



EAST TENNESSEE STATE
UNIVERSITY

Title VI Compliance Report and Implementation Plan



FY 2017-2018



2018-2019
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Overview

East Tennessee State University is a state-supported, coeducational institution governed by a Board of Trustees. Prior to the implementation of a local governing board, ETSU was a member of the Tennessee Board of Regents (TBR). Eight of the ten-member Board of Trustees for ETSU have been appointed by Governor Bill Haslam, joined by a faculty representative and a student representative. The university's appointed trustees have authority to appoint the campus president, manage the university budget, set tuition, and oversee other operational tasks.

ETSU's Board of Trustees consists of ten members, six males and four females, two of whom are African American. Their biographies are found at:

<https://www.etsu.edu/trustees/members/board-members.php>

The ETSU Board of Trustees assumed responsibility upon the first called meeting by Governor Haslam held in March 2017. An organizational chart of ETSU under the Localized Board of Trustees is included as Attachment 1.

ETSU provides outstanding programs of study, enhanced access to education, and distinctive educational and research opportunities to attract students from around the region and the world. ETSU has a population of approximately 14,500 students, which includes undergraduate, graduate, and professional students. Although the majority of students are from Tennessee and the surrounding southeastern region, over 45 states and over 75 foreign countries are also represented. Over 89 percent of the university's students receive federal, state or private sources of financial aid.

Public Chapter 502 enacted by the General Assembly in 1993 mandates that any agency which receives federal assistance develop an implementation plan for enforcement and compliance with Title VI of the Civil Rights Act of 1964.

Responsible Officials

President Brian Noland has overall responsibility for ensuring that East Tennessee State University complies with Title VI. Dr. Noland's information and signature are below.

Dr. Brian Noland
President
East Tennessee State University
1276 Gilbreath Drive, PO Box 70734
Johnson City, TN 37614-1710
Phone: 423-439-4211
Fax: 423-439-4004

Signature_____Date_____

Dr. Noland has designated Dr. Michelle Byrd, Interim Equal Opportunity Compliance Officer, to be responsible for gathering the Title VI information and developing and producing the annual Title VI implementation plan. Dr. Byrd's information and signature is below.

Michelle Byrd
Interim Equal Opportunity Compliance Officer
East Tennessee State University
1276 Gilbreath Drive, PO Box 70734
Johnson City, TN 37604-1710
Phone: 423-439-4445
Fax: 423-439-4004

Signature_____Date_____

Definitions

1. **Assurances:** As required by 34 CFR § 106.4, every application for Federal financial assistance for any educational program or activity shall, as condition of its approval, contain an assurance from the applicant or recipient that each program or activity operated by the applicant and to which the regulations apply, will be operated in compliance with Title VI and the implementing regulations.

2. **Educational Program or Activity:** "Educational program or activity" encompasses most operations of the TBR institutions.

3. **Federal Financial Assistance:** "Federal financial assistance" is defined by 34 CFR §106.2(g) as:

a. A grant or loan of Federal financial assistance, including making funds available for:

- i. The acquisition, construction, renovation, restoration, or repair of a building or facility or any portion thereof; and
- ii. Scholarships, loans, grants, wages, or other funds extended to any entity for payment to or on behalf of students admitted to that entity.

b. A grant of Federal real or personal property or any interest therein, including surplus property, and the proceeds of the sale or transfer of such property, if the Federal share of the market value of the property is not, upon such sale or transfer, properly accounted for to the Federal Government.

c. Provision of the services of Federal personnel.

d. Sale or lease of Federal property or any interest therein at nominal consideration, or at consideration reduced for the purpose of assisting the recipient or in recognition of public interest to be served thereby, or permission to use Federal property or any interest therein without consideration.

e. Any other contract, agreement, or arrangement which has as one of its purposes the provision of assistance to any education program or activity, except a contract of insurance or guaranty.

4. **Recipient:** defined by CFR § 106.2(i) as any State ... or any instrumentality of a State ... of whom Federal financial assistance is extended directly or through another recipient and which operates an education program or activity which receives or benefits from such assistance ...

5. **TBR System or System:** The institutions that make up the nation's sixth largest system of public higher education. This includes 6 state universities, 12 community colleges, and 27 colleges of applied technology.

6. **Board of Trustees:** ETSU' governing board consisting of ten members, eight of whom are appointed by the Governor of Tennessee, along with a faculty and student representative.

7. **Beneficiaries:** those persons to whom ETSU provides instructional, research, or public service assistance, service, or benefits.
8. **Compliance:** the fulfillment of the requirements of Title VI and other applicable laws, and implementing regulations and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, or national origin.
9. **Contractor:** a person or entity that performs services at ETSU at a specified price.
10. **Discrimination:** to make any distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, or national origin.
11. **Federal Assistance:** Any funding, property, or aid provided for the purpose of assisting a beneficiary.
12. **Noncompliance:** Failure or refusal to comply with Title VI of the Civil Rights Act of 1964, other applicable civil rights laws, and implementing regulations.
13. **Subrecipient:** any entity or individual with which the ETSU contracts to perform services funded in whole or in part by federal funds.
14. **Vendor:** a person or entity that supplies goods or services at an agreed-upon price, at the promised time, and without the need for the University's intervention, renegotiation, or continued expediting.

Non-Discrimination Policy

ETSU Policy PPP-80 Discrimination and Harassment Complaint and Investigation is included as **Attachment 2**.

ETSU's PPP-80 policy can be found online at:
<https://www.etsu.edu/humanres/relations/ppp-80.php>

There is a notice of non-discrimination at the beginning of policy PPP-80, in the General Statement.

ETSU's employment Non-Discrimination policy reads:

East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, veteran status, sex, disability, or age in its programs and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Michelle Byrd, Interim Equal Employment Compliance Officer and Title IX Coordinator and may be contacted at: 206 Burgin E. Dossett Hall, Johnson City, TN 37614, 423-439-4445. Additionally, the Title IX Coordinator is designated to monitor and oversee Title IX complaints.

ETSU's employment related Non-Discrimination policy can be found online at:

https://www.etsu.edu/ehome/aa_eeo.php

ETSU is working on policy creation and revision at this time and a broad Non-Discrimination policy that includes third party beneficiaries is being developed for approval by the Board of Trustees.

ETSU and its subrecipients and/or contractors shall make available any compliance report to be reviewed by the Tennessee Human Rights Commission (THRC) upon request.

Organization of the Civil Rights Office

The Office of Equity and Diversity monitors the University's policy on equal opportunity and affirmative action in employment and education to ensure that educational and employment opportunities are available to all eligible persons without regard to race, creed, color, sex, religion, age, national origin, disabilities, veteran status or sexual orientation/gender identity.

The Office of Equity and Diversity promotes an environment where people honor one another as individuals, value differences and the special gifts each of us bring to the community, and respect the right of others as human beings inclusive of race, gender, ethnicity, cultural background, sexual orientation/gender identity, class, age, disability, religion and national origin.

Maintaining records and development of the annual Title VI implementation plan are the responsibility of the Title VI Officers and the institution's Presidents/Directors.

ETSU is organized to effect compliance and implement civil rights enforcement by providing coordination of effort through the university administration and placing responsibility for implementation at the campus level. Dr. Brian Noland, President of the University, has overall responsibility for Title VI activities and compliance.

Dr. Noland has designated Dr. Michelle Byrd, the Interim Equal Opportunity Compliance Officer to be responsible for the development, writing, submission, and implementation of the University's Title VI Implementation Plan and subsequent updates. Dr. Byrd is also the interim Title VI coordinator.

Title VI Coordinator Responsibilities:

- Assures compliance with Title VI regulations.
- Investigates and resolves Title VI complaints. Establishes the process for complaint resolution and enforcement actions.
- Records and reports the number and disposition of complaints received each fiscal year.
- Notifies the public, employees, and students about Title VI requirements. Documents the specific procedures used for publicizing and distributing Title VI information (brochures, posters, etc.).
- Distributes Limited English Proficiency (LEP) information to all parties who may be involved in LEP services.
- Oversees the implementation of LEP services, including coordinating language translation services as necessary.
- Provides demographic data of advisory councils and committees.

- Provides Title VI training.
- Provides an annual summary of employment utilization statistics.

Discriminatory Practices

ETSU Policies and Guidelines referred to earlier in this plan are designed to address the circumstances/issues described below as they relate to examples of discriminatory practices in post-secondary education.

A. Examples of student educational discriminatory practices may include, but are not limited to:

- a. Segregated campus housing based on race, color, or national origin.
- b. Discriminatory assignment of remedial classes based on race, color, or national origin.

B. Examples of employment related discrimination may include, but are not limited to:

- a. Discrimination in the recruitment, selection, and hiring of personnel for federally funded programs based on race, color, or national origin.
- b. Subjecting an individual to discriminatory employment practices under any federal program intended to provide employment based on race, color, or national origin.

C. General prohibitions include, but are not limited to:

- a. Denying any individual any services, opportunity, or other benefit for which he/she is otherwise qualified, based on race, color, or national origin.
- b. Providing any individual with any service or other benefit, which is different or is provided in a different manner from that which is provided to others under the program, based on race, color, or national origin.
- c. Subjecting any individual to segregated or separate treatment in any manner related to his receipt of service.

In addition to the Non-Discrimination statement provided in that section, the University uses a short EEO/AA/Non-discrimination statement in paid advertisements to solicit applications for faculty and staff positions of employment, contracts for goods or services, purchase orders, and brochures.

Federal Programs or Activities

ETSU receives federal funding from numerous sources. As an institute of higher education, ETSU falls under the provision of 42 U.S.C. § 2000d that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Federal student financial assistance is available directly from the federal agency to the student. Federal student aid totaled \$110,431,428 in FY 2017-2018. ETSU is therefore obligated under the aforementioned directives.

The federal funding sources for ETSU are shown in **Attachment 3**. Because many federal funding sources overlap fiscal years, Attachment 3 includes funding sources for the most recent fiscal year and projections of such funding for the upcoming fiscal year.

Data Collection and Analysis

ETSU utilizes two systems to record student and employee data, including racial and ethnic data. For student data, we use the Banner Student System. The information that follows regarding student enrollment by race and ethnic representation and number of degrees awarded by race and ethnic representation is produced using the Banner System.

In addition, each federally funded program or activity is evaluated by the grant recipient in conjunction with the requirements of the grant. The evaluation data is reported directly back to the granter, not the to the campus/institute Title VI coordinator.

Student Enrollment Chart:

HEADCOUNT BY ETHNICITY-RACE
By Enrollment Status

Alaskan Native and American Indian counts combined as in IPEDS reporting requirements

Ethnicity/Race Categories	Fall 2017		Fall 2016		Fall 2015		Fall 2014		Fall 2013	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
All Students										
Alaskan Native/American Indian	31	0.23	27	0.20	30	0.22	35	0.26	46	0.32
Asian	188	1.42	189	1.41	204	1.49	194	1.40	176	1.26
Black/African American	911	6.62	833	6.21	892	6.50	846	6.11	798	5.67
Hispanic/Latino	343	2.49	273	2.03	281	2.05	279	2.01	273	1.93
Native Hawaiian/Pacific Islander	13	0.09	12	0.09	10	0.07	9	0.07	10	0.07
White	11,095	80.61	10,913	81.32	11,188	81.49	11,465	83.69	11,890	84.45
Nonresident Alien	626	4.56	646	4.81	609	4.37	488	3.53	459	3.26
Two or More Races	366	2.68	337	2.51	346	2.51	331	2.39	324	2.30
Ethnicity/Race Unknown	184	1.34	169	1.41	179	1.30	167	1.14	108	0.75
Total All Students	13,764		13,419		13,727		13,822		14,080	

Degrees Conferred Breakdowns are **Attachment 4**.

Student Headcount from each country is **Attachment 5**.

ETSU is subject to the TEAM Act and thus does not have Executive Staff or Preferred Staff. The breakdown of the University's Regular workforce by race/ethnicity and national origin at the time of the most recent ETSU Fact Book is shown as Table 9.03 in **Attachment 6**. Summarized, it shows that 88% of employees are white, while the remainder are noted as the following:

American Indian of Alaskan Native:	.17%
Asian:	3.71%
Black/ African American:	4.58%
Hispanic/ Latino:	1.79%
Native Hawaiian/ Pacific Islander:	.09%
Nonresident Alien:	.04%
Two or More Races:	1.62%
Ethnicity/ Race Unknown:	.00%

Limited English Proficiency (LEP)

ETSU has adopted TBR Guideline G-130: Limited English Proficiency Policy (LEP) which is included as **Attachment 7**.

ETSU has a contract with Linguistica International, a company which offers multiple services for over 350 languages including the following:

- Telephone Interpreting (Including multi-caller support)
- On-Site Interpretation (Specialized interpreters by industry)
- Conference Simultaneous Interpreting
- Secure Video Remote Interpreting(VRI) (Andriod, iOS, Windows, Mac, and Linux clients available)
- American Sign Language Interpretation(ASL) (Onsite and VRI)
- Document Translations
- Voiceovers, Subtitles and Multilingual Voice Talent
- Cultural and Country Specific Training

Equity and Diversity is in the process of distributing the Linguistica information and language cards to the university campus. An example is included in **Attachment 7**. Linguistica has also provided language cards help a LEP person to identify his or her primary language. The Office of Equity and Diversity and Legal Counsel has distributed these cards electronically in 2018 to ETSU Provosts, Vice Presidents, and Deans and others for dissemination to service areas on campus and posting in highly visible locations Examples of these locations include:

- Front office areas and waiting rooms, both in administrative and service areas (e.g. ETSU health services offices)
- Faculty and staff offices
- General notice boards in academic and administrative buildings

Some ETSU clinical sites also advertise the free services provided LanguageLine Solutions to their clients. The posters for that service assist an LEP person in identifying his or her primary language. An example of this is also included in **Attachment 7**.

Any ETSU document will be made available in the preferred language of the beneficiary at his or her request. Linguistica International will provide document translation services.

Complaint Procedures, Including Total Number of Complaints Received

ETSU has a Title VI coordinator who is responsible for Title VI discrimination complaints and investigations.

Attachment 8 shows our Title VI complaints at the University for the year July 1, 2017- June 30, 2018.

Any individuals including, but not limited to, students, employees, intended third party beneficiaries, of institutional programs who believes that he/she is being discriminated against by can file a complaint according to ETSU PPP-80. Complaints of discrimination should be directed to the Office of Equity and Diversity. A sample complaint form is provided with **Attachment 8**. Use of the form is not required. No matter the format of the written complaint, it must include:

- (1) the name of the complainant;
- (2) an explanation of the action or conduct complained of; and
- (3) the person or department responsible for the action.

In addition to the University's complaint process, complaints may also be filed with the Tennessee Human Rights Commission at 1-800-251-3589 or www.tn.gov/humanrights

The Title VI officer must log each complaint as mandated by law:

Each federal agency shall maintain a log of Title VI complaints filed with it and with its recipients, identifying each complainant by race, color, or national origin; the recipient, the nature of the complaint, the dates the complaint was filed and the investigation completed, the disposition and the pertinent information. The timeframe for resolution and complaint processing are found in institutional procedures. Records are maintained for annual reporting.

Whenever a discriminatory practice is discovered, the institution/school shall promptly and voluntarily attempt to secure compliance.

ETSU's "EEO/Affirmative Action" requires that internal complaint procedures be designed to expeditiously process and resolve complaints and grievances by employees or applicants for employment. Students are provided institutional compliant procedures for resolution of issues of concern.

Compliance for Title VI is found in existing ETSU policies, guidelines, and reporting mechanisms found at the documents listed in this section.

- Policy PPP-04-"Employment Opportunity, Affirmative Action, and Discrimination" (Attachment 9)
- Policy PPP-80-"Discrimination and Harassment- Complaint and Investigation" (Provided previously in Attachment 2)

- Policy PPP-30 -"Process for Title VI Filing Internal Complaints"
(Attachment 10)
- Policy PPP-27- "Employee Grievance/ Complaint Procedures"
(Attachment 11)
- Policy PPP-61- "Support Staff Grievance Procedures"
(Attachment 12)
- Policy PPP-02- "Employment Classification"
(Attachment 13)
- FP-14 and FP-04- "Third Party Contract and Agreements" and "Purchasing," both of which are excerpts from TBR Guideline G-030-"Contracts and Agreements." The TBR policy is provided in full.
(Attachment 14)
- "Student Scholarships, Grants, Loans/Aid"- Amended from prior Policy 3:04:01:00.
(Attachment 15)

Title VI Litigation/Lawsuits for FY 2017/2018:
No litigation is on file for FY 2017/2018.

Title VI Training Plan

All new employees are provided with Title VI information during new employee orientation.

All employees are required to complete Title VI training annually. ETSU's online Title VI training is provided by EverFi through Workplace Answers. ETSU has updated notification and reminder email communications in an effort to increase participation and completion. The training module provides a completion certificate for employees if needed for office/department licensure requirements.

Training data information for the year July 1, 2017- June 30, 2018 is included in **Attachment 16**.

After a personnel change in the Office of Equity and Diversity in May 2018, training numbers were down for fiscal year 2017/2018. A new notification and reminder system has been implemented as of September 11, 2018. The new notification and reminder system is expected to result in increased compliance as reminders for training completion will be generated every seven (7) days until completed.

Training data for staff for FY17-18 is 1622 of 2780 full and part time faculty and staff, or 59% compliance. ETSU is aware of the low compliance rate and has taken action to increase compliance as noted above. Names of employees who are non-compliant with training will be reported to Human Resources for appropriate action.

For this fiscal year ETSU does/does not have any sub recipients or contractors, therefore is unable to report training data.

Sub-Recipient Monitoring

Periodic compliance reviews will be conducted in the annual cycle, along with the submission of an affirmative action plan. The ORSP compliance survey (**Attachment 17**) has been developed to assist in monitoring ETSU's subrecipients. The survey is sent annually to subrecipients. The survey monitors compliance with, among other things, non-discrimination, affirmative action, and Title VI for any sub-recipients or contractors. ETSU's Sub-Recipient policy is included in this report (**Attachment 18**). **Attachment 19** shows ETSU subrecipient awards.

Compliance monitoring for sub-recipients is conducted by the Office of Research and Sponsored programs. Compliance for all sub-recipients is required.

Post Award Procedures:

Awardee completes post award commitment form. Attachment 20 shows our sub-recipient commitment form. Training is then arranged for awardee through the Workplace Solutions portal for access.

Non-compliance would result in the following actions:

ETSU would provide written notice to the subawardee of non-compliance. ETSU would give the subawardee notice to complete Title VI training in a given timeframe. If the training is not completed in that timeframe, we would require that the subawardee take the Title VI training so that ETSU could track and monitor the training without relying on any representations from the subawardee. If they did not complete the Title VI training within the given timeframe, ETSU would withhold payment until such time as the subawardee completed the training (this would be stated in our original written notice).

For this fiscal year ETSU does/does not have any sub-recipients or contractors, therefore is unable to report training data.

Public Notice and Outreach

ETSU will utilize its Equity and Diversity and HR websites to disseminate the Title VI implementation plan. The complaint procedures are listed on the Equity and Diversity and HR website under ETSU policies. The University's non-discrimination statements are included on all University publications made to the public. The statements are also posted within departments and workplaces throughout campus.

Examples of areas where public posting occurs include: display boards in administrative and academic buildings; office suite areas, particularly lobby areas; offices where both the campus community and the public are served- particularly our university-related health services areas; and student gathering spots on campus including on display boards in the student center building.

Grants/ Contract Bidding Notices: These notices are posted in print and online media outlets.

Through student and employee recruitment activities, eligible persons who have been historically deprived of equal opportunity are encouraged to participate in the university's educational programs.

ETSU Jobs are automatically posted on www.jobs4tn.gov

Jobs4TN is maintained by the Tennessee Department of Labor and Workforce Development. ETSU also utilizes such publications as *Diverse Issues in Higher Education* and utilizes the SERB Doctoral Program job posting site, which is available to all scholars and young faculty members.

East Tennessee State University continues to make efforts to recruit and retain a diverse workforce. The President, through his leadership team, has charged all managers with recruiting and retaining a representative workforce, and the Office of Human Resources has dedicated staff to assist with advertising available positions with professional groups that include diverse membership. To that end, it is the goal of ETSU to enhance its efforts toward achieving the established affirmative action goals.

President's Taskforce on Diversity, Equity and Inclusion

ETSU has a President's Taskforce on Diversity, Equity, and Inclusion, whose charge is:

The President's Taskforce will: Engage the campus in a dialogue regarding the state of diversity, equity, and inclusion at ETSU; Inventory and review current efforts, programs, and initiatives at ETSU; Define ETSU's commitment to diversity, inclusion, and equity; Develop goals, benchmarks and assessments to track institutional progress; Consider national best practices and identify opportunities for adoption at ETSU; Review the institution's Title IX compliance efforts and staffing; and Develop a strategic plan for diversity, equity, and inclusion at ETSU. It is composed of faculty, staff, and students from all over the University.

Student, Faculty, and Staff Organizations

ETSU has various organizations that target and foster growth for a diverse community: Black Affairs Association, South Asian Cultural Exchange, Chinese Student Scholars Association, Hispanic American Student Community Alliance, Japanese Cultural Society, La Societe Francaise, National Pan-Hellenic Council and Multicultural Greek Council Fraternities and Sororities, Sexuality and Gender Alliance, International Student Association, Neurodiversity Club and Silent Bucs. Each of these organizations works with university and community leaders in their areas, which provides for outreach as well as promotion of a university environment that is committed to diversity.

ETSU also has a Commission for Women which reports to the President. The committee is charged with making recommendations addressing policies and procedures which relate to equitable treatment issues involving university facilities and personnel; making recommendations addressing enhancement of the campus climate with respect to opportunity for women; and with making recommendations aimed at improving institutional commitment to include practices in recruitment, retention, and development of women. The committee requests and reviews data on reports pertaining to equal opportunities for women.

Language and Culture Resource Center

ETSU has a Language and Culture Resource Center (LCRC) whose vision is to bridge boundaries between the native English-speaking communities in East Tennessee and the non-native English speaking communities, such as the Latina community. Its mission is to increase the awareness and understanding of diversity by involving the university faculty and students in hands-on, community-based learning experiences and to bring together people from every age and background to share cultural strengths and humanity through research and outreach programs as they work toward the acculturation of the local non-native speakers of English communities. The LCRC publishes *El Nuevo Tennessean*, a bilingual newspaper in Spanish and English, and provides a bilingual Resource Guide for Washington, Unicoi, Carter, and Green Counties. The LCRC also provides translation and interpretation services as well as English as a Second Language classes in the community.

The LCRC sponsors an annual Hispanic Student Day at ETSU for high school Latina heritage students who come to ETSU for a one-day introduction to college life. In 2018, the LCRC invited students from other non-native English speaking communities to come as well, because they all struggle with the same challenges. The goal is to encourage all attendees to complete high school and teach them about the options available for them to pursue higher education.

Multicultural Center

ETSU has a Multicultural Center, which is a division of the Office of Equity and Diversity and Student Affairs is located on campus. The Multicultural Center features an open student lounge where students will be able to engage in conversations, collaborate on projects, and relax. The Center also houses staff and offices from Office of Access and Student Services; International Studies; and the Office of Multicultural Affairs. The Multicultural Center is a place where all students, faculty, and staff can interact and feel welcome to share their experiences.

The Multicultural Center also promotes success of the overall educational experience by helping students get connected to ETSU faculty and staff with whom they build positive and lasting relationships. The Multicultural Center is devoted to the concept that all students are important and deserve the chance to succeed. One of the goals for The Multicultural Center is that all programs and services will be known for focusing on undergraduate retention and graduation by promoting a culture which meets the cognitive, social, and institutional needs of our underrepresented undergraduate students.

Access and Student Success Programs provide assistance to underrepresented students and help meet important goals while at ETSU. The goal is to help with a smooth transition from High School to College, stay enrolled, help with any problems that might arise, and help them graduate in a timely manner. We sincerely care about our students, and we want to help them achieve their dreams, goals, and reach their highest potential during their time at ETSU. The following programs are coordinated out of this office:

- o QUEST for Success
- o BEST Mentoring Program
- o Discover ETSU
- o Bridge Plus Program

The Multicultural Center would like to share these resources to promote a seamless transition to life on our campus to our International Students. The International Student Success office, located in the Multicultural Center, offers the International Friendship Program, International Buccaneer Buddies, and many more resources to help you reach your full potential

Multicultural Affairs is responsible for creating and fostering a campus-wide climate of respect for each individual and advocating for a culturally diverse and non-discriminatory campus community. Multicultural Affairs embraces all students regardless of ethnicity, gender, color, religion, national origin, disability, or sexual orientation.

Students receive many services through the office including counseling, academic advisement, numerous educational programs and social opportunities. The office provides numerous formal and informal opportunities for students of color to learn about their history and take pride in their heritage. The office affirms and celebrates the diversity of the community through signature programs, cultural programs, and programs and services. The office also advises and collaborates with student organizations to enhance intercultural understanding while assisting the university community in acquiring the knowledge, attitudes, and values necessary to live and work in a changing, diverse, and global community.

UMOJA Festival

The UMOJA (Unity) Festival in Johnson City, Tennessee, marked its 22nd year in 2018. ETSU has historically provided both monetary and other support for this festival which was initiated

by the local African American community. The festival has grown to be inclusive of diversity and unity. The event typically draws around 10,000 attendees. A broad range of cultural entertainment and activities are offered and celebrated.

The university has been involved in various ways over the life of the festival, however, within the past five years, the university has increased its participation in the planning, implementation, and financial support of this diversity effort. This increased participation, in large part, is to support a diverse cultural environment for our faculty, staff, and students. The university recognizes the benefits of unity within diversity and enhance the availability of diverse entertainment opportunities for our community. To that end, the ETSU/UMOJA Collaborative meets on a regular basis (generally quarterly) to discuss the university's participation. The university's involvement has also elevated the community's interest in this festival and is intended to promote the university's commitment to hiring and fostering a diverse community.

Southern Regional Education Board Programs and Initiatives

The Southern Regional Education Board (SREB) Doctoral Scholars Program goal is to increase the number of minority students who earn doctorates and choose to become faculty at colleges and universities. The program provides multiple layers of support not only financial assistance and research funding, but also career counseling, job postings and a scholar directory for networking and recruiting. Since its beginning in 1993, the program has supported approximately 1,550 scholars at 109 institutions in 31 states.

Each fall, SREB Compact for Faculty Diversity sponsors the Institute on Teaching and Mentoring, a four-day conference that has become the largest gathering of minority doctoral scholars in the country. Now in its 25th year, the Institute gives the issue of faculty diversity a national focus and provides minority scholars with the strategies necessary to survive the rigors of graduate school; earn the doctoral degree; and succeed as a member of the professoriate. In addition, the Institute provides scholars and their faculty mentors with opportunities to share knowledge about research and academia, to meet other scholars and faculty from throughout the country, and to link to a larger community of scholars and faculty in various academic fields.

Scholars can network with faculty representatives and other doctoral scholars to share information on teaching, mentoring, research and building a career in higher education. The hope is that these methods will also increase faculty diversity at the nation's campuses.

Minority Recruitment Program

For the last ten years, ETSU sent a recruitment team to the Institute on Teaching and Mentoring to attend the recruitment fair that spans three of the four days. We actively recruit scholars not only for vacant faculty positions but also to become part of our A Diverse ETSU database which is part of our Minority Recruitment Program. The goal of the program is to identify qualified applicants of diverse and ethnic backgrounds that best fit the needs of East Tennessee State

University and the professional goals of the applicants; and to develop a pool of qualified applicants of diverse backgrounds from which departments may draw when faculty openings occur.

Each February 20-30 scholars from the Minority Recruitment Program are invited to campus for a recruiting visit. They have an opportunity to meet with the university President, Academic Vice President, Health Science Vice President, Deans from the college of their field of study and the Chairs of the department of study. They have the opportunity to spend time in the department meeting current faculty. Additionally, the scholars are invited to meet influential community members and tour the surrounding area.

ETSU posts our faculty positions on the SREB Doctoral Program job-posting site, which is available to all of their scholars and young faculty members. SREB has 1,109 attendees from 260 institutions in 46 states. Seventy-Three universities are represented at the recruitment fair. The race/ethnicity of the students is: 53% African American, 22% Hispanic, 13% Caucasian, 2% Asian American, 2% Native America, and 5% Other; 60% of these students are female.

ETSU also make a distinct effort to encourage the participation of underrepresented persons in planning boards and advisory bodies, including hiring committees, strategic planning committees, judicial boards, academic curriculum, access, and service and support committees. ETSU will continue to work toward underrepresented persons having meaningful access to their programs and/or services.

Compliance Reporting

ETSU is a recipient of federal financial assistance (FFA) in the form of student aid and is subject to conditions associated with the use of these funds pursuant to the following directives:

- Title VI of the Civil Rights Act of 1964, as amended (42 U.S.C. 2000d);
- Tennessee Code Annotated, T.C.A. § 4-21-904; 4-21-202 and 4-21-203;
- Tennessee Human Rights Commission Regulations on Title VI, State Administrative Regulation 1500-01-03;
- Tennessee Human Rights Commission Title VI Implementation Plan Guidelines (as revised)

ETSU will maintain copies of assurances, public notification plans, press releases and training materials. All Title VI complaints and resolutions for each fiscal year will be recorded. Title VI information will be compiled in a report by the ETSU Title VI Coordinator. The report may be furnished to other agencies of federal and state government, the Human Rights Commission, and the Department of State Audit, upon request. Outside agencies may review the report, accumulate its own data, and prepare an annual report on the actions and plans taken by ETSU to comply with Title VI.

If ETSU is determined to be in state of noncompliance, every effort will be made to achieve compliance. If this is unsuccessful, then ETSU understands that it may be reviewed for compliance with the possible result of being terminated from federal assistance for the activity.

ETSU compliance will be achieved by: (1) affirmative actions required by policies and guidelines; (2) corrective actions revealed by annual reporting of activities; and (3) continued review and monitoring of census and other data.

ETSU was included in TBR's Title VI Compliance Review in 2018.

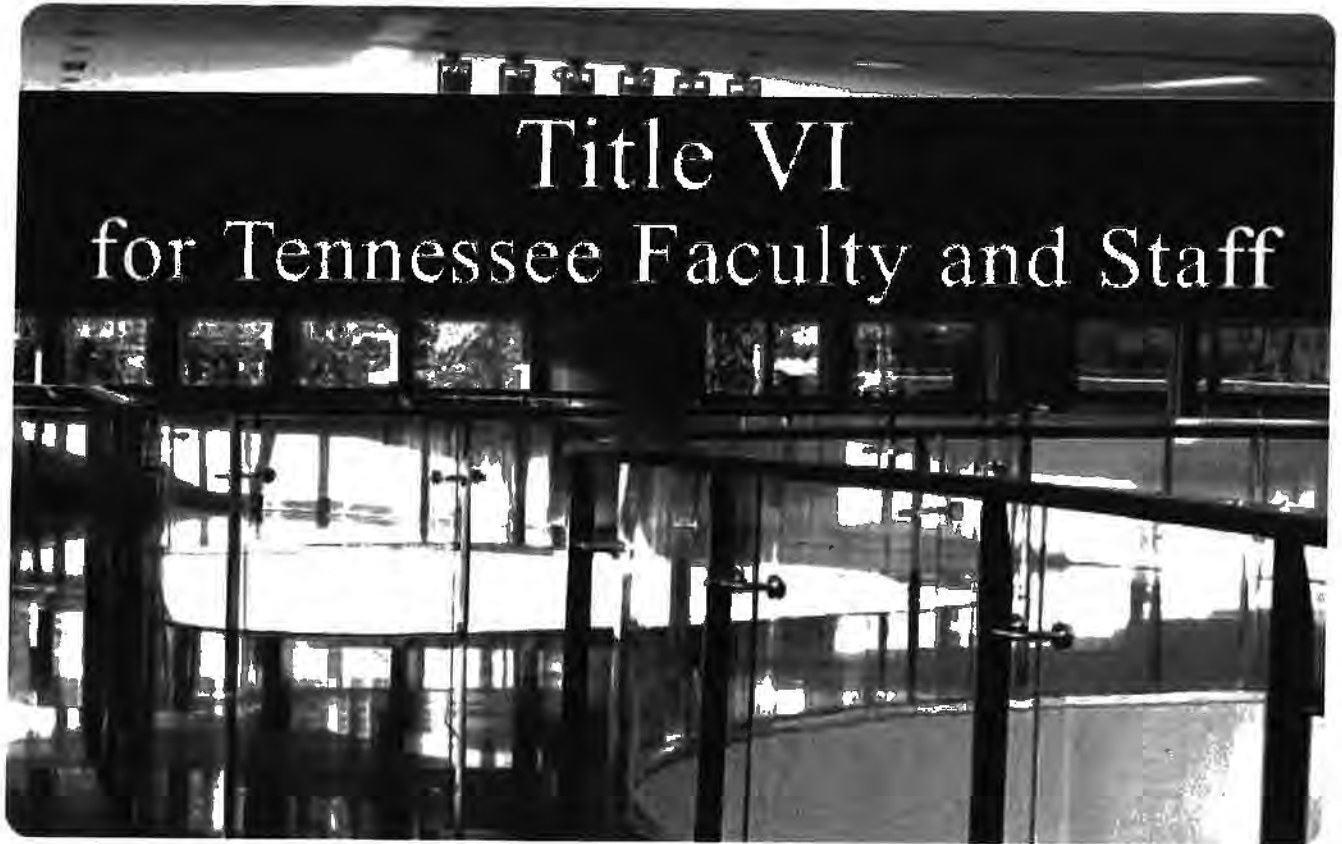
ETSU is also obligated to provide information related to demographics and other areas by way of an Affirmative Action Plan.

Evaluation Procedures of the Title VI Implementation

ETSU will implement and continuously review and monitor activities and programs to ensure equity that is consistent with federal and state guidelines for Title VI compliance. In addition, ETSU will continue to review each policy and guideline to ensure compliance with Title VI program activities. Some of the ways this will be accomplished are:

- Continued communication on Title VI of the Civil Rights Act of 1964 and producing and reviewing the new implementation plan no later than October 1 of each year or the earliest date the plan is approved.
- Posting of Title VI posters to reflect ETSU's commitment to and compliance with Title VI requirements.
- Discussion at meetings of Affirmative Action, Student Affairs initiatives, and Academic Affairs initiatives regarding Title VI initiatives and goals.
- Copies of assurances, public notification plans, press releases and training materials are developed and maintained at ETSU. ETSU will provide annual reports on Title VI compliance. These reports may be furnished to other agencies at the federal and state levels of government, the Human Rights Commission, and Department of State Audit agency. Outside agencies may review the reports, accumulate data, and prepare an annual report on the actions and plans taken by the university to comply with Title VI.
- ETSU will also take steps to better evaluate data related to program access by race and ethnic representation, and to survey those beneficiaries about experiences in receiving services. These steps will include:
 - Marketing services to specific communities
 - Surveying beneficiaries broadly, and by community, to collect quantitative and qualitative data
 - Making effective changes based on responses
- Improvements noted:
 - A new Title VI training notification system for faculty and staff has been implemented in an effort to increase compliance rates with annual training.
 - Human Resources has dedicated staff addressing recruitment strategies and outlets for advertising jobs to underrepresented groups for faculty and administrative staff positions.
 - The university has received approval from the Board of Trustees to create a new Compliance Office structure to monitor compliance related to Title VI, Title IX, and other federal laws. Some staff have already been hired for the Office's positions.

Attachments





EAST TENNESSEE STATE
UNIVERSITY

[Welcome]

[Dear ETSU community,]

[East Tennessee State University is committed to building and preserving a community in which all of its members can work together, free from all forms of exploitation, intimidation and harassment, including sexual harassment.

Such behavior is prohibited by law and our university policy. We believe education is the most effective way to create a harassment-free environment, so we are offering employees this interactive training program.

Please take some time to interact with this program and become informed about this important and serious issue. Thank you in advance for your participation.

Godspeed and go Bucs!]

[Brian Noland]

[ETSU President]

The Course: Sections and Topics

The training is divided into three short sections that will help acquaint you with Title VI:

SECTION ONE: About Title VI

SECTION TWO: Complying With Title VI

SECTION THREE: Final Thoughts

Section One

1

About Title VI

Section One of this training module:

- *Presents the goals and requirements of Title VI of the Civil Rights Act of 1964.*
- *Explores the Act's key terms.*
- *Explains who is covered by the Act.*

Afterward, you will have the opportunity to check your understanding in a real-world situation.



What Are the Goals of Title VI?

Title VI of the Civil Rights Act of 1964 (Title VI) has powerful goals. [Our university] embraces the Act's goals to:

- Ensure that all students have equal opportunities to education.
- Prevent harassment of students because of their race or national origin.
- Create more diverse student bodies in colleges and universities.

What Does Title VI Prohibit?

Title VI prohibits discrimination based on **race, color or national origin** in any program or activity that is financed with federal funds or receives federal financial assistance.

This law and federal regulations forbid discrimination that is intentional as well as discriminatory effects that were not intended.

Who Must Comply with Title VI?

Public colleges and universities must comply with Title VI because they are state or local agencies and therefore are considered “recipients” of federal financial assistance.

Private universities and colleges are also “recipients” and have to comply with Title VI because their students pay tuition and fees with grants, loans or work study aid that flows to them from the U.S. Department of Education. Also, they often receive block and research grants.

All the operations of public or private colleges or universities are considered “programs” and “activities” under Title VI because they are principally engaged in the business of providing education.

Who Is Protected by Title VI?

Title VI protects:

- Students.
- Applicants and their families.
- [Employees] in work study jobs.
- [Employees] whose jobs are intended to benefit students, applicants or work study [employees] or their parents.

Story One: Immigrant Refugees



Rukia and her family immigrated as refugees from Iraq this year. They are observant Muslims and the women wear traditional veils outside the home. Rukia and her mother, Zainab, joined other parents and high school students at a campus tour. Sensitivities are at an all-time high because of a recent arrest of suspected terrorists living nearby.

Applying the Law to Applicants

Situation

When the tour stops at the dormitory, the faculty member wants to ensure that students in the dorm are safe, so she singles out Rukia and Zainab and asks that they show their passports to the security guard before entering. Because they do not have their passports, she asks them to wait out front.

Question

Who is protected from discrimination under Title VI?

The best answer is

- A. Neither Rukia nor Zainab are covered under Title VI.
- B. Only Rukia is covered under Title VI.
- ✓ C. Both Rukia and Zainab are protected under Title VI.

Explanation of the answer

Rukia is covered under Title VI as an applicant for admission to an academic program. She receives protection even before she is admitted and even if she is ultimately denied admission for other reasons. Zainab is covered as the parent of an applicant. This is unlawful discrimination, even if the faculty member had good intentions.

Work Study

Situation

Rukia is admitted to %THEUNIVERSITY% and is awarded work study funds. She gets a work-study job in the reference department of the library, but her supervisor, fearing that library users would be distracted by thoughts of terrorist activity, reassigns her to a cleaning job in the back with no student contact.

Question

Is Rukia protected under Title VI?

The best answer is

- ✓ Yes
- No

Explanation of the answer

As a recipient of work study benefits and as a student, she falls within the class of people whom Title VI is intended to protect, so she is protected from discriminatory treatment like this related to her national origin, race or color.

Non-Student Employee

Situation

Rukia, upset about her demotion, goes to the Arab Student Association for advice. The association has a Lebanese-born director employed by %THEUNIVERSITY% to run the program and offer support to the Arab students it serves. When Rukia gets there, she finds the director packing. The director explains that after the recent terrorist arrests nearby, %THEUNIVERSITY% terminated his position and hired an American-born replacement because of alleged security concerns.

Question

Is the Arab Student Association director protected by Title VI?

The best answer is

Yes

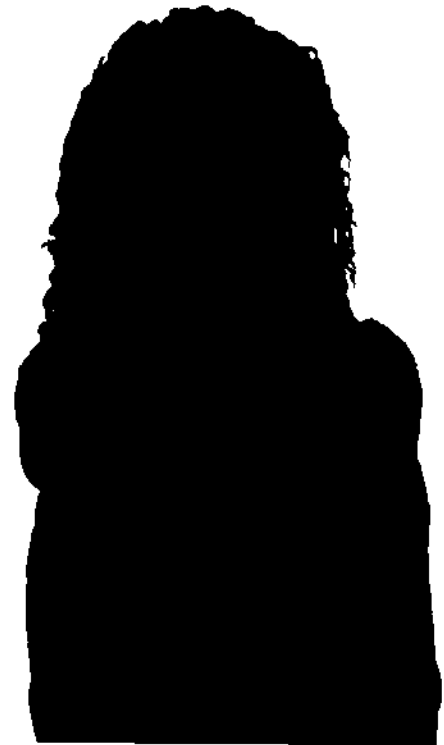
No

Explanation of the answer

Yes. As %ANEMPLOYEE% of an academic service intended to benefit students from Arab countries, %THEUNIVERSITY% cannot discriminate against %ANEMPLOYEE% who is responsible for delivering those services on the basis of %THEEMPLOYEES% national origin. The student program is intended to support the Arab students and to discriminate against the director because of nationality would be unlawful.

In Section One We Learned:

- 1) Title VI seeks to equalize educational opportunities and prevent harassment of applicants and students of diverse races and ethnicities in higher education.*
- 2) The goal is that covered students will participate without limitation in admissions, academics, athletics, social activities and leadership roles.*
- 3) Institutions that rigorously follow Title VI's requirements can become more inclusive and prevent harassment on the basis of the race, color or national origin.*



Section Two **2**

Complying with Title VI

In Section Two, you will learn what Title VI requires and what it forbids.

As you work your way through the material, think about how Title VI affects rights relating not only to academic and recreational programs, but also to classroom assignments, grading and guidance.



Title VI in a Nut Shell

Title VI makes it unlawful to use someone's race, color or national origin against them in providing or denying educational opportunities. Title VI protections apply to a wide variety of programs, activities, services, benefits and aid.

Programs and Activities Covered by Title VI

Title VI covers many facets of academic life that impact both faculty and staff, including:

- Recruitment of applicants and admissions.
- Academic advising, work study, classes, labs and activities.
- Classroom assignments, housing, counseling and medical services.
- Grading and disciplinary proceedings.
- Athletic programs and vocational training.
- Student groups and recreation.

Employment Discrimination Forbidden

Employment discrimination is forbidden by Title VI.

This protection extends to:

- Applicants or participants in work study programs receiving federal assistance.
- [Employees] (or applicants) for employment in a program if the employment practice results in discrimination against the program beneficiaries such as students.

All Employment Decisions Are Covered

All employment decisions and actions are covered by Title VI, including:

- Advertising, recruiting, hiring and transferring.
- Promotions, demotions, terminations and layoffs.
- Pay, compensation and use of facilities.

These rules apply to many organizations outside [the university] including third parties under a contract with [the university], employment agencies, labor unions, benefits administrators and training or apprenticeship programs.

Title VI And Financial Aid

Title VI requires that [the university] offer the same financial aid services and benefits to all students without differentiating based on their race, color or national origin. **This means there can be no discrimination in financial aid programs or services related to information provided, assessments of eligibility, grants or denials.**

If [a university] is found to have violated Title VI, it faces the loss of further federal financial funding including grants, loans, student aid and other forms of assistance.

Limited English Proficiency

What about students with limited English proficiency?

Title VI requires [the university] to provide meaningful access to federally funded academic programs, activities and services to students and other protected individuals who have “limited English proficiency” (LEP). LEP individuals do not speak English as their primary language or have a limited ability to read, write, speak or understand English. Some form of oral or written assistance must be provided so they can:

- Access important programs or benefits.
- Understand and exercise important rights.
- Comply with responsibilities.
- Understand information about the program or activity.

Failing to Support LEP Individuals

The government will assess how seriously [the university] takes its commitment to individuals with limited English proficiency and may analyze the number and frequency of contacts between the school and the LEP individuals, the importance of the programs and the availability and cost of different services.

The federal government has fined a school for failing to offer translation and interpretation services throughout the registration and disciplinary process for LEP students and parents.



Discriminatory Effect

Title VI prohibits both intentional and unintentional discriminatory acts. If an action or failure to act has a discriminatory effect upon students or [employees] because of their race, color or national origin, it is prohibited **even if it is unintentional**.

The test is whether it adversely affects students or protected employees as a result of their race, color or national origin. If it does, there are no excuses - it is unlawful.

Title VI and Affirmative Action

In 1996, California passed the controversial Prop 209, generally banning state public universities from taking affirmative action based on race, sex or ethnicity in admissions.

The U.S. Department of Education issued a "Dear Colleague Letter" advising that the existence of Prop. 209 did not change the obligations of colleges and universities to abide by Title VI in order to remain eligible to receive federal funding. The letter states strong support by the Department's Office for Civil Rights for "appropriately-tailored affirmative action measures" which it considers to be "educationally sound tools to remedy the effects of prior discrimination and to foster diversity at educational institutions."

Story Two: Prohibited Acts



Santiago moved from Mexico to Texas years ago. Santiago reads, writes and speaks English fluently. In his junior year, he passed the English language proficiency test that all students had to pass to continue. His parents work hard but Santiago had to get a student loan and needs a high-paying job after graduation to pay it off. He is doing well in his accounting classes and hopes to get a job with a big, prestigious accounting firm after graduation.

A Classy Problem

Situation

Shakespearean literature was full, but Santiago was first on the wait list. Upon calling Santiago to fill an open spot, the professor noticed his name and accent and then suggested he take the lower-division Comic Book Lit class instead because the Shakespearean language might be too difficult. The professor gave the opening to a U.S.-born student named Mark who was after Santiago on the list.

Question

Did the professor violate Title VI by declining to enroll Santiago and directing him to the lower division course?

The best answer is

- ✓ Yes
- No

Explanation of the answer

A professor cannot make class assignment decisions on assumptions of a student's academic ability based on race, color or national origin.

Unappealing Grade Appeal

Situation

Santiago received a failing grade on a research paper. Following school procedure, he went to the professor and asked to appeal the grade. When the professor gave him the grade appeal form, Santiago couldn't understand some of the technical terms written in English. He asked the professor for help and she told him that she did not speak Spanish. He gave up on the appeal.

Question

Does Title VI require the professor to provide assistance to Santiago in understanding and filling out the grade appeal form?

The best answer is

- Yes
- No

Explanation of the answer

Yes, the professor should try to identify the applicant's language, obtain forms in that language or obtain the services of a translator or a foreign language professor or teaching assistant to help.

Big Firm / Small Promotions

Situation

Santiago asked his professor to write him a letter of recommendation for a big accounting firm job. The professor shared insights from alumni that the firm does not promote many people of color. The professor mentioned a smaller, more inclusive firm. Santiago asked her to send the letter to the big firm anyway. The professor sent a glowing recommendation letter to the big firm.

Question

Did the professor violate Santiago's Title VI rights by mentioning the negative feedback about the bigger firm's treatment of people of color given Santiago's race and national origin?

The best answer is

- Yes
- ✓ No

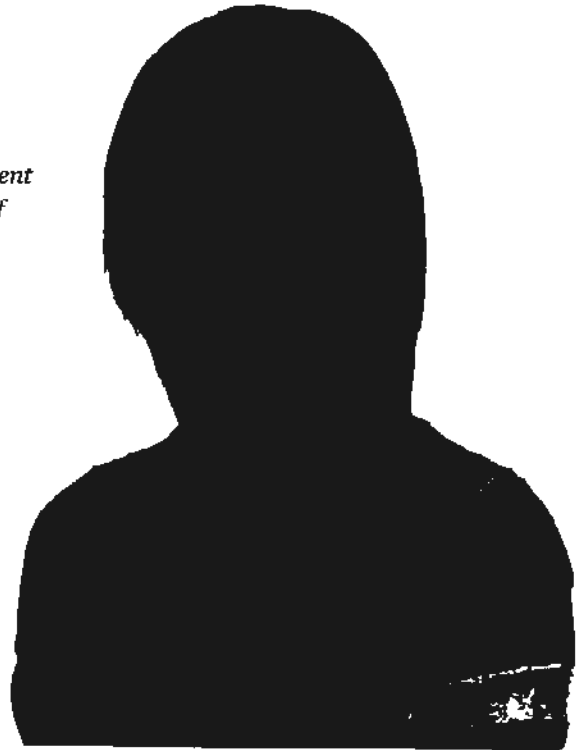
Explanation of the answer

The professor did not provide assistance in a different manner to Santiago because of his race or national origin. Santiago got the positive recommendation and was not discouraged from applying. Many applicants would find the alumni feedback relevant.

In Section Two We Learned:

In Section Two, you learned:

- 1) Faculty or staff cannot treat a student, applicant or work-student [employee] differently in school programs or activities because of race, color or national origin.*
- 2) This applies both inside and outside of the classroom.*
- 3) Title VI applies to people with limited English proficiency.*
- 4) Title VI affects financial aid and affirmative action.*



3

Section Three

Final Thoughts

Section Three presents a few final considerations.

- *You will be reminded of your obligations and will have a chance to review and accept our policy.*
- *You will learn about the consequences of failing to comply with Title VI or [our university's] policies.*
- *We will cover the complaint process under Title VI and how enforcement works.*

On the final page of the course, you will be able to print a Certificate of Completion for your records.



Faculty and Staff Responsibilities

Faculty and staff at public or private [universities] are responsible for obtaining, reading and following not only the law but also their institutions' anti-discrimination and Title VI policies. At [our university], we take this mandate extremely seriously.

Tennessee Enforcement of Title VI

The State of Tennessee has **enacted a law to enforce Title VI**. This law makes it illegal for a state agency to discriminate against any person on the basis of race, color or national origin who seeks to participate in or benefit from any program or activity receiving federal funds. This law is enforced by the Tennessee Title VI Compliance Commission.

The Tennessee Board of Regents mandates that **residential service providers make room and housing assignments and transfers without regard to race, color or national origin**. Also, all service recipients must be advised of their Title VI rights and the procedure for filing a discrimination complaint.

Your Responsibility

1

Review [ETSU's] [Title VI Policy] here.

2

By recording my acceptance below, I, %FULLNAME%, acknowledge that I have received training regarding [ETSU's] [Title VI Policy] and I certify that I have read, understood and will comply with it.

3



Reviewed and Accepted by Pedro Limon on Wednesday, November 28, 2018 at 9:46:35 AM

Complaint Process

[Our internal complaint process is designed to be easy to use. Should you have a complaint, we request you follow our internal procedures.]

Keep in mind, a person with a complaint under Title VI may file with the U.S. Department of Education's Office for Civil Rights without first having to file a complaint through an internal grievance process. A person can file a complaint on his or her own behalf and on the behalf of another person.

Enforcement

If a violation of Title VI occurs, the U.S. Department of Education's Office for Civil Rights can:

- Select an institution for compliance review to identify and rectify discrimination.
- Investigate any complaint under Title VI.
- Seek voluntary compliance by the institution.
- Negotiate a remediation agreement.
- Refer the complaint to the U.S. Department of Justice for a *suit* to be filed.
- Pursue a proceeding before an Administrative Law Judge.
- Terminate the institution's federal financial assistance after a hearing and a finding of a violation.

Did You Know?




The U.S. Supreme Court has ruled that plaintiffs can file a **private action** under Title VI for compensatory damages for unequal treatment when there is a discriminatory motive. However, there are limitations. Punitive damages are not available. Additionally, the claim cannot be based on a disproportionate impact that a neutral standard might have on a particular group of students.



Thank you for your attention to this important topic. Please continue to be mindful of your Title VI responsibilities. If you have any questions in the future, you may contact [our Title VI coordinator] for assistance.

THANK YOU FOR JOINING US!

[Click here to receive your Certificate of Completion.](#)



Number	Grantor Source	CFDA #	Description
220017	Appalachian Regional Commission	23.002	Regional Roadmap 2: Down the Road
220020	Appalachian Regional Commission	23.002	Correctional Career Pathways
220018, non subs	Appalachian Regional Commission	23.011	Appalachian Teaching Project 16/17
220018, subs	Appalachian Regional Commission	23.011	Appalachian Teaching Project 16/17
220019, non subs	Appalachian Regional Commission	23.011	Appalachian Teaching Project 17/18
220019, subs	Appalachian Regional Commission	23.011	Appalachian Teaching Project 17/18
273029	Children's Services	93.778	TennCare Center
273038	Children's Services	93.778	TennCare Center 2018
220304	Department of Agriculture	10.351	Training Tech Assist Hamcock Unicoi
220305	Department of Agriculture	10.675	Hydric Soil Evaluation Cutshaw Bog
226865 & 226866	Department of Education	84.007	SEOG 2018 all costs plus Match & IC JV Fund
226719 & all FWS #'s	Department of Education	84.033	Federal Work Study 2018
226863	Department of Education	84.042	Student Support Services 2017-2021
226862	Department of Education	84.044	Educational Talent Search 2017-2021
226833	Department of Education	84.047	Upward Bound - Brisol 13-17
226834	Department of Education	84.047	Upward Bound - Johnson City 13-17
226835	Department of Education	84.047	Upward Bound - Kingsport 13-17
226836	Department of Education	84.047	Veteran's Upward Bound 13-17
226838	Department of Education	84.047	Upward Bound Match Science 13-17
226870	Department of Education	84.047	Upward Bound - Bristol
226871	Department of Education	84.047	Upward Bound - Johnson City
226872	Department of Education	84.047	Upward Bound-Kingsport
226873	Department of Education	84.047	Upward Bound Math Science
226874	Department of Education	84.047	Veteran's Upward Bound thru 2022
226853	Department of Education	84.063	PELL 2016
226860	Department of Education	84.063	PELL 2017
226869	Department of Education	84.063	PELL 2018
226864	Department of Education	84.066	Educational Opportunity Center
226837	Department of Education	84.217	Ronald E. McNair 12-17
226875	Department of Education	84.217	Ronald E. McNair

825015/10-FY 16	Department of Education	84.268	Univesity Direct Lending FY 2016 Aid Year 1516 in FY 18
825015/10-FY 17	Department of Education	84.268	Univesity Direct Lending FY 2017 Aid Year 1617 in FY 18
825015/10-FY 18	Department of Education	84.268	Univesity Direct Lending FY 2018 Aid Year 1718 in FY 18
881110-FY 17	Department of Education	84.268	COM Direct Lending FY 2017 Aid Year 1617 in FY 18
881110-FY 18	Department of Education	84.268	COM Direct Lending FY 2018 Aid Year 1718 in FY 18
881110-FY 19	Department of Education	84.268	COM Direct Lending FY 2019 Aid Year 1819 in FY 18
890100-FY 18	Department of Education	84.268	COP Direct Lending FY 2018 Aid year 1718 in FY 18
242021	Department of Education	84.366	Science Literacy in Education(SLICE
242022	Department of Education	84.366	Science Literacy in Education
258491	Department of Education	84.407	Next Steps for Inclusive Higher Edu
220621	Department of Health and Human Services	93.077	3169P -Nicotine self-administration
270626 & 270633	Department of Health and Human Services	93.110	3169P - Read N Play YR 3 & 4 combined #'s
257678	Department of Health and Human Services	93.110	LEAD - Vanderbilt Univ Med Ctr Y1 & Y2
270628	Department of Health and Human Services	93.121	3169P - LIMD1 is a Novel Marker
255720	Department of Health and Human Services	93.173	Rock Steady - a mobile, gamified
220625,6,7,8,31,39	Department of Health and Human Services	93.224	6 Cluster Funds
220635,6,7,8	Department of Health and Human Services	93.224	4 Cluster Funds
270632	Department of Health and Human Services	93.242	3169P - Oxidative damage and base
251390	Department of Health and Human Services	93.242	Intervention for Rural Sexual Minor
250200	Department of Health and Human Services	93.243	Cooperative Agreement to Benefit H
220629 & 220634	Department of Health and Human Services	93.247	3169P - SPADES - YR 2 & 3
220622	Department of Health and Human Services	93.273	3169P - The novel adipokine, CTRP3
220632, non Subs	Department of Health and Human Services	93.273	3169P - Nicotine & Alcoholic Liver
220632, subs	Department of Health and Human Services	93.273	3169P - Nicotine & Alcoholic Liver
220599	Department of Health and Human Services	93.279	3169P - Prevent Prescription Drug
259401	Department of Health and Human Services	93.307	Comparing Urban and Rural Effects
257984	Department of Health and Human Services	93.315	Surveillance System for Muscular Dy
270627	Department of Health and Human Services	93.351	3169P-Multiuser Ad Biosafe Flow Cyt
220630	Department of Health and Human Services	93.359	3169P - ASCENT Project 16/17 & 17-19
270629	Department of Health and Human Services	93.393	3169P - ATR Isomerization
259370	Department of Health and Human Services	93.393	Engaging Moms on Indoor Tanning
250510	Department of Health and Human Services	93.394	Randomized Trial of a Social Media
257981	Department of Health and Human Services	93.500	Children's Trust Pregnancy Fund
257983	Department of Health and Human Services	93.505	MIECHV Competitive Enhanced Expansi

2S7722	Department of Health and Human Services	93.516	Regional IV Public Health Training
2S7723	Department of Health and Human Services	93.516	Region IV Public Health Training
220623	Department of Health and Human Services	93.526	3169P - Construction of a New JC
270609	Department of Health and Human Services	93.837	3169P - Role of Toll-like Signal
270620	Department of Health and Human Services	93.837	3169P - Role of ATM in Myocardial R
270615	Department of Health and Human Services	93.846	3169P - C-reactive protein
270603	Department of Health and Human Services	93.847	response to HCV infection
270618, non Subs	Department of Health and Human Services	93.847	3169P - Role of B2 ingegrins
270618, subs	Department of Health and Human Services	93.847	3169P - Role of B2 ingegrins
270610	Department of Health and Human Services	93.855	3169P-Genetics of trans-kingdom
270613	Department of Health and Human Services	93.855	3169P - miRNA-mediated premature
270621	Department of Health and Human Services	93.855	3169P - Complement-mediated anti-pn
270625	Department of Health and Human Services	93.855	3169P - Characterization of hormona
270631	Department of Health and Human Services	93.855	3169P - Determining the importance
270590	Department of Health and Human Services	93.859	Amelioration of Sepsis 2012
270605, non Subs	Department of Health and Human Services	93.859	3169P - MicroRNAs and mycloid cell
270605, subs	Department of Health and Human Services	93.859	3169P - MicroRNAs and mycloid cell
270607	Department of Health and Human Services	93.859	3169P - Innate Immunity and Cardio
270611	Department of Health and Human Services	93.859	3169P-Antiapoptotic Role of Ataxia
270612	Department of Health and Human Services	93.859	3169P- mechanisms in sepsis
270614	Department of Health and Human Services	93.859	3169P - Role of Hematopoietic Stem
270624, non Subs	Department of Health and Human Services	93.859	3169P - Training innate immunity
270624, subs	Department of Health and Human Services	93.859	3169P - Training innate immunity
270630	Department of Health and Human Services	93.859	3169P - Cellular and Molecular
270608	Department of Health and Human Services	93.866	3169P-Targeting CNTF
270622	Department of Health and Human Services	93.866	3169P - Role of microRNAs in aging
280238 & 280239	Department of Health and Human Services	93.884	3169P - Collaborative Training for
257840	Department of Health and Human Services	93.912	Rural Health Care Services Outreach
240021	Department of Housing and Urban Development	14.239	ESG - Charitable Pharmacy 16/17
250114	Department of Labor	17.259	WIOA Out-of-School Youth and Young
250115	Department of Labor	17.259	WIOA Out-of-School Youth and Young
220442	Department of the Interior	15.945	Cliffline Archeological Survey
220443	Department of the Interior	15.945	Rock Shelter Archaeological Survey
229206	Department of Veterans Affairs	64.022	To Provide IRB Services to VAMC

229215	Department of Veterans Affairs	64.022	IPA with Veterans Affairs Med Ctr
272900	Department of Veterans Affairs	64.022	Veterans Affairs Billing Account
272927	Department of Veterans Affairs	64.022	Autopsy Services
272931	Department of Veterans Affairs	64.022	IPA Agreement for Sunan Dalal
272932	Department of Veterans Affairs	64.022	IPA for Barbara Connelly 2017-2018
272934	Department of Veterans Affairs	64.022	IPA Agreement for Dechao Cao
272935	Department of Veterans Affairs	64.022	GA Support from the VA
230617: 84.027-69%	Education	84.027	Technical Assistance 2016-2020
230620	Education	84.027	Institute in Speech-Language Pathol
230617: 84.181-31%	Education	84.181	Technical Assistance 2016-2020
230625	Education	84.181	Expanding Horizons 16/19
230627	Education	84.181	Tennessee Early Intrevention Servic
259402	Environmental Protection Agency	66.509	Comparing Urban and Rural Effects
273036 & 273037	Finance and Administration	93.778	GME 2017-18 & Rural Health Partnership
234962: 93.757-90%	Health	93.757	Diabetes Prevention Services
234962: 93.758-10%	Health	93.758	Diabetes Prevention Services
273548	Health	93.917	HIV/AIDS Centers of Excellence
273553	Health	93.917	HIV/AIDS Center of Excellence 18/19
273541	Health	93.994	Statewide Genetics Screening
273550	Health	93.994	Statewide Genetics Screening
233031	Human Services	10.559	USDA Summer Food 2007-14
233022,23,55,77,79	Human Services	93.558	Families First Zone E Main Fund & other
233070	Human Services	93.558	Family Focused Solutions 16/17
233073	Human Services	93.558	Northeast Tennessee Nurse Family
233074	Human Services	93.558	Family Focused Solutions 17/18
233078	Human Services	93.558	Northeast Tennessee Nurse Family
230312	Mental Health	93.150	PATH Grant 2017-18
283054	Mental Health	93.243	SBIRT TN 15/16
230019 less sub	Middle Tennessee State University	59.037	TN Small Business 2017
230019 subportion	Middle Tennessee State University	59.037	TN Small Business 2017
230020 less sub	Middle Tennessee State University	59.037	TN Small Business Development
230020 subportion	Middle Tennessee State University	59.037	TN Small Business Development
255321	National Aeronautics and Space Administration	43.001	The wind of ksi Per: a tomographic
257286	National Aeronautics and Space Administration	43.001	A Study of Colliding Winds in Short

257288	National Aeronautics and Space Administration	43.001	The Evolution of Hot Gas in Galaxy
257289	National Aeronautics and Space Administration	43.001	Using Chandra to explore new physic
258250	National Aeronautics and Space Administration	43.001	Using the Sharp Chandra's Eyes
257675	National Aeronautics and Space Administration	43.008	SARPA Scholarships 15/16
257676	National Aeronautics and Space Administration	43.008	Synoptic Observations of Variable
257677	National Aeronautics and Space Administration	43.008	Diazonium Perfluoralkyl(aryl) 15/16
225544, SEFA 'R'	National Science Foundation	47.041	I-Corps: Exploring Technology EC
225534	National Science Foundation	47.049	RUI: Beads, Knots and Gems
255150	National Science Foundation	47.049	Time Resolved Echelle Spectroscopy
259631	National Science Foundation	47.050	Hazards SEES: Persistent Volcanic
225537	National Science Foundation	47.074	To Elucidate Metabolic Pathway
225536 SEFA 'R'	National Science Foundation	47.076	Data Driven Mathematical Scientists
225538	National Science Foundation	47.076	A CEREUS Approach to Assessing
225539	National Science Foundation	47.076	Virtual Biology Lab 2.0: Improving
225542, non subs	National Science Foundation	47.076	Supports for Science and Mathematic
225542, subs	National Science Foundation	47.076	Supports for Science and Mathematic
236042	Safety and Homeland Security	20.607	High Visibility Enforcement
236043	Safety and Homeland Security	20.607	High Visibility Enforcement
239770	Tennessee Emergency Management Agency	97.047	ETSU Hazard Mitigation Plan
237020	Tennessee Higher Education Commission	84.367	Integrating Computing into the Hig
237021	Tennessee Higher Education Commission	84.367	Integrating Secondary School Scienc
237022	Tennessee Higher Education Commission	84.367	Reaching for Excellence in STEM
251570	University of Tennessee at Chattanooga	47.074	Digitization TCN Collaborative

Award Begin Date	Award End Date	Notes/Agency Reference	Purpose	Award Disbursements
10/01/2015	09/30/2017	TN-17691-C1-15	Public Service	9,628.75
01/01/2018	12/31/2019	TN-19019-17	Public Service	14,892.98
01/01/2016	06/30/2017	CO-12600-F-C14-16	Instruction	635.45
01/01/2016	06/30/2017	CO-12600-F-C14-16	Instruction	4,236.31
01/01/2017	06/30/2018	CO-12600-F-C15-17	Instruction	70,701.68
01/01/2017	06/30/2018	CO-12600-F-C15-17	Instruction	35,630.61
07/01/2014	06/30/2017	35910-50049-39856	Public Service	(2,845.28)
07/01/2017	06/30/2022	52374-35910-02275	Public Service	489,572.87
08/15/2017	08/15/2018	48-090-626021046	Public Service	20,055.72
05/24/2017	05/01/2022	17-CS-11080400-008	Research	4,370.57
07/01/2017	08/31/2023	P007A173873	Scholarships and Fellowships	595,246.00
07/01/2017	08/31/2023	P033A173873	Scholarships and Fellowships	621,272.00
09/01/2016	08/31/2021	P042A160117	Public Service	282,586.12
09/01/2016	08/31/2021	P044A160442	Public Service	279,497.11
09/01/2012	08/31/2017	P047A120539	Public Service	71,799.74
09/01/2012	08/31/2017	P047A120233	Public Service	49,222.23
09/01/2012	08/31/2017	P047A120729	Public Service	51,820.95
09/01/2012	09/30/2017	P047V120150	Public Service	63,805.03
10/01/2012	09/30/2017	P047M120258	Public Service	97,741.60
09/01/2017	08/31/2022	P047A171256	Public Service	196,035.33
09/01/2017	08/31/2022	P047A171243	Public Service	362,069.12
09/01/2017	08/31/2022	P047A171268	Public Service	201,007.45
10/01/2017	09/30/2022	P047M170132	Public Service	189,080.69
09/01/2018	08/31/2022	P047V170102	Public Service	201,450.32
03/23/2015	08/31/2021	P063P152226	Scholarships and Fellowships	5.00
03/23/2016	08/31/2022	P063P162226	Scholarships and Fellowships	148,627.70
03/23/2017	08/31/2023	P063P172226	Scholarships and Fellowships	21,735,580.10
09/01/2016	08/31/2021	P066A160133	Public Service	243,318.73
10/01/2012	09/30/2017	P217A120116	Instruction	87,073.54
10/01/2017	09/30/2022	P217A170022	Instruction	205,291.72

01/01/2015	07/31/2037	P268K162226	Scholarships and Fellowships	(14,061.00)
01/01/2016	01/03/2022	P268K172226	Scholarships and Fellowships	417,749.00
01/01/2017	07/29/2039	P268K182226	Scholarships and Fellowships	63,991,716.00
01/01/2016	01/03/2022	P268K176954	Scholarships and Fellowships	5,303.00
01/01/2017	01/03/2023	P268K186954	Scholarships and Fellowships	7,897,223.00
01/01/2018	12/31/2040	P268K196954	Scholarships and Fellowships	2,782,483.00
01/01/2017	07/29/2039	P268K186955	Scholarships and Fellowships	14,328,235.00
02/01/2016	09/30/2017	S366B150043	Instruction	25,648.30
01/01/2017	09/30/2018	S366B160043	Instruction	109,059.14
09/01/2017	09/30/2018	UNIV59739	Instruction	8,503.38
09/01/2015	08/31/2018	1R15DA038843	Research	115,177.75
03/01/2015	02/29/2020	5H17MC28296	Public Service	50,026.90
07/01/2016	06/30/2018	VUMC59412	Instruction	120,460.55
07/01/2017	06/30/2020	1R5DE027314	Research	147,739.85
04/03/2017	10/07/2017	16245-SUB-01	Research	26,359.00
07/01/2002	04/30/2019	6H80CS00840-16	Public Service	1,682,626.39
07/01/2002	04/30/2019	6H80CS00840-17	Public Service	525,959.11
04/01/2018	03/31/2020	1R15MH114161	Research	35,874.29
03/15/2017	02/28/2019	GK000701	Research	47,154.78
09/30/2016	09/29/2018	CABHI-16	Public Service	178,307.86
07/01/2015	08/31/2018	4D09HP28676	Instruction	571,026.85
09/20/2015	08/31/2018	1R03AA023612	Research	21,898.54
07/15/2016	06/30/2021	5R01AA024723	Research	233,802.90
07/15/2016	06/30/2021	5R01AA024723	Research	11,134.56
06/15/2013	03/31/2019	4R24DA036409	Research	321,522.32
06/01/2016	05/31/2019	2002898159	Research	148,381.66
09/01/2017	08/31/2018	18-3430	Research	7,912.60
04/15/2017	04/14/2018	1510OD021572	Research	551,898.69
07/01/2016	06/30/2019	4D11HP29860	Instruction	283,483.13
08/01/2017	07/31/2022	1R01CA219342	Research	255,317.61
06/01/2015	05/31/2019	0301-0153-004	Research	69,893.82
07/15/2017	05/31/2019	Subaward 0370	Research	20,733.05
07/31/2015	07/31/2017	16-2943	Research	823.01
10/01/2016	09/30/2017	PO#2000029878	Research	9,875.90

09/01/2016	08/31/2017	T657127	Instruction	14,308.82
09/01/2017	08/31/2018	T846384	Instruction	39,528.78
09/30/2015	09/29/2018	1C8DCS29192	Public Service	699,845.21
12/01/2002	06/30/2019	2R01HL071837	Research	389,981.00
08/01/2015	07/31/2019	1R15HL129140	Research	75,292.04
07/13/2015	05/31/2020	5R01AR068787	Research	490,214.45
04/10/2012	03/31/2018	5R01DK093526	Research	147,984.85
01/15/2016	04/30/2019	5R01DK102020	Research	226,583.38
01/15/2016	04/30/2019	5R01DK102020	Research	18,361.03
06/15/2014	05/31/2018	1R15AI109581	Research	99,073.98
12/01/2014	11/30/2019	1R01AI114748	Research	404,148.70
09/01/2015	08/31/2018	1R56AI117730	Research	81,515.87
08/20/2016	07/31/2019	1R15AI117632	Research	134,063.05
08/22/2017	07/31/2019	1R03AI128050	Research	44,952.31
04/01/1996	11/30/2017	5R01GM053522	Research	52,558.94
09/13/2013	05/31/2019	5R01GM103887	Research	272,378.58
09/13/2013	05/31/2019	5R01GM103887	Research	18,443.84
08/01/2009	08/31/2018	5R01GM083016	Research	202,368.86
09/01/2014	02/28/2018	1R15GM112168	Research	13,438.66
09/01/2014	08/31/2018	1R15GM107949	Research	16,443.35
04/01/2015	03/31/2019	1R15GM114716	Research	54,656.14
04/01/2016	01/31/2020	1R01GM119197	Research	223,406.62
04/01/2016	01/31/2020	1R01GM119197	Research	131,177.14
08/15/2017	04/30/2022	5R01GM122934	Research	175,713.93
09/01/2007	03/31/2019	2R01AG029493	Research	256,210.31
05/15/2015	04/30/2018	1R15AG050456	Research	76,346.28
07/01/2015	06/30/2020	5TOBHP28569	Instruction	406,735.75
05/01/2015	04/30/2018	18-174	Public Service	5,889.49
08/02/2016	06/30/2017	Unknown	Public Service	(207.02)
02/26/2016	06/30/2017	LW01P151YOUTH16	Public Service	(0.11)
07/01/2017	09/30/2018	LW01P161YOUTH17	Public Service	462,019.28
09/01/2015	06/30/2018	P15AC01840	Research	4,453.05
12/08/2017	12/31/2020	18-C5-11081105-004	Research	8,013.16
07/01/2012	09/16/2018	VA249-13-P-3731	Public Service	70,932.71

01/26/2018	01/25/2019	621D87005	Research	6,261.42
10/02/2002	12/31/2099	V621P-3855	Public Service	6,647.76
10/01/2014	09/30/2019	VA249-15-D-30260	Public Service	3,817.79
01/01/2017	12/31/2018	621D77003	Research	44,934.09
07/01/2017	06/30/2019	621D77014	Research	16,511.08
03/01/2018	02/28/2019	621D87005	Research	5,398.43
07/01/2018	06/30/2019	621D87012	Instruction	678.00
07/01/2015	06/30/2020	33136-00216-45046	Public Service	48,063.34
07/15/2015	06/30/2020	33136-01416-46193	Instruction	30,435.39
07/01/2015	06/30/2020	33136-00216-45046	Public Service	21,593.67
07/01/2016	06/30/2019	33195-00117-48116	Public Service	225,315.17
07/01/2016	06/30/2019	33195-00117-48116	Public Service	48.00
06/01/2016	05/31/2019	2003148196	Research	68,089.90
10/01/2014	09/30/2019	31865-00033-43690	Instruction	4,607,534.08
10/01/2017	07/31/2018	IG1856165	Public Service	45,000.00
10/01/2017	07/31/2018	IG1856165	Public Service	5,077.76
04/01/2017	03/31/2018	34349-64917-53165	Public Service	257,870.98
04/01/2018	03/31/2019	34349-64918	Public Service	83,864.99
07/01/2014	06/30/2017	EG-15-42432-00	Public Service	(43.76)
07/01/2017	06/30/2020	IG1855049	Public Service	38,835.53
05/01/2007	09/30/2018	30-013	Public Service	21,743.87
10/15/2014	12/31/2020	34530-44318-56826	Public Service	3,090,952.70
07/01/2012	06/30/2017	EG13-39123	Public Service	(2.48)
10/01/2016	09/30/2017	34530-51317-51541	Public Service	89,687.91
07/01/2017	12/31/2018	34530-40218-53732	Public Service	96,880.50
10/01/2017	09/30/2019	34530-51318-55687	Public Service	208,696.44
07/01/2017	06/30/2018	55486	Public Service	104,733.36
09/01/2015	05/31/2017	47579	Instruction	840.65
01/01/2017	12/31/2017	C17-0561	Public Service	66,889.50
01/01/2017	12/31/2017	C17-0561	Public Service	39,278.53
01/01/2018	12/31/2018	C18-0610	Public Service	55,636.04
01/01/2018	12/31/2018	C18-0610	Public Service	30,430.25
03/01/2016	02/28/2019	HST-GO-14180.007-A	Research	0.04
12/05/2014	01/31/2018	G05-16013A	Research	8,043.23

01/01/2016	02/28/2019	AR6-17009X	Research	17,248.37
08/22/2016	08/21/2019	G06-17017X	Research	7,879.28
07/11/2017	07/10/2019	G07-18014X	Research	607.15
08/04/2015	08/03/2018	3807-019687	Instruction	10,000.00
08/04/2015	08/03/2018	UNIV59438	Research	5,000.00
08/04/2015	08/03/2018	UNIV59434	Research	10,739.58
04/01/2018	09/30/2018	1823335	Instruction	22,377.87
09/01/2013	08/31/2018	AST-1311935	Research	27,083.24
07/31/2017	05/31/2019	47797	Research	11,466.41
09/01/2016	08/31/2018	R1041551	Research	129,561.55
04/01/2015	03/31/2019	1456917	Research	189,489.16
08/01/2014	07/31/2019	DUE-1356397	Instruction	136,077.82
09/15/2015	08/31/2018	1525086	Research	19,673.52
01/01/2016	12/31/2018	1525103	Research	31,009.78
01/01/2017	06/30/2019	1726082	Research	233,871.65
01/01/2017	06/30/2019	1726082	Research	641,752.68
10/01/2016	09/30/2017	Z17THS154-51901	Public Service	3,866.48
10/01/2017	09/30/2018	Z18THS101-56133	Public Service	2,931.00
12/10/2015	10/31/2018	34101-35016	Research	57,168.33
01/01/2017	12/31/2017	33201-08417-52946	Instruction	49,285.05
01/01/2017	12/31/2017	33201-08317-52932	Public Service	59,735.42
01/01/2017	12/31/2017	33201-08217-52933	Public Service	61,506.83
08/01/2017	06/15/2018	A15-0165-S004	Research	10,551.00
				<u>137,704,118.84</u>

Subawardee	ETSU PI	Sponsor
University of Tennessee Health Science Center	Agrawal	NIH
Wake Forest U Health Sciences	Elgazzar	NIH
Indiana University	Johnson, Ki	CARRA
Kingsport Chamber of Commerce Foundation	Justice	MTSU
University of Alabama-Birmingham	Khoury	Confidential
University of Alabama-Birmingham	Khoury	Confidential
Community Clinic of Shelbyville and Bedford County, Inc.	Kidwell	BCBSTF
Dickson County Schools	Kidwell	BCBSTF
Maury Co Public Schools	Kidwell	BCBSTF
Perry County	Kidwell	BCBSTF
United Way of Robertson Co	Kidwell	BCBSTF
Domestic Violence Program, Inc.	Kidwell	BCBSTF
Stewart Co Health School and Community Foundation	Kidwell	BCBSTF
Sunmer Co Health Department	Kidwell	BCBSTF
Volunteer State Community College	Kidwell	BCBSTF
United Way of Williamson Co	Kidwell	BCBSTF
City of Mt. Juliet	Kidwell	BCBSTF
Girl Scouts of Middle TN	Kidwell	BCBSTF
American Red Cross	Kidwell	BCBSTF
Hickman County	Kidwell	BCBSTF
Clarksville Association for Down Syndrome	Kidwell	BCBSTF
Rutgers University	Lange	NSF
Icahn School of Medicine at Mount Sinai	Lu	NIAAA

Southeast Education Foundation	Roach	ARC
The Research Foundation for SUNY at Alfred	Roach	ARC
Appalachian State University	Roach	ARC
University of Pittsburgh at Bradford	Roach	ARC
University of North Georgia	Roach	ARC
Frostburg State University	Roach	ARC
Fairmont State University	Roach	ARC
University of Tennessee	Roach	ARC
Zane State College	Roach	ARC
IUP (Indiana University of Pennsylvania) Research Institute	Roach	ARC
Auburn University	Roach	ARC
Radford University	Roach	ARC
Mountain States Health Alliance	Schetzina	HRSA
Mountain States Health Alliance	Schetzina	HRSA
Families Free	Schetzina	TDH
Vanderbilt University Medical Center	Williams, Da	NIH
Vanderbilt University Medical Center	Williams, Da	NIH
Cleveland Clinic	Yakubenko	NIH

Period of Performance	Sub Number	Amount
6/1/2017 - 5/31/2018	15-078-3-S1.3	\$ 83,161.00
6/1/2017 - 5/31/2018	13-080-5-S1.5	\$ 18,989.00
1/2/2018 - 1/1/2019	18-052-1-51.1	\$3,858
1/1/2018 - 12/31/2018	17-235-1-sub	\$76,000.00
8/1/2017 - 2/28/2018	17-069-1-S1.1	\$ 27,209.00
3/1/2018 - 2/28/2019	17-069-2-51.2	\$ 27,209.00
6/1/2017 - 8/15/2018	259650-1	\$5,000
6/1/2017 - 2/28/2018	259650-11	\$2,500
6/1/2017 - 2/28/2018	259650-3	\$2,500
6/1/2017 - 2/28/2018	259650-4	\$2,500
6/1/2017 - 2/28/2018	259650-15	\$2,500
6/1/2017 - 8/15/2018	259650-14	\$5,000
6/1/2017 - 2/28/2018	259650-13	\$2,500
6/1/2017 - 2/28/2018	259650-5	\$2,500
6/1/2017 - 2/28/2018	259650-6	\$2,500
6/1/2017 - 2/28/2018	259650-9	\$2,500
6/1/2017 - 2/28/2018	259650-7	\$2,500
6/1/2017 - 2/28/2018	259650-8	\$5,000
6/1/2017 - 2/28/2018	259650-10	\$5,000
6/1/2017 - 2/28/2018	259650-2	\$2,500
6/1/2017 - 2/28/2018	259650-12	\$2,500
7/1/2017 - 6/30/2018	17-122-2-1	\$318,597
7/1/2017 - 6/30/2018	17-056-3-51.3	\$ 32,544.00

8/15/2017 - 6/30/2018	170114-1-S10.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S7.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S1.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S9.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S12.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S3.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S8.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S6.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S11.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S4.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S2.1	\$4,500.00
8/15/2017 - 6/30/2018	170114-1-S5.1	\$4,500.00
3/1/2017 - 2/28/2018	270626-03-1	\$ 43,437.00
3/1/2018 - 2/28/2019	15-055-4-S1.4	\$ 45,240.00
10/1/2017 - 6/30/2018	17-219-S1.1	\$10,285.00
2/1/2017 - 1/31/2018	270624-02-1	\$ 248,646.00
2/1/2018 - 1/31/2019	16-174-3-S1.3	\$ 248,646.00
5/1/2017 - 4/30/2018	15-223-3-S-1	\$18,045.00