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.
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 accomplishment by our faculty, staff and students in 2015!

We began the year by accepting a $150,000 workforce-training grant to support advanced technology opportunities in Northeast Tennessee. The funding is provided through a Walmart Foundation grant, which is managed by the American Association of Community Colleges. Northeast State was one of only 17 colleges across the United States to receive the award.

After two years of planning, we launched our brand new student-focused, mobile-friendly website and accompanying interactive alumni website. This initiative supports our brand and highlights student success. I encourage you to visit the site at www.northeaststate.edu.

One of our outstanding students, David Shepherd of Kingsport, was named a 2015 Coca-Cola Community College Academic Team Gold Scholar. Shepherd was a biology major who graduated in the spring.

On the academic side, Francis Canedo, assistant professor of Spanish at Northeast State, was selected as a 2015 Maxine Smith Fellow by the Tennessee Board of Regents (TBR). She joined 13 other faculty and staff members from TBR institutions in this year’s class.

Northeast State was named a 2015 Healthier Tennessee Workplace for its commitment to encouraging and enabling employees to live a healthy lifestyle both at work and at home. Governor’s Foundation for Health and Wellness.
Northeast State was awarded a $75,000 Tennessee Promise Forward grant from the Tennessee Higher Education Commission (THEC). The program is designed to focus on success and retention of Tennessee Promise students. The grant is part of $522,638 awarded by THEC to seven community colleges across the state. Northeast State’s program, entitled Keeping Our Promise: Access, Completion, and Community, provides a peer mentoring program and development of our mobile application specific to the College and the Tennessee Promise program.

To accompany our Tennessee Promise program, we initiated the iNortheast program. With aid from our Northeast State Foundation, we provided an estimated 1,800 students with iPad mini 2 devices. Many new full-time, degree-seeking freshmen received the devices. As envisioned, the iNortheast initiative will enhance the Northeast State educational experience, which includes transforming the learning, technological, and social environment.

The iNortheast initiative seeks an overall reduction of textbook costs, enhanced technology skills needed for the job market, and increased access to student support services. In addition, Northeast State applied for and was awarded a $100,000 Appalachian Regional Commition grant to support our iNortheast initiative.

The Northeast State Foundation approved a one-time investment of about $340,000 from federal Title III funds to underwrite the project for 2015-16. Expansion of the iPad initiative will continue over the next two to three years until fully integrated.

Northeast State’s Advanced Technologies Division added a technical certificate program in Aviation Maintenance Technology. The 29-credit-hour program offers classes starting in fall 2015. The certificate is designed to provide students with the fundamental knowledge and skills of the aviation maintenance and repair industry. Richard Blevins, who has extensive aviation and aerospace experience, was named department director. He comes to Northeast State from Bell Helicopter where he was a training department manager. He was responsible for the training development of more than 500 employees in the areas aircraft alternations, maintenance, and inspections to meet FAA and ISO AS 9100 requirements.

We unveiled our new 500-seat outdoor amphitheater at a grand opening event on Sept. 10 at the Blountville campus. Located between Wayne Basler Library and the Wellmont Regional Center for the Performing Arts, the project took less than five months to complete. The amphitheater seats 360 with 9 rows and 40 seats per row.

Last, but certainly not least, we opened our Northeast State at Johnson City location in August, just in time for classes. More than 50 courses are currently offered and more than 290 are enrolled. The facility is 38,700 square feet and located in downtown Johnson City. We are striving to offer mid-session and accelerated courses at Johnson City and other locations to better accommodate the needs of working adults and first time students.

As we begin to close out 2015, we are anticipating the arrival of 2016 – our 50th Anniversary! 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. Expanded the physical facilities at the Bristol and Elizabethton campuses
2. Created the Northeast State Community College Center for Entrepreneurship per NACCE Grant
3. Implemented Netlab+ which allows students to remotely access servers, routers, and switches to perform labs remotely 24/7
4. Served 117 students (high school age and adults) through the grant-funded College Access Program. These students would not have had the opportunity to go to school without the services, support, and guidance from College Access Programs
5. Installed two new ITV rooms at the Blountville campus and one at the Elizabethton campus in order to provide greater access to classes for students at remote locations
6. Enrolled 1,203 high school students through the dual enrollment program
7. Increased enrollment in Technical Education Dual Enrollment courses from 13 students in Fall 2013 to 76 students in Fall 2014 (over 600% enrollment growth)
8. Offered Dual Enrollment Programming and Robotics for the first time in Fall 2014 at Northeast State at Gray
9. Established the Entertainment Technology certificate program in Fall 2014, enrolling 11 students in the inaugural sections
10. Increased on-site headcount of dual enrollment students at Northeast State at Gray from year to year (2013 Fall, 29 students, to 2014 Fall, 53 students; Spring 2014, 27 students, to Spring 2015, 40 students)
11. Opened the Learning Center at Elizabethton in Fall 2014 with 9 tutoring hours scheduled per week in math, science, and English
12. Implemented the LPN to RN program
13. Implemented Tennessee Promise. An estimated 2,600 listed Northeast State as their community college of choice. Offered on-site application assistance for TN Promise, Online admission and FAFSA application assistance
14. Announced an educational collaboration between Bell Helicopter and Northeast State to develop a program for aircraft maintenance and aviation
15. Established a new technical certificate in Customer Service and Sales
Goal 2:

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

1. Implemented a pilot iPad initiative, called iNortheast, to transform the learning, technological, and social environment of the College. The initiative will be expanded in fall 2015 when all first-time, full-time, degree-seeking freshmen will be required to use the iPad mini 2 as part of their classroom learning experience and to access support services outside of the classroom.

2. Reviewed and/or developed new articulation agreements including transfer agreements with private institutions (e.g. Bethel University, Emory and Henry College, King University).

3. Reviewed and/or developed Dual Admissions Programs/Reverse Transfer agreements with both TBR public and private institutions.

4. Reviewed and/or developed Tennessee Transfer Pathways. Northeast State faculty, academic deans, and vice president for Academic Affairs participated in the TBR initiative by serving on task force committees in 2014-15.

5. Participated in the TBR Common Curriculum Projects to establish alignment within all AAS and technical certificate programs across the System.

6. Participated in various THEC/TBR committees designed to enhance and foster student success. Examples include, but are not limited to, Dual Enrollment Ad-hoc Committee, ROCC Oversight Committee, TBR/UT/TICUA Articulation Council, and the TBR/UT/TICUA Reverse Transfer Committee.

7. Increased the efficacy of academic advisement through the implementation of Degree-Works, the utilization of academic foci and guided pathways, and the use of scheduling software.

8. Established common core numbers and descriptions for courses within numerous programs, to include the AAS in Business, Criminal Justice, and Early Childhood Education.

9. Increased the dual credit Computer Applications exam passage rate from 23% in Fall 2013 to 59% in Fall 2014.

10. Established a new scholarship for students attending the Kingsport Campus and raised over $8,000 in scholarship funds.

11. Increased student awareness of four year engineering programs by sponsoring two field trips to transfer institutions.

12. Implemented the SAILS (Seamless Alignment and Integrated Learning Support) program in 14 high schools in the Northeast State service areas. In Fall 2013, 481 students participated with a 36% completion rate (approximately 137 students). Fall 2014 had 586 students with a 92% completion rate (approximately 539 students).

13. Increased Nursing NCLEX-RN first attempt pass rates from 79.0% to 87.5%.

14. Embedded a Librarian Pilot Program for Internet Classes.

15. Implemented a Behavioral Intervention Team.

16. Opened a Veterans’ Center that offers outreach and referrals for community resources, counseling, computer usage, relaxation and decompression.

17. Disbursed gas certificates to eligible students in order to assist with transportation issues to the various Northeast State campuses.

18. Implemented retention strategies for all freshmen beginning Fall 2015 to include a required college and life-long learning course, requiring academic advising, and implementing coaching and tutoring for gateway courses.
Goal 3: Provide quality programs and services that are recognized for excellence

1. The Accreditation Commission for Education in Nursing Board of Commissioners granted continuing accreditation to the associate nursing program
2. The ACEN Board of Commissioners extended continuing accreditation to the LPN-to-RN program option of the associate degree program
3. Awarded the Department of Labor South-eastern Economic and Education Leadership Consortium Grant and the Governor’s Competitive Grant
4. Received nominations for numerous awards at The Kennedy Center America College Theatre Festival for I, Ebenezer, an original play written and directed by our Brad McKenzie and produced by Elizabeth Sloan
5. Partnered and worked with local employers, Eastman, Domtar, and Bristol Tennessee Electric System to create a new promotional piece for Northeast State. There has been positive reaction from the community and the employers
6. Developed the Training Operator Apprentice Program in response to Domtar Industries. A certificate program was developed and is now in place to meet the training needs of business and industry
7. Secured contract with ETSU Health Services for nurse practitioners to provide primary care to Northeast State students fall and spring semesters 2014-2015
8. Realized a 94% job placement rate for students entering employment in their field of study
9. Implemented Safe Northeast initiative in compliance with the Clery Act, VAWA, Campus SaVE, and Title IX federal regulations
Goal 4:

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

1. Implemented an Adjunct Faculty Load and Compensation System and a new Library Management System
2. Scanned all physically stored Contract Information Sheets and semester payroll documentation in BDM
3. Initiated implementation of the TBR Business Process Modeling Project, which included installation of Banner Workflow and TDClient
4. Implemented the first step of Phase 2 of Compensation Salary Plan
5. Installed directional signs campus-wide to improve efficiency
6. Created a training module for all employees regarding mandated Title IX policies and new Violence against Women Act (VAWA) legislation. 100% of employees received training
7. Migrated all travel reimbursement processing to Sciquest
8. Networked and updated all copiers with the Pharaohs system to track copies by individual
9. Increased the efficiency of FAFSA verification
10. Realized the highest overall increase of the Tennessee Higher Education Commission outcomes among all TBR institutions
11. Received the highest increase in state funding of all Tennessee community colleges due to improved outcomes
Charts & Graphs:

Graphs illustrating number of graduates, headcounts, retention rates, and graduation rates
Eight Year Unduplicated Headcount by Site, Fall Term

<table>
<thead>
<tr>
<th>Site</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blountville</td>
<td>4,195</td>
<td>4,249</td>
<td>4,995</td>
<td>5,196</td>
<td>5,048</td>
<td>4,871</td>
<td>3,990</td>
<td>3,839</td>
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<tr>
<td>Kingsport</td>
<td>753</td>
<td>1,032</td>
<td>1,194</td>
<td>1,531</td>
<td>1,539</td>
<td>1,706</td>
<td>1,604</td>
<td>1,599</td>
</tr>
<tr>
<td>Elizabethton</td>
<td>459</td>
<td>462</td>
<td>643</td>
<td>653</td>
<td>605</td>
<td>495</td>
<td>492</td>
<td>543</td>
</tr>
<tr>
<td>Gray</td>
<td>76</td>
<td>122</td>
<td>29</td>
<td>66</td>
<td>123</td>
<td>152</td>
<td>153</td>
<td>217</td>
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<tr>
<td>Bristol</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>102</td>
<td>150</td>
<td></td>
</tr>
</tbody>
</table>

Fall-to-Fall Retention Rate History

<table>
<thead>
<tr>
<th>Year</th>
<th>Comm. Coll. Avg</th>
<th>NeSCC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2004</td>
<td>58.3%</td>
<td>57.7%</td>
</tr>
<tr>
<td>Fall 2005</td>
<td>59.2%</td>
<td>62.5%</td>
</tr>
<tr>
<td>Fall 2006</td>
<td>59.9%</td>
<td>62.2%</td>
</tr>
<tr>
<td>Fall 2007</td>
<td>62.3%</td>
<td>61.2%</td>
</tr>
<tr>
<td>Fall 2008</td>
<td>59.4%</td>
<td>62.4%</td>
</tr>
<tr>
<td>Fall 2009</td>
<td>59.1%</td>
<td>64.2%</td>
</tr>
<tr>
<td>Fall 2010</td>
<td>56.1%</td>
<td>59.2%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>57.8%</td>
<td>58.9%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>57.6%</td>
<td>57.6%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>60.7%</td>
<td>58.9%</td>
</tr>
</tbody>
</table>

Six Year Graduation Rates (Fall 2008 Cohort)
Highlights
College records highest increase in 
THEC performance outcomes

The Tennessee Higher Education recently released performance outcomes for 2013-14, showing Northeast State recorded the highest overall percentage increase of all Tennessee Board of Regents institutions.

The outcomes, which are based on a funding formula calculation involving 11 categories, are used for 2015-16 state appropriation recommendations. According to THEC figures, Northeast State’s budget increase recommendation for 2015-16 rose 7.9 percent or $1,049,200. This increase is dependent on approval from Tennessee Gov. Bill Haslam.

Outcomes for community colleges include progression (at 12, 24 and 36 hours), dual enrollment, associate degrees, certificates, job placement, remedial and developmental education, student transfer, awards per FTE, and workforce training.

The College posted increases in 7 of 11 categories. According to THEC figures, Northeast State recorded a collective increase of 6 percent in the outcome categories. The categories included dual enrollment, associate degrees, certificates, job placements, transfers out with 12 hours, awards per 100 FTE (full-time equivalent), and workforce training (contact hours).

“This is a testament to the vision and hard work of the College’s staff and faculty,” said Dr. Janice Gilliam, Northeast State president. “These increases mean our students are achieving their educational and employment goals.”

The outcomes-based funding model was introduced as part of the Complete College Tennessee Act (CCTA) of 2010, which rewards institutions for the production of outcomes that further educational success.
For the fall semester 2015, Northeast State issued Tennessee Promise and other new full-time, degree-seeking freshmen who met established criteria iPad mini 2 devices.

The iNortheast initiative is designed to enhance the Northeast State educational experience, which includes transforming the learning, technological, and social environment.

Integration of pilot iPad initiatives at Northeast State in various disciplines as well as other school, colleges, and universities across the nation has shown a variety of positive educational impacts including improvements
in academic performance, increases in engagement and motivation, added instructional flexibility, and integrated focus on content quality and design.

In addition to similar gains in student performance and retention, the iNortheast initiative seeks an overall reduction of textbook costs, enhanced technology skills needed for the job market, and increased access to student support services.

The Northeast State Foundation approved a one-time investment of about $340,000 from federal Title III funds to underwrite the project for 2015-16. Expansion of the iPad initiative will continue over the next two to three years until fully integrated.

The College will engage a national study to collect data on student performance, retention, enhanced technology skills, cost savings utilizing online book and resources, and paper usage reduction. Northeast State will also study the impact of iPads on student services and the challenges mobile devices present for a connected campus and the science of teaching.

College faculty teaching freshmen classes in 2015-16 received iPads in July and participated in training during the summer. Students who met financial aid and other requirements received iPads in August prior to the start of classes in August.

To accommodate a substantial increase in the number of wireless devices as part of the iPad offering, 182 additional access points were installed in all buildings where students attend classes or congregate for class related activities. In addition, to provide enough wireless bandwidth, the access points in those areas had connections increased from 10/100Mb to 10/100/1000Mb.
New Aviation Maintenance Technology program launched

Northeast State’s Advanced Technologies Division announced the addition of a technical certificate program in Aviation Maintenance Technology. The 29 credit hour program began offering classes this fall.

The certificate is designed to provide students with the fundamental knowledge and skills of the aviation maintenance and repair industry. The program emphasizes skills associated with the repair and installation of aviation electronics, aircraft structures, and aircraft mechanical systems. Students will develop core skills in fuselage and sheet metal repair, electrical systems, hydraulics, and aircraft repair procedures.

Courses include an introduction to aviation and those related to mechanical, electrical, quality and inspection, maintenance, structures, electronics, and hydraulics systems.

Richard Blevins, who has extensive aviation and aerospace experience, is department head and director of the program. He comes to Northeast State from Bell Helicopter where he was a training department manager. He was responsible for the training development of more than 500 employees in the areas aircraft alternations, maintenance, and inspections to meet FAA and ISO AS 9100 requirements.

Blevins also served in the U.S. Air Force from 1979 to 2006, attaining the top enlisted rank of Chief Master Sergeant. He served in several capacities including ICBM systems analyst, superintendent of space launch operations, quality control superintendent on test launch systems, and electronics laboratory manager.
Blevins is completing a master’s degree in education from Trident University International, and he holds a bachelor’s degree in business administration from Trident University International and an associate of arts and sciences degree from Park University-USAFA College.
TRiO program receives Student Support Services funding renewal

Northeast State TRiO Student Support Services will receive annual funding over the next five years through a renewed federal grant through the U.S. Department of Education. The grant amount apportions $270,986 for the upcoming budget year beginning Sept. 1 and continuing through Aug. 31, 2016. The grant renews each budget year for the next five years totaling approximately $1.3 million.

The federally-funded TRiO Student Support Services program is funded to serve 180 students every year through an application process. The program provides low-income, first-generation college students and students with disabilities the support to improve their retention and graduation rates while facilitating their transfer from
two-year to four-year colleges.

The Northeast State SSS program celebrated its 30th year of existence in 2014. Northeast State’s SSS program provides services including: academic tutoring; transfer advisement, college course selection advisement; financial aid/financial literacy advisement; counseling resources; assisting students to apply for financial aid; and assisting students enrolled in two-year colleges to apply for financial aid/scholarships to enroll in four-year colleges and universities.

“A majority of students do not have college knowledge meaning they are not sure what to ask or where to find out what they need,” said Olivia Orten, a Northeast State alumna and TRiO SSS participant. “The TRiO SSS program helped me so much with my confidence in myself and my abilities.”

Orten now attends East Tennessee State University and expects to graduate next spring with her bachelor’s degree in social work. She signed up for the TRiO SSS program to get tutor help for math but discovered much bigger things about the program and herself.

“I was a special education major but once I started working with TRiO at Northeast State I saw what I really wanted to do was help people achieve like the TRiO staff did,” she said.
Financial Summary
2014-2015

Liquidity Ratio
Total Current Assets, Net.......................... $10,248,927.35
Total Current Liabilities............................. 5,140,268.91

Operating Expenses - Natural Classification
Salaries and wages..................................... $20,021,593.54
Benefits..................................................... 6,661,183.44
Utilities, supplies, and other services.............. 9,256,427.02
Scholarships and fellowships........................ 6,382,358.94
Depreciation expense................................ 2,168,959.92
Total Operating Expenses............................ 44,490,522.8

Total Revenues
Net Tuition and Fees.................................. $8,362,619.64
Auxiliary.................................................... 245,482.29
Operating Grants and Contracts...................... 2,600,051.40
Other Operating Revenues............................ 391,680.68
State Appropriations.................................. 13,377,262.50
Gifts.......................................................... 230,776.47
Non-Operating Grants and Contracts................. 15,575,488.10
Investment Income....................................... 12,956.41
Capital Appropriations............................... 3,765.27
Capital Grants and Gifts.............................. 3,414,953.90

Expenses
Instruction................................................. $17,013,479.63
Public Service............................................ 193,244.48
Academic Support......................................... 3,520,461.23
Student Services.......................................... 4,466,354.50
Institutional Support..................................... 6,098,151.51
Physical Plant............................................. 4,647,512.65
Scholarships and Fellowships......................... 6,382,358.94
Depreciation Expense................................. 2,168,959.92
The college’s ratio of current assets to current liabilities is 2.35:1 at June 30, 2012.

The college’s ratio of current assets to current liabilities is 1.99:1 at June 30, 2015.

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The college’s ratio of current assets to current liabilities is 1.99:1 at June 30, 2015.
### 2014-15 Northeast State Grant Awards

<table>
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<tr>
<th>Awards</th>
<th>Funding Agency</th>
<th>Amount</th>
<th>Start/End Dates</th>
<th>Applied to 2014-15</th>
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<tbody>
<tr>
<td>Perkins IV Basic Grant</td>
<td>Tennessee Board of Regents</td>
<td>$109,905.30</td>
<td>7/1/2014 – 6/30/2015</td>
<td>$109,905.30</td>
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<tr>
<td>Perkins IV Basic Grant - Reallocation</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$158,082.00</td>
<td>6/4/2015 – 6/30/2015</td>
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<td>Perkins Reserve</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$58,000.00</td>
<td>8/1/2014 – 6/30/2015</td>
<td>$58,000.00</td>
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<td>Workforce Investment Act (WIA) In-School Youth Grant</td>
<td>Alliance for Business and Training (AB&amp;T)</td>
<td>$60,000.00</td>
<td>10/1/2014 – 6/30/2015</td>
<td>$60,000.00</td>
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<tr>
<td>S.A.I.L.S. (Seamless Alignment and Integrated Learning Support) (notebooks for S.A.I.L.S. Program)</td>
<td>Niswonger Foundation</td>
<td>$12,000.00</td>
<td>2014-2015</td>
<td>$12,000.00</td>
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<tr>
<td>Student Engagement, Retention, and Success Initiative / Access and Diversity (A&amp;D) Initiative Grant – SSS Promising Futures</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$18,168.00</td>
<td>7/1/2014 – 6/30/2015</td>
<td>$18,168.00</td>
</tr>
<tr>
<td>Course Revitalization – SPCH 1010</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$13,500.00</td>
<td>2014-15</td>
<td>$13,500.00</td>
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<tr>
<td>Course Revitalization – RODP HIST 2010</td>
<td>Tennessee Board of Regents (TBR)</td>
<td>$13,500.00</td>
<td>2015</td>
<td>$13,500.00</td>
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<tr>
<td>Campus Transitions - Northeast State Foundation Grant</td>
<td>NeSCC Foundation Innovation Grant</td>
<td>$1,000.00</td>
<td>7/1/2014 – 6/30/2015</td>
<td>$1,000.00</td>
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<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>
<td>5/29/2014 – 5/2015</td>
<td>$36,750.00</td>
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<td>State Street Project: Health Borders</td>
<td>Country Health Rankings * Road-maps program with funding from the University of Wisconsin Population Health Institute</td>
<td>$1,000.00</td>
<td>10/1/2014-12/31/2014</td>
<td>$1,000.00</td>
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<tr>
<td>NACCE Entrepreneurial College in Action Grant</td>
<td>The Coleman Foundation</td>
<td>$15,000.00</td>
<td>11/1/2014 – 8/31/2015</td>
<td>$15,000.00</td>
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<tr>
<td>National Space Grant College and Fellowship Program</td>
<td>National Aeronautics and Space Administration (NASA) Office of Education (OE)</td>
<td>2-Year Award $85,887.00</td>
<td>9/19/2014 – 9/18/2016</td>
<td>$40,313.00</td>
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<td>2014-2015: $40,313.00</td>
<td>2015-2016: $45,574.00</td>
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<tr>
<td>Jobs Ready, Willing and Able.</td>
<td>Wal-Mart Foundation</td>
<td>3-Year Award $150,000.00</td>
<td>7/1/2014 – 6/30/2017</td>
<td>$50,000.00</td>
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<td></td>
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<td>2014-2015: $50,000.00</td>
<td>2015-2016: $50,000.00</td>
<td>2016-2017: $50,000.00</td>
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</tbody>
</table>

### Continuing Awards

| SEELC - TAA/CCCC Consortium-Pellissippi State Community College-Lead (4 year award) | U. S. Dept of Labor | 4-Year Award (2013-14) $1,863,419.00 | |
| | | 2013-14: $716,999.00 | 2014-15: $539,455.00 | 2015-16: $502,976.00 | 2016-17: $103,989.00 |
| RxTN Healthcare | U. S. Dept of Labor | 4-Year Award (2012-13) $590,108.00 | |
| | | 2012-13: $160,212.00 | 2013-14: $177,038.00 | 2014-15: $180,951.00 | 2015-16: $71,909.00 |
Foundation
Thank you to the board members, donors, faculty and staff who made 2015 another successful year for the Northeast State Community College Foundation. Our College has made great strides this year. From welcoming additional students through the Tennessee Promise program to launching a state-recognized iNortheast (iPad) Initiative, we are seeing great things!

In Spring 2015, the Northeast State Foundation approved $342,000 in Title III funding for the creation and launch of the iNortheast Initiative. This initiative helped place an iPad Mini in the hands of nearly all or our college freshmen to assist with their work in the classroom, homework and technology skills. This was one-time funding to jumpstart the program.

Throughout the year, the Foundation worked toward raising funding for annual and endowed scholarships. Through successful projects, such as the annual Because of You Campaign, a majority of our faculty and staff participated by giving to important scholarships and organizations that serve our students raising approximately $50,000. Meanwhile, the endowment continues to grow with a current invested value of: $9.4 million.

In May, the Foundation hosted the annual Derby event at the Foundation Event Facility in Bristol, Tenn. Donors dressed in their Derby best watched the live race, while also enjoying a silent auction, food, music and dancing. The attendance of more than 220 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 who entered college before the Tennessee Promise took effect.

While Northeast State launched a brand new website, our Foundation launched a new Alumni Affairs website to help identify and reach out to our thousands of proud constituents. The Alumni Affairs web address is: http://alumni.northeaststate.edu/. If you have not done so already, I encourage all alumni, board members and friends to register.

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 2016 as we celebrate our college’s 50th Anniversary.

Sincerely,

A. Lee Shillito,
Northeast State Foundation Chair, 2013-2015
Malissa Trent
Dean of Mathematics, Distinguished Administrative/Professional Staff Award Recipient

Malissa effectively balances her multiple roles as Dean of Mathematics, Director of Learning Support, leader of the institution’s mobilization efforts, and as the mother of two sons. She does so with a sense of grace and dignity, equipped with an engaging personality and professional demeanor.*

David Haga
Instructor of Learning Support Mathematics, Distinguished Faculty Member

Mr. Haga not only helped the class in mathematics, but he also was interested in helping all students with any needs they had. He is a wonderful teacher as well as a good man. I feel that it was a privilege to be in his classroom and wish that all teachers could learn from him in regards to his compassion for student needs. Whatever you are paying him is not enough.*

*Quotes are from nomination materials.
Deb Johnson
Enrollment Specialist,
Distinguished Support Staff Award Recipient

One may imagine that as an older college student, I was apprehensive, afraid, and overwhelmed with the very thought of fulfilling a lifelong dream — attending college. So on the day I made the decision to apply to Northeast State, I was relieved to find the person greeting and advising me was Deb Johnson. One of the kindest people I have ever had the pleasure of meeting. She not only puts a prospective student at ease, but also allows them a glimpse into the faculty and staff of the college and what attending community college will bring to one’s own future.*

Emmaline Bragg
Outstanding Student Award Recipient

Emmaline Bragg holds membership in the College’s Alpha Iota Chi chapter of the Phi Theta Kappa Honor Society, the Northeast State Scholars Foundation, and was named a Silver Scholar on the 2014 Coca-Cola Leaders of Promise Scholar. Bragg won top student awards in the History and Social Work programs as well as Outstanding Honors Program Student. She served the Council for Leadership, Advocacy, and Student Success, and the Green’s Club. She graduated summa cum laude from Northeast State and is attending Lipscomb University.

*Quotes are from nomination materials.
Dannette “Danni” Williams
Outstanding Alumni 2015

Dannette “Danni” Williams, ’04, was named the 2015 recipient of the College’s Outstanding Alumni Award. After graduating from Northeast State, Williams earned her Bachelor of Arts degree from Southern Wesleyan University. Her career with Marriott International includes many roles in hotel management. She is a past president of the Northeast Tennessee Tourism Association, Rotary International Atlanta Airport Club, and former member on the Board of Directors for Girls, Inc.
Foundation Donors

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

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

President’s Trust Silver
$100,000 - $499,000
*Allen and Pauline Lindamood
*Boyd S. Ray
Fred “Pal” Barger
G. Bruce Kidd
*Hugh and Georgia Hagan
K. Newton Raff
Mary Louise Hall
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
Dontmar
Duke and Nancy Okes
First Tennessee Bank
Louis Gump
Harris Foundation
Robert and Nancy Hart
J. Allen Hurley
Dr. Janice Hoote 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
Nuclear Fuel Services
Mark Pollock
Raytheon Company
Regions Bank
Rotary Club of the Tri-Cities
Tony and June Seaton
Siemens

John and Barbara Street
John and Sandra Taylor
John Tickle
Joe Wimberly
Woman’s Civic Club of Elizabethton

President’s Trust
$10,000 - $24,999
Aceforce Staffing Service
Altrusa 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 Bryyles
Rev. Charles H. Charlton
Charlie and Rayma Gibbs
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
Honors BOYC Team
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
Leigh Hornsby
Lincoln Financial Group Foundation
Lincoln Memorial University
Linda and Kenneth Calvert
Lynn and Sandra Gardner
M. Marion Jones
Marilyn Whittaker
Mitch Cox Properties
Barbara Cox
NE TN Valley Regional Industrial Development Association
Niswonger Foundation
Northeast Phi Theta Kappa
Northeast State Faculty and Staff
Northeast State Scholars
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.
Student Needs BOYC Team
Sullivan County Foster Care
Suntrust Bank
Suntrust Foundation
Tennessee Valley Authority
The Other Side Ministries
The United Company
Triad Packaging
TRIO BOYC Team
W. E. Tittle
William W. Locke

Patrons
$5,000 - $9,999
A.O. Smith
Big John’s Closeouts
Blackburn, Childers and Steagall
Bristol Motor Speedway
Brock Services, LTD
Charlotte Parsons
Cindy Tauscher
Citizens Bank
Clyce Distributing
James Christopher Lefler
Jim Kelly
Kingsport Business and Professional Women’s Club
Linda Arnold
Lottie Ryans
Robin L. Dice
Rotary Foundation of Johnson City
Terry and Betty Gillenwater
The Paty Company

Sponsors
$1,000 - $4,999
Albert Lee Fotherree
Allan Anderson
Alpha Natural Resources
Alpha Sigma Lambda National Honor Society
Angela Kards N
Angela D. Shrum
Billy Benton
Birthplace of Country Music
Blue Ridge Color Coating
Burton and Barbara Langley Family Foundation
Carl and Amy Crawford
Dr. Carol S. Cole
Charles E. Bloomer
Charles E. Osborne
Connie G. Marshall
Connie Church
Cruzita Lucero
Cynthia D. Norris
Daniel Lynn Lawson
David E. Cook
David E. Haga
David L. Toye
Deborah W. Beverly
Debra R. Johnson
Denise Walker
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Northeast State Scholars
Northeast Student Ambassadors
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Cruzita Lucero
Cynthia D. Norris
Daniel Lynn Lawson
David E. Cook
David E. Haga
David L. Toye
Deborah W. Beverly
Debra R. Johnson
Denise Walker
Foundation Donors (continued)

Don Coleman
Downtown Kingsport Association
Ernie Morelock
First District Dental Society
Fred Cope
Fred D. Lewis
Gary Grau
Gary E. Lee
Gerri S. Brockwell
Glenna Cullop
Glenna K. Parker
Greene County Antique Farm and Auto Club
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James P. Cleveland
James A. Henrichs
James R. Henson
Jeff McCord
Jennifer Starling
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John Delozier
John P. Williams
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Johnson City Press
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Jon Harr
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Katherine C. Hall
Lafe and Heather Cook
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Kathy D. Coleman
Kathy Jo Yates
Kingsport Chamber of Commerce Foundation
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Sandra Baker
Steven R. Campbell
Sue Robertson
Susana Maria Floresguerra
Tawana C. Teague
Thomas D. Wilson
Victoria M. House
Virginia Gail Puckett
Virginia L. Salmon
Wendell D. Lowe
William Williams
William R. Wilson
Xiaoping Wang

Friends
$100 - $999

Amanda C. Adams
Amy Baghetti
Amy Lipps
Ann-Delyse Hopkins
Anthony W. Adams
Barbara Brown
Barnes and Noble
Billie J. Sweeney
Brandy Schooverling
Brenda Griggs
Brent Lockhart
Cathie Ferro
Candie G. Escano
Carol Cole
Carol Lyon
Charles G. Dykes
Cheryl Smith
Chris Hitechew
Chrystal Lamping
Dan Perry
Dr. Cristal Hensley
Cindy Christian
Cindy Perry
Cindy Phillips
Collart Chiropractic
Connie L. Colgrove
COR24 Community Fitness LLC
Cynthia Perry
Dan H. Perry
Dana G. Bacon
Dayna Smithers
David A. Hite
Dr. David J. Maldon
David Toye
Dawn Dabney
Deborah Adams
Deborah Beverly
Deborah Hudson
Deborah Philbrick
Delores Campbell
Donna Parson
Donna Stanley
Elaine Boone
Elizabeth McKnight Sloan
Elizabeth Parsons-Reinhardt
Erin Blevins
Frances Canedo
Jeffrey D. Grindstaff
J. B. Bodenhorst
J. Michael Ramey
Jane Phillips
Jennifer Kendrick
Jessica Bowers
Jessica Kelso Munal
Joan Stacy
Joan F. Willis
John L. Davison
Jonathan Moore
Johnson City Power Squadron
Joshua A. Johnson
Judy Jackson
Julia Schwab
Karen France
Karen H. Rowell
Karen L. Nunan
Kathryn R. Albright
Kathy Thacker
Kearney Collier
Kelley Hatch
Kenneth Collins
Laura Bryant
Lawrence Wayne Loving
Linda Kincaid
Megan Jones
Mark Snapp
Lifeline Medical
Marquita Tittle
Mayor Steve Godsey
Mary Elizabeth Mask
Marvin Gilliam
Mark Fleming
Melissa Brickey
Melissa Ramsey
Mike Aulick
Mitzi Mullins-Daniel
Patricia D. Haynes
Pashia Hogan
Reba Griffith
Rebekah Bishop
Rita W. Lay
Merle Litvack
Robert Horsch
Robert Overcast
Roberta Dugger
Robert Phillips
Robin Matthews
Robin Dice
Sandra Gardener
Samuel S. Rowell
Shane T. Lewis
Sarah Curry EW
Sharon Mason
Sharon Riddle
Sher Extension LLC
Sherman L. Patrick
Sherry L. Mott
Stephen and Lisa Jett
Tamara M. Baxter
Tammy D. Bartlett
Tonya Cassell
Thomas B. Wallace III
TriSummit Bank
Vince Turner
Wendell Lowe
Wilson Worley Moore Gamble & Stout PC

*Deceased
Unaudited Statement of Net Assets - June 30, 2015

ASSETS

Cash and cash equivalents............................................. $1,440,243.81
Investments ..................................................................... 9,961,246.99
Contributions Receivable .................................................. 110,992.22
Property and Equipment ..................................................... 623,163.97
Other assets ....................................................................... 25,056.70

LIABILITIES

Accounts payable ................................................................. $ 4,561.06
Total liabilities ................................................................... 4,561.06

Unaudited Statement of Activities - June 30, 2015

OPERATING REVENUES:

Gifts and contributions ........................................................ $422,554.78
Endowment income (per spending plan)............................... 238,029.20
Sales and services of educational departments.............. 2,481.84
Total Operating Revenues .................................................. 663,065.82

OPERATING EXPENSES:

Salaries and Wages .............................................................. $193,142.12
Benefits ........................................................................... 51,128.23
Utilities, supplies, and other services ................................. 59,069.00
Scholarships and fellowships ........................................... 413,791.82
Depreciation expense .......................................................... 74,587.57
Payments to/on behalf of Northeast State .................... 2,453,802.53
Total Operating Expenses .................................................. 3,245,521.27

NONOPERATING REVENUES/(EXPENSES)

Investment income .............................................................. $244,463.71
College Support ................................................................. 244,270.35
Capital grants and gifts .................................................... 11,500.00
Additions to Permanent Endowments ......................... 168,164.79
Total Nonoperating Revenues (Expenses) .................... 668,398.85

NET ASSETS - BEGINNING OF YEAR ......................... $14,070,199.23
NET ASSETS - END OF YEAR ........................................... 12,156,142.63
Northeast State Community College Foundation Board of Directors
as of July, 2015

<table>
<thead>
<tr>
<th>Executive Committee:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Lee Shillito, Chair</td>
<td>Triad Packaging Co.</td>
</tr>
<tr>
<td>J. Allen Hurley, Vice-Chair &amp; Investment Committee Chair</td>
<td>Vision, LLC</td>
</tr>
<tr>
<td>Dwight Ferguson, Past Chair</td>
<td>Retired Executive</td>
</tr>
<tr>
<td>Lottie Ryans, Secretary</td>
<td>Perfectly Planned</td>
</tr>
<tr>
<td>Darla Scott, Treasurer &amp; Finance Committee Chair</td>
<td>Bank of Tennessee</td>
</tr>
<tr>
<td>Carol Ferguson, Scholarship Committee Chair</td>
<td>Northridge Properties Real Estate</td>
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<tr>
<td>Peter Raber, Donor Committee Chair</td>
<td>Aldebaran Financials</td>
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<tr>
<td>Scott Greer, Audit Committee Chair</td>
<td>Citizens Bank</td>
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<tr>
<td>John Nagy, Property Committee Chair</td>
<td>Nuclear Fuel Services</td>
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<tr>
<td>Jim Maxwell, Public Relations Task Force Chair</td>
<td>Bristol Herald Courier</td>
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<tr>
<td>Robert Arrington</td>
<td>Wilson Worley</td>
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<tr>
<td>Leigh Hornsby, Ex-Officio</td>
<td>Northeast State Community College</td>
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<tr>
<td>Janice Gilliam, Ex-Officio</td>
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<tr>
<td>Steve Campbell, Ex-Officio</td>
<td>Northeast State Community College</td>
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<tr>
<td>Tom Anderson, City of Bristol</td>
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<td>Robert Arrington, Wilson Worley</td>
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<td>Robbie Atkinson, NN, Inc.</td>
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<td>Richard Bales, Johnson City Schools</td>
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<td>Pal Barger, Pals, Inc.</td>
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<td>Larry Barnett, BAE Systems</td>
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<td>Wayne Basler, BC Realty</td>
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<td>Jeff Bedard, Crown Laboratories</td>
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<td>John Campbell, AccelNOW</td>
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<tr>
<td>Steve Campbell, Northeast State Community College</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Board Members</th>
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<tbody>
<tr>
<td>Etta Clark, Eastman Chemical Company</td>
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<tr>
<td>Heidi Dulebohn, Pain Medicine Associates</td>
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<tr>
<td>Jeff Dykes, Johnson City Power Board</td>
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<td>April Eads, BTES</td>
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<td>William E. Edwards III, Mountain Commerce Bank</td>
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<td>Mayor Dan Eldridge, Washington County</td>
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<td>Marvin Eichorn, Mountain States Health Alliance</td>
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<td>Al Fatherree, Retired Executive</td>
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<td>Carol Ferguson, Northridge Properties</td>
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<td>Terry Gillenwater, Gillenwater Chiropractic</td>
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<td>Janice Gilliam, Northeast State Community College</td>
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<td>Charles Green, Consultant</td>
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<td>Richard Green, Retired Executive</td>
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<td>Scott Greer, Citizens Bank</td>
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<td>John Hammett, General Shale</td>
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<tr>
<td>Bob Hart, Retired Executive</td>
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<td>Richard Holder, NN, Inc.</td>
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<td>Leigh Hornsby, Northeast State Community College</td>
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<td>J. Allen Hurley, Visions, LLC</td>
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<td>Paula Hurt, Bristol Chamber of Commerce</td>
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<td>Jeff Jones, CitiGroup</td>
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<td>Olan Jones, Eastman Credit Union</td>
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<td>Lester Lattany, United Way of Washington County</td>
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<td>Jim Maxwell, Bristol Herald Courier</td>
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<tr>
<td>Mitch Miller, Washington County Economic Development Council</td>
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<td>Carl Moore, Moore Development &amp; Investment Co.</td>
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<td>Elliott Moore, Mountain States Health Alliance</td>
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<td>John Nagy, Nuclear Fuel Services</td>
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<td>Chad Nimrick, Bell Helicopter</td>
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<td>Tim Odom, AAM Group</td>
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<tr>
<td>Tommy Olterman , Retired Executive/ City of Kingsport Alderman</td>
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<tr>
<td>Jennifer Owen, Regions Bank</td>
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<tr>
<td>Jamie Parsons, Mountain States Health Alliance</td>
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<tr>
<td>Kathy Pierce, Northeast Tennessee Workforce Investment Board</td>
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<tr>
<td>Donald R. Raber, Aldebaran Financial, Inc.</td>
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<td>Peter Raber, Aldebaran Financial, Inc.</td>
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<td>Newton Raff, First Tennessee Bank</td>
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<td>Susan Reid, First Tennessee Development District</td>
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<tr>
<td>Jeff Richardson, Brock Services</td>
<td></td>
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<tr>
<td>Karen Rowell, Rowell Consulting</td>
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<td>Lottie Ryans, Perfectly Planned</td>
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<td>Darla Scott, Bank of Tennessee</td>
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<td>A. Lee Shillito, Pratt Industries</td>
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<td>Kelvin Smalley, Retired Executive</td>
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<td>Parker Smith, Eastman Chemical Company</td>
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<td>Melissa Steagall Jones, Blackburn, Childress &amp; Steagall</td>
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<td>John Speropulos, Mitch Cox Realty</td>
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<td>James Stewart, Who We Are Counts</td>
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<td>Barbara Street, J. A. Street &amp; Associates</td>
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<td>Frank Waldo, Retired Executive</td>
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<td>Clay Walker, Networks Sullivan Partnership</td>
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<td>Hamlin Wilson, Wellmont Health Systems</td>
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<tr>
<td>Kelly Wolfe, Wolfe Development/Town of Jonesborough Mayor</td>
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</table>
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 Community College’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/EEO Employer.