

2025 Risk Impact Award Winner Summary

Congratulations to the Following Individuals & Groups

Connie Haberkorn – Southwest WI Technical College

Nominated by Caleb White

Connie's exemplary contributions to risk management have had a profound and lasting impact, both at Southwest Tech and across the Wisconsin Technical College System (WTCS). Her work reflects an unwavering commitment to reducing risk, improving processes, and enhancing collaboration, saving millions of dollars for member institutions while fostering a culture of strategic risk awareness.

During her tenure as a founding member and later chair of the Wisconsin Technical College Employee Benefits Consortium (WTCEBC), Connie demonstrated visionary leadership that significantly mitigated risks associated with employee benefits management. Under her stewardship, the WTCEBC grew from a nascent group into a robust, collaborative consortium encompassing 9 out of 16 WTCS colleges for health insurance and 14 colleges for other benefits. Her efforts directly contributed to the consortium achieving over \$27 million in cumulative savings on stop-loss premiums since 2015.

Southwest Tech alone saved \$7 million over the past decade, with an annual plan cost increase averaging just 1.27%, far below industry norms. This extraordinary performance was achieved in a self-funded environment, reducing financial risk for the college and its employees. Connie's focus on maintaining substantial reserve levels and strategically investing excess reserves ensured the financial stability of the program, benefiting thousands of employees and their families while supporting institutional missions.

Connie's leadership extended beyond financial risk reduction. She advocated for equitable, high-quality benefits, fostered collaboration across institutions, and encouraged data-driven decision-making. Her direct yet approachable communication style allowed her to work effectively with vendors, attorneys, and stakeholders, ensuring compliance and reducing exposure to legal and operational risks. Her ability to make difficult decisions, push forward strategic goals, and effectively manage projects sets her apart as a true leader in risk management.

The impact of Connie's contributions goes beyond numbers. Her dedication to improving the lives of employees and their families directly supports student success by creating a stable and supportive environment for staff. Her passion for risk management, combined with her remarkable results, embodies the spirit of the J. Timothy Greene Risk Impact Award.

Dr. Jason Wood, President of Southwest Wisconsin Technical College, aptly described Connie as "the quintessential human resources professional – a caring, competent, and charismatic leader who positively impacts the lives of many people." Connie exemplifies the ideals of this award, proving that effective risk management is not only about mitigating danger but also about fostering a culture of care, collaboration, and excellence.



Carrie Weikel Delaplane & School of STEM – *Madison College*

Nominated by Angie Lind

Associate Dean Carrie Weikel Delaplane and the School of STEM was nominated to recognize their commitment to enhancing safety practices within the STEM program laboratories. Through their innovative initiatives and drive for laboratory safety for program faculty and students, they have contributed significantly to creating a safer laboratory space, improving the well-being of our college community, and fostering a culture of proactive safety awareness.

Key Contributions include:

- Implementation of new and or improved safety protocols.
- Training and development of faculty and staff.
- Safety awareness and best practices for faculty and students.
- Collaboration and partnerships throughout their School and across other campus Schools and programs.

Results include:

- Cross-program "Risky Get Together" quarterly meetings for process and resource sharing, brainstorming, and collaboration between the laboratory coordinators across the college and Risk Management.
- Increased staff and faculty safety engagement.
- Positive feedback from staff. Marissa Tokarczyk - "This is exciting, and I think a great opportunity for cross-collaboration amongst schools and programs!"

Conclusion. Carrie Weikel Delaplane and the School of STEM's dedication to safety and their ability to lead by example is a breath of fresh air. Their efforts have not only improved safety protocols but have also instilled a sense of responsibility within the college community. The culture of safety they have cultivated will undoubtedly benefit Madison College for years to come.

Shari Rowe – *Milwaukee Area Technical College*

Nominated by Aisha Barkow

Shari has fostered a culture of preparedness at the college by implementing a multifaceted approach to emergency management training. This includes annual tabletop exercises that simulate real-world emergency scenarios, mandatory online training for all employees, and specialized safety workshops. These initiatives ensure that all staff members are equipped with the knowledge and skills to respond effectively to a range of potential crises.

In addition to these training programs, Shari played a key role in the creation of [MATC's Active Shooter Training video](#). She assisted in scriptwriting and production, resulting in a high-quality training resource that effectively educates staff on active shooter response protocols. The video's success was recognized with a gold award in the Promotional Video Long-Form category at the National Council for Marketing and Public Relations Paragon Awards, highlighting its effectiveness and impact.

Shari's commitment to emergency preparedness extends to the development of comprehensive guidance materials. She created the District Emergency Procedures guide, which is strategically placed in all classrooms and offices for easy access during emergencies. She also developed the Clery Compliance Investigation guide, providing officers with clear procedures for conducting thorough investigations of Clery Act crimes and ensuring compliance with relevant laws.

Through her tireless efforts and dedication, Shari has instilled a culture of preparedness, mitigation, and risk management throughout the college. Her leadership and expertise in emergency management have significantly enhanced the safety and security of the entire campus community. She is an invaluable asset to the college, and her contributions continue to advance the college's commitment to safety and security for all.

