



RESILIENT
INNOVATIVE
UNITED

2019 Annual
2020 Report

CHATTANOOGA STATE
COMMUNITY COLLEGE



RESILIENT INNOVATIVE UNITED

Unprecedented. Unpredictable. Uncertain. Fear. Pivot. Grace. Resilience. Opportunity. Faith.

When the College's students left campus for Spring Break 2020, little did they know that it would be the last time that they would see the campus for the remainder of the school year and much of the next academic year. During the break, innovative faculty and staff scrambled to take all classes and support services online due to COVID-19. Following the break, students had to attend class, complete assignments, and take tests 100% online. Not only was it a major adjustment for staff and faculty, some having never taught online previously, but, students had to face

a myriad of challenges overnight regarding internet connections, bandwidth issues, inadequate routers, and deficient computer equipment. More than 1,100 students had to borrow school equipment in order to complete their spring courses.



I am so proud that students and faculty readily met the challenges and overcame them. Then, an added belt to the stomach came with the Easter tornadoes that affected approximately 25% of our faculty, staff, and students. Many people's homes were severely damaged or leveled. Again, the Chattanooga State community rallied to aid those in our midst through giving funds, time, and other resources to help get the storm's victims on their feet again.

Our world was rocked again in May with the murder of George Floyd and the call for racial equity that followed. While this tragedy occurred in another community, our students, faculty, and staff were deeply affected by the events that transpired before our eyes on social media and on television. Our new Executive Director of Diversity, Equity and Inclusion, Quincy Jenkins, helped our

college family see our way through this emotional time.

I am moved by the unity, the innovative attitude, and the resilience our faculty, staff, and students have exhibited over the past year. Despite extremely challenging circumstances, the people of Chattanooga State made extraordinary accomplishments, and we are proud to share those with you in this report. While we had every reason to throw up our hands and see where events would lead, our united, innovative resolve has led us to reexamine our work and make it stronger. Rather than see the events of the last year as challenges to push past, we have used them as a catalyst to diversify how we teach and how we care for each other. We are the better for it. I firmly believe Chattanooga State's best days are just ahead. By providing a safe, healthy learning and working environment for our students and employees, we will continue to improve our students' lives, as well as the prosperity of our community for years to come.

Sincerely,

Rebecca Ashford, Ed.D.
President

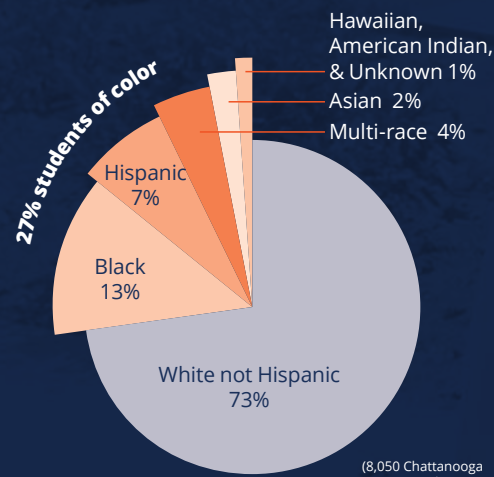
2019 2020

8,773
students



ChattState **8,050** TCAT **723**

1,475 Degrees **1,001** Certificates & Diplomas

99% Job Placement Rate **93%**



44% age 25+

57%  **43%** 

51% full time

(8,050 Chattanooga State students)



In June 2019, we welcomed Quincy Jenkins as our inaugural executive director of Diversity, Equity, and Inclusion (DEI). We're ready for the journey toward establishing and maintaining cultural pluralism.



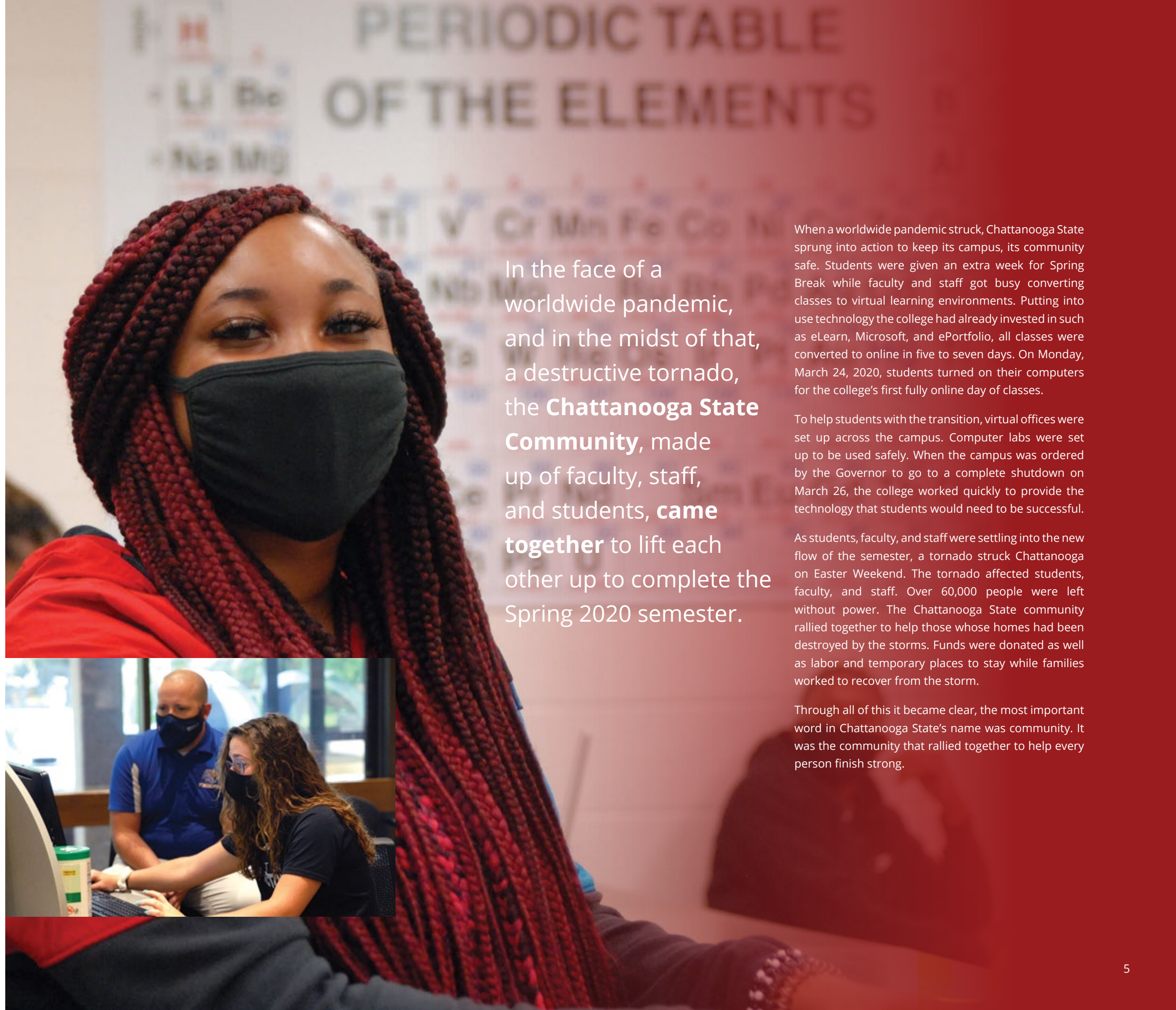
In keeping with his plan to build inclusive excellence, Jenkins has established his initial goals:

- Empower the Equity Team to lead and sustain on-going, and often uncomfortable, campus-wide conversations concerning race, ethnicity, identity, poverty, gender, and opportunity;
- Expand our common institutional understanding of diversity, equity, and inclusion;
- Embed equity-mindedness in our practices, policies, and procedures across the institution;
- Increase the success rates of our underrepresented demographics (Black/ African American, low-income, rural, Latinx, and expand our definition as more awareness is born);
- Frame and introduce ChattState as a leader in inclusive excellence through evidence-based research.



2019 | 2020
RESILIENT

Chattanooga State Persists



In the face of a worldwide pandemic, and in the midst of that, a destructive tornado, the **Chattanooga State Community**, made up of faculty, staff, and students, **came together** to lift each other up to complete the Spring 2020 semester.

When a worldwide pandemic struck, Chattanooga State sprung into action to keep its campus, its community safe. Students were given an extra week for Spring Break while faculty and staff got busy converting classes to virtual learning environments. Putting into use technology the college had already invested in such as eLearn, Microsoft, and ePortfolio, all classes were converted to online in five to seven days. On Monday, March 24, 2020, students turned on their computers for the college's first fully online day of classes.

To help students with the transition, virtual offices were set up across the campus. Computer labs were set up to be used safely. When the campus was ordered by the Governor to go to a complete shutdown on March 26, the college worked quickly to provide the technology that students would need to be successful.

As students, faculty, and staff were settling into the new flow of the semester, a tornado struck Chattanooga on Easter Weekend. The tornado affected students, faculty, and staff. Over 60,000 people were left without power. The Chattanooga State community rallied together to help those whose homes had been destroyed by the storms. Funds were donated as well as labor and temporary places to stay while families worked to recover from the storm.

Through all of this it became clear, the most important word in Chattanooga State's name was community. It was the community that rallied together to help every person finish strong.

2019 | 2020
INNOVATIVE

We Were Ready

PREPARING FOR THE FUTURE MADE US READY FOR THE PRESENT



When daily news reports from the federal government indicated a critical need for supplies in the fight against the Coronavirus, Chattanooga State responded. Our Respiratory Care program loaned ventilators to Erlanger Health Systems while the Dental program donated its supply of gloves, masks, gowns, and hand sanitizer. The Life Sciences department donated their supply of gloves to the health department. while the Engineering and Information Technologies division 3D printed face mask components.

While Dr. Mark Knutsen, dean of Nursing and Allied Health, was brainstorming with his team about how to help support the local community in the fight against COVID-19, the idea of loaning ventilators came to mind, and within a few short hours, details were being confirmed.

Katie Davidson, Respiratory Care Program director, had already been in contact with Terry Ellis, director of Respiratory Care at Erlanger Health Systems. Ellis also happens to be on the program advisory board and familiar with Chattanooga State's equipment.

"The majority of our graduates start their careers at Erlanger," shares Davidson.

The equipment being loaned out included eight ventilators and four non-invasive devices (hospital grade BiPAP and CPAP).

As the need for face masks increased, Dr. Tremaine Powell, dean of Chattanooga State's Engineering Technology department, immediately reached out to Michael Stone, Public Education Foundation director, Hamilton County Schools, STEM school, The Volkswagen Academy, and others to coordinate efforts to print and improve upon Personal Protective Equipment (PPE).

When Dr. Powell received the STL 3D printer file from the STEM school, he and faculty member Robert Pace drove to campus to begin the job of printing headbands and face shields to donate to local healthcare and the National Guard.

Roughly 230 headbands were printed and delivered to healthcare providers around the community.

2019|2020
UNITED

Achieving the Dream

**CHATTANOOGA STATE
EARNS NATIONAL LEADER
COLLEGE STATUS**

Chattanooga State Community College is one of ten community colleges from across the country to earn National Leader College status, and one of four to earn that honor for the first time.

This honor comes to Chattanooga State as a member college of the Achieving the Dream Network, a growing network of 277 community colleges committed to helping their students, particularly low-income students and students of color, achieve their goals for academic success, personal growth, and economic opportunity.

"I am incredibly proud of the students, faculty and staff who have worked so hard to increase our student success outcomes. This recognition from Achieving the Dream is a testament to Chattanooga State's commitment to improving the lives of our students through education. I am humbled to be part of this important work," said Dr. Rebecca Ashford, Chattanooga State president.

Leader Colleges, which are certified for three-year terms, have shown progress in building institutional

capacity to create a student-focused culture and strong outcomes for all students. They play an important role in accelerating adoption of effective practices within the ATD Network and across the higher education sector. Leader Colleges are recognized for the quality of their work in whole college reform, resulting in increased completion rates for all students. Leader Colleges are

expected to develop innovative ways to work with other colleges to share knowledge and facilitate an exchange of ideas about evidence-based reform strategies.

"We're proud to acknowledge the achievements of colleges

in our Achieving the Dream Network," said ATD president and CEO Dr. Karen A. Stout. "These new Leader Colleges represent a group that has worked extremely hard over the past few years to change the trajectory of their institutions. Their work impacts their students, communities, and the higher education sector."



YEAR IN REVIEW

We will always remember 2020 as the year of the pandemic, but lots of awesome things were happening at Chattanooga State before the pandemic struck. From our partnerships to put safeguards in place for our students' well-being to our work with Hamilton County Schools in our Digital Innovation Center, many of these efforts put us in a particularly strong place for dealing with the pandemic.



JULY

New Advanced Level Pharmacy Tech Program

In July 2019, Chattanooga State announced a new Advanced-Level Pharmacy Technology program, the area's only American Association of Health-System Pharmacists (ASHP) accredited program. According to Dr. Nancy Watts, program director, the unprecedented demand for highly trained technicians has led to moving the initial program founded in 1996 to the advanced-level. Area hospital directors and community pharmacies on the program advisory committee voted unanimously for the advanced-level program based on their demand. The program boasts an impressive 100% job placement rate.

According to the Bureau of Labor Statistics, job demand for certified pharmacy technicians is expected to grow 12% from 2016-2026, faster than average for all occupations.



SEPTEMBER

Partnership with Helen Ross McNabb Center

In September 2019 Chattanooga State Community College entered into an agreement with the Helen Ross McNabb Center establishing a meaningful partnership to put safeguards in place for the well-being of Chattanooga State students. The Center has worked with Chattanooga State counselors for several years prior to entering into this formal understanding

Statistics from the Tennessee Suicide Prevention Network, show that suicide is the second leading cause of death for college students. "There is growing concern about the mental well-being of our students and we recognize that we can't be everything to everyone," states Michelle Kilgore, Student Support Center director.

The Helen Ross McNabb Center is a premier, not-for-profit provider of behavioral health services in East Tennessee.



OCTOBER

ChattState hosted TCCAA Volleyball Tourney

Chattanooga State Community College hosted the Tennessee Community College Athletic Association (TCCAA) Volleyball tournament on October 25-26, 2019 on the main campus, 4501 Amnicola Highway.

Chattanooga State premiered volleyball as a sanctioned sport during the 2018-2019 academic year. In their second year, Janet Tate, head coach and Robin Moore, assistant coach, helmed the 11-member Lady Tigers team.

Walters State Community College defeated Chattanooga State and Cleveland State to take the tournament title.



NOVEMBER

Digital Innovation Center Groundbreaking

In November, 2019, Chattanooga State President Dr. Rebecca Ashford and Hamilton County Schools Superintendent Dr. Bryan Johnson helped demolish a wall to kick-off construction for the world's first K-14 Global Center for Digital Innovation. As a collaboration between Hamilton County Schools and Chattanooga State Community College, the GCDI is a primary division of our Digital Fabrication Ecosystem of Ideation (entrepreneurship), Creation (digital fabrication), and Production (manufacturing).

The GCDI will provide classes, workshops, and special events for K-12 Hamilton County students, Chattanooga State Community College students, and community members.



NOVEMBER

ChattState Online Introduced

Chattanooga State's new initiative, ChattState Online, launched in January 2020. The 30+ fully online degree programs are designed to provide busy adults with the opportunity to fit a high-quality college education into their lives.

"Flexibility" was the key word used by administrators and current online students when ChattState Online was announced. Many students have put off furthering their education for a variety of reasons, but with ChattState Online, they now have the option to complete an entire degree program anytime and anywhere ... on their own schedule.

More than 2,000 Chattanooga State students take online classes.



FEBRUARY

TCAT Signs 112 Commitments

National Technical Letter of Intent Signing Day (NC3) on February 27 saw a record number of 112 seniors from 17 Tennessee high schools commit to 15 technical programs in Chattanooga State's Tennessee College of Applied Technology where they will work to prepare themselves for a successful career in 12 months or less.

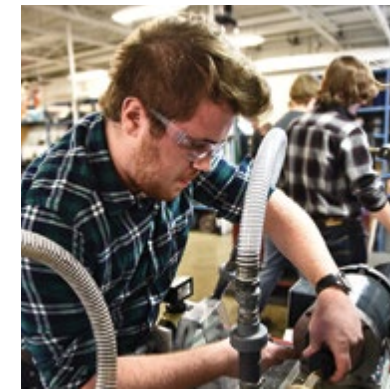
Students who commit to a technical program during Signing Day are assured of enrollment into the program of their choice. The event experienced a tremendous attendance surge over the past three years necessitating a move to the Humanities Theatre to accommodate the growing ceremony.



**TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY**
CHATTANOOGA

The fifteen programs that welcomed enrollees were: Administrative Office Professional; Advanced Aesthetics; Automotive Technology; Barbering; Collision Repair; Computer Support Technician; Cosmetology; Diesel Equipment; HVAC/R; Industrial Electricity; Industrial Electronics; Industrial Maintenance/ Mechatronic Technician; Landscape & Turf Management; Machine Tool Technology; and Welding Technology.

The new students were from area high schools including: Brainerd; Chattanooga School for the Arts & Sciences; Copper Basin; East Ridge; Hixson; Lookout Valley; Meigs County; Ooltewah; Red Bank; Sale Creek; Sequatchie County; Sequoyah; Soddy Daisy; South Pittsburg; STEM School; and Tyner.



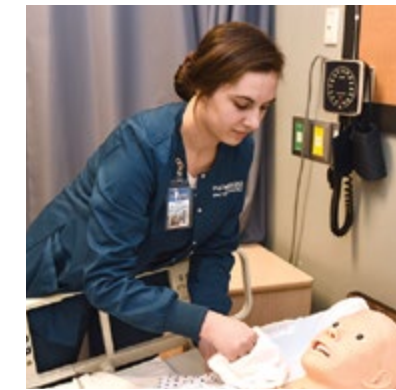
JANUARY

AACCECCA Grant to Expand Apprenticeships

Chattanooga State Community College was awarded \$140,000 from an American Association of Community College's Expanding Community College Apprenticeships grant to further build its apprenticeship program in response to employee training needs from the area's advanced manufacturers.

Currently, more than 150 full-time, college-sponsored, registered apprenticeship positions are slated to occur throughout the life of this grant/pilot. The occupations this project addresses have been strategically selected to provide the widest coverage of skills in advanced manufacturing and to develop guided pathways from entry-level to

advanced workplace proficiencies. The end results will be completion of industry credentials and post-secondary education to meet employer demands for a ready-workforce now and in the future.



FEBRUARY

LPN Program Tops 96% Pass Rate

The Practical Nursing Program, offered through the Tennessee College of Applied Technology (TCAT) at Chattanooga State Community College, received official notice that its graduating classes of 2019 obtained a 96% pass rate from the Tennessee Board of Nursing. NCLEX, the National Council Licensure Examination, is a standardized exam that each state board of nursing uses to determine whether or not a candidate is prepared for entry-level nursing practice.

According to Judy Kitson, TCAT director of medical programs, "The Practical Nursing program has not experienced a 96% pass rate since 2010."



MARCH

ChattState Dayton's Terry Brown Authors New Book

Terry Brown, an English instructor at Chattanooga State Community College, has joined the ranks of author with the premiere of his novel, *City of Refuge*, a book he refers to as an "alternative American history."

With more than 20 years experience, including work in the newspaper industry and teaching at Chattanooga State, Terry wanted to find a way to combine his love for religious studies and all things humanities. "The idea came to me for this work after doing a Bible study on the cities of refuge in the Old Testament," shares Terry.

Dayton Site Director Jerry Hendrix works closely with Terry when planning his academic schedules each semester. "Terry is the foundation that I base my Dayton schedule upon each semester, and a solid rock he definitely is for our Dayton student body," says Hendrix.



MARCH
Massage Therapy Grads Attain 100% Job Placement

The Massage Therapy program at Chattanooga State's Tennessee College of Applied Technology boasts a 100% job placement rate.

As a health care profession, the education of a massage therapist requires basic knowledge of anatomy, physiology, pathology, kinesiology, pharmacology, business, self-care, nutrition, hydrotherapy and many other related topics. With a median annual income of almost \$40,000, the 8-month full-time massage therapy program is well worth the investment of time and money.

Tiffanie Ledford, a Licensed Massage Therapist alum, shared that students will learn the technical medical information, techniques, and skills, walking away with a deeper understanding of oneself. "The TCAT Massage Therapy program provides a solid foundation of knowledge and hands-on training to build a successful career as an LMT," she stated.



MAY
ChattState Offers Free Classes with Ed2go

Chattanooga State's Economic Workforce Development Division partnered with ed2go to offer free non-credit, self-paced, and completely online classes to students working toward a new career or advancing their skills.

Ed2go delivers flexibility to more than three million students seeking to advance personal and professional development. They partner with academic institutions such as Chattanooga State, and corporations to help meet workforce demand.

The free classes included: Creating Web Pages; Creating WordPress Websites; Fundamentals of Supervision and Management; Twelve Steps to a Successful Job Search; Keys to Effective Communication; Managing Customer Service; Marketing Your Business on the Internet; Personal Finance; and Small Business Marketing on a Shoestring



MAY
NSF Awards \$600K Grant

Chattanooga State Community College is part of a recently awarded, nearly \$600,000 National Science Foundation (NSF) grant for intelligent robotics equipment and curriculum development. In the proposed three-year project, titled "Collaborative Research: Preparing the Workforce for Industry 4.0's Intelligent Industrial Robotics", workforce training needs will be met by providing new curriculum and education to career and technical education (CTE), as well as science, technology, engineering, and mathematics (STEM) advanced manufacturing educators.

Reports from the 2016 International Federation of Robotics (IFR) confirm that a robotics revolution is already taking place in the East Asian countries of China, Japan, Korea, and Taiwan, which will likely constitute nearly 75% of the future world market. This revolution is expected to dramatically affect the U.S. and calls for preparing a skilled workforce that is ready to handle the surge of skill need.



JUNE
RN Program Ranked #1 in TN

Nursing Schools Almanac ranked the Registered Nursing program at Chattanooga State Community College #1 on its list of best associate degrees in nursing (ADN) programs in Tennessee. There are more than 1,300 high-quality ADN programs across the country. Nursing Schools Almanac evaluate Institutions by academic prestige and perceived value, the breadth and depth of nursing programs offered, and student success, particularly on the NCLEX licensure examination.

"We are honored to be recognized as the top nursing program in the state by Nursing Schools Almanac," says Dr. Martina Harris, assistant dean of Nursing and Allied Health and Registered Nursing program director. "I attribute our success to the dedication of our faculty and staff and the brilliant nursing students graduating from our high-quality program."



JUNE
Adult Student Services Director Honored

Chattanooga State's Adult Services Director Marsha Barker was presented with the Outstanding Foundation & Leadership for NonTrads award by the Association for Non-Traditional Students in Higher Education (ANTSHE). "... your Adult Student Services program at Chattanooga State Community College, was selected to receive this award because of your commitment and obvious devotion to non-traditional student success," said Lori Viar, executive director of Pinnacle and Spire Honor Societies, in a congratulatory letter to Ms. Barker.

Chattanooga State's Adult Student Services provides information about and guidance with Tennessee Reconnect; assistance with admissions and/or transfer; understanding academic policies and regulations; information about childcare, financial aid, Spire, and acknowledgment through college credit of prior work experience (PLA); as well as mentoring and special student success sessions, seminars and special events.



JUNE
New DEI Executive Director Position

Quincy Jenkins was named ChattState's inaugural executive director of Diversity, Equity, and Inclusion (DEI). Mr. Jenkins, a native of Carrollton, Georgia, came to Chattanooga State after serving as the inaugural director of Latinx Outreach at Dalton State for seven years, which led to it becoming Georgia's first Hispanic-Serving Institution. A current doctoral candidate at Vanderbilt University's Peabody College, Jenkins brings twelve years experience in higher education to Chattanooga State as well as proficiency in English, Spanish, Italian, and Chamorro/Guamanian languages.

Chattanooga State's creation of the Diversity, Equity, and Inclusion division indicates that the institution is ready for the journey toward establishing and maintaining cultural pluralism. According to Mr. Jenkins, this requires vigilance, allyship, thoughtful strategies, reliable data, and intentional leadership.

FOUNDATION

Chattanooga State's Foundation awarded Institutional & Foundation scholarships totaling \$1,096,190 to 810 students in FY 2020.

2019 | 2020



OCTOBER Helping Hands Fund Helps Students Stay in School

The Chattanooga State **Helping Hands Fund** was established in 2018 with an initial investment of \$2,000 from a community partner to assist students experiencing a crisis when unforeseen financial emer-

Helping Hands Fund

HELPED
147
STUDENTS IN NEED IN 2019-2020

AVERAGE AWARD OF
\$291
SINCE THE FUND'S INCEPTION

gencies occur that often prevent students from staying in school and graduating. In 2019-2020 Chattanooga State's Foundation received 384 gifts totaling \$48,910 including a **\$7,000 donation from SouthEast Bank in 2020.**



NOVEMBER Dinner of Firsts Nets \$65K for First-in-Family Scholarship

Chattanooga State's eighth annual Dinner of Firsts in November 2019 was resounding success! Net proceeds for the event totaled \$65,000 with \$36,000 going to the **Tom Edd Wilson First in the Family Endowed Scholarship** and \$29,000 to the annual **First in the Family Scholarship.**

The dinner event honored local community leader Sandra Brewer with Alan Cates serving as event chair. Those roasting Sandra included Sheila Boyington, Nicole Brown, Ron Harr, Alison Lebovitz, and Sandra's daughters Christina Bonnell and Caitlyn Miller. Jed Mescon served as the master of ceremonies.



FEBRUARY Olsen Law Firm Paralegal Scholarship

In February 2020, the Chattanooga State Foundation received a \$3,000 **Paralegal Scholarship established by Olsen Law Firm.** The firm believes in a hands-on approach to learning and appreciates that the faculty in the paralegal program at Chattanooga State share a similar vision. "Chattanooga State assists students with the development of practical knowledge and skill, which is hugely important when creating quality paralegals," states Olsen Law Firm founder Terry Olsen, Esq.

The scholarship will assist with the development of paralegals in the Chattanooga area, helping to create a strong legal community. "We can assist the students in reaching their full potential in their future legal careers," shares Olsen.



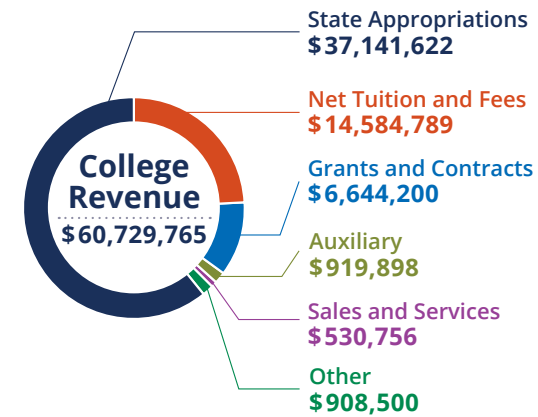
MARCH Chattanooga Engineering Club New \$10K Scholarship

The Chattanooga Engineers Club, a longtime valued Chattanooga State supporter, recently established the **Chattanooga Engineers Scholarship, providing a \$10,000 annual donation for engineering technology scholarships.** Chattanooga State is home to one of the largest engineering technology departments within the College System of Tennessee.

"The members believe that Chattanooga State offers a great technical education for students in our area and is a wonderful place to help students fund their education," states Albert Curtis, club president.

College and Foundation Financials

2019 | 2020



STATE APPROPRIATIONS Revenues from the State of Tennessee for current operations and capital appropriations.

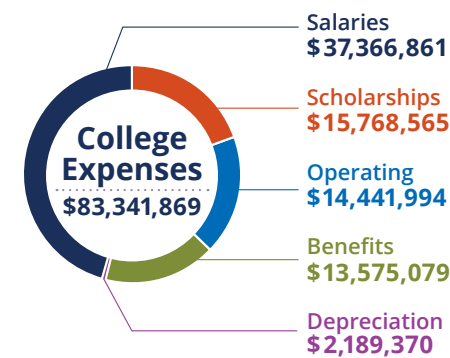
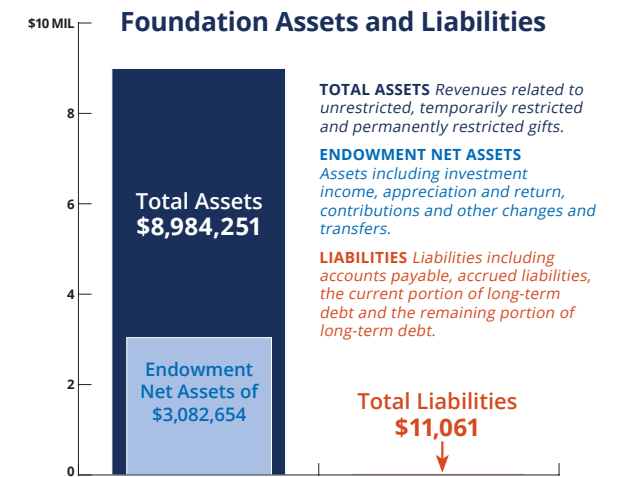
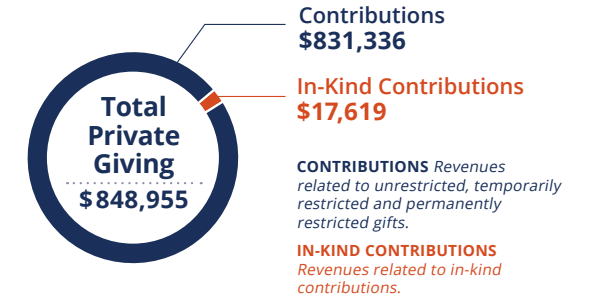
NET TUITION AND FEES Revenues collected from students, including tuition and fees.

GRANTS AND CONTRACTS Revenues from granting entities and funds for specific purposes, largely related to training or research activities.

AUXILIARY Revenues from operation of auxiliary activities such as dining, bookstore and athletics.

SALES AND SERVICES Revenues from sales and other services including space rental.

OTHER Revenues generated from other sources, including investment income, interest, gifts and other revenues.



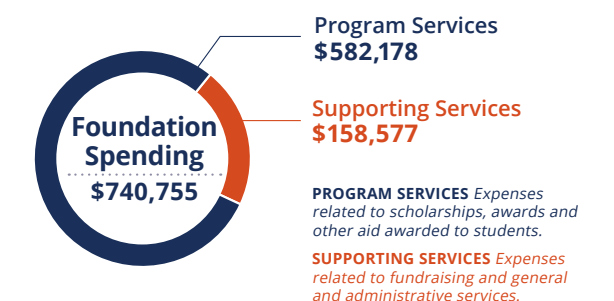
SALARIES Staff and faculty salaries incurred in connection with credit and non-credit courses.

SCHOLARSHIPS Expenditures related to students scholarships and aid.

OPERATING Expenditures related to operations, including support services auxiliary enterprises and instruction, as well as construction, renovation and equipment.

BENEFITS Expenditures related to faculty and staff benefits.

DEPRECIATION Expenditures related to depreciation of property and equipment.





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CHATTANOOGASTATE.EDU

11-72-404002-54-7/21/jp - PDF - Chattanooga State Community College does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran, or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities. The following person has been designated to handle inquiries regarding nondiscrimination policies: Executive Director, Human Resources, 4501 Amnicola Highway, Chattanooga, TN 37406, brian.evans@chattanoogastate.edu, 423.697.2417. A link to Chattanooga State's policy on nondiscrimination can be found at chattanoogastate.edu/eo-statement.

Chattanooga State Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the associate degree. Contact SACSCOC at 1866 Southern Lane, Decatur, Georgia 30033-4033 and phone 404.679.4501 with questions about accreditation.