

STRATEGIC PLAN

TRI-ANNUAL HIGHLIGHTS

NOVEMBER 2019 – MARCH 2020

Strategic Planning at Bridgerland Technical College involves the entire College, from identifying objectives and strategies to celebrating successes. The following report are the results of the evaluation provided for your information.

2020 General Session of the Legislature (Obj. 1) – House Bill (HB) 2 – New Fiscal Year Supplemental Appropriations Act is the culmination of months and years worth of work to obtain the legislative funding needed to further the budget-related strategic planning objectives. The appropriations can be broken down into three categories with the results outlined below:



1. Operating Budget
 - Compensation and Benefits
 - New or Existing Program Expansion
 - Equipment (one-time)
 - SWI Grant – Data Analytics (elective within Web & Mobile Development)
 - Custom Fit
2. Capital Improvement Request
 - Meat Services – HVAC and Facility Update
3. Capital Development Request
 - Health Sciences Building – Programming/Planning and Renderings
 - Health Sciences Building – Funded

Update and Modernize Facilities (Obj. 1) – Four internally funded building makeover projects were completed at the Logan Campus – Main building:

- Business Technology Lab
- Student Success Advisor Office Suite
- Assessment and Learning Center
- Instruction Administration Suite

Budget Review & Training (Obj. 1) – The Controller and the respective Associate Vice President for Instruction held budget meetings in November to review department budgets and conduct individual training as appropriate.

Explore Concepts to Reduce Costs to Students (Obj. 1) – President Campbell challenged the Instruction team to reduce fees to students. After a thorough examination of the secondary students’ fee schedule, College administrators were able to eliminate nearly all fees and reduce barriers to enrollment. This fee schedule was approved in the November 2019 Board of Directors’ meeting.

Wearable Simulators Provide Realistic Experiences to Practical Nursing (PN) Students (Obj. 1) –

Helping students enhance communication skills has been a longtime focus of the PN program. This goal led the PN program to utilize legislative funds to purchase a new type of simulation technology – a partial mannikin piece that is referred to as a "wearable." Wearables allow students to communicate with an actual person while doing a simulated skill with anatomically functional mannequin anatomy. This technology enables students to experience a more realistic simulated patient care experience.

The PN faculty are focused on “Compassionate Connected Care” this year, which is all about reducing patient suffering during health care experiences. The addition of Avkin Wearable Simulator Mannikins helps faculty as they strive to teach students to communicate with patients and provide care in a way that allows a healing connection to occur.

Fire and Rescue Services Accreditation Reaffirmation (Obj. 2) –

The Standards and Training Council unanimously voted in the affirmative to continue to accredit the Fire and Rescue Services program at BTECH. Many of those doing the evaluations for accreditation made particular comments on how well run and professional the program is. During the Council’s meeting on January 8, Bryan Davies was presented with a Certificate of Accreditation plaque from the council. It was truly an honor for the program.



Pharmacy Technician Accreditation (Obj. 2) – In April of 2019, The Pharmacy Technician program at Bridgerland Technical College hosted a site visit to obtain initial accreditation from the American Society of Hospital Pharmacists (ASHP). Preparations for the visit included an extensive remodel of the pharmacy, curricular enhancement with expansion of simulation and hours, as well as a comprehensive self-study. The self-study was completed using the 2018 ASHP guidelines. Shortly after the completed self-study was received, the ASHP contacted Bridgerland asking the College if it was willing to be one of the first programs in the country reviewed under a new set of standards that were more rigorous. The College and Pharmacy Technician program took on this challenge. We are happy to report that in February of 2020, the program received official notification that ASHP was granting initial accreditation for six years. This is the maximum amount of time that ASHP can grant accreditation for a pharmacy technician program.

National Science Foundation (NSF) Evaluator Visit (Obj. 2) – On March 5 & 6 the outside evaluator (Michael Lesiecki) for the Scaling Up Utah’s Automated Manufacturing Technician Pipeline grant through the NSF conducted a site visit of Bridgerland. As part of the visit, faculty and administrators visited Wendover High School that the grant helped get started in 2018. Lastly, Bridgerland organized and hosted the first statewide AM STEM Leadership meeting at Tooele Technical College, which was attended by representatives from Davis Technical College, Tooele Technical College, and USU Eastern.

ACTE Postsecondary Teacher of the Year (Obj. 2) – Bonnie Campbell, one of BTECH’s Information Technology (IT) instructors, was recently selected as the Postsecondary Teacher of the Year for the IT division of the Association for Career & Technical Education (ACTE)! Division awards were presented at the annual IT business meeting on February 1 at Riverton High School as part of the annual Utah ACTE conference. Bonnie has been instrumental in the continuous growth and success of the IT STEM Academy. The Academy has grown for three years in a row, gaining state and national recognition. Bonnie hosted the state CTE conference this past year at Bridgerland and hosted the first “Hack-a-thon” for the more advanced students. Although she has a busy schedule, she still finds time to provide training for IT STEM and state CTE teachers and participates on state IT and computer science steering committees. Bridgerland is fortunate to have Bonnie on its team!



COVID-19 Response (Obj. 2, 3, 4) – The beginning of March 2020 brought with it an unprecedented time with the spread of COVID-19. As a technical college with predominantly hands-on instruction, the transition through a soft close, and then the state-mandated suspension of on-campus activities, presented a host of challenges. However, Bridgerland is filled with champions and together, a plan was set into motion to minimize the impact on both student and employee lives. Of the 39 programs, one program was not in session, and one other was unable to provide instruction remotely. The result was 95 percent of the programs were able to provide education remotely during this COVID-19 challenge successfully.

Instructional teams bonded together to employ a variety of instructional tactics including:

- Frontloading theory learning with plans for intensive lab camps upon return
- Creating and expanding program content in the learning management system Canvas
- Surveying all students and faculty for remote access capabilities (i.e., devices, Internet access, cameras, microphones, etc.)
- Creating a device checkout system for existing Chromebooks, laptops, and even desktop computers
- Providing distance lectures, conferences, and lab demonstrations using tools like Zoom, WebEx, Google Hangouts/Google Meet, Microsoft Teams, Skype, Kaltura Classroom, etc.
- Contacting students using cell phones, Avachato, FaceTime, Skype, Canvas announcements, etc.
- Secure testing with Proctorio and LockDown Browser
- Remote software and lab access with VPN, Parallel Ras, and Remote Desktop

Student of the Year (Obj. 3) – Throughout the year, instructors nominate ‘Platinum Performers’ who are the top performers in their program. These winners are then forwarded to the Promotions Committee to select the Student of the Year. This person represents Bridgerland and UTECH during the upcoming year including legislative and other public relations events. After careful consideration, Glen Rivera was named the Bridgerland Technical College Student of the Year for 2019! Glen was a student of the Meat Services program where he learned skills that will help him reach his dreams of one day having his own food truck. Glen's



time at the College was spent in learning hands-on skills and creating a sense of community in the Meat Services program. Glen was recognized and awarded a check for \$1,000 at the BTECH Board of Directors' Meeting on November 25, 2019.

Pancakes with the President (Obj. 3) – BTECH held its second annual Pancakes with the President on January 6. The event was held in the Culinary Arts classroom and in the school's cafeteria, where every seat filled quickly. It seemed that very few could resist the smell of fresh pancakes with a variety of syrups and toppings. Along with pancakes, participants were given the option of sausage, bacon, and scrambled eggs. Students often struggle to make ends meet as they embark on their educational journey. This event provides a meal to students who otherwise might go hungry. Many thank yous were echoed throughout the morning from students and faculty.



Automated Manufacturing Students Tour Autoliv (Obj. 3, 5) – Autoliv in Brigham City hosted a tour for 163 of the BTECH Automated Manufacturing students and teachers participating in the Bridgerland Technical College AM STEM Academy. Autoliv is the largest manufacturing employer in the state of Utah. This was an excellent opportunity for students to see first hand, one of the most automated companies in the state.

During the tour, students were able to see robots and automated systems in action. Representatives from Autoliv talked about the incredible need for technicians and engineers as large numbers of current employees will be retiring over the next 5-10 years.



Future Farmers of America (FFA) Test their Knowledge at BTECH (Obj. 3) – On February 27, the College hosted the FFA Invitational. Many bright and ambitious students from Utah, Wyoming, and Nevada were able to learn and test their knowledge in the Meat Services and Animal Sciences career fields. Each school was also able to compete on a team and receive awards (BTECH tuition waivers) for their skills in each career path. The exciting event ended with a delicious lunch.



Latinx Students Receive BTECH Scholarships at LEAP Gala (Obj. 3) – Latinx students throughout Cache Valley were awarded Leadership, Education Achievement, and Prosperity Scholarships and were celebrated during the second annual LEAP Gala in March. Bridgerland collaborated with Rigo Chaparro, local business owner and LEAP president, to award seven scholarships. The College is excited to be a part of this initiative that assists students as they overcome hurdles that impede their ability to get an education.

Using Technology for Graduation Planning (Obj. 4) – The Marketing department created a new process to gather RSVPs and gown orders from students. In the past, students would email their information to a Student Services representative. Students can now text back a simple “yes” or “no” for attendance, and gown orders are now being placed with a form that compiles the information automatically.

Acuity Calendaring Increases Outreach (Obj. 4) – To increase efficiency and ease of scheduling, the Marketing department switched to Acuity calendaring for appointments, tours, and presentations. This software provides the ability for customers to schedule appointments online. In comparing October of last year to October of this year, the department saw a 320 percent increase in events for Outreach. Instead of just waiting for students to come, about 25 percent of appointments are made by Student Success Advisors (SSAs) reaching out to potential leads.

Applicant Pro – A Recruitment & Hiring Tool (Obj. 4) – The Human Resources Manager implemented Applicant Pro as a tool to improve the College’s hiring processes. The following enhancements were just some of the benefits this software adds:

- Increased efficiency for obtaining signatures
- More participation and oversight with Administrators by allowing levels of software rights with the ability to see applicants’ resumes
- Automation in posting to sites like Indeed, Glass Door, and DWS
- The ability to track, rank, and quickly send emails or texts to one or multiple applicants with a history of actions performed
- The ability to transfer a new hire to HireForms where it sends out the information to collect. This reduces the number of times the new hire has to input the same information and transfers it to four different forms
- Documentation that the employee has seen policies and procedures

Database Programmer Creates Reports for Student Success (Obj. 4) – UTECH Policy 201.4.2 requires students who have not attended class for ten consecutive full days to be exited from the program. Identifying these students has historically occurred through a manual process at the end of each month. With the addition of a new database programmer to the BTECH team, an automated report is now generated and emailed after seven consecutive days. This email is sent to (1) the student notifying them they will be exited from the program after ten consecutive absences as per UTECH policy, and (2) the program advisor with instructions to reach out to the student to assess the best course of action.

Additionally, the U.S. Department of Education requires students in a clock-hour school to progress toward graduation at a rate that does not exceed 150 percent of the total program length. Again thanks to the talents of the new database programmer, reports are now generated at the end of each month showing student-by-student progress percentages. This identifies students who are at risk to reach that maximum threshold. A secondary report provides “real-time” data where “what-if” scenarios can be run to help a student determine benchmark timelines for progress compliance.

Learning Analytics in Canvas (Obj. 4) – Joshua Hveem of the Department of Curriculum Design and Development created a Grades Report dashboard that pulls data from multiple sources on Canvas and presents it in a single space to the instructor. The report is accessed on the Gradebook page. It helps instructors monitor progress by displaying information like the percentage of the course completed weighted by points, the percentage of assignments submitted, days since last submissions, and how many assignments haven't been graded yet. This learning analytics data dashboard has put actionable data in the hands of Bridgerland instructors so they can quickly see which students are on track and which students need more help.

Hosts of the Women in Business Luncheon (Obj. 5) – The Women in Business Corporation assists business and professional women by providing networking and professional development opportunities. Most notably, they raise funds to provide scholarships for women who otherwise could not afford to get an education. BTECH is proud to participate in this group. At this December event, the Culinary Arts instructors and students provided a cooking demonstration and delicious food.



Student Success Advisors (SSAs) Lead Efforts for Recruitment (Obj. 5, 7) – The College SSAs have amplified their involvement with the high schools. They made it to almost every college application event to assist students in getting registered at Bridgerland. The SSAs presented in nearly all of the BTECH high school classes, which informs current students of post-high school opportunities, such as finishing their certificate, scholarships, and stackable credentials. This has proven to be very successful in boosting the number of students transitioning from high school to certificate-seeking graduation.

Occupational Advisory Committee Growth (Obj. 5) – The College has historically fostered good community support and has utilized Occupational Advisory Committees as liaison members between industry and education. Council on Occupational Education accreditation criterion require a minimum of three industry

representatives sit on each program advisory committee. With 39 current programs, that results in a minimum of 117 members. Through recent efforts to review and expand advisory committees, the College is proud to announce over 475 industry representatives sit on these committees working collaboratively to make our programs current with today's workforce standards.

Cache Valley (CV) Chamber of Commerce Legislative Affairs Committee (Obj. 5) –

Hosted by BTECH, President Campbell led the CV Chamber of Commerce Legislative Affairs Committee in 2019 as the Chair. He formed the committee by appointing Chamber Board members and community experts to serve in the following focus groups:

1. Business, Economic Development, Labor, & Tourism; Executive Offices & Criminal Justice; Revenue & Taxation
2. Public Education, Higher Education, and Technical Education
3. Infrastructure & General Government Operations, Transportation, Natural Resources, Agriculture, & Environmental Quality
4. Retirement & Independent Entities, Health, Military, UETN, Social Services, Medicaid, and DWS
5. All Other Topics, Federal Priorities



Going into the 2020 Legislative Session, President Campbell invited Karina Brown to Co-Chair this committee that met weekly during the Legislative Session. The committee engaged in legislative presentations on relevant topics by each focus group and discussed proposed legislation by tracking bills. Legislative priorities were compiled and forwarded to the Northern Utah Chamber Coalition (NUCC) for statewide consideration. The Legislative Affairs Committee served as a voice in representing the Cache Valley Chamber business community in one of the most successful years to date.

Platinum Performers & Zions Bank Sponsorship (Obj. 6) – Thank you to Zions Bank for sponsoring and supporting the Platinum Performer graduates! The Platinum Performers are students who showed strong leadership skills throughout their time at Bridgerland Technical College. They are always willing to help and go the extra mile. These students were honored at the December graduation.

Platinum Performers

Gracie King – Cosmetology/Barbering
Arley Monterrosa – Auto Collision
Jodi Williams – Web & Mobile Development
Brett Kendrick – Apprentice Electrician
Jordan Skalka – Apprentice Plumber
Joseph Leifson – Building Technology
Tahlin Stenberg – Diesel
Nicole Jensen – Master Esthetics
Lana Hanover – Medical Assisting
Benjamin Berezay – Paramedic

Health Sciences Building Donor Appreciation (Obj. 6) – Phase I of fundraising brought cash in hand and documented pledges of \$890,000 with an additional \$76,500 in verbal commitments. This effort continues with projected success of over \$1 million in donor support! Following the successful Phase I fundraising, it was essential to honor and recognize each of them. To do so, a five-panel donor recognition, displayed proudly at the main entrance of Logan Campus – Main was installed. Listed are foundations, corporations, employees, friends, physicians, dentists, and nurses who contributed so far. Legislators voiced their appreciation of this support during the session.



Gene Haas College Naming Grant (Obj. 6) – After a two-year relationship building process, Bridgerland Technical College was well positioned to apply for the Gene Haas College Naming Grant as it became available in February. Hosting the Regional HTEC Educators Conference last October was a “check the box” opportunity in this process. In March, the College received affirmative confirmation from the Gene Haas Foundation for \$250,000 to remodel, add equipment, and upgrade our Machining Technology department! This is a tremendous example of how an industry partnership can elevate the College’s abilities to serve students, faculty, and the workforce.

Corporate Partnerships/Sponsorships (Obj. 6) – In the 2nd year of securing corporate sponsorships, the College has tremendous support from corporate and industry peers. The year 2020 had the highest number of events scheduled to date, leading off with high school competitions, fashion shows, Career Days, summer camps, and ending with a myriad of fall events. With over 40 corporate sponsorships to date, the College has raised just over \$50,000 to support all of these events during the year, with recognition in various forms, including semi-truck wraps and banners. Due to COVID-19 most of these events will be postponed to later dates, and funds raised will still be used for these purposes and/or scholarships.

Private Funding (Obj. 6) – The 2019-2020 fiscal year has been the College’s most successful development year. With the prosperous fundraising toward the new Health Sciences Building, momentum has accelerated. Separating previous building donors, over \$450,000 has been raised year-to-date in new private funding. Clear objectives will continue this momentum into the new fiscal year and also help supplement what may be a

challenging year ahead in recovering from COVID-19. However, history teaches that philanthropy and kind hearts only become more focused during tough times.

New Data Pathways Mentorship

(Obj. 2, 6) – In the Fall of 2019, the BTECH Department of Curriculum Design and Development applied to be a mentee college for the National Science Foundation (NSF) ATE Mentoring New Data Pathways project run by the Education Development Center (EDC) in Massachusetts. In February of 2020, Bridgerland was one of six colleges selected into the program. Bridgerland has been matched with a mentor community college, which will support Web & Mobile Development in its effort to strengthen its

**mentoring
new
data
pathways**



EDC OCEANS of DATA
INSTITUTE

Mentee Colleges:

- Bridgerland Technical College, UT
 - Mason Lefler
- Del Mar College, TX
 - Phillip Davis
- Green River College, WA
 - Kendrick Hang
- Harford CC, MD
 - Pamela Pape-Lindstrom
- Honolulu CC, HI
 - Wayne Lewis
- Nashville State CC, TN
 - Robert Tudor

data analytics curriculum and begin creating a new data pathway. This two-year mentorship will supply Bridgerland with tools, resources, and personalized guidance from experienced peers to meet the critical need for middle-skilled data workers in northern Utah.

Business Technology Humanitarian Aid Drive (Obj. 7) – During November, the Business Technology program participated in a humanitarian aid drive for refugees in Cache Valley in such a fun way. Students made a deal with the instructors. If the class could raise enough money to reach their goals, the instructors would dress up as the three little pigs and the big, bad wolf. As you can see, the students achieved their goals!



Bruce the Goose Gets a 3-D Printed Bill (Obj. 7) – Bruce the Goose became quite the phenomenon and received national exposure as he received a new bill due to damage caused by a dog attack. The world watched on social media as many BTECH & Cache Makers experts partnered to design, build, and fasten the new 3-D printed bill on Bruce. The Animal Sciences and Dental Assisting programs were champions in this feat and are proud to give Bruce a better quality of life.



North Pole Extravaganza Open House (Obj. 7) – Bridgerland Technical College held its 2nd Annual North Pole Extravaganza in December 2020. This event creates a unique opportunity for the community to visit the College and engage with all the programs offered. It helps communicate advantages of technical education through public engagement. The purpose of the event is to target market young families with parents between the ages of 20-25. As the children are engaged in Christmas activities, parents are able to see all that is available to them as adult students. This unique open house brought 1,500 to 2,000 community members to the College.