



Appendix A- Cover Sheet

Middle Tennessee State University

Veteran Reconnect Grant Program

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Funding requested:

\$ 99,999

A handwritten signature in black ink, appearing to read "Sidney McPhee".

**President,
Dr. Sidney McPhee**

A handwritten signature in black ink, appearing to read "Hilary Miller".

**Project Director,
Dr. Hilary Miller**

Abstract

Located in Murfreesboro, the geographic center of the state, Middle Tennessee State University (MTSU) is one of the largest publically-funded universities in Tennessee. With more than 100 undergraduate and graduate degree programs, MTSU is well-positioned to assist student-veterans in meeting their academic and life goals. The university has taken a strong stance on improving academic success with initiatives such as the Office of Student Success and specialized student advising programs. Most importantly, MTSU has developed several student-veterans specific services, including establishing the Veterans and Military Affairs Committee, hosting the Veterans Affairs VetSuccess on Campus program, hiring Lt. Gen. Huber as Senior Advisor to the President for Veterans and Leadership Initiatives (fulltime), and working to create a Veterans and Military Family Center with a fulltime director.

MTSU has seen tremendous growth in its student-veteran population, which has climbed by more than a third (+190 student-veterans) in 2009, the year the Post-9/11 Educational Assistance Act was introduced. By the 2015 spring semester, enrollment further expanded to nearly 1,000 students. Along with greater numbers, there has also been an increase in intentionality and purposefulness regarding MTSU's veteran education. The five goals of MTSU's veteran programming are to: 1) Promote and facilitate increased enrollment at MTSU among veterans and their family members (enroll); 2) Provide a comprehensive support structure, from within MTSU and with community partnerships, to assist student-veterans in their transition to college life and improve their persistence and completion rates (encourage); 3) Develop MTSU and community partnerships to assist with career placement (employ); 4) Provide training and educational opportunities to MTSU faculty, staff, and students on military and student-veteran needs (educate); and 5) Research, validate, document, and disseminate best practices in student-veteran higher Education (expand). The objectives of MTSU's veteran programs, particularly, the first three, align well with the goals of the Veteran Reconnect Grant Competition (VRGC), with overlapping interests in recruiting (enroll), accelerating and promoting academic success (encourage), and job placement (employ).

**From Hail to Farewell: A Comprehensive Program for Student-Veteran Transitions
Middle Tennessee State University
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Attached Separately

Appendix A: Cover Sheet

Abstract

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From Hail to Farewell: A Comprehensive Program for Student-Veteran Transitions

Mandatory Components:

1. **Standardized Veteran Tracking System.** The Information Technology Division (ITD) at Middle Tennessee State University (MTSU) is committed to providing better awareness of student-veterans. They are in the process of rolling out a reporting solution called Argos that can be used to develop a series of dashboards and reports to measure student success, including several devoted strictly to veterans. Because these reports contain aggregated comparative data, they are offered to many Argos users across campus. At this time, they are available to the Veterans and Military Affairs Committee (VMAC) members, departmental secretaries and chairs, Faculty Senate members, Leadership Council members, and current users of MTSU's Banner Student data. The goal is to continue opening up this information to people who interact with or make decisions regarding student-veterans. It is possible that as early as fall 2015, all fulltime faculty will have access.

Examples of what the dashboards can provide include comparative veterans and non-veterans data for: total and average tuition and fees, financial aid statistics (Federal and State), full-time/part-time status of students, average credit hours enrolled, average cumulative GPA, probation and suspension status, graduation counts, and number of students purged for non-confirmation. Additional dashboards have been developed to safeguard MTSU's compliance with the Department of Veterans Affairs 85/15% requirement, and others are being created to view student retention, graduation cohorts, and persistence rates. There is also a retention On-Line Analytical Processing (OLAP) cube currently underway to study the 80+ factors that are thought to affect student retention and graduation. ITD works closely with VMAC and it is expected that the number of dashboards and reports will continue to grow as new questions arise.

2. **Campus Veteran Success Committee.** In the mid-2000s, MTSU began strengthening veteran-specific education efforts by forming an ad hoc veterans committee comprised of administrators, staff, and faculty who addressed impediments to student-veteran success. In 2011, MTSU's President, Dr. Sidney McPhee, formally established the VMAC, charging it with advising both himself and the Vice President for Student Affairs on matters related to this subpopulation of students. Accomplishments include: ensuring a smooth

transition to the Post-9/11 GI Bill; lobbying for State legislation of veteran priority registration; providing semester-long faculty/staff training regarding student-veterans; creating an absentee policy for students who have military obligations during the academic year; shepherding student-veterans through tuition assistance program changes; developing job/career networks for graduating veterans; arranging appropriate counseling avenues; hosting military lecture series; and expanding veteran-oriented curricula.

Section 1. Program Need—25 points. The US Department of Veteran Affairs estimates that more than 72,053 veterans aged 17-39 will reside in Tennessee between 2013-2043 (VetPop2014, 6L). With the implementation of the Post-9/11 Educational Assistance Act, many of these military veterans and their dependents now have extraordinary access to college education (Cook & Kim, July 2009). These factors align well with the Tennessee's efforts to promote higher education— particularly, Governor Haslam's Drive to 55 program, aimed at helping to "get 55 percent of Tennesseans equipped with a college degree or certificate by the year 2025," (Drive to 55 Alliance) and its adult component, Tennessee Reconnect. Yet, there are indicators that student-veterans are often academically at risk, defined as unprepared for college work or from a low-income background (THEC, 2012). A 2012 examination of Tennessee's Helping Hero Grant for veterans found that "recipients are less prepared for the postsecondary experience than their Tennessee Education Lottery Grant (TELS) counterparts. Specifically, recipients are almost twice as likely to need remediation/learning support, and are less likely to meet the minimum qualifications for the HOPE scholarship program." Interestingly, the report also noted that while unready and taking fewer credit hours during their first semester, student-veterans have a greater probability of graduating than their peer group (2012).

At MTSU, the review of student-veteran outcomes was somewhat difficult to interpret. Attached separately to this grant is the Data List. Included are the rates for undergraduate retention, graduation, and persistence over five years starting with the fall of 2010. The year 2010 was selected as it provides longitudinal data for a contemporary cohort and represents students who were enrolled during a time of significant change, both in terms of VA educational benefits (start of the Post-9/11 GI Bill) and the perception and attention given to them by the campus community. In this review, comparisons are made between

student-veterans (those with and without benefits) and nonveterans. Dependents of veterans are included in the latter category as institutional research aligns them more with non-veterans (generally they are more like traditional students). There is also group information on college and high school GPA, ACT composite, and Pell eligibility. It was important to further breakdown statistics by year in college. Knowing more about student-veterans' development will allow for more effective program designing (Mulhere). Note, the chart refers to "New first-time college student." These are first-time college students who have never attended college. Some of these students may have entered as freshmen with no or just a few credit hours while others enter the university as sophomores or even juniors having accumulated college credit through advanced placement courses in high school, dual enrollment, or online or placement testing. Also "special" students are non-degree seeking undergraduates taking courses for credit.

When examining these finding, what initially is striking is how student veterans' college GPAs, by the time they are juniors, exceed their high school GPAs. Equally important is that the average ACT scores for the veteran groups are slightly lower than those of the non-veteran students. Both of these indicators, low high school GPAs and aptitude tests, are thought to be signs of a lack of college readiness, but for this cohort of student-veterans, their college grades are trending upward, closing in on and even surpassing the nonveteran population. They are capable of college-level work. Yet, these findings also point out that student-veterans do not persist to graduation at the same rates, especially at the junior and senior years.

For the spring 2015 semester, MTSU enrolled 978 individuals using GI Benefits (771 veterans, 207 dependents—See attached Data List for additional information). This number is up 95% since 2008, the year before the new GI Bill was introduced. Based on the above VA population estimates, the Tennessee Higher Education Commission (THEC) report, and MTSU's own enrollment trends and findings, it is important there are appropriate educational supports for this growing student group that may be initially behind their non-military peers academically and who may not persist at equivalent rates.

Fortunately, MTSU has an extensive track record of providing interventions and serving as a bridge between the military and industry. In addition to the measures already described, other recent interventions

include: creating the "MTSU Veteran Memorial" to honor the 68 known MTSU fallen; being selected as the 12th university nationally and the first in the State of Tennessee invited to host a Veterans Administration VetSuccess on Campus (VSOC) office; and providing representation on the Governor's Veterans Education Taskforce. In 2015, MTSU hired Lt. Gen. Keith M. Huber (Retired, US Army) as the Senior Advisor to the President for Veterans and Leadership Initiatives, bringing to the position 38 years of military service and a deep understanding of the lives and needs of those who have also served. Additionally, he has contacts in State Government, Tennessee's Department of Veterans Affairs, the US Department of Veterans Affairs, the Murfreesboro and Nashville VA hospitals, and prominent businesses across Tennessee and the nation. His initial assignment was to research and assess MTSU's veteran environment and, based on those findings, take action. Further, Dr. Hilary Miller was moved into the newly created position as Director of the proposed Veterans and Military Family Center (VMFC or Center). Both hers and Lt. Gen. Huber's positions are full time and devoted completely to issues of veteran education. Following the Department of Education and the Veterans Administrations' suggestions for "Veterans' Success," MTSU is taking the necessary steps to open a veterans' center (U.S. Department of Education). MTSU has dedicated facilities and considerable renovation funding to build a new 2,600-square-foot VMFC that will bring together the offices of the educational benefits certifying officials and the VSOC counselor, a student-veterans' work area, and the Director's office. There is also room to house support initiatives that will be implemented fall 2015. The VMFC is in the final design phase, with a planned opening to coincide with Veteran Day, 2015. The US Deputy Secretary of the VA has already confirmed attendance at this event.

In addition to space and human resources, MTSU has developed a strong veterans program. MTSU recognizes that veterans and their families have unique needs particularly as they transition from the military. It is also understood that as a campus, training to gain awareness of these needs must focus on faculty, staff, and non-veteran students as separate constituent groups, and as a university, part of the mission is to construct and disseminate knowledge to a larger audience. With these beliefs in mind, the overarching components of MTSU's proposed program are to: *enroll* veteran student and family members, *encourage*

them while here, *employ* them after graduation, *educate* the university community, and *expand* the knowledge base. This is a more comprehensive approach, addressing the entire academic career of the student-veteran, not just the Admission process. These objectives are similar to those of the Veterans Reconnect Grant Competition (VRGC), with overlapping interests in recruiting (enroll), accelerating and promoting academic success (encourage), and job placement (employ).

Consequently, MTSU seeks VRGC funding to be used for initiatives that focus on these three shared areas of concern. MTSU's contribution to the program is long-standing infrastructure—the people, including a Three-Star General Officer, and the location to host a veterans program. The grant's contribution will be financial support of initiatives that supplement and build on what MTSU is already doing in the way of enrollment, encouragement, and employment of student-veterans. Specifically, the VRGC will provide funding for events (orientation, stole ceremony, the Center dedication, and alumni days), items for student-veterans to use in the Center (technology, furniture, and a refrigerator), recruitment materials and supplies, and a Graduate Assistant (GA) to help with alumni and career efforts. Ultimately, all of these items or activities, help student-veterans move beyond their former affiliation (the military), form new relationships, and then transition to the workforce or graduate school.

As noted in the THEC report (2012), the first year of college is particularly important for student-veterans. Once started, they often outpace their nonveteran counterparts. This was similarly demonstrated with grades for the 2010 MTSU cohort. Unfortunately, this same outcome was not shown for persistence with this same group of student-veterans, because data shows they were not more likely to be academically successful simply having navigated the freshman and perhaps sophomore year. This contradiction, upward trending grades but negatively comparable persistence, seems to indicate that the reasons for leaving the institution may not be academic in nature. According to Tinto, departing students are those who are unable to leave their past relations/culture/ways of doing and being and accept the dominant behaviors of the current environment (ASHE). Combining that thought with Berger and Milem's (1999) idea that the most successful students are those whose existing belief and behavioral systems match up with their new

environment (as cited in ASHE) points to the importance of incorporating student-veterans' past military experience into intervention or any program designed on their behalf. Thus, MTSU's veteran program must provide enough cognitive dissonance to promote growth but not to overwhelm and cause retreat. To this end, the majority of the funding sought from the VRGC will be used in ways that student-veterans are accustomed based on their time in service. Like the military, ceremonies will be used to norm behavior, specifically, to hail (orientation) and farewell (stole ceremony) them into and out of MTSU. Financial support will also provide student-veteran items for the proposed Center similar to a USO. Likewise, challenge coins will be purchased to reinforce their membership in the MTSU community, and the GA, preferably a veteran or member of the military, will assist in keeping alumni and career activities moving with military precision.

Section 2. Program Plan—30 points.

Timeline for Activities Associated with the Grant Funding:

<ul style="list-style-type: none"> • August— <ul style="list-style-type: none"> ○ Hire Graduate Assistant ○ Start organizing Alumni Database and Career Database ○ Prepare for Student-Veteran Orientations (focus on items that are important to student-veterans and family both on campus and off)
<ul style="list-style-type: none"> • September— <ul style="list-style-type: none"> ○ Host Student-Veteran Orientations (minimum of 2/semester). Encourage families to attend
<ul style="list-style-type: none"> • October— <ul style="list-style-type: none"> ○ Purchase furniture for the VMFC ○ Email semester Alumni Newsletter ○ Host career event (e.g., resume civilian building; attend/partner with local Paycheck for Patriot and MTSU job fairs)
<ul style="list-style-type: none"> • November— <ul style="list-style-type: none"> ○ Hold the VMFC Dedication Ceremony ○ Host career events (e.g., bring in local business for tour of facilities, encourage use of Center for interviewing both for internships and fulltime jobs) ○ Host semester Alumni Event (tie to the University Salute to Armed Forces Day—November 7th)
<ul style="list-style-type: none"> • December— <ul style="list-style-type: none"> ○ Hold the Fall Graduation Stole Ceremony
<ul style="list-style-type: none"> • January— <ul style="list-style-type: none"> ○ Host Student-Veteran Orientations (at minimum of 2/semester)
<ul style="list-style-type: none"> • February— <ul style="list-style-type: none"> ○ Host career events (e.g., work on interviewing skills and job research)
<ul style="list-style-type: none"> • March— <ul style="list-style-type: none"> ○ Email semester Alumni Newsletter ○ Host career events (attend local and on-campus job fairs)
<ul style="list-style-type: none"> • April— <ul style="list-style-type: none"> ○ Host semester Alumni Event, ○ Host career events (e.g., training on how to use the Center's technology for job interviews)

<ul style="list-style-type: none"> • May— <ul style="list-style-type: none"> ○ Hold Spring Graduation Stole Ceremony
<ul style="list-style-type: none"> • June— <ul style="list-style-type: none"> ○ Grant report due to THEC

Outlined above are the activities to be funded through the VRGC. Together, these events share the objective of strengthening the veteran community among current student-veterans and alumni. The purpose is to create deep relationship that will support the student-veterans and their families through their academic and professional careers. A part of MTSU’s veteran effort is creating a program where each student-veterans is assigned a “sponsor.” Sponsors are student-veterans themselves, paid through a separate VA program, and responsible for touching base with their entire veteran caseload at least monthly. Conversation will inevitably range from academics to family, finances, the VA, healthcare, jobs— any issues with which the student-veteran may be struggling with or celebrating. The sponsor will be the bridge, the battle buddy, who when needed, can help maneuver the student-veteran past the current obstacle. While this program is beyond the scope of funding for this proposal, it is notable because it is the type of work being done at MTSU, and VRGC funding would be used to enhance these endeavors.

Measurable objectives for each phase of the project. The identified measurable objectives enable the program to meet the primary goals articulated in the request for proposals: to accelerate the success of veterans already enrolled at MTSU and create favorable conditions by which new student veterans are recruited. Several programmatic goals drive the development of objectives and the overall success of the program. These include those related to enrollment, accelerating and encouraging academic success, and increasing employment opportunities among student veterans.

MTSU and the VMFC have several ways in which objectives related to these goals will be measured such as working in partnership with the Office of Student Success to capture and analyze specific metrics related to enrollment and retention. Evaluation methods include participant, programmatic, and organizational-level data collection and analyses that will inform the on-going activities of the program and grant deliverables. Dr. Rick Sluder, Vice Provost for Student Success, and his team within the Office of Student Success have developed a number of metrics and reports to assist in evaluating student-veteran enrollment,

retention, and graduation completion. Job placement data will be obtained via direct interface with student veterans and through the Career Development Center on campus. The goals addressed in this proposal will be measured at several data collection processes as noted in the following table:

Goals	Measures
Recruit and enroll student veterans and their families.	<ol style="list-style-type: none"> 1. Baseline data will be used to determine percentage of increase in enrollment per semester and at year-end. Enrollment data from the University system will capture veteran status. 2. Develop specific recruitment strategies that reaches veterans and families; increased enrollment will measure recruitment strategy success.
Accelerate and promote academic success via support services offered at VMFC.	<ol style="list-style-type: none"> 1. Satisfaction surveys will be used to determine student veteran-level perceptions of encouragement, support, and assistance. 2. The number and type of academic support services accessed per semester will be captured during each semester. 3. Data related to course completions, number of students who remain eligible for enrollment and registration, and number of graduates will determine successful attainment of this goal.
Provide job placement and increase employment opportunities for student veterans and families.	<ol style="list-style-type: none"> 1. Baseline and graduation data collection regarding job placement will be used to assess successful completion of this goal. 2. The number of student-veterans participating in activities, workshops, or receiving one-on-one consultation regarding topics directly related to employment readiness will be captured as part of analysis of this goal. 3. Surveys to participants regarding usefulness of employment readiness activities will be conducted.

Project governance and accountability plan. The project director is Dr. Hilary Miller, Director of the proposed VMFC. As part of the governance structure, the development of the veteran success committee will provide a venue by which quality of programming and programmatic goal attainment will be addressed. Dr. Miller will give guidance and structure for decision-making and chair the veteran success committee. In addition, Lt. Gen. Keith M. Huber will offer consultation and oversight to the committee, which will include key advising staff from the Office of Student Success, Dr. Miller, Lt. Gen. Huber, a liaison from the Career Development Center, student recruitment staff, the graduate assistant hired through VRGC, and at least two current student veterans or family members active with the VMFC. Meetings will be held on a monthly basis to address specific issues experienced by student veterans, and to make adjustments to the program to recruit veterans, better serve enrolled student-veterans, and assist with successful job placement.

The committee will create monthly data reports to ensure program effectiveness is accurately measured. Data-informed decision-making processes will be instilled within the committee's structure. The

committee will be charged with development and execution of policies and procedures that reflect the mission and goals of the project. In addition, feedback from student veterans to the committee regarding activities, outcomes, and satisfaction are part of the accountability process insuring program success.

Section 3. Budget Plan— 25 points. MTSU's request can be categorized as funding for events, the Center, a graduate assistant, recruiting and marketing materials, and supplies—all of which support in at least one way, MTSU's and the VRGC's goals of recruiting, encouraging persistence, and aiding in job placement. Specifically, the events are opportunities to grow relationships and tether the student-veteran to the university. They also assist with concrete objectives such as orienting student-veterans to the university and building career networking. As for the items purchased for the Center, they will be used by veterans and will make it more welcoming and effective. It is important that student-veterans use this space; it will be a place of comradery and encouragement—one that will combat the “profound alienation that afflicts modern society” that Sebastian Junger recently described in *How PTSD Became a Problem Far Beyond the Battlefield* (June 2015). Hopefully, the one-stop shop approach will assist in information dissemination and in supporting academic success, and that both of these factors will aid in persistence. The technology will be used for academic as well as career pursuits. The graduate assistant's efforts will contribute to the workforce objective, as this individual will be tasked with developing a business database and assisting in the different career events (e.g., workshops on civilian resume preparation and interview skills that highlight their military experience). The graduate assistant will also help establish the Veterans Alumni group, create a database of alumni, host semesterly alumni events, and publish alumni newsletters. The marketing material and the supplies will support all of the goals as they will be used to draw attention and excitement regarding MTSU's student-veteran efforts in these three areas.

Section 4. Sustainability—20 points. For the spring 2015 school year, MTSU served nearly 1000 student-veterans (about 200 of whom were dependents using GI Bill benefits). This is approximately 5% of the student body. When viewed in relation to the university enrollment, this is a sizable subpopulation. With this in mind,

the cost outlined in this proposal as well as those already contributed by MTSU are reasonable and appropriate.

MTSU has a long history of supporting student-veterans, support demonstrated most recently in several new administrative positions, particularly the hiring of Lt. Gen (R) Huber and Dr. Miller, and in the proposed 2600-square-foot VMFC. During the one-year period of VRGC funding, steps will be taken to strengthen on-going financial support. Specifically, proposal writing and fundraising efforts will continue. Dr. Miller recently submitted a proposal to the Department of Education Centers of Excellence in Veteran Student Success program and Lt. Gen. Huber meets regularly with industry representative to discuss scholarships and donations for student-veterans. In the short time he has been at MTSU, he has already met with high level officials for Dollar General, First National Bank, Nissan, Barrett Firearms, Rutherford Cable, St. Thomas Hospital, Rutherford Chamber of Commerce and others.

During the one-year period, it will be important to articulate to both the university and the community the significant economic impact student-veterans make. Intuitively there is an understanding that support can be structured in a synergistic, collaborative way—that larger contributions can be generated from a relatively small and continued investment in caring for student-veterans. Specific ways in which this population contributes are seen in state's funding formula. Most qualify for the "adult multipliers" which raises the amount of state support. Also, between summer 2014 and spring 2015, it is estimated that the Post-9/11 GI bill \$6,200,000 to MTSU in tuition and fee payments and approximately \$16,400,000 to the community through housing allowances. These figures will be shared. In addition, student-veterans assist the local economy in ways other than through GI Bill payments. An objective of MTSU's veteran programming is job placement. Business will benefit by having access to student-veterans who have already developed strong values, excellent leadership training, self-discipline, dedication, commitment, and who will become assets to their organization. It is felt that the ability to communicate the contribution of student-veterans will ensure that MTSU's veteran programs and proposed Veteran and Military Family Center will remain ready to serve student-veterans and their families long after the initial grant funding period ends.

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APPENDIX B - BUDGET

GRANT BUDGET LINE-ITEM DETAIL:

SALARIES, BENEFITS, & TAXES	AMOUNT
Graduate Assistant: 20 hrs/week x 12 months @ \$1,000/month	\$ 12,000
TOTAL	\$ 12,000
SUPPLIES, TELEPHONE, POSTAGE & SHIPPING, OCCUPANCY, EQUIPMENT RENTAL & MAINTENANCE, PRINTING & PUBLICATIONS	
Shipping Costs (for items for Stole Ceremony): \$250/ceremony x 2 ceremonies	\$ 500
Printing/publications: recruiting/event materials	\$ 1,900
Challenge Coins and recruiting giveaways	\$ 6,500
Furnishings/supplies for VMFC:	
Work Furniture (chairs, tables, desks)	\$ 9,432
Technology needs	\$ 12,000
Refrigerator	\$ 500
TOTAL	\$ 30,832
TRAVEL/CONFERENCES AND MEETINGS	
Stole Ceremony: 2 @ \$5,050/each	\$ 10,100
Orientations: 6 @ \$2,000/each	\$ 12,000
Alumni Events: 2 @ \$2,500/each	\$ 5,000
Veterans Dedication	\$ 5,000
TOTAL	\$ 32,100
OTHER NON-PERSONNEL	
Tuition/fees for GA: 9 hrs./semester + 6 hrs./summer	\$ 12,024
TOTAL	\$ 12,024
INDIRECT COSTS	
Indirect Costs (State Rate @ 15% of TDC)	\$ 13,043
TOTAL	\$ 13,043
TOTAL DIRECT PROJECT COSTS:	
Direct Costs	\$ 86,956
Direct + Indirect Costs	\$ 99,999

GRANT BUDGET LINE-ITEM DETAIL

Line 1 Salaries and Wages

A Graduate Assistant (working 20 hours/week) will be hired to coordinate program activities. The GA will be paid \$1,000/month for 12 months.

Line 2 Employee Benefits & Payroll Taxes

Fringe benefits are not applicable for Graduate Assistants.

Line 3 Total Personnel Expenses

The total personnel expenses for this project are \$12,000.

Line 4 Professional Fees

N/A

Line 7 Postage and Shipping

Shipping costs for materials for two stole ceremonies are estimated to be \$250/ceremony (\$500).

Line 10 Printing and Publications

To produce recruiting and event materials, \$1,900 is budgeted for printing and publications.

Line 11 Travel

N/A

Line 12 Conferences and Meetings

Two Stole Ceremonies are budgeted at a cost of \$5,050/each (\$10,100). Six orientations are budgeted at a cost of \$2,000/each (\$12,000). Two alumni events are budgeted at a cost of \$2,500/each (\$5,000), and a veterans dedication is budgeted at a cost of \$5,000.

Line 15 Grants and Awards

N/A

Supplies

Challenge coins and recruiting giveaways are budgeted at a cost of \$6,500. Furnishings and supplies for the Veteran and Military Family Center are budgeted as follows: work furniture, including chairs, tables desks (\$9,432); technology needs (\$12,000); and a refrigerator (\$500).

Other Non-Personnel

Tuition and fees are budgeted for the Graduate Assistant for 9 hours/semester and 6 hours in the summer for a cost of \$12,024.

Line 22 Administrative Expenses

Indirect costs are calculated according to the state rate of 15% of total direct costs for a total of \$13,043.

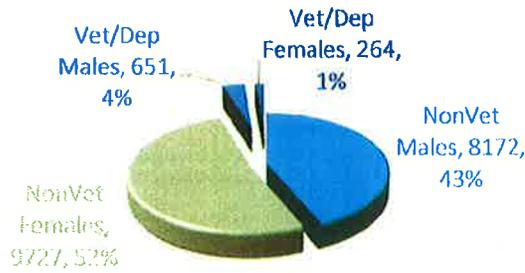
Line 25 Total Expenses

Total direct and indirect costs are calculated at \$99,999.

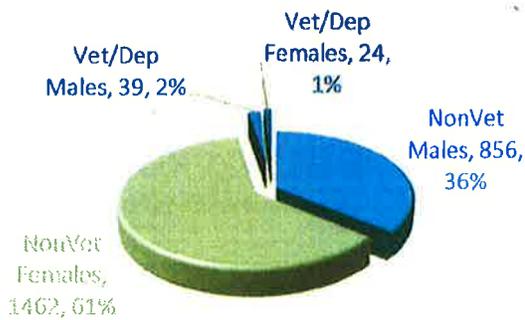
Data List

Who are MTSU's Veterans?

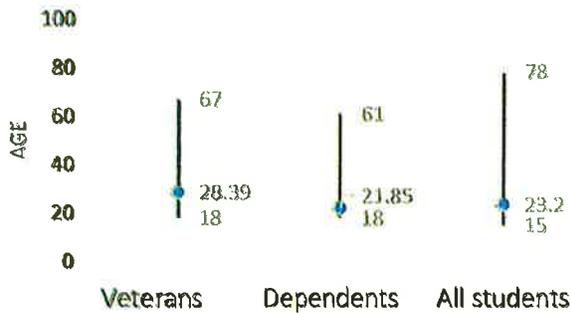
**MTSU UNDERGRADUATE POPULATION
-SPRING 2015**



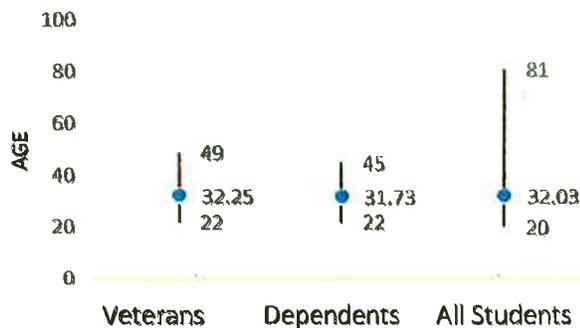
**MTSU GRADUATE STUDENT POPULATION
SPRING 2015**



**AGE RANGE AND MEAN FOR MTSU
UNDERGRADUATES, SPRING 2015**



**AGE RANGE AND MEAN FOR MTSU
GRADUATE STUDENTS, SPRING 2015**



Fall 2010 Undergraduate Five Year Retention, Graduation, and Persistence Rates

Term	StudentType	Classification	Avg Current GPA	Cohort Total	Cont to 2ndYr%	Grad in 1 Yrs%	Persist to 2ndYr%	Cont to 3rdYr%	Grad in 2Yrs%	Persist to 3rdYr%
Fall 2010	Veterans - Incl Vets-No Benefits	Freshman	2.294	163	59.51	0.00	59.51	46.63	0.00	46.63
Fall 2010	Veterans - Incl Vets-No Benefits	Sophomore	2.702	166	70.48	0.00	70.48	54.22	5.42	59.64
Fall 2010	Veterans - Incl Vets-No Benefits	Junior	2.851	181	74.59	3.87	78.45	39.23	32.60	71.82
Fall 2010	Veterans - Incl Vets-No Benefits	Senior	3.015	292	43.15	39.04	82.19	16.44	62.33	78.77
Fall 2010	Veterans - Incl Vets-No Benefits	Undergraduate Special	4.000	1	0.00	0.00	0.00	0.00	0.00	0.00
Fall 2010	Non Veterans - Incl Dependents	Freshman	2.475	6,296	67.79	0.00	67.79	56.61	0.03	56.64
Fall 2010	Non Veterans - Incl Dependents	Sophomore	2.814	4,396	78.94	0.02	78.96	65.81	5.69	71.50
Fall 2010	Non Veterans - Incl Dependents	Junior	2.950	4,742	80.45	4.32	84.77	38.61	43.84	82.45
Fall 2010	Non Veterans - Incl Dependents	Senior	3.009	6,695	39.57	49.53	89.10	16.58	71.38	87.96
Fall 2010	Non Veterans - Incl Dependents	Undergraduate Special	1.381	312	29.49	0.00	29.49	17.95	0.64	18.59

Fall 2010 New First-Time College Student Five Year Retention, Graduation, and Persistence Rates

Term	StudentType	Classification	Avg Current GPA	Cohort Total	Cont to 2ndYr%	Grad in 1 Yrs%	Persist to 2ndYr%	Cont to 3rdYr%	Grad in 2Yrs%	Persist to 3rdYr%
Fall 2010	Veterans - Incl Vets-No Benefits	Freshman	2.295	66	59.09	0.00	59.09	45.45	0.00	45.45
Fall 2010	Veterans - Incl Vets-No Benefits	Sophomore	3.134	4	100.00	0.00	100.00	75.00	0.00	75.00
Fall 2010	Veterans - Incl Vets-No Benefits	Junior	3.607	1	100.00	0.00	100.00	100.00	0.00	100.00
Fall 2010	Non Veterans - Incl Dependents	Freshman	2.496	3,742	69.48	0.00	69.48	58.12	0.00	58.12
Fall 2010	Non Veterans - Incl Dependents	Sophomore	3.228	14	85.71	0.00	85.71	57.14	0.00	57.14
Fall 2010	Non Veterans - Incl Dependents	Junior	3.228	3	100.00	0.00	100.00	100.00	0.00	100.00

Definitions:

Retention rates represent the percent of students enrolled in the selected fall cohort term who returned at any level in the subsequent fall terms.

Graduation rates are cumulative and represent the percent of students enrolled in the selected fall cohort term who subsequently earn a baccalaureate degree at MTSU within five years of the selected fall cohort term.

Persistence rates represent the percent of students enrolled in the selected fall cohort term who either continued to the subsequent fall terms or graduated.

Average current GPA is the average of the student's current overall GPA.

Cont to 4thYr%	Grad in 3Yrs%	Persist to 4thYr%	Cont to 5thYr%	Grad in 4Yrs%	Persist to 5thYr%	Cont to 6thYr%	Grad in 5Yrs%	Persist to 6thYr%	Report_Date/Time
34.36	5.52	39.88	25.77	15.95	41.72	9.82	23.31	33.13	6/26/15 5:03 PM
29.52	23.49	53.01	9.04	39.16	48.19	2.41	43.98	46.39	6/26/15 5:03 PM
16.02	56.35	72.38	9.39	62.43	71.82	1.11	65.75	66.85	6/26/15 5:03 PM
9.93	70.21	80.14	5.48	73.63	79.11	1.71	74.32	76.03	6/26/15 5:03 PM
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6/26/15 5:03 PM
47.79	3.41	51.21	27.72	21.44	49.16	9.28	34.48	43.76	6/26/15 5:03 PM
32.73	36.12	68.86	14.04	54.16	68.20	6.05	59.44	65.49	6/26/15 5:03 PM
14.68	67.02	81.70	7.36	73.56	80.92	3.42	75.69	79.10	6/26/15 5:03 PM
8.41	78.54	86.95	4.62	81.03	85.65	2.09	81.88	83.97	6/26/15 5:03 PM
9.94	6.09	16.03	8.33	7.37	15.71	5.77	9.94	15.71	6/26/15 5:03 PM

Cont to 4thYr%	Grad in 3Yrs%	Persist to 4thYr%	Cont to 5thYr%	Grad in 4Yrs%	Persist to 5thYr%	Cont to 6thYr%	Grad in 5Yrs%	Persist to 6thYr%	Report_Date/Time
34.85	1.52	36.36	27.27	10.61	37.88	12.12	13.64	25.76	6/26/15 5:12 PM
50.00	0.00	50.00	0.00	50.00	50.00	0.00	50.00	50.00	6/26/15 5:12 PM
100.00	0.00	100.00	0.00	100.00	100.00	0.00	100.00	100.00	6/26/15 5:12 PM
51.92	0.53	52.46	33.30	17.96	51.26	10.74	34.85	45.59	6/26/15 5:12 PM
35.71	21.43	57.14	14.29	42.86	57.14	7.14	42.86	50.00	6/26/15 5:12 PM
33.33	66.67	100.00	33.33	66.67	100.00	0.00	100.00	100.00	6/26/15 5:12 PM

Fall 2010 Undergraduate - Avg GPA, HS GPA, Highest ACT COMP and % PELL Eligible

Term	StudentType	Classification	Cohort Total	Avg Current GPA	Avg HS GPA	Avg Highest ACT COMP	PELL Eligible %
Fall 2010	Veterans - Incl Vets-No Benefits	Freshman	163	2.294	2.875	20.9	36.2
Fall 2010	Veterans - Incl Vets-No Benefits	Sophomore	166	2.702	2.835	21.4	42.2
Fall 2010	Veterans - Incl Vets-No Benefits	Junior	181	2.851	2.771	22.0	30.4
Fall 2010	Veterans - Incl Vets-No Benefits	Senior	292	3.015	2.857	21.7	34.2
Fall 2010	Veterans - Incl Vets-No Benefits	Undergraduate Special	1	4.000			0.0
Fall 2010	Non Veterans - Incl Dependents	Freshman	6,296	2.475	3.187	21.7	48.4
Fall 2010	Non Veterans - Incl Dependents	Sophomore	4,396	2.814	3.374	22.0	41.7
Fall 2010	Non Veterans - Incl Dependents	Junior	4,742	2.950	3.265	22.1	41.0
Fall 2010	Non Veterans - Incl Dependents	Senior	6,695	3.009	3.270	22.3	37.4
Fall 2010	Non Veterans - Incl Dependents	Undergraduate Special	312	1.381	3.372	23.9	0.0

Fall 2010 New First-Time College Student - Avg GPA, HS GPA, Highest ACT COMP and % PELL Eligible

Term	StudentType	Classification	Cohort Total	Avg Current GPA	Avg HS GPA	Avg Highest ACT COMP	PELL Eligible %
Fall 2010	Veterans - Incl Vets-No Benefits	Freshman	66	2.295	2.857	20.5	27.3
Fall 2010	Veterans - Incl Vets-No Benefits	Sophomore	4	3.134	3.190	25.0	50.0
Fall 2010	Veterans - Incl Vets-No Benefits	Junior	1	3.607	1.690		0.0
Fall 2010	Non Veterans - Incl Dependents	Freshman	3,742	2.496	3.265	22.0	48.5
Fall 2010	Non Veterans - Incl Dependents	Sophomore	14	3.228	3.554	27.9	21.4
Fall 2010	Non Veterans - Incl Dependents	Junior	3	3.228	3.649	26.3	33.3