



**Government Operations and Audit Committee Report**

**23 August 2016**

**Lake Area Technical Institute**

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Members of the Government Operations and Audit Committee,

In response to your letter dated 12 August 2016, LATI provides the following information:

STUDENT NUMBERS: Please see attached PROFILE.

PROGRAMS: Please see attached PROFILE.

ECONOMIC IMPACTS See attached summary on page 2:

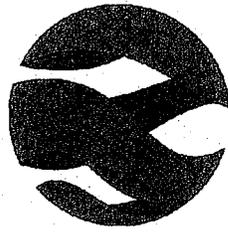
**SALARY ENHANCEMENTS:**

<b>Industry Adjustment Summary</b>						
<b>Formula Allocation to LATI</b>		<b>\$1,360,396.95</b>		<b>Average Adjustment</b>	<b>\$9,748.17</b>	<b>\$11,118.77</b>
	Total Adjustments:	\$1,062,550.97		Average Salary	\$57,888.66	
	Total/benefit	\$1,211,945.64		(Average Contract Amount	\$53,989.39 )	
				103 Instructors received Adjustments		

Respectfully,

Michael Cartney

President



# LAKE AREA TECHNICAL INSTITUTE

It's your world.

The following table indicates the economic impact Lake Area Tech alumni make in Codington County and the 10 counties of northeast South Dakota. This was compiled in June of 2016.

The figures do not factor for "unemployed" alumni. Additionally, the total of distributable income has not been adjusted to account alumni who are married living in one household.

Even with those two slight adjustments, the annual economic "buying power" of alumni in this 10 county cluster is significant at over \$363M. These alumni own businesses, purchase homes and raise families. They utilize financial, health and dental services and purchase consumable products such as gas, utilities, implements, automobiles, clothing, groceries etc.

Lake Area Tech Alumni provide additional stability to this area by filling needed employment roles in the health, energy, transportation, manufacturing, trade, business and technology fields.

County*	Population*	Estimated Alumni in County	Alumni Ratio	Percentage of County Population	County Median Household Income**	Alumni Gross Potential Income
Codington	27,939	2664	10	9.54%	\$47,891	\$127,581,624
Grant	7,142	464	15	6.50%	\$51,277	\$23,792,528
Deuel	4,333	326	13	7.52%	\$52,717	\$17,185,742
Hamlin	6,047	467	13	7.72%	\$56,134	\$26,214,578
Clark	3,659	268	14	7.32%	\$49,016	\$13,136,288
Day	5,539	344	16	6.21%	\$37,901	\$13,037,944
Brown	38,785	842	46	2.17%	\$36,531	\$30,759,102
Marshall	4,769	176	27	3.69%	\$51,579	\$9,077,904
Roberts	10,311	358	29	3.47%	\$48,441	\$17,341,878
Spink	6,524	359	18	5.50%	\$49,627	\$17,816,093
Beadle	18,372	388	47	2.11%	\$44,258	\$17,172,104
Kingsbury	4,990	380	13	7.62%	\$52,522	\$19,958,360
Brookings	33,897	638	53	1.88%	\$48,406	\$30,883,028
<b>Totals</b>	<b>172,307</b>	<b>7674</b>	<b>22</b>	<b>4.45%</b>		<b>\$363,957,173</b>

\*US Census July 2015 Estimate

\*\*US Census 2010-2014 American Community Survey

## **2016 Institutional Initiatives**

### **Lake Area Technical Institute**

#### **Introduction:**

At Lake Area Technical Institute (Lake Area Tech), everyone is focused on a common mission of student success. To that end, LATI is currently concentrating on three classes of students: 1) low-income student achievement; 2) minority student recruitment and success; and 3) accessibility for the location bound student. We are also in the assessment and analysis phase for concerning trends we have identified in the dichotomy in success between female and male students. While the three institution-wide initiatives are discussed here, an attachment provides insight to a large number of related initiatives underway at Lake Area Tech.

As we define and refine student success initiatives, there are three guiding principles:

- 1) Labelling students or initiatives can have a negative affect and is therefore avoided; and
- 2) Student success is everyone's job.
- 3) Focus on the question: "What else can we do to make students more successful?"

In order to avoid labelling, new services and approaches are availed to all students, even though we know the preponderance of the benefit will be for those in the targeted groups. Following this principle not only keeps us from labelling (or mislabeling) a student, we often see collateral benefits for students not originally targeted by the initiative.

When we say student success is everyone's job, we are not just talking about faculty and staff. Rather, we engage the community, regional industries, legislators, state government, and even the Governor on helping our students become successful.

Finally, we see three key areas that must be addressed for every student in making them successful: 1) Motivation to attend and succeed; 2) An effective and friendly educational environment; and 3) Affordability and achievability. For each of the above groups we following initiatives have been undertaken.

#### **Major Initiatives:**

If a prospect or student does not see their education as relevant, or if they do not see the benefits, recruitment and retention will suffer. Lake Area Tech is working with other Aspen Excellence Prize finalist's – several of you are here today -- to meet a commitment to the White House to raise the number of our graduates by 2020. Stemming from conversations and ideas shared in several national and local forums, Lake Area Tech is redefining success from the traditional graduation to placement. We anticipate this will have a deeper impact on low-income students. This subtle adjustment changes the whole conversation and focus with potential and current students. Rather than discussing degrees, which is an abstract concept to many new students, you are discussing what they want to be, what they want their future to be, and then laying out a path for them to get there. Instead of discussing "where



can you go with a particular degree”, you are discussing which degrees can get you to where you want to go. Things become immediately more relevant. Going to class, doing homework, and passing tests – it’s not just about completing a course, but rather, it’s about learning what you need to know to be what you want to be! These subtle changes match who we are, how we do business, and has helped us to clearly define our identity. Since this change we have seen our retention rate for all students move from 80% to above 83%. Additionally, besides an increase in retention of low-income students, we have seen the graduation rate margin between low-income student and other students overcome. In fact, last year’s low-income student graduation rate exceeded other students. This is not all attributed to redefining success, but it is one of the biggest factors. As a final note, May 2016 saw our largest number of Native American graduates of which 100% were employed after graduation last May.

Our Culture of Caring initiative is the key piece in overall student success. For LATI, the #1 motivator and retention tool we have in connecting with and caring for students. At every monthly tech team meeting, and at student orientation, the President and his cabinet address and discuss culture. Under our latest “Feels Like Home” push, LATI has joined Vice President Biden’s “It’s on Us” initiative to ensure our students on campus feel safe and secure – like they do at home.

We have hired two business partner specialists who engage industry in enhancing their role in student success. This has led to our newest “Learn where you earn” initiative where employers and other community entities are working with student-employees to provide: access to high speed internet, access to equipment for practicing lab skills, allowing study time in quiet areas at lunch time, as well as opening their doors for internships. This initiative makes college achievable for location bound students as well as low-income students. It is one thing to know your family and instructors to support and believe in you, it is another when your employer steps forward shows they care. While the semester is yet to start, we are working with multiple entities on the “learn where you earn” initiative. An unexpected impact of this initiative was that we saw the participation in our full ride scholarship programs called Build Dakota and Stretch the Million tripled between 2015 and 2016! Today, we are approaching 10% of our students receiving full ride scholarships. LATI is also an active participation in the President’s *Heads Up America* Campaign and participated in the US Dept of Education’s strategy forum on low-income students.

#### **Summary of Impact:**

The overall impact of these initiatives have included: 1) an increase in graduate rates for both targeted and the overall population; 2) an increase in graduate placement six (over 99% last year for the survey six month post-graduation) for the graduating class of 2015; 3) increased student enrollment; 4) increasing salaries for graduates; and 5) improving retention rates; and 6) better affordability for our students. LATI was cited in the Aspen Institute’s “*STRUCTURAL EQUITY: BIG-PICTURE THINKING AND PARTNERHIPS THAT IMPROVE COMMUNITY COLLEGE STUDENT OUTCOMES*”, published this year. In the document, the author notes, “LATI has not only completely eliminated disparities in graduation rates for Pell recipients but also ensured those students secure good jobs after they graduate.

# PROFILE

## Lake Area Tech Profile

**FOUNDED** .....1965

**LOCATION** .....Watertown, South Dakota  
(population: 22,000)

- 90 miles north of Sioux Falls
- 140 miles south of Fargo
- 220 miles west of Minneapolis

**ACCREDITATION:** The Higher Learning Commission  
- A Commission of the North Central Association of Colleges and Schools

### AWARDS/RECOGNITIONS

- Ranked as one of the top two-year colleges in the nation by the Aspen Institute Community College Excellence Program for three consecutive years.
- Named a Military Friendly School by G.I. Jobs
- President's Higher Education Community Service Award
- Ranked a Top Digital Community College
- Top 10 Best Value Online Community College

**DEGREES GRANTED:** Associate of Applied Science/  
Diploma

**CAMPUS SIZE** ..... 40 acres

**ENROLLMENT (2015-16)**.....2198

Full-time.....75.3%  
Part-time.....24.7%

**OUT-OF-STATE STUDENTS** .....14.2%

**ONLINE E-DEGREE STUDENTS** .....11.5%

### ENROLLMENT BY AGE

Under 18 .....7.3%  
18-19 .....38.8%  
20-29 .....43.5%  
30-39 .....5.4%  
40-49 .....1.5%  
50+ .....0.8%  
Unknown .....2.6%

### ENROLLMENT BY GENDER

Male .....50.2%  
Female .....49.8%

**DIVERSITY** .....4.6%

**RETENTION** .....83%

### TUITION

In-State .....\$109 per credit hour  
Out-of-State .....\$109 per credit hour

### FINANCIAL AID

- 92% of the students receive financial assistance.
- Scholarships Awarded: 400+ (\$350,000)
- 85 full ride Build Dakota Scholarships totaling \$1 million.
- 44% receive the Federal Pell Grant

**EMPLOYMENT:** 75% the students work part-time or full time while attending school.

**PLACEMENT:** 99.12% of the students find employment upon graduating or are continuing their education.

81% of graduates choose employment in South Dakota

**GRADUATES:** Recent graduates earn 40% more than other new hires in the region.

**Student/Faculty Ratio:** 17:1

\*Information based on 2015-16 statistics  
Printed Summer 2016

## How to apply

Complete the Application for Admission which can be found at [www.lakeareatech.edu](http://www.lakeareatech.edu).  
Submit it, along with the \$25 application fee, high school transcripts or GED, ACT or campus entrance test score and official transcripts from all colleges and universities attended.

For complete admission requirements and financial aid information, visit

[www.lakeareatech.edu](http://www.lakeareatech.edu)

Proud recipient of



## MISSION STATEMENT

Lake Area Technical Institute: superior, comprehensive technical education that changes lives and launches careers.

Ranked one of the **two-year TOP** colleges in the nation!

Financial Aid is available to those who qualify. To apply for federal financial aid, you must complete the Free Application for Federal Student Aid (FAFSA).

To access the FAFSA go to [www.fafsa.gov](http://www.fafsa.gov)

Lake Area Technical Institute Federal School Code for the FAFSA is 005309



**99.12%**  
**JOB**  
**PLACEMENT**  
**FOR GRADS.**



CALL 1-800-657-4344 OR 605.882.5284  
OR VISIT US ONLINE AT LAKEAREATECH.EDU

1201 ARROW AVENUE — PO BOX 730  
WATERTOWN, SD 57201-0730

## Student Clubs and Organizations

Lake Area Tech provides a variety of clubs and organizations, including:

- American Dental Assistants Association, Student Chapter
- American Physical Therapy Association, Student Chapter
- Associated General Contractors, AGC Student Chapter
- Automotive Tech Club
- Campus Activities Board
- Campus Crusade For Christ  
[www.facebook.com/pages/CRU-Campus-Crusades/335063449837574?sk=wall](http://www.facebook.com/pages/CRU-Campus-Crusades/335063449837574?sk=wall)
- Diesel Tech Club
- Home Builders' Association, Student Chapter
- Laboratory Technology Club
- Occupational Therapy Assistant Club
- Rodeo Club
- SkillsUSA
- Solar Car Team
- Student Ambassadors
- Student Medical Assistants Organization
- Student Voice
- Tech Club



## Student Activities

At Lake Area Tech, we think there's more to life than hitting the books! We encourage our students to get involved in activities outside of the classroom and getting involved is a great way to meet new friends. So whether you're into sports, music, planned activities, or clubs, we have something for everyone.



Lake Area Technical Institute does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, and employment. The following person has been designated to handle inquiries regarding the non-discrimination policies: Vice President, PO Box 730, (605) 882-5284 x 225. Those in need of accommodations should notify their instructor and make appropriate arrangements with the Office of Disability Services at (605) 882-5284 x 216. For further information on notice of non-discrimination, visit <http://wdcrocoip01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.

## Programs of Study

### AGRICULTURE

- \*Agri-Aviation Option
- \*Agri-Business Option
- \*Agri-Production Option
- \*Commodity Merchandising Option
- \*Dairy Option
- \*Equine Management Option
- \*General Agriculture Option
- \*Large Animal Technician Option
- \*Precision Technology Option
- \*Ranch Management Option
- \*Swine Management Option

### AUTOMOTIVE TECHNOLOGY

- \*Light Duty Diesel

### AVIATION MAINTENANCE TECHNOLOGY

- \*Flight Training Option

### BUILDING TRADES TECHNOLOGY

### BUSINESS ASSOCIATE

- \*Entrepreneurship Option
- \*Human Resource Associate Option
- \*Marketing & Management Option
- \*Photography/Media Option

### COMMUNITY HEALTHCARE WORKER

(Fall 2017)

### COMPUTER INFORMATION SYSTEMS

- \*Network Specialist Option
- \*Programming Specialist Option
- \*Security Specialist Option
- \*Visual Communications Specialist Option

### COSMETOLOGY

### CUSTOM PAINT & FABRICATION

- \*Diploma Option

### DENTAL ASSISTING

### DIESEL TECHNOLOGY

- \*CAT ThinkBIG
- \*CNH Forging the Future
- \*Light Duty Diesel
- \*Tractor Option
- \*Truck Option

### ELECTRONIC SYSTEMS TECHNOLOGY

### ENERGY OPERATIONS

### ENERGY TECHNOLOGY

### ENVIRONMENTAL TECHNOLOGY

### FINANCIAL SERVICES

- \*Agri-Financial Services Option
- \*Business Accounting Option
- \*Consumer Financial Services Option

### HEAVY EQUIPMENT OPERATOR

### HIGH PERFORMANCE ENGINE MACHINING

### HUMAN SERVICES TECHNICIAN

- \*Child Development Option
- \*Developmental Disabilities Option
- \*Mental Health/Activity Technician Option
- \*Youth Offender Option

### LAW ENFORCEMENT

- \*Virtual Academy

### MED/FIRE RESCUE

- \*Emergency Medical Specialist Option
- \*Paramedic Diploma

### MEDICAL ASSISTING

### MEDICAL LAB TECHNICIAN

### NURSING

### OCCUPATIONAL THERAPY ASSISTANT

### PHYSICAL THERAPIST ASSISTANT

### PRECISION MACHINING

### ROBOTICS

### WELDING TECHNOLOGY

## E-Degrees (Online Hybrid Programs)

### AGRICULTURE

- \*Agri-Business Option
- \*Commodity Merchandising
- \*Ranch Management Option

### BUSINESS ASSOCIATE

- \*Entrepreneurship Option
- \*Marketing & Management Option

### COMPUTER INFORMATION SYSTEMS

### DENTAL ASSISTING

### FINANCIAL SERVICES

### LAW ENFORCEMENT VIRTUAL ACADEMY

### MED/FIRE RESCUE

- \*Emergency Medical Technician (Certificate Only)

- \*Paramedic Option (January 2017)

### MEDICAL LAB TECHNICIAN

### PRACTICAL NURSING

### PRECISION MACHINING

### ROBOTICS