



University of Tennessee at Chattanooga

Veteran Reconnect Grant Program

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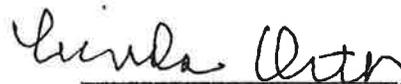
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Funding requested:

\$ 96,961


Executive Vice Chancellor, Finance & Operations, UTC


Project Director

**Southeast Tennessee
Veteran Academic & Leadership Organization for our Region (VALOR)
Center of Excellence**

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Abstract

Tennesseans have a distinguished history of patriotism and service, earning the state its nickname as “The Volunteer State.” To honor that legacy, the University of Tennessee at Chattanooga (UTC) has designed the Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) program to empower student veteran success by coordinating services & partnerships into a seamless continuum of support. UTC’s student veterans face a unique blend of challenges to achieving their optimal academic and career outcomes and goals.

The VALOR project addresses these needs through the following key components: formation of a Campus Veteran Success Committee to involve veteran-serving departments across campus; creation of a Student Veteran Coordinator role; improvements in our campus records system for better tracking of veterans and student veteran success data; establishment of a “One Stop Shop” for veteran students to access services; training for faculty & staff to improve their ability to support student veteran success; implementation of a veteran-focused online orientation program for incoming student veterans; veteran-focused career advising and preparation; a network of internships and job shadowing opportunities for student veterans ; and a plan for project evaluation and sustainability. The lessons learned through this program will be shared with other educational institutions and organizations in southeast TN through the VALOR Learning Exchange to build the state’s veteran-serving capacity and expand project benefits statewide.

The VALOR project will empower student veterans in making a successful transition to a civilian career by helping them to select a rewarding program of study and degree, gain experience in a civilian career field, and achieve a successful entry to the job market. The project directly aligns with the state of TN’s Drive to 55 initiative as well as UTC’s dual priorities on student success and community engagement.

THEC Veteran Reconnect – Program Narrative

Section 1. Program Need

Campus-specific data demonstrating the need for action. There are approximately 46,660 veterans residing in UTC's 10-county catchment area.¹ In Fall 2014, UTC had 332 students who receive VA educational benefits, including 178 veterans. Additionally, 82 students report veteran status but do not receive benefits. One difficulty – and indicator of the need for the project – is that we lack consistency in identifying and tracking veterans across campus systems separately from the total population receiving VA educational benefits (many of whom are dependents rather than veterans). While we know our veteran data may not be complete, we can say with certainty that the number of VA benefit recipients increased by 44% in the last 4 years (from 231 in Fall 2010 to 332 in Fall 2014). Residing in communities with deep, historical socio-economic disparities, veterans of our region face a unique blend of challenges to achieving their optimal academic and career outcomes and goals. See the attached *Data List* for campus-specific data demonstrating the need for project activities that address the need for institutional capacity building, improved veteran student retention, and career development. The proposed project aligns with the TN *Drive to 55* initiative and the needs of the population of veterans that UTC serves underscore the need for this investment.

Outline of program / intervention. The University of Tennessee at Chattanooga (UTC) has designed the Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project to align with THEC's goal of accelerating the success of veterans already enrolled on campus and create favorable conditions to recruit new student veterans, bolstering TN's potential as the premier state for student veteran success. The VALOR project includes the following key components:

¹ Hamilton, Marion, Grundy, Sequatchie, Bledsoe, Rhea, Meigs, McMinn, Bradley, & Polk Counties.

Formation of Campus Veteran Success Committee: UTC will establish the Veteran Student Support Council (VSSC) to implement, institutionalize, and sustain key project activities. This broad-based council will provide the institutional oversight for VALOR project activities. The VSSC membership will represent the full spectrum of student services (see p.8 for details). VSSC members will meet monthly throughout and beyond the project period, adding new members as needed, forming ad-hoc committees, and identifying additional issues that need to be addressed to promote veteran student success.

Student Veteran Coordinator: To ensure sustainability beyond the project period, we have intentionally planned the personnel structure to build on existing, permanent staff positions. Ms. Squoia Holmes, UTC's Coordinator of Military and Veteran Affairs will be re-assigned for a portion of her effort to serve as the Student Veteran Coordinator for this project.

System for Tracking Veterans & Student Veteran Success Data: Through the VSSC, UTC will improve our Banner institutional student data systems to effectively identify and track all veterans (not just those receiving VA benefits) to better serve them. This will ensure consistent and seamless services to veterans as they navigate among various student service offices and units. To ensure more rapid intervention when veterans run into difficulties, we will implement an attendance monitoring program as an early warning sign that enhanced services are needed. The VSSC will identify criteria for different levels of intervention based on student metrics.

"One Stop Shop" for Veteran Students: UTC is developing a "one stop shop" for students to engage with various UTC student services. As part of this, the Project Coordinator will serve as the single point of contact for veteran students. To support the project goals, a computer will be placed in her office entryway to enable veteran students to access online resources while physically at the "one stop shop," reducing delays in accessing services and addressing issues.

Training for Faculty & Staff: We will implement the following strategies, all of which will be informed by the VSSC and members of UTC's Student Veterans Organization. **(1)** We will host a VALOR Learning Exchange to convene stakeholders from regional institutions of higher education and other veteran-serving groups to build regional capacity and expand project benefits beyond our campus. The Learning Exchange will be a 1-day conference that includes informational sessions, presentations by personnel from UTC, the Southeast Veterans Coalition, and other institutions using promising practices to serve student veterans. **(2)** UTC's "Green Zone" program provides training and identifies student veteran allies who have participated in specialized professional development related to veteran student success. We will expand Green Zone training, offering an expanded roster of workshops at UTC focused on preparing "veteran allies" on campus, covering different aspects of serving student veterans, with a focus on career advising and preparation. **(3)** The Green Zone training will be expanded to other campuses in the region, marketed through the Learning Exchange. **(4)** We will participate in webinars and other web-based training as well as sending key staff to conferences as part of a "train the trainer" model to build our capacity to better serve student veterans.

Online Orientation Program for Incoming Student Veterans: UTC will create an online orientation for veterans. Veterans who complete the online orientation will receive access to early registration for their initial semester at UTC. The online orientations will be broadly publicized via recruitment & outreach activities, on the website, with social media, etc. Online access to a veteran-focused orientation is particularly important for veterans transitioning out of military service who may be stationed outside of the geographic area. We will also design and offer regularly-scheduled, veteran-focused tours for individuals and groups.

Career Advising & Preparation: With input from the Student Veteran Organization and the VSSC, UTC will enhance career advising & preparation for veterans through a variety of activities. **(1)** Veteran-focused Career/Degree Showcase – an introduction to the fields, majors, and degrees offered at UTC – providing veterans information on options that they may be unfamiliar with, especially veterans from first-generation college or underrepresented backgrounds; **(2)** “Career Boot Camp,” a half-day seminar for student veterans on job search-related tools such as using search engines and networking to find opportunities, resume preparation, interviewing skills, and how to translate military competencies into civilian skills, etc., with an information session followed by individual appointments for student veterans; **(3)** veteran-specific “Resume doctor” sessions in the Veteran Student Lounge, where resumes are critiqued, **(4)** Network of veteran-friendly employers, published in a list on the VALOR website, **(5)** A “reverse career fair” where employers will be invited to meet with veteran students nearing graduation in a setting where the employer representatives circulate through the room, talking to the veterans about leadership, team-building, problem-solving, security clearances, and other in-demand skillsets that the veterans can offer.

Internships & Job Shadowing Program: UTC has a strong institutional focus on experiential learning and will establish job shadowing and internship opportunities for student veterans. **(1)** To provide student veterans with career exploration activities as early as possible in their degree programs – and to provide experiences for student veterans who may not be able to complete an internship for a variety of reasons – we will develop job shadowing opportunities with a variety of employers and career fields. **(2)** Student veterans are often less engaged in campus life than other students, and a comprehensive regional university like UTC offers a plethora of career preparation experiences in laboratories, academic settings, TV/Radio studios, administrative

offices, etc. We will offer 15 student veteran “mini-grants” (up to \$1000 each) to enable student veterans to participate in a campus-based internship. **(3)** UTC has many already-existing routes into internships through externally-funded programs, such as the NSF-funded Robert Noyce program for prospective STEM educators, and academic programs, including the College of Business (the academic college with the highest percentage of enrolled student veterans). We will market and inform student veterans of these opportunities through the Degree Showcase and the VALOR website. **(4)** Student veteran-specific internship opportunities will be offered with local non-profit agencies and businesses through a network of partnerships.

Evaluation & Plan for Sustainability: In order to ensure that the VALOR project is built on a sturdy foundation and will have a positive impact on the identified needs, a Project Evaluator will be engaged to help establish a baseline and measure formative and summative outcomes.

Clear linkages between grant activities and program needs. The VALOR Center planning and development draws on the body of knowledge related to veteran students in post-secondary education. The Green Zone veteran student ally training was inspired by the Safe Zone, a well-established program to provide LGBTQ students with allies on campus, and is similar to the VET NET program of California State University Long Beach, identified as a Promising and Practical Strategy to Increase Postsecondary Success by the Department of Education. Other efforts, e.g. focused online orientation and Degree Showcase, have early evidence of success.

Need for Institutional Capacity Building
<p>Activities addressing this need include the “one stop shop,” the Veteran Student Support Council, improvements in the system for tracking student veteran success data, the Project Coordinator, training of faculty and staff , including the Regional VALOR Learning Exchange, expansion of Green Zone training (both within UTC and regionally), and veteran-focused external training opportunities.</p>

Project Activities ▼	Months (August – July) ▶											
	A	S	O	N	D	J	F	M	A	M	J	J
Improvements for UTC Student Veteran tracking												
VALOR Regional Learning Exchange												
Green Zone Training – UTC and other organizations												
Career Advising – “Boot Camp,” Career and Degree Showcase(X)												X
“One Stop Shop” Implementation, Online Orientation (X)										X		
Internships and Job Shadowing												

Measurable objectives for each phase of the project.

Objective 1: Increase awareness and services to student veterans by implementing enhanced student tracking and “early warning” systems to better assist students experiencing difficulties.

Objective 2: Increase student persistence by monitoring student attendance and midterm grades for 100% of identified student veterans.

Objective 3: Increase faculty and staff knowledge and skill to best serve student veterans through campus-based training and a regional learning exchange serving a minimum of 100 higher education faculty & staff.

Objective 4: Increase career preparation and internship opportunities for veterans so that internship pathways are established and at least 50 veterans participate in focused career preparation activities with at least 20% student veterans having an internship experience.

Project governance and accountability plan. The project will benefit from a broad-based, inclusive governance structure led by Project Director, Ms. Linda Orth who also serves as the Registrar. The VALOR program will also benefit from the re-assigned effort of Ms. Squoia Holmes who will serve as the “Student Veteran Coordinator” and focus efforts on establishing systematic, shared procedures to promote student success. The Project Evaluator will create an evaluation structure to establish a baseline and inform the project leadership and VSSC on program

effectiveness. Mr. Joe Wiram, Coordinator for Veteran Student Services in the Office of the Dean of Students, will work with UTC departments and other institutions, providing Green Zone training sessions. Project personnel will work with VSSC members to affect campus-wide change to improve support and increase success among student veterans. The VSSC will meet monthly to guide implementation and promote long-term, sustainable change.

Project Role	Name	Title, Department
<i>Project Director</i>	Linda Orth	University Registrar, Records Office
<i>Project Coordinator</i>	Squoia Holmes	Coordinator for Military & Veteran Affairs, Records Office
<i>Project Evaluator</i>	Dr. Amanda Clark	Assistant Professor, Psychology
<i>VALOR Training Coordinator</i>	Joe Wiram	Coordinator for Veteran Student Services, Office of the Dean of Students
<i>Veteran Student Support Council:</i> VSSC is the <u>student support team</u>	Representatives from: Records; Walker Teaching Resource Ctr; Counseling & Personal Development; Financial Aid; Student Veterans Org.; Career & Student Employment; English Department; Ctr for Advisement & Student Success; Student Health Services; Undergraduate Admissions; Disability Resource Ctr; Housing & Residence Life; and the Dean of Students.	
<i>Mktg & Outreach Assistant</i>	Student – TBH	Records Office
<i>Evaluation Assistant</i>	Student – TBH	Psychology

NOTE: UTC certifies that the reassigned effort for project staff attributed to the grant will be focused solely on project-specific activities and will not be commingled with existing duties. The requested funds will be dedicated and used exclusively for execution of VALOR program duties as outlined in this proposal.

Section 3. Budget Plan

Clear alignment between funding request and grant activities.

Salaries and Wages ----- \$32,923

In order to increase project institutionalization and sustainability, UTC staff will devote a portion of their time to develop and integrate project activities – Linda Orth, Project Director – 10%; Squoia Holmes, Project Coord. – 20%; Joe Wiram, VALOR Training Coord. – 10%, Dr. Amanda Clark, Project Evaluator – 1 summer month. Student workers will supplement their efforts during the project period.

Employee Benefits & Payroll Taxes ----- \$13,027

Supplies ----- \$3,300

Project-specific supplies, including a computer for veteran student self-service activities in the Project Coordinator’s office and evaluation-related expenses are included.

Postage & Shipping ----- \$300

Printing and Publications ----- \$2,400

Travel----- \$6,128

Expenses related to travel to veteran student support-related training and conferences is included.

Conferences, and Meetings ----- \$16,700

Costs related to training for veteran-supporting staff, including registration fees and costs related to the veteran-focused outreach and career preparation events, including video recording, are included.

Grants and Awards ----- \$15,000

Student veterans will have the opportunity to compete for internal mini-grants of up to \$1000 each to support an internship-based project (e.g. laboratory or other research, student-organized activity, etc.).

Total Direct-----\$89,778 **Total Indirect (8%)** ---- \$7,183 **Total Project Cost** --- \$96,961

Section 4. Sustainability

Detailed plan for sustaining the program beyond the funding period. The VALOR project is directly aligned with UTC’s mission as a metropolitan, student-centered institution. We have designed a

fiscal plan that includes a one-year investment of THEC funds to “seed” our efforts to develop, implement, refine, and ultimately institutionalize key project activities.

Activities & Strategies to be Established & Institutionalized: During the one-year project period, a number of project activities, begun with grant funds, will be fully implemented, evaluated, refined, and institutionalized within ongoing organizational processes. These include: the Veteran Student Support Council, regional outreach & recruitment, veteran school tours & orientations, website & social media outreach, veteran-focused career counseling & advisement, improvements to the tracking & monitoring mechanisms, and regional networking & outreach to support veterans at UTC and at other institutions.

Personnel: We have intentionally planned the personnel structure to build on existing staff positions, including the Project Director – UTC’s Registrar, Project Coordinator– UTC’s Coordinator for Military & Veteran Affairs, and VSCC membership including Joe Wiram, UTC’s Coordinator for Veteran Student Services. All of these are permanent staff positions that will be sustained beyond the grant period and continue to engage in activities begun under the project. However, implementing this program requires an up-front investment for essential personnel effort to develop, implement, and institutionalize the project activities.

Institutionalization and External Funding: UTC intends to fully institutionalize key facets of the VALOR Center of Excellence. To help sustain and expand project activities after the one-year project period, the project team will seek additional funding through the following means: Institutional funding, through requested increases to departmental operating budgets; Grant funding, seeking external support for specific, goal-oriented projects; and Development efforts, seeking philanthropic donor support.

Data List

The following data is from the UTC Banner Student Information system.

Ethnicity/Race	Veterans receiving benefits			Spouses and Dep. receiving benefits			VA Benefit Total	Self-Reported Veterans			Grand Total
	M	F	Total	M	F	Total	Sub-Total	M	F	Total	Total
American Indian	2		2		2	2	4				4
Asian	1		1	2	1	3	4	2		2	6
Black	7	7	14	12	14	26	40	7	6	13	53
Hispanic	5	1	6	4	6	10	16		1	1	17
Multiracial	11	3	14	4	7	11	25	2	4	6	31
Native Hawaiian	1		1								1
Unknown	6	2	8		1	1	9	1		1	10
White	116	16	132	37	64	101	233	35	24	59	292
Grand Total	149	29	178	59	95	154	332	47	35	82	414

Classification	Veterans			Spouse and Dependents			Self-Reported Vet			Total		
	FT	PT	Total	FT	PT	Total	FT	PT	Total	FT	PT	Grand Total
Freshman	14	1	15	40	2	42	7	1	8	61	4	65
Sophomore	24	3	27	50	1	51	8	2	10	82	6	88
Junior	41	10	51	22		22	6	4	10	69	14	83
Senior	55	13	68	26	5	31	14	14	28	95	32	127
Undergraduate Special							1	4	5	1	4	5
Graduate Special							1		1	1		1
Master's Candidate	7	8	15	4	1	5	4	12	16	15	21	36
Specialist in Education				1		1				1		1
Doctoral Candidate Early				1	1	2	2	1	3	3	2	5
Doctoral Candidate Late		2	2					1	1		3	3
Grand Total	141	37	178	144	10	154	43	39	82	328	86	414

	Veteran	S&D	SR Vet	Total
Living On-Campus	10	57	9	76
	6%	37%	11%	18%

Age Distribution	Veteran	S&D	SR Vet	Total
Under 20	6	65	11	82
20-24	41	82	26	149
25-29	59	3	5	67
30-34	31	2	4	37
35-39	16	2	6	24
40 and above	25		30	55
Grand Total	178	154	82	414

	Veteran	S&D	SR Vet
Veterans registered through Disability Resource Center	4%	1%	5%

New Students	Vet	S&D	SR Vet
First Time Freshman	7	26	4
First Time Graduate	1	2	4
New Transfer	26	12	4

Undergraduate Veteran Retention	Vet	S&D	SR Vet
Fall 2013 to Fall 2014	68%	78%	79%

Veterans receiving benefits		Spouses and Dependents receiving benefits		Self-Reported Veterans	
Program	Enrolled	Program	Enrolled	Program	Enrolled
Engineering	33	Education	20	Education	8
Criminal Justice	22	Nursing	19	Nursing	8
Biology	17	Health & Human Perf.	16	Engineering	7
Education	13	Biology	16	Criminal Justice	7
Health and Human Performance	11	Engineering	10	Business	6

The following data is from a survey conducted by Joe Wiram, the Coordinator for Veteran Student Services, of veterans and others receiving VA educational benefits. The responses are indicative of the veteran students who attend UTC, though, and provide us with a greater understanding of the population that we seek to serve through the VALOR project.

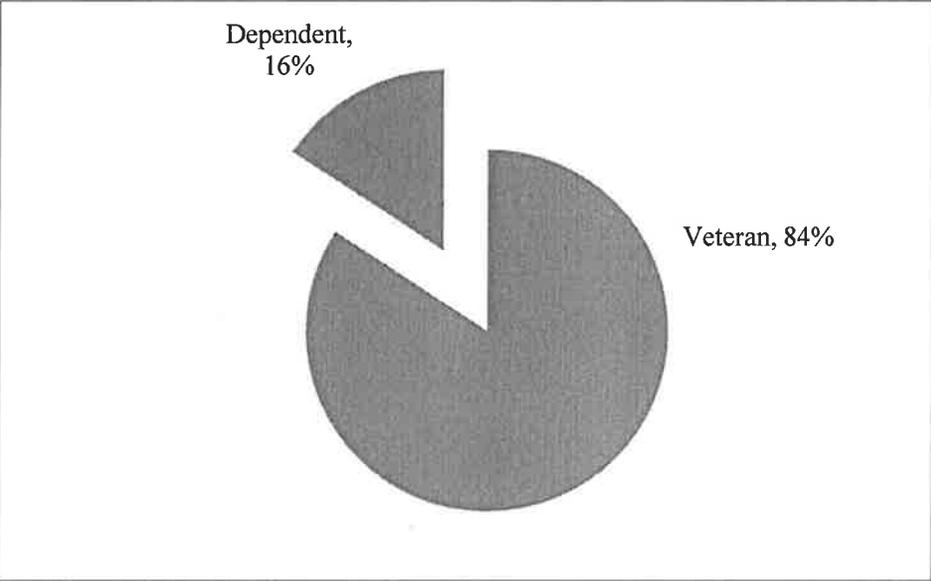


Figure 1. Veteran or Spouse/Dependent, 95 responses

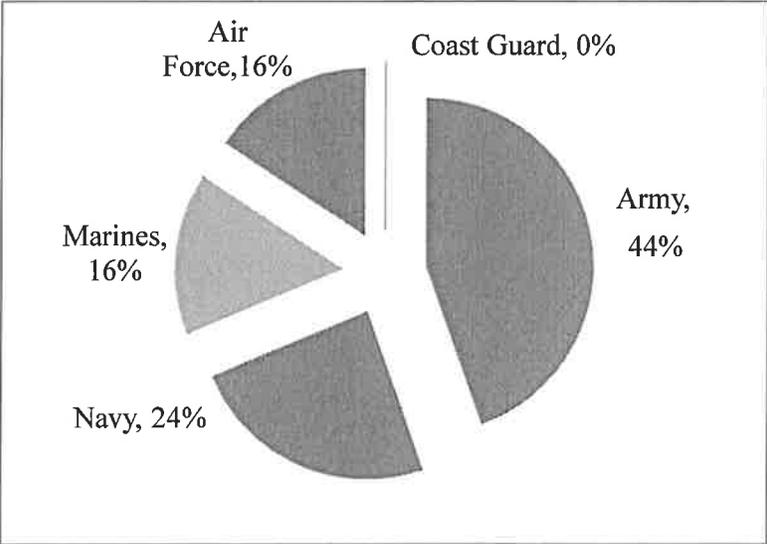


Figure 2. Armed Services Background, 83 responses.

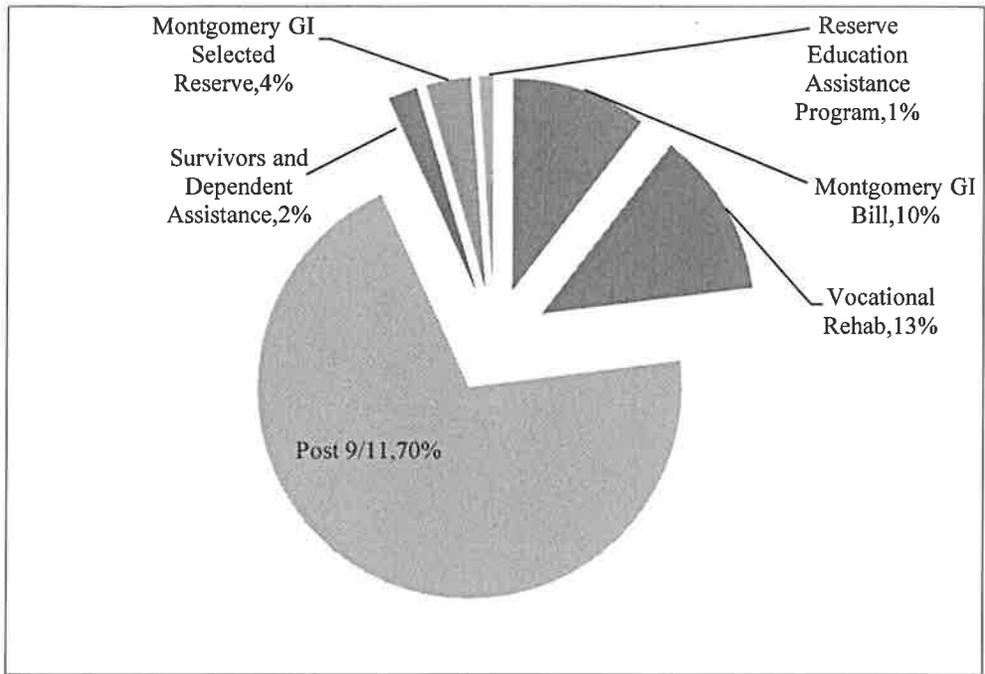


Figure 3. VA Benefit Type, 98 responses

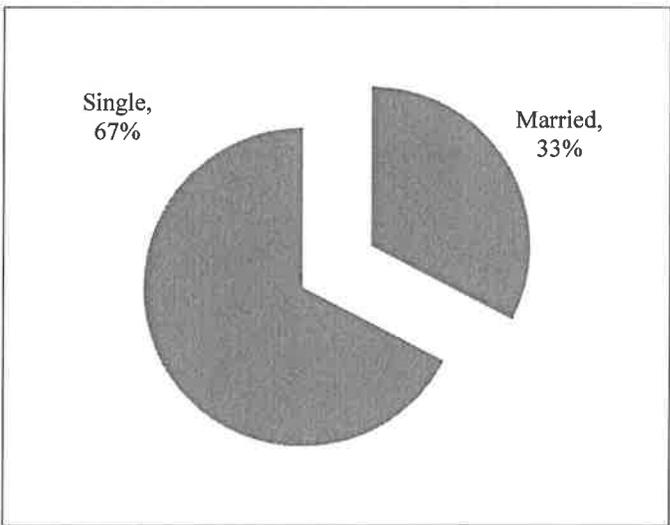


Figure 4. Marital Status, 95 responses

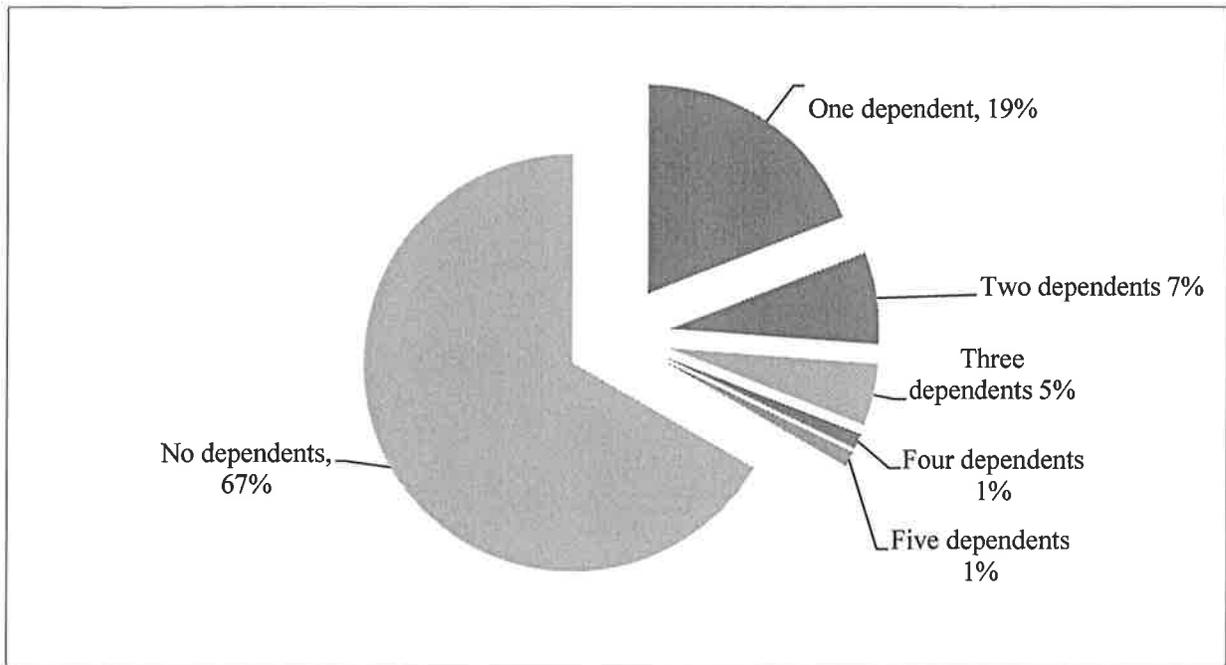


Figure 5. Number of Dependents, 84 responses

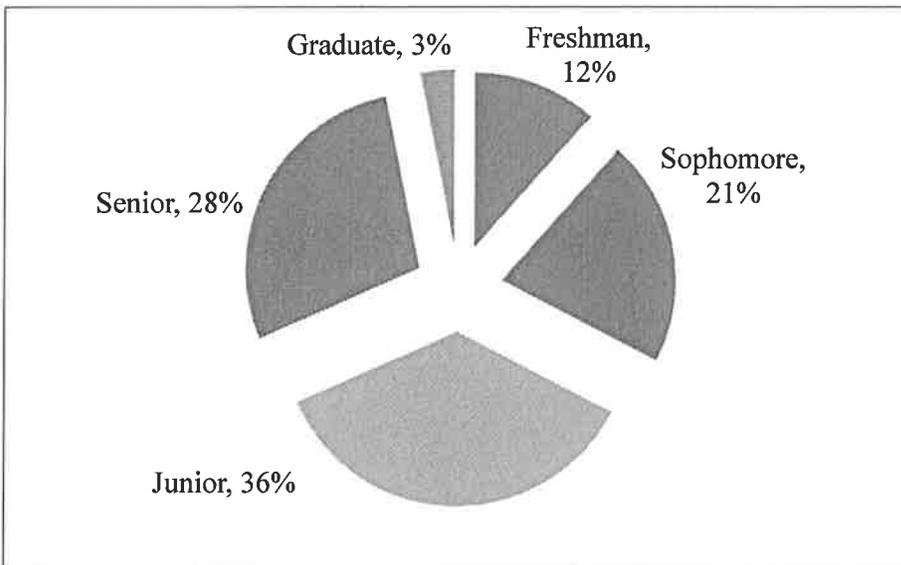


Figure 6. Academic Classification – 95 responses

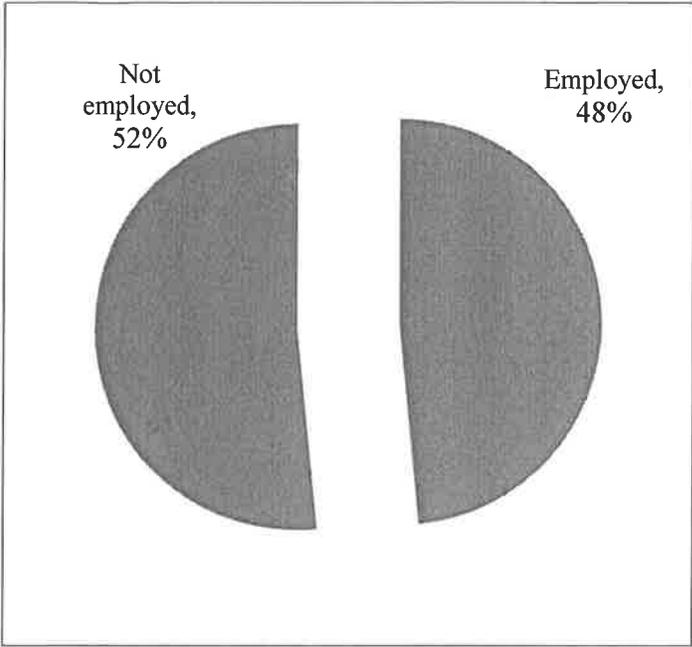


Figure 7. Employment Status, 95 responses

GRANT BUDGET

Veteran Reconnect Grant				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following Applicable Period: BEGIN: August 1, 2015				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1 & 2	Salaries and Benefits & Taxes	\$45,950.00	\$0.00	\$45,950.00
4, 15	Professional Fee/ Grant & Award ²	\$15,000.00	\$0.00	\$15,000.00
5, 6, 7, 8, 9, 10, 11 & 12	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications, and Travel/ Conferences & Meetings	\$28,828.00	\$0.00	\$28,828.00
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$0.00	\$0.00	\$0.00
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$0.00	\$0.00	\$0.00
22	Indirect Cost	\$7,183.00	\$0.00	\$7,183.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$96,961.00	\$0.00	\$96,961.00

¹ 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/rds/ocr/policy03.pdf).

²Applicable detail attached if line-item is funded.

GRANT BUDGET LINE-ITEM DETAIL

PROFESSIONAL FEE/ GRANT & AWARD	AMOUNT
Internship Awards to support student-led projects during internship experience.	\$15,000.00
Please see Line 15 below for additional details.	
TOTAL	\$15,000.00

INTEREST	AMOUNT
SPECIFIC, DESCRIPTIVE, DETAIL (REPEAT ROW AS NECESSARY)	\$0.00
TOTAL	\$0.00

DEPRECIATION	AMOUNT
SPECIFIC, DESCRIPTIVE, DETAIL (REPEAT ROW AS NECESSARY)	\$0.00
TOTAL	\$0.00

OTHER NON-PERSONNEL	AMOUNT
SPECIFIC, DESCRIPTIVE, DETAIL (REPEAT ROW AS NECESSARY)	\$0.00
TOTAL	\$0.00

CAPITAL PURCHASE	AMOUNT
SPECIFIC, DESCRIPTIVE, DETAIL (REPEAT ROW AS NECESSARY)	\$0.00
TOTAL	\$0.00

GRANT BUDGET LINE-ITEM DETAIL

Line 1	Salaries and Wages	\$32,923
	Project Director: Linda Orth.....	\$7,643
	10% x \$76,430 12-month salary	
	Veteran Services Coordinator: Squoia Holmes.....	\$7,291
	20% x \$36,453 12-month salary	
	VALOR Training Coordinator: Joe Wiram	\$3,336
	10% x \$33,360 12-month FTE salary	
	Project Evaluator: Dr. Amanda Clark	\$6,654
	1 summer month @ \$6,654/month	
	Marketing & Outreach Assistant	\$5,000
	\$10/hr x 500 hrs/yr	
	Evaluation Assistant.....	\$3,000
	\$12/hr x 250 hrs/yr	
Line 2	Employee Benefits & Payroll Taxes	\$13,027
	UTC's fringe benefits and payroll taxes are calculated as a percentage of the employee's salary and wages and vary depending on the employee's selections and coverages.	
	Project Director @ 48%.....	\$3,669
	Project Coordinator @ 71%.....	\$5,176
	Training Coordinator @ 24%.....	\$801
	Project Evaluator @ 40%.....	\$2,662
	Students @ 9%	\$720
Line 3	Total Personnel Expenses	\$45,950
	The total expenses related to personnel, including Lines 1 and 2 above.	
Line 4	Professional Fees	\$0
Line 5	Supplies	\$3,300
	Project-specific supplies	\$1,200
	\$100/month x 12 months for each project year	
	Program operation will require some project-specific consumable supplies. These have been budgeted at \$100/month.	
	Veteran-specific Self-Service Computer.....	\$1,100
	\$1100 for a computer for immediate student veteran access to online services from within the Project Coordinator's office.	
	Evaluation Supplies	\$1,000
Line 7	Postage and Shipping	\$300
	\$25/month x 12 months for each project year	
	Program operation will require some postage for recruitment and educational materials as well as correspondence with partners, participants, and stakeholders.	
Line 10	Printing and Publications	\$2,400
	\$200/month x 12 months for each project year	
	Program operation will require some project-specific printing and duplication of recruitment	

and application materials, information to disseminate to partners and stakeholders, and documents for the VALOR Learning Exchange.

Line 11	Travel	\$6,128
	Travel to national conferences to build capacity at UTC	
	Estimates reflect CONUS rates for travel to Washington D.C. or a similar location for a three-night trip. Airfare @ \$400 + Lodging @ \$211 x 3 + Meals & Incidental Expenses @ \$71 x 3.5 travel days x registration (est.) @ \$250.	
Line 12	Conferences and Meetings	\$16,700
	Webinars / Workshop registration fees	\$2,000
	Project staff and VSSC members will attend conferences, workshops and other training activities related to veteran student success. Webinars will be opened up to invited or interested administrators, faculty, and staff from UTC and other regional educational institutions.	
	Continuing Education support for VALOR conferences & meetings at UTC.....	\$3,200
	Academic Program and Degree Showcase.....	\$2,000
	Reverse Career Fair.....	\$2,000
	Career Boot Camp.....	\$2,500
	Video recordings & web streaming services	\$5,000
	Events & informational sessions will be recorded to make them available for veterans through the VALOR website and other means.	
Line 15	Grants and Awards	\$15,000
	\$1,000/award x 15 awards (anticipated)	
	Student veterans will have the opportunity to compete for internal mini-grants of up to \$1,000 each to support an internship-based project (e.g., laboratory or other research, a student-organized activity, etc.)	
Line 22	Administrative Expenses	\$7,183
	This amount is intended to cover costs associated with administrative functions including providing the required project reports, financial information, and information to support project evaluation. It is calculated at 8% of the Direct Costs.	
Line 25	Total Expenses	\$96,961

CHARLES J. "CHUCK" FLEISCHMANN
3RD DISTRICT, TENNESSEE

COMMITTEE ON APPROPRIATIONS

SUBCOMMITTEE ON ENERGY AND WATER

SUBCOMMITTEE ON LABOR, HEALTH AND HUMAN
SERVICES, EDUCATION AND RELATED AGENCIES

SUBCOMMITTEE ON HOMELAND SECURITY



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21

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6 EAST MADISON AVENUE COURTHOUSE
ATHENS, TN 37303-4287

July 1, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37219-1585

Dear Mr. Sloan:

Representative Chuck Fleischmann. Representative for 3rd Congressional District of Tennessee. Intern will work directly with the Military and Veterans Affairs Caseworker addressing military and Veterans Affairs issues. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

Representative Chuck Fleischmann is pleased to work closely with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

Chuck Fleischmann
Member of Congress



2211 Congress Street
Portland, ME 04122
207.525.2211
www.unum.com

June 29, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

Unum is one of the world's leading employee benefit providers and a Fortune 500 company. Unum helps protect the financial security of more than 25 million working people and their families in the event of illness or injury. Our headquarters are in Chattanooga Tennessee.

Unum's veteran outreach has an emphasis on protecting the financial security of US veterans by playing a role in positively impacting their employment situation, particularly in the communities in which we have a significant presence. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service. We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

Unum is pleased to work closely with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

Marcia J Leander
Vice President, Talent Acquisition
Unum Group



**EPILEPSY
FOUNDATION®**
SOUTHEAST TENNESSEE

Not another moment lost to seizuresSM

One Siskin Plaza • Chattanooga, TN 37403-1306

June 25, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

The Epilepsy Foundation of Southeast Tennessee is a non-profit (IRS 501 c 3) organization that provides veterans and their families that have epilepsy (seizure disorders) the support services that are needed to participate in all life experiences and overcome the challenges created by epilepsy. These support services include epilepsy education, monthly support group meetings, medication assistance, case management, advocacy and referral services. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

The Epilepsy Foundation of Southeast Tennessee is pleased to work closely (actual location is only a minute away from the UTC campus) with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration. For information, I am a retired U. S. Navy Captain with 27 years of service, a Vietnam War Veteran (1967-1969) and if there are any questions, please do not hesitate to contact me at (423) 634-1771.

Sincerely,

Mickey L. McCamish, Captain-U. S. Navy (Retired)
Executive Director-Epilepsy Foundation of Southeast Tennessee





City of Chattanooga
DEPARTMENT OF TRANSPORTATION
DEVELOPMENT RESOURCE CENTER
1250 MARKET STREET, SUITE 3030
Chattanooga, Tennessee 37402-2713

June 25, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

The Chattanooga Department of Transportation aims to make efficient transportation viable for all users, motorists, cyclists, pedestrians, and transit users, while enhancing multi-use public spaces for all people. As we plan, design, construct, and maintain the City Of Chattanooga's transportation facilities, we thoughtfully consider and deeply value the many transportation needs and priorities of Chattanooga's diverse population. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

The Chattanooga Department of Transportation is pleased to work closely with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Bert Kuyrkendall".

Bert Kuyrkendall, PE
City Transportation Engineer

CDOT
(423) 643.5950
FAX: (423) 643.5951



"First Words, First Steps"

690 Eagle Cliff Drive/ P.O. Box 350 Flintstone, GA 30725
A 501(c)(3) NON-PROFIT ORGANIZATION

June 15, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

SpiritHorse at Eagles Rest Ranch seeks to change and enrich lives through excellence in equine assisted activities. We have programs for veterans, individuals with mental and physical developmental disabilities, spinal cord and brain injuries, social disorders and youth-at-risk, as well as support for all families. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

SpiritHorse at Eagles Rest Ranch is pleased to work closely with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and we strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

Joyce McNish, Administrative Assistant
SpiritHorse Therapeutic Riding @ Eagles Rest Ranch

O.K. Corral EAP/EAL

SpiritHorses for Veterans

Flintstone, GA

Cell: 423-544-9611

Fax: 706-419-8329

joycemcnish@bellsouth.net



July 1, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

The Southeast Tennessee Development District operates the Tennessee Career Centers/American Job Centers in a nine-county region in Southeast Tennessee. We value the knowledge and skills that our nation's veterans developed during their military service and value the unique assets and perspectives that they bring to civilian occupations after their service.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast Tennessee Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

The Southeast Tennessee Development District/Tennessee Career Center at Chattanooga is pleased to work closely with UTC and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

A handwritten signature in cursive script that reads "Rick Layne".

Rick Layne, Director
Career and Workforce Development

THE UNIVERSITY OF TENNESSEE
AT CHATTANOOGA



Southern Appalachian
Educational Opportunity Center
Dept 6876
615 McCallie Avenue
Chattanooga, TN 37403-2598

(423)425-1702

FAX: (423)425-1748

Website: <http://www.utc.edu/~careered/>

June 22, 2015

Mr. Scott Sloan
THEC Tennessee Veterans Reconnect Program
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Sloan,

The Educational Opportunity Center located on the campus of the University of TN Chattanooga assists 1000 adult students annually with college access. We give priority to veterans and military families. We are funded by the U.S. Department of Education. Having a veteran student as an intern would be extremely valuable as we recruit and serve veterans and their families.

We strongly support the University of Tennessee at Chattanooga's proposed Southeast TN Veteran Academic & Leadership Organization for our Region (VALOR) project. This project is closely aligned with our commitment to fostering success and promoting opportunity for veterans.

The Educational Opportunity Center is pleased to work closely with all UTC departments and the VALOR project to explore opportunities to provide internship opportunities for student veterans. We strongly support career preparation opportunities for veterans and can offer career assessments for those students who need direction. We will work closely with UTC personnel to identify appropriate internship opportunities for student veterans and will make every effort to accommodate student veterans in internships during and beyond the one-year project period. The internships will provide authentic, applied learning and networking experiences for students.

UTC's project will address the needs of veterans in our region, and I strongly encourage you to give UTC's proposal all possible consideration.

Sincerely,

A handwritten signature in cursive script that reads "Cynthia W. Long".

Cynthia W. Long
Director, Educational Opportunity Center