















## **Financial info**

### **Revenue 2020-2021**

Endowments	\$125,013.00
Events	\$211,157.40
Gifts	\$690,834.89
Other	\$5,415.00
Grand Total	\$1,032,420.29

### **Expenses 2020-2021**

Fundraising	\$11,781.78
Audit	\$6,527.00
Programs	\$37,279.25
Scholarships	\$461,531.50
Grand Total	\$517,119.53

## **2021-22 Dates to Remember**

- Nov. 1-5, 2021  
2021 Bright Futures Benefit WEEK
- Dec. 1, 2021  
Spring 2022 Scholarship Applications Begin
- Feb. 3, 2022  
Spring 2022 Scholarship Applications End
- April 2022  
Annual LWTech Virtual Open House
- Apr. 29-30, 2022; May 6-7, 2022  
Spring Plant Sale
- May 2, 2022  
Fall 2022 Scholarship Applications Begin
- July 14, 2022  
Fall 2022 Scholarship Applications End
- Nov. 1, 2022  
2022 Bright Futures Benefit Breakfast



## **Current EDI Accomplishments**

- Formalized Land Acknowledgement
- Funding to Hire EDI Coordinator
- Listening Session for Black, Indigenous, and People of Color (BIPOC) Staff on Racial Trauma
- College Training on Micro-Aggressions
- Senate Testimony in Support of SB 5227
- Developed Glossary of EDI Terms for the College Community
- Worked with the Lake Washington School District
- EDI Leadership Training Sessions
- Various EDI Focused Sessions for Students
- Diversity & Social Justice Requirement for Graduation
- Juneteenth Recognition
- Launched EDI Survey
- Public Health Vaccination Session
- “Ask EDI” Communications Tool Launched
- Established Relationship with WA Alliance for Better Schools

## **In Progress Work**

- EDI Strategic Plan
- Bias Response Team Annual Report
- Search Committee/Advocate Training
- Launch Human Library to Build Community
- Formalize Community Conversations Space
- Strategy Development to Close Equity Gaps
- HR Partnership/Training
- New Hire Equity Onboarding Process
- Deploy Policy/Program Analysis Tool

Our work is by no means complete and our conversations are just beginning. The aforementioned items are not an exhaustive list of our EDI work to date, but a snapshot into our collective efforts and the amount of resolve shown over the last couple of years. We will continue our discussions with and about the Kirkland Police Department (KPD Task Force), EDIC and its various sub-committees and ongoing discussions about how we support underrepresented students.

Our flourishing partnerships with the Foundation, Marketing and Communications, Student Services, Instruction, Institutional Grants and Research, our Board of Trustees, and Executive







## *Plant Sale 2021*



*Group photo of Environmental Horticulture students and faculty that worked on the plant sale.*

# LWTech by the Numbers

## Demographics for 2020-2021

### LWTech Enrollment Data: 2020-2021

Enrollment (total headcount) 4,642

Enrollment (full-time equivalent students) 2,104

White Students 2,103

Students of Color 1,702

Student Race Not Reported 837

Male 1,764\*

Female 2,878\*

Enrolled with a degree already earned (associate or higher) 982

Workforce Training 2,445

Transfer 1,458

Other (enrichment, improve job skills, etc.) 483

Basic Skills 1,504

Median Student Age 33

Students Receiving Financial Aid 25%

Estimated Rate of Employment\*\* 81% (2018-19 Graduates most recent data available)

Student : Faculty Ratio 13:1

### 10 Highest Enrolled Programs

Health Sciences 315

Digital Gaming and Interactive Media 251

Early Childhood Education 248

Nursing 213

Computing and Software Development 210

Design 169

Behavioral and Social Services 109

Accounting 106

Funeral Service Education 105

Medical Assisting 104

### LWTech Employee Information: 2020-2021

White Employees 464

Employees of Color 97

Male 170  
Female 330  
Full-Time Teaching Faculty 90  
Part -Time Teaching Faculty 231  
Classified 90  
Administrative 97  
Median Employee Age 45

**LWTech Financial Information: 2020-2021**

Total Operating Budget	\$31,981,210
Federal Grants for Financial Aid	\$3,332,457
Federal Non-Financial Aid Grants	\$2,084,749
State Grants	\$3,231,436
Student Loans	\$1,664,824
Scholarships Awarded	\$689,505
Work Study (dollar amount)	\$119,764

- \* LWTech began collecting expanded gender identity information in 2013 to assist in promoting a safe and inclusive learning environment for all students; however, that information is not publicly shared at this time.
- \*\* Source: Data Linking Outcomes Assessment. Additional information available at: [sbctc.edu/colleges-staff/data-services/data-warehouse-documentation.aspx](https://sbctc.edu/colleges-staff/data-services/data-warehouse-documentation.aspx)
- \* Human Resources data: Payroll/Personnel Management System (PPMS). Retrieved summer of 2020.

# Supporting Education Equity Through Scholarships



*Photo of Anne Hamilton, LWTech Trustee, in regalia, attending LWTech's 2019 Commencement Ceremony.*



*Photo of Angelique Rodriquez, Pre-Nursing Program Student, Trustees Persistence Scholarship recipient*



*Photo of Feliz Arana, Nursing Program Student, Trustees Persistence Scholarship recipient*

Education connects students to career paths and opportunities that would otherwise be closed to them; and with the growing cost of education, scholarships have become an increasingly important tool for enabling access to higher education for groups who have been historically underserved. However, the question now becomes, what can be done to ensure that scholarships are equitably awarded?

This question was on the mind of LWTech Trustee and Board Chair, Anne Hamilton when she attended a Trustee conference several years ago. One of the sessions was a data review on how scholarship recipient demographics compared to the student body as a whole. The presenters were surprised to learn that percentage of white scholarship recipients was higher than the percentage of white students in the college. Likewise, the percentage of African American, Latino/a/x, and Native American students receiving scholarships was lower, while the numbers for Asian students were in line. While exploring how to improve equitable distribution, the presenters began to consider how many of the traditional factors used to select recipients (including GPA, need, and personal essays) target a specific cohort of students. While this makes sense as donors and foundations want to help those who will make the most of these limited resources, it doesn't take into consideration that there are many different paths to success.

Due to systemic racism, generations have lacked the wealth and resources to access quality education from an early age. Students from underserved communities may have greater skills gaps to overcome, and economic barriers to performance such as reliable transportation, childcare, and the demands of full-time work. These students may have lower GPAs and less time to demonstrate their writing skills, but bring a different kind of persistence and strength to the college. For example, a passing GPA is 2.0, but in many cases, a student needs to have a 3.5 GPA to be competitive for a scholarship. The student earning a 2.5 GPA is just as likely to succeed, but much less likely to be identified for a scholarship using the traditional metrics.

After this eye-opening session, Hamilton suggested the Trustees Persistence Scholarship to the LWTech Foundation in 2014. It attempts to award scholarships to underserved students who

aren't as likely to be awarded using traditional scholarship metrics. "I wanted to create a scholarship that works to recognize students who get overlooked during the usual awarding process," said Hamilton. "Trustees care about student completion rates. Exploring new ways to help those who need it most—those who demonstrate potential in non-traditional ways—felt like a needed disruption to the status quo."

For example, instead of simply relying on an online application process, written essays, and GPA ranking, the Foundation reaches out to Student Services, Student Government, and the Veteran's Center to identify candidates. As these departments get more one-on-one interaction with LWTech students, getting their input allows the Foundation to identify applicants who might not have been recognized using traditional selection methods. The top applicants are then interviewed by contributing trustees.

The data shows that this innovative approach is working. Fourteen students have received the scholarship. The scholarship has been awarded to students identifying as Black/African American, Hispanic, Asian, Native American/Native Alaskan, and White. Seventy percent are low-income, and fifty seven percent are first-generation college students. Seven of the recipients have completed their certificate or degree, and three are working toward completion. The COVID-19 pandemic impacted progress for four recipients, whom LWTech is working to re-enroll.

Student testimonials are also positive. One of the early recipients, Feliz Arana never gave up on her dream of becoming a registered nurse despite a series of financial obstacles and family struggles. "I wanted to provide for my children and to be a positive role model," said Arana, who completed her Applied Associates Degree in Nursing last spring. "You have lifted a huge weight off my shoulders. Thank you for getting to know me without judgment, and for being interested in my goals and aspirations," said Arana.

Angelique Rodriquez, a veteran who is just beginning her pre-nursing education, is the most recent awardee. "As a first-generation college student, the gesture of this scholarship goes a long way. Your generosity has given me hope and motivation to continue, regardless of my setbacks."

"It's heartening to hear the success stories from this experiment so far," said Hamilton. "The awarding process takes a village, but it's worth it. I hope we're creating a model that other colleges might adopt. It's a small experiment towards dismantling systemic racism in our education system, but I think we're learning a lot in the process."

"Our students are incredibly fortunate to have a forward-thinking Board of Trustees so invested in education equity," said Dr. Amy Morrison, president, LWTech. "I'm proud that we are exploring new approaches to rewarding student persistence and expressing our unwavering dedication to student success."

*"Trustees care about student completion rates. Exploring new ways to help those who need it most—those who demonstrate potential in non-traditional ways—felt like a needed disruption to the status quo."*

*—Anne Hamilton, LWTech Trustee*

## Sponsor Spotlight: PAC Worldwide



*Image of PAC Worldwide logo*

The LWTech Foundation salutes PAC Worldwide for its longstanding sponsorship of the Foundation's Annual Bright Futures Benefit Breakfast. PAC Worldwide, a leader and innovator in the development and manufacturing of customized packaging and contract packaging solutions headquartered in Redmond, Washington, began sponsoring the Foundation's signature fundraising event in 2017 and stepped up to the co-presenting sponsor role in 2020 and 2021.

"PAC Worldwide is a strong supporter of both students and our community and we love that this event makes scholarships possible for LWTech students, who are so driven and passionate about their education," says Diane Toomey, Chief People Officer, PAC Worldwide. "We are especially proud to serve as co-presenting sponsor given the critical need to support students with scholarships and emergency funds during the pandemic."

PAC Worldwide's sponsorship has funded thirteen student scholarships for students in an array of diverse programs including dental hygiene, computing and software development, and auto body technician. All of their scholarship recipients have either graduated or are actively enrolled at LWTech, pursuing their education. That is a 100% success rate for their investment in our students.

PAC Worldwide's impact is best explained by Jianing Xu, a student in the Bachelor of Applied Science Program in Early Childhood Education and PAC Worldwide scholarship recipient. "PAC Worldwide believes in giving back to the community and supporting LWTech students. This is also my philosophy. I will use my scholarship to continue my college journey and try my best to support the children of our community. When I told my sons I got a scholarship, they were so excited and proud of me. Learning is a life long journey, so I hope I can be a role model of children."

In addition to sponsorship, Toomey, an LWTech Foundation Board Officer, has served as Chair of the Bright Futures Benefit Breakfast for the past two years. "Diane's creativity and positive attitude are tremendous," gushed Elisabeth Sorensen, Executive Director, LWTech Foundation. "I'm so grateful for Diane's leadership as we pivoted our longstanding signature event into an all online event, Bright Futures Benefit WEEK in 2020, due to COVID-19. Thanks to her leadership, we had the most successful fundraiser to-date, which is invaluable to our students during these challenging times."

Thank you PAC Worldwide!

*"...we love that this event makes scholarships possible for LWTech students, who are so driven and passionate about their education"*

*—Diane Toomey,  
Chief People Officer, PAC Worldwide*

## 2021 Distinguished Alumni Award

**The Foundation is pleased to announce Dr. Lin Zhou as the recipient of the 2021 LWTech Foundation Annual Distinguished Alumni Award! We look forward to formally honoring Dr. Zhou at Commencement in Spring 2022.**



*Image of 2021 Distinguished Alumnae, Dr. Lin Zhou*

Dr. Zhou currently serves as the President of Bates Technical College in Tacoma, Washington. She is the first female president of Bates Technical College and the first female Chinese immigrant to serve as president at a public two-year college in Washington.

Dr. Zhou is a shining example of a successful alumnae mastering English language skills at LWTech and continuing on to achieve numerous educational and professional goals. Dr. Zhou first began as a student in LWTech's Computer Security Network Technician (CSNT) program in fall 1999. After completing this program, she was hired in LWTech's Office of Instruction. In her 11-year stint as a LWTech employee, Dr. Zhou was promoted to progressively responsible positions starting as a Technical Support Aide and rising to Associate Dean of Extended Learning.

An outstanding colleague and advocate for the Washington State Community and Technical College System, Dr. Zhou has a distinguished career in higher education. In thinking about her journey from an English Language Learner student to a college president, Dr. Zhou shared "I feel like I was re-born at LWTech because I started my life over as a new immigrant, from learning how to speak English to navigating cultural differences. I then grew as a professional at Bates Technical College. Without the support from mentors, friends and family, I wouldn't have been able to make it this far. Washington community and technical colleges do an amazing job for students like me. I am very humbled and honored to be recognized as a success for our system."

Dr. Zhou holds a Ph.D. in education from Oregon State University, a Master's Degree in business administration from City University in Seattle, an Associate Degree in CSNT from Lake Washington Institute of Technology, and an Associate Degree in accounting from Renmin University of China. In 2017, Dr. Zhou participated in the Harvard University's Institute for Educational Management, administered by the university's Graduate School of Education.

In addition to her educational and professional accomplishments, Dr. Zhou is active in many community organizations including Commissioner on Diversity, Inclusion and Equity of American Association of Community Colleges, Board of Trustee for American Technical Education Association, and the National Asian Pacific Islander Council Board.

Congratulations to Dr. Lin Zhou on this distinguished honor.

## Bob Tjossem and James Kamp: A Donor and Scholar Conversation



*Photo of Professor Sarah Mason, Donor Bob Tjossem, and student James Kamp*

Each Spring, the Foundation delights in uniting donors and scholars at the Foundation's Annual Scholarship Reception. Due to the pandemic, this special event was canceled in both 2020 and 2021, yet the connection between scholarship donors and scholarship recipients was sustained through thank you notes and video messages of gratitude.

However, in June 2021, the Foundation was able to host a special, socially distanced meeting for longtime scholarship donor Bob Tjossem and Welding Technology student James Kamp. Kamp, a recipient of The Tjossem Family Endowed Scholarship, thanked Tjossem for investing in his education while giving him a tour of the welding lab. Tjossem shared his passion for welding and inspiration for creating The Tjossem Family Endowed Scholarship, which assists students just like Kamp.

Below is an excerpt of Bob and James's Q&A style conversation over lunch in the welding classroom. A special thank you to Associate Professor of Welding, Sarah Mason, for helping us organize this special meet and greet.

**Kamp:** I can't believe that I will graduate with my Applied Associates Degree in Welding this quarter! I have three job interviews lined up in the next several weeks and I'm really excited. I am so appreciative of your scholarship, Bob. The financial aspects of college have been overwhelming, especially during COVID-19, and your scholarship made it possible for me to continue.

**Tjossem:** Congratulations! I'm thrilled for you and I take a great deal of satisfaction in knowing that you'll have a terrific career in welding. What did you like best about the program at LWTech?

**Kamp:** I didn't enjoy high school and I wasn't sure what to do after graduation. LWTech, however, was a great fit for me. I was attracted to the welding program because I am a "car guy"

who loves working with his hands. I really enjoy the labs and hands-on learning experience. I also appreciate learning from instructors who have backgrounds in the industry. Their teaching is really focused on the processes and techniques necessary to be successful in the workplace. How did you get involved with scholarships at Lake Washington Institute of Technology?

**Tjossem:** I've always been a strong supporter of technical education. As an assistant attorney general and as an attorney in private practice, I had many interactions with Lake Washington Tech. I'm impressed with the array of programs that provide students with in-demand skills and fulfilling careers. I also believe that there are many routes to success and the trades, like welding, can be an incredibly rewarding career path both financially and in terms of importance to our everyday lives.

**Kamp:** It truly is! I'm looking forward to a great career in welding. I love that it crosses several industries, aerospace and marine, to name a few and there are opportunities to continually hone my skills and add specialties. I'm also looking forward to being able to pay my bills and get settled my hometown in Monroe. But I think I am most motivated by the sense of purpose that welding has given me. I really enjoy perfecting my skills and working alongside colleagues to create and build meaningful projects like bridges, ships, planes, etc.

**Tjossem:** That is great to hear, James. Education is the great equalizer and my father always told me to "find something that you like to do and the money will follow." My late wife Linda and I funded The Tjossem Family Endowed Scholarship both to give back to the community that has given so much to us and to assist students just like you in reaching your academic and career goals. I'm proud of you and your accomplishments.



*Photo of James Kamp (R), showing Professor Sarah Mason and Bob Tjossem some of his welding work.*

# A Big Thank You to Our 2020 Donors

Each year, hundreds of students are able to enroll in a program at LWTech to get the education that will help them secure a job, learn the skills that employers need, or update their skills as technology advances. Your generosity provides the scholarships and emergency help they need to fulfill their dreams.

On behalf of the Foundation, and all who benefit, thank you!

## **Gifts of \$100,000+**

Robert Tjossem

## **Gifts of \$50,000 +**

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The Robert McNeal and James Kinsella Family Fund

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We apologize if we have omitted or misspelled your name; please notify us at [foundation@lwtech.edu](mailto:foundation@lwtech.edu) so we can correct our records. We will publish donor names in our Annual Report unless you tell us you wish to remain anonymous.

The LWTech Foundation (also known as the Lake Washington College Foundation) is classified as a 501 (c)(3) organization. Your gifts are tax deductible within the limits of the law.

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LWTech is an open enrollment college open to all persons 18 years or older or those with a High School diploma or equivalent. LWTech offers over 100 degree and certificate options in programs leading to direct employment and provides English language courses to ensure those with limited English language skills will be able to participate.

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In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act of 1998, and as a part of the College's commitment to safety and security on campus, Lake Washington Institute of Technology (LWTech) reports the mandated information about current campus policies concerning safety and security issues, the required statistics, and other related information for the past three (3) calendar years. LWTech's Annual Safety Report (ASR) is available online at [LWTech.edu/clery](http://LWTech.edu/clery). To obtain a paper copy of the report, please visit the LWTech Safety Department located in the East Building at 11605 132nd Avenue NE Kirkland, WA 98034.

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