about how their new ideas align with broader goals, making them less likely to propose them.

Gateway Technical College Perform Comments

Short-Term Focus: Gateway is overly focused on short-term results and prioritizes immediate gains over long-term innovation, stifling the acceptance of new ideas.

Competing Priorities: When employees have multiple pressing tasks and priorities, they do not have the mental bandwidth to explore or advocate for new ideas.

Cognitive Biases: Biases like confirmation bias (favoring ideas that confirm existing beliefs) or anchoring (overvaluing initial ideas) can impede objective evaluation of new concepts.

Inadequate Training: Employees lack the skills or knowledge to effectively propose, develop, or implement new ideas.

- an employee in School of Protective and Human Services

29. Fear of change and advancement. When we work with some academic areas, the faculty do not want to change how they utilize technology or engage students in work because it would require them to learn new technologies and support their students in a different way.

Being responsible for the new idea. Just because an employee may have an idea for a new process or change, it doesn't mean that they have the professional time or energy to take on that change. We are all expected to maintain, or in many cases do more, with less time and employees to do this work.

- an employee in Learning Innovation Division (LID)

30. Stop looking for the next new idea. Go back to what used to work. Be genuine. Engage us in making things better. Stop trying to drive the car off of the cliff. Too many empty classroom buildings on all campuses. Maybe it's time to put some offers on the table and incent people to leave and then close some programs and buildings. The world is going in a different direction. Time to wake up. It isn't just declining birth rates. It's different work choices. The "you don't need to go to college" message is starting to mean us too. Provide valuable training with great training resources, facilities, and staff.

- an employee in School of Protective and Human Services

31. Keeping the same people in leadership that have guided us to our current situation. I didn't expect to work for a company that maintains and promotes the same people who lead us to these financially concerning times. Why has it taken so long for Gateway to Right Size?

Have we been overstaffed for too long? Have we not adjusted position titles and responsibilities in a timely manner to maintain financial stability? Why do we have instructors (DSS and Tutoring) who don't teach and only work 32 hours a week?

Why are some departments fully staffed (advising) while others are understaffed (recruitment, DEI, Student Services)?

- an employee in Office of Diversity, Equity, and Inclusion (DEI)

Engagement

Align

Perform

Connect

- Clued-in Employees
- Appreciation
- Meaningfulness
- Potential
- Inclusion

Coach

The Basics

I love my job because...

Kenosha County Eye

What do you most value being well informed about at Gateway Technical College?

Positive Comments

1. I more so value the conversations and information that I get from my direct supervisor rather than the college as a whole.
- an employee in Learning Success
2. Schedule changes. It is extremely difficult to maintain a positive work life balance with constant schedule changes.
- an employee in School of Health
3. I value backup information regarding the higher decisions.
- an employee in Business Office
4. Changes at the campus, facilities, etc.
- an employee in Community and Government Relations
5. Fake news about a budget crisis that the WTCS office says none of the colleges are facing.
- an employee in Learning Success
6. Some recent decisions have been unpopular at Gateway, especially changes to the course scheduling and run/cancel processes. While I believe the changes were the correct decision, I think there would have been less of a backlash if they had been communicated further in advance, and if faculty had been transparently included in the decision-making process (I am unclear on whether they were or not, and that's the problem).
- an employee in Institutional Effectiveness
7. Changes going on at the College and things pertaining to department I work in. A lot has changed so being aware of these changes helps everyone. Changes in the way we operate would be good to know especially the way we handle events or what we no longer do or provide.
- an employee in Facilities
8. I greatly appreciate my supervisor's commitment to transparent communication. My supervisor consistently makes an effort to share relevant information with the team, ensuring we are all an integral part of the overall vision of the college and its decision-making processes.
- an employee in Talent and Culture
9. The direction the College is going, things that are in the pipeline, budget information. I would rather know there are challenges up-front, so that we can all celebrate when they are overcome, or be prepared when hard choices need to be made.
- an employee in Student Affairs - Other
10. Being aware of Gateway's financial well-being is good to know.
- an employee in Business Office
11. Feel that I am then contributing on the right mission.
- an employee in Business and Workforce Solutions (BWS)
12. Enrollment and retention.
- an employee in Facilities
13. Curriculum and scheduling.
- an employee in School of Mfg, Eng, and IT
14. My passion for students.
- an employee in Institutional Effectiveness
15. I like being well informed about what is going on with Gateway Technical College. (Real issues).
- an employee in Learning Success
16. Program changes.
- an employee in Advising
17. Everything.
- an employee in School of Business and Transportation
18. College decisions across all departments, why those decisions are made, who made them.
- an employee in Institutional Effectiveness
19. I value the increased transparency that allows for feedback and input to be provided to improve or fix things.
- an employee in Learning Innovation Division (LID)
20. -Changes in the academic calendar
-Changes in how the college hierarchy is laid out.
- an employee in Student Affairs - Other

Gateway Technical College Connect Comments

21. Sometimes more information is not so helpful (IE Dress code).
- an employee in Learning Innovation Division (LID)
22. Good conversations with EVP's make things seem transparent.
- an employee in School of Mfg, Eng, and IT
23. Administrative decisions, including faculty teaching loads, course scheduling, course enrollment caps, minimums, etc. Many times, these decisions have been made and continue to be made without faculty and staff input by the President and ELC. Yes, we have IBD groups, but those groups take forever to initiate change, and half the time, the work that has already been done with them goes on deaf ears. Why waste people's time if you genuinely don't care what we have to say, experience in and outside the campus, and want the best for our students?

ELC needs to once again get out of their offices in the Admin Building, visit our campus resources and classrooms, and have formal and informal discussions with our students. How can you lead your faculty and staff if you hide in the red brick building day in and day out? SHOW UP AND BE PRESENT WITH US IN OUR WORK WITH STUDENTS!

- an employee in School of Liberal Arts and Science

24. Student enrollment and retention.
- an employee in Talent and Culture
25. No surprises.
- an employee in School of Protective and Human Services

Gateway Technical College Connect Comments

What would you like to be more informed about at Gateway Technical College?

Improvement Comments

1. Nothing they have been doing a good job with keeping everyone well informed.
- an employee in Facilities
2. Decisions that affect class sizes and positions being cut. A heads up about all that would have been great a few months before the term started.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
3. Where we are going and how the college will look in the future.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
4. Why positions are not being filled when people leave.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
5. Everything!!! Unilateral poor decision making by administration is killing the spirit of the college.
- an employee in School of Liberal Arts and Science
6. It is not about what as much as when. It always seems notifications are always after the fact.
- an employee in Business Office
7. WHY these decisions are being made. Also, not keeping us in the dark until the very last minute about important decisions that have an effect on us all.
- an employee in School of Liberal Arts and Science
8. Job-related training opportunities.
- an employee in Learning Innovation Division (LID)
9. Professional development budget.
- an employee in Student Affairs - Other
10. ELC topics. The rank and file have no idea what upper management is up to.
- an employee in Student Affairs - Other
11. The truth!
- an employee in Business Office
12. I would like decisions that directly impact students to run by the front line first....meaning the instructors that deal directly with the students each day. Nobody knows our students better than we do!
- an employee in Business Faculty
13. What goes into deciding which departments of the college are more 'at need' for empty positions to be filled. Are the people in that department asked for input on how being short staffed is affecting their daily work and well being?
- an employee in Student Affairs
14. EVERYTHING - the staff at Gateway should have been informed about budget issues WAY before the courseload blow-up this summer. Just awful. Weigh in from academics as to whether offering an associates degree to children who have no high school foundational courses to draw upon. The slow disappearance of masks and hand sanitizer at entrances - do we not care about our vulnerable staff, faculty, and students - did we learn nothing from the pandemic?
- an employee in Learning Success
15. What will happen to me if not enough students fill my chairs semesters to come.
- an employee in School of Health
16. Program changes before they happen, any changes in class offerings.
- an employee in Advising
17. One example: If we have a hiring chill, that should be stated up front instead of being denied for months before being acknowledged.
- an employee in Learning Success
18. I would like to be able to provide more feedback before a change. Right now we make a change and then add for feedback. This limits our maneuverability during the change.
- an employee in Talent and Culture

Gateway Technical College Connect Comments

19. Communication of future plans even if circumstantial.
- an employee in School of Mfg, Eng, and IT
20. Who is really making the decisions, and why.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
21. Decisions made by executive committee.
- an employee in Business Office
22. It would be nice if the leadership was more transparent with staff about discussions that are happening in their ELC meetings.
- an employee in Community and Government Relations
23. Anything that concerns the way I do my job.
- an employee in Talent and Culture
24. Continuous communication about changes that are happening would be appreciated. We hear about a major change that is going to happen and even attend several meetings regarding the change, but then months go by and we haven't heard anything about it again.
- an employee in School of Health
25. - What is the vision?
- President and ELC's stance on DEI, and what is each individual member's commitment
- Institutional budget
- When decisions are made, the purpose and reasoning behind the decision.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. There is a lack of transparency and communication from the top down. In previous years, communication was consistent and substantive. I would like less of the meaningless communication coming from the president's office and more of a focus on the issues that the college is currently facing. Communication about important decisions focused on the why and how. It is good that we are getting updates about all of the positive things happening but it feels like topics that are difficult and hard are avoided or glossed over.
- an employee in Academic Affairs
27. The driving force to sudden changes that impact our students the most. We are not a business that produces product or even provides services. We are an academic institution that have different needs, different spending patterns, different goals than a business that is driven by profit. We are non-profit for a reason. However, the latest round of decisions on 'balancing' the courses that are offered are more on scale with places like ITT. You cannot force a square peg into a round hole unless it is smaller... meaning fewer offerings for students. We limit the classes offered, we limit the locations of those classes, and we expect the students to stay blindly. All they have to do is cross a county line or state line and they will find another school that makes more palatable offerings. I've heard admin say, "They will just have to wait until next year to take that class." - - how can anyone justify making a student '... wait a year...' in what is supposed to be a two-year degree. That is ludicrous.
- an employee in School of Mfg, Eng, and IT
28. I would like to be more informed about overall enrollment numbers, how the budget is looking, what decisions are being made at the college due to these numbers, or if there are any concerns. I feel that Gateway is told there is nothing to be worried about, when some of the numerical data proves that to not be true. Instead of hearing answers like "we are doing everything we can", I would like to hear answers on specifically what is being done rather than just putting a band-aid on the concern and moving on from there. I think being made aware of a solid plan in place would ease the anxiety for a lot of employees.
- an employee in School of Health
29. Everything? it seems that a lot of information is lost in translation.
- an employee in School of Business and Transportation
30. What is happening in general and with administration.
- an employee in Learning Success
31. Why we can't higher anyone.
- an employee in Facilities
32. Other departments.
- an employee in Community and Government Relations

Gateway Technical College Connect Comments

What makes you feel appreciated at Gateway Technical College?

Positive Comments

1. I have received lots of good feedback and praise from upper admins and other respected members of the college. After a regime change, it is a welcome thing.
- an employee in School of Business and Transportation
2. I have not been working here long enough to honestly answer this question.
- an employee in Student Affairs
3. Faculty letting me know how much my work and help means to them.
- an employee in School of Liberal Arts and Science
4. Workflow communication and cross-departmental cooperation.
- an employee in Learning Innovation Division (LID)
5. My students make me feel the most appreciated.
- an employee in School of Liberal Arts and Science
6. My coworkers are very supportive.
- an employee in Business and Workforce Solutions (BWS)
7. Having my voice be heard.
- an employee in Learning Innovation Division (LID)
8. Positive recognition by District Board members for my contributions.
- an employee in Talent and Culture
9. My supervisor respects the work I do.
- an employee in School of Pre-College and Momentum Programs
10. Every other Friday.
- an employee in Facilities
11. Being able to collaborate with multiple departments to serve the needs of students. Not being berated by upper level management as a division, instead of addressing it with problem persons.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
12. My fellow instructors, and my deans are very encouraging and supportive, however the deans are not always the most qualified in my opinion. If you are running a department, you should know something about those subjects?
- an employee in School of Mfg, Eng, and IT
13. My supervisor and department are amazing and very tight-knit. Being thanked by name or by department for the work we do.
- an employee in Community and Government Relations
14. Being acknowledged for doing a good job. Whether that be verbally, mentally, through promotion or through a pay raise.
- an employee in School of Protective and Human Services
15. When I am given the opportunity to take on challenging work, it makes me feel appreciated and respected.
- an employee in Student Affairs
16. Positive relationships with students and colleagues.
- an employee in Learning Success
17. My supervisor acknowledges good work. I usually receive great feedback from students and coworkers.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
18. My immediate supervisor is amazing!
- an employee in Student Affairs
19. The students. They appreciate what I do that helps them succeed. I make them work hard, but also give them a break when needed.
- an employee in School of Mfg, Eng, and IT
20. My supervisor and colleagues.
- an employee in Advising
21. Helpful staff and faculty. I have a great team!
- an employee in School of Mfg, Eng, and IT
22. Nothing at this point. Everything is a negative.
- an employee in Facilities

Gateway Technical College Connect Comments

23. Elkhorn campus staff.
- an employee in Facilities
24. Individual recognition of jobs well-done, grateful customers/managers, and the occasional shout-out.
- an employee in School of Liberal Arts and Science
25. Opportunities to give feedback and groups that help build morale (such as the recent holiday and dress guideline groups).
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. One-on-one conversations, not the email chains of flowers and rainbows and emoji people saying "Thanks!"

When people see us coming to do a task they requested, and they attempt to make it easier, or take time to explain the 5 W's.

When someone says they will address a concern, and they follow up with it or at least give an update on the issue. Either to the entire department or to the person who voiced it initially.

- an employee in Facilities

27. Being heard on my decisions. Give and take - giving extra to college work and being allowed some flexibility in the day to work hard and go the extra mile each and every night and weekend. Our boss and leadership in our department makes us feel appreciated in many ways.
- an employee in Student Affairs

28. I feel appreciated when the work I produce is actually used (sometimes it is not used, my emails are not read resulting in a rush later or lengthier meetings, or my work is actively discarded with little respect to the time spent on it). I also feel appreciated when my concerns are heard, considered, and used (even partially) in fixing a problem. An area of improvement that would make me feel more appreciated is helping to prioritize workload tasks and remove/reduce tasks to allow me to spend more time and effort on what's most important to the college.

- an employee in Learning Innovation Division (LID)

29. My supervisor and students.
- an employee in Learning Success

What gets in the way of you feeling genuinely appreciated at Gateway Technical College?

Improvement Comments

1. Management having the attitude that everyone is replaceable.
- an employee in School of Health
2. Work is piled on until you become ineffective.
- an employee in Institutional Effectiveness
3. My supervisor and the way he manages people.
- an employee in Facilities
4. This is the worst run institution I have ever been a part of. I am embarrassed to work here.
- an employee in School of Liberal Arts and Science
5. All the bad mouthing and put downs related to DEI and our students. I feel sorry for Dr. Summers and I don't know how she puts up with the abuse she gets from the board and other leaders in the college. Its sad that no one stands up to these critics.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
6. I don't get paid for the hours I put in.
- an employee in School of Protective and Human Services
7. Disrespect and distrust of faculty has got to stop. There are emotional, time, and professional demands on an instructor - walk a mile in someone's shoes before you assume they are not working.
- an employee in Business Faculty
8. Provost... Dean... HR... Co-workers..
- an employee in School of Mfg, Eng, and IT
9. Not having to do my job plus the jobs of 1 or 2 others because we are short staffed, less micromanaging and harassment.
- an employee in Student Affairs
10. At the end of the day every employee just wants a supervisor who will show up for them and have their in any case that they are being taken advantage of.
- an employee in Learning Success
11. Let's start with not addressing any of the issues raised year to year in these surveys. Then we can talk about the lack of marketing support, and then the way other departments fill your calendar, leaving less time for your primary tasks and responsibilities, then we can get to the unrealistic expectations of trying to do two or more roles effectively. Work/Life balance be damned. No such thing here.
- an employee in School of Protective and Human Services
12. The anti-faculty and anti-education sentiments that come from admin. They efforts to include faculty are all a shell game. The committees serve at the will of admin and no real ideas are considered. We're placated by dress code and holiday changes but nothing truly meaningful to our experiences has been done.
- an employee in School of Liberal Arts and Science
13. Pulled in too many directions. No clear focus on one initiative or project. Leaders say we should focus and prioritize but they don't and we don't say no. Everyone is trying to do more to show more output without really evaluating if things are working/needed.
- an employee in Community and Government Relations
14. A lot of it is colleague attitude. The 'it's not my job' mentality where it's always someone else's job to do irritates the living daylights out of me. We're known for it not only internally but also in the community. Why is our enrollment dropping? Because the community doesn't think we care.
- an employee in Academic Affairs

Gateway Technical College Connect Comments

15. Appreciation is only given to those with less than full-time work and are incapable of doing their job. A majority of these employees' time is spent on committees, conferences, volunteering and non-work. CFO has a "super star" employee who she spends time with after hours together such as recent United Way black-tie event. A few of us have to do the work and aren't appreciated or supported. Management turns a blind eye to bullying and unfair treatment.
- an employee in Business Office
16. There is a disconnect with appreciation. Direct supervisor shows appreciation but admin/executive leadership really is not involved with appreciating staff/faculty.
- an employee in Advising
17. It is hard when a top performer gets the same pay as someone who doesn't perform.
- an employee in Academic Affairs
18. Poor leadership; lack of institutional vision and follow through.
- an employee in Student Affairs - Other
19. The new administration especially the new vice president matt.
- an employee in School of Health
20. I believe management does not know what it takes to do my job.
- an employee in School of Business and Transportation
21. Management can be reactive instead of proactive. They do not allow us to use our professional judgement. Treat as if we are hourly employees vs salaried. There is always a lack of communication.
- an employee in Advising
22. The president's autocratic leadership style.
- an employee in School of Liberal Arts and Science
23. My contributions are ignored or undervalued.
- an employee in Talent and Culture
24. The uncivil behaviors of faculty peers.
- an employee in School of Health
25. Not having any say or choice.
- an employee in School of Mfg, Eng, and IT
26. Pay. Title. Being included in projects/committees/meetings directly.
- an employee in Student Affairs - Other
27. Are we appreciated? I am not sure.
- an employee in School of Protective and Human Services
28. I feel that there is a disconnect between our overall goals (serving students and student success) and some of the changes we implement. I sometimes feel that the amount of time I spend corresponding with students (outreach, meetings, emails, answering questions, providing support or resources, etc.) and prepping or creating valuable learning experiences is not accounted for adequately in work load or appreciated as it is less tangible than class time or office hours.
- an employee in School of Liberal Arts and Science
29. The fact that our work is unappreciated. That fact that admin is actively hostile to faculty. The fact that there is no recourse to resist "change via edict" practiced by admin. The fact that regardless of how much they are told that they "are out of touch" admin plows on with policies created in their echo chamber. The fact that even when they are presented with valid research from multiple sources they simply ignore it if it doesn't fit neatly into their new policy aims. Academics and service just don't matter anymore in this Twilight Zone of a "college". The fact that my colleagues who had the courage to speak truth to power in a public setting now have targets on their backs. These poor people have faced public retribution from the president.
- The worst thing is I don't even know why I am writing this. No one will care and nothing will change. They will spin it as "1st year growing pains" or "disruption is normal" or "it's just a result of the overall higher education landscape". All not true. Our new leadership is the cause and deserves all the blame for our current climate. Their lack of communication and collaboration are only eclipsed by their incompetence.
- an employee in School of Liberal Arts and Science

Gateway Technical College Connect Comments

30. There seems to be a focus on particular departments receiving appreciation for work that is shared between many departments. Leadership really should take the time to look at who all is doing the ground work. A lot of the time it seems that leadership is disconnected from the work our student services teams are actually doing - this leads to ideas on how to connect and innovate processes getting pushed to the side as they don't really understand how things are effecting teams on an everyday basis.
- an employee in Student Affairs
31. Lack of empathy.
- an employee in Facilities

Kenosha County Eye

Gateway Technical College Connect Comments

What do you find most meaningful about working at Gateway Technical College?

Positive Comments

1. My drive comes from my interaction with the students and faculty/instructors - the students' academic / career success is where I find the most satisfaction.
- an employee in School of Protective and Human Services
2. Face to face individual student interactions. These are becoming scarce as more content is delivered online and we plan to increase course caps.
- an employee in School of Liberal Arts and Science
3. I love working with the students and enjoy mentoring them.
- an employee in School of Business and Transportation
4. I believe in Gateway's mission and find meaning in uplifting the lives of others and improving our community.
- an employee in Institutional Effectiveness
5. I love the mission of helping people become empowered and financially sustainable through education. I also really love the specific work I do within the college and all of the people I get to interact with.
- an employee in Institutional Effectiveness
6. Assisting people who are motivated to succeed.
- an employee in Business Faculty
7. Our mission to help everyone learn and grow.
- an employee in Business Office
8. Making life changing opportunities a reality for students. Seeing students succeed.
- an employee in Academic Affairs
9. Overall mission--seeing students succeed.
- an employee in Business and Workforce Solutions (BWS)
10. Our department operates as a family.
- an employee in Business Office
11. It feels my work does something.
- an employee in Learning Innovation Division (LID)
12. I love that I work with people to improve their lives.
- an employee in School of Liberal Arts and Science
13. Helping people.
- an employee in Business and Workforce Solutions (BWS)
14. My students.
- an employee in School of Mfg, Eng, and IT
15. I enjoy being part of an organization that makes a big difference in people's lives.
- an employee in School of Liberal Arts and Science
16. I am able to use my talents to help students accomplish their academic, personal, and professional goals.
- an employee in Learning Success
17. Creating strong relationships with students, and helping them to further their education and better their lives!
- an employee in Business Faculty
18. Helping students and engaging learning in classroom and outside areas to show students life changing opportunities!
- an employee in Student Affairs
19. We set our students up for long-term success in their careers. Gateway has a reputation in multiple industries in the region as a school whose graduates are well-prepared. At an affordable price, students are immediately able to leverage their Gateway experience into well-paying careers. I don't think most colleges are able to say that.
- an employee in Institutional Effectiveness
20. Students.
- an employee in Business Faculty
21. Making life-changing educational opportunities a reality. Delivering education that is accessible, affordable, diverse, and flexible. In other words, working for and with students.
- an employee in School of Liberal Arts and Science

Gateway Technical College Connect Comments

22. Student success - let's keep it all about the students.
- an employee in School of Liberal Arts and Science
23. Impacting other's lives in a positive way.
- an employee in School of Mfg, Eng, and IT
24. We have a mission to provide opportunities to the members of our community. And we do a great job of that. That is fulfilling.
- an employee in School of Mfg, Eng, and IT
25. I enjoy the work I do and feel a part of the mission to better serve our community.
- an employee in Learning Innovation Division (LID)
26. Developing relationships with others
Exposure to various technologies.
- an employee in Student Affairs - Other
27. The Students I am here because of the students it thrills me to know that the student has confidence in me.
- an employee in School of Protective and Human Services
28. Engaging with and helping students.
- an employee in Student Affairs - Other
29. The direct work with my students.
- an employee in School of Health
30. I work here for the students. They are my priority.
- an employee in Advising
31. Serving students. Watching them reach their goals.
- an employee in Community and Government Relations
32. Enriching students' lives.
- an employee in Institutional Effectiveness
33. The team I work with is amazing. I couldn't ask for better coworkers.
- an employee in Community and Government Relations
34. Provide path for future.
- an employee in Facilities
35. Working with students.
- an employee in School of Health
36. Serving students.
- an employee in School of Protective and Human Services
37. Helping students.
- an employee in School of Liberal Arts and Science
38. My students.
- an employee in Business and Workforce Solutions (BWS)
39. The most meaningful part of working at the college is my interactions with my students.
- an employee in School of Health
40. The students are amazing and the work we do as a collective helps to change the lives of students everyday.
- an employee in Learning Success
41. The Mission.
- an employee in School of Business and Transportation
42. At the end of the day - Gateway fulfills it's mission of making life changing impact on people in our community. We are helping so many non-English speakers get to proficient so they can succeed in a place that is becoming more difficult and bias every day.
- an employee in Learning Success
43. I do appreciate that Gateway as an entirety is always hoping and rooting for student success. I like that certain things can be considered in order to make things easier for students. With us being a technical college, I hope that this mission stays true, as there are lots of non-traditional students who come here in order to advance their degree or give themselves more career opportunities by getting a degree or certificate.
- an employee in School of Health
44. - Student success
- Teaching in the classroom.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)

Gateway Technical College Connect Comments

45. Seeing the students grow and succeed in their chosen program. I liked it better when Gateway followed their mission: Gateway Technical College's mission is to deliver industry-focused education that is flexible, accessible and affordable for our diverse community. The college collaborates with communities in Kenosha, Racine and Walworth counties to ensure economic growth and viability by providing education, training, leadership and technological resources to meet the changing needs of students, employers and communities.

Instead, the new era of Academic Affairs believes that they 'know better' than instructors and deans. They are in process of destroying programs by insisting on huge student to teach ratios (we used to advertise our small class sizes. In fact, read graduate comments on our web site that state the small class sizes is what helped them succeed.

- an employee in School of Mfg, Eng, and IT

46. Students, helping them.
- an employee in Advising
47. Impact on the lives of the students.
- an employee in Student Affairs

Kenosha County Eye

What's getting in the way of your job feeling more meaningful?

Improvement Comments

1. There seems to be a frenetic pace occurring where people are trying to make a name for themselves. There needs to be less siloed events and more collaboration. Emphasis should be on quality of work, not quantity of events.
- an employee in Student Affairs - Other
2. I do not feel valued, listened to, or supported in my role at the college.
- an employee in Business Faculty
3. The opportunities to advance and the non support of department leadership.
- an employee in Business and Workforce Solutions (BWS)
4. The fact that being short staffed for basically the entire year has left me with extra areas and work most of the time, thus, making it basically impossible for me to do the work in my own area to the level I know I can.
- an employee in Facilities
5. I am in a job that does not use my skills. effectively.
- an employee in Learning Innovation Division (LID)
6. The scope of my role and the College's understanding and valuation of what that is and should be.
- an employee in Student Affairs - Other
7. I love the work I do and the population of students I work with, truly. It's rewarding and fulfilling. Unfortunately, the workload itself and the politics of the college make it so completing the core of my job is difficult at best.
- an employee in School of Liberal Arts and Science
8. My job is meaningful because of what I do and how I personally do it - my impact on students is very evident. What is not meaningful is my connection to the college.
- an employee in Business Faculty
9. The work load. Somedays its to hard to keep up and you just keep falling behind.
- an employee in Learning Innovation Division (LID)
10. Lack of confidence or support from my manager. Not supervisor, manager.
- an employee in Business Office
11. I enjoy working with students.
- an employee in School of Protective and Human Services
12. I feel there is too much attention on making remote employees happy while those of us in the office every day seem to be ignored for being present. Not sure why there is a division between remote and non-remote employees.
- an employee in Business Office
13. Feeling like we are always being micromanaged and not able to make any decision without having to ask permission. We are just pawns on the chess board with no consideration of us as people/individuals. I am sorry for the way the college is going and I am going to leave soon because it is dysfunctional.
- an employee in School of Health
14. This question assumes that something is inhibiting me from feeling that my job is meaningful enough. I am feeling great, and I have thoughts on what would make my job more efficient. I continually work on improving efficiency with student success in mind, and the college provides plenty of opportunities for faculty development. I appreciate that a lot!!
- an employee in School of Liberal Arts and Science
15. Appreciation, fair treatment, fair distribution of work and fair pay. The business office/student accounts should be one team, not two. There are different rules for different employees. Time wasted on meetings & travel takes away from quality work time.
- an employee in Business Office

Gateway Technical College Connect Comments

16. Retention is causing us to allow students in classes that are not supportive of true college-level instruction. There are meaningful outcomes, but the college clearly puts finances ahead of effective pedagogy. We are not fulfilling the taxpayer and legislative directives of why we were created.
- an employee in School of Liberal Arts and Science
17. Recent decisions don't seem to be in the best interest of students and their success. I understand that the college needs to be fiscally responsible, but education cannot be treated exclusively as a business for the development of our students and our community.
- an employee in School of Health
18. Admin.
- an employee in Facilities
19. I spend too much time dealing with the fallout caused by vacant positions.
- an employee in Student Affairs
20. Administration. The undue stress and disconnect caused by the new leadership has impacted myself and my colleagues in unimaginable ways.
- an employee in School of Liberal Arts and Science
21. Being expected to do too many things without regard to the quality or outcomes. It makes me part of the problem, not the solution.
- an employee in School of Protective and Human Services
22. No flexibility and over-standardization of everything. Allow people to function as professionals.
- an employee in Business Faculty
23. The people complaining about the fear of layoffs.
- an employee in School of Mfg, Eng, and IT
24. Poor management decisions.
- an employee in School of Mfg, Eng, and IT
25. My micromanaging boss.
- an employee in Business Office
26. The only thing that makes my job meaningful are the students and my colleagues in the department. Everything else going on in the college with no hiring, changes in classes and politics is depressing.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
27. Curriculum sheets that are not accurate. Makes it hard to plan classes for students. Scheduling not offering courses that follows the curriculum sheet. The push for 15 minimum enrollment without flexibility or consideration for student timelines to graduation.
- an employee in Advising
28. Feeling over worked and under appreciated. I expressed my frustration and my manager did not once acknowledge all of the hard & extra work I do. Simply brushed it off as said everyone is doing more. My position was not made to have only 1 person on my campus with the volume of students who need help.
- an employee in Student Affairs
29. Ensuring students are equipped to be successful. Our curriculum sheets are confusing, do not list all the classes a student will need to take to graduate (CNA for nursing), and programs are not always offering the classes when they say they will. Conflict free scheduling does not include remedial classes, which causes issues with students as well.
- an employee in Advising
30. Senior co-workers stuck in their ways. Lack of Accountability.

Lack of Communication between departments. If someone else's job crosses into mine somewhat, they tend to dump it. If there was a dialogue, of: Hey, can you do X so I can do Y, and then I'll do X if you do Y next week" it would lessen grievances.

Petty work politics. Passing the Buck.

I'm tired of being the Broke bank where the buck stops.

Not being able to tell "High and Mighty So-and-So" with unrealistic expectations: NO.
- an employee in Facilities

Gateway Technical College Connect Comments

31. My work is meaningful; there's not much more important than helping people better themselves through education. I just don't feel that our department's role is valued by the college. We're not glamorous and don't bring in money, so nobody cares about us.

- an employee in Learning Success

32. The unequal treatment of departments. The lack of hiring vital replacement employees. The sheer negative vibe going on due to the knowledge of how money is being wasted on high ups and frivolous things while necessary departments needs. are being ignored.

- an employee in Facilities

33. People.

- an employee in Facilities

34. The college likes to throw more and more work on us without acknowledgement. It's just an expectation. GTC also likes to purchase software and hardware that is overall expensive and yet doesn't work or do what is needed. Not to mention increasing departments that do not need increasing and having them take tasks from our division and making things more detailed and delay in the end result of the task.

The changes made are not looked at who will it affect, what outcome will come of this and what will be the solution and outcome in the future. That is a big problem.

- an employee in School of Protective and Human Services

35. The workload has been increasing steadily for years, and it has hit a breaking point. In order to meet my obligations, I feel I have had to abandon my teaching philosophy of student-centered learning, which requires more time to meet student's individual needs, in order to meet my minimum obligations and resort to teacher-centered teaching methods that focus less on each student and more on the group as a whole. I used to love my job. I've lost that and now I look at other employment opportunities and count down to the first day I can retire with my pension. I do know one thing for certain. I will not take another job in the field of education. Gateway has destroyed that passion.

- an employee in School of Liberal Arts and Science

36. Being afraid of being underloaded and layoffs due to low enrollments. I do not understand why the college chose to hire new faculty over the last 3-5 years when enrollments are going down. Gross negligence on the part of the college.

Furthermore, we are told via email (Faculty Workload Update - Jacqueline Morris on August 16th) that seniority will not be accounted for in determining layoffs, or rather it will be the last thing considered. So newer people with less teaching experience but a "higher degree" will be retained and lower degrees will be let go. It should not matter if there is only a "minimum" requirement that was needed to be hired. We all meet the qualifications. Use another measure.

Plus, there has NOT been any incentive for obtaining a higher degree during my time at Gateway. The college made it a point to say as much; that we are all equal if we meet the minimum requirements.

There has been no incentive (such as increase in pay or esteemed higher in the eyes of the college) for holding higher degrees such as masters degree vs doctorate because we were all equal. Now the college is clearly stating differently.

- an employee in School of Liberal Arts and Science

37. Lack of Purpose or Clear Goals: I find it challenging to see meaning in my job when I don't understand the broader purpose of my work or the specific goals I am working toward

Monotonous Tasks: I feel a sense of boredom and meaninglessness when my job consists of repetitive or monotonous tasks without opportunities for variety or personal growth.

Micromanagement: I feel like I'm merely following orders and struggle to contribute meaningfully when my supervisors are overly controlling or micromanaging

Inadequate Recognition and Feedback: I experience a diminished sense of value and purpose in the organization when my contributions go unnoticed or unacknowledged.

Lack of Career Development Opportunities: I feel like I'm stagnating in my role and find it challenging to see meaning in my work when there are no opportunities for skill development, career advancement, or growth.

Gateway Technical College Connect Comments

Inequity and Unfair Treatment: I struggle to believe in the meaningfulness of my job when I perceive unfairness, such as favoritism, discrimination, or unequal opportunities.

Isolation and Loneliness: I experience a reduced sense of belonging and purpose in my job when I feel disconnected from coworkers or isolated in work settings

Unclear Expectations: I find it difficult to see the purpose in my work when there is ambiguity in my job descriptions, roles, and expectations.

Toxic Work Environment: I feel demoralized and see less meaning in my job when there is a toxic workplace culture characterized by negativity, bullying, or a lack of support.

Overwork and Burnout: I have difficulty finding meaning in my work when I experience excessive workloads, long hours, and chronic stress, leading to burnout.

Lack of Autonomy: I feel like I have little control over my job and struggle to see its meaning when I'm not given the freedom to make decisions or provide input into work processes.

Limited Impact: I perceive a lack of meaning in my job when I believe my contributions have minimal impact on the organization or society as a whole.

Financial Insecurity: I find it challenging to derive meaning from my job when I have concerns about job security, low pay, or inadequate benefits.

Work-Life Imbalance: I experience stress and a feeling that work dominates my life, diminishing my overall sense of fulfillment and meaning when there is a lack of work-life balance.

- an employee in School of Protective and Human Services

38. Apparently, our students don't matter, but they are the ONLY thing keeping me here right now. WE MAKE LIFE CHANGING OPPORTUNITIES happen!!! We start with those that do NOT (in general) understand professionalism and in 60 credits have them in a career! The fact that instruction is NOTHING but a "waste" of money because we do not work "hard" enough is enough to _____ any one! Hands on technical education IS expensive most certainly as the vast majority of our students are NOT ready for college and its expectations. We can blame the HS and society or we can get them where they need to get. That does not happen in a class size of even 24... I know as that's were I was before! 112 years... maybe it's time to close the doors... certainly headed that way on this path of NOT putting students first.

- an employee in School of Mfg, Eng, and IT

39. I feel there is a lack of autonomy, fair treatment, consistency, and safe place where ideas or voice can be heard at the department level without retaliation. Forms of retaliation include maxing or overloading workload, additional job responsibilities that are not expected for all, changing of schedule/ levels/ clinical sites and giving adjuncts and other staff preference over preferred schedule. Feels like if a student or staff complains enough, they can just get their way if they are someone who is seen as going to cause trouble for the leaders. These major changes have really been made evident since new leadership in the department has taken over this fall. Staff's voices were not taken into consideration with appointed roles twice.

- an employee in School of Health

40. It is frustrating to see internal candidates who apply for positions they are qualified for not getting an interview. I hear it all the time that there is no upward mobility at the college because they never promote people even if they are qualified. Also, it is clear some departments such as talent and culture handout new job titles/promotions to individuals in their department but yet individuals in the college cannot get promotions or new job titles when they become available or are not even considered for position. It feels terrible when you are qualified for a job but yet you do not even get an interview as an internal candidate.

- an employee in Community and Government Relations

Gateway Technical College Connect Comments

41. Gateway Tech has significantly declined in the past several years due to the poor leadership of the administration and management of the budget. The hiring freeze in the Facilities department has greatly effected my work life balance. Administration refuses to hire more custodians which means the work load falls upon the remaining staff members after the others quit. We are significantly understaffed at the Elkhorn and Burlington campuses and new hires are nowhere to be found as a result of the hiring freeze. This has a huge impact on employee morale and work life balance.
- an employee in Facilities
42. Outside of my department no one understands nor cares about what I do. I feel like if I didn't show up no one would miss me until a deadline got missed. It would be really nice to feel valued by others. Gateway has a fantastic mission that I fully support and believe in. But over the years the relationship between leadership and staff has deteriorated and they do not seem to care, understand or want to do anything about it. There is a lot of lip service paid to this toxic relationship but there is not a plan to heal this open wound. Leaders don't care and have blamed employees instead of looking at themselves.
- an employee in Institutional Effectiveness
43. A Dean that appreciates all the hard work that is being done by those (chairs and directors) working under him. The lack of care and understanding for the ones putting in the extra mile makes it not worth going the extra mile. I feel undervalued and underpaid for the work I have been doing. I am likely not going to be staying employed at Gateway for much longer due to the changes in the SoH administration. When I asked for help, I was told to prioritize better and my job would get easier. That's not helpful in any way and I knew at that moment that my position would likely only get worse as the workload for the title is not compensated fairly by any means.
- an employee in School of Health
44. The fact that we are constantly worried if we will make load, if we will have a job, if we will have to rip our kids out of school and move. The fact that admin does not view us as allies and resources; they view us as the enemy. We are not the enemy. We should be on the same team working towards the same goal but this new leadership has created THE MOST TOXIC workplace environment I have ever experienced. I used to love coming to work. I'd look forward to it. I still love teaching. But now when I am walking towards the building I have this overwhelming feeling of dread: what horrible thing is going to be forced on us today? What is the next edict that is going to smash our peace? How am I (and my job) going to be demeaned by upper admin today? What new obligation is going to be added to my 60 hour work week today? The toxicity at work is truly unprecedented. I regularly hear colleagues in despair about different aspects of their jobs. It is only going to get worse until enough people quit and we get a change in leadership.
- an employee in School of Liberal Arts and Science
45. -The leaders making sweeping changes that harm faculty and staff and students without taking time to do the studies needed to show that the plan will work. Morale is at an all time low, if that is even possible!
-My workload is so heavy that I cannot teach effectively. It's a disservice to the students. If the class sizes are going to increase I sadly cannot continue to work here because it would not align with my values of providing a good education for all.
-The board needs to get rid of Ram Bhatia. He is a disgrace to the college's mission and the fact he was reelected was a message to the community loud and clear that the college will ignore or even support his hateful ideology.
- an employee in School of Liberal Arts and Science
46. Lack of respect.
- an employee in Business Office
47. Workload stress.
- an employee in Learning Innovation Division (LID)

How does Gateway Technical College empower you to use your full potential?

Positive Comments

1. There is a lot of opportunity for input & ideas. I am able to use my professional judgement to determine how to work with students and programs.
- an employee in Advising
2. I'm treated as a professional by my supervisors and not micromanaged.
- an employee in Student Affairs - Other
3. Gateway offers funding for professional development.
- an employee in School of Health
4. It doesnt unless admin stays out of the way.
- an employee in School of Mfg, Eng, and IT
5. By listening.

Thank you!

- an employee in Student Affairs - Other
6. By encouraging me to keep up the good work.
- an employee in School of Liberal Arts and Science
7. They ask me to provide feedback and input in certain areas. They allow me to take on projects that I personally feel I would excel at.
- an employee in Advising
8. I feel empowered to use my full potential when we hear success stories about students or if the Foundation gives updates on how people were able to go back to school and achieve their goals. This drives me and motivates me to be my best with the students and help them realize that they can do this and that they can do anything that they put their mind to. This motivates me then to use my full potential and do what I can to make sure students feel successful.
- an employee in School of Health
9. It is a challenge with the increase in non-teaching job responsibilities, but I am still able to create novel curricula to address the needs of my students.
- an employee in School of Liberal Arts and Science
10. I feel like there is growing support for my role within the college, for which I am grateful. I want to steward that well and have a positive impact, which is pushing me to continue developing my skills and growing myself as a leader.
- an employee in Institutional Effectiveness
11. I'm so proud of the work we do here and how much we care about our students.
- an employee in Academic Affairs
12. Support suggestions, value opinions, offer promotions.
- an employee in School of Health
13. Question and challenge processes in place.
- an employee in Business and Workforce Solutions (BWS)
14. They allow me to use the skills I have developed to teach in a positive manner.
- an employee in School of Business and Transportation
15. They encourage to continue to grow.
- an employee in School of Health
16. Encourages innovation.
Provides flexibility to encourage that innovation.
Invests in technology.
- an employee in School of Mfg, Eng, and IT
17. I have been given almost complete freedom to teach and work as I would like by my new Dean. Everyone seems much happier and.
- an employee in School of Business and Transportation
18. The pay is equal to the work.
- an employee in Learning Innovation Division (LID)
19. To think outside the box.
- an employee in Learning Success
20. Decision making freedom.
- an employee in Business and Workforce Solutions (BWS)

Gateway Technical College Connect Comments

21. I am able to share my strengths with my students and work as a team with my co-workers.

- an employee in School of Pre-College and Momentum Programs

22. More than Gateway, I think it is my students who empower me to use my full potential. I try to do a variety of things so that I can help as many of my students as possible. I keep the environment in my class fun and lively and encourage joking and discussions as much as possible.

Some of the courses I do during professional week and employee learning day help me learn new things which I can incorporate into my classes. Sometimes I register for more than the 4 required hours in hopes of attending sessions which may not be offered again. What would really help is if all these professional day and employee learning days could be done online. Many are offered only once or twice, and doing them on campus severely restricts the number of attendees due to the small room sizes. If they are offered online, many more faculty could attend.

- an employee in School of Liberal Arts and Science

23. By allowing me to instruct my students to my full potential and get the latest and greatest equipment to do so.

- an employee in School of Protective and Human Services

24. Ability to work autonomously connects me to the community through volunteering.

- an employee in Talent and Culture

25. -support with training opportunities to strengthen skills needed.

- an employee in Talent and Culture

26. They support my endeavors alongside my main position.

- an employee in Business Office

What gets in the way of you using your full potential at Gateway Technical College?

Improvement Comments

1. Expectations without any baseline or mentor to work from when coming onboard.
- an employee in Community and Government Relations
2. Current hiring freeze has stopped job opportunities and mobility.
- an employee in Learning Innovation Division (LID)
3. There are no other opportunities. Everyone is doing their job/roles and people do not have time and they are overworked.
- an employee in School of Pre-College and Momentum Programs
4. The working environment is depressing and un-motivating.
- an employee in Learning Success
5. Can't get to my full potential because I'm exhausted from doing the work of 3 people and Gateway has pushed the limits of overworking their employees.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
6. I don't feel that anything is in my way of using my full potential for the position that I have.
- an employee in Learning Success
7. I'm in a dead end job. It's frustrating, but on balance I value my colleagues and the flexible work environment more than I do greater input/responsibility or pay, so I stay.
- an employee in Student Affairs - Other
8. I do what I am told to do.
- an employee in School of Protective and Human Services
9. This job is just not very challenging and with the current employment freeze, there is nowhere to go to slide into a new position that more closely aligns with my experience and career trajectory.
- an employee in Academic Affairs
10. Can't keep up with the day-to-day duties, so there is no time to work to my potential. I have a thousand ideas for improvements and activities I'd like to integrate into my classroom, but no time to actually do it.

If there were a technology assistant who could do some of the Blackboard work upon request that might help get some of the ideas into play.

Access to technology.
- an employee in Business Faculty
11. Useless meetings that waste time. Everyone feels they can boss around faculty and give them work. As a faculty member I get jobs on my lap from every administrator and staff person at the college. I recently talked to twelve people in a department and nobody knew how to help me fill out their own form. That is clearly overstaffed!
- an employee in Business Faculty
12. The culture of the college feels untrustworthy and dishonest.
- an employee in Student Affairs
13. The absolute stress of not knowing if my program will make it, if I'll have a full teaching load, if I'll even have a teaching job.
- an employee in School of Liberal Arts and Science
14. The organizational culture gets in the way of me using my full potential at Gateway.
- an employee in Business Office
15. The manager and above micromanage which takes time from doing my job. If there were less meetings (ELD & department meetings included) there would be more time to get work done. Management turns a blind eye to brown nosing & bullying.
- an employee in Business Office
16. Being micro-managed by the VP. The culture has moved backwards to 2013 and once again there is nothing positive in the Business Office happening.
- an employee in Business Office

Gateway Technical College Connect Comments

17. Workload is too high.
- an employee in School of Mfg, Eng, and IT
18. Micromanaging.
- an employee in School of Health
19. Leadership.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
20. Maintaining traditional roles vs creatively providing opportunities to capitalize on potential.
- an employee in Student Affairs - Other
21. Lack of respect and competitive work environment. Lack of respect for position and/or knowledge prevents me from being able to share my thoughts and/or opinions on a project. Competitive work environments make me feel like I have to fight daily to be seen and heard in my department. This makes me evaluate the investment of my career versus my emotional wellbeing and disincentives me to participate more at work.
- an employee in Talent and Culture
22. The silo nature of the positions at Gateway and the lack of support. It is hard to accomplish tasks when I have to rely so heavily on others to support things, that I could very well do myself, but am told to not do. If I could trust my fellow employees to go above and beyond in the services that we offer, it would be a weight lifted off of my shoulders.
- an employee in Student Affairs
23. Not enough staff to manage the internal/external demands of the college. Failure to assess job position needs based on position/demand vs an across the board # of positions per division. Failure to see the impact work overload is having on staff and service and the future results of that.
- an employee in Student Affairs
24. I work many hours for free with little or no appreciation, except from my students, and it seems like this has become the new normal and expectation of management. Gateway saw my true potential when I first started here and now it would take a lot to get me back to that level of my potential. Apparently, we have lots of money to spend on out dated infrastructure but no money to pay us a livable wage.
- an employee in School of Protective and Human Services
25. - Leaders being fearful and having a lack of vision
- Lack of clear communication
- Supervisors:
- micromanaging or wanting to control everything
- creating a culture of a lack of trust
- engaging in nepotism and preferential treatment.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. Too many priorities. lack of planning by others. We all need help with project management. .
- an employee in Student Affairs
27. We work in a tense and stressful environment where our jobs and livelihood is constantly under attack. It was difficult to complete our jobs in a way that both meets student needs while also giving us a work/life balance. I often work 50-60 hour weeks just to stay afloat. Now, we're being asked to do more and we're being led by a VP with zero understanding of academic quality or integrity. He is anti-faculty and sees us as lazy when we're working harder than many other people (2-4x the national average depending on the college). The increases to our workload will mean we will not be able to foster meaningful relationships with students and we won't be able to offer enough feedback to guide them. The college gives thinly veiled threats and we've been gaslit by admin at all faculty meetings. I feel like I'm witnessing the adjunctification of the college and that we'll be well on our way to being a diploma mill soon. It's depressing and the students are feeling it too. I'm sad for them and the experience they're going to have moving forward.
- an employee in School of Liberal Arts and Science

Gateway Technical College Connect Comments

28. My feedback and ideas are not elicited or heard by executive leadership. Decisions are made without input from the stakeholders. I am fearful of the new president and cannot trust her. She attended the liberal arts school meeting and then immediately attended the BWS meeting and talked derogatory about liberal arts faculty and leaders to the BWS folks. She applauded one of our faculty for speaking up during an in-service meeting and then came to our school meeting to scold her. These are only a few examples of how two-faced Ritu is. I am ashamed to work at this institution with her at the lead and am deeply concerned about the vitality of this institution under her leadership.

- an employee in School of Liberal Arts and Science

29. Matthew Janisin. WTCS requires us to educate ourselves on the best practices for effectively educating adults in our disciplines. Matthew Janisin has been making decisions opposite to what the research actually shows that helps with student retention and completion. He excuses his decisions by claiming budget deficits and inefficiency. These are valid concerns, but his approach discards what works in the process of "right-sizing". In effect, he is destroying the very efforts that generate other significant parts of our funding. He disregards the impact of his decisions on students and faculty, the very core of why we exist. There is no Gateway without students. There is no Gateway without quality faculty. Both must be present for our institution to survive. The student-to-faculty ratio needs to be reasonable. However, he is over-correcting and, by doing so, increasing faculty workloads significantly. Some disciplines require less time outside of class to adequately prepare and assess. Others require more out-of-class time compared to in-class time to effectively educate students. Some disciplines are inherently about the individual student over the group of students as a whole, for example, writing classes. Each additional student assigned to an instructor in a writing class is an additional, and significant, amount of time added to that instructor's workload. While the impression I get is Matthew Janisin thinks we are just lazy, that is far from the truth. This workload increase also prevents faculty from employing evidence-based practices within their curriculum and resorting to traditional, less effective teaching methods, just to keep up with their workload. This workload increase also does not allow faculty to focus on students. Students who do not feel they

are getting the attention they need from overworked instructors are less likely to return or complete. Enrollments go down further. Less money comes into the institution. These decisions also do not consider student success. For example, changing class caps in English Composition from 18 to 24 is completely opposite of what the research supports for quality instruction in writing. Another problem of an increase in student caps is most computer writing labs have only 18 seats. When this was mentioned, the suggested solutions involved bringing in extra chairs (how can the student write while sitting on a chair in the back of the room without a desk?) and sharing computers (I don't even have words to describe that idea). Ultimately, instructors were, in effect, told they chose to become teachers so they could figure it out. How will students view the process of trying to problem-solve, the issue of enrolling more students than can comfortably fit into a classroom? They are students, not sardines. These decisions are making it extremely difficult for me to just do the bare minimum to meet my contractual obligations, much less to try to excel. The time needed to do the job well must be factored into the equation. This job is about people, not widgets, not numbers in a spreadsheet. Human beings can't be ignored when trying to find solutions. I realize this may identify who I am, but I don't care anymore. It needs to be said, and so far, no one is listening.

- an employee in School of Liberal Arts and Science

30. Attitudes, power egos, negative energy, employee and management mood swings. Having to orchestrate a team of broken frustrated individuals that have been worn do to shortness of staffing. Also the fact of the college decisions to improperly compensate and provide incentives the new employees . So that we keep good quality of hard working individuals. Examples: 2019 and 2021 and just this past year facilities were nominated for outstanding team award. All at or in the same year facilities department has been crippled in a way that it feels as if there is no support from the top.

- an employee in Facilities

31. Right now, nothing.
- an employee in Student Affairs

What helps you feel included at Gateway Technical College?

Positive Comments

1. For my visible identities, "included" is my baseline feeling, and I also don't feel excluded in any specific way because of those identities.
- an employee in School of Liberal Arts and Science
2. The diversity in students, staff, and faculty members around campus.
- an employee in Learning Innovation Division (LID)
3. Being a part of what is happening. Having a sounding board that actually listens and makes you feel like you are a part of something.
- an employee in School of Protective and Human Services
4. Communication with other employees that are outside of my dept.
- an employee in School of Health
5. Being treated like a fellow Gateway employee by upper level leadership. Such as being greeting and not ignored when they see you on campus.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
6. The people who actually come to me for input.
- an employee in Talent and Culture
7. Collaborating with other departments.
- an employee in School of Health
8. The people I work with care deeply about students and about each other.
- an employee in Learning Success
9. Department trainings or gatherings.
- an employee in Student Affairs - Other
10. When I'm acknowledged for the hard work that I put in.
- an employee in Business Office
11. My coworkers.
- an employee in Business and Workforce Solutions (BWS)
12. Things that help me feel best included here are the freedom to dress the way I want to dress while working and additional freedoms to work from home as needed (which I think could use improvement), as both of these contribute to giving employees like me the energy to best contribute to Gateway's mission.
- an employee in Community and Government Relations
13. My supervisor celebrates new hires, so I felt welcomed from day one. I am trusted to lead initiatives. I am asked about my opinions on procedural changes within our department, and I feel that those opinions are considered in the decision making process.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
14. Teamwork - great team atmosphere and spirit. Being a part of the direction of the departmental goals. Crossing over to make an impact in decisions for other departments other than my own.,
- an employee in Student Affairs
15. Learning about the different programs and courses offered.
- an employee in School of Health
16. Meeting with other departments and sitting on committees.
- an employee in Advising
17. Positive, genuine relationships with my colleagues.
- an employee in Learning Success
18. I feel included at Gateway when I am invited to large events. I have been invited to more and more of the updates for our high school partnership team. This has made me feel informed, appreciated and included.
- an employee in Student Affairs
19. I work with a great team of people. Supervisors are completely transparent.
- an employee in Talent and Culture
20. Carrie Parworth. Best supervisor around and goes above and beyond for the needs of her staff.
- an employee in Student Affairs

Gateway Technical College Connect Comments

21. When leadership asks for input and then demonstrates how that input was used, social opportunities (potlucks, etc.).
 - an employee in Community and Government Relations
22. This is a ridiculously vague question and should be rephrased and focused. It could and probably will mean many things to many people. On a department level I feel included as my position works with many people and roles and what I do is needed for many diverse projects so I feel included there and that can ripple out quite far. On a college level I am invisible my opinions and ideas do not affect anyone in a leadership role and make zero impact on the direction of the college.
 - an employee in Learning Innovation Division (LID)
23. My supervisor listens and respects me and my thoughts.
 - an employee in Advising
24. Campus events and emails from administration.
 - an employee in School of Liberal Arts and Science
25. Being a mentor for new instructors.
 - an employee in School of Pre-College and Momentum Programs

Kenosha County Eye

How could we help you feel more included at Gateway Technical College?

Improvement Comments

1. Stop creating rules, and guidelines that only apply to a handful of people. That does not sound like inclusion to us.
- an employee in Learning Innovation Division (LID)
2. Hire additional facilities staff members and increase pay.
- an employee in Facilities
3. Opportunities to engage with others outside of meetings.
- an employee in School of Protective and Human Services
4. Be included in relevant meetings. Have management listen to the right underlings. You know, the people who know what is going on.
- an employee in Facilities
5. Explain clearly if people will be laid off.
- an employee in School of Liberal Arts and Science
6. Allow departments to make departmental decisions instead of demanding certain decisions from above.
- an employee in School of Liberal Arts and Science
7. By not marginalizing all programs together and allowing different programs to handle issues different based on what works for them.
- an employee in School of Mfg, Eng, and IT
8. Listen and stop thinking that you actually have better answers than the people who actually work with the students, i.e. customers.
- an employee in School of Mfg, Eng, and IT
9. White people deserve a seat at the table too. TRANSPARENCY!
- an employee in School of Mfg, Eng, and IT
10. Up My Pay!
- an employee in Facilities
11. How about include faculty and staff in on decisions instead of just making announcements after the fact. Do less anonymous surveys and taking suggestions and get some action going for the students. The sense of belonging and inclusion that did exist at Gateway is definitely gone.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
12. Treated fairly with respect and salary. Unnecessary activities and meeting should be eliminated unless it benefits the student. Then everyone should have the opportunity to participate if they chose, not just those without work. Eliminate unnecessary jobs and distribute work evenly. Eliminate brown nosing and bullying. Stop in-person meetings, isn't that why money is spent on zoom? Zoom meetings prevent the spread of covid and the flu. Too much quality work time wasted on traveling to meetings.
- an employee in Business Office
13. Listen, not just hear. Stop siloing us. Stop increasing workloads to the point we don't have time to participate in college events and activities. That is why I don't participate in events and retention activities. I don't have time. As a result, I will suffer on my evaluation in that area. But I can't give what I don't have. I can't be included if I am not given the time to participate.
- an employee in School of Liberal Arts and Science
14. It's not me personally who needs to be more included; it's my department.
- an employee in Learning Success
15. More meetings with faculty, more open communication, asking for our opinions since we actually deal with the students. Our opinions could be very valuable in making Gateway more successful and recruiting more students.
- an employee in School of Liberal Arts and Science
16. Consider hiring a new president that has a better understanding of management in a higher education setting. The board must intervene.
- an employee in School of Liberal Arts and Science

Gateway Technical College Connect Comments

17. Be included with everything going on when it also concerns students.
- an employee in School of Protective and Human Services
18. Gateway can figure it self out and go back to being a normal College rather than getting rid of everyone all the time.
- an employee in Learning Innovation Division (LID)
19. Support faculty in a positive non-judgmental manner.
- an employee in School of Health
20. Don't forget about Elkhorn.
- an employee in Academic Affairs
21. Can we eradicate the 'Gateway Way?'.
- an employee in Academic Affairs
22. Stop focusing on political programming and understand that we serve people from all views and walks of life.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
23. Reduce admin overhead and get people that want to do a good to work with faculty, staff and students to teach one goal.
- an employee in School of Mfg, Eng, and IT
24. I don't necessarily need to feel included. It's feeling undervalued that has worn me down. Stop trying to be everything to everyone else. Concentrate on the extremely valuable people we already have. Gateway used to have a covenant-like feel. I'm not sure what it is now. But it's definitely different in a bad way. I work here because it allows me to do good things for the people we serve. Now I have to explain, and provide excuses for our inability to serve the needs of our customers.
- an employee in School of Protective and Human Services
25. Manage us and employees with the understanding that we are human first before we are workers; and that we are definitely not machines in a high technology world. Leaders can value our professional opinions, listen to each other while also live and demonstrate your work culture values and your leadership values so that we, myself, can feel free to have consistency and expectation; even if it means navigating through personnel conflicts before going to HR.
- an employee in Student Affairs - Other
26. There is far too much emphasis on highlighting, even showcasing, differences...including deviant behavior, under the guise of being 'inclusive.' This has caused far less inclusion than may have been intended - shoving drag queens, LGBTQ+, and racial differences at me regularly is so offensive...these are not lifestyles of the majority, but you would think they are. All the diversity, equity, inclusion, and now justice focus only serves to divide people...focusing on differences that really should not matter in the scope of providing education. Conservative Christians seem to have no place at Gateway.
- an employee in School of Protective and Human Services

Gateway Technical College Connect Comments

27. There is a destructive loop where someone says "Hey - here is a problem". At that point, the person who mentions it is punished, gaslight, and subject to endless meetings explain their mistaken thoughts - we have no problems here.

Then, the problem blows up. All of a sudden, Higher ups are involved! We need solutions! How do we fix this! We need to ask the person who is least involved with the problem for their solutions cause of reasons. They propose a fix which will never ever work. It is implemented. Solution person is celebrated - more money, bigger title. And, the problem blows up again.....

Meanwhile the people who are affected by the problem work out elaborate ways to CYA, and deal with the issue, taking time from their real job and not really fixing any of the issues. These patchwork fixes cause lots of little mini-wave problems but hey who cares - Solution Person did not address it.

Rinse, Repeat.

Can we break this cycle?

- an employee in School of Protective and Human Services

28. Appreciate years of service ALONG WITH performance reviews and student surveys/feedback and not have the first qualifier be degree held by a person when considering underload or layoffs. I agree that seniority should not be the first consideration, but it should not be the last when it comes to potential layoffs.

As per the email that was sent out regarding layoffs titled "Faculty Workload Update" from Jacqueline Morris on August 16th, 2023 the first criteria states the Deans will assign faculty workload based on the following criteria: 1. Skills and Qualifications. The deans will ensure HLC and program-specific faculty requirements are met. Preference will be given to faculty who hold qualifications above and beyond the minimum requirements.

The Dean, EVP-Academic Affairs, and Director of Employee Relations will then evaluate:

2. Performance. Analysis of faculty evaluations and professional development plans and outcomes, employee discipline actions (performance improvement plans), instructional-related data including retention rates, IDEA Survey feedback, student engagement with recruitment-related

events, employer engagement, grant work engagement, other recognized exceptional performance, and any student complaints.

3. Employment Length. All above factors being equal, the deciding factor will be the length of service to Gateway, with preference given to the person with the longer length of service.

If enrollments get so low, I will be the first or second person laid off in my department because of newer hired employees have a higher degree, BUT also have inconsistent performance reviews.

By the email referenced above when considering layoffs higher degrees will be retained first and foremost.

I do not feel included or appreciated at Gateway and makes this semester really hard to put my best foot forward knowing I may lose my position at the end of next semester.

- an employee in School of Liberal Arts and Science

29. Gateway has abandoned shared governance after some meaningful progress over the past two years. There needs to be a return to listening to faculty experts and use their knowledge to steer college academic policy. These draconian changes to faculty workload are harmful to students, the community, and faculty. And they ignore the main problem: bloated middle management. Without faculty, there is no college. Executive leadership is either clueless or too afraid to stand up to terrible, ill-informed policy decisions.

- an employee in School of Liberal Arts and Science

30. Hold open forums without fear.
- an employee in School of Health

Engagement

Align

Perform

Connect

Coach

- Development
- Concerns

The Basics

I love my job because...

Kenosha County Eye

Gateway Technical College Coach Comments

How does your supervisor help you learn and grow?

Positive Comments

1. My supervisor helps me learn and grow by challenging us to always make things more efficient and reach more students. My supervisor is welcoming of new ideas.
- an employee in Learning Success
2. My supervisor cares very much about his department and is very supportive.
- an employee in School of Liberal Arts and Science
3. Providing continuing educational opportunities and valuing my opinions.
- an employee in School of Mfg, Eng, and IT
4. By allowing me to attend conferences and entrusting me in projects.
- an employee in Student Affairs
5. They challenge us to become better and push our comfort zone.
- an employee in School of Liberal Arts and Science
6. By listening to ideas, supporting reasons/data and the value add. By asking questions and sharing expertise to help me to see beyond what I currently know.
- an employee in Student Affairs
7. This would require too specific and answer.
- an employee in School of Protective and Human Services
8. My supervisor wants what is best for me.
- an employee in Learning Innovation Division (LID)
9. She is very supportive and flexible. She is understanding and passionate.
- an employee in School of Pre-College and Momentum Programs
10. I don't think I have had enough time with my supervisor to know that yet. I can say that I think it is off to a good start.
- an employee in Business Office
11. Is available for discussion on issues. Offers trainings.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
12. Promotes conference attendance. Encouraging, Attends curriculum meetings. Keeps us well informed. So far so good, but waiting to see if he stays. They never do.
- an employee in Business Faculty
13. Love my supervisor.
- an employee in School of Health
14. By not micromanaging and giving me freedom to make decisions and do my job efficiently.
- an employee in School of Protective and Human Services
15. My supervisor is smart, understanding and supportive, providing me with an amazing role model to learn from in how to handle situations. I'm inspired daily to go above and beyond.
- an employee in Academic Affairs
16. My supervisor helps me learn and grow by engaging in problem scenarios with our team. Having a manager that has been in my role or similar, he understands the day to day operations and has the technical skills/background to be an effective mentor.
- an employee in Learning Innovation Division (LID)
17. I'm allowed to attend conferences, get involved in different opportunities on campus, take classes, and be relatively self sufficient.
- an employee in Academic Affairs
18. My supervisor communicates very well and trusts me to make sound decisions for personal growth and for our stakeholders, the students.
- an employee in Business Faculty
19. She gives me opportunities to use my skills and try new projects, she trusts my decision making and trusts me to operate within the scope of my role, she offers opportunities for professional development.
- an employee in Community and Government Relations

Gateway Technical College Coach Comments

20. He does what he can within the boundaries of what his supervisor will allow. He advocates for us, but it falls on deaf ears. He is overworked /overburdened with his job duties, and they won't find assistance for him. As such, his ability to attend to our needs is limited through no fault of his own.
- an employee in School of Liberal Arts and Science
21. The college provides learning opportunities and requires that we take advantage of some of them. Our supervisor encourages us to take advantage of them and his administrative assistant is very watchful that we don't forget.
All of the required learning holds no weight in the layoff plan, while having a doctorate gained over a few years or less is part of the criteria.
- an employee in School of Liberal Arts and Science
22. My supervisor is one of the main reasons why my work matters. He allows me to ask hard questions of myself and the institution while aligning my life purpose with my work. He encourages me to honor my talents & skills while also being challenged to continue to grow by attending professional development events, meeting with him weekly or as needed, presenting at different conferences, and leading different professional organizations.
- an employee in Student Affairs - Other
23. Our departments direct supervisor is always open to their staff to learn and grow.

It is the tiers of other management that does not help us prosper.
- an employee in Advising
24. Exposing me to workshops, conferences and online training opportunities.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
25. Supports and makes possible continuing education opportunities.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. My supervisor has been very supportive of professional growth.
- an employee in Advising
27. My supervisor approves of all professional development I may inquire about as well as support the work that is submitted.
- an employee in School of Protective and Human Services
28. By allowing me to perform my job without micromanaging.
- an employee in School of Health
29. They always support my professional development goals.
- an employee in Learning Success
30. Encouraging professional development opportunities.
- an employee in Advising
31. My direct supervisor is wonderful. My direct supervisor supports me, listens to me, asks questions to understand. My direct supervisor values me.
- an employee in Advising
32. My supervisor trusts me to do my job.
- an employee in Student Affairs - Other
33. My Director encourages professional development. She hears my ideas and is supportive of the work I do.
- an employee in Advising
34. My supervisor encourages me to apply for opportunities and is supportive of my goals.
- an employee in School of Liberal Arts and Science
35. I have an exceptional supervisor. However, executive leadership has created barriers to her efforts to help support the needs of our students and the people who support them.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
36. My supervisor is available for me to ask questions and understand how decisions will impact the college. I appreciate that we are allowed to grow as a team without being micro-managed.
- an employee in Business Office
37. Encourages us to focus on students and our content area, that's all we have control over right now.
- an employee in School of Liberal Arts and Science

Gateway Technical College Coach Comments

38. My supervisor is extremely supportive and agreeable allowing me to take various types of classes, trainings, and/or take advantage educational opportunities presented through Gateway or other entities.
- an employee in Learning Innovation Division (LID)
39. My supervisor supports learning new things by encouraging me to stretch myself and go to conferences and webinars.
- an employee in Institutional Effectiveness
40. He is too overwhelmed with administrative responsibilities and spread too thin to truly serve as a good supervisor.
- an employee in School of Protective and Human Services
41. Shares information about various meetings, trainings, and supports my interests in attending conference and workshops.
- an employee in Student Affairs - Other
42. My supervisor is a champion for the faculty. He fights for us and for the good of education even though he is often slapped down. He is overworked and tired but never once has he given up on us. He's a shining example of a leader and I'm thankful for his guidance and fighting spirit.
- an employee in School of Liberal Arts and Science
43. My supervisor is transparent and open. He does his best to support us and advocate for us to upper level admin even though they continually undermine our academic mission. He understands that we are giving 100% and does his best to show his appreciation for our efforts.
- an employee in School of Liberal Arts and Science
44. Provides various professional development opportunities, passes on helpful opportunities for growth, continues to check in on an individual basis as well as on the team as a whole, focuses on goals and really cares about requests on how to better ourselves.
- an employee in Student Affairs
45. They offer opportunities to attend webinars and classes to further my career.
- an employee in Learning Innovation Division (LID)
46. Excellent feedback and guidance. my supervisor is one of the best parts of my employment.
- an employee in Learning Success
47. They are always encouraging me to better myself not only within the job but within myself, they care about about my life and not just how it could affect my job.,
- an employee in Student Affairs
48. By trusting me and discussing my ideas.
- an employee in Student Affairs
49. Supportive and encourages new ideas.
- an employee in School of Protective and Human Services
50. Encouraging and supportive.
- an employee in Advising

What could your Supervisor do to better support your learning and growth?

Improvement Comments

1. He promise to help you but he falls short almost all the time.
- an employee in Facilities
2. Acknowledge that I am the person doing the job and therefore may have the most accurate information and/or best perspective.
- an employee in Talent and Culture
3. Eliminate the roadblocks and allow me to do what I know has to be done. Deletion of micromanagement created by the lack of confidence within our executive leadership.
- an employee in Talent and Culture
4. I do not believe my supervisor is responsible for that.
- an employee in School of Liberal Arts and Science
5. Just staying more connected, I have been here full time over a year and have not had a performance review.
- an employee in School of Health
6. Be a bit more tolerant of the challenges we face.
- an employee in School of Liberal Arts and Science
7. Formal supervisor training and onboarding.
- an employee in Student Affairs
8. Listen to what the employees are saying quietly. Several employees are looking elsewhere for employment. WHY?
- an employee in Learning Innovation Division (LID)
9. Make time, listen.
- an employee in School of Mfg, Eng, and IT
10. Change learning and growth to Succeed and Prosper.
- an employee in Facilities
11. Actually make time to interact with us and discuss the direction he'd like to go in. He's too busy working on other things the leadership want....that I question the importance of. He has too many subordinates and numerous responsibilities which limit his time for spending with us. The role of a dean is way too demanding to foster a good working relationship with the faculty.
- an employee in School of Mfg, Eng, and IT
12. My supervisor can genuinely show interest in my well-being as a person and care and acknowledge the hard work I put in, but that will not change. Consistency across all employees in department. Managers often pretend they care to find out info to use against employees later. there are favorites and if you speak up and try to have your voice heard it's a problem. No harassment from employers, which I have definitely experienced over the years.
- an employee in Student Affairs
13. My supervisor always approves of requests for professional development or opportunities to do something if I ask. It would be nice to be considered for things without requesting it. The former implies there are resources available; the later indicates there is perceived value in me/my skills for the College.
- an employee in Student Affairs - Other
14. Support all efforts for inclusion and diversity, most supervisors around here don't get it. Also, could someone work to get the members of the Gateway board changed - they are doing a horrible job for students and the community based on the few board meetings I have listen. Its very sad and outrageous!!
- an employee in Office of Diversity, Equity, and Inclusion (DEI)

Gateway Technical College Coach Comments

15. Learn how to manage people and fairly, this should be started with the CFO. Allow to work without being micromanaged. Distribute the work evenly so there could be time for learning and growth. Limit the amount of meeting and use zoom instead of in-person. Zoom meetings prevent the spread of covid and the flu while eliminating the time wasted by traveling to in-person meetings.
- an employee in Business Office
16. Listen.
- an employee in School of Mfg, Eng, and IT
17. Provide me with the same training as others in my department.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
18. Assign more tasks to my coworkers, they don't have enough work.
- an employee in Learning Success
19. Inform and discuss issues facing the college.
- an employee in Business Office
20. Communicate with us. Respond to requests. Even if it is a no, at least we won't feel like we are emailing into a black hole.
- an employee in School of Mfg, Eng, and IT
21. Positive and clear communication to have clarity on common goals. Diversity of staff.
- an employee in Student Affairs
22. I have nothing to add to this question.
- an employee in Community and Government Relations
23. My supervisor is stretched very thin.
- an employee in School of Liberal Arts and Science
24. Figure out what his/her job is.
- an employee in Community and Government Relations
25. My supervisor is fine at this,
- an employee in School of Mfg, Eng, and IT
26. Nothing, she does a great job.
- an employee in Advising
27. Ask what I am interested in and keep that in mind when learning opportunities come through. Right now I feel like I am told what I am going to learn rather than learn what I am passionate about.
- an employee in Talent and Culture
28. Listen and address concerns.
- an employee in Learning Innovation Division (LID)
29. Listen to the team. Provide respect for knowledge and experience. Work collaboratively. Be more transparent. Support instructors.
- an employee in School of Health
30. An associate would help.
- an employee in Business Office
31. Dr. Banor is an excellent supervisor.
- an employee in School of Liberal Arts and Science
32. Good employees leave bad management/administration. Bad employees leave good management/administration. I am leaving the job that I LOVE, and I am a good employee - Just ask my students.
- an employee in School of Protective and Human Services
33. I am happy with my dean/Supervisor. If I comment on how to improve I will identify myself.
- an employee in Business and Workforce Solutions (BWS)
34. Be visible. Communicate. Eliminate fear of distrust. Get to know me.
- an employee in Business Faculty
35. Be connected.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
36. Really Listen.
- an employee in Facilities

Gateway Technical College Coach Comments

continued growth.

Empowerment and Autonomy: Give employees opportunities to take ownership of projects and make decisions. Empowered employees are more likely to seek out learning opportunities.

Resource Allocation: Allocate resources, such as time, budget, and tools, to support employee learning initiatives.

Time for Learning: Allow time for learning and skill development during work hours. This could include setting aside dedicated "learning time."

Regular Check-ins: Schedule regular one-on-one meetings to discuss progress, address concerns, and provide guidance on learning and development.

Promote a Growth Mindset: Foster a culture where mistakes are seen as opportunities for growth rather than failures. Encourage a growth mindset among your team.

Stay Informed About Industry Trends: Stay updated on industry trends and share relevant information with the team. This demonstrates commitment to professional growth.

Support Networking: Encourage employees to participate in industry-related events, conferences, and networking opportunities to expand their knowledge and connections.

Flexibility: Be flexible in accommodating employees' learning needs, such as flexible work hours or remote learning options.

Create a Learning Culture: Promote a culture of continuous learning and improvement within the team or college. Make learning a valued part of the workplace culture.

Lead by Example: Demonstrate your commitment to learning and growth by actively seeking opportunities for your own development. This sets a positive example for your team.

Celebrate Milestones: Celebrate achievements and milestones in employees' learning journeys. Recognize their progress and the impact it has on the team and organization.

Seek Employee Input: Ask employees about their

learning preferences and interests. Tailor development opportunities to their individual needs and aspirations.

- an employee in School of Protective and Human Services

44. My current manager offers limited guidance, and I primarily see them as someone who checks off tasks or conveys messages to higher-ups without providing much feedback on how to proceed. The absence of genuine appreciation has created a cascading effect, making any sincere attempts to acknowledge someone's efforts feel hollow, devoid of impact. To enhance our working dynamic, my supervisor could demonstrate greater involvement in the initiatives within our department. One way to achieve this would be attending our weekly team meetings, even if it's only on a monthly basis. Additionally, they could offer feedback on progress updates and convey information in a manner that provides clear direction and sets expectations for my role in these updates. At present, I often feel like a sounding board for them, expected to deliver success without the necessary support.

- an employee in Learning Innovation Division (LID)

45. Train employees, keep them more informed of what is going on on campus.

- an employee in Facilities

46. Students tend to win appeals despite documentation showing otherwise, the previous deans were fair about appeals and listening to both sides and did not feel pressured to let the students win the appeals.

- an employee in School of Health

47. Reply to emails.

- an employee in School of Mfg, Eng, and IT

48. Provide some.

- an employee in Facilities

How does your supervisor show they care about your concerns?

Positive Comments

1. Listens and tries to accommodate but her hands are tied by the board of trustees.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
2. My supervisor always offers his support and is willing to hear out any concerns. He checks in to see how he can help and is quick with his follow through.
- an employee in School of Health
3. They listen to and consider the recommendations of faculty and staff. I have not seen evidence this is true for executive leadership.
- an employee in School of Liberal Arts and Science
4. He asks questions, invites feedback, and follows through on things.
- an employee in Learning Success
5. He is aware of my feelings, but is unable to do anything about it.
- an employee in Learning Innovation Division (LID)
6. My supervisor consistently reaches out to me for my input and feedback. I greatly appreciate his care and concern for me!
- an employee in School of Liberal Arts and Science
7. He reaches out and responds promptly. But, his fighting for faculty is really the biggest factor here.
- an employee in School of Liberal Arts and Science
8. Monthly and quarterly meetings to see how we are doing. Seeking feedback on changing work environment.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
9. Yes, my supervisor takes the time to meet with us.
- an employee in Learning Innovation Division (LID)
10. My supervisor listens when I share thoughts/ideas, welcomes dialog, appreciates varying opinions.
- an employee in School of Protective and Human Services
11. Always available to discuss and find solutions.
- an employee in Community and Government Relations
12. Listening when I have a concern and helping find solutions.
- an employee in Community and Government Relations
13. My Supervisor shows they care by good communication.
- an employee in Business and Workforce Solutions (BWS)
14. My supervisor responds quickly when I contact them.
- an employee in Learning Success
15. My supervisor should have an associate Dean.
- an employee in School of Liberal Arts and Science
16. Steve is great. I'll leave it at that.
- an employee in School of Business and Transportation
17. He is very approachable and replies quickly to concerns. He's even given out his cell phone number in case of emergency for concerns that arise that need immediate attention.
- an employee in School of Health
18. My supervisor overall has proven to be a good communicator that listens and is respectful, authentic and trustworthy.
- an employee in Business Faculty
19. When time allows they do try to speak one on one, but their attention is never able to be kept for an hour or more before another issue arises and needs to be addressed.

They make attempts to relate or share experiences, even if not a direct correlation.

They have gone out of their way to personally buy drinks or food for early mornings/late days of work for their people.
- an employee in Facilities

Gateway Technical College Coach Comments

20. They create an environment where we can openly discuss concerns inside and outside of work (if and when those affect work). The ability to have those difficult conversations without fear of negative repercussions from management is rare in the professional world.
- an employee in Community and Government Relations
21. My supervisor works hard to recognize people as individuals and does his best to value our time. We are valued as content experts by our supervisor.
- an employee in Business Faculty
22. I believe my supervisor listens and tries to address my concerns.
- an employee in School of Business and Transportation
23. They work very hard for us to try to better our work situations.
- an employee in School of Liberal Arts and Science
24. Dr. Banor is very approachable, helpful, and encouraging. He listens carefully to our questions and concerns and will always get back if he does not have an immediate answer.
- an employee in School of Liberal Arts and Science
25. She asks for input on issues affecting our department.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. We have scheduled one on one meetings to check in. She responds to emails and calls in a timely manner.
- an employee in Advising
27. Checks in often and supports program changes that help students. I like my current supervisor. I have a real concern that he will move on. We have had no stability in my department for a very long time.
- an employee in Business Faculty
28. My supervisor actively seeks out my opinion. I appreciate that I have time set aside to meet and review the work that our department has going on.
- an employee in Business Office
29. Always willing to talk and listen to concerns.
- an employee in School of Health
30. Listens, advocates, seeks answers for us.
- an employee in School of Liberal Arts and Science
31. Addressing them with their supervisor and in meetings. Hearing me out.
- an employee in Business Office
32. He listens. He considers our input and is amenable to change.
- an employee in School of Liberal Arts and Science
33. My supervisor is always willing to listen to any concern I have. They make it a priority that I'm heard and actually listen to what I have to say. Their goal is to relieve my concern.
- an employee in Community and Government Relations
34. My supervisor listens and seriously considers opinions and Ideas I have. They are also concerned about my personal life.
- an employee in Learning Innovation Division (LID)
35. Listens, advocates.
- an employee in School of Liberal Arts and Science
36. Communication.
- an employee in School of Mfg, Eng, and IT
37. They listen me.
- an employee in Business and Workforce Solutions (BWS)
38. Listening
Consistent One on One Meetings
Offering support.
- an employee in Learning Success
39. My supervisor responds quickly to questions and seeks input from me when discussing issues.
- an employee in School of Liberal Arts and Science
40. My supervisor is the best part of my job. This person listens to my ideas and concerns, provides me with the latitude to problem solve and be creative, and allows me the opportunity to grow.
- an employee in Academic Affairs
41. My supervisor is always available, transparent, and follows through on anything he/she commits to.
- an employee in Learning Success

Gateway Technical College Coach Comments

42. My supervisor checks-in, is grounded and supportive, and encourages me to share my thoughts, feelings, and concerns.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
43. Continuous communication, making sure to check in on work load, gives accurate amount of time to brainstorm when issues arise and hear out concerns.
- an employee in Student Affairs
44. My supervisor has been very good at listening about my concerns, they are limited in what they can do, but they do try to address them to the best of their concern.
- an employee in Advising
45. My supervisor is really great at voicing his concerns and representing his faculty. At times, it seems it's listened to, but in others, it does not. I know he's doing the best he can, but he really has no power to make those changes. Everything is at the executive/VP and above level, so the rest of us are just doing the best we can with the decisions given to us.
- an employee in School of Liberal Arts and Science
46. My supervisor meets with me every two weeks to discuss how things are going and checks in with me. I know that I can call them anytime I have an issue and to talk things through. I know how lucky I am to have this trusting and solid relationship with my supervisor. Others are not so lucky; we have a spirit of distrust and disrespect for employees and faculty.
- an employee in Institutional Effectiveness
47. My direct supervisor goes out of their way to ensure that we have the opportunity to voice concerns, ask questions and provide feedback. They respond with empathy and care, even if the issues or concerns are outside of their immediate control. My supervisor provides a safe space to share thoughts, opinions and challenges.
- an employee in Academic Affairs
48. Supervisor takes time to discuss each concern by actively listening, providing considerations and solutions. His demonstration of empathy and compassion through conversations, gestures, and decisions is apparent during the most challenging times of my personal life. Being reminded to take care of myself and each other as teammates.
- an employee in Student Affairs - Other
49. Listens.
- an employee in Advising
50. Asks.
- an employee in School of Protective and Human Services
51. My supervisor is always available despite his very busy schedule to listen to my concerns and discuss all potential outcomes to find the best solution that will not only work for our area, but the college as a whole. In the short time he has been my direct supervisor, he has taken many of my suggestions for how to resolve situations into account and implemented many. He also is very quick to respect my role and the years of experience/amount of expertise I have related to various processes he is not as familiar with and to listen to my perspective about how to best approach challenges. When a situation needs to be elevated to his level, he is also very quick to support me and my team and ensure the problem is resolved.
- an employee in Institutional Effectiveness
52. Responds to questions and concerns, holds regular meetings with each of us.
- an employee in Learning Success
53. Always open for questions is approachable and is honest.
- an employee in Learning Success

Gateway Technical College Coach Comments

What would help make you more likely to share concerns with your Supervisor?

Improvement Comments

1. I have expressed these concerns, and he's expressed them to the new administration. Unfortunately, the new administration hasn't done anything to address my concerns.
- an employee in School of Liberal Arts and Science
2. If the concerns were addressed and changes were made. When you keep stating concerns and there is no change it is less likely to bring anything up anymore.
- an employee in Facilities
3. Having the same supervisor for more than a short time to build trust with.
- an employee in Business Faculty
4. I think we all have a fear of retribution. It's concerning to be frank and honest in this survey. Deans seem like a mouth piece for the poor management and leadership that Matt sends down. I do not know how to fix that.
- an employee in School of Mfg, Eng, and IT
5. He needs to listen and take them serious.
- an employee in Facilities
6. My supervisor is aware of my concerns.
- an employee in School of Liberal Arts and Science
7. Nothing, this place is a sinking ship.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
8. Trust that what I say won't be used against me or repeated to others.
- an employee in Institutional Effectiveness
9. Nothing. I and others feel like they can't be trusted at the moment.
- an employee in Learning Innovation Division (LID)
10. I've tried. My supervisor defends everyone no matter what.
- an employee in Learning Success
11. A different supervisor.
- an employee in School of Mfg, Eng, and IT
12. Nothing at this time. Trust is already gone.
- an employee in Talent and Culture
13. Feeling safe to do so.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
14. If the super could actually DO anything about the concerns. Let the super do THE JOB.
- an employee in Facilities
15. When there are concerns that they are addressed properly not just heard and nothing done about it.
- an employee in Facilities
16. My Concerns are always listened to but NEVER HEARD!
- an employee in School of Protective and Human Services
17. If executive management didn't have him doing the work of three positions. This is also where I would like to note a very positive and loyal relationship with my immediate supervisor and a number of others who are technically above me in the power structure.
- an employee in School of Liberal Arts and Science
18. I share my concerns with my supervisor, however, when she goes to the Dean's council or upper management shuts the complaint down, as it is what they want and expect, that it is the way it is. My position is ignored, we are expected to follow the rules, meet deadlines, and train each other without acknowledgement for basically being the backbone of keeping the college up and running.
- an employee in School of Protective and Human Services

Gateway Technical College Coach Comments

19. We have shared concerns with our Supervisor, and even with those higher up, yet most either fall on deaf ears, are dismissed with us being told to "rise above" the issue and "be the adults", or we are told to "wait while things are being looked into" and never hear back about it.
- an employee in Facilities
20. Nothing, they are not interested in hearing about what matters to us.
- an employee in School of Health
21. Respect for thoughts, opinions, and requests without retaliation.
- an employee in School of Health
22. My supervisor making me feel more comfortable to air my concerns.
- an employee in Community and Government Relations
23. He's heard them and he's powerless to do anything about them.
- an employee in School of Protective and Human Services
24. My supervisor doesn't know me, he has never stopped by any of my classes/clinicals to see how I teach or get to know me.
- an employee in School of Health
25. If they had time to give us time. Too many people wearing too many hats, it takes up too much time.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
26. If my supervisor cared enough to listen.
- an employee in Learning Innovation Division (LID)
27. I have shared my concerns with both my supervisor and HR. The political gamesmanship and the collusion/cronyism have gotten much worse since.
- an employee in School of Business and Transportation
28. I never would fear of retaliation.
- an employee in Facilities
29. I could share all I want, he won't see the email. He will agree to do things then never do them.
- an employee in School of Mfg, Eng, and IT
30. If I felt genuinely respected.
- an employee in School of Health
31. If I knew I wouldn't be retaliated against.
- an employee in School of Health
32. Honest empathy & Results.
- an employee in Facilities
33. Mutual trust.
- an employee in Business Office
34. I do share most of my concerns with my supervisor. She will usually be able to help most of the time but it frustrates me when I bring up an issue I am having with another department such as marketing and my supervisor says that she has the same issue and can't do anything. I feel like someone should be able to do something instead of my supervisor just shrugging her shoulders.
- an employee in School of Protective and Human Services
35. More access to the Supervisor - my supervisor has an office in a remote building where a very small fraction of his reports reside. He knows them and their concerns well. Visibility to the rest of us would help us feel a part of the group and of importance as well.
- an employee in Business Faculty
36. Remove the fear of retribution. My previous dean would punish before asking if and why questions. I was berated by my boss rather than coached. I heard and witnessed similar behavior from her to other employees. Employees that questioned the behavior are no longer here at Gateway.
- an employee in School of Business and Transportation

Gateway Technical College Coach Comments

37. It would be nice if my supervisor could keep things between us. She shares everything like personal staff information --disability accommodations & FMLA details with her friends on the team. I don't feel comfortable going to her because nothing is between us and I don't want everyone knowing my business.
- an employee in Business Office
38. If I felt our concerns were valued.....I'd bother.... Actual changes....we've asked for scheduling changes and that whole dept is anti-faculty. They do NOT understand how to schedule, use the software and LISTEN to us. I've asked for simple changes....they simply "roll-over" last year's schedule with NO improvement. THIS severely hurts our enrollments. Now...they're taking away our certs??? What is IE doing???
- an employee in School of Mfg, Eng, and IT
39. Maybe the dean needs to "check in" and reach out to the staff and actually do his job. REMOVE administration/staff that are not doing their job. When one person does not do their job, EVERYONE else has to do it for them and not get paid for the extra time and effort.
- an employee in School of Protective and Human Services
40. Seeing change based upon concerns and complaints is necessary. It is frustrating when concerns are brought to light and words of encouragement are provided, yet little to nothing changes moving forward with the actual issue at hand. Sometimes it isn't even the supervisor / Dean. It's administrative teams making decisions that affect faculty and they don't understand the working of the environment. Also, it is ineffective Chairs, who are not time responsive to mandatory requirements to move a department forward as a team.
- an employee in School of Health
41. It is not my direct supervisor but our VP that states we should be honest and open, but we are chastised and criticized whenever we voice our opinion or ideas. Often the VP states she doesn't remember something and when you say that we discussed it previously we are told she is so busy she can't remember everything. We as employees are always at fault, the VP takes no accountability for the lack of support or moral of her staff. Even in a staff meeting where she asked for open and honest feedback, she did no listening. Instead she countered absolutely everything that was brought up. This took so much of the time, some members of the team didn't get to speak. We were told another meeting would be scheduled to continue the conversation, that never happened. This has led to feelings of "why bother", nothing changes.
- an employee in Business Office
42. If my supervisor listened to concerns and actually addressed them instead of ignoring them. My supervisor has no clue as to what she's doing. No idea what I do and the time it takes. She doesn't care, just get it all done. If she interrupted less with unnecessary questions it would help. Fear of retaliation which has been displayed. Stop taking the word of the bully, it's her way of brown nosing & back stabbing. The bully deflects from herself by bullying. Bully acts if she's bff with management but back stabs them too! Management open your eyes!!
- an employee in Business Office
43. If my supervisor wasn't brand new it would be much easier. They barely know what they are supposed to do daily, so I am not encouraged about them listening to my concerns. Over a year ago I asked about why the handicap toilets at Gateway are not at chair/ADA height and never heard back.

There needs to be a means to make suggestions - all the time. Create a digital 'suggestion' box. It could be similar to the comment forms that our new President offers out periodically. Or a Padlet would also work.
- an employee in School of Mfg, Eng, and IT
44. Trust and Approachability: I would be more likely to share concerns if I had a supervisor(s) who is approachable and fosters a sense of trust. If I believed that my supervisor(s) genuinely cared and will handle my concerns professionally, I would be more willing to speak up.

Gateway Technical College Coach Comments

Active Listening: Supervisors who actively listen to their employees without interrupting or dismissing their concerns are more likely to receive honest feedback from me. This involves giving employees their full attention and showing empathy.

Non-Judgmental Attitude: I am more likely to share concerns when I feel that my supervisor(s) won't judge me negatively for doing so. A non-judgmental attitude promotes open and honest communication.

Confidentiality: I want to be assured that my concerns will be kept confidential unless there is a legitimate need to involve others in the resolution process. This builds trust and encourages openness.

Feedback Mechanisms: I would like to have established clear channels for providing feedback, such as regular one-on-one meetings or suggestion boxes. Having a structured way to share concerns can make me more comfortable doing so.

Training and Resources: Providing training to supervisors on how to handle employee concerns and conflicts can be beneficial. When supervisors are equipped with the necessary skills and resources, they can address concerns effectively.

Constructive Feedback: I am more likely to share concerns when I believe my input will lead to positive change. Supervisors should be willing to discuss potential solutions and improvements based on the feedback received.

Fairness and Transparency: Ensure that decisions and actions taken in response to my concerns are fair and transparent. When I see that my concerns are taken seriously and addressed fairly, I am more likely to continue sharing them.

Conflict Resolution Skills: Supervisors should have the skills to resolve conflicts effectively. This includes mediation and negotiation skills to address concerns and reach mutually agreeable solutions.

- an employee in School of Protective and Human Services

45. Not having my supervisor schedule meetings to tell her staff the complaining needs to end (in other words, stop raising concerns) and telling us how busy she is to justify untimely her responses. Having my supervisor hold all of her employees accountable for participating in evening events to recruit, help retain and support students such as the Gateway Open Houses, Fast Track events, Red Hawk Ready events, support services events (Veterans' honors, Learning Success Gala, etc.). It's not very equitable or good for morale if a few employees attend most events and while other miss most events.

- an employee in Office of Diversity, Equity, and Inclusion (DEI)

46. Having a way to ensure concerns are followed up on and not dropped so that closure can be achieved. Having my concerns taken seriously. As in, having someone to vent to is nice, but having someone to trust in creating steps for resolution, and providing ongoing support and interest would be better. If my concerns result in additional work in order to resolve a problem, having support and help with this additional work, especially if already overloaded. Whether this is from the supervisor directly or by them bringing a team together to work on. Sometimes bringing up concerns can feel like I now own the problem and am solely responsible for fixing it.

- an employee in Learning Innovation Division (LID)

47. Actually respond to emails.

- an employee in School of Mfg, Eng, and IT

Engagement

Align

Perform

Connect

Coach

The Basics

- Formal training
- Benefits
- Work-life
- Expectations

I love my job because...

Kenosha County Eye

What formal training have you found most valuable?

Positive Comments

1. Cybersecurity Training is probably the best training we offer - it is continuous and is varied in the approach.
- an employee in Advising
2. Technology. Training directly applicable in large measure to what my role is.
- an employee in School of Liberal Arts and Science
3. Agile project management training.
- an employee in Student Affairs - Other
4. All training has been valuable.
- an employee in Facilities
5. Attending national conferences.
- an employee in Student Affairs - Other
6. This year (2023) nothing. It's a year of survival.
- an employee in Learning Success
7. Attending NCORE was really valuable given all the anti-dei feelings happening right now. The NCORE organizers should work to make our voices louder and be heard and push against those who want to be silent.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
8. CILE was the most valuable formal training.
- an employee in School of Health
9. Training offered by professional associations related to my areas of responsibility.
- an employee in Institutional Effectiveness
10. All of it, especially CILE.
- an employee in School of Liberal Arts and Science
11. Conference attendance. If conferences are selected well they often have great content. Networking with similar professionals provides best practices and unique solutions.
- an employee in Talent and Culture
12. I feel like none of the training was valuable because due to the understaffing I have no time for training.
- an employee in Facilities
13. Technical classes and certifications.
- an employee in Learning Innovation Division (LID)
14. Grant writing s as no management.
- an employee in Institutional Effectiveness
15. Training we receive monthly.
- an employee in Learning Innovation Division (LID)
16. The Journey is pointless and a waste of time.
- an employee in Business Office
17. Procedure documentation.
- an employee in Student Affairs
18. Activities I find on my own. Please consider moving away from Employee Learning day. It takes away from student teaching time.
- an employee in Learning Success
19. Conference related to the software I use.
- an employee in Academic Affairs
20. National conferences.
- an employee in Learning Success
21. Meg and the fellows.
- an employee in School of Mfg, Eng, and IT
22. Conferences that I picked myself.
- an employee in School of Protective and Human Services
23. Attending conferences in my field energizes my teaching and keeps me up-to-date with content knowledge.
- an employee in School of Liberal Arts and Science
24. WTCS trainings.
- an employee in Advising
25. Training that my GTC sends me to. I get nothing out of the in-services and would rather spend my time working on my blackboard/Brightspace class to prep for each semester then sit in the whole school in-services. The division/department meetings I am okay with.
- an employee in Business and Workforce Solutions (BWS)

Gateway Technical College The Basics Comments

26. Nurse Tim is a helpful resource.
Working with Meg Hunter is the most valuable thing for me at GTC. She is someone that is empathetic and willing to help with so much, professionally and personally. I am impressed with her knowledge and skills and Gateway is lucky to have her - she needs a raise! She is truly a person that demonstrates GTC's values and it shows in her work and interactions.
- an employee in School of Health
27. Inhouse training on various technical matters.
- an employee in Community and Government Relations
28. Ibd.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)

Kenosha County Eye

What kind of formal training would you value most?

Improvement Comments

1. Any, would be good. Used to do regular trainings on various safety and other issues. No longer. But there is no time or coverage for while we are training.
- an employee in Facilities
2. Training that would help in my job.
- an employee in School of Mfg, Eng, and IT
3. Leadership, professional development in management, popular GTC systems that management is expected to know..
- an employee in School of Protective and Human Services
4. Many of the people in my department need exposure to best practices - not just within the technical college ranks, but also throughout the private sector. UW Extension, MRA, KABA are just a few of the sources for additional training/exposure.
- an employee in Talent and Culture
5. Job/career related - a bit different from the path Employee Learning Day has been going.
- an employee in School of Protective and Human Services
6. Training that helps me disseminate knowledge to students. CILE was the best course I ever took here at Gateway.
- an employee in School of Business and Transportation
7. Formal training for my job or future roles within my department or outside of my department.
- an employee in School of Pre-College and Momentum Programs
8. Supervisor should know how to do lower level employees jobs so they can properly train new employees who start. Sometimes it feels like employees are just thrown into the work without any formal training.
- an employee in Community and Government Relations
9. I don't feel I even have enough time to think about that question. There is so much to implement in our area, before opening anymore projects. Most things affect more than one employee and no-one in our area can seem to even get their assigned duties done, let alone participate in anything else.
- an employee in Business Office
10. Get rid of ELD (how much money do we waste on that day each year just in salaries alone?!) and provide more funding to faculty and staff to attend training and conferences that they find most helpful and valuable to their specific roles at the college.
- an employee in School of Liberal Arts and Science
11. Train everyone on zoom to eliminate in-person meetings. We shouldn't have to risk our health with in-person meetings and waste valuable work time traveling. Shocked LID wasted all the time and money on creating their premier and didn't use zoom. Shouldn't they set the example? Teach employees unnecessary activities and meetings that don't serve the students should be eliminated starting with employee learning day and administrative staff in-services!
- an employee in Business Office
12. It doesn't matter because there is no time to do it. There isn't even time to THINK about it. There are only 24 hours in a day. Perform a miracle of physics, add a couple more hours into each day, and then ask me again. Maybe then I will have time to think of something. Gateway is not going to be able to train its way out of this quagmire unless it perhaps trains our executive leadership in basic people management skills.
- an employee in School of Liberal Arts and Science

Gateway Technical College The Basics Comments

13. We've asked for formal trainings at supervisor trainings that are relevant. And then a great example of how this IS NOT HAPPENING is the newest communication of performance evals.

Admin in service was on 10/26. On 10/31 we got an email saying new timeline for evals releasing 11/1. Why wasn't this ever communicated to staff (only sent to supervisors) and why wasn't it shared at admin in service?

Are we doing supervisor training again?
- an employee in Academic Affairs

14. The kind that enables me to be paid more by GTC because I have that training compared to a new hire with out it.

The kind that can be transferred If I leave GTC. If its only good at GTC it needs to be made worth taking it.

The kind that would take into account that I've been already been doing that task (or similar) for X time, so offer the test to be officially certified.
- an employee in Facilities

15. More specialty training in our specific areas of instruction
Be able to attend schools/training on subject areas we instruct.
- an employee in School of Protective and Human Services

16. We have little to no funding for professional development for faculty. The value placed on our faculty is very low.
- an employee in Business Faculty

17. It depends on what the training is about. I personally enjoy a blend of self-paced, online and in person training.
- an employee in Institutional Effectiveness

18. Outside training ans experience that Gateway would acknowledge, support, ans appreciate.
- an employee in School of Health

19. Keynote speakers.
- an employee in Business Faculty

20. Technical training to keep up with changes - getting the training in advance would help prepare to teach these every-changing topics.
- an employee in Business Faculty

21. I think all GTC Directors or anyone that manages people, should receive training on what is expected of them as a manager. How they should be expected to act, manage, etc. You have a lot of unqualified people managing staff. You shouldn't assume certain things are obvious and common sense. Also, it is important that these managers are aware of the types of things they should/shouldn't say to employees. I have seen many situations that would warrant a lawsuit. Train your staff better.
- an employee in Business Office

22. I'm super disappointed that Gateway to Leadership was not offered this year. I've had the formal training; tons of formal training; what I was looking forward to was the opportunity to network, build relationships, and receive mentoring that the G2L opportunity provides.
- an employee in Academic Affairs

23. I'd like true tuition reimbursement so everyone can further knowledge of their fields by studying and completing college-level courses. I'd also like if we could all attend at least one conference of our choosing each year.

Less keynote speakers who do not add value.
- an employee in School of Liberal Arts and Science

24. I would like to learn how to function under an authoritarian leadership style because that seems to be the style of our new president. I would also value the opportunity to learn how to trust a president that says one thing and does the exact opposite.
- an employee in School of Liberal Arts and Science

25. Supervisor training
project management
conflict resolution
understanding and enforcing HR policies.
- an employee in Student Affairs

26. Paid CE seminars.
- an employee in School of Liberal Arts and Science

Gateway Technical College The Basics Comments

27. Gateway would greatly benefit from a more structured approach to employee training and development. Currently, there appears to be a prevalent practice of expecting employees to independently navigate their roles without adequate guidance or support, which is perceived as "the Gateway way."

In some instances, when employees seek assistance or guidance from their supervisors, it becomes evident that supervisors themselves may lack the necessary knowledge or expertise to provide meaningful assistance. This poses a challenge, as supervisors are expected to oversee and ensure the successful execution of job responsibilities.

Furthermore, the organizational culture at Gateway emphasizes employees "staying in their lane," which, unfortunately, can discourage cross-training opportunities. Consequently, when individuals are assigned new tasks or join the college, they often find themselves in situations where they are expected to independently learn and perform their job functions with limited or no formal guidance.

In the interest of fostering a more effective and empowered workforce, I would recommend that Gateway consider implementing a more comprehensive and structured training and development program that aligns with the organization's goals and expectations. This would not only enhance employee performance but also contribute to a more proficient and adaptable workforce.

- an employee in School of Protective and Human Services

What aspects of your benefits package do you find most valuable?

Positive Comments

1. Great health and dental insurance, generous vacation, sick and holiday time.
- an employee in Community and Government Relations
2. Holiday, vacation and sick time off, plus the retirement plan.
- an employee in Student Affairs
3. Healthcare benefits are excellent.
- an employee in School of Mfg, Eng, and IT
4. The benefit package that was provide for me at the time I started and any new add ons or take always . I have no complaints.

It's the future that I'm concern about.
- an employee in Facilities
5. Good insurance and retirement.
- an employee in Business Office
6. The price! Insurance is way cheaper than anywhere else I know of. I am very grateful to have such affordable insurance. Thank you!!!
- an employee in Business Office
7. Benefits are excellent.
- an employee in School of Mfg, Eng, and IT
8. The employee clinic is great. It's also good that Gateway offers the EAP because of the stress of working here. I've used it several times.
- an employee in School of Liberal Arts and Science
9. All is fair enough.
- an employee in School of Liberal Arts and Science
10. Healthcare, FSA dependent care, pension, etc.
- an employee in School of Liberal Arts and Science
11. Retirement.
- an employee in Learning Innovation Division (LID)
12. The most valuable is that the package remains the same. There is no constant increases especially with the deductible.
- an employee in Advising
13. Employee clinic.
- an employee in School of Health
14. Health, Dental, Short Term and Long Term disability, supplemental insurance offerings.
- an employee in Community and Government Relations
15. Teledoc! and FSA.
- an employee in Student Affairs
16. I strongly believe our health care benefits, including access to the employee clinic, is very generous. I appreciate the work HR does to negotiate fair pricing for our benefits and that they are constantly trying to find new and affordable ways to give us the best package possible. I also very much appreciate the generous amount of time off the college provides, particularly around holidays, which helps to foster good work/life balance and reenergize staff.
- an employee in Institutional Effectiveness
17. Pension.
- an employee in Business Faculty
18. Salary.
- an employee in Talent and Culture
19. Health benefits, vacation, 403B plan.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
20. -Dental coverage

-Working Advantage.
- an employee in Student Affairs - Other
21. Health, dental, & vision insurance.
- an employee in Business Office
22. Insurance, insurance.
- an employee in Business Office
23. Health and dental.
- an employee in School of Protective and Human Services

What change in your benefits package would be most valuable to you?

Improvement Comments

1. Better insurance like when I started, lower co-pays, not counting benefits as "pay" because no one else does that.
- an employee in School of Protective and Human Services
2. More affordable, but still good, healthcare coverage. Paid time off.
More communication in what is covered and how to use it.
- an employee in Business Faculty
3. Reinstate the early retirement benefits.
- an employee in Academic Affairs
4. Don't change anything.
- an employee in Facilities
5. Increase STD without going thru underwriting, it should be a percentage of salary like LTD. Fair wages, better insurances, flexible hours and full-time remote.
- an employee in Business Office
6. An opportunity for promotion and a higher salary for the LOEs I teach.
- an employee in School of Liberal Arts and Science
7. Better insurance. It's gotten worse year after year.

But, Gateway has also failed to live up to promises that were made when I was hired. I fully expected an early retirement package and the ability to stay on Gateway's insurance indefinitely. It was one of the major reasons I chose this job over the other I was offered at the time. We lose more any more each year.
- an employee in School of Liberal Arts and Science
8. Healthcare insurance is subpar - if you rarely have to go to the doctor or have health issues it will always cost you the deductible and you always have pay out just to get help. Never get to see the 80/20 savings. Makes it so you try to avoid the doctors when you need them due to cost...
- an employee in Advising
9. Fair annual increases on a schedule; steps and lanes. Flexible time.
- an employee in School of Liberal Arts and Science
10. Long-term care insurance.
- an employee in Business Faculty
11. Not worth stating.
- an employee in School of Mfg, Eng, and IT
12. Lower premiums.
- an employee in Academic Affairs
13. It would be nice if health benefits cover more at lower cost but it seems like cost keep going and and we keep losing more benefits.
- an employee in Community and Government Relations
14. Job security would be most beneficial. Ever since the new regime has taken over, faculty have to walk on egg shells and are constantly waiting for the next "bomb" to drop from admin. We have no work/life balance and it will only get worse with the new demands.
- an employee in School of Liberal Arts and Science
15. Increasing pay for covering two positions and covering others positions. Not increasing pay for employees who are covering vacant positions (long term, perhaps permanently) is insulting, demoralizing, causes burnout and contributes to greater employee turnover. It's more cost affective to retain valued employees rather than replace them and train new employees.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
16. Pay.
- an employee in School of Protective and Human Services

Gateway Technical College The Basics Comments

17. Our medical coverage is expensive and barely covers anything. I have a maximum out of pocket of \$6k and have to use my entire flex spending account each year to cover my medical expenses because our out of pocket is so high. Now we also have co-pays.

Our deductibles and out of pocket are so high, I would love to be eligible for an HSA instead of an FSA. The benefits far outweigh the costs.

The cost of insurance takes away any small compensation increase we get, so if we could find other ways to save those costs that would be great!

- an employee in Academic Affairs

18. Make our deductible year match our FSA year... it is unheard of that we have 'open enrollment' in June with a July start date. It was horrifying the year that changed. We had to meet deductibles twice that year.

I'd like to see Gateway shop around for insurance... not just shove it at us. We are certainly big enough to offer more than one package. I would rather pay higher premiums than try to come up with the high deductibles, plus co-pays, plus-co-insurance, and even more to reach out-of-pocket max.

You could provide a membership to the YMCA... not just a discount. More days off for grieving without risk of losing your job would also be nice. How about just providing FMLA paperwork when it is requested? Why is there a separate form to 'request' the ability to 'request FMLA?' Who knows 30-days in advance that they (or someone they love) is going to have a heart attack? Or be in a car accident? Those 'policies' within our 'benefits' are horrifying.

- an employee in School of Mfg, Eng, and IT

19. There is room for improvement in our benefits package, specifically regarding the medical care provider at the employee clinic. During a recent visit for my child's annual physical, I encountered an unsettling incident. The nurse practitioner made an inappropriate comment about my child's appearance, which was unrelated to the medical examination. Additionally, a concerning error occurred when my child was administered the wrong vaccine. Despite being informed that the office manager would contact me to address this issue on the following business day, no such communication transpired. As a result, I find myself unable to place trust in the care provided by the employee clinic, rendering it a service I am unable to

utilize.

Another aspect of our benefits package that has left me disappointed is the reduction in the number of days allocated for our annual winter shutdown. While the college has opted to substitute these days with other paid holidays throughout the year, these newly introduced holidays do not align with my personal observances. I would have preferred that the winter shutdown remain unchanged to better accommodate my preferences.

Furthermore, I would like to express my concern regarding the inclusivity of the college's holiday observance policies. Although There is a commendable effort to recognize and observe two black holidays, it is noticeable that no paid holidays are designated for any Hispanic holidays. In striving for inclusivity, it is essential that the college considers a more comprehensive approach to recognizing and accommodating the diverse cultural backgrounds of its employees, including the inclusion of Hispanic holidays in the holiday schedule.

- an employee in School of Protective and Human Services

20. Our out of pocket for health insurance and plan is poor compared to most companies.

- an employee in School of Health

How does Gateway Technical College help you balance work and life?

Positive Comments

1. I am giving enough vacation and sick time to take care of my personal life, and most follow the if I am out of the office, leave me alone.
- an employee in School of Protective and Human Services
2. I have autonomy over my work space and can set priority to my tasks. This allows me the flexibility to work ahead or at different times.
- an employee in School of Liberal Arts and Science
3. By providing a remote work option and flex scheduling.
- an employee in School of Protective and Human Services
4. I work primarily remotely, so it cuts out my commute.
- an employee in Institutional Effectiveness
5. I am blessed to have the flexibility to take care of my pets. It does not happen often, but that is super important to me. The work I do still needs to be completed and within the time constraints given.
- an employee in Talent and Culture
6. I can take my work at home so I don't have to spend all day at Gateway if I don't want to. I have much better hours compared to my previous job. This is one of the best parts of this job.
- an employee in School of Protective and Human Services
7. I'm allowed to set my own schedule as long as I get my work done, I'm not tied to a timeclock.
- an employee in School of Mfg, Eng, and IT
8. My job at Gateway gives me flexibility for my young family.
- an employee in School of Protective and Human Services
9. Remote work is a great option and allows more balance since it radically cuts commute time which can now be spent w/ family. Generous holiday and vacation is also great.
- an employee in Student Affairs - Other
10. The role allows me to work hybrid on and off campus to meet the best balance needed for my work/life situation.
- an employee in School of Liberal Arts and Science
11. Gateway allows for work and life balance based on the ELC leaders and each of their own stance for their department. My ELC leader has been supportive of work and life balance; while also maintaining pride and excellence in our work. He believes that wellness is supported by the balance of work and life which has positive effects of employee retention.
- an employee in Student Affairs - Other
12. Gateway does a phenomenal job at this, in my personal experience. This is one of the many reasons I want to remain at Gateway through the rest of my working career, despite some of my responses on this survey. I am overall very satisfied with my job, my working conditions, my coworkers - who are like family, and my supervisor/s who are approachable, compassionate, and supportive of allowing me to truly balance my family life and career choices.
- an employee in Student Affairs
13. Work from home ability. Just think it should be consistent as to how many days we can work from home within the division.
- an employee in Academic Affairs
14. The one positive thing that Gateway offers some of its employees is flexibility. As a working parent, this is very much appreciated because I have the ability to focus on my work and my family by being present for both when needed.
- an employee in Academic Affairs
15. Flexibility of my schedule allows for me to deal with other things going on in my life. Remote work has been great for when I need to be more flexible with my schedule.
- an employee in Learning Innovation Division (LID)
16. My division and department allows my position to have remote days to help balance the schedule. I appreciate that greatly. It has boosted morale in my department.
- an employee in Advising

Gateway Technical College The Basics Comments

17. Work from home is a huge help with work-life balance. Within my department, feeling like I have the support I need to get my work done and not have to worry about it off-hours.
- an employee in Community and Government Relations
18. The remote work option is the best way GTC has helped me to balance my work and life balance. It has significantly reduced stress for me and made my life easier. I am grateful that we have the option for remote work and I hope this continues.
- an employee in Business Office
19. Provides remote work options.
- an employee in Academic Affairs
20. With a remote work arrangement I am able to balance both. If that weren't the case I could not work full time.
- an employee in Learning Innovation Division (LID)
21. My supervisor is very approachable and allows me the flexibility to be able to take care of anything that may arise needing my attention.
- an employee in Learning Innovation Division (LID)
22. Carrie Parworth knows the important of family life and will let me flex when needed if something comes up. She says Gateway is important but makes it known that she cares more about our family first and than work. She will do whatever she can to make sure we have our balance in work and personal life. Get more supervisors like her and youll have a happier staff as a whole here.
- an employee in Student Affairs
23. Flexibility to work from home. No real expectations of routine work hours beyond 50+ a week. PTO that includes generous vacation time w/ rollover days, sick days, holidays, and closure days. The time away from work isn't so much that I can't do my job, but so many of our roles are more akin to social services than traditional higher education and the time away is great for avoiding burnout.
- an employee in Student Affairs - Other
24. This is Good.
- an employee in Facilities
25. I continue to very much appreciate the opportunity to work remote a few days a week. As someone who lives a good distance away from campus and has to juggle other personal responsibilities, this option has allowed me to execute successfully in both my work and personal lives and meet all of the outcomes I need to in a given day. As I mentioned in another response, I also very much appreciate the generous amount of time off the college provides and that I am encouraged to take time away from work as needed.
- an employee in Institutional Effectiveness
26. My job is primarily done via computer. Gateway allows me to have the flexibility to work remotely, as there is generally no reason for me to have to spend time, money, and effort to commute in order to use the same equipment that I use remotely. This greatly helps to reduce stress in my life, and also allows me to better focus on my work and personal life. Gateway's offering of remote work is a major plus that makes my job at Gateway better than other comparable jobs. If I did not have this option, I would be far more likely to consider looking for a different job elsewhere.
- an employee in Learning Innovation Division (LID)
27. Allows me to work remote when needed.
- an employee in Business Office

What improvements to work/life flexibility would you value most?

Improvement Comments

1. Being able to increase remote working. Recently some departments increased the amount of time in office while it did not decrease the students served.
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
2. More money . Gateway is going backward instead of forward when it comes to pay and keeping up with todays cost of living means more money not less money. Gateway does not see it that way..
 - an employee in Facilities
3. Allow me to perform a single role well instead of expecting great things with too many roles. It's not always about money.
 - an employee in School of Protective and Human Services
4. Doesn't matter as no one listens or cares. By no one i mean admin. So why bother..
 - an employee in School of Liberal Arts and Science
5. Ability to work remote on any level. Why are all the meetings in Kenosha?
 - an employee in Office of Diversity, Equity, and Inclusion (DEI)
6. Time and money.
 - an employee in School of Protective and Human Services
7. More time in the classroom to help students. LESS time worrying about stupid poorly written "guidelines". What is the actual end goal. TRANSPARENCY!
 - an employee in School of Mfg, Eng, and IT
8. I shouldn't have to work more hours to prevent feeling overwhelmed and yet see that the more hours I put in as a salaried employee does not matter, is not noticed or appreciated.
 - an employee in Learning Success
9. There is no flexibility for me while others are able to get away with anything without question.
 - an employee in School of Mfg, Eng, and IT
10. Hire for shifts, days, and campus(es). Then hold to the conditions you hired for. While holding strong on minimum class enrollment numbers is valid, increasing the caps increases prep, student contact, and grading times. Convert all in-person office hours to Zoom. Quit "pound of flesh" policies that require faculty or staff to put in hours to match a philosophy more than proven need.
 - an employee in School of Liberal Arts and Science
11. I want a humane workload. 4/4 or 4/5 would be acceptable. Instead of constantly asking us to do more, we need a concrete list of responsibilities with time expectations. The work that's heaped on each year is just not sustainable. I'd like it if we had steps and Lanes and true shared governance. I've never seen a real raise and we're not even keeping up with inflation. So asking us to do more work for less pay is also ridiculous. I want to be respected and treated as an academic.
 - an employee in School of Liberal Arts and Science
12. Administration who truly understand your role and gives help when you ask for it...
 - an employee in School of Health
13. Remote work was not even considered in my department.
 - an employee in School of Business and Transportation
14. Having enough staff so that overtime is not necessary.
 - an employee in Student Affairs
15. Ability to show my potentials in the classroom.
 - an employee in School of Liberal Arts and Science
16. Changing how classes are scheduled.
 - an employee in School of Protective and Human Services

Gateway Technical College The Basics Comments

17. More remote work options. Our students want them. Less class load and a return to lower caps.
- an employee in School of Liberal Arts and Science
18. Lower teaching load.
- an employee in School of Liberal Arts and Science
19. Not all lives are created equal. Equity vs equality is a theme that can be improved upon in MANY places at the college.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
20. Not having to worry about making load, feeling like their is a commitment to us as a "family."
- an employee in School of Liberal Arts and Science
21. Everyone should be given the opportunity to work remote with flexibility in hours, not just a select group.
- an employee in Business Office
22. Community colleges help students improve their life circumstances. Administration should believe and have value for the college's Vision, Mission, and Values. These are not just words.

ADMINISTRATION HAS FORGOTTEN the Vision, Mission and Values or is on the wrong path.
- an employee in School of Mfg, Eng, and IT
23. -Do not raise class sizes
-Keep the balance of online and face to face classes.
-Health insurance is very important. Keep it as it is/ no slashes to it
-Leadership respecting faculty-- in actions and words
-The scheduling system needs to change
-The board needs to get rid of Ram Bhatia. He is a disgrace to the college's mission and the fact he was reelected was a message to the community loud and clear that the college will ignore or even support his hateful ideology.
- an employee in School of Liberal Arts and Science
24. I highly value the flexibility provided in our work hours, which allows employees to determine their work schedules within defined parameters. Additionally, I greatly appreciate the availability of remote work options, which permit employees to work remotely, either partially or entirely. This flexibility not only reduces commuting time but also significantly enhances the overall balance between work and personal life. Furthermore, the introduction of Summer Hours, featuring shorter workdays on Fridays during the summer months, is a valuable initiative that provides employees with extended weekends, further contributing to work/life equilibrium.
- an employee in School of Protective and Human Services
25. Time off - there is no flexibility in an instructor's schedule for vacations. Most of us work during our off semester, and we are busy preparing classes during holiday breaks. I am really really fearful that there are a lot of mental health issues being caused by this - nobody has stopped to ask how faculty dealt with covid, and now continued socio-economical issues - we are expected to help students through all of this, but at some point it is breaking down faculty - concern, support, mental health breaks and the discontinuation of the constant inuendo that we don't work hard enough really have got to stop.
- an employee in Business Faculty

Gateway Technical College The Basics Comments

26. Leadership understanding. Clear and consistent expectations across the college/ departments regarding time off for two semester vs three semester. Consistent or mostly consistent schedule. It should not be tolerated that a leader can remove a faculty's courses and give to another instructor or adjunct. Also, workload phi numbers should be equal across faculty. Some are at the top or over while some are at the lower end consistently. Flexibility to have a voice in the scheduling process like we use to, example being able to work with our level to select classes to teach vs being assigned without any say. Voice in clinical site placement as this helps us maintain clinical partner relationships with being in the same place consistently. Flexibility and autonomy to work from home when possible, including staff meetings or other meetings. Not having consistency or transparency leads to frustration, lack of engagement and not feeling valued. The scheduling process and scheduling of PHI for nursing has really decreased work/life balance for me personally. The process/ environment has become just do what I say type of approach, or else. This has escalated since new leaders have been appointed to their roles.
- an employee in School of Health
27. The amount of PHI that is assigned for a theory class is not accurate for the amount of work that is put into the courses. The higher level courses require so much more prep, organization and outside time spent with students that is above and beyond what is accounted for in our PHI. The amount of committee work and extra meetings on Fridays take up valuable time when I could be working on things for my courses but instead I'm Forced to spend the entirety of the day in curriculum meetings, leveling meetings and faculty council.
- an employee in School of Health
28. Realize that some disciplines by their very nature, require more time to prep and assess. Stop assuming we don't work hard enough and seek more duties to dump on us when we can barely complete the ones we have now. Stop assuming we are trying to get out of doing work. At least see what we experience in a semester for workload before you decide it isn't enough. Stop treating us like machines or cogs in a wheel and as actual human beings with human needs. Understand we need to maintain a balance to maintain our health. Stop requiring us to make a choice between our well-being and doing our job well.
- an employee in School of Liberal Arts and Science

What makes this job better than you expected when you started?

Positive Comments

1. I genuinely enjoy what I am doing as far as the actual work.

The transition to new leadership has been difficult. Building trust with new leadership has been very challenging.
- an employee in Business Faculty
2. The sense of community that our department has really makes the job better than I ever expected when I first started.
- an employee in Learning Innovation Division (LID)
3. I was able to advance in my position.
- an employee in Learning Innovation Division (LID)
4. Work-life balance is superb! It's extremely important to me and Gateway is flexible to provide this option.
- an employee in School of Mfg, Eng, and IT
5. The connections with the students.
- an employee in School of Health
6. The students are the reason I am there, they bring me great joy and I love seeing them succeed.
- an employee in School of Health
7. Growth opportunities.
- an employee in School of Mfg, Eng, and IT
8. The flexibility.
- an employee in School of Protective and Human Services
9. The addition of some remote work in my job has made a huge positive impact.
- an employee in Community and Government Relations
10. I have autonomy in my role and trusted to complete my work tasks.
- an employee in Learning Innovation Division (LID)
11. Feel more comfortable in my role, received promotion.
- an employee in School of Health
12. The culture and work-life balance component.
- an employee in Advising
13. I feel appreciated by my supervisor.
- an employee in School of Health
14. I have really enjoyed growing in my role and developing my skills. And I love the mission of this college. My individual team is very supportive, for which I am grateful.
- an employee in Institutional Effectiveness
15. It challenges me every day.
- an employee in Academic Affairs
16. Ability to shape the product.
- an employee in Community and Government Relations
17. My fellow coworkers.
- an employee in Learning Success
18. Each day there are encounters with people that add to the positive balance of the ledger against the negatives. There are administrators that clearly prove to be ethical and good people.
- an employee in School of Liberal Arts and Science
19. Work-Life Balance.
- an employee in Learning Success
20. Not Better.
- an employee in Facilities
21. The job that I am working is not the job that I attended school for. Gateway college does not care about the students or the staff, I have multiply degrees and ending up with a bottom end job. The position does not pay enough money to pay for my students loans.
- an employee in Facilities
22. It is not better than when I started. This is the lowest I have ever felt in my 15 years here. There are always peaks and valleys in all jobs, and especially in education. However, the current situation at Gateway is completely off the charts. I've never experienced anything like the climate here at Gateway under the new executive leadership team.
- an employee in School of Liberal Arts and Science
23. The people I work with.
- an employee in Business Faculty

Gateway Technical College The Basics Comments

24. Working with students, my coworkers, and my directors; together makes my work experience positive.
- an employee in Advising
25. Autonomy.
- an employee in School of Liberal Arts and Science

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Gateway Technical College The Basics Comments

How has this job not met your expectations?

Improvement Comments

1. Premature decision-making (e.g. stating one thing but changing sentiment later). Don't make commitments or promises if unsure if the follow-through will happen.
- an employee in School of Protective and Human Services
2. Salary and benefits, it has not met my expectations in any other way.
- an employee in School of Liberal Arts and Science
3. Recent changes will not allow me to maximize my earning potential.
- an employee in School of Mfg, Eng, and IT
4. Refusal to recognize good workers and the overlooking of qualified people for promotions. Not what you know is who you know.
- an employee in Business and Workforce Solutions (BWS)
5. Much of my position has been given to different departments. I do maybe a third of what I originally did when I started my job.
- an employee in Learning Innovation Division (LID)
6. Hours-a lot of evening classes.
- an employee in School of Protective and Human Services
7. I am not allowed to do the job I was hired to do.
- an employee in Business and Workforce Solutions (BWS)
8. The job is fine.
- an employee in Facilities
9. Spend too much time dealing with other people's problems which leaves no time for innovation and improvement.
- an employee in Student Affairs
10. Lack of collaboration and follow-through on assigned tasks to others on the team with nothing done to address the behavior.
- an employee in Student Affairs - Other
11. The first few years were ok, but the last few have been nothing short of messy, unorganized, and unprofessional. Coming into work every day with a "Now what?" attitude has killed morale, we have no support system due to concerns stated in some of my other answers. The stress levels are at all time highs, causing all in our department to reassess whether working at Gateway is worth it anymore.
- an employee in Facilities
12. We are currently short staffed. We are continuously asked to volunteer for events, and do not have the manpower to cover. When asked it feels as being pressured to say yes.
- an employee in Student Affairs
13. It has allowed me to feel like a member of an actual team.
- an employee in Facilities
14. I don't know if anyone has really known what my job would be. I've been given a smorgasbord of tasks. None of them really align.
- an employee in Talent and Culture
15. None if it has met my expectations.
- an employee in Facilities
16. Some staff difficult to work with
A lot of change all at once.
- an employee in School of Health
17. Poor communication.
- an employee in School of Protective and Human Services
18. The biggest gap is the frustration I have with cooperation and the 'not me' philosophy that permeates our culture. This job is what I've made it and that's FANTASTIC that I've had that level of independence.
- an employee in Academic Affairs

Gateway Technical College The Basics Comments

19. Dean is more interested in ensuring furniture matches than helping programs improve. I have proposed cost saving measures to the college that were dismissed without any discussion.
- an employee in School of Business and Transportation
20. I expect to be valued and treated equally. I didn't expect to cover other employee's positions and not be compensated equally. I didn't expect subs to be hired to sit in employee's offices so they can work virtually. I didn't expect to be asked to cover the role of two employees but not have my compensation increased.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
21. No. No improvement, no response to requests for improvement. working with old shabby furniture/office while others have new things, consistently. Pay is a huge factor. While others enjoy good pay and perks we all now know about, we get nothing. Just the obligatory thanks.
- an employee in Facilities
22. Poor management, collusion, cronyism, political gamesmanship. (Matt Janisin, William Fell)
Too many barriers make every procedure stifling. Way too many worthless NC3 certifications. 43 is entirely too many for one program to have and its starting to have a negative effect on the students. Every time I take an NC3 certification I feel negative about it afterwards, and so do many of the students.
- an employee in School of Business and Transportation
23. I believe Gateway is willfully and deliberately ignorant concerning security issues college-wide. Gateway has a legal duty to provide a safe and secure working and learning environment and is negligent in performing and providing such an environment.
- an employee in Business Office
24. This "Hiring Freeze" and being understaffed day in and day out takes its toll. Doing the work of 2 or 3 people is ridiculous and people deserve time off and vacations and to feel bad for taking off is ridiculous when you know there is not enough help to cover when you are sick or need off. Its hard to do a job well when you have way too much to do in a day due to Gateway not hiring for our department when we are short handed as it is. The stress alone and overwhelming feelings before you even begin the work day makes it where you wonder if this job is worth it anymore as it takes a toll on health mentally and physically.
- an employee in Facilities
25. Inconsistencies in budget allocations:
- too much money spent on monthly special events; consider having one Diversity Month to celebrate the differences in all of us
- get rid of food at all meetings & events and give more money to the academic programs to buy needed supplies.
Too much emphasis on diversity and inclusion instead of just providing needed support to everyone. The fact that there is a Black Student Union is a perfect example of the division that is being created. Everyone should be included in everything.
- an employee in School of Protective and Human Services
26. Limited and inexperienced staffing, micromanagered, departments has a mixed bag of responsibilities form all other departments, limited diversity of staff.
- an employee in Student Affairs
27. When things get difficult.
- an employee in School of Protective and Human Services
28. Low pay.
- an employee in Talent and Culture

Engagement

Align

Perform

Connect

Coach

The Basics

I love my job because...

Kenosha County Eye

I love my job because:

Positive Comments

1. I love helping students achieve their goals to be able to earn a living wage.
- an employee in Business and Workforce Solutions (BWS)
2. I have some freedom to teach my class in my own style.
- an employee in School of Pre-College and Momentum Programs
3. I get to fulfill my passion for teaching and nursing.
- an employee in School of Health
4. It pushes me to get better and better.
- an employee in School of Mfg, Eng, and IT
5. My supervisor allows me to do my job. And I feel very much appreciated by my supervisor. And appreciated by my co-workers as well.
- an employee in Student Affairs - Other
6. I am valued.
- an employee in School of Health
7. It allows me to be creative and a problem solver. I feel appreciated and the college is always finding ways to try to communicate that they appreciate all of us. Also, because I feel proud to be contributing to such an important, life-changing opportunity for students.
- an employee in Student Affairs - Other
8. I am fortunate to be part of a department where teamwork and mutual support are the norm. The collaborative environment helps me in my daily tasks but also encourages me to grow both personally and professionally. I appreciate how the diversity of perspectives within our team challenges me to think differently, often taking me out of my comfort zone and prompting me to approach situations from new angles.
- an employee in Talent and Culture
9. I am in a position to help students feel better about themselves and goals.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
10. My job allows me to meet amazing students and help them reach their goals. It is a true honor to be part of students' educational journey.
- an employee in School of Pre-College and Momentum Programs
11. I am able to be myself and do a super fun job at the same time.
- an employee in Business and Workforce Solutions (BWS)
12. I feel valued for the first time in my very long career. My current position welcomes my views, my opinions and my strengths.
- an employee in Talent and Culture
13. Awesome team
Continuously learning
great benefits
work-life balance
team accepting of my style of leadership.
- an employee in Talent and Culture
14. Serving the community by power of education.
- an employee in Business Office
15. I can make a difference in students' lives.
- an employee in Talent and Culture
16. I am not not confined to my office doing only counseling work but I also have the opportunity to engage and get involved in so many different things at GTC.
- an employee in Office of Diversity, Equity, and Inclusion (DEI)
17. Gateway gave me a chance to teach and I am so grateful. Gateway's value aligns with my own.
- an employee in School of Protective and Human Services
18. I love that I can assist students in finding their direction.
- an employee in Business Office
19. I work with a great team. Everyone is treated as an equal, I feel I can have an open conversation with my supervisors.
- an employee in Talent and Culture

Gateway Technical College I love my job because... Comments

20. I'm making a difference.
- an employee in School of Pre-College and Momentum Programs
21. I am able to help hundreds of students work towards their educational and career goals.
- an employee in Advising
22. Allows me to utilize my talents in a meaningful way to make a positive impact on students' experiences.
- an employee in Advising

Kenosha County Eye



Energage™ is a culture technology company that helps you realize the full potential of your workforce by building a stronger culture and connections across the organization – with speed and at scale. Our CultureTech platform combines more than a decade of Top Workplaces™ research, neuroscience principles, expert guidance, and a patented approach to survey insights to give you clear next steps for an employee-centric approach to success. With higher employee engagement levels and intentional cultures, Energage customers are reducing turnover costs, increasing productivity, and improving teamwork.

This report was generated using a survey insight reporting system and method covered by U.S. patent #10,055,701 as well as one or more pending U.S. and global patent applications.



Energage is a founding B Corporation member, a coalition of organizations that are leading a global movement to redefine success in business by offering a positive vision of a better way to do business.