Beliefs

Northeast State Community College embraces these guiding beliefs:

**Accessibility**
Residents should have the opportunity to reach their full potential through participation in higher education.

**Accountability**
Effectiveness and efficiency are achieved through the wise use of fiscal, human, and physical resources.

**Cooperation**
Forming partnerships and working with others facilitates the achievement of common goals.

**Diversity**
Creativity and achievement are fostered through respect for all individuals and their ideas.

**Excellence**
Quality is ensured by using information gathered through a continuous assessment, planning, and implementation process.

**Integrity**
Success occurs in an environment of honesty, openness, fairness, and trust where people are treated with dignity and respect.
Our Mission...is about

MISSION

ACCESS
We will help you achieve the American Dream – your dream.
Pursue your dream with us.

COMPLETION
If you start with us, we’re committed to helping you finish with us.
We commit to helping change your life for the better.

COMMUNITY
We serve the greater community.
We will be good stewards of the public trust, and we commit to being an economic driver in the region.

Mission
Northeast State is an open-access, public, comprehensive community college that advances the lifelong educational development of the residents of the region and strengthens the economic and social/cultural aspects of the community. To facilitate teaching, learning, service, and student success, the College provides innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services. Programming and comprehensive support services are offered through varied delivery systems and at multiple sites throughout its primary service area of Carter, Johnson, Sullivan, Unicoi, and Washington Counties. Within all aspects of its operations, Northeast State serves the public’s interest through the wise use of fiscal, human, and physical resources.

Our Vision
Northeast State shall be a premier learning-centered institution whose students and graduates are among the best-prepared individuals to meet current and emerging needs.
An Open Letter and Open Invitation to the Community

I am finally home. I have found my mission in life and Northeast State is my home. I want to say thank you to the business leaders, public officials, faculty and staff, and, most importantly, the students and families of this community for embracing me so graciously into your community.

I want every resident of this community to understand that Northeast State can be your home, too. We are working tirelessly around a set of goals, objectives and strategies that will ensure that your experience at the College will be warm, welcoming, meaningful and successful. You should expect to be treated by every member of our staff and faculty as our special guest, respected client, cherished customer and family member. This is our commitment to you.
As you begin to see changes on campus and hear about new reforms and initiatives, remember that we will be driven by three primary principles:

1. **Access** – Pursue your dream with us. We want to be your first option academically to pursue a better quality of life for you and your family and we will design a tailored game plan for you based on your needs, goals, life challenges and local opportunities.

2. **Completion** – If you start with us, we’re committed to helping you finish your certificate/degree with us. And simply graduating you is not good enough for us – we will help you continue toward a bachelor’s degree, good paying jobs or advancement in your career.

3. **Community** – We are here to serve you. We are committed to being a good steward of taxpayer dollars and your tuition funds, and we want to be an economic engine of the region by graduating and placing you in great jobs and helping build a workforce worthy of new and expanding businesses.

If we bring business practices and discipline to our operations and make sure that all of our decisions are in the best interest of the student, I am confident that we can achieve our three major objectives of (1) keeping college affordable; (2) shortening the time it takes to earn a degree; and (3) increasing completion rates. As a measuring stick, by 2020, our bold and audacious goals will include doubling the number of first generation college graduates who complete a credential; tripling the number of single parents who will earn a degree; and reducing the average time for recent high school graduates to earn an associate’s degree by 25%.

I am one of you. I grew up on a small farm in rural western North Carolina, raised by parents with an eighth-grade education. Like you, I know a little something about hard work and sacrifice – first taking cosmetology classes, teaching at a community College, earning a two year degree, bachelor’s degree, then a master’s, then a doctorate, and working full-time all while raising three children. I know how challenging it is to simply survive and then try to advance. Before the passing of my father, whose parents died while he was still a young boy, he taught me that my greatest value would be to raise my three sons the right way. He was right, but I also discovered recently that second to that responsibility, my mission in life is to make sure that you have the same opportunities and support that I was afforded via a community college experience.

If you make the significant commitment to step on our campus and give us your all, Northeast State will commit to do everything we can to help you earn your degree, continue to grow academically, get a good paying job or advance in your career. Northeast is a place that can change the trajectory of your life and I want you to know that the College can be your home too.

Janice H. Gilliam, Ed. D.,
President, Northeast State Community College
Strategic Goals
Strategic Goal 1

- Increased access to higher education within 20-30 miles of every citizen in the five-county region to facilitate an expanding educated work force in Northeast Tennessee by implementing new programs and expanding current program offerings
- Increased access by restructuring open enrollment process to allow for more points of entry
- Facilitated access to cultural and other events through the implementation of e-tickets
- Increased by 2.5 percent the fall 2011 alternative delivery full-time equivalency enrollment as compared to fall 2010
- Increased by 48.8 percent the enrollment in Dual Enrollment programs over academic year 2010-2011
- Increased by 26.4 percent the enrollment in video and Internet-based delivery instructional programs during fall 2011 as compared to fall 2010
- Established a Global Mobilization/Information Technology Innovation team to continuously promote technology driven improvements in the College’s programs and services
- Supported access to higher education by piloting learning support math classes in local high schools. Completing these courses in high school will allow students to transition to College without requiring math remediation
- Promoted access and enrollment through the provision of NextStep, a cohort-based, fast-track alternative delivery program
- Promoted access for adults by initiating the Next Step to Community College Endowed Scholarship for non-traditional students
- Promoted access for citizens with remedial and developmental education needs by initiating the Learning Support Endowed Scholarship
- Implemented College Access Program’s mentor program in 13 high schools within the service area
Promote student success through enhanced retention, graduation, and career development efforts

Strategic Goal 2

- Recognized by the Chronicle of Higher Education as the top community college in Tennessee regarding three-year graduation rates
- Exceeded the mean score on Proficiency Profile. Northeast State’s mean score was 442.9 as compared to the national average for similar community colleges of 437.6. The College has met or exceeded the average national score for community colleges for ten of the last 12 years
- Exceeded the Tennessee Board of Regents community college fall-to-fall retention rate for first-time full-time students. Northeast State has exceeded the mean rate for TBR community colleges for nine of the last 11 years
- Exceeded the Tennessee Board of Regents community college persistence to graduation rate. The College has consistently surpassed the mean rate for TBR community colleges during the past 21 years
- Enhanced student persistence by identifying barriers to student success and initiating improvement plans, such as for Financial Aid processing
- Facilitated student success through the initiation of a campus-wide advising initiative
- Fully implemented the second phase of STEP, the Strategies for Teaching Excellence Program, in which all full-time faculty participated
- Processed more than 1,600 graduation applications, a seven percent increase over academic year 2010-2011 and a record number for the institution
- Promoted learning and efficiency through the full implementation of the Learning Support program
- Promoted student transfer and success through the provision of 26 additional Tennessee Transfer Pathways
- Supported student success by providing volunteer student tutors as a joint initiative of Phi Theta Kappa and the Student Support Services program
- Served as the regional leader in creating and maintaining a qualified workforce by supporting the needs of business and industry and by providing in-class training
- Supported the Tennessee Board of Regent’s Teacher Quality Initiative and served on the Teacher Redesign Taskforce
- Promoted quality education by participating in the TBR’s general education assessment project and through the assessment of student learning outcomes and the implementation of continuous improvements
- Chronicle of Higher Education recognized NeState for having the highest graduation rate of TN CC’s, highest rate of productivity (number of graduates per number of students enrolled), and at the highest rate of efficiency (lowest cost per graduate)
Strategic Goal 3

- Implemented the state’s first mobile app for community colleges
- Affirmed the quality of the Business Management and Office Administration programs through the approval of the College’s quality assurance report by the Accreditation Council for Business Schools and Programs
- Achieved an 88 percent job placement rate for applicable associate of applied science and certificate programs
- Implemented web-based dashboards to increase timely access to data and information
- Implemented a video conferencing system to increase access to activities from off-site locations
- Demonstrated the quality of Northeast State’s Business Management Technology Associate of Applied Science degree by exceeding its previous score on the program’s major field test score
- Facilitated the development of faculty and staff through initiatives that included, but were not limited to, the expansion of a Targeted Leadership Program and the Who We Are Counts® program
- Implemented DACUMs for numerous academic programs in order to ensure the curricula were aligned with the needs of local businesses and industries
- Promoted access through the approval of offering the complete University Parallel Associate of Science degree program and the Business Management Associate of Applied Science degree program by the Southern Association of Colleges and Schools Commission on Colleges at Northeast State at Gray
- Gained approval to offer 25-49 percent of the University Parallel Associate of Arts and Associate of Science programs at Hampton High School and at Northeast State at Bristol
- Promoted campus safety through the expansion of an online Emergency Preparedness program
- Promoted regional development by hosting, with the city of Kingsport, the third annual Straight to the Top Conference. The summit focused on education and economic development
Demonstrate institutional accountability, resourcefulness, and efficiency through the continuous assessment, planning, and implementation process

**Strategic Goal 4**

- Facilitated, through the Foundation Board of Directors, fundraising efforts to increase the number of endowed and annual scholarships by implementing internal and external campaigns and events, with an emphasis on providing scholarships to nontraditional students and increasing the overall endowment
- Established a Grants Development Office to facilitate the exploration of additional sources of funding
- Initiated the development of a master plan to guide long-term initiatives and growth
- Implemented a new payment plan platform and e-refund system to increase efficiencies within the Business Office
- Increased the utilization of paperless workflow through the Banner Document Management System
- Increased efficiencies and the institution’s ability to print documents in-house through the acquisition of a new digital press
- Attained the mean Performance Funding score of 94 points for Tennessee community colleges. Northeast State has met or exceeded the average score for ten of the last 11 years
- Supported the economic development/well-being of the region. Over the past five years, Northeast State’s operations provided an average of $81 million annually for the local economy
- We identified over $1M in savings from strategies implemented: Admissions Office eliminated approximately 10 file cabinets of documentation needs and replaced with electronic documentation management (annually 2 file cabinets) Savings/Efficiencies gained: $250,000.00; Annual Saving: $100,000.00 Increased recruitment efforts and additional support staff for Student Affairs division
Student Success
At the age of 15, Joshua Johnson’s family pulled up roots in New Mexico and moved to Alaska. Times were tough and his family struggled to make ends meet on his step-father’s pay as an enlisted private. After six weeks of high school, he made the decision to get a job. “I saw my family struggling and I couldn’t bear the thought of going to school every day when I could get a job and bring in money and pay bills,” said Josh, this year’s outstanding student and life-long learner recipient. “I got a job busing tables at a restaurant and within six months I was made night manager. After a year, I was made head chef. Basically, I’ve taken every opportunity I’ve been given and built upon it.”

Josh kept working and supporting his family through moves to several states and numerous houses. In 2007, the economy crashed, leaving Josh without a job or the hope of finding one. “I lost my job, my car, and I almost lost my place to live,” said Josh. “I beat down doors trying to find a job and nothing was available.”

On the advice of his mother and brother – both Northeast State graduates – Josh made the leap of faith to enroll – even though he had to borrow $5 to pay the application fee. “It was a tough decision, but the right one,” Josh said. “Northeast State has given me the foundation I’ll need to succeed in the future – it is the most helpful community in which I’ve ever been involved.”

Josh flourished at Northeast State, earning memberships in the Phi Theta Kappa Honor Society and Who’s Who Among Students in American Universities and Colleges. He is a charter member of the Northeast State Scholars Foundation, which supports activities of the College’s foundation. The scholars foundation has raised more than $8,400 in scholarship funds. Josh also found time to participate in theater productions, serving as a technical crew member.

Josh is currently enrolled at East Tennessee State University and majoring in public relations. He said he hopes to land a PR job in the area after graduation and he would someday like to work at Northeast State.

“No matter how hard things get, don’t give up on your future,” Josh said. “Coming to Northeast State was the best decision I’ve ever made – it turned my life around.”
Auto Body Student seeks Long-term Goals with Short-time Sacrifice

An easy smile spreads across Teddy Gibson’s face as he talks about his love of cars. It’s apparent he wants to know everything about vehicles from the paint on the surface to what’s deep in the engine block.

“If I could afford it, I’d spend a million dollars going to school and learn everything I can,” said Teddy, who’s enrolled in the Northeast State Auto Body Service Technology program. “It’s very motivating when I see my instructors and professors answer every question that’s asked of them - it’s just amazing to me and makes me want to know everything they know.”
There’s no doubt Teddy is motivated. He works each day from 8 a.m. to 4 p.m. at A&E Frame and Body in Johnson City and then heads to the Pal Barger Regional Center for Automotive Programs where he’s in class from 5:40 p.m. to 10:40 p.m. Monday through Friday.

Ask him how he maintains such a schedule and he’ll likely use one of his favorite expressions: “It’s a small sacrifice now for a greater gain later.”

A recent David Crockett High School graduate, Teddy considered moving to Nashville to study collision repair, but decided on Northeast State after hearing about the College’s auto body program from a Northeast State recruiter.

“I’m glad I didn’t have to go to Nashville. With this program, I’m able to live at home with my parents, save money, and go to school at the same time,” Teddy said. “It’ll definitely help me to get ahead faster and make it easier on myself in the long run.”

Teddy said he has always been interested in cars and how to fix and paint them. Much of his inspiration comes from an older brother who paints for a Georgia body shop.

“I’m just fascinated by the type of work that he puts out and the way paint can be manipulated and customized. He recently sold a Chevy S10 that he’d customized for $55,000,” Teddy said. Every day is different for him – a challenge. “That’s the situation I want - work isn’t work if it’s what you love to do.”

Teddy worked for a while after graduation for a local furniture refinisher. When that business was sold, he managed to get his foot in the door of A&E where he started out sweeping floors, changing trash liners, and cleaning up. When an opening appeared for prepping vehicles before painting, Teddy took it and hasn’t looked back.

“It’s the best of both worlds, being able to be in the real world throughout the day and come to school at night,” Teddy said. “In the real world, you get job experience being behind the doors of where the work is done. At school, you can take the time to stop, listen, and talk, or pick somebody’s brain about why things are done a certain way.”

Teddy said his ultimate goal is to someday own a body shop. Right now, he’s looking to learn all he can and hone his craft so he can soon be turning out quality work.

“I’d like to run a shop’s paint department and see those cars roll out with my trigger pulling on them. Right now, I look at customized cars rolling down the road and think ‘Wow, I wish I could do that.’ Someday, I hope to say ‘Hey, I’m the one that did that.’”

After he finishes the auto body program, Teddy plans on taking some automotive service classes on the Blountville campus to learn more about repairing frames, axles, and wheels. With Teddy, it’s a knowledge-is-power thing.

“The better you know each step of the process, the better you are at doing your step of the process,” Teddy said. “If you know how something works or how it can be fixed, then it’ll help you out when it’s time to do your part of the job.”
Brittany Thomas earns All-USA Academic Honors

Northeast State’s Brittany Thomas was one of 20 outstanding students named to the All-USA Community College Academic Team this spring. She was chosen from more than 1,700 applicants representing 800 community colleges across the nation. She is the first Northeast State student to receive the honor.

The American Association of Community Colleges, Phi Theta Kappa Honor Society, USA Today, and the Follett Higher Education Group collaborate on the annual honor, focusing on students who have demonstrated outstanding academic achievement and community and college involvement.

Thomas received a $2,500 award and a medallion at a ceremony in Orlando, Fla. USA Today featured the team in its April 23 edition.

In addition to the All-USA Academic Team honor, Thomas was named the New Century Scholar from Tennessee for receiving the state’s highest All-USA Academic Team application score. For this honor, she will receive an additional $2,000 stipend from the Coca Cola Scholars Foundation and Coca Cola Refreshments.

“I never imagined I would be on this level with other people in the country,” Thomas said. “I feel proud of myself for accomplishing more than I ever thought I could. Getting national recognition makes me feel like I can do everything I want to and be the best possible person I can be.”

Thomas, a graduate of Hampton High School, is a nursing major and is currently attending East Tennessee State University. From there, she plans to sign on for a U.S. Air Force tour and pursue a master’s degree. She eventually hopes to become a nurse practitioner.

“I chose to attend East Tennessee State University because this area has done so much for me in terms of my education and service opportunities,” Thomas said. “Although I had other options like Lipscomb University in Nashville, I wanted to give back to the place that has given me so much. Having the opportunity to study here will allow me to do just that and make a difference in my own community.”

Thomas served as president of Northeast State’s Alpha Iota Chi of Phi Theta Kappa chapter, coordinator of Foundation programs for the Scholars Foundation, and a Volunteer Northeast State member. She also served on the Foundation’s Because of You Campaign and Scholarship committees.

Thomas said her Phi Theta Kappa experiences have served her well academically and helped her learn more about leadership and service.

“Phi Theta Kappa has built me up and made me a better person,” Thomas said. “It’s prepared me to take the next step in college and given me so many opportunities and experiences.”

Phi Theta Kappa recognizes academic excellence in the two-year college with more than 2.5 million students inducted since the society’s founding in 1918. The society is comprised of more than 1,200 chapters at community, technical, and junior colleges in all 50 states and several foreign countries.
Artist Richard Curtis invigorates Northeast State Theatre

Northeast State student Richard Curtis has created a slew of artistic gems for the Northeast State Theatre program while pursuing his associate degree in art. A Kingsport resident, Curtis enrolled at Northeast State in 2009 as an art major.

“I’m an artist first,” said Curtis, of Kingsport. “I’ve created art my entire life, and theater has given me the opportunity to create art in a new medium.”

Curtis work earned the Region IV National Allied Design Technology Award for his design of the character masks of *Oedipus Rex* staged by the theater department last fall.

Curtis won a Barbizon Scenic Design award for his design of the character masks used in *Oedipus*. The detailed masks framed each character from Oedipus and Jocasta. Curtis used great detail to create each individual mask used to portray the plague-ravaged supplicants of Thebes. A few gasps were heard from the audience on opening night when the characters revealed themselves on stage.

The Kennedy Center Theater Festival recognizes the best theater work in Region IV representing colleges throughout the Southeast. Northeast State was one of only two community colleges in the Tennessee Board of Regents system nominated to attend the festival.

“The judges were really tough,” said Curtis. “But when they came to my display and I gave my overview, and they just lit up.”

He went on to compete in the national United States Institute for Technical Theater competition in California where his work went up against designers from the entire entertainment industry. Although he didn’t win an award, he did get a scholarship offer and a job offer at the event.

Curtis found a formula online to create the masks using a combination of joint compound, boiled linseed oil, tissue paper, flour, and glue. The result yields sturdy, flexible masks that hold paint and absorb light. The structure held up through five performances with only one mask requiring a small repair during the performance run.

“I looked at the classic designs and developed a look we wanted,” says Curtis. “I took the concept and put a modern spin on the masks.”
In the tradition of Greek theater, each character wears a mask. The twist comes through the stage effects of lighting and sound that amplify the dramatic tension and gives the audience a surround-sound feel of a character’s emotional state.

Curtis brought his design skills to recent Northeast State productions of The Wizard of Oz, Dracula, and Godspell. His artistic talent will be on display again when the Theater Department produces a stage version of the zombie classic Night of the Living Dead this fall.

Northeast State Theater Director Elizabeth Sloan and Technical Director Brad McKenzie gave Curtis considerable creative license with each production. Her trust in his vision resulted in the most memorable stage designs the department has seen.

“We have one of the best technical departments of any college theater program in this region,” says Sloan. “I am delighted and amazed at the imagination a quality student like Richard brings to our productions.”

“I’ve created art my entire life, and theater has given me the opportunity to create art in a new medium.”

-Richard Curtis
If you don’t think anything’s still made in America, drop in on RMI in Blountville and ask for Shane Roberts. Don’t be surprised when he emerges from the group of lathes and milling machines that are rocking the nondescript metal building just off Muddy Creek Road in Blountville. Looking younger than his 29 years and dressed in a t-shirt and shorts, he’s often mistaken for an employee, but once he starts talking, you’ll know you’ve found your man.

Shane, a former Northeast State student, fixes you with a focused gaze and launches into a rapid history of his machining/manufacturing business that is gaining a reputation for innovative CAD design and quality parts. RMI’s list of clients includes Eastman Chemical Co., Wysong Enterprises, End Point Industries, and Google. Yes, Google.

“That’s just continued as we’ve gained new customers. Everyone has ideas of what they want, but it is wide open as to how it gets solved – so we make that happen.”

By now, the business was expanding, adding employees, and doing pretty well, according to Shane. And then, RMI caught a huge break.

“I was playing music in a band with this guy and his brother was a software engineer for End Point, a New York company doing contract work for Google,” Shane said. “Google hired them to start doing system installations of something called a Liquid Galaxy (a complex HD video display). They needed a supplier for all the mechanical parts to these systems that they were going to install for Google.”

At the time, it was too complex for RMI, so Shane outsourced the work and then hitched a trailer to his mother’s car and hauled the project to Google’s Manhattan offices.

Shane said he felt the initial system had some design flaws and that it could be consolidated into a much more compact system. He told this to Google and the company was open to his suggestions. He designed one for free and Google liked the work and ordered one system. Since then, RMI has built more than a dozen of the systems for Google.

“They ship straight to Germany or to other places in Europe and get installed in offices over there,” Shane said. “We continue to redesign them as well.”

About a year ago, RMI became an official Google vendor when the company was hired to work on a research and development project. While Shane can’t talk about the project because of its proprietary nature, RMI initially developed one prototype and then produced seven of the mechanical systems. Shane said RMI then redesigned the system and has 17 more in production.

Shane currently has four employees and he said expects to add more when he can find time to expand RMI’s current facility. He might even put a sign on the building, which is now anonymous except for the steady hum of people making things in the U.S.A.
Liquidity Ratio
- Total Current Assets, Net: $14,497,710.06
- Total Current Liabilities: $4,749,133.78

Operating Expenses - Natural Classification
- Salaries and wages: $17,021,959.73
- Benefits: $6,712,616.16
- Utilities, supplies, and other services: $9,543,404.01
- Scholarships and fellowships: $10,568,330.55
- Depreciation expense: $2,145,288.87
- Total Operating Expenses: $45,991,599.32

Total Revenues
- Net Tuition and Fees: $11,426,695.26
- Auxiliary: $256,598.52
- Operating Grants and Contracts: $2,802,168.40
- Other Operating Revenues: $35,156.00
- Sales and services of educational activities: $52,327.39
- Sales and services of other activities: $246,449.57
- State Appropriations: $12,157,338.49
- Gifts: $31,713.00
- Non-Operating Grants and Contracts: $17,551,553.47
- Investment Income: $31,149.23
- Capital Appropriations: $387,475.19
- Capital Grants and Gifts: $521,278.00

Expenses
- Instruction: $16,530,684.25
- Public Service: $50,146.72
- Academic Support: $3,231,387.98
- Student Services: $4,478,682.51
- Institutional Support: $4,054,570.46
- Physical Plant: $4,930,617.06
- Scholarships and Fellowships: $10,570,221.47
- Depreciation Expense: $2,145,288.87
Northeast State 2011-2012 Annual Report

**Operating Expenses**

**Natural Classification**

- Salaries and wages: 37%
- Benefits: 14%
- Utilities, supplies, and other services: 19%
- Scholarships and fellowships: 26%
- Depreciation expense: 4%

**Expenses: Functional Classification**

- Instruction: 35%
- Public Service: 0%
- Academic Support: 7%
- Student Services: 1%
- Institutional Support: 9%
- Physical Plant: 10%
- Scholarships and Fellowships: 9%
- Depreciation Expense: 4%

**Total Revenues**

- Net Tuition and Fees: 45%
- Auxiliary: 21%
- Operating Grants and Contracts: 29%
- Other Operating Revenues: 0%
- State Appropriations: 0%
- Gifts: 0%
- Non-Operating Grants and Contracts: 0%
- Investment Income: 0%
- Capital Appropriations: 0%
- Capital Grants and Gifts: 0%

**Liquidity Ratio**

- Total Current Assets, Net: 75%
- Total Current Liabilities: 25%

The college's ratio of current assets to current liabilities is 2:35:1 at June 30, 2012
Foundation
Message from the Chair

It is with great pleasure I share the accomplishments of the Northeast State Community College Foundation in the 2011-12 academic year. First of all, I am honored to become the Chair of the Foundation and eager to continue my support of Northeast State. Dwight Ferguson, our most recent past chair, has made it easy to step into this role because he did such an exemplary job of organizing, advocating and supporting our Foundation. It is because of his due diligence that I graciously accept this position.

The Northeast State Foundation had a very successful year. Below, I think, are the top three accolades from the 2011-12 academic year:

- More than doubled annual giving
- Created over 20 new scholarships
- Increased faculty and staff giving from 28% to 56%

As a business owner in manufacturing, I am well aware of the need for skilled labor. Through the Foundation, we are able to help students obtain a degree and directly enter the workforce. I’ve witnessed Northeast State’s growth over the years, and it continues to lead the efforts in strategic partnerships, economic development and obviously, educating our region.

In the last few years, all Tennessee Board of Regents schools have gone from state-supported (60/40) to state-assisted (40/60). Now more than ever, it is crucial to secure additional private funds and partnerships to maintain the current levels of excellence. No longer can we rely on state funds to operate the College, and we definitely do not need to transfer this burden to the students. Thankfully, we have a generous region that understands the long-term effects of education in our region.

The Foundation hosted its first ever Because of You Campaign in October 2011. In just a few short weeks, they increased faculty and staff giving from 28% to 56%. What an amazing feat! It is said that quality organizations are built from the inside out, and it is clear that Northeast State’s employees are committed to bettering the lives of all their students!

It is an honor to work with the Foundation and the leadership at Northeast State Community College, and I look forward to continuing our efforts to help students achieve their goals. We’re Changing Lives!

Sincerely,

A. Lee Shillito
Northeast State Foundation Chair, 2012-13
Foundation Awards

Nancy Forrester
Dean of Mathematics and Director of Learning Support, Distinguished Administrative/Professional Staff Award Recipient

Nancy works diligently and humbly, without seeking attention or accolades. She is a person whose faith is neither advertised nor promoted; instead, it is integrated into her daily life. She faces challenges and change with a quiet determination that instills confidence among her subordinates, and commands respect from all. Nancy is the perfect example of a servant leader.

Ed Osborne
Associate Professor of Chemistry, Distinguished Faculty Member

Dr. Osborne has been one of the most inspiring people I have met while at Northeast State. He always has time for questions and to help with advice. I have been to his office on numerous occasions for help with chemistry questions or homework and he always stops what he is doing to help. His students appreciate his efforts to introduce new material in such a way that learning is not a task, but a hobby.

Erin Blevins
Interim Director of Scholarship Programs, Distinguished Support Staff Award Recipient

Erin is a calm, self-confident professional who prides herself on performing her duties well. She is helpful, punctual, courteous, fair, and thoughtful. Erin treats the scholarship students (and parents) with respect and goes beyond expectations to ensure that their financial accounts are accurate and up-to-date. She is a dedicated employee with a wonderful work ethic. Beyond this, Erin is a remarkable human being who carries the College’s reputation with great pride.
Joshua Johnson
Outstanding Student Award Recipient

Joshua graduated cum laude with an associate of science degree from Northeast State. He earned memberships in the Phi Theta Kappa Honor Society and Who’s Who Among Students in American Universities and Colleges. He is a charter member of the Northeast State Scholars Foundation and also earned the College’s Lifelong Learning Award for 2012. He is currently enrolled at East Tennessee State University, majoring in public relations.

Matthew Hill
Outstanding Alumni 2012

Matthew is a four-term representative for Tennessee’s 7th District. In addition to his lawmaking duties, he is vice president of operations of the Information Communications Corp., having begun working with ICC and its radio stations while in high school. Presently he is the host of the nationally syndicated “Matthew Hill Show” on the IRN/USA Radio Network and is heard as Mr. Matthew on the children’s program “Bible Buddies” on WHCB 91.5 FM. He also graduated from East Tennessee State University with a bachelor of science degree.
Foundation Donors

The following list is comprised of distinguished individuals and businesses whose cumulative cash gifts have surpassed the $10,000 level:

**President’s Trust Platinum**
$1,000,000 - $4,999,999
- Eastman Chemical Company
- Wellmont Health Systems
- Sullivan County

**President’s Trust Gold**
$500,000 - $999,999
- Wayne Basler

**President’s Trust Silver**
$100,000 - $499,000
- Fred “Pal” Barger
- Hugh and Georgia Hagan
- Allen and Pauline Lindamood
- Mountain States Health Alliance
- Boyd S. Ray
- Washington County
- G. Bruce Kidd
- Aerojet
- Sprint United

**President’s Trust Bronze**
$25,000 - $99,999
- AGC Flat Glass
- BAE Systems
- Bosch Braking Systems
- Bristol Compressors
- Citizens Bank
- City of Kingsport
- Dongtai
- First Tennessee Bank
- Louis Gump
- Harris Foundation
- Robert and Nancy Hart
- J. Allen Hurley
- John R. (Jack) King
- Kingsport Publishing
- Charles K. and Lily D. Marsh
- Walter C. Marshall
- Carolyn and Larry McCracken
- NN, Inc.
- North American Corporation
- Nuclear Fuel Services
- Operation Pocket Change
- Mark Pollock
- Raytheon Company
- Regions Bank
- Rotary Club of the Tri-Cities
- Tony Seaton
- Siemens
- John and Sandra Taylor
- Joe Wimberly
- Woman’s Civic Club of Elizabethton

**President’s Trust**
$10,000 - $24,999
- Accuforce
- Altrusa International of Kingsport
- American Society of Mechanical Engineers
- Atmos Energy Corporation
- Bank of America
- Bank of Tennessee
- Laura Barnett
- Bristol Tennessee Essential Services
- Carolyn Broyles
- Steven Buttolph
- Jeff Byrd

- Pat Chandler
- Charles H. Charlton
- CitiGroup
- Eastman Credit Union
- Sandra Gardner
- General Shale Brick
- Charles & Rayma Gibbs
- Janice H. Gilliam
- Grainger Foundation
- Charles Green
- J. Louie Greene
- Holston Distributing Company
- Home Federal Savings and Loan
- Industrial Electronic Services, Inc.
- Carol Ferguson, Northridge Properties
- John Franklin
- Jerry Hammonds
- Betty Johnson
- M. Marion Jones
- Jim Kalogeros
- William W. Locke
- Mitch Cox Properties
- Davis Whitesides
- NE TN Valley Regional Industrial Development Association
- Niswonger Foundation
- Duke and Nancy Okes
- Holland and Sandra Patrick
- Dennis and Mary Powell
- Powell Construction
- R. Wade Powers
- Quality Care Ambulance Service
- Quebecor Printing Corporation
- Reynolds Metals Company
- Peter J. Speropulos
- Stewart & Associates, Inc.
The following list is comprised of distinguished individuals and businesses that have made cash gifts to the college’s scholarship program during the 2011-2012 academic year:

**Patrons**
$5,000 - $9,999
A.O. Smith
Big John’s Closeouts
Bristol Motor Speedway
Clyce Distributing
Elizabethton Rotary Club
Insurance Professionals of Kingsport
James Christopher Lefler
Rotary Foundation of Johnson City
Cindy Tauscher

**Sponsors**
$1,000 - $4,999
Alpha Sigma Lambda National Honor Society
Allan Anderson
Rai Lynn Anderson
Linda Arnold
Billy Benton
Debbie Beverly
Bill Gatton Chevrolet
Blackburn, Childers and Steagall
Charles E. Bloomer
Blue Ridge Color Coating
Laurie M. Bollman
Patsy S. Bowers
Joyce M. Britz
James H. Brooks
Robin L. Byrne
Linda Calvert
John G. Campbell
Robert C. Carpenter
Misty Carriger
James P. Cleveland
Carol S. Cole
David E. Cook
Megan Leigh Davidson
Robin L. Dice
Louise Dickson
Teressa Ann Dobbs
Downtown Kingsport Association
John E. Edens
Albert Lee Fatherree
Nancy Forrester
David Haga
Jon Harr
James R. Henson
Holston Ruritan
Victoria M. Houser
Johnson City Medical Center
Jim Kelly
Linda Kincaid
Linda Lahr
Daniel Lynn Lawson
Gary E. Lee
Margaret C. Lester
Fred D. Lewis
Wendell D. Lowe
Cruzita Lucero
Connie G. Marshall
Ernie Morelock
Cynthia D. Norris
Northeast State Scholars
Glenna K. Parker
The Paty Company
Virginia Gail Puckett
Rickey J. Ray
Katherine Sue Robertson
Mahmood A. Sabri
Virginia L. Salmon
Nona M. Shepherd
Josie Smith
David Toye
Denise Walker
Greg Walters
Xiaoping Wang
Melessia D. Webb
Thomas D. Wilson
William R. Wilson
Kathy Jo Yates

**Friends**
$100 - $999
Erika M. Adams
Amanda C. Adams
Mike Aulick
Dana G. Bacon
Tammy D. Bartlett
Tamara M. Baxter
Delores Campbell
Cindy Christian
Connie Church
Connie L. Colgrove
## Foundation Donors

(continued)

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<tr>
<th>Kearney Collier</th>
<th>James P. Renfro</th>
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<td>Kenneth Collins</td>
<td>Karen H. Rowell</td>
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<td>Cindy Phillips</td>
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### Unaudited Statement of Net Assets, June 30, 2012

**ASSETS**
- Cash and cash equivalents: $1,269,887.96
- Short-term investments: $2,916,992.56
- Investments: $3,968,179.21
- Accounts and grants receivable: $1,550.00
- Pledges receivable: $41,859.44
- Capital assets: $3,064,228.10
- Other assets: $10,638.41
- Total assets: $11,273,335.68

**LIABILITIES**
- Accounts payable: $108,480.52
- Total liabilities: $108,480.52

### Unaudited Statement of Revenues, Expenses, and Changes in Net Assets, June 30, 2012

**REVENUES**
- Operating Revenues:
  - Gifts and contributions: $429,158.78
  - Endowment income (per spending plan): $174,309.01
  - Governmental grants and contracts: $158,411.22
  - Sales and services of educational departments: $1,997.64
  - Total Operating Revenues: $763,876.65

**EXPENSES**
- Operating Expenses:
  - Utilities, supplies, and other services: $51,290.60
  - Scholarships and fellowships: $664,862.64
  - Depreciation expense: $74,587.57
  - Payments to or on behalf of Northeast State: $418,471.00
  - Total Operating Expense: $1,209,211.81
  - Operating Income/(loss): (445,335.16)

**NONOPERATING REVENUES/(EXPENSES)**
- Investment income: $32,617.33
- Other non-operating revenue: $9,427.05
- Capital grants and gifts: $383,258.00
- Additions to permanent endowments: $482,225.60
- Total Non-operating and other revenues: $907,527.98

**NET ASSETS - BEGINNING OF YEAR**: $10,824,494.20
- PRIOR PERIOD ADJUSTMENT: (121,831.86)
- NET ASSETS - END OF YEAR: $11,164,855.16
Northeast State Community College
Foundation Board of Directors

Dwight Ferguson, Chair
Retired Executive

A. Lee Shillito, Vice Chair
President, Triad Packaging Co.

Paul Montgomery, Secretary
Vice President, Eastman

C. Scott Greer
Treasurer & Finance Committee Chair
CFO/COO, Citizens Bank

Carol Ferguson
Past Chair & Scholarship Committee Chair
Northridge Properties Real Estate

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Investment Committee Chair
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Audit Committee Chair
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John Nagy, Property Committee Chair
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Janice Gilliam, Ex-Officio
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Steve Campbell, Ex-Officio
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Claudia Byrd
BMS Children’s Charities

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Harold Corn
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Mich Cox Properties

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Al Fatheree
Retired Executive

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Charles Green
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President/CEO, General Shale Brick

Jerry Hammonds
VP/General Manager, BAE Systems

Robert Hart
Retired Executive

Jeff Jones
Site President, CitiGroup

John “Jack” King
Retired Executive

Steven Kramer
Kramer Rayson LLP

Odie Major
Retired Executive

Jim Maxwell
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Tommy Olterman
Project Manager, TVA

Dennis Powell
President, Dennis Powell Body Shop, Inc.

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Retired Executive

K. Newton Raff
Market President NETN, First Tennessee Bank

Karen Rowell
Rowell Consultants

Lottie Ryans
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Darla Scott
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Kelvin Smallley
General Manager, Aerojet Ordnance

Peter Speropulos, Jr.
Capital Planning Associates

James Stewart
President, Stewart & Associates, Inc.

John Vachon
Urban Synergy

Frank Waldo
COO, Tele-Optics, Inc.

David Wharton
President, Regions Bank
Northeast State Community College is part of the Tennessee Board of Regents system, the nation's sixth largest higher education system, governing 46 post-secondary educational institutions. The TBR system includes six universities, 13 two-year colleges and 27 technology centers, providing programs in 90 of Tennessee's 95 counties to more than 200,000 students.

Northeast State is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, sex, disability or age in its program and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Human Resources, P.O. Box 246/2425Highway 75, Blountville, TN 37617, 423.323.0226.

Northeast State is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Northeast State.