



P R E S I D E N T ' S N E W S L E T T E R

Bates Technical College | July 2022

This newsletter is best viewed using the desktop version of Outlook.



President's Update

Dear college community,

This month, I'm focusing on our upcoming accreditation visit, scheduled for April 2023. If you are not familiar with accreditation, it is a process of recognizing educational institutions for performance, integrity and quality. NWCCU-accredited institutions, [such as Bates](#), are required to examine our mission, goals, operations and achievements. Over the course of a few days in April, the Northwest Commission on Colleges and Universities (NWCCU) will send a small evaluation team to our campuses to perform a comprehensive accreditation visit. During this time, they will meet with students, faculty, staff and administrators. Please watch for additional information as we move closer to the visit.

Also, we have received excellent news from NWCCU about the college's Spring 2022 Policies, Regulations, and Financial Review. The accreditors noted that our report was, *"excellent, and the committee had no issues in reading it, finding materials, or supporting evidence. We wanted to thank your team and all of those who worked on this report, outstanding job!"* I would like to recognize and thank the College Council members, former Special Assistant to the President Dr. Jean Hernandez, and all those who worked hard on this report under the leadership of Jeff Wagnitz, our accreditation expert. Thank you!

Stay safe and cool during this heatwave we are experiencing.

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Department Updates

Finance and Administrative Services

Finance and Administration

Transitioning Between Fiscal Years and Enterprise Systems

The last month has been spent closing out all operating activities for FY 2022. As well, we are preparing the operating budget detail for use in implementing FY 2023. The transition to ctcLink and the learning curve for implementing the system is making the process a bit slower than in the past.

Facilities Capital Projects Updates

South Campus Bldg. B Dust Collection System Replacement

The new dust collector has been installed and is almost complete, pending a tamper switch monitoring point for a spark arrestor device.

South Campus Site Safety Improvements

The college received a proposal to provide immediate services to facilitate sidewalk and tree root repairs, and to prepare a long-term maintenance plan. The work will occur in two phases so the more immediate work may proceed in the near term.

2018-109 Center for Allied Health Education

The sign on Yakima street has been installed. The sign on the court yard side is being fabricated.

South Campus Exterior LED Lighting

This project replaced exterior pole lights around Building A and installed new LED lights under the entry canopy. This project is complete.



Student Services

Staff Updates

Welcome to Niraj (Neil) Swami our new Director of Outreach, Advising, and Conduct. Niraj comes to Bates with years of experience in higher education management. With a wealth of experience from the University of the South Pacific, Fiji School of Medicine, Fiji National University, Fiji College of General Practitioners, and has worked for the University of New South Wales and the University of Wollongong in Australia, we look forward to his leadership abilities having a positive impact in Student Outreach, Advising, and Conduct.

Welcome also to our new Office Assistant in Financial Aid, Jessyca Bridges. She comes to us with a background of working at Tacoma Community College that included experience with ctclink.

We are still searching for and reviewing candidates for the following positions:

PTE 2 – Student Records Clerk

PTE 3 – Student Records Specialist

PTE 4 – Disability Support Services Assistant Coordinator

Financial Aid

The team is currently working closely with the State Board to ensure the setup for Financial Aid data is accurate in ctclink 2022 – 2023 academic year.

Title III Grant Updates

All three retention specialists continue to focus on project objectives with great success and feedback from students. They delivered New Student Orientation as a mandatory in-person retention event for Summer Quarter and have been successful in completing intakes with students in record time.

Additional work with consultants from InsideTrack continues to focus on coaching, strategic goals and measured outcomes for Title III retention staff.

Campus Life & Activities (CLA)

ASG Carnival – Thursday, July 28 from Noon – 2 p.m.

The Associated Student Government will host a Carnival at South Campus on the 28th of July from 12-2 PM. This event is free for all Bates students with an ID card or SID. The event is \$15 for faculty and guests of students. There will be plenty of activities like Bungee Basketball, Battle Axes, Lightspeed Target Challenge, and a Photo Booth. Food will be catered by Red Robin, there will also be popcorn, cotton candy, snow cones, and plenty more fun things at the Carnival. Come, hang out and meet some other students.

Title III

All three retention specialists, Tech High School advisors, WES Staff, and Career Advisors attended student coaching training through InsideTrack. The InsideTrack coaching model is a proactive approach to student support that focuses on building relationships with students from day one before there is a problem. The student retention specialists will use coaching to identify students' needs and partner with the student to empower them to solve their challenges proactively. Advisors and WES staff will also use this methodology.

Institutional Research

The Institutional Research (IR) team is tasked to lead the development of a Data Governance

Committee. The Committee will be made up of functional data stewards from across all functions and departments and will be focused on developing data governance policies and procedures at Bates. Dorali Mitre, Database Analyst will support these efforts.

Instructional Design

Renee Phoenix and Tim Trussler in Instructional Design are building the foundation for online learning for existing and new faculty. They are supporting the work faculty have done in terms of general course design and teaching strategies; helping faculty design curriculum for fully online, hybrid modality, and synchronous online modalities. They will be providing professional development to faculty on all the factors included in teaching a course that goes from face-to-face to an online environment. Renee has completed the design of a five-week facilitated Canvas 101 course that will provide an asynchronous experience to faculty, a tool that will provide a firsthand online learning experience. This will be ready to launch in the fall.

Financial Aid

The team is currently working closely with the State Board to ensure the setup for Financial Aid data is accurate in ctcLink 2022 – 2023 academic year.

Instruction

Certified Nursing Assistant (CTNA) program partnership with MultiCare

For the second cohort of the Certified Nursing Assistant (CTNA) program this summer, a group of 14 students from MultiCare will be joining Bates' CTNA class. The arrangement is like the one with MultiCare and our advanced phlebotomy class, in which the students are screened and hired by MultiCare, who then pay for the students to take the class. A similar arrangement is in the planning with Virginia Mason/Franciscan Health for CNAs.



Welcome New Employees!

Mi Kim, Barber Instructor, Adjunct

Mi Kim has been in the barbering industry for 37 years. She began her career in New York City and specializes in all types of hair. In 2004, she went to a local cosmetology school to get her instructor license. She has owned a very successful barbershop for 25 years as well as a private barber school. She has been a substitute at Bates Technical College for the last eight years and recently became the evening barbering instructor. Mi Kim enjoys traveling, gardening, and spending time with pets. She is very passionate about teaching.

Dorali (pronounced Door Alley) Mitre (pronounced Mee Tree),

Database Analyst

Dorali Mitre joins us as our new Database Analyst in the department of Institutional Research. She has previously worked in roles engaged in graduate research, data analytics, business analysis, grant writing/fund development, and e-commerce. In late 2019, she moved from California to Washington with her husband, Victor, of 21 years, her teenage daughter, Jacqueline, and her dog, Sky. As a parent of a child with dyslexia, she is an advocate for neurodivergent learners and individuals with disabilities. In her free time, she enjoys collecting books, attending live theater, exploring museums, and playing tennis and chess. Dorali holds a bachelor's degree in Political Science.

Graduation and AJAC's Exceptional Faculty!

As an apprenticeship partner, Bates joined the AJAC graduation ceremony at the Museum of Flight on June 17th for the the Class of 2022. **Tim Bacon**, CNC Machinist Instructor, was awarded Exceptional Faculty for the extraordinary instruction and mentorship he has provided to AJAC's apprentices.



Accreditation Update

Strategic planning will be a major interest of our NWCCU visitors next April. Here at Bates, the Strategic Plan is a focal point of activity right now. On June 22, the College Council reviewed BTC's current data scorecard and recommended several priorities for next year. Those ideas, along with the Executive Cabinet's, helped shape a draft President's Workplan to replace this year's edition. The board's July approval officially launches the new workplan cycle for our NWCCU evaluation year.

Strategic Plan Scorecard Update: Workforce Education

Periodically, over the coming year, the Strategic Plan Indicators will be shared as part of the President's Newsletter. This month, we start with the Workforce Education indicators (Goal 1). The indicators help us understand the progress we are making towards achieving the goals in our strategic plan.

To monitor our progress, Institutional Research and College Council established a baseline for the indicators that are the data points from the start of the strategic planning process that we, as a college, want to stay above. The targets are aspirational data points that we believe we can attain over the period of the strategic plan.

Goal 1: Workforce Education—We are committed to providing high quality training that helps students realize their potential for growth and success through innovative instruction.

- Goal 1, Objective 1, Indicator: Increase percent of graduates employed.
- Goal 1, Objective 2, Indicator: Increase percent of students taking work-based learning courses
- Goal 1, Objective 3, Indicator: Increase percent of students taking human diversity SLO courses or human relations courses.

To continue monitoring our progress towards fulfilling our mission, please visit the [dashboard set](#).

This is Bates

Spotlight on Students

Meet Chase Grant, Fire Service program graduate and Tech High graduate

As I was going through my education at Bates, there were multiple times that I asked

myself, "Is this really going to mean anything?" I can tell you that it does.

I was a fire service student for my junior and senior year of high school and being able to walk into an interview at a fire department and say that, at 18 years old, I have achieved academic and professional success in obtaining my industry certifications alongside my associate degree is almost unheard of. Fire departments in the area understand that hardworking students and professionals come out of Bates, no matter if you are 18 years old or 30 years old, you will be recognized when you leave this program.

Now, don't get me wrong, this journey is not easy, but I can say that some of my best moments of joy and comradery were at Bates with my fellow students in the fire program. Just like in the fire industry, you will be held to a standard and expected to perform, but at the end of the day, you can look back and say, "job well done."

My piece of parting advice is a quote that I heard from a training chief from a department in the area, and I think it is a simple, but key piece of advice.

"Being early is being on time, being on time is late."

Be the first person to get there and be the last person to leave. I wish all future students at Bates good luck, and I hope that you will find success in your personal and professional lives.

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Employee Milestones

Congratulations to the following **July** employee anniversaries!

- **Yuriy Afichuk**, Custodian II, 19
- **Liliana Gallardo**, Early Childhood Specialist II, 12
- **Marge Luthman**, OTA Faculty Director, 6
- **Andrew Min**, OTA Instructor, 5
- **Cameron Lafreniere**, Facilities and Maintenance Instructor, 4
- **Steve Ashpole**, VP of Student Services, 3
- **Liberty Olson**, Welding Instructor, 3
- **Kimberly Uphold**, Financial Aid Director, 3
- **Nick Lutes**, VP of Administrative Services, 2
- **Jenae McCabe**, Financial Aid Specialist, 2
- **Heath Major**, Maintenance Engineer II, 1
- **Darrell Taylor**, Director of Fire Service, 1

New Hires:

- **Jessyka Bridges**, Financial Services Office Assistant
- **Autumm Robertson**, Executive Assistant to the President
- **Niraj Swami**, Director of Student Outreach, Advising, and Conduct

Peer Appreciations:

Do you know a stellar student, a fantastic faculty or a superior staff member? Email your Peer Appreciation to communications@batestech.edu to be featured here!

- **To Wynton Dillard, Campus Public Safety:** I would like to give a shout out to Wynton. He serves the campus with kindness and promptness. I have had to call on him a number of times to let me into a room, look at something suspicious, watch or walk me to my car after dark. He has been quick to either finish what he is doing or stop and help immediately. He has also driven me to where I needed to go when it was raining. It is the small acts that make him stand out; they are not actions in his job but kindness that I see him to do for everyone. I also have to mention his treats. I had said I don't like a certain one, and he changed it to one that worked for me. I want to give him a long past due thank you and recognition! I appreciate him. – *Leesa Ostrander*
- **To the Facilities Maintenance Crew:** I want to share some gratitude for the facilities and maintenance crew at South campus. John, Heath and their staff have been outstanding in their work to support the faculty. I have heard other faculty comment on the unexpected and much appreciated efforts that they have been providing. Specifically, in my personal experience, they went above and beyond with the enormous job of preparing the science lab for the tech high school department. Their work has given our students a great space to experience Science in the way that they learn best, hands-on experiments. It is evident that they take pride in their work and in Bates. I feel that their dedication to improving our campus deserves recognition. -*Nicole Hancock*
- **To Landon Johnson, Curt Meyer and Tim Bacon, faculty:** Thank you to Landon Johnson, Curt Meyer and Tim Bacon for their exemplary customer service they provided to a prospective HS student and his father who are coming to tour their programs. Each of them reached out independently to the family offering information and support so that they feel a connection prior to visiting campus on August 9th. Their commitment to their students and enthusiasm for their trades make such a difference in our ability to both attract and retain students. I always know that when I connect potential students to these instructors, the experience will be positive. -*Robin Stanton*

Bobcat Bits

Congratulations to Joseph Kauer, cybersecurity instructor, who recently received

tenure!



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President Zhou recognizes Trustee Florence Chang's tenure as Chair of the Board of Trustees in 2021-2022.



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Congratulations to Patricia Chase, outreach and recruitment coordinator, for her inclusion in South Sound Business' Most Influential 2022! [Read the article here.](#)



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Way to go! A journey well-traveled: President Zhou featured in American Association of Community Colleges Community College Daily publication. [Read the article here.](#)



Mental Health Minute



Your inner critic is the shame-inducing voice inside your head that likes to show up and spoil your good mood or remind you of that embarrassing thing you did ten years ago that still makes you cringe. That voice has the expectations of a perfectionist which can lead to a dip in self-esteem because it is impossible to live up to those expectations. When your inner critic shows up, try these helpful tips to avoid the trap of getting stuck in those negative thoughts:

- Examine what your inner critic is saying
- Rephrase what your inner critic is saying to you
- Talk to your inner critic as if it's another person

Lastly, remember to be gentle with yourself. Find details on each of these tips [here](#).

Dates to Remember (find details on the [college calendar](#))

- ASG BBQ, July 28
- ASG General Assembly Meeting, August 5
- Annual Employee Summer Cookout (open to employees only), August 12
- Leadership Listening Session, August 16
- Summer Quarter ends, August 16

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