Northeast State Community College embraces these three value statements:

**Respect**
We value respect and provide an environment of inclusiveness, cooperation, and diversity.

**Responsibility**
We value responsibility and promote integrity, accountability, and excellence in teaching, learning, and services.

**Responsiveness**
We value responsiveness and facilitate personal, professional, and economic growth.
Our Mission...is about

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.
Dear Friends,

I am excited to share the wonderful accomplishments of our faculty, staff, students, alumni, and the College during our 50th anniversary celebration year!

Over the years, Northeast State has seen name changes, different presidents, new buildings, and many more transformations. However, the College has always held true to the original mission of serving individuals with diverse needs. We have worked to meet the needs of the thousands of learners who have followed their dreams and taken advantage of a Northeast State education. It has been a journey of progress, starting in 1966 as a vocational school with two buildings, six programs, and 35 students; and arriving in 2016 as a comprehensive community college with five campuses, 150 programs, and serving more than 7,500 students annually.

We work hard to live up to our motto: “We’re Here to Get You There.” As a result, Northeast State students have become valued employees and solid citizens. They are mechanics, welders, accountants, attorneys, nurses, teachers, police officers, physician’s assistants, office workers, entrepreneurs, engineers, programmers, and paramedics, to name a few. They are the College’s legacy of excellence.

To celebrate the growth and educational endeavors of Northeast State’s 50 years, we hosted events every month to bring our campus, the community, and alumni together. These events included Back to the Classroom lectures with former and current faculty, staff and presidents, a concert by Doyle Lawson & Quicksilver, a CMT Concert for Veterans, a golf tournament, Educate4Success with Ron Clark, and a Jeff Little Trio Concert.

The Elizabethton campus celebrated 20 years of service as a higher education campus in Carter County. The campus hosts conventional classes as well as evening and distance education courses through online, and ITV formats. It also opened a new Learning Resource Center space that more than doubled computer access for students.
Homecoming on September 29, 2016, marked the culmination of our celebration year. The day included carnival activities on the quad, with local food trucks providing new tastes to try. A concert by award winning rock band Fastball, with the Breakfast Club, closed out the night with music and dancing. Also, on this day, the College received a preliminary report from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) that after reviewing Northeast State’s processes, programs and visiting five off-campus instructional sites it had found Northeast State to be in full compliance with the standards related to the Off-campus Instructional Site Report.

The College presented the Outstanding Student Award to Victoria Hewlett of Elizabethton. She was an Honors student, a member of the President’s All-Academic Team with a perfect 4.0 grade point average, and a double major in Sociology and Speech Communication. Hewlett is currently attending Yale University.

Dottie Corey, with the Human Resources Department, was named the Distinguished Support Staff recipient. Dean of Enrollment Management, Jennifer Starling, received the Distinguished Administrative/Professional Staff Award. English Associate Professor Tempi Hale was honored with the Distinguished Faculty Member Award.

Long-time Northeast State faculty member Dr. Charles H. Charlton was honored with a lifetime achievement award at the East Tennessee State University’s Annual Black Faculty and Staff Heritage Banquet. Charlton had a distinguished career in civic government, education, and pastoral ministry. He has been a professor at Northeast State for 23 years, currently teaching reading, learning strategies, humanities, and Black studies.

Donald Coleman received the College’s Outstanding Alumni Award for 2016. Coleman earned his EMT-Paramedic certification from Northeast State in 1987. He earned his bachelor’s and master’s degrees from East Tennessee State University. Today, Coleman serves as assistant vice president of Academic Affairs and associate professor of Emergency Medical Technology at Northeast State.

The Northeast State Community College Police Department became the first community college police department in the state to be granted accreditation status by the Tennessee Law Enforcement Accreditation (TLEA) Program. To achieve accreditation with TLEA, an agency voluntarily submits to a process of enhancing the agency’s professionalism and effectiveness utilizing more than 160 law enforcement standards and participating in a thorough on-site assessment. The standards address a variety of areas including organizational, operational, safety, and budget management practices.

The National Science Foundation awarded the College a $190,000 grant to recruit high school students and prepare them for careers in cybersecurity. The two-year project will combine technical, entrepreneurial, and soft skills training to produce well-rounded professionals who cannot only solve technological issues, but also work well with individuals and teams to identify and fix problems.

Northeast State was chosen by the U.S. Department of Education to participate in a new federal program allowing low-income high school students to apply for Federal Pell grants to pay for certain dual enrollment courses. The College was one of 44 post-secondary institutions in 23 states chosen for the program, which is expected to give an estimated 10,000 high school students access to $20 million in Pell Grants. Northeast State’s Dual Enrollment Program is a cooperative effort between high schools, home schools, and the College. Currently, the College has more than 600 students in its program.

To expand academic and advising programs, the College received a Tennessee Promise Forward Grant from the Tennessee Higher Education Commission (THEC). THEC awarded five community colleges nearly $800,000 designated to help the recipient colleges focus on student success and retention. Northeast State plans to expand its successful peer mentoring program with this funding.

As we begin to close out 2016, we are anticipating the arrival of 2017. We look forward to sharing news and event information regarding all the great surprises in store next year!

Regards,

Janice H. Gilliam, Ed. D.
President, Northeast State Community College
Major Accomplishments
Goal 1: Increase accessibility to educational and public service programs

1. Tennessee Promise students increased our freshmen class by 25 percent (from 1,200 to 1,500). The overall fall 2015 headcount enrollment increased four percent and Full Time Enrollment (FTE) increased eight percent.

2. The Johnson City campus opened on Aug. 24, 2015, with 284 students.

3. The Bristol campus added an Entertainment Technology program.

4. The Elizabethton campus was expanded, and enrollment increased to 494 in fall 2015.

5. Courses offered through ITV at Mountain City and Erwin were expanded.

6. The college initiated design work for the Regional Center for Advanced Manufacturing (RCAM) expansion to provide additional facilities for industry- specific training and education (14,000 square feet of additional space with the assistance of a $10 million grant and in partnership with the Tennessee Economic and Community Development Office, Eastman, and Domtar).

7. Block scheduling (compressed schedule) was implemented at the Johnson City campus for day and evening courses to improve student access and success for traditional and non-traditional students.

8. The college expanded distance learning modalities such as ITV, Hybrid, and Internet.

9. A Career Academy option was added to expand access in the Career and Technical Education (CTE) dual enrollment program.

10. Ongoing visits to high schools continued to increase awareness and improve access.

11. The college expanded options for industry-recognized credentials.

12. The Tennessee Consortium for International Studies (TnCIS) fee was implemented, and international studies expanded to provide student access to study abroad opportunities; study abroad is considered a high-impact practice for student success.


14. The college scaled out its STEPS Ahead “fifth leg” technology component in which all students are required to take a computer proficiency exam or an introduction to computers course.

15. The Northeast State Foundation and the Appalachian Regional Commission provided grants so that all freshman students in fall 2015 and spring 2016 were able to lease iPads for free.
Goal 2:

Promote student success through enhanced retention, graduation, and career-development efforts

1. The college integrated co-requisites to improve progression and completion rates, and reduced time to complete a two-year associate’s degree.

2. The Seamless Alignment and Integrated Learning Support (SAILS) program was expanded at high schools and continues to reduce the number of students who need developmental math.

3. High school students completed certificate requirements for Machining and Welding.

4. Retention increased from fall to spring semesters (2015-2016).

5. A record number of degrees were awarded in May 2016.

6. Academic advisement is now required for all students before registration; training is provided to all full-time faculty.

7. The National Council Licensure Examination (NCLEX-RN) first time pass rate for May 2015 graduates was 88 percent. The earned to attempted hour ratio increased from 73.75 percent to 85.33 percent - a jump of 11.59 - from fall 2014 to fall 2015. This is the first time nursing has ever seen an increase.
Goal 3:

Provide quality programs and services that are recognized for excellence

1. The new digital bookstore model was piloted and completed in summer 2016 (Vital Source and Follett Bookstore).

2. Information Technology expanded at each campus to provide support (personnel), Wi-Fi access points and increased broadband.

3. Workforce Solutions expanded offerings across the region to nearly 15,000 contact hours.

4. A transfer office was established for a full-time East Tennessee State University employee.

5. The college was recognized as a Veteran-Friendly Campus by the U.S. Veterans Office upon expansion of the Veterans Affairs facilities in the lower level of the Student Center to include a new VA office and VA center, largely through local donations to renovate the space.

6. The Full Measure Education (FME) two-year pilot was implemented after review of three products by faculty, staff, and students. Roll out is scheduled for spring semester 2017 with full implementation for fall 2017.

7. Grants proposed and awarded increased and provided support for programs and services across the college (averaging $3 million annually) included these new grants: Adult Education ($800,000) for the 2016-17 academic year; Alliance for Business and Training (AB&T) Workforce Investment Act Out of School Youth Grant ($31,414); Appalachian Regional Commission iNortheast iPad Project ($100,000); College Coaching and Mentoring-Northeast State Foundation Innovation Grant-SSS ($1,500); Live and Achieve Success Initiative-Northeast State Foundation Innovation Grant-School Nurse ($1,500); Skilled Workers Get Job 2.0—Appalachian Impact (AB-Tech Partnership ($58,493); Tennessee Board of Regents (TBR) Perkins IV Basic Grant ($108,161); TBR Perkins Reserve-Simulations/NURS Center Coordinator ($45,000); Tennessee Promise Forward—Keeping our Promise ($75,000); THEC/TN Achieves-TN Promise Summer Bridge ($23,750); U.S. Department of Education (DoE) Student Support Services/TRIO ($1,354,930); Veterans Reconnect ($94,600); and the Workforce Investment Act (WIA) In-School Youth Program-120 day extension ($79,812).

8. New academic programs were approved by TBR: Entertainment Technology and Aviation Maintenance Technology.

9. Northeast State unveiled its new outdoor amphitheater at a grand opening event on Sept. 10, 2015 at the Blountville campus. It will seat over 400 people.
Goal 4:

Demonstrate institutional accountability, resourcefulness, and efficiency through the continuous assessment, planning, and implementation process

1. Northeast State’s new strategic plan for 2015-2025 was developed; and it was approved by the Tennessee Board of Regents (TBR) in March 2016 to guide the planning and assessment efforts for continuous quality improvements for the next 10 years in support of the college’s mission and the TBR strategic plan.

2. The college formed teams and began developing reports for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) off-campus Instructional Site Review and the Quality Enhancement Plan Five-Year Impact Report as component parts of the Fifth-Year Interim Report. In addition, the college began plans to host the SACSCOC on-site committee to review off-campus instructional site locations.

3. Northeast State placed first (for second year in a row) in outcomes/performance funding of all Tennessee public two-year and four-year colleges and universities, which resulted in $1.1 million added to budget for 2016-17.

4. Accreditation was renewed/completed for 20 programs (see below) in the 2015-16 academic year:
   - Computer & Information Sciences: Computer Programming
   - Computer & Information Sciences: Information Assurance
   - Computer & Information Sciences: Internet and Web Development
   - Computer & Information Sciences: Personal Computer Management
   - Computer & Information Sciences: Networking Engineering Technology
   - Business, Management
   - Business, Small Business Management
   - Business, Accounting
   - Health Related Professionals
   - Office Administration Technology, General
   - Office Administration Technology, Legal
   - Office Administration Technology, Medical
   - Electrical Technology: Electrical
   - Electrical Technology: Electromechanical
   - Industrial Technology: Automotive Service
   - Industrial Technology: Engineering Design Technology
   - Industrial Technology: Machine Tool
   - Industrial Technology: Manufacturing Engineering Technology
   - Industrial Technology: Mechanical
   - Industrial Technology: Motor Sports
   - Industrial Technology: Welding/Metal Fabrication
   - Nursing
Charts & Graphs:

Graphs illustrating number of graduates, headcounts, retention rates, and graduation rates

Ten Year Academic Award Trend
73% increase

Ten Year Unduplicated Headcount by Fall Term

Ten Year Unduplicated Headcount by Annual Year

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Highlights
The National Science Foundation awarded Northeast State a $190,000 grant to recruit high school students and prepare them for careers in cybersecurity.

The two-year project combines technical, entrepreneurial, and soft skills training to produce well-rounded professionals who can not only solve technological issues, but also work well with individuals and teams to identify and fix problems.

“Our goal is to help students become problem solvers who can research, document, and find cyber defense solutions,” said Allan Anderson, Associate Professor of Computer and Information Sciences of the Business Technologies Division. “In addition, we want to teach them how to communicate with end users and train them on best practices.”

Anderson is the project’s principal investigator and he is assisted by Dr. Carol Cole, co-principal investigator and professor of Management at the College.

“We’re attempting to weave all this training together so students have a combination of skills,” Cole said. “This way students are more marketable to employers and have a greater chance of success. The entrepreneurial and soft skills are great assets in any job.”

Demand for cybersecurity technicians is expected to be very high. According to the U.S. Bureau of Labor Statistics, employment of information security analysts is projected to grow 18 percent from 2014 to 2024, much faster than the average for all occupations. For those working in computer systems design and related services, employment is predicted to grow 36 percent.

Anderson said the project will combine skill sets by modifying existing courses, developing new courses, and bringing in industry experts as guest lecturers.

In addition, the project will also build on partnerships at local high schools with faculty visits to high school guidance counselors, teachers, and prospective students. The grant will also aid with sponsorships of high school career days and marketing efforts to highlight the need for cybersecurity professionals.

The College’s Computer and Information Sciences program offers a concentration in Information Assurance. This concentration focuses on topics in cybersecurity and digital forensics. Students learn how to fortify computer networks to half security breaches and how to recover digital data and evidence.
College’s outstanding student heads to Yale University

For Northeast State graduate, Victoria Hewlett, nothing seems beyond her reach.

Hewlett, the College’s 2016 outstanding student, is currently attending Yale University, capping an academic comeback that makes one think anything is possible with determination and support.

Hewlett, an Elizabethton native, dropped out of high school in 2011 and worked for minimum wage as a shift manager at Pizza Hut.
“It was really hard to imagine going back to school – kind of like a psychological box you get into when you’re away from the classroom and making minimum wage,” Hewlett said.

Still, she was drawn to academics, reading books about history, politics, and economics in her spare time. In 2013, she received her high school equivalency diploma and started looking for a college to attend. She said she considered a local university, but Northeast State was her ultimate choice.

“I choose Northeast State for a couple of reasons,” Hewlett said. “One, my brother attended Northeast State and he loved the school and I knew the people there really cared about him. That helped me to feel safe. Secondly, it was easier on me financially. With my financial aid, I could focus on school and wouldn’t have to work all the time.”

With the encouragement of faculty and staff, most notably Dr. Rick Merritt and Jane Honeycutt, Victoria said she quickly gained confidence, which gave her the courage to immerse herself in the college experience. “Being at Northeast State has been an incredible experience,” said Hewlett. “I feel like I’ve gone through a tremendous amount of personal growth since I’ve been here.”

Hewlett graduated from Northeast State as one of the College’s most successful and prolifically talented students.

During her time at Northeast State, she was a member of the College’s Alpha Iota Chi chapter of Phi Theta Kappa (PTK), Hewlett is an Honors student and a member of the President’s All-Academic Team. A double major in Sociology and Speech Communication, she served as the Tennessee regional vice president-east for Phi Theta Kappa. She was named a New Century Scholar for Tennessee by PTK in spring 2016. She was also an officer in Northeast State’s Student Government organization, the Council for Leadership, Advocacy, and Student Success (CLASS). Hewlett competed with the Northeast State Debate Team and was a member the Toastmaster’s Club.

Hewlett had planned on attending St. John’s College in New Mexico, but found out she had been accepted at Yale on May 11, the day after graduating from Northeast State. According to Hewlett, only 25 transfer students are accepted to Yale each year and only a handful of those are community college graduates. She plans to study within the Ethics, Politics, and Economics Program.
Northeast State spent a busy year in 2016 celebrating its 50th anniversary.

The celebration officially kicked off in January as the College unveiled a year-long calendar of events to mark the occasion.

The College announced a host of festivities planned through December 2016 that included concerts, fund-raising events, alumni gatherings, and a homecoming finale. Every month of the year sported at least one event and each of Northeast State’s campuses hosted an event in recognition of the college’s 50th anniversary.
Northeast State began in 1966 as a vocational school with two buildings, six programs, and 35 students. Since that time, the College has evolved into a comprehensive community college with five campuses and 150 programs, serving more than 7,500 students annually.


The school received its first accreditation in 1972 from the Southern Association of Colleges and Schools and in 1983 it officially became part of the State University and Community College System of Tennessee.

“The 50th anniversary gave us the opportunity to honor those who brought us here, celebrate our current accomplishments, and look forward to the future,” said current president Dr. Janice H. Gilliam. “The community has always been so supportive of the College and it was especially gratifying to have residents celebrate this milestone with us.”


Events included Back to the Classroom lectures by former faculty and staff; a concert by bluegrass legend Doyle Lawson, a fund-raising event at the Grace Meadows Farm in Washington County, a Country Music Television concert for veterans, an alumni golf tournament at the Glenrochie Country Club, a fund-raising concert by the Jeff Little Trio at the Paramount Center for the Arts, and a homecoming concert by the Grammy-nominated band, Fastball.

For more information about the 50th anniversary visit www.NortheastState.edu/50.
In June 2016, Northeast State was named a new Tennessee service provider for adult education services.

The College is one of eight service providers announced by the Tennessee Department of Labor and Workforce Development (TDLWD) to coordinate adult education programs in each of the state’s 95 counties today. Northeast State was awarded a $867,732 grant to oversee the delivery of the program.

Debbi Tabor, who oversaw Sullivan County Adult Education program, was named dean of Adult Education at the College.

Northeast State serves District 1 which includes Carter, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, and Washington counties.

According to College officials, District 1 has a population of more than 40,000 who might benefit from adult education services. Northeast State’s plan, developed from the input of current program providers, is to serve the adult learners who are deficient in basic skills and those who lack their high school diploma or equivalency.

Ultimately, the program will help adults to complete a high school education, transition to postsecondary education and training, and obtain employment.

Previously, Tennessee had 40 adult education service delivery areas, each with a separate entity overseeing the program in its respective part of the state.

On July 1, 2016 TDLWD restructured those service delivery areas into eight districts. During the fiscal year 2015-2016 the state of Tennessee paid $3.15 million in administrative costs associated with the adult education program. The realignment to eight districts will reduce those administrative costs by $2.1 million in fiscal year 2016-2017.
The Department plans to take the money once spent on overhead costs and nearly double the number of full-time instructors across the state, increasing the figure from 35 to 62 instructors.

With the new service contracts, providers in the eight districts will be able to offer full-time instructors a starting salary of $40,000. The current salary for a beginning adult education instructor is $28,809.
The Northeast State Community College Police Department is now the first community college police department in the state to be granted accreditation status by the Tennessee Law Enforcement Accreditation (TLEA) Program.

“Northeast State Community College is committed to providing the best services and educational experience possible to our students,” said John Edens, Chief of Police at Northeast State. “The Northeast State Community College Police Department, by meeting these accreditation standards set by the Tennessee Association of Chiefs of Police, has demonstrated our commitment to professionalism as we serve the Northeast State community.” To achieve accreditation with TLEA, an agency voluntarily submits to a process of enhancing the agency’s
professionalism and effectiveness utilizing more than 160 law enforcement standards and participating in a thorough on-site assessment. The standards address a variety of areas including organizational, operational, safety, and budget management practices.

Northeast State Police Department successfully accomplished TLEA accreditation by meeting criteria that measured the professionalism, organizational, and overall readiness in law enforcement policy and procedures. The program is intended to encourage cooperation, recognize professional standing, develop professional services and ensure public safety throughout the State of Tennessee.

Accreditation functions as a management tool establishing expectations of performance and procedures for an agency to follow. Accreditation provides a written guideline for management to operate the agency effectively, and productively aids in working relationships with other agencies and accountability to the citizens they serve.

“The standard of excellence that is met through this process is to be admired,” stated TACP President David Rausch. “We are proud to recognize the hard work of this department and its staff and their accomplishment to be the first state community college to receive the accreditation award.”

Northeast State began operating as a campus police department on July 1, 2005. Each Northeast State police officer is a sworn law enforcement officer with the duty and authority to enforce all applicable state laws including detention and arrest on any Northeast State campus. All received law enforcement training geared specifically for the college environment. Each Northeast State police officer must complete a minimum of 40 hours of annual in-service training in accordance with state law governing peace officer standards and training requirements.

The Tennessee Law Enforcement Accreditation Program is a voluntary program that recognizes the excellence and professional achievement in law enforcement agencies across the state of Tennessee.
Financial Summary
2015-2016

Liquidity Ratio
Total Current Assets, Net......................... $ 9,319,719.14
Total Current Liabilities.......................... 6,057,351.22

Operating Expenses - Natural Classification
Salaries and wages.................................. $ 22,162,972.18
Benefits.................................................. 7,453,826.73
Utilities, supplies, and other services........... 11,001,413.82
Scholarships and fellowships............................. 6,578,710.45
Depreciation expense.................................. 1,844,316.31
Total Operating Expenses.......................... 49,041,239.49

Total Revenues
Tuition and Fees........................................ $19,225,929.18
Auxiliary.................................................... 272,033.72
Operating Grants and Contracts.................. 2,551,474.56
Other Operating Revenues.......................... 359,681.44
State Appropriations............................... 14,743,762.50
Gifts......................................................... 205,748.05
Non-Operating Grants and Contracts.............. 6,118,113.41
Investment Income................................... 20,481.88
Capital Appropriations............................ 557,926.90
Capital Grants and Gifts........................... 109,872.68

Expenses
Instruction.............................................. $17,998,420.62
Public Service........................................... 308,836.71
Academic Support.................................... 4,443,452.09
Student Services..................................... 4,871,971.51
Institutional Support................................ 6,507,141.83
Physical Plant......................................... 6,488,389.97
Scholarships and Fellowships...................... 6,578,710.45
Depreciation Expense............................... 1,844,316.31
The college's ratio of current assets to current liabilities is 1.99:1 at June 30, 2016.
## 2015-16 Northeast State Grant Awards

<table>
<thead>
<tr>
<th>Awards</th>
<th>Funding Agency</th>
<th>Grant Award</th>
<th>Start/End Dates</th>
<th>Available 2015-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perkins IV Basic Grant</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$97,344.71</td>
<td>7/1/2015 - 6/30/2016</td>
<td>$97,344.71</td>
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<tr>
<td>Tennessee Achieves Summer Bridge</td>
<td>Tennessee Higher Education Commission (THEC)</td>
<td>$23,749.66</td>
<td>7/1/2015 - 8/30/2015</td>
<td>$23,749.66</td>
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<tr>
<td>TRIO Student Support Services</td>
<td>U.S. Department of Education (DOE)</td>
<td>$1,354,930.00</td>
<td>9/1/2015-8/31/2020</td>
<td>$270,986.00</td>
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<tr>
<td>TRIO Student Support Services- 3 % Increase</td>
<td>U.S. Department of Education (DOE)</td>
<td>$8,130.00</td>
<td>9/1/2016-8/31/2017</td>
<td>$0.00</td>
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<tr>
<td>Perkins Reserve Competitive Grant</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$45,000.00</td>
<td>7/1/2015-6/30/2016</td>
<td>$45,000.00</td>
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<tr>
<td>Workforce Investment Act (WIA) In-School Youth Grant</td>
<td>Alliance for Business and Training (AB&amp;T)</td>
<td>$79,812.46</td>
<td>7/1/2015-10/31/2015</td>
<td>$79,812.46</td>
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<td>Workforce Investment Act (WIA) Out of School youth Grant</td>
<td>Alliance for Business and Training (AB&amp;T)</td>
<td>$31,414.27</td>
<td>6/18/2015 - 9/30/2015</td>
<td>$31,414.27</td>
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<tr>
<td>Tennessee Promise - Keeping Our Promise</td>
<td>Tennessee Higher Education Commission (THEC)</td>
<td>$75,000.00</td>
<td>6/15/2015-8/31/2016</td>
<td>$75,000.00</td>
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<tr>
<td>Integrating Soft/Entrepreneurial Skills-Cybersecurity</td>
<td>National Science Foundation (NSF) - Advanced Technological Education (ATE)</td>
<td>$190,733.00</td>
<td>3/1/2016 - 2/28/2018</td>
<td>$95,366.50</td>
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<tr>
<td>Course Revitalization SPCH 1010</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$13,500.00</td>
<td>Fall 2015</td>
<td>$13,500.00</td>
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<tr>
<td>Veterans Reconnect</td>
<td>Tennessee Higher Education Commission (THEC)</td>
<td>$94,600.00</td>
<td>9/14/2015-12/31/2016</td>
<td>$94,600.00</td>
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<tr>
<td>Live and Achieve Success Initiative</td>
<td>NeSCC Foundation - Innovation Grant</td>
<td>$1,500.00</td>
<td>7/1/2015 - 6/30/2016</td>
<td>$1,500.00</td>
</tr>
<tr>
<td>College Coaching and Mentoring</td>
<td>NeSCC Foundation - Innovation Grant</td>
<td>$1,500.00</td>
<td>7/1/2015 - 6/30/2016</td>
<td>$1,500.00</td>
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<tr>
<td>iNortheast iPad Project</td>
<td>Appalachian Regional Commission</td>
<td>$100,000.00</td>
<td>8/1/2015 - 6/30/2016</td>
<td>$100,000.00</td>
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<td>Skilled Workers Get Jobs 2.0-Appalachian Impact (ABT-Partnership)</td>
<td>National Science Foundation (NSF) - Advanced Technological Education (ATE)</td>
<td>$58,493.49</td>
<td>3/1/2016 - 2/28/2018</td>
<td>$18,497.83</td>
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<td>Scale Up Revitalization Initiative (MATH 1530)</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$30,000.00</td>
<td>5/1/2016 - 01/1/2017</td>
<td>$0.00</td>
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<td>Adult Education</td>
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<td>$0.00</td>
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<td>Adult Education</td>
<td>Tennessee Department of Labor &amp; Workforce Development</td>
<td>$10,000.00</td>
<td>5/24/2016 - 6/30/2016</td>
<td>$10,000.00</td>
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<td>Regional Roadmap 2: Down the Road to a Healthier Appalachia</td>
<td>Tennessee Institute of Public Health (ETSU)</td>
<td>$2,500.00</td>
<td>6/1/2016 - 3/31/2017</td>
<td>$0.00</td>
</tr>
<tr>
<td>Live and Achieve Success Initiative</td>
<td>NeSCC Foundation Innovation</td>
<td>$5,000.00</td>
<td>7/1/2016 - 6/30/2017</td>
<td>$0.00</td>
</tr>
<tr>
<td>Tennessee Achieves Summer Bridge</td>
<td>Tennessee Higher Education Commission</td>
<td>$13,727.00</td>
<td>6/6/2016 - 6/24/2016</td>
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<td>Start/End Dates</td>
<td>Available 2015-2016</td>
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<td>&quot;ESI 2015-Dual Enrollment&quot; - One of 44 institutions selected; 100 students will have access to Pell Grant to pay for Career Academy classes.</td>
<td>U. S. Department of Education</td>
<td>$0.00</td>
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<td>EmPower Tennessee - We submitted a proposal for the award. It is dispersed as a loan that will be repaid with the savings resulting from improved campus lighting.</td>
<td>State of Tennessee</td>
<td>$474,200.00</td>
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<td><strong>TOTAL</strong></td>
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<td>NeSCC/Eastman ECD Grant</td>
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<td>Tennessee Board of Regents</td>
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**Continuing Awards**

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<th>Start/End Dates</th>
<th>Available 2015-2016</th>
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<td>National Space Grant College in Action Grant</td>
<td>National Aeronautics and Space Administration (NASA) Office of Education (OE)</td>
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<td>9/19/2014 - 9/18/2016</td>
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<td>Job, Ready, Willing and Able</td>
<td>Wal-Mart/American Association of Community Colleges</td>
<td>$150,000.00</td>
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<td>Southeastern Economic and Education Leadership Consortium (SEELC) - Consortium Lead-Pellissippi State Community College</td>
<td>U.S. Dept. of Labor (DOL) - Trade Adjustment Assistance Community College and Career Training (TAACCCT)</td>
<td>$1,863,419.00</td>
<td>10/1/2013 - 9/30/2017</td>
<td>$502,976.00</td>
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<td>Rx TN Healthcare Consortium Lead Roane State Community College</td>
<td>U.S. Dept. of Labor (DOL) - Trade Adjustment Assistance Community College and Career Training (TAACCCT)</td>
<td>$590,108.00</td>
<td>10/1/2012 - 9/30/2016</td>
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Foundation
Message from the Chair

Thank you to the board members, donors, faculty and staff who made 2016 another successful year for the Northeast State Community College Foundation. Our College has made great strides this year.

The Northeast State Foundation approved $100,000 in Title III funding for each of the next five years to assist the college with educational initiatives. These initiatives included support for alumni engagement, enhanced nurse practitioner services to the Northeast State Clinic, support Tennessee Consortium for International Studies (TnCIS) scholarships, and to aid students and faculty with technological support for students.

To date, the 2016 Because of You Campaign (BOYC), held in September 2016, raised more than $75,000 for scholarships and student programs. Nine participating teams, which included faculty, staff, and board members, raised more than $33,000 for designated scholarships, programs, and projects. The approved Title III funding also enabled the Foundation to increase funding for the BOYC engagement and expand matching dollars to participants to 20%.

This year the Foundation partnered to host Denim & Diamonds at Grace Meadow Farms to celebrate the opening of the Johnson City campus. Attendees enjoyed dinner, silent and live auction, and dancing. The $10,000 proceeds from event will help supplement our scholarship fund.

In May, we hosted the annual Derby event at the Foundation Event Facility in Bristol, TN. Donors dressed in their Derby best to watch the race live, while enjoying hat contests, food, music, and dancing. The increase in new attendants, increased awareness of the College in the community, while raising funding for student scholarships.

Now that TN Promise assists students directly graduating from high school, we worked with Sullivan and Washington counties to evolve our Educate & Grow program into one that helps focus on dual enrollment students.

Through our alumni efforts this year, we conducted a Golf Tournament, an Alumni Night at the Theater, and Homecoming concert as part of our 50th Anniversary celebration year. The events brought together faculty, staff, students, alumni, and the community to bring more awareness of the ability of Northeast State.

The accomplishments of this year are a result of the dedication of the board, faculty, staff and donors to help students to achieve their goals. I am looking forward to 2017!

Sincerely,

A. Lee Shillito,
Northeast State Foundation Chair, 2013-2016
Foundation Awards

Jennifer Starling
Dean of Enrollment Management,
Distinguished Administrative/Professional Staff Award Recipient

Jennifer has served as a positive leader and role model for NeSCC staff and students. She personally works with as many students as she can to ensure that the school is able to support student retention. She invests her time and energy in building up her staff/team. She has focused on training her staff and giving her team the tools to provide quality service to the students. Jennifer’s direct work with the students plus the team mentality that she instills in her staff has created a positive customer service environment for our students.*

Tempi Hale
Associate Professor of English,
Distinguished Faculty Member

Tempi Hale’s English classes are models of what student-centered learning should be. Rather than treating her students as passive test-takers, she respects them as learners who have much to contribute to the creative process. She designs assignments and class activities that inspire students to become lifelong learners and well-qualified employees.*

*Quotes are from nomination materials.
Dottie Corey
Personnel Assistant, Human Resources, Distinguished Support Staff Award Recipient

On numerous occasions, I have reached out to Dottie asking her assistance with contracts or overall HR questions. No matter what the situation, Dottie always responds within a timely manner, with professionalism, and a sincere eagerness to assist. Personally, I have asked myself how can Dottie always have such a positive attitude and always have a smile on her face. It’s then remember why: it’s who Dottie is - a person who genuinely loves her job, loves helping others, and more importantly, loves Northeast State.*

Victoria Hewlett
Outstanding Student Award Recipient

The College’s Outstanding Student Award for 2016 was presented to Victoria Hewlett of Elizabethton. A member of the College’s Alpha Iota Chi chapter of Phi Theta Kappa (PTK), Hewlett is an Honors student and a member of the President’s All-Academic Team. A double major in Sociology and Speech Communication, she served as the Tennessee regional vice president-east for Phi Theta Kappa. She was named a New Century Scholar for Tennessee by PTK in spring 2016. She was also an officer in Northeast State’s Student Government organization, the Council for Leadership, Advocacy, and Student Success (CLASS). Hewlett has competed with the Northeast State Debate Team and was a member the Toastmaster’s Club. She is currently attending Yale University.

*Quotes are from nomination materials.
Donald Coleman
Outstanding Alumni 2016

Donald Coleman, ’87, received the College’s Outstanding Alumni Award for 2016. Coleman earned his EMT-Paramedic certification from Northeast State in 1987. He went on to earn his bachelor’s and master’s degree from East Tennessee State University. During 20 years of service as a SWAT Team paramedic and reserve police officer, Coleman participated in more than 100 SWAT missions and complied more than 4,260 volunteer hours. Today, Coleman serves as assistant vice president of Academic Affairs and associate professor of Emergency Medical Technology at Northeast State.
Foundation Donors

President’s Trust Platinum
$1,000,000 - $4,999,999
City of Kingsport
Eastman Chemical Company
Sullivan County
Wellmont Heath Systems
Johnson City Development Authority (JCDA)

President’s Trust Gold
$500,000 - $999,999
Wayne Basler
NN, Inc.

President’s Trust Silver
$100,000 - $499,000
Aerojet
*Allen and Pauline Lindamood
*Boyd S. Ray
First Tennessee Bank, Foundation
Fred “Pal” Barger
G. Bruce Kidd
*Hugh and Georgia Hagan
J. Allen Hurley
K. Newton Raff
*Mary Louise Hall
Mountain States Health Alliance
Nuclear Fuel Services
Sprint United
Washington County

President’s Trust Bronze
$25,000 - $99,999
Erika Adams
AGC Flat Glass
BAE Systems
Bank of Tennessee
Bill Gatton Chevrolet
Bosch Braking Systems
Bristol Compressors
Buick Motor Division
Carol Ferguson, Northridge Properties
Charles and Patricia Green
Citizens Bank
Davis & Dottie Whitesides
Dennis and Mary Powell
Dontar
Duke and Nancy Okes
Eastman Credit Union
Louis Gump
Harris Foundation
Robert and Nancy Hart
Dr. Janice Hoots Gilliam
*John R. (Jack) King
Kingsport Publishing
Charles K. and Lily D. Marsh
Walter C. Marshall
Carolyn and Larry McCracken
North American Corporation
Miriam Seyelene Phillips
Mark Pollock
Mitch Cox Properties
Northeast State Scholars
Raytheon Company
Regions Bank
Rotary Club of the Tri-Cities
Tony and June Seaton
Siemens
John and Sandra Taylor
John Tickle
Joe Winbery
Woman’s Civic Club of Elizabethton

President’s Trust
$10,000 - $24,999
Accuforce Staffing Service
Altrusa International of Kingsport
American Society of Mechanical Engineers
Atmos Energy Corporation
Bank of America
Betty Johnson
Big John’s Closeouts
Bristol Tennessee Essential Services
Brook Services, LTD
Carol Kimberlin
Carolyn Broyles
C. H. Charlton
Charlie and Rayma Gibbs
CitiGroup
City of Johnson City
Earl B. Bolling Memorial Trust
Elizabethton Rotary Club
General Shale Brick
Grainger Foundation
Dr. Harmon L. Monroe and Mary H. Monroe Foundation
Hollander and Sandra Patrick
Holston Distributing Company
Home Federal Savings and Loan
Industrial Electronic Services, Inc.
Insurance Professionals of Kingsport
J. Louie Greene
J. A. Street & Associates
Jeff* and Claudia Byrd
Jerry Hammonds
Jim Kalogeros
John Franklin
Johnson City Lions Club
Laura Barnett
Lee Shillito
Dr. Leigh Hornsby
Lincoln Financial Group Foundation
Lincoln Memorial University
Linda and Kenneth Calvert
Lynn and Sandra Gardner
M. Marion Jones
Marilyn Whitaker
NE TEN Valley Regional Industrial Development Association
Niwongser Foundation
Northeast Phi Theta Kappa
Northeast State Faculty and Staff
Northeast Student Ambassadors
Patricia A. Chandler
Pearson Education
Peter & Sylvia Speropulos
Powell Construction Co. Inc.
Quality Care Ambulance Service
Quebecor Printing Corporation
R. Wade and Mary Powers
Reynolds Metals Company
SmithKline Beecham
Steven and Judy Buttolph
Stewart & Associates, Inc.
Sullivan County Foster Care

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Appalachian Community Federal Credit Union
Blackburn, Childers and Steagall
Bristol Motor Speedway
Brunst Family Charitable Foundation
Charlotte Parsons
Cindy Tauscher
Clyce Distributing
Connie G. Marshall
David E. Haga
Fred D. Lewis
Greene County Antique Farm and Auto Club
James Christopher Lefler
Jim Kelly
Kingsport Business and Professional Women’s Club
Linda Arnold
Lynn Anderson
Patsy S. Bowers
Robin L. Dice
Rotary Foundation of Johnson City
Tawana C. Teague
Terry and Betty Gillenwater
The Paty Company
Virginia L. Salmon

Sponsors
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Allan Anderson
Alpha Natural Resources
Alpha Sigma Lambda National Honor Society
Angela Kardos
Angela D. Shrum
Billy Benton
Birthplace of Country Music
Blue Ridge Color Coating
Bristol Herald Courier
Burton and Barbara Langleby Family Foundation
Catherine Ferro
Carl and Amy Crawford
Dr. Carol S. Cole
Charles E. Bloomer
Charles E. Osborne
Cruzita Lucero
Cynthia D. Norris
Cynthia Perry
Daniel Lynn Lawson
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Deborah W. Beverly
Debra R. Johnson
Denise Walker
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Ernie Morelock
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*Deceased*
Foundation
Financial Summary

Unaudited Statement of Net Assets - June 30, 2016

ASSETS

Cash and cash equivalents.......................... $1,201,327.90
Investments.................................................. 10,018,479.36
Contributions Receivable.............................. 502,475.40
Property and Equipment............................... 609,492.33
Other assets................................................... 32,441.03

LIABILITIES

Accounts payable........................................... $1,288.02
Total liabilities........................................... 1,288.02

Unaudited Statement of Activities - June 30, 2015

OPERATING REVENUES

Gifts and contributions............................... $399,723.11
Endowment income (per spending plan)............. 240,009.32
Sales and services of educational departments..... 4,184.64
Total Operating Revenues........................... 643,917.07

OPERATING EXPENSES

Utilities, supplies, and other services
including inkind........................................... $104,962.28
Scholarships and fellowships.......................... 330,700.95
Depreciation expense.................................... 13,671.64
Payments to/on behalf of Northeast State........... 209,149.55
Total Operating Expenses........................... 658,484.42
Operating income/(loss).............................. -14,567.35

NONOPERATING REVENUES/(EXPENSES)

Investment income....................................... $ -100,246.40
Capital grants and gifts................................. 235,461.60
Additions to Permanent Endowments............... 24,140.30
Total Nonoperating Revenues (Expenses)......... 159,355.50

NET ASSETS - BEGINNING OF YEAR................. $12,073,435.91
NET ASSETS - END OF YEAR............................ 12,362,928.00

Northeast State Foundation
Expenses

$330,700.95
$209,149.55
$83,273.99
$35,359.93

Fundraising
General Operations
Scholarships
College Initiative/Program Support
Northeast State Community College Foundation Board of Directors
for the year ending June 30, 2016

Executive Committee:
A. Lee Shillito, Chair
President, Triad Packaging Co
J. Allen Hurley, Vice-Chair & Investment Committee Chair
President, Vision, LLC.
Dwight Ferguson, Past Chair
Retired Executive
Lottie Ryans, Secretary
Century Link
Darla Scott, Treasurer & Finance Committee Chair
CFO/COO, Bank of Tennessee
Carol Ferguson, Scholarship Committee Chair
Northridge Properties Real Estate
Scott Greer, Audit Committee Chair
Citizens Bank
John Nagy, Property Committee Chair
Assurance Officer, NFS, Inc.
Peter Raber, Donor Giving Committee Chair
Aldebaran Financial, Inc.
Robert Arrington, Legal Advisor
Wilson Worley
Leigh Hornsby, Ex-Officio
Chief Advancement Officer, Northeast State Community College
Janice Gilliam, Ex-Officio
President, Northeast State Community College
Steve Campbell, Ex-Officio
Chief Financial Officer, Northeast State Community College

Tom Anderson
City of Bristol, TN
Robbie Atkinson
NN, Inc.
Richard Bales
Johnson City School System
Pal Barger
Pals, Inc.
Larry Barnett
BAE Systems
Wayne Basler
BC Realty
Jeff Bedard
Crown Laboratories

John Campbell
AccelNOW
Etta Clark
Eastman Chemical
Heidi Dulebohn
Pain Medicine Associates
Jeff Dykes
Johnson City Power Board
April Eads
BTES
William E. Edwards III
Mountain Commerce Bank
Mayor Dan Eldridge
Washington County Courthouse
Marvin Eichorn
Mountain States Health Alliance
Al Fatherree
Retired Executive
Terry Gillenwater
Gillenwater Chiropractic
Charles Green
Consultant
Richard Green
General Shale
John Hamnett
General Shale
Bob Hart
Retired Executive
Richard Holder
NN, Inc.
Paula Hurt
Bristol Chamber of Commerce
Jeff Jones
CitiGroup
Olan Jones
Eastman Credit Union
Lester Lattany
United Way of Washington County
Mitch Miller
Washington County Economic Development Council
Carl Moore
Moore Development & Investment Co.
Elliott Moore
Mountain States Health Alliance
Chad Nimrick
Bell Helicopter
Tim Odom
AAM Group
Tommy Olterman
Retired Executive
Jennifer Owen
Regions Bank
Jamie Parsons
Mountain States Health Alliance
Kathy Pierce
Northeast Tennessee Workforce Investment Board
Donald R. Raber
Aldebaran Financial, Inc.
Newton Raff
First Tennessee Bank Board of Directors
Susan Reid
First Tennessee Development District
Jeff Richardson
Brock Services
Karen Rowell
Rowell Consulting
Kelvin Smalley
Retired Executive
Parker Smith
Eastman Chemical
John Speropulos
Mitch Cox Realty
Melissa Steagall-Jones
Blackburn, Childers and Steagall
James Stewart
Who We Are Counts
Barbara Street
J. A. Street & Associates
Frank Waldo
Retired Executive
Clay Walker
Networks Sullivan Partnership
Hamlin Wilson
Wellmont Health Systems
Mayor Kelly Wolfe
Wolfe Development/Town of Jonesborough Mayor
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 Community College does not discriminate against students, employees or applicants for admission or employment on the basis of race, color, religion, creed, ethnic national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a covered veteran, genetic information or any other legally protected class with respect to all employment, programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Dr. Leigh Hornsby, Equity and Compliance Officer/Chief Advancement Officer / P.O. Box 246, Blountville, TN 37617-0246 / 423.354.5255 / complianceofficer@northeaststate.edu

Northeast State’s policy on nondiscrimination can be found at: http://cwis.northeaststate.edu/oie/policymanual/pol.asp?p=254.

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. Northeast State is an AA/EE Employer.
From Northeast State to Harvard

Beth Ross
Northeast State Graduate

423.323.3191 / www.NortheastState.edu

Smart Careers.