2019

Adult Learner Success: Implementation Year 4

Tennessee Tech University

August 1, 2019
Tennessee Tech University
Year 4: Adult Leaner Success Implementation Status
Prepared by Dr. Theresa Ennis, Director, Assessment

Tennessee Tech University's mission is to create, advance, and apply knowledge to expand opportunity and economic competitiveness. As a STEM-infused, comprehensive institution, Tennessee Tech delivers enduring education, impactful research, and collaborative service. Our vision includes achieving national prominence and impact through its engaged faculty and career-ready graduates known for their creativity, tenacity, and analytical approach to problem solving. Improving and meeting the needs of Adult Learners, especially aligns with our mission and vision. TTU reports successful progress indicators in all of the following objectives in the Year 4: Implementation Status Report.

Objectives

1. Market to and recruit adult learners/veterans
2. Develop an improved partnership with regional industry workforce needs and develop appropriate degree/certificate programs to align with education opportunities and professional needs
3. Improve the diversity of the degrees/programs attainable with flexible offerings and format
4. Develop a PLA Policy that aligns with State Standards
5. Develop Collaborated Effort to use articulation agreements and transfer pathways with regional Community Colleges
6. Implement an annual survey to collect feedback from adult learners and consistently review results for action
7. Improve the quality of outreach and services for adult leaners
8. Implement consistent training for onsite and offsite Coordinators to improve services to meet the needs of adult learners
9. Improve the number of graduates as per the TN Governor's 'Drive to 55'

Success Indicators and Evidential Progress/Success

TTU developed a matrix to formulate and track objectives and strategies to improve learning for adults and affect the successful attainment of 4-year degrees. The Matrix in Appendix A on pages 6-7 indicates success indicators and benchmarks for progress, as well as a longitudinal look at metrics. TTU presents outcomes and results in this matrix from Year 4 Implementation. TTU utilized multiple assessments to gauge progress, identified targets and aspirational benchmarks, and showed sustained improvement. As we move into the preceding 5th year (2019-2020), we may see a ceiling effect of percent improvement scores. However, TTU has consistently matched or exceeded baseline metrics and showed progression toward targets in the majority of item areas, and integrated adult learning into our new 'Tech Tomorrow' Strategic Plan.

Action Plans

Sustained Action Plans (from prior year's implementation): Continued recruitment at Quad A (Army Aviation Association of America; Continued focus and development of programs and certificates that meet labor force needs; Continued enhancement of outreach and service to extended programs and expanded service areas; Continue to staff off-site locations with trained advising personnel; Sustained training of staff members at off-site locations; Continued to offer a complete general education core in an online format in partnership with TN eCampus and TTU Faculty; Improved websites with newly edited and current information for all units utilizing a new web design program; Eagle's Wing Veteran's Center Services extended; Prior Learning Assessment (PLA) Process streamlined and improved; and The TTU Office of Extended Education and Workforce Development sustained numerous educational opportunities (courses and continuing education credits) in 2018-2019 at extended locations.

Recruitment, Engagement, and Graduation

TTU sustained its recruitment of adult learners. Enrollment of adult learners was sustained over time. The aspirational goal of 17% of student enrollment to be adult learners has been accomplished (currently 17%). Enrollment of adult learners at both the graduate and undergraduate levels are below:

Adult Student Enrollment (>25 years of age)

Fall 2015 (Baseline)	Fall 2016	Fall 2017	Fall 2018
1965	1733	1822	1720

TTU Recruited and Improved its Community College Transfer Student Enrollment from 470 students in the base line year (Fall 2015-2016) to 671 students in the most recent semester (Fall 2018-2019). Of these transfer students in Fall 2018, 14% (n=97) were aged 25 or older.

TTU awarded degrees to adult learners. TTU confirmed 397 Bachelor's Degrees to adult aged students in 2018-2019.

TTU identified labor force needs, tuition assistance programs, and degree programs that addressed the needs and expectations of adult learners, and *improved course offerings and attainable certificates that target the needs of adult learners and industry in the Upper Cumberland Region*. Five new certificates were developed and available to be offered Fall 2019.

-*Undergraduate 'Banking' Certificate*- The Department Economics, Finance, and Marketing (EFM) from the College of Business received feedback from the banking community that students who obtain a specialization in banking have a competitive advantage in the workplace. In order to provide banking specialization to TTU students, a Banking Certificate at the undergraduate level was approved for implementation by the EFM department. Students may earn this Certificate by completing 18 credit hours from the following undergraduate course areas: FIN, ECON, ACCT, MKT, and DS.

-*Graduate 'Online Teaching and Design' Certificate*- The new Online Teaching & Design certificate program by the College of Education is designed to enhance current concentrations and create new pathways for faculty, administration, and students in the rapidly expanding field of online education. The four-course sequence has been developed to support and prepare educators for the challenges and opportunities of online and distance education. The certificate is approved for Fall 2019, consists of 12 credit hours, and includes courses from the Curriculum & Instruction Educational Technology graduate program. The courses are: CUED 6430 Production of Instructional Materials, CUED 6450 Internet Integration for Teaching & Learning, CUED 7510 Instructional Design, and CUED 7520 Teaching and Learning Online.

-*Undergraduate and Graduate 'Service' Certificate*- The department of Curriculum and Instruction is approved to implement a Service Certificate in Fall 2019 at both the Undergraduate and Graduate level. The Service Certificate Program is an interdisciplinary certificate at TTU that offers undergraduate and graduate students the opportunity to identify and participate in service learning opportunities that have lasting community impacts. This program is a collaboration among the TTU Office of Service Learning and the College of Education, specifically the Department of Curriculum & Instruction, to recognize and promote students' efforts in service learning. The Service Program will provide students with opportunities through coursework and experiential service learning that will improve their soft skills (leadership, team-building, etc.) while serving the local community. The Service Program reinforces TTU's mission of developing student capacity in service and outreach to benefit the people of Tennessee and the nation.

-*Graduate Managerial Environmental Informatics Certificate and Graduate Technical Environmental Informatics Certificate*- Students may earn one or both certificates as stand-alone graduate certificates, or as embedded within the 33-credit-hour PSM degree program. The Industrial Advisory Board for the Professional Science Master's degree program in the Environmental Informatics (PSM-EI) program suggested that we offer graduate certificates with managerial and technical tracks to appeal to working professionals in government agencies and industry. The certificates may also

encourage students to complete the full PSM degree program, thereby boosting enrollment and graduation rates. Students may earn this Certificate by completing 15 credit hours from the following undergraduate course areas: GEOG, EVSS, BGMT, CSC. ESS, and one approved elective.

TTU Enhanced outreach and adult services to Extended Campuses and Expanded its 2+2 Sites (Crossville, Huntsville, Tullahoma, McMinnville, Oak Ridge, Cookeville, Knoxville, Pellissippi; and Lawrenceburg) through partnerships with the following community colleges: Volunteer State, Motlow State, Columbia State, and Roane State. TTU staff visited each location monthly and provided advising professionals Transfer Pathway seminars, and recruitment meetings at each of the campuses. In addition, TTU has expanded (from 9 to 10) to another Extended Campus in Smyrna, TN (Motlow State Community College).

Prior Learning Credit and Degree Plans

TTU formulated a comprehensive PLA Policy. A total of 5,326 credits were awarded through TTU Prior Learning Assessment practice. The TTU PLA policy is completed and has been implemented effectively. The official assessment and awarding of PLA credit processes on the TTU campus are being streamlined in collaboration with the Office of the Register and Enrollment Management.

Transfer pathways from Community Colleges and degree plans were extended and enhanced, and training for staff was implemented for improved transfer pathways and support services through partnerships at 9 locations with the following institutions: Volunteer State Community College, Motlow State Community College, Columbia State Community College, and Roane State Community College. TTU staff visited each location monthly and provided professional development and training. In addition, TTU has expanded (from 9 to 10) to another Extended Campus in Smyrna, TN (Motlow State Community College). The College of Interdisciplinary Studies sustained regular site visits and sustained training to all off-campus staff at Extended Locations in advising, recruitment, and student success campuses.

Incorporation of Adult Learner Feedback into Policy and Practice

TTU implemented a Survey of Adult Learners in Spring 2019 to measure progress internally for adult learners (n=165, 20% Response Rate). Results in Appendix B were disseminated to stakeholders (Student Success Centers, Department Chairpersons, and other academic/service responsible areas), on and off campus, and for discussion in relevant committees for continuing improvement. Baseline and target metrics were identified, and results (n=137) reported in Appendix B for monitoring progress on each item. 91% of the student respondents indicated that they would maybe, probably, or definitely recommend TTU to other adult learners, and 90% reported that they were somewhat to very satisfied with their experience. Notably, in 2019, TTU made significant progress on the following items indicated as improving over baseline data from 2016.

Item	% Improvement over Baseline
I receive adequate information about sources of financial assistance available to me.	18%
This institution offers sufficient courses within my program of study each term.*	17%
This institution offers a great variety of programs for the adult learner.	17%
I can receive credit for learning derived from my previous life and work experiences (Prior Learning Credit).	16%
Faculty members are sensitive to my needs as an adult learner.	13%
I am able to choose a course delivery that fits my life circumstances.	8%
My studies are closely related to my life and work goals.	7%
Transcripts from institutions that I previously attended are evaluated in a timely manner.	7%
This institution offers strategies to help me cope with the multiple pressures of home, work, and my studies.	7%
Recommend to other Adult Learners	7%
I receive timely responses to my request for help and information. *	6%
Advisors/Site Coordinators are knowledgeable about requirements for courses and programs of interest to me.*	4%
Staff are available to help me to solve unique problems I encounter.	3%

This institution provides me with assistance in determining my career path and career opportunities.	3%
The institution provides students with the help they need to develop an education plan.	2%
Overall Satisfaction with Education Experience	2%

*Met Aspirational Target

Additionally, TTU identified areas from the 2019 survey where the campus can continue to prioritize improvements due to no progress or a reduction in scores:

1. Improving the availability of advising (0%);
2. Providing sufficient options for payment of tuition (0%);
3. Providing student activities for adult learners outside of the classroom (-3%);
4. Improving the knowledge of where students can get information about services (-1%);
5. Improving the availability of support services (-10%).

Improvement of Quality of Adult Services and Experiences

Advisor Training/Calibration was implemented for adult-learner specific personnel. TTU identified key personnel from each college and student support office to aid adult learners in the process of attending college (Admissions, Financial Aid, Degree Planning, and Career Services). Every step to degree attainment is reinforced by adult-learner focused professionals, to help guide the students to success. Each staff person attended two trainings in 2018-2019 to review the best practices for advising, teaching, and supporting adult learners. Training focused on andragogy, characteristics, fears, family and work obligations, and career options.

TTU sustained its Student Success Center for Military and Veteran Affairs, aka the Eagle's Wing Veterans Center, on its main campus. TTU currently has an enrollment of 367 veterans and dependents utilizing VA educational benefits. Enrollment of current and prior service members has increased annually for the past five years (increasing at an average of roughly 7% each fiscal year). The cohort for 2012 show a graduation rate of 50% within 6 years, which is understandable as adult veteran learners often hold fulltime jobs and have families to support, and this can impact the time to degree attainment.

Through recent departmental transitions in Enrollment Management and the creation of a new Assistant Director position, there is a wider range of knowledge, skills and abilities to cater to the unique and nontraditional needs of veteran related students. Each staff member is required to attend trainings and maintain a working knowledge of any legislative changes that may impact our student veteran community in regards to educational benefits. Through the transitions and improvements within the department, we are operating a higher level of service to best assist veteran students by acting as a personal liaison between the VA and the University.

The Center services and staff focus on enriching the lives of student veterans and dependents through exceptional customer service, and ensuring that each individual is offered a uniquely personable approach to navigating the transition and benefits process. In the 2018-2019 fiscal year, the center supported roughly 367 individuals who self-reported as a veteran or military dependent. Over 2/3 of those individuals were utilizing a Veteran Educational Benefit (G.I. Bill). The staff have devoted this year to enhancing a campus wide presence through events such as Veterans Week and participation in the "I Heart Tech Students" campaign. Not only did Veterans Week introduce our veterans and dependents to the campus, it enabled faculty and staff to acquaint themselves with our military students by participating in the daily events. The center also received community wide support through donations from several local businesses. The "I Heart Tech Students" campaign gave faculty and staff an opportunity to donate to the Eagle's Wing Veteran Center to further invest in the experience of our military population on campus. The campaign systemically raised funding for the Eagle's Wing Veteran Center, a place of support and comfort for our student veterans and dependents.

TTU is working on several new endeavors to continually improve the experience of our military students. By supporting the Student Veteran Organization, largely made up of nontraditional and adult learners, an environment is fostered where every student feels welcome. The center staff have also been working diligently with Department Chairs and faculty members to

assist with granting Prior Leaning Credit based on a student's Joint Service Transcript. It is TTU's goal to reduce redundancy and enrich the educational experience of every student who has served in the United States Military. Although the PLA is still in the execution phase, we believe that within one fiscal year, a sustainable easily manageable process for awarding credit will be implemented by streamlining these process.

Increase Quantity of Adult Learner Graduates

The Center for Innovation in Teaching and Learning (CITL) aligned course availability and offered more TTU online courses to increase the quantity of adult learner graduates. This past year the CITL staff assisted faculty in the creation of *newly developed online courses* (For example, ACCT 2110- Principles of Accounting; HEC 1010- Life Span Development; HIST 1310- Science and World Cultures; and MATH 1530- Introductory Statistics; ART 1035- Introduction to Art; JOUR 2200- Mass Communication in a Changing Society; and READ 6310- Assessment and Intervention in Literacy).

Course Availability and Value General Education Core Requirements are now completely attainable fully online. TTU faculty offers the majority of these courses (Appendix C) and students can additionally utilize the TN eCampus system. The number of online courses accessible by students offered by TTU:

Online Course Availability

2015-2016 (Baseline)	Fall 2017	Fall 2018
TTU	TTU	TTU
469	495	444

The CITL staff also focused on the improvement of teaching by offering workshops (which included adult learning strategies) on "How People Learn," "Concept Based Learning," "Popular Media," "Critical Thinking," "Authentic Assessment," "Gameful Learning," and others.

The number of adult learner graduates exceeded from 383 graduates (2016-2017) to 420 (2017-2018), and exceeded again over 2016-2017 to 397 graduates (2018-2019) when compared to baseline metrics. Since the inception of the adult learner focused institution, TTU has graduated 1201 adult learner classified undergraduate students since the baseline year in 2015-2016 with Bachelor's Degrees.

In Summary, TTU continued progress on most objectives in the Adult Learner Plan by implementing its proposed strategies, monitoring results, and identified areas where the campus can improve in the future. TTU has recently implemented a new Strategic Plan "Tech Tomorrow" and incorporates an emphasis on adult learners to ensure that TTU meets the needs of this student population. Areas prioritized for improvement in 2019-2020 include the recruitment of adult learners, improving the availability of advising, providing sufficient options for payment of tuition, providing student activities for adult learners outside of the classroom, improving the knowledge of where students can get information about services, and improving the availability of support services. In addition the new plan strives to implement activities that impact "Education for Life," "Innovation in All We Do," "Exceptional Stewardship," and "Engagement for Impact." Information on the Tech Tomorrow Strategic Planning goals, priority actions, and operational tactics are found here: https://www.tntech.edu/strategic/index.php

APPENDIX A: Matrix of Objectives, Strategies, Assessments, and Targets

Objective	Strategies	Assessment Metric	*Baseline (2015-16)	2017-2018 Outcomes	2018-2019 Outcomes	Target/Aspirational Benchmark	Made Progress to Target
(1) Market to and recruit adult learners/veterans	a. Offer more flexible core courses online b. Utilize the STRONG Act and recruit and serve Veteran Adult Learners c. Podcasts for adult and veterans on local Upper Cumberland regional radio stations and WTTU (Done.)	a. Enrollment (Adult Learners aged 25 or older) b. Enrollment (Veterans)	a. 11.61% (1,271 out of 10,952) b. 310	a. 17.3% (1,822 out of 10,504) b. 345 (increased by 11%) c. Overall- Somewhat to Very Satisfied	a. 16.89% (1720 out of 10,186) b. 367	a. 17.00% (Overall Adult Leaners) b. Increase by 10% in 3 years (Veteran Adult Learners)	a. √ b. √
(2) Develop an improved partnership with regional industry workforce needs and develop appropriate degree/certificate programs to align with education opportunities and professional needs	a. Utilize identified primary pathways for workforce development and associated industry recruitment 1) healthcare, 2) advanced manufacturing and 3) information technology. b. Diversify Degree completion per Industry Needs	a. Enrollment (Adult Learners aged 25 or older) b. Degree Completion by various programs (Adult Learners aged 25 or older)	a. 11.61% (1,271 out of 10,952) b. 421 (3-year average)	a. 17.3% (1,822 out of 10,504) b. 420	a. 16.89% (1720 out of 10,186) b. 397	a. 17.00% (Overall Adult Leaners) b. Develop proposals of new degrees with approval through campus committee process	a. √ b. √
(3) Improve the diversity of the degrees/programs attainable with flexible offerings and format	a. Degrees and certificates converted to flexible format b. Expand online course offerings c. Expand 2+2 Sites	a. Bachelor's Degrees awarded (Adult Learners) b. Online course offerings c. Expanded Site Locations	a. 421 (3-year average) b. 469 (12.1%) c. 8	a. 420 b. 495 c. 9	a. 397 b. 444 c. 10	a. Match or exceed 3-year rolling average b. Increase the number of online courses c. Increase by 10% in 3 years	a. - b. √ c. √

Objective	Strategies	Assessment Metric	*Baseline (2015-16)	2017-2018 Outcomes	2018-2019 Outcomes	Target/Benchmark	Made Progress to Target
(4) Develop a PLA Policy that aligns with State Standards	a. Participate in State Task Force, develop consistent policy b. Gain approval through appropriate approval processes	a. PLA Credit awarded b. Approval of Policy	a. 158 (Fall 2015) b. Completed	a. 4615 credit hours awarded for PLA (Fall, Spring, Summer) b. Completed, See Appendix	a. 5326 (2018-2019 total semesters) b. Completed	a. Match or exceed past awarding of credit b. Official Policy Completion	a. √ b. √
(5) Develop Collaborated Effort to use articulation agreements and transfer pathways with regional Community Colleges	a. Connect TN Community College completers to TTU pathways to 4 year degrees b. Expand articulation agreements with other Community Colleges	a. Transfer Student Enrollment from TN Community Colleges b. Increased number of agreements	a. 470 b. 8	a. 535 (14% increase) b. 9 (13% increase)	a.671 b. 10 (25% Increase)	a. Increase by 10% in 3 years (Transfer Student Enrollment) b. Increase by 10% in 3 years (Articulation Agreements)	a. √ b. √
(6) Implement an annual survey to collect feedback from adult learners and consistently review results for action	a. Develop internal TTU Adult Learner Perspective Survey b. Administer Year 3 and 4 c. Discuss results with campus constituents	Internal; TN Tech Adult Learner Survey (Adapted from the Adult Learner Inventory (ALI), Ruffalo Noel Levitz)	a. Mean per item from Year one assessment	a. 5.24 (See survey results; 5.24 out of 7.0 (Somewhat Satisfied) b. Completed c. Disseminated	a. 5.31 (See survey results; 5.31 out of 7.0-Somewhat Satisfied) b. Completed c. Disseminated	Overall (5.0-7.0) average satisfaction	a. √ b. √ c. √
(7) Improve the quality of adult learner outreach and services	a. Center for Veteran Students b. Increase Flexibility of services c. Advisor and Site Coordinator Training d. Develop Community Partnerships to help with adult learner services	Internal; TN Tech Adult Learner Perspective Survey (Adapted from the Adult Learner Inventory (ALI), Ruffalo Noel Levitz)	a. Mean per item from Year one assessment	a. See Table 1	a. 5.31 (See survey results; 5.31 out of 7.0-Somewhat Satisfied)	Overall (5.0-7.0) average satisfaction	a. √
(8) Implement consistent training for onsite and offsite Coordinators to improve services to meet the needs of adult learners	a. Implement consistent training for onsite and offsite Coordinators to improve services to meet the needs of adult learners	Retention	a. 74.6% (Fall to Fall 2014)	a. 75.2% (Fall to Fall 2017)	a. 75% (Fall 2017- Fall 2018)	Match or exceed	a. √

Objective	Strategies	Assessment Metric	*Baseline (2015-16)	2017-2018 Outcomes	2018-2019 Outcomes	Target/Benchmark	Made Progress to Target
(9) Improve the number of graduates as per the TN Governor's Drive to 55	a. Increase number of Graduates: Adult Learner Overall b. Improve the Graduation Rate for Veteran Adult Learners	a. Adult Learner number of Graduates b. Graduation Rate (Veteran Students)	a. 421 (3-year average) b. 44%	a. 420 b. 63%	a. 397 b. 50% (increase of 14%)	a. Match or exceed 3-year rolling average b. Increase by 5% in 3 yrs.	a. - b. √

Appendix B: TTU Adult Learner Survey (Internal) Item	Baseline Means*	2017-2018 (n=203)	2018-2019 (n=134)	Total Improvement** (% Increase/Decrease)		National 4-year Adult Learners*** (2016, Noel-Levitz, LLC)
This institution offers sufficient courses within my program of study each term.	4.75	4.64	5.55	.80	17%	5.28
This institution offers a great variety of programs for the adult learner.	4.61	5.42	5.38	.77	17%	n/a
I am able to choose a course delivery that fits my life circumstances.	4.75	5.01	5.13	.38	8%	5.48
I receive timely responses to my request for help and information.	5.51	5.81	5.85	.34	6%	5.74
My studies are closely related to my life and work goals.	5.66	6.05	6.08	.42	7%	5.99
My advisor is available by either phone, fax, e-mail, or online when I need help.	6.0	6.25	6.00	.00	0%	n/a
Advisors/Site Coordinators are knowledgeable about requirements for courses and programs of interest to me.	5.67	6.00	5.91	.24	4%	5.74
Faculty members are sensitive to my needs as an adult learner.	4.65	5.36	5.27	.62	13%	n/a
Staff are available to help me to solve unique problems I encounter.	5.36	5.54	5.53	.17	3%	5.67
This institution provides me with assistance in determining my career path and career opportunities.	5.07	5.26	5.22	.15	3%	n/a
The institution provides students with the help they need to develop an education plan.	5.25	5.48	5.33	.08	2%	5.64
I can receive credit for learning derived from my previous life and work experiences (Prior Learning Credit).	3.83	4.08	4.44	.61	16%	4.98
Transcripts from institutions that I previously attended are evaluated in a timely manner.	5.48	5.51	5.88	.40	7%	n/a
The school provides sufficient options for me to pay for my education.	5.17	4.91	5.18	.01	0%	n/a
I receive adequate information about sources of financial assistance available to me.	4.63	5.20	5.46	.83	18%	5.17
There are adequate numbers of student activities outside of the classroom for adult students.	4.52	4.41	4.40	-.12	-3%	n/a
I know whom to contact for information about services I need.	4.96	4.85	4.89	-.07	-1%	n/a
This institution offers strategies to help me cope with the multiple pressures of home, work, and my studies.	3.84	4.18	4.12	.28	7%	4.90
The institution makes many support services available at convenient times and places.	4.80	4.27	4.31	-.49	-10%	5.64
Overall Satisfaction with Education Experience	5.54	5.63	5.64	.10	2%	5.86
Recommend to other Adult Learners	5.51	5.39	5.88	.37	7%	6.03

*Baseline Data - Year 1 Assessment TTU Averages

** Improvement to Target - Match or Exceed Baseline Means

*** Aspirational Benchmark - Average of National 4-year Institutions, n/a – Internal Data Only

Improvement Accomplished over Baseline Year

Items of Concern (Data does not Exceed Baseline Year)

Exceeded Aspirational Target

N=165; 20% response rate

Appendix C Fall 2018 Online Courses

CRN	Subject Code	Course Number	Section Number	Title	Credit Hours	Modality	Enrollment	Instructor Name
85973	ACCT	2110	500	Principles of Accounting I	3	WEB-Asynchronous	18	Fesler, Robert D.
83056	ACCT	3170	500	Financial Acct/Reporting I	3	WEB-Asynchronous	12	Davis, Ann B.
82395	ACCT	3180	500	Financial Acct/Reporting II	3	WEB-Asynchronous	34	Fesler, Robert D.
83093	ACCT	3210	500	Cost Accounting	3	WEB-Asynchronous	17	Wilbanks, Robert M.
83341	ACCT	3720	500	Survey of Accounting	3	WEB-Asynchronous	33	Garner, Steve A.
82403	ACCT	6010	M10	Acct Info for Mgmt Decisions	3	WEB-Asynchronous	31	Fesler, Robert D.
84859	ACCT	6210	M20	Tax Management for Entities	3	WEB-Asynchronous	21	Davis, Ann B.
84870	ACCT	6220	M20	Auditing and Attestation	3	WEB-Asynchronous	16	Seay, Robert A.
84860	ACCT	6231	M20	Prof Cert:Busn Envirn/Concepts	1	WEB-Asynchronous	15	Seay, Robert A.
84861	ACCT	6240	M20	Ethics & the Code of Prof Cond	1	WEB-Asynchronous	17	Rand, Richard S.
84797	AGBE	2010	500	World Food and Society	3	WEB-Asynchronous	17	Foster, Billye B.
83932	AGBE	2010	501	World Food and Society	3	WEB-Asynchronous	17	Foster, Billye B.
83682	BMGT	4150	500	Employment & Labor Law	3	WEB-Asynchronous	29	Wilson, Ellen W.
86303	BMGT	6200	500	Organizational Leadership	3	WEB-Asynchronous	1	Timmerman, Thomas A.
82552	BMGT	6200	M10	Organizational Leadership	3	WEB-Asynchronous	31	Timmerman, Thomas A.
84639	BMGT	6200	M12	Organizational Leadership	3	WEB-Asynchronous	11	Timmerman, Thomas A.

83043	BMGT	6810	M10	Strategic Hum Res Perf Mgmt	3	WEB-Asynchronous	21	Timmerman, Thomas A.
82558	BMGT	6950	M10	Business Strategy	3	WEB-Asynchronous	30	Miller, M C.
84757	CJ	2660	500	Criminology	3	WEB-Asynchronous	17	Milburn, Travis W.
84831	CJ	3650	500	Juvenile Delinquency	3	WEB-Asynchronous	17	Wells, Makeela J.
85457	CJ	4050	500	Crime and Media	3	WEB-Asynchronous	17	Cook, Nicole A.
84768	CJ	4660	500	Corrections	3	WEB-Asynchronous	17	Milburn, Travis W.
86325	COMM	2025	500	Fundamentals of Communication	3	WEB-Asynchronous	22	Metz, Jacob L.
82781	CTE	4090	500	Career Tech Ed/Stu w/ Sp Needs	3	WEB-Asynchronous	12	Kennedy, Krystal J.
83563	CUED	4700	500	Edu Data and Assessment	2	WEB-Asynchronous	15	Jackson, Ginnie M.
83564	CUED	4700	501	Edu Data and Assessment	2	WEB-Asynchronous	15	Martin, James E.
83566	CUED	4700	503	Edu Data and Assessment	2	WEB-Asynchronous	13	Martin, James E.
83174	CUED	4800	500	Student Engagement	3	WEB-Asynchronous	26	Rogers, Amy L.
83170	CUED	4800	501	Student Engagement	3	WEB-Asynchronous	28	Rogers, Amy L.
83532	CUED	4850	501	Workshop in Education	2	WEB-Asynchronous	15	Jacobson, Jacquelyn A.
85143	CUED	4850	502	Workshop in Education	2	WEB-Asynchronous	10	Saldana, Annette R.
82991	CUED	6010	500	Curr Development & Eval	3	WEB-Asynchronous	11	James, Glenn W., Kelly R. Moore
83488	CUED	6250	500	School/Community Partnerships	3	WEB-Asynchronous	3	Smith, Matthew R.

83035	CUED	6440	500	Emerging Technologies/Edu	3	WEB-Asynchronous	22	Smith-Andrews, Sandra J.
84029	CUED	6920	500	Topics	3	WEB-Asynchronous	14	Trent, Kristen P.
82858	CUED	7010	500	Learning Theories	3	WEB-Asynchronous	5	Wendt, Stephanie L.
83480	CUED	7530	500	Design Intgrtd Tech Environs	3	WEB-Asynchronous	5	Wendt, Stephanie L.
85265	DS	2810	500	Computer Applications/Business	3	WEB-Asynchronous	29	Finegan, Robert L.
85266	DS	2810	501	Computer Applications/Business	3	WEB-Asynchronous	32	Finegan, Robert L.
82549	DS	6220	M10	Management of Info Technology	3	WEB-Asynchronous	29	Armstrong, Curtis P.
85294	DS	6220	M11	Management of Info Technology	3	WEB-Asynchronous	13	Jones, Brian M.
82551	DS	6550	M10	Data Resources Mgmt	3	WEB-Asynchronous	29	Armstrong, Curtis P.
85309	DS	6900	M11	Special Topics	3	WEB-Asynchronous	13	Ballou, Deborah J.
85246	ECED	7210	500	Early Childhood Curr	3	WEB-Asynchronous	8	Baker, Jane E.
86304	ECON	6050	500	Analytical Decision Making	3	WEB-Asynchronous	1	Alley, Robert S.
83389	ECON	6050	M10	Analytical Decision Making	3	WEB-Asynchronous	31	Isbell, Steven B.
84776	ECON	6050	M12	Analytical Decision Making	3	WEB-Asynchronous	13	Alley, Robert S.
83096	ELED	7400	500	Elem Sch Lang Arts Program	3	WEB-Asynchronous	10	Brashears, Kathy M.
85233	ESLP	4200	500	ESL Assmnt: Reading & Writing	3	WEB-Asynchronous	5	Silber-Furman, Dorota
85245	ESS	6510	500	Programming GIS	3	WEB-Asynchronous	9	Li, Ping-Chi
86295	ESS	6970	500	Special Topics	3	WEB-Asynchronous	3	Li, Ping-Chi

81765	EXPW	1150	500	Care/Prevention-Athl Injuries	3	WEB-Asynchronous	25	Graham, Adam D.
85412	EXPW	2015	500	Concepts of Health/Wellness	3	WEB-Asynchronous	26	Jones, Trevor P.
84659	EXPW	2130	500	Concepts-Comprehensive Health	3	WEB-Asynchronous	21	Johnson, Sarah E.
82894	EXPW	2150	500	Human Sexuality	3	WEB-Asynchronous	27	Jones, Trevor P.
81769	EXPW	2160	500	Drug Use and Abuse	2	WEB-Asynchronous	29	Wynn, Kenneth L.
81796	EXPW	4171	500	Exercise & Sport Psychology	3	WEB-Asynchronous	25	Rosemond, Lanise D.
86051	EXPW	4520	500	Adapted Phys Activity-Sport	3	WEB-Asynchronous	12	Elmore, Brittany L.
86052	EXPW	4520	501	Adapted Phys Activity-Sport	0	WEB-Asynchronous	12	Elmore, Brittany L.
86209	EXPW	4830	500	Field Experience	3	WEB-Asynchronous	2	Killman, Christy L.
83524	EXPW	5940	E10	Fitness & Wellness	3	WEB-Asynchronous	6	Palevo, Gregory
86040	EXPW	6100	E10	Instruction in Phys Ed	3	WEB-Asynchronous	4	Killman, Christy L., Brittany L. Elmore
84026	EXPW	6210	E10	Curriculum Design/Phys Ed	3	WEB-Asynchronous	10	Witherspoon, Lisa
84900	EXPW	6230	E10	Seminar in Exercise Science	3	WEB-Asynchronous	25	Mortara, Anthony J.
82842	EXPW	6240	E10	Assessment in Phys Ed	3	WEB-Asynchronous	6	Mortara, Anthony J.
82836	EXPW	6250	E10	Applied Motor Dev/Motor Learn	3	WEB-Asynchronous	11	Palevo, Gregory
82837	EXPW	6350	E10	Inst Strategies/Phys Ed	3	WEB-Asynchronous	11	Bellenfant, Terry N.
83525	EXPW	6440	E10	Physiology of Exercise	3	WEB-Asynchronous	6	Johnson, Timothy R.

82838	EXPW	6510	E10	Research Methods	3	WEB-Asynchronous	10	Phillips, Michael B.
83732	EXPW	6520	E10	Research Projects	3	WEB-Asynchronous	3	Richards, Jessica R.
86039	EXPW	6595	E10	Fld Exp in Physical Education	3	WEB-Asynchronous	4	Killman, Christy L., Brittany L. Elmore
85086	EXPW	6600	E10	Special Topics	3	WEB-Asynchronous	4	Killman, Christy L.
86279	EXPW	6600	E12	Special Topics	1	WEB-Asynchronous	2	Killman, Christy L.
86067	EXPW	6710	E10	Leadership/Management in Sport	3	WEB-Asynchronous	7	Hirko, Scott R.
84677	EXPW	6740	E10	Sport Marketing & Promotions	3	WEB-Asynchronous	7	Hirko, Scott R.
86068	EXPW	6750	E10	Dsgn/Mgmt-Leisure/Sprt Fclties	3	WEB-Asynchronous	5	Rosemond, Lanise D.
84901	EXPW	6881	E10	Prof Seminar in Physical Edu	2	WEB-Asynchronous	5	Killman, Christy L., Cherie C. Hook
86147	EXPW	7000	500	Current Issues in EXPW/EDUH	3	WEB-Asynchronous	4	Killman, Christy L.
86076	FIN	3210	500	Principles/Managerial Fin	3	WEB-Asynchronous	32	Cole, Brittany M.
83007	FIN	3410	500	Principles of Real Estate	3	WEB-Asynchronous	36	Wiant, Kenneth J., Dora E. England
86079	FIN	4990	003	Special Topics	3	WEB-Asynchronous	4	Cole, Brittany M.
83672	FIN	6020	M10	Financial Management	3	WEB-Asynchronous	31	Wiant, Kenneth J.
84772	FIN	6910	M10	Multinational Finance	3	WEB-Asynchronous	13	Hales, Alma D.
81730	FOED	6020	500	Perspectives-American Edu	3	WEB-Asynchronous	12	Franklin, Yvette
86181	FOED	6020	501	Perspectives-American Edu	3	WEB-Asynchronous	14	James, Glenn W., Yvette Franklin

82783	FOED	6320	500	Educational App of Technology	3	WEB-Asynchronous	18	Smith-Andrews, Sandra J.
85237	FOED	6820	500	Applied Educational Assessment	3	WEB-Asynchronous	18	Chitiyo, George
83052	FOED	6920	500	Educational Research	3	WEB-Asynchronous	11	Jones, Patricia A.
86207	FOED	6920	501	Educational Research	3	WEB-Asynchronous	10	Hale, Kimberly R.
81734	FOED	6980	500	Qualitative Research in Edu	3	WEB-Asynchronous	5	Bishop, Tessa E.
81980	HEC	1010	500	Life Span Development	3	WEB-Asynchronous	79	Chitiyo, Rufaro A.
83828	HEC	1030	500	Introduction to Nutrition	2	WEB-Asynchronous	54	Roach, Caitlin S.
84871	HEC	2020	500	Nutrition	3	WEB-Asynchronous	113	Anderson, Melinda M.
83516	HEC	2220	500	Med Term for Health Services	1	WEB-Asynchronous	107	Hartsell, Sara C.
83837	HEC	3520	500	Parent Edu & Child Guidance	2	WEB-Asynchronous	29	Neyman, Darcey K.
84015	HEC	6610	500	Fam:Norm-Catastrophic Issues	3	WEB-Asynchronous	3	Swafford, Melinda K.
85945	HIST	1310	500	Science and World Cultures	3	WEB-Asynchronous	28	Driggers, Edward A.
84643	HIST	2010	500	Early United States History	3	WEB-Asynchronous	91	Driggers, Edward A.
84654	HIST	2020	500	Modern United States History	3	WEB-Asynchronous	96	Hinton, Paula K.
83437	INSL	6510	500	School Leadership & Law	6	WEB-Asynchronous	11	Taylor, Frances L.
82976	INSL	6520	500	Schl-Based Mgmt & Comm Rlt	6	WEB-Asynchronous	12	Smith, Matthew R.
83403	INSL	6560	500	Technology for Administrators	3	WEB-Asynchronous	4	Wendt, Jeremy S., Sara S. Wehrmann

82900	INSL	7530	500	Assmnt/Eval: Improve. In Tchng	6	WEB-Asynchronous	8	Carmichael, Sue S. Sara S. Wehrmann
82257	INSL	7540	500	INSL Sem:Schl-Bsd Ldrshp/Supv	6	WEB-Asynchronous	11	Taylor, Frances L. , Deborah R. Alexander-Davis
84155	LIST	2091	500	Service Learning	1	WEB-Asynchronous	22	Smith, Juanelle E.
84156	LIST	2093	500	Service Learning	3	WEB-Asynchronous	31	Keylon, Tammy M.
85592	LIST	3093	500	Service Learning	3	WEB-Asynchronous	24	Keylon, Tammy M.
85807	LIST	4050	500	Sign Language I (ASL)	3	WEB-Asynchronous	16	Buttrum, Robert E.
83956	LIST	4113	501	PRST/LIST Internship	3	WEB-Asynchronous	7	Smith, Juanelle E.
83955	LIST	4116	501	LIST/PRST Internship	6	WEB-Asynchronous	9	Smith, Juanelle E.
85690	LIST	4926	500	Special Topics	3	WEB-Asynchronous	24	Gotcher, James M.
83950	LIST	4995	500	Culminating Project	3	WEB-Asynchronous	10	Bull, Bradley W.
84846	LIST	4995	501	Culminating Project	3	WEB-Asynchronous	11	Roberts, Joseph M.
84847	LIST	4995	502	Culminating Project	3	WEB-Asynchronous	6	Sutton, Michael G.
84848	LIST	4995	503	Culminating Project	3	WEB-Asynchronous	8	Kiser, Ashlee R.
84849	LIST	4995	504	Culminating Project	3	WEB-Asynchronous	9	Kiser, Ashlee R.
85595	LIST	4995	505	Culminating Project	3	WEB-Asynchronous	11	Andrews, Josie L.
85829	LSCI	6600	500	Lit Across the Curriculum	3	WEB-Asynchronous	7	Stepp, Julie L.
85608	MATH	1530	500	Introductory Statistics	3	WEB-Asynchronous	36	Brown, Stacy L.

85611	MATH	2010	500	Introduction to Linear Algebra	3	WEB-Asynchronous	35	Kubiak, Damian M.
85613	MATH	2120	500	Differential Equations	3	WEB-Asynchronous	23	Kubiak, Damian M.
84850	MBA	6980	500	International Experience	3	WEB-Asynchronous	0	NAME NOT FOUND FOR PIDM:
84774	MKT	3400	500	Principles of Marketing	3	WEB-Asynchronous	46	Harrison, Matthew T.
84773	MKT	6100	M10	Strategic Marketing	3	WEB-Asynchronous	28	Pharr, Julie M.
85869	MKT	6900	500	Special Topics	3	WEB-Asynchronous	0	Anitsal, Ismet
85290	MKT	6900	M10	Special Topics	3	WEB-Asynchronous	14	Anitsal, Isment, Melek M. Anitsal
85882	MUS	1030	500	Music Appreciation	3	WEB-Asynchronous	40	Thurmond, Anne M.
85032	NRSE	5000	T02	Concep Sys-Adv Nurs Prac	3	WEB-Asynchronous	6	Russell, Bedelia H.
85282	NRSE	5009	T01	Health Assessment Lifespan	3	WEB-Asynchronous	5	Fornehed, Mary C.
86192	NRSE	5009	T02	Health Assmnt Lifespan-ETSU	3	WEB-Asynchronous	4	Ousley, Lisa E.
85283	NRSE	5010	T01	Health Assmnt Practicum	3	WEB-Asynchronous	5	Jared, Barbara E., Melissa D. Burgess
86248	NRSE	5016	T02	Adv Pathophysiology - ETSU	3	WEB-Asynchronous	1	Sargsyan, Arshak
86195	NRSE	5018	T02	Adv Clinical Pharmacology-ETSU	3	WEB-Asynchronous	2	Ferguson, Kimberly
86286	NRSE	6312	T01	Epidem. At-Risk Famlies-TTU	3	WEB-Asynchronous	2	Russell, Bedelia H., Angela J. Lane
86129	NRSE	6316	T01	Prov School-Bsd Hlth Care	3	WEB-Asynchronous	2	Russell, Bedelia H., Angela J. Lane
81640	NURS	2300	500	Intro to Professional Nursing	2	WEB-Asynchronous	27	Howard, Tammy W.

85787	NURS	3050	500	Ped Illnesses/Related Care	1	WEB-Asynchronous	15	House Maffett, Jenny L.
85978	NURS	3430	500	Survey of Pharm Aspect of Nurs	3	WEB-Asynchronous	5	Smith, Sarah L.
85980	NURS	3465	500	Bridging-Prof Nursing Practice	4	WEB-Asynchronous	1	Franklin, Darlene A.
85980	NURS	3465	500	Bridging-Prof Nursing Practice	4	WEB-Asynchronous	1	Jared, Barbara E.
85976	NURS	4350	500	Hlth Care of Comm (RN-BSN)	4	WEB-Asynchronous	2	Jared, Barbara E., Anne M. Barker
85977	NURS	4351	500	Hlth Cr-Comm Lab (RN-BSN)	3	WEB-Asynchronous	1	Jared, Barbara E., Anne M. Barker
84103	NURS	4450	500	Leadership & Management	3	WEB-Asynchronous	4	Hurley, Shelia P.
85940	NURS	4451	500	Leadership & Management Lab	4	WEB-Asynchronous	4	Butler, Keisha A.
86336	NURS	4992	500	Special Topics	2	WEB-Asynchronous	1	Jared, Barbara E.
86269	NURS	5009	N50	Health Assessment Lifespan	3	WEB-Asynchronous	11	Maybry, Jennifer L. , Barbara E. Jared
86270	NURS	5009	N51	Health Assessment Lifespan	3	WEB-Asynchronous	15	Mabry, Jennifer L.
86005	NURS	6000	N50	Theoretical Foundations	3	WEB-Asynchronous	14	Duvall, Judy J.
86124	NURS	6000	N51	Theoretical Foundations	3	WEB-Asynchronous	12	Duvall, Judy J.
86006	NURS	6101	N50	Adv Health Assessment	3	WEB-Asynchronous	0	Jared, Barbara E., Jennifer L. Mabry
86125	NURS	6101	N51	Adv Health Assessment	3	WEB-Asynchronous	1	Jared, Barbara E., Jennifer L. Mabry
86007	NURS	6102	N50	Adv Health Assmt/Clinical	1	WEB-Asynchronous	10	Jared, Barbara E., Valerie L. White
86126	NURS	6102	N51	Adv Health Assmt/Clinical	1	WEB-Asynchronous	7	Jared, Barbara E.,

								Valerie L. White
86127	NURS	6102	N52	Adv Health Assmt/Clinical	1	WEB-Asynchronous	8	Jared, Barbara E., Valerie L. White
86128	NURS	6102	N53	Adv Health Assmt/Clinical	1	WEB-Asynchronous	0	Jared, Barbara E., Valerie L. White
82202	PC	2500	500	Communicating in the Profess	3	WEB-Asynchronous	25	Fisk, William V.
84133	PC	2500	501	Communicating in the Profess	3	WEB-Asynchronous	27	Fisk, William V.
84134	PC	2500	502	Communicating in the Profess	3	WEB-Asynchronous	28	Mullinix, Mandy L.
83555	PC	3500	500	Rhetoric and the Internet	3	WEB-Asynchronous	4	Fisk, William V.
85764	PHED	1005	500	Lifetime Fitness and Wellness	2	WEB-Asynchronous	18	Mann, David
85781	PHED	1005	501	Lifetime Fitness and Wellness	2	WEB-Asynchronous	15	Mann, David
85130	PHED	1220	500	Active Lifestyle and Health	1	WEB-Asynchronous	44	Carter, Rebecca M.
85107	PHED	1221	500	Fitness Walking	1	WEB-Asynchronous	59	Carter, Rebecca M., Pamela B. Owens, Micayla J. Rennick
86220	PHED	1221	501	Fitness Walking	1	WEB-Asynchronous	46	Gray, Chassady R.
83951	PRST	4995	500	Culminating Project	3	WEB-Asynchronous	4	Allison, Ashley R.
86096	PRST	6100	500	Prof Environmntl Issues/Ethics	3	WEB-Asynchronous	15	Camuti, Alice K.
85603	PRST	6100	M50	Prof Environmntl Issues/Ethics	3	WEB-Asynchronous	4	Nicholson, Shana L.
86133	PRST	6300	500	Research Methods	3	WEB-Asynchronous	21	Camuti, Alice K.
84667	PRST	6300	M50	Research Methods	3	WEB-Asynchronous	11	Godwin, Kimberly A.

83747	PRST	6530	500	Healthcare Systems Economics	3	WEB-Asynchronous	6	Perry, Theodore L.
84012	PRST	6570	500	Public Health	3	WEB-Asynchronous	9	Hall, Rachel M.
84657	PRST	6710	M50	Risk Assessment & Prevention	3	WEB-Asynchronous	19	Warnick, Mark S.
84660	PRST	6730	M50	Leadership in Public Safety	3	WEB-Asynchronous	16	Warnick, Mark S.
84661	PRST	6760	M50	Funding in Public Safety	3	WEB-Asynchronous	7	Nicholson, Shana L.
85604	PRST	6780	M50	Intelligence Gathering	3	WEB-Asynchronous	19	Warnick, Mark S.
84013	PRST	6810	500	Masters of Prof St Internships	3	WEB-Asynchronous	6	Roberts, Joseph M.
84662	PRST	6998	M50	Professional Project	3	WEB-Asynchronous	3	Godwin, Kimberly A.
84669	PRST	6998	M51	Professional Project	3	WEB-Asynchronous	4	Godwin, Kimberly A.
82815	READ	6340	500	Elem Sch Read Program	3	WEB-Asynchronous	15	Brashears, Kathy M.
85830	READ	6600	500	Lit Across the Curriculum	3	WEB-Asynchronous	7	Stepp, Julie L.
83189	SEED	4121	500	Mtrls/Meth-Tch Career Tech Ed	3	WEB-Asynchronous	12	Norwood, Candi L.
85459	SOC	1010	500	Intro to Sociology	3	WEB-Asynchronous	33	Garner, Betsie K.
84767	SOC	2660	500	Criminology	3	WEB-Asynchronous	16	Milburn, Travis W.
85790	SOC	3650	500	Juvenile Delinquency	3	WEB-Asynchronous	16	Wells, Makeela J.
85458	SOC	4050	500	Crime and Media	3	WEB-Asynchronous	15	Cook, Nicole A.
85456	SOC	4330	500	Population & Social Process	3	WEB-Asynchronous	10	Raymondo, James C.
84769	SOC	4660	500	Corrections	3	WEB-Asynchronous	14	Milburn, Travis W.

83390	SPED	7110	500	Family Collaboration in SPED	3	WEB-Asynchronous	14	Baker, Jane E.