Values
Northeast State Community College embraces these three Values 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.

On the Cover:
Wellmont Regional Center for the Performing Arts (Top)
Holly Carter, Student (Bottom)
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.
An Open Letter to the Community

Dear Friends,

Thank you to our faculty, staff, students, business and community leaders for your continued support enabling Northeast State to be a wonderful place to learn, work, and succeed!

Northeast State is a premier learning-centered institution whose students and graduates are among the best-prepared individuals to meet current and emerging needs. The College strives to facilitate teaching, learning, service, and student success by providing innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services. As a result student enrollment continues to grow.

We are preparing to meet future enrollment increases by working with the members of the community to provide opportunities for scholarship and mentoring through the Tennessee Promise initiative. Northeast State is going into the community to work with area high schools to aid students and their families to complete the Tennessee Promise application process, giving the student the ability to pursue future education goals. In summary, our focus is on ACCESS, COMPLETION, and COMMUNITY.

Our faculty and staff serve as ambassadors for the College as they perform their daily tasks on and off campus. Each of you continues to focus on professionalism, while gaining knowledge and skills in your teaching discipline. Over 100 faculty and staff have participated in the President’s Leadership Institute, Targeted Leadership Development Program since 2010. The PTK-led development of the President’s Student Leadership Program and won an international award for their efforts, now starting its 3rd year!
While we strive to make it easier for students to access services, enroll, and apply for financial aid, we must maintain high standards in the classroom as we prepare students for work or for transfer to the university before entering the workforce. Faculty and staff efforts have led to the following results:

- We have one of the highest retention and graduation rates in the state with a job placement rate at 90 percent.
- The developmental students program, named Learning Support Services, was redesigned. This lab-based, mastery-based program is using state-of-the-art technology and tutoring support to enhance student performance and completion of development course work enabling students to progress through their chosen field of study.
- The Chronicle of Higher Education reported leading colleges across the nation in meeting the Complete College America agenda, and Northeast State was illustrated as the first in the state on completion, productivity, and efficiency in 2012.
- Our Bristol campus is making strides and is now home to the Entertainment Technology program.

With the anticipated growth from Tennessee Promise, expansion efforts of facilities will provide outstanding educational and economic opportunities for students and support economic growth in our region. These expansions endeavors include:

- The Emerging Technologies Complex is in design phase and groundbreaking is scheduled for the spring of 2015, to be completed in 2017. It will house Advanced Technologies and Business Technologies Programs. We will expand program offerings in the new space and provide options for high school dual enrollment.
- Plans for an amphitheater at the Blountville campus are in the design phase. The facility will be located between the Basler Library and the Wellmont Regional Center for the Performing Arts. Construction is planned for summer 2015.
- With the launching of the Entertainment Technology-Sound and Lighting technical certificate at the Bristol campus, plans are under way to create classroom and lab space for the program on the first and second floors of the 620 State Street facility.
- The Elizabethton campus is nearing completion of a project that will double classroom and lab space at the facility.
- The Regional Center of Advanced Manufacturing (RCAM) in Kingsport is in the planning stages of a proposed expansion which would bring additional lab and classroom space to the center.

We create a warm, welcoming, and compassionate learning environment for our students to build a successful future. Students wishing to continue their education, we have articulation agreements with several four year colleges, and all of the public universities through the Tennessee Transfer Pathways program. The Strategies for Teaching Excellence Program (STEP) focuses on helping students learn more effectively. Instructors utilize research-based instructional strategies to improve student learning and actively engage students in the learning process. These strategies assist students in setting, monitoring, and pursing learning goals; encourage them to take the initiative to find solutions to answers on their own; show them how to learn in a team environment, as required by the workplace; and help them to relate what they learned in the classroom to their life, career, and any new situation.

Serving as your community partner, we are an open-access, public, comprehensive community college that advances the lifelong educational development of the residents of the region and strengthens the economic and cultural aspects of the community. We invited you to review our Annual Report, visit our website, or give us a call.

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

New or Expanded Facilities
• Increased access to educational programs and services through the expanding the number of primary campuses as well as its teaching modalities
  • Bristol: The College expansion to the 1st and 2nd floors of the building
  • Elizabethton: The campus doubled space, increasing access to educational and public service programs at the location
  • Kingsport: The College secured a grant to build additional Regional Center for Advanced Manufacturing facility
  • Kingsport: The Regional Center for Advanced Manufacturing operations was expanded to include an external distiller laboratory
  • Johnson City: Completed phases one and two of the renovation project
• Increased access to student support services by relocating Student Affairs offices at the Blountville campus to one centralized and accessible location and moving the cashier to the same area near the main entrance of the campus
• Implemented the design phase of the new Emerging Technology Complex

Services/Programs/Schedules
• Implemented the Computer and Information Sciences/Information Assurance associate degree program
• Gained approval for new certificate programs to include Entertainment Technology – Sound and Lighting, and Entrepreneurship
• Expanded access to programs and services to the residents of Sullivan County and the City of Bristol as demonstrated through the opening of Northeast State at Bristol located at 620 State Street
• Increased by 4.6% enrollment in Internet/hybrid courses during academic year 2013-14, as compared to academic year 2012-13
• Increased dual enrollment by 8% during academic year 2013-14, as compared to academic year 2012-13
• Initiated development of an Innovative High School Model in partnership with Sullivan County Schools to be fully implemented fall 2015
• Supported access to higher education through the expansion of SAILS, a learning support program, in local high schools. Over 900 students within the region were served by SAILS. The SAILS program will allow students to transition to College without requiring math remediation
• Increased access to the Honors Program by offering additional sections at night for non-traditional students
• Designed three vocational/technical dual enrollment programs with specialized cohorts for veterans as well as single parents
• Promoted student success by offering one-stop student affairs days at the College’s primary campus and by incorporating Student Affairs 101 through the STEP initiative

Equipment
• Awarded a $1.86 million grant for the development and expansion of innovative training programs (Trade Adjustment Assistance Community College and Career Training Grant)
• Awarded over $800K Governor’s Equipment Grant
Goal 2:

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

Retention

• Promoted student success and enhanced the educational experience by implementing coaching services for first-time full-time freshmen

• Facilitated student success by offering numerous Student Information at your Finger Tips training sessions for the College’s front-line employees to improve customer service Implemented the design phase of the new Emerging Technology Complex

• Supported the goals of the Complete College Tennessee Act and 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 23 years)

• Promoted seamless transfers to four-year colleges and universities as documented by the fact that 35% University Parallel/General changed their area of emphasis from “general” to a specified area during 2013-14

Graduation

• Exceeded the mean score on the institution’s general education competency exam (Northeast State’s mean score was 443.4 as compared to the national average for similar colleges of 438.2. The college has met or exceeded the national average for community colleges for 12 of the last 14 years)

• Promoted student completions by signing reverse transfer agreements with East Tennessee State University, King University, and Tusculum College

• Implemented A2S Student Completion plan to promote student success and graduation

• Achieved 100% on the Tennessee Higher Education Commission Performance Funding Report (Northeast State has met or exceeded the average score for the 12 of the last 13 years)

Career and Personal Development

• Increased support to potential students through advanced preregistration career inquiries

• Initiated a campus-wide Behavioral Intervention Team and Safe Campus program

• Promoted the social/cultural aspects of the College through the implementation of intermural programs
Goal 3:

Provide quality programs and services that are recognized for excellence

Academic Programs
- Affirmed the quality of the Computer Science, Electrical, and Industrial Technology degree programs as demonstrated by the initial accreditation of the programs by the Association of Technology, Management, and Applied Engineering accrediting body
- Achieved a 94.2% job placement rate for applicable associated of applied science and certificate programs
- Attained or exceeded all specified program standards for the Associate of Arts, Associate of Science, and the Professional Studies Associate of Applied Science degree programs as determined by external academic auditors
- Demonstrated the quality of Northeast State’s Cardiovascular Technology Associate of Applied Science degree by meeting its previous score on the program’s major field test
- Gained approval to offer 50 percent or more of the University Parallel Associate of Arts and Associate of Science programs at Northeast State at Johnson City
- Implemented DACUMs for numerous academic programs in order to ensure the curricula were aligned with the needs of local businesses and industries

Services/Organizational Effectiveness
- Completed Human Resources reorganization as part of the organizational plan, and redesigned structure of the Foundation Office for sustainability and to meet recommendations in the TBR Outcomes assessment plan.
- Implemented a new administrative/non-academic unit self-study and assessment process to facilitate the institutional effectiveness process
- Developed the Student Needs Project Consortium that promotes access to campus and community resources to support the retention, health, welfare, and needs of students outside the classroom. This once pilot project has been institutionalized and is now administered by the Scholarship Office
Goal 4:

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

Grants and Development

- Awarded a $150,000 Walmart Foundation grant in support of the Job Ready, Willing and Able initiative
- Increased student support capacity through the 2013 Because of You Campaign, which raised more than $210,000 to fund scholarships for students through the Northeast State Foundation

Administration, Facilities & Operations

- Improved campus safety procedures by placing emergency preparedness procedures in all classrooms and other selected areas and severe weather safe area signs in designated areas around all campus sites
- Increased efficiency and accountability through the implementation of the SciQuest E-Procurement system
- Implemented Microsoft SharePoint Platform for the purpose of delivering online business processes
- Implemented Phase I of the salary study
- Implemented an electronic hiring process using PeopleAdmin to streamline Human Resources processes
- Initiated the accreditation process through the Tennessee Law Enforcement Accreditation Program for the College’s Police Department. The attainment of accreditation will insure best practices are implemented as the department continues to serve students, staff, faculty, and visitors to the college
Charts & Graphs:

Graphs illustrating number of graduates, headcounts, retention rates, and graduation rates
College, Bell Helicopter announce educational collaboration

Northeast State Community College (NeSCC) and Bell Helicopter Piney Flats announced an educational collaboration to develop the next generation of aircraft technicians and aviation professionals.

Bell Helicopter Piney Flats training instructors will act in an advisory capacity to NeSCC regarding aviation-related course content. In addition, members of the Bell Helicopter Piney Flats team will serve on the curriculum steering committee to assist the college in the development of an aviation-specific curriculum to provide the foundational skills for the next generation of aviation professionals.

The collaboration is the foundation of a long-term strategy to promote advanced technical training throughout the region. The College envisions this trained workforce will allow area employers to recruit from the local talent pool rather than seeking prospective employees through national staffing agencies.

The program is designed to create craftsmen with the foundational mechanical and electrical skills required in the aviation, automotive maintenance/repair, HVAC, industrial electricity and electronics industries, among others.

“Our goal is to promote aviation and aerospace education,” said Dr. Janice Gilliam, President of Northeast State. “However, the curriculum provides limitless opportunities for Tennessee and the region. This program fits within Gov. Bill Haslam’s Drive to 55 and Tennessee Promise initiatives to increase the number of Tennesseans with two-year and four-year degrees as well as technical certificates.”

Core classes begin in the fall of 2014 with specific aviation courses offered in the spring of 2015.

The Bell Helicopter/Northeast State aviation-related program is the first objective of a regional aviation initiative and steering team founded in mid-2013.

The mission of the Aviation Initiative is to promote workforce development by fostering the advancement of aviation-related skills and knowledge through collaboration of local academic institutions, civic leaders, government officials, corporations, communities, and aviation advocates.

Additional objectives will be to develop a flight school and a four-year aviation curriculum. Project partners include East Tennessee State University and the Tennessee College of Applied Technology – Elizabethton. Partnerships are to be established with area K-12+ school systems to promote aviation careers, and local and state economic development resources to attract aviation/aerospace industries.
Curtain Rises on Entertainment Technology

Northeast State’s Business Technologies Division announced the addition of a technical certificate program in Entertainment Technology – Sound and Lighting. The 24 credit hour program started in fall 2014.

Courses for the Entertainment Technology certificate program are offered at the College’s Bristol teaching site, 620 State Street, Level 3.

The certificate is designed to provide students with the basic knowledge and real-world applications for sound and lighting production. This includes small business management, live sound, recording engineering, concert lighting, electronic/digital music, equipment maintenance, and basic concepts of computer operations.
Typical job opportunities include those related to lighting system production for events and concerts, and setting up audio systems for event, concert, and recording productions. The U.S. Bureau of Labor Statistics projects employment for these types of technicians will grow about 9 percent over the next 10 years.

Courses scheduled for fall include Computer Applications (INFS 1010), Introduction to Entertainment (ENT 1100), Recording Engineering I (ENT 1300), and Small Business Management (BUSN 1340).

Jeff Little, a noted musician and educator, is department head of the program. A professional musician since the age of 14, Little is conversant with traditional old-time country, bluegrass, rockabilly, and blues. He often plays shows with his band, The Jeff Little Trio. His performances include National Public Radio, PBS, The Smithsonian Institution, Merlefest, and the American Folk Festival.

Little also worked in Nashville for many years as a well-established musician and manager. He has worked with several national artists including Keith Urban, Montgomery Gentry, and John Michael Montgomery.

In 2004, Jeff and his family returned to the Blue Ridge where he was director of the Music Industry Program at Guilford Technical Community College in Jamestown, N.C., until taking the Northeast State position.

“We truly want to bring in real-world applications. Not only do we want students to know their area of expertise like lighting or sound, but also give them broad-based knowledge of how all these entities work together,” Little said. “This is so they can make the best decisions they can while working on their artistic and technical skills.”
In May, Tennessee Gov. Bill Haslam signed the “Tennessee Promise” into law.

The historic proposal, which was approved overwhelmingly by the General Assembly, commits to providing two years of community college or a college of applied technology (TCAT) absolutely free of tuition and fees to graduating high school seniors on a continuing basis.

“Through the Tennessee Promise, we are fighting the rising cost of higher education, and we are raising our expectations as a state,” Haslam said. “We are committed to making a clear statement to families that education beyond high school is a priority in the state of Tennessee.

“This is a bold promise. It is a promise that speaks volumes to current and prospective employers, and it is a promise that will make a real difference for generations of Tennesseans.”

Participating students must: graduate from high school; agree to work with a mentor; complete eight hours of community service; and maintain a 2.0 GPA during their two years at a community college or TCAT.

After graduating from a community college, if students choose to attend a four-year school, the state’s Transfer Pathways program makes it possible for those students to start as a junior. By getting their first two years free, the cost of a four-year degree would be cut in half.

The Tennessee Promise is not funded through taxpayer dollars. Excess lottery reserve funds are being used to create an endowment to strategically redirect existing resources and to keep the program sustainable over time.

The Tennessee Promise is part of Haslam’s “Drive to 55” initiative aimed at increasing the number of
Tennesseans with a certificate or degree beyond high school. In 11 years, 55 percent of Tennesseans will need a certificate or degree to get a job, but today, only 32 percent of Tennesseans qualify.

Two years ago, Haslam convened post-secondary education leaders from across the state along with statewide business organizations at the Tennessee Residence to discuss the importance of a comprehensive and coordinated focus on the issues of affordability, the quality of our Tennessee colleges, universities and technology centers, and how to do a better job of matching the skills state institutions are teaching with the needs of employers.

He followed that meeting with a series of seven roundtables around the state with employers and educators to discuss how to better link post-secondary education to high-quality jobs.

A concentrated focus on post-secondary education issues resulted in the governor’s Drive to 55 initiatives that he has introduced over the past year, including the Tennessee Promise.
Renovation of the Northeast State at Johnson City complex took a major step forward as College and state officials green-lighted construction work to begin by the project’s contractor.

Rainey Contracting, a Johnson City-based company, was given notice to proceed with phase three building renovations to the College’s Johnson City campus. The project is a $1.6 million, approximately 38,000 square-foot renovation.
The contract calls for a 212-day construction period which ends on March 20, 2015. The project involves the Tennessee Board of Regents, Shaw and Shanks Architects, Rainey Contracting, and Northeast State.

The project’s first phase repaired the building’s parking garage area and renewal of the building’s courtyard area. Formerly the Washington County Justice Center, several former courtrooms have been designated for classrooms, multipurpose event rooms, and a debate center for Speech and Mass Communications classes.

Phase two involved replacement of the heating, ventilation, and air conditioning (HVAC) system through the conditioned space of the building. S.B. White Company installed two boilers as part of the replacement for the HVAC system to serve classroom and administrative space in the facility. The HVAC system was funded in part by a Clean Tennessee Energy Grant. The grant program funded a number of projects designed to reduce air emissions, improve energy efficiency and create cost savings across the state.

Phase 3 of the facility’s renovation, classrooms space, science laboratories, computer labs, a learning resource center, and administrative office space. The College will also staff the site with personnel from the offices Financial Aid, Business Office, Student Support Services, and tutoring services to assist students.

The building is located at 101 E. Market St. in downtown Johnson City.
Northeast State lands $1.86 million Dept. of Labor grant

The U.S. Department of Labor awarded Northeast State Community College a $1.86 million grant for the development and expansion of innovative training programs in partnership with local employers.

The grant is part of the Trade Adjustment Assistance Community College and Career Training grant program, a multiyear, nearly $2 billion initiative to expand targeted training programs for unemployed workers, especially those impacted by foreign trade.

“We are extremely pleased to be part of this highly competitive federal grant,” said Dr. Janice Gilliam, president of Northeast State. “The funds will be used for Northeast State faculty and staff, equipment, supplies, professional development, and other costs as related to welding, machining and manufacturing education.”

Northeast State submitted the grant as part of the Southeastern Economic and Education Leadership Consortium (SEELC), which includes five other community colleges in the Southeast: Pellissippi State Community College, Palm Beach State College and Polk State College in Florida, and Randolph Community College and Vance-Granville Community College in North Carolina.

The consortium received a total of $12.7 million for use in advanced manufacturing projects.

The consortium integrates a regional economic, workforce development, and education partnership approach to improving the skills and employment of individuals.

The colleges have been specifically chosen to represent economic and demographic location diversity, and all reside in states whose governors and community leaders are working together to further economic and workforce systems change.
The latest round of funding seeks to foster deeper partnerships between community colleges, employers and other community partners. Strong partnerships and work-based training will help ensure that curricula and training are aligned with the practical skills and competencies industries seek from workers.

According to the Labor Department, grantees will use these funds to transform the way they schedule, sequence and deliver education and training programs that can be completed in two years or less.

A variety of activities will be made possible, including: hiring or training instructors to expand capacity to offer in-demand courses or certifications, leveraging online learning to accelerate skills attainment, developing new curricula and training models to add additional classes and certifications, purchasing new equipment to ensure students train on what employers actually use, designing new programs based on the input and needs of local employers, and expanding career pathways in which stackable credentials are linked to industry skills and lead participants to higher-skill jobs.
Financial Summary
2013-2014

Liquidity Ratio
Total Current Assets, Net.......................... $ 13,642,865.89
Total Current Liabilities.............................. 7,066,814.36

Operating Expenses - Natural Classification
Salaries and wages.................................... $ 19,273,552.76
Benefits............................................................ 7,815,230.12
Utilities, supplies, and other services............ 8,796,178.43
Scholarships and fellowships........................ 6,750,738.09
Depreciation expense..................................... 2,218,198.78
Total Operating Expenses........................... 44,853,898.18

Total Revenues
Net Tuition and Fees................................... $ 8,215,483.46
Auxiliary............................................................ 231,849.23
Operating Grants and Contracts.................... 2,580,964.65
Other Operating Revenues.......................... 410,900.57
State Appropriations................................. 13,791,961.00
Gifts................................................................. 30,927.89
Non-Operating Grants and Contracts............. 15,871,712.31
Investment Income......................................... 18,386.09
Capital Appropriations............................... 3,101.77
Capital Grants and Gifts............................. 736,466.72

Expenses
Instruction.................................................. $16,278,398.92
Public Service.............................................. 217,593.49
Academic Support........................................ 3,825,959.95
Student Services......................................... 5,195,335.75
Institutional Support.................................... 5,159,868.45
Physical Plant.............................................. 5,207,804.75
Scholarships and Fellowships.................... 6,750,738.09
Depreciation Expense................................... 2,218,198.78
Operating Expenses
Natural Classification

- Salaries and wages: 43%
- Benefits: 17%
- Utilities, supplies, and other services: 15%
- Scholarships and fellowships: 15%
- Depreciation expense: 7%

Total Revenue

- Net Tuition and Fees: 38%
- Auxiliary: 20%
- Operating Grants and Contracts: 6%
- Other Operating Revenues: 33%
- State Appropriations: 0%
- Gifts: 0%
- Non-Operating Grants and Contracts: 6%
- Investment Income: 0%
- Capital Appropriations: 1%
- Capital Grants and Gifts: 1%

Expenses: Functional Classification

- Instruction: 36%
- Public Service: 5%
- Academic Support: 12%
- Student Services: 12%
- Institutional Support: 11%
- Physical Plant: 9%
- Scholarships and Fellowships: <1%
- Depreciation Expense: <1%

Liquidity Ratio

- Total Current Liabilities: 34%
- Total Current Assets, Net: 66%

The college’s ratio of current assets to current liabilities is 1.93:1 at June 30, 2013
## 2013-14 Northeast State
Grant Awards

<table>
<thead>
<tr>
<th>Awards</th>
<th>Funding Agency</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perkins IV Basic Grant</td>
<td>Tennessee Board of Regents</td>
<td>$105,724.00</td>
</tr>
<tr>
<td>U. S. Department of Education (DOE) Student Support Services/TRIO</td>
<td>U. S. Department of Education (DOE)</td>
<td>2010-2015 Year 1: $279,655.00 Year 2: $270,986.00 Year 3: $256,813.00 Year 4: $256,813.00</td>
</tr>
<tr>
<td>(5 year award)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GEAR UP – Johnson County</td>
<td>U. S. Department of Education (DOE)</td>
<td>$5,225.00</td>
</tr>
<tr>
<td>Clean Tennessee Energy Grant Program (November 5, 2012)</td>
<td>TN Dept. of Energy and Conservation</td>
<td>$180,000.00</td>
</tr>
<tr>
<td>Workforce Investment Act (WIA)</td>
<td>Alliance for Business and Training</td>
<td>$109,878.33</td>
</tr>
<tr>
<td>RX Tennessee HealthCare</td>
<td>U.S. Dept. of Labor</td>
<td>$590,108.00</td>
</tr>
<tr>
<td>NACCE – Sam’s Club Shared Vision for Small Businesses</td>
<td>National Assoc. of Community College Entrepreneurship/Sam’s Club</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>TBR Governor’s Competitive Grant for Workforce Development Funding</td>
<td>Tennessee Board of Regents</td>
<td>$843,000.00</td>
</tr>
<tr>
<td>Advanced Manufacturing Mobile Instructional Unit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access and Diversity (A&amp;D) Initiative Grants</td>
<td>TBR (Tennessee Board of Regents)</td>
<td>$29,530.00</td>
</tr>
<tr>
<td>Access and Diversity – Student Needs Project</td>
<td>TBR (Tennessee Board of Regents)</td>
<td>$33,200.00</td>
</tr>
<tr>
<td>Specialized Training to Tutors</td>
<td>NeSCC Foundation Innovation Grant</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Lumina Grant/Inside Track</td>
<td>Lumina Foundation/TBR</td>
<td>$150,000.00</td>
</tr>
<tr>
<td>Course Revitalization</td>
<td>TBR (Tennessee Board of Regents)</td>
<td>$13,500.00</td>
</tr>
<tr>
<td>Mentor Connect Technical Assistance and Mentoring Support</td>
<td>National Science Foundation</td>
<td>Technical Assistance</td>
</tr>
<tr>
<td>Jobs Ready, Willing and Able.</td>
<td>Wal-Mart Foundation</td>
<td>$150,000.00</td>
</tr>
<tr>
<td>Student Engagement, Retention, and Success Initiative – SSS “Promising Futures”</td>
<td>TBR (Tennessee Board of Regents)</td>
<td>$18,168.00- SSS</td>
</tr>
<tr>
<td>Campus Transitions - Northeast State Foundation Grant</td>
<td>NeSCC Foundation Innovation Grant</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>TAACCCT Grant Preparation</td>
<td>Appalachian Regional Commission</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>CashCourse® Reimbursement Program</td>
<td>CashCourse</td>
<td>$600.00</td>
</tr>
<tr>
<td>Advanced Manufacturing Mobile Instructional Unit</td>
<td>US Department of Agriculture – Rural Business Enterprise Grants (RBEG) Program</td>
<td>$36,750.00</td>
</tr>
</tbody>
</table>
Foundation
Message from the Chair

Thank you to the board members, donors, faculty, and staff who made 2013-2014 another successful year for the Northeast State Community College Foundation. It is with great pleasure that I share the year’s accomplishments, and continue my service as Chair of the Foundation to support Northeast State.

Throughout the year the Foundation works toward raising funding for annual and endowed scholarships. The Because of You Campaign, combined with annual campaign efforts, raised more than $210,000 in 2013, enabling the College to fund student scholarships and club endeavors for the betterment of our students. New contributions raised $27,773 through 110 donors. The endowment continues to grow with it currently valued at $8,684,080.

In May, the Foundation hosted the annual Derby event at the Foundation Event Facility in Bristol, TN. Donors of the event dressed in their Derby best watched the live race, while also enjoying a silent auction, food, music, and dancing. The increased attendance of more than 200 guests increased awareness of Northeast State in the community, while raising funds for student scholarships.

The Educate and Grow Scholarship Program, which began in fall 2001, continues to provide financial resources to students. More than $260,000 was provided by local governments and businesses for students during the fall 2013 and spring 2014 semesters.

Alumni Affairs reached out to the alumni by inviting them to campus to enjoy the fall and spring theater productions performed by our talented students. The office continues to move forward with creating an alumni program with a full-time person in the position to manage events and serve our alumni population.

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. To continue to aid our students, we must continue to build on our past success.

Sincerely,

A. Lee Shillito,
Northeast State Foundation Chair, 2013-2014
Pat Chandler
Coordinator of Veterans Affairs and Assistant to the Dean of Admissions and Records
Distinguished Administrative/Professional Staff Award Recipient

I have had the pleasure of working with Patty for the past 17 plus years. She is truly passionate, caring and student-centered. To highlight a few of her countless abilities/qualities: graduate, historian of the College, counselor, mentor, listener, workaholic, friend, advocate and advisor. Just about everyone knows Patty’s friendly, warm smile. She knows no strangers, only potential success stories. I’ve seen graduates or students that she has assisted along the way come back some 5-10 years later, thanking her for all she has done to change their lives. She welcomes them, fights for them, and forms a bond with them that no one can take away. I will never forget what she has done for our students, staff, and faculty. The contributions she has made over the many wonderful years she has been here should never go unnoticed or under appreciated. Patty is Northeast State!*

Dr. Brent Lockhart
Associate Professor of Biology, Distinguished Faculty Member

Dr. Brent Lockhart is an outstanding person in every respect. His enthusiasm and energy is contagious, which gives his students a very positive view of the courses he teaches - his students consider him to be one of the best teachers that they have ever had. He suggests how students can learn so that they make better grades, and his emphasis is on the learning, not just the higher grades which result. He always makes sure that the students understand the difficult concepts before he moves on. He is always available to help, and he has instituted group study sessions for the students, which is a very large asset for the difficult biology courses. He is an inspiring and innovative lecturer who knows his subject completely and he is able to insure that the students understand complex biological concepts. This is apparent by the way his students rate him - always at the top.*

*Quotes are from nomination materials.
Michael Collins
Computer User Support, Computer Technician, Distinguished Support Staff Award Recipient

Mike Collins is my go-to guy any time I have an issue with any technology, whether it be hardware or software issues. I can always rely on him to get back to me in a timely manner and I know that he will fix my problem. He is very knowledgeable in the technology area and I can always count on him to lead me in the right direction. He also takes the time to show me how to check/fix some issues on my own so that I can get right back to work. Mike also always exhibits a positive attitude and is a joy to work with. He absolutely deserves to be recognized for his hard work and dedication to this College and its employees.*

Nikki Sumner
Outstanding Student Award Recipient

Nikki earned several major honors in 2014 including the Coca-Cola Silver Scholar Award, which earned her a $1,250 scholarship. The scholarship was sponsored by The Coca-Cola Foundation, Coca-Cola Scholars Foundation, Phi Theta Kappa, and the American Association of Community Colleges. In addition, Nikki was named to the All-Tennessee Academic Team. The All-Tennessee Academic Team is comprised of students nominated by their colleges to be considered for the All-USA Academic Team, sponsored by USA Today and Phi Theta Kappa International Honor Society. Sumner is a nursing major and now attends East Tennessee State University. Her career goal is to work as an operating room registered nurse and eventually become a physician’s assistant. She was secretary/treasurer for the Alpha Iota Chi Chapter of Phi Theta Kappa; the administrative liaison for the Council for Leadership, Advocacy, and Student Success; secretary of the Green’s Club; a member of the Northeast State President’s Student Advisory Council; and a member of the Scholars Foundation.

*Quotes are from nomination materials.
Carson Waugh
Outstanding Alumni 2014

Born and raised in Johnson City, Tennessee, Carson has been continually inspired by a supportive family and several influential educators. As a student at Northeast State, Carson was an active member in theater and studied in the broadcasting program, both of which played major roles in his current career pursuit as a filmmaker. After transferring to East Tennessee State University, Carson joined the ETSU chorale, pursued a minor in the Bluegrass program, and graduated with a Bachelor’s degree in Psychology. He went on to serve locally as a child and family counselor before deciding to pursue his passion for motion picture and sound, and establishing his production company - Off The Waugh Productions - in 2010. In addition to producing a number of commercials for his alma mater, Northeast State, Carson has also worked on projects in the national marketplace, and has had footage in a film which aired all over the world in 2012. Carson’s continued life ambition is to be a storyteller, illustrating the importance of community, and striving to promote philanthropy at every turn.
## 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

### President’s Trust Gold

* $500,000 - $999,999
  - Wayne Basler

### President’s Trust Silver

* $100,000 - $499,000
  - Aerojet
  - *Allen and Pauline Lindamood
  - *Boyd S. Ray
  - Fred “Pal” Barger
  - *Hugh and Georgia Hagan
  - K. Newton Raff
  - Mountain States Health Alliance
  - Sprint United
  - Washington County

### President’s Trust Bronze

* $25,000 - $99,999
  - Erika Adams
  - AGC Flat Glass
  - BAE Systems
  - Bill Gatton Chevrolet
  - Bosch Braking Systems
  - Bristol Compressors
  - Buick Motor Division
  - Carol Ferguson, Northridge Properties
  - Charles and Patricia Green
  - Citizens Bank
  - Dennis and Mary Powell
  - Domtar
  - Duke and Nancy Okes
  - First Tennessee Bank
  - Louis Gump
  - Harris Foundation
  - Robert and Nancy Hart
  - J. Allen Hurley
  - Dr. Janice Hoots Gilliam
  - John R. (Jack) King
  - Kingsport Publishing
  - Charles K. and Lily D. Marsh
  - Walter C. Marshall
  - Carolyn and Larry McCracken
  - NN, Inc.
  - North American Corporation

### President’s Trust

* $10,000 - $24,999
  - Accuforce Staffing Service
  - Altura International of Kingsport
  - American Society of Mechanical Engineers
  - Atmos Energy Corporation
  - Bank of America
  - Bank of Tennessee
  - Betty Johnson
  - Bristol Tennessee Essential Services
  - Carol Kimberlin
  - Carolyn Broyles
  - C. H. Charlton
  - CitiGroup
  - City of Johnson City
  - Davis & Dottie Whitesides
  - Earl B. Bolling Memorial Trust
  - Eastman Credit Union
  - Elizabethton Rotary Club
  - General Shale Brick
  - Grainger Foundation
  - Holland and Sandra Patrick
  - Holston Distributing Company
  - Home Federal Savings and Loan
  - Industrial Electronic Services, Inc.
  - J. Louie Greene
  - *Jeff Byrd and Claudia Byrd
  - Jerry Hammonds
  - Jim Kalogeros
  - John Franklin
  - Johnson City Lions Club
  - Laura Barnett
  - Lincoln Financial Group Foundation
  - Lincoln Memorial University
  - Lynn and Sandra Gardner
  - M. Marion Jones
  - Marilyn Whittaker
  - Mitch Cox Properties
  - Barbara Cox
  - NE TN Valley Regional Industrial Dev. Association
  - Niswonger Foundation
  - Northeast Phi Theta Kappa
  - Northeast State Faculty and Staff
  - Nuclear Fuel Services
  - Miriam Seyelene Phillips
  - Mark Pollock
  - Raytheon Company
  - Regions Bank
  - Rotary Club of the Tri-Cities
  - Tony Seaton
  - June Seaton
  - Siemens
  - John and Sandra Taylor
  - John Tickle
  - Joe Wimberly
  - Woman’s Civic Club of Elizabethton

### Patrons

* $5,000 - $9,999
  - A.O. Smith
  - Big John’s Closeouts
  - Blackburn, Childers and Steagall
  - Bristol Motor Speedway
  - Cindy Tauscher
  - Clyce Distributing
  - Insurance Professionals of Kingsport
  - J. A. Street & Associates
  - Dr. James C. Lefler
  - Jim Kelly
  - Kingsport Business and Professional Women’s Club
  - Linda Arnold
  - Linda and Kenneth Calvert
  - Robin L. Dice
  - Rotary Foundation of Johnson City
  - Terry and Betty Gillenwater
  - The Paty Company

### Sponsors

* $1,000 - $4,999
  - Albert Lee Fatherree
  - Allan Anderson
  - Alpha Sigma Lambda National Honor Society
  - Angela Kardos
  - Billy Benton
  - Blue Ridge Color Coating
  - Carl & Amy Crawford
  - Dr. Carol Cole
  - Charles E. Bloomer
  - Charles E. Osborne
Foundation Donors (continued)

Connie G. Marshall
Cruzita Lucero
Cynthia D. Norris
Daniel Lynn Lawson
David E. Cook
Deborah W. Beverly
Debra R. Johnson
Denise Walker
Don Coleman
Downtown Kingsport Association
Ernie Morelock
First District Dental Society
Fred Cope
Fred D. Lewis
Gary E. Lee
Gerri S. Brockwell
Glenna K. Parker
Greene County Antique Farm and Auto Club
Greg Walters
Mr. and Mrs. Hilliard Smithers
Holston Ruritan
James H. Brooks
James P. Cleveland
James A. Henrichs
James R. Henson
Jeff McCord
Jennifer Starling
John G. Campbell
Johnson City Medical Center
Johnson City Press
Jon Harr
Josie Smith
Joyce M. Britz
Katherine C. Hall
Kathy D. Coleman
Kathy Jo Yates
Kingsport Chamber of Commerce Foundation
Kurt Kominek
Lafe & Heather Cook
Laurie M. Bollman
Linda Hamilton
Linda Lahr
Lottie Ryans
Dr. Louise Dickson
Lynn Anderson
Maggie R. Flint
Mahmood A. Sabri
Malissa Brown Trent
Margaret C. Lester
Marsha Hilbert Elam
Megan Leigh Davidson
Melessia D. Webb
Misty Carriger
Nancy Forrester
Dr. Pashia H. Hogan
Patsy S. Bowers
Rickey J. Ray
Robert Arrington
Robert Carpenter
Robin L. Byrne
Rock Baty
Roy Adams
S. Maria Floresguerra
Steven R. Campbell
Sue Robertson
Susana Maria Floresguerra
Tawana C. Teague
Thomas D. Wilson
Victoria M. Houser
Virginia Gail Puckett
Virginia L. Salmon
Wendell D. Lowe
William R. Wilson
Xiaoping Wang

Friends
$100 - $999

Amanda C. Adams
Angela D. Shrum
Anthony W. Adams
Barbara Brown
Barnes and Noble
Billie J. Sweeney
Brenda Griggs
Candie G. Escano
Carol Lyon
Charles G. Dykes
Cheryl Smith
Chris Hitechew
Dr. Christal Hensley
Cindy Christian
Cindy Phillips
Connie L. Colgrove
Dan H. Perry
Dana G. Bacon
David A. Hite
Dr. David Maldon
Dawn Dabney
Delores Campbell
Elaine Boone
Elizabeth McKnight Sloan
Jeffrey D. Grindstaff
Jessica Bowers
Jessica Kelso Munal
Joan F. Willis
John Delozier
John L. Davison
Johnson City Power Squadron
Joshua A. Johnson
Judy Jackson
Karen France
Karen H. Rowell
Karen L. Nunan
Kathryn R. Albright
Kathy Thacker
Kearney Collier
Kenneth Collins
Lawrence Wayne Loving
Mark Snapp
Marquita Tittle
Mayor Steve Godsey
Mike Aulick
Mitzi Mullins-Daniel
Patricia D. Haynes
Raylene Steward
Rick Black
Rita W. Lay
Robert Overcast
Roberta Daguer
Robin Matthews
Shane T. Lewis
Sharon Mason
Sharon Riddle
Sherman L. Patrick
Sherry L. Mott
Tamara M. Baxter
Tammy D. Bartlett
Thomas B. Wallace III
Vince Turner
Wilson Worley Moore Gamble & Stout PC

*Deceased
Unaudited Statement of Net Assets, June 30, 2014

ASSETS
Cash and cash equivalents.................................$ 1,470,566.51
Short-term investments.................................... 5,510,391.02
Investments....................................................... 4,049,286.86
Pledges receivable.............................................. 96,301.56
Other receivable.................................................. 2,997.40
Capital assets..................................................... 2,915,052.96
Other assets.......................................................... 26,692.17
Total assets.......................................................... 14,071,288.48

LIABILITIES
Accounts payable................................................. $ 1,089.05
Total liabilities..................................................... 1,089.05

Unaudited Statement of Revenues, Expenses, and Changes in Net Assets, June 30, 2014

REVENUES
Operating Revenues:
Gifts and contributions.......................................$ 412,730.00
Endowment income (per spending plan)................. 318,811.54
Governmental grants and contracts......................... 1,347.40
Sales and services of educational departments........ 2,450.00
Total Operating Revenues..................................... 735,338.94

EXPENSES
Operating Expenses:
Utilities, supplies, and other services.................. $ 298,951.86
Scholarships and fellowships................................ 427,759.11
Depreciation expense........................................... 74,587.57
Payments to or on behalf of Northeast State.......... 28,927.89
Total Operating Expense...................................... 830,226.43
Operating Income/(loss)........................................ (94,887.49)

NONOPERATING REVENUES/(EXPENSES)
Investment income............................................... $1,152,325.97
College Support..................................................... 241,500.06
Capital grants and gifts......................................... 10,000.00
Additions to permanent endowments....................... 56,607.45
Total Non-operating and other revenues................. 1,460,433.48

NET ASSETS - BEGINNING OF YEAR.......$12,704,653.24
NET ASSETS - END OF YEAR.................. $14,070,199.23
Northeast State Community College Foundation Board of Directors
as of July, 2014

Executive Committee:
A. Lee Shillito, Chair
Triad Packaging Co.
J. Allen Hurley, Vice-Chair & Investment Committee Chair
Vision, LLC
Dwight Ferguson, Past Chair
Retired
Paul Montgomery, Secretary
Eastman Chemical
Darla Scott, Treasurer & Finance Committee Chair
Bank of Tennessee
Carol Ferguson, Scholarship Committee Chair
Northridge Properties Real Estate
Melissa Steagall-Jones, Audit Committee Chair
Blackburn, Childers and Steagall
John Nagy, Property Committee Chair
Nuclear Fuel Services, Inc.

Robert Arrington
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
Carter County Tomorrow
Robbie Atkinson
Regions Bank
Richard Bales
Johnson City School System
Pal Barger
Pals, Inc.
Larry Barnett
BAE Systems
Wayne Basler
BC Realty
Rock Baty
NN, Inc.

Claudia Byrd
Bristol Speedway Children’s Charities
John Campbell
City of Kingsport
Etta Clark
Eastman Chemical
Harold Corn
Brock Services
Heidi Dulebohn
Pain Medicine Associates
Jeff Dykes
Johnson City Power Board
Mayor Dan Eldridge
Washington County Courthouse
Marvin Eichorn
Mountain States Health Alliance
Al Fatheree
Retired
Charles Floyd
Dontar
Terry Gillenwater
Gillenwater Chiropractic
Charles Green
Richard Green
General Shale
Scott Greer
Citizens Bank
Bob Hart
Retired
Richard Holder
NN, Inc.
Paula Hurt
Bristol Chamber of Commerce
Jeff Jones
Citigroup
Olan Jones
Eastman Credit Union
Jack King
Retired
Lester Lattany
United Way of Washington County
Odie Major
Retired
Jim Maxwell
Bristol Herald Courier
Mitch Miller
Washington County Economic Development Council

Carl Moore
Moore Development & Investment
Elliott Moore
Mountain State Health Alliance
Tommy Otterman
TVA
Jamie Parsons
Mountain State Health Alliance
Kathy Pierce
Alliance for Business and Training
Dennis Powell
Dennis Powell Body Shop
Donald R. Raber
Aldebaran Financial, Inc.
Peter Raber
Aldebaran Financial, Inc.
Newton Raff
First Tennessee Bank
Susan Reid
First Tennessee Development District
Jeff Richardson
Brock Services
Karen Rowell
8 x Consulting
Lottie Ryans
Century Link
Kelvin Smalley
Aerojet
Parker Smith
Eastman Chemical
Peter Speropulos
Capital Planning Associates
James Stewart
Who We Are Counts
Barbara Street
J.A. Street & Associates
John Vachon
Urban Synergy
Frank Waldo
Retired
Clay Walker
Networks Sullivan Partnership
David Wharton
Regions Bank
Hamlin Wilson
Wellmont Health Systems
Northeast State 2013-2014 Annual Report
“My name is Amanda Broome. I’m in Mass Communications. I got my start at Northeast State.”

“My name is Brad Ketron. I’m a registered nurse. I got my start at Northeast State.”
“My name is Anne Rowell. I’m an actress. I got my start at Northeast State.”

“My name is Eric Henley. I’m an automotive technician. I got my start at Northeast State.”

Start Here.