

**NAME OF INSTITUTION**  
Northeast State  
Community  
College

**Veteran Reconnect Grant Program**



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Funding requested:

\$ 100,000.00

  
President/Director of Higher Education Institution

  
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**Abstract: “Respect, Responsibility, and Response: Reconnecting Our Veterans” (R3)**

As an entire generation of veterans prepares to leave the service and return home, providing educational opportunities leading to careers and employment is essential. This unique group, accustomed to the regimented, formal organization of the military often has trouble transitioning to the more relaxed campus environs. In a concerted effort to understand and identify the campus atmosphere and experiences of Northeast State Community College’s veteran student population, thorough methodological research was conducted. This exhaustive research highlighted three primary areas in which improvements are necessary to provide veteran students the resources to successfully complete their post-secondary programs of study: social and cultural support, campus collaboration (faculty/staff education on veteran issues), and college systems. The R3 program seeks to address gaps in the infrastructure, raise awareness of veteran student issues, and provide a veteran friendly campus climate in order to accelerate the success of student veterans and create favorable conditions to recruit new student veterans.

**Section 1. Program Need – 25 points**

**1.1 Campus Specific Demographic Data.** The Northeast State “**Respect, Responsibility, and Response: Reconnecting Our Veterans**” (R3) initiative is designed to address challenges identified through methodological research. To assess current programs for NeSCC’s 275 veteran students, and identify areas of expansion, Northeast State employed a three-pronged, methodological process to ascertain gaps in services to student veterans: a veteran student/staff focus group, Environmental Evaluation of Veterans Index (EEVI) questionnaire, and Veteran Affairs staff input. The data gathering and analysis process consisted of three primary components:

<b>Table 1. Methodological Process</b>	
<b>Rationale for Data Gathering</b>	<b>College Actions</b>
<i>Identifying qualities of high functioning Veteran Affairs offices along with the commensurate skills, competencies and credentials needed to meet designation as a Tennessee Veterans Education Transition Support (VETS) campus</i>	College staff conducted interviews with various Veteran Affairs programs in Tennessee and other states, and researched their webpages to identify programs and services to enhance the NeSCC Veteran Affairs program.
<i>Utilizing a national survey instrument to “baseline” NeSCC’s current status and identify existing gaps to meet program standards.</i>	Staff utilized the Environmental Evaluation of Veterans Index, an assessment tool developed by the Center for American Progress to evaluate campus environments for veteran in three areas: Personnel and Services, Institutional structures, and Social and Cultural support.
<i>Assessing existing specific gaps in resources and services based on recognized standards AND innovations in academic and student affairs (including Career Services) that will have a sustainable impact on the local student veteran population.</i>	Veteran Affairs and other Student Affairs staff conducted a thorough analysis of the current status of knowledge and awareness of the needs of veteran students and areas of improvement to the services and supports offered. A student veteran focus group was convened to secure input and observations about available services and the needs of NeSCC veterans.

NeSCC’s campus specific demographic data demonstrates the standardized system of tracking veteran students and their success. The offices of Research, Analytics and Planning (RAP), and Veterans Student Affairs (VSA) maintain data in the Banner system on all veteran students who self-identify and register with the office of VSA. Of the 275 veteran students in 2014-2015, 50% of the population was between the ages of 25 and 34, and over 60% received some form of federal financial aid. Veteran

<b>Table 2. Veteran Enrollment by Majors</b>			
<b>College</b>	<b>Degree</b>	<b>Certificate</b>	<b>Veteran Student Enrollment Total 2014-2015</b>
Advanced Technology	65	12	77
Business Technology	32	1	33
General Education (Transfer)	134	0	134
Health-Related Professions	9	3	11
Nursing	14	0	14
RODP	6	0	6
<b>TOTAL</b>	<b>260</b>	<b>15</b>	<b>275</b>

students reside in 11 counties, with 67% coming from Sullivan County (41%), and Washington County (26%). However, veteran students also attend from neighboring counties (Scott, and Washington) in Virginia. As shown by Table 2, NeSCC offers a broad-range of certificate and degree programs that appeal to student veterans. Data tables describing gender, residency and financial aid of veteran student population are included in the Appendices.

1.2 Grant Activities and Program Needs. Relevant research substantiates the findings of NeSCC veteran student focus group, the EEVI questionnaire, and VA staff input, to support the project’s objectives and grant-funded solutions, as outlined in the table below. According to *Inside Higher Education*, “Too often, the veterans on our campuses are invisible . . . the first step in helping student veterans is recognizing who they are and what issues they face.”<sup>1</sup> Phillip O’Connor acknowledged that there are strategies that work to keep veterans in school, “They [strategies] include specialized orientation programs, helping veterans connect with one another, training faculty and staff on challenges veterans face, and offering more counseling and financial aid.”<sup>2</sup> The 2013 American Council on Education’s (ACE) National Survey of Student Engagement (NSSE), found that success for veteran students was most efficacious when a college’s faculty, staff, and administration created a comprehensive infrastructure focused on identifying and supporting veteran students.<sup>3</sup>

<sup>1</sup> Kreuter, N. (2012). Essay on teaching veterans. *Inside Higher Ed*. Retrieved from: <https://www.insidehighered.com/advice/2012/11/12/essay-teaching-veterans>

<sup>2</sup> O’Connor, P. (2011, November 20). Veterans returning to college face unique challenges. *St. Louis Dispatch*, pp. M2.

<sup>3</sup> Kim, Y. M. & Cole, J. S. (2013). Student veterans/service members’ engagement in college and university life in Education. *American Council on Education – Center for Policy Research and Strategy*, 1-20.

Table 3. Proposed Grant Activities		
Identified Gap	Documentation	Proposed Grant-funded Solutions
Social and cultural supports	EEVI, Focus Group, Faculty/staff input	Orientation or transition assistance program for student veterans; solicit veteran feedback on how to improve services; programs, groups, and activities which promote interaction between veterans and students who are civilians; structured opportunities for networking with members of the campus community; re-orientation programs and services for veterans deployed returning from duty; programs and initiatives to support student veterans with families; institutional events that celebrate student veterans; veteran specific institutional websites, newsletters, publications; peer mentoring program and a veterans support group.
Campus Collaboration	VA staff, EEVI, Focus Group	Trainings for faculty on student veteran issues and concerns; workshops and programs for the student affairs professionals on common veterans issues and concerns; community partnerships for professional/employment opportunities (internships, co-ops, etc.) are available; training for staff and student affairs professionals on how to improve services for student veterans; a campus committee to review and discuss student veteran issues and concerns.
Systems	VA staff, EEVI	Multiple pathways and opportunities for veterans to identify their status on institutional forms; specific recruitment materials for veterans and marketing to military communities.

1.3 Drive to 55 Goals. By focusing on these goals, and implementing activities to address identified issues, NeSCC will increase retention and graduation rates for veteran students, which will in turn provide area employers with a skilled and competent pool of job-ready employees. With more than 64% of military service members accruing college credits while on active duty, but not completing a degree prior to leaving service, “Respect, Responsibility, and Response: Reconnecting Our Veterans” aligns with Governor Bill Haslam’s *Drive to 55* initiative to re-engage veteran students to finish a degree or certificate program. As overseas conflicts wind down, and service members return to the states, the veteran student population is predicted to rise dramatically. Tennessee, one of twenty-three states in which the majority of 25-44 year old veteran students are using their educational benefits, will reach the education completion goal utilizing this proficient pool of veteran students.<sup>4</sup>

1.4 Employer and Institutional Partnership (Optional Priority Area). One of the “8 Keys to Veterans’ Success,” introduced by President Barack Obama and the U.S. Department of Veterans Affairs

<sup>4</sup> “Education Program Beneficiaries by Geography, FY 2012.” *National Center for Veterans Analysis and Statistics.*

in a 2013 initiative, emphasizes “the need of postsecondary institutions to work closely with local businesses, workforce investment boards, and state employment commissions” in order to leverage “partnerships to connect Veterans with jobs and careers in high-growth, high-demand fields.”<sup>5</sup> NeSCC has extensive experience in engaging local business and industry representatives in program design and implementation of programs. The College’s numerous program advisory boards provide opportunities for interactions between faculty and company representatives. NeSCC will leverage existing career guidance resources and further develop new services to fully address barriers in helping student veterans transition from graduation to employment.

Eastman Chemical Company, Regions Bank, Meadowview Conference Resort & Convention Center, and the Robinette Company, through letters of support in the Appendices, have committed to support the employment of student veterans. Eastman and Robinette will institute rigorous work-based training opportunities for NeSCC veterans (such as internships, apprenticeships, and on-the-job training). All companies have agreed to serve on grant-specific advisory committees or task forces; and provide resources to address career exploration and work readiness. Robinette will hire qualified NeSCC veterans for 5 full-time positions annually and Meadowview will hire 8. Regions will focus its efforts in the employment and recruitment of Veteran Reconnect applicants. Veteran applicants will receive priority in the application /interview process after meeting Eastman’s requirements for operations employment. Eastman will also offer and expand work-based training opportunities for NeSCC student veterans. The U. S. Department of Veterans Affairs at Mountain Home, Tennessee will also serve as a worksite for work study students.

## **Section 2. Program Plan – 30 points**

To meet the stated objectives of the R3 program, NeSCC will implement a comprehensive program plan with measurable objectives and innovative approaches designed to support the student

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<sup>5</sup> President Obama applauds community colleges’ and universities’ efforts to implement 8 keys to veterans’ success. (2013, August 12). *U. S. Department of Veterans’ Affairs – Office of Public and Intergovernmental Affairs*. Retrieved from: <http://www.va.gov/opa/pressrel/pressrelease.cfm?id=2470>

veteran. With the need for a greater focus on campus collaboration, NeSCC will conduct professional development for campus employees during Fall and Spring Convocations. The proposed training will include an NeSCC produced video in which a panel of student veterans will address how faculty and staff can help student veterans adapt to the college environment. Faculty and staff will also view an internet-based Student Veteran Orientation Program on D2L (Desire2Learn) and complete a written assessment. The office of Veteran Affairs will establish the “At Ease” Zone Program, an institution-wide effort to connect student veterans to campus faculty/staff with military experience. The “At Ease” Zone will provide a safe, non-threatening environment in which student veterans will have an easily identifiable and approachable advocate. In addition to the establishment of a peer mentoring program, a new veteran-specific orientation program for current and incoming student will be launched using the textbook, *Life During College: The Veteran’s Guide to Success*.

The project includes the establishment of a Center for Student Veterans (CSV) at the new Johnson City teaching site (located within walking distance of the James H. Quillen VA Medical Center), including an informational Kiosk; upgrades to the CSV at the Blountville campus; the reorganization of the Student Veterans of America Club; establishment of the Campus Veteran Assistance Committee; and a series of programs and activities to promote veteran awareness on the campus – campus-wide cookout with entertainment, military branch birthday celebrations, a high profile speaker, new veteran-specific recruitment materials, and a veteran-specific employment outreach initiative. Institutional infrastructure improvements include the addition of question(s) to identify veteran status on enrollment application, office and equipment updates (computers and fax machine), and education and training for campus services that work with student veterans. R3 also includes a request to establish a Student Veteran Emergency Scholarship for documented financial emergencies that negatively impact the ability to pay college-related fees or other expenses. The proposed project work plan below describes the activities, indicators, and party responsible for each objective.

**Table 4. Logic Model**

Project Goal	Objectives	Activities	Indicators	Responsible
<p>To accelerate the success of student veterans and create favorable conditions to recruit new student veterans</p>	<p><i>Provide resources for career exploration and employment options</i></p>	<p>Employment Outreach</p>	<p>Number and type of events Participation of student veterans Job Placement Rates Job Postings in Vet Center</p>	<p>Project Director, Career Services Office; Office of Research, Analytics, and Planning (RAP)</p>
	<p><i>Provide multiple opportunities for student veterans to establish a sense of community and campus identity</i></p>	<p>Establish and furnish Center for Student Veterans in Johnson City; Upgrade furniture in Blountville Center</p>	<p>Student Usage; Student Surveys</p>	<p>Project Director, VP of Student Affairs, Dean of Enrollment Management (Dean), Veteran Certifying Staff</p>
<p><i>Improve campus climate</i></p>	<p><i>Develop a veteran-specific marketing and recruitment plan</i></p>	<p>Veteran Awareness Programs to include Veteran's Day speaker, orientation materials for students, designation of campus "At Ease" Zones, other activities</p>	<p>Attendance at campus-sponsored events; Campus support of programs; Student survey/focus groups; Promotional materials</p>	<p>Project Director Veteran Certifying Staff, Student Life Office Director of Marketing</p>
	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Re-organization of Student Veterans of America club</p>	<p>Regular meetings; club projects; fundraisers</p>	<p>Club Advisors, Club Members</p>
<p><i>Develop a veteran-specific marketing and recruitment plan</i></p>	<p><i>Improve campus climate</i></p>	<p>Professional development for faculty/staff addressing veteran specific issues and barriers</p>	<p>Number and types of training opportunities; Level of faculty/staff participation</p>	<p>Center for Teaching Excellence, Campus Veteran Assistance Committee</p>
	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Campus Veteran Assistance Committee</p>	<p>Committee Minutes</p>	<p>Committee Chairperson</p>
<p><i>Develop a veteran-specific marketing and recruitment plan</i></p>	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Workshops for Student Affairs professionals</p>	<p>Faculty/staff participation</p>	<p>VP of Student Affairs, Campus Veteran Assistance Committee</p>
	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Kiosk for Johnson City site; laptops for electronic sign ins</p>	<p>Monitor traffic and inquiries</p>	<p>Project Director; Director of Marketing, Dean</p>
<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Recruitment Materials – printed folders and banners; hats and t-shirts to student veterans</p>	<p>Increase in student traffic</p>	<p>Project Director, Director of Marketing, VP of Student Affairs</p>
	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Revisions to Admissions Application</p>	<p>Vet related questions added to application</p>	<p>Dean, VP of Student Affairs</p>
<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Maintain professional office capabilities</p>	<p>Office supports campus veterans</p>	<p>Project Director, Veteran Certifying Staff, Dean, VP of Student Affairs</p>
	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Professional Development for staff</p>	<p>Staff update Student Affairs professionals of current trends and programs</p>	<p>Project Director, Veteran Certifying Staff</p>
<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p><i>Maintain systems that ensure sustainability of effective programs and services for student veterans and members of the military</i></p>	<p>Project Assessment</p>	<p>Demographic, retention, and graduation data</p>	<p>Project Director, RAP</p>

Responsible staff and project indicators are listed in the logic model on page 9. The critical activities of the project are outlined in the following project timeline.

<b>Table 5. Project Timeline</b>	
<b>Timeline</b>	<b>Task</b>
July 2015	Mandatory Project Director Meeting
August 2015	(1) Veteran Assistance Committee members are appointed. (2) Recruit faculty/staff for "At Ease" Zone Program. (3) Produce educational training video for Fall Convocation. (4) Create relevant veteran specific recruitment materials. (5) Plan and promote campus-wide Veteran Awareness Campaign for all students, staff and faculty. (6) Plan and promote fall Student Veteran Orientation and Kick-off. (7) Secure laptop and install electronic sign-in for campus Veterans Center. (8) Plan and conduct professional development for faculty/staff during Fall Convocation. (9) Coast Guard birthday celebration. (10) Order furniture, relevant materials, supplies – textbooks, computers, hats, shirts - and Kiosk.
September 2015	(1) Institute peer mentoring program. (2) Implement "At Ease" Zone Program. (3) Initial meeting of student veteran group. (4) Air Force birthday celebration. (5) R3 advisory committee/employment outreach meeting. (6) Student Veteran Association meeting. (7) Plan and conduct workshop for Student Affairs professionals.
October 2015	(1) Analyze data from Fall Convocation. (2) Fall veteran awareness activity. (3) Student Veteran Association meeting. (4) Navy birthday celebration.
November 2015	(1) Veterans Day Observation/Veterans Awareness Month with high profile speaker (2) Film festival. (3) Student Veteran Association meeting. (4) Marine Corps birthday celebration.
December 2015	(1) Conduct end of semester Veteran Student Services Survey. (2) Exam week event. (3) Student Veteran Association meeting. (4) National Guard birthday celebration.
Fall 2015	Opening of Center for Student Veterans at Johnson City site.
January 2016	Provide faculty training during Spring Convocation.
February 2016	(1) R3 advisory committee/employment outreach meeting. (2) Student Veteran Association meeting.
March 2016	(1) Spring-term veteran awareness activity. (2) Student Veteran Association meeting.
April 2016	(1) Spring event/Intramurals. (2) Student Veteran Association meeting.
May 2016	(1) Conduct end of semester Veteran Student Services Survey. (2) Recognize graduates with Veteran Honor Cords. (3) Student Veteran Association meeting.
June 2016	(1) Army birthday celebration. (2) Review project outputs/outcomes and prepare the final project report.
Spring Term	Revision to admission application.

Project governance and accountability plan. Northeast State Community College has extensive experience in managing federal, state, and privately-sponsored grants as well as proven collaboration and cooperation with area businesses, industries, and educational institutions. NeSCC has

the demonstrated capacity to facilitate teaching, learning, service, and student success through innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services.

The president of Northeast State delegates full authority and autonomy to the Office of Veteran Affairs to administer the project according to the grant application, including the program budget, and to ensure that human, financial and physical resources are allocated to meet project objectives. The project will be directed by Patricia Chandler, Coordinator of Veteran Affairs.

Day-to-day program administrative work will fall to the Project Director and two support staff members from the Office of Veteran Affairs. The focus of the newly formed Veteran Success Committee will be “to determine and address the needs of student veterans, implement and sustain effective practices that provide veterans the opportunities for success, and facilitate practices to educate the campus community about veterans.”<sup>6</sup> Additional responsibilities for the three entities assigned to this project are detailed in the table below.

<b>Table 6. R3 Project Team</b>	
<b>Staff</b>	<b>Responsibilities</b>
<b>Project Director</b>	Implement assigned activities, meeting timelines and due dates; oversee project budgets and expenditures; provide consistent direction, and incorporate continuous improvement processes and deliverables.
<b>Project Support Staff – Veteran Certifying Officials</b>	Provide office support services in order to ensure efficiency and effectiveness; Ensure timely progress and problem resolution through consistent communication with project director, dean and vice-president; work with the Program Director to provide oversight on the development and implementation of data acquisition and retention of student veterans; Promote public relations and deal tactfully and diplomatically with students and staff; other duties as assigned.
<b>Veteran Success Committee</b>	Appointed members of the committee will include representatives from the offices of Veterans Affairs; Academic Advising; Students with Disabilities; Testing and Counseling; and TRiO Student Support Services offices; Veteran Faculty Member; and student from NeSCC chapter of Student Veterans of America (SVA).

**Section 3. Budget Plan- 25 points** - See Appendix A.

<sup>6</sup> NeSCC Veterans Success Committee Mission Statement (2015).

#### **Section 4. Sustainability – 20 points**

The major components of the R3 project have strong opportunities for sustainability. R3 is closely aligned with the goals of the College to create an environment that advances communication among all students, leverages data-driven decision making, and provides a supportive environment. This project benefits from rigorous planning and assessment procedures used by the College that have been designed to improve institutional effectiveness in all instructional and administrative processes. As a result, the assessment of all phases of the project will also help drive sustainability as the results are used to document the impact of the program on veteran students.

Dissemination of project results will also be key to insuring sustainability. The Project Director will provide identified staff with summaries of assessments and evaluations resulting from data collected during the implementation and service delivery phases of the project. Final project results will be shared with THEC, TBR, other community colleges, and appropriate institutional offices through written reports and presentations.

Northeast State is committed to providing the necessary resources, including staff, space, equipment and supplies, to maintain this project. Key to the success of the project is coordination of activities with other institutional offices and personnel. To identify the resources needed to sustain the campus-based peer mentoring program, the project director will work closely with the Veteran Certifying Officials, Student Veterans Support group, faculty and staff, Dean for Enrollment Management and the VP for Student Affairs to review program implementation and project objectives. This team will research and formulate a plan that considers internal allocation/re-allocation of funds; existing personnel resources; internal foundation grants; student worker assignments; and in-kind resources prior to spring 2016 budget hearings.

# APPENDICES

## Appendix B- Budget

<b>GRANT BUDGET</b>				
<b>Veteran Reconnect Grant</b>				
<b>The grant budget line-item amounts below shall be applicable only to expenses incurred during the following</b>				
<b>Applicable Period:</b>		<b>BEGIN: August 1, 2015</b>	<b>END : June 30, 2016</b>	
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	0.00	0.00	0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	13,300.00	0.00	13,300.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	70,610.00	0.00	70,610.00
11. 12	Travel, Conferences & Meetings	6,000.00	0.00	6,000.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals – Emergency Fund	1,000.00	0.00	1,000.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	0.00	0.00	0.00
22	Indirect Cost	9,090.00	0.00	9,090.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>100,000.00</b>	<b>0.00</b>	<b>100,000.00</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

**APPENDIX B - BUDGET**

**GRANT BUDGET LINE-ITEM DETAIL:**

<b>PROFESSIONAL FEE, GRANT &amp; AWARD</b>	<b>AMOUNT</b>
Production of Video for faculty training-\$2,500.00, high profile speaker fees - \$10,000, band/entertainment for cookout-\$700.00, Tri-Cities Military Affairs Council Membership-\$100.00	13,300.00
<b>TOTAL</b>	<b>13,300.00</b>

<b>INTEREST</b>	<b>AMOUNT</b>
	00.00
<b>TOTAL</b>	<b>00.00</b>

<b>DEPRECIATION</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	00.00
<b>TOTAL</b>	<b>00.00</b>

<b>OTHER NON-PERSONNEL</b>	<b>AMOUNT</b>
Specific, Descriptive, Detail (Repeat Row As Necessary)	00.00
<b>TOTAL</b>	<b>00.00</b>

<b>CAPITAL PURCHASE</b>	<b>AMOUNT</b>
Kiosk with touch screen to be placed at the Johnson City site.	5,400.00
<b>TOTAL</b>	<b>5,400.00</b>

## Northeast State Community College

### Budget Narrative

Professional fees are requested for the following:

Description	Quantity	Cost	Total
Production of video for faculty/staff orientation program	1	2500	2500
High profile Speaker for Campus Veterans Day observation	1	10,000	10,000
Band/entertainment for campus awareness cookout	1	700	700
Tri-Cities Military Affairs Council (TC-MAC) annual fees	1	100	100
<b>TOTAL</b>			<b>\$13,300</b>

Request for **Printing and Publications** include –

Description	Quantity	Cost	Total
Textbook for new orientation program designed for current & incoming veterans - <i>Life During College: The Veteran's Guide to Success</i>	350	24	8400
Name Badges for "At Ease" Zone Allies	20	13	260
Decals for "At Ease" Zone Allies	20	0.50	10
Veteran Affairs Banner – tradeshow quality office banners for each site	2	300	600
Information folder for new and prospective students	250	2	500
Marketing – additional veteran-specific marketing and materials designed by the College's marketing staff			2410
Printed materials for faculty/staff orientation program	400	10	4000
<b>TOTAL</b>			<b>\$16,180</b>

### Project Supplies

#### Veteran Affairs Office

To sustain effective programs, staff is requesting 3 desktop computers, monitors, and a fax machine for the Veteran Affairs office. Additional requests include laptop computers for each center to track student veteran traffic, a tradeshow style tablecloth and graduation honor cords for veteran graduates.

Description	Quantity	Cost	Total
Desktop Computers for Veteran Affairs staff	3	1200	3600
Laptop computers at each site to facilitate electronic sign-in (to track visits to the Veteran Center)	2	800	1600
Computer monitors for Veteran Certifying Staff	2	400	800
Fax Machine –Monthly rental and phone line	1		800
Tradeshow style/event tablecloth	1		400
Graduation Honor Cords	100	10	1000
<b>TOTAL</b>			<b>\$8,200</b>

## Center for Student Veterans

The following items are requested for the current and proposed Centers for Student Veterans in Blountville and Johnson City:

Blountville – 2 computers, Printer and Furniture (Sofas, Recliner, and Table/Chairs).

Johnson City – 2 computers, Printer, and Furniture.

Description	Quantity	Cost	Total
Furniture –Blountville campus			5,300
Furniture – Johnson City site			3,800
Computers	4	1200	4,800
Printers	2	1400	2,800
<b>TOTAL</b>			<b>\$16,700</b>

## Extra-curricular Activities for Veterans

*Blountville* - Intramural Events; Foosball, Electronic Gaming Systems for Vet Centers, TV with DISH;

*Johnson City* - Electronic Gaming Systems for Vet Centers, TV with DISH.

Description	Quantity	Cost	Total
Intramural events			1000
Foosball, Electronic Gaming Systems for each Vet Center			4800
TV's with DISH (includes TV and installation costs and other required peripherals)	2		6490
<b>TOTAL</b>			<b>\$12,290</b>

## **Campus Awareness - Structured opportunities for networking with campus community**

Campus Awareness activities will include a campus-wide cookout, reception (in conjunction with Veteran's Day speaker) and birthday celebrations for military branches during the months each branch was established.

Description	Quantity	Cost	Total
Cookout, Reception, military birthday celebration			4380
Program Reception in conjunction with Veteran's Day Event			2000
<b>TOTAL</b>			<b>\$6380</b>

**T-Shirts and Caps for Student Veterans**

T-shirts and caps will be distributed to student veterans who register with the Office of Veteran Affairs.

<b>Description</b>	<b>Quantity</b>	<b>Cost</b>	<b>Total</b>
T-Shirts –Distributed to student veteran (see below)	350	6.60	2310
Hats – Distributed to veterans who register with the Office of Veteran Affairs	350	9	3150
<b>TOTAL</b>			<b>\$5460</b>

**Travel, Conference & Meetings**

**\$6,000.00**

To support staff travel to select **Veteran Affairs meetings** such as Tennessee Educational Association of Veterans Program Administrators (TEAVPA); National Association of Veteran’s Program Administrators (NAVPA); Regional Processing Office meeting. CONUS rates will be used to establish reimbursements for lodging and per diem.

**Capital Purchase**

**\$5,400.00**

<b>Description</b>	<b>Quantity</b>	<b>Total Cost</b>
Kiosk with touch screen	1	5400

The touch screen, information Kiosk will be placed at the Johnson City Campus.

**Specific Assistance to Individuals**

**\$1,000.00**

Funds will be disbursed, through the Scholarship Office, to students with documented emergencies.

<b>Description</b>	<b>Quantity</b>	<b>Total Cost</b>
Student Emergency Scholarship		1000.00

**Total Requested                    \$90,910**

**Indirect                                    9,090**

## Northeast State Community College Student Veteran Demographic Data

Type	2014-15
Total Enrollment	275

Gender	2014-15
Male	216
Female	59

Age	2014-15
Below 18	1
18-20	24
21-24	58
25-34	129
35-64	62
Over 64	1

Financial Aid	2014-15
Received FA	169

State-County	2014-15
MD-Saint Mary's	-
TN-Carter	33
TN-Greene	8
TN-Hamblen	-
TN-Hamilton	1
TN-Hawkins	27
TN-Johnson	2
TN-Sullivan	114
TN-Unicoi	10
TN-Washington	71
VA-Bristol	4
VA-Scott	2
VA-Washington	3

Graduates	2014-15
# of Graduates	57

College	Degree	Certificate	Veteran Student Enrollment Total 2014-2015
Advanced Technology	65	12	77
Business Technology	32	1	33
General Education (Transfer)	134	0	134
Health-Related Professions	9	3	11
Nursing	14	0	14
RODP	6	0	6
<b>TOTAL</b>	<b>260</b>	<b>15</b>	<b>275</b>

Race/Ethnicity	2014-15
2 or More Races	4
American Indian	1
Asian	2
Black	6
Hawaiian Pacific	1
Hispanic	5
Unknown	5
White	251

Source: Northeast State Office of Analytics and Planning (2015)



**DEPARTMENT OF VETERANS AFFAIRS**

**James H. Quillen  
VA Medical Center  
(Johnson City)**

**Mountain Home, TN 37684**

June 15, 2015

Dr. Janice H. Gilliam  
President  
Northeast State Community College  
P. O. Box 246  
Blountville, TN 37617

Dear Dr. Gilliam:

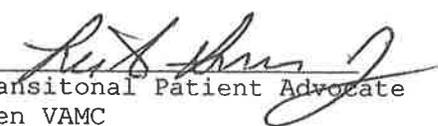
For over 110 years, James H. Quillen Veterans Administration Medical Center (Mountain Home VA Medical Center) has been improving the health of the men and women who have so proudly served the United States of America. Our primary mission is to honor and serve America's veterans by providing exceptional healthcare that is patient-centered and preferred by veterans. Our services are available to more than 170,000 veterans living in a 41-county area of Tennessee, Virginia, Kentucky, and North Carolina.

We applaud and support your efforts to extend services and programming to help student veterans achieve their educational goals through the Veteran Reconnect grant. Given the number of veterans you have served over the years, we know that you will use these funds to enhance existing veteran services and implement new programs and services to increase student success. Therefore, our staff will collaborate with Northeast State on this project by committing to the following:

- Serve as a worksite for VA work study students.
- Provide access to readjustment counseling, family counseling and substance abuse counseling.
- Provide treatment for medical issues.
- Assist in identifying resources for financial hardships.

The VA welcomes the opportunity to join Northeast State Community College in implementing this program to support veterans attending Northeast State. With the opening of the new teaching site in downtown Johnson City, many of the individuals staying in the domiciliary on our campus will have easier access to college programs. We welcome the opportunity to work with you on this project.

Sincerely,

Lee A. Smith   
OEF/OIF/OND Transitional Patient Advocate  
James H. Quillen VAMC  
P.O. Box 4000 (122)  
Mountain Home, TN 37684  
423-926-1171 x 7925



June 29, 2015

Dr. Janice H. Gilliam  
President  
Northeast State Community College  
P. O. Box 246  
Blountville, TN 37617

Dear Dr. Gilliam:

Regions Financial Corporation is a US bank and financial services company based in Birmingham, Alabama. A member of the S&P 500 Index, the company provides retail and commercial banking, trust, securities brokerage, mortgage and insurance products and services. Regions serves customers in 16 states across the South, Midwest and Texas, and through its subsidiary, Regions Bank, operates approximately 1,700 banking offices and 2,000 ATMs including several banks in the Tri-Cities area.

We have enjoyed a positive working relationship with the college on other projects and will partner with Northeast State in the Veteran Reconnect grant by:

1. Regions will focus its efforts in the employment and recruitment of Veteran Reconnect applicants. Employment is not guaranteed, but applicants will be given priority in the application/interview process after meeting Regions employment requirements.
2. Serving on grant-specific advisory committees or task forces.
3. Providing resources to address career exploration and work readiness.

As a premier financial services company known for its dedication to quality, strength and integrity, Regions supports the Northeast State initiative for veterans and looks forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Chaiba Bloomer".

Chaiba Bloomer  
Kingsport City President

415 Broad Street  
Kingsport, Tennessee 37663  
(423) 229.0106  
Fax (423) 229.0146



June 23, 2015

Dr. Janice H. Gilliam  
President  
Northeast State Community College  
P. O. Box 246  
Blountville, TN 37617

Dear Dr. Gilliam:

As a military-friendly employer, the Robinette Company is pleased to support the Northeast State Veteran Reconnect grant program. With locations in Bristol and Piney Flats, Tennessee, the Robinette Company is a full-service flexible film and paper packaging manufacturer and converter specializing in sustainable packaging for the food, beverage, nutraceutical, construction, textile, and health care markets. With a 100,000+ square foot flexible film converting facility and a 125,000+ square foot paper converting facility, we can provide sustainable options in films and/or paper. Operating 20 machines the Piney Flats plant produces more than one million quality bags per day.

In support of the Northeast State Veteran Reconnect grant proposal, Robinette Company will focus on employment and career development by:

1. Committing to hire qualified NeSCC veterans for 5 full-time positions annually.
2. Serving on grant-specific advisory committees or task forces.
3. Providing resources to address career exploration and work readiness.

As a *Quality Company Built on Innovation and Resources and Responsiveness*, Robinette welcomes the opportunity to work with you on this initiative for veterans.

Sincerely,

**THE ROBINETTE COMPANY**

Carolyn S. Ferrell  
Vice President HR & Community Relations

June 22, 2015

Dr. Janice H. Gilliam  
President  
Northeast State Community College  
P. O. Box 246  
Blountville, TN 37617

Dear Dr. Gilliam:

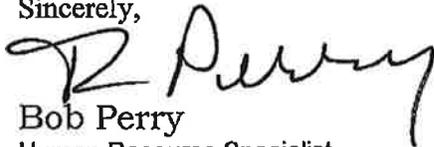
For almost 20 years, the MeadowView Marriott Conference Resort & Convention Center has been an integral part of the city contributing more than \$29 million to the local economy. Since our opening in 1996, MeadowView has helped double the number of visitors to Kingsport. After adding 110 rooms in 2008, a new \$15 million executive conference center opened in 2010. From staff serving as mentors to Workforce Investment Act high school students to the recent announcement of a former general manager as your 2015 alumni award recipient, Meadowview has enjoyed a very close working relationship with Northeast State. We are always honored to host your many meetings, receptions, and other events.

Meadowview is a veteran friendly company that has joined with other organizations in the past to assist veteran job seekers, active duty military members, guard and reserve members, and military spouses in the search for employment. In support of the Northeast State Veteran Reconnect Grant, Meadowview will commit to the following:

1. Hire qualified 8 NeSCC veterans for full-time positions annually.
2. Serve on grant-specific advisory committees or task forces.
3. Provide resources to address career exploration and work readiness.

With 305 guest rooms and 88,000 square feet of conference & event facilities, Meadowview offers opportunities in various employment categories. We look forward to working with you in this new venture.

Sincerely,



Bob Perry  
Human Resource Specialist  
Meadowview Conference Resort & Convention Center  
1901 Meadowview Parkway  
Kingsport, TN 37660  
T (423) 578-6665  
F (423) 578-6595  
[robert.b.perry@marriott.com](mailto:robert.b.perry@marriott.com)

June 30, 2015

Dr. Janice H. Gilliam  
President  
Northeast State Community College  
P.O. Box 246  
Blountville, TN 37617

Dear Dr. Gilliam:

As you know, Eastman is a global specialty chemical company that produces a broad range of advanced materials, additives and functional producers, specialty chemicals, and fibers that are found in a variety of products. With our headquarters in Kingsport, Tennessee, we have enjoyed a working relationship over many years with you and your leadership team at Northeast State Community College. We are a military friendly workplace. We are an Army PAYs partner, and in 2013, Eastman was named one of 15 recipients of the Secretary of Defense Employer Support Freedom Award for its formal policies and information initiatives that assist and encourage employees who are members of the Reserve and National Guard. Eastman is committed to continuing to support veterans in our community.

Based on the strong working relationship between Northeast State and Eastman, and our interest in supporting veterans, we strongly support the Northeast State Veteran Reconnect grant proposal. Eastman agrees to collaborate with Northeast State on the Veteran Reconnect grant project to improve employment prospects for veterans and, if the College is a recipient of funding for the program, we plan to commit to the following:

1. Eastman welcomes applicants with Military experience. We value the experiences, characteristics, and skills gained in Military Service. Eastman will continue to foster practices which encourage military applicants in their pursuit of operations roles.
2. Work-based training opportunities will be offered and expanded (such as internships, apprenticeships, and on-the-job training) for Northeast State students.
3. Eastman personnel will serve on grant-specific advisory committees or task forces and participate in program support activities.
4. The company will provide resources to address career exploration and work readiness.

Eastman is pleased to join Northeast State Community College in this initiative for veterans. Given the increasing demand for qualified workers at Eastman and in our industry, we look forward to supporting a program that will meet the emerging employment needs of the company and the region.

Sincerely,



Todd Akard  
Recruiter