

March 10, 2015

John G. Morgan, Chancellor  
Presidential Search Committee for Motlow State Community College  
Tennessee Board of Regents  
1415 Murfreesboro Road, Suite 340  
Nashville, TN 37217

Dear Chancellor Morgan:

It is with keen interest that I submit my application for consideration of President at Motlow State Community College. I believe that I have the professional background and experience, as well as a demonstrated commitment to creating and sustaining strong linkages at the institutional, community, and system levels via academics, student centeredness, and inclusive practices. My curriculum vitae will reflect the experiences that have prepared me for the leadership opportunities that lay ahead at Motlow State Community College.

I have purposefully worked across community college, public and private university, and international higher education institutions in both administrative and faculty roles to develop a well-rounded understanding of post secondary education systems. Currently, in my role as Assistant Vice President of Academic Affairs, I have significant decision making responsibilities while leading the institutional initiatives of Prior Learning Assessment (PLA), the development and implementation of the Sumner County Middle College High School, and Dual Enrollment which I increased by 10% within my first year by targeting underrepresented student populations. The latter two initiatives directly impact the entire campus, thus increasing overall enrollment numbers, impacting FTE, and creating external academic engagement opportunities for the student, faculty, staff and college. I lead the Distributed Education (Distance Education) department that has an enrollment of 2,900 students and the Learning Commons that provides academic support to more than 5,000 students across all academic divisions and across all campus/center/site locations. I currently serve as a liaison between my institution, Volunteer State Community College, and Nashville State Community College - Cookeville. Tennessee Technological University, and the Tennessee College of Applied Technology - Livingston as our collective institutions come together to create the states first Tennessee Board of Regents Education Center. I have collaborated externally with the Tennessee Department of Veteran Affairs, Tennessee state legislators, members of the Governor's office and with all TBR community colleges in a research effort focused on Veteran collegiate success. The research, as part of the TBR Maxine Smith Fellowship requirements, presents the possible impact Veteran students could have on enrollment and gauges where the TBR community college system rates according to the best practices for Veterans supported by the American Association of Collegiate Registrars and Admissions Officers. The deeper implications are its potential influence on the Drive to 55 and the tenets of retention and completion within the Complete College Act of 2010. As an educator I am committed to student success and champion TnAchieves, the last dollar scholarship for graduating high school seniors, GED or HiSet program completers. The TN Reconnect funding will also continue the educational journeys of adult learners. I have created and implemented a program with the Office of Student Life and Diversity Initiatives called Staying in the Game as part of the Access 2 Success grant. The program focused on invasive tutoring and intensive study hall for Volunteer State Community College men's basketball players and yielded positive results with over 80% of the team returning from Fall '14 to Spring '15.

As Dean of Library and Learning Resources and Educational Support Services at Lehigh Carbon Community College, I recognized the scope in which emerging technology and mobilization can be utilized to support access to education and expand technological literacy. This continues to be of great importance to me in terms of creating direct links to both credit and non-credit course offerings for students and training for our workforce. Distance education, emerging technology, including mobile apps, and accessibility will continue to be the constant in diverse educational settings. I developed Lehigh Carbon Community College's first online Winter Session and was responsible for

the assessment and support of online instructors. I led a one-year study and review of learning management systems with a team of faculty and administrators to determine the most beneficial system for the institution. Moreover, I was directly involved in expanding distance education course offerings and online course shells; emphasizing working toward appropriating accessibility and universal design to meet ADA 504 and 508 compliance standards, increasing academic proficiency in 1,067 dual enrollment students from 13 sponsoring school districts, and developing online resources to enhance learning for new and returning online students.

I have a broad and successful background in seeking and securing support for educational initiatives and collaborating with external supporters of the community college mission. The open access mission of community colleges and the underpinnings of academic success, job readiness, and skill attainment has been the focus of the awarded funding. I have a clear understanding of fundraising and secured funding across one main campus and four sites. I worked directly with Board representatives of the John E. Morgan Charitable Trust, an endowment of 60 million dollars, to provide the first two years of community college free of cost and access to degree attainment for students from Tamaqua, PA through the year 2022. Additionally, I have had fiscal oversight and management of incremental funding amounts, such as \$112,000, that created growth opportunities for career technical education (CTE) students who varied in need and aptitude. Further, through creative use of facilities and student centered academic programming in collaboration with Student Services, Athletics, and Disability Support Services, there was a 50% increase in student, faculty, and staff utilization of educational resources within my then areas of responsibility, which is a significant indicator of how learning support services can enhance inclusion, communication, strategic planning and implementation.

I have a clear understanding of the regional Workforce Development needs and positioning Motlow State Community College as a hub of innovation that will continue to invest in the futures of our students and community through industry in need of not only the technological literate programmers/coders, designers, cyber security, or Health Care workers, but of the developing necessities of career readiness is also important. The need for hands on skill attainment, for example, in the multidisciplinary field of Mechatronics becomes more and more prevalent. This situates Motlow State Community College as an integral partner within the Middle Tennessee region. Affixed to Local Workforce Investment Areas (LWIA) 6, 8, and 9 while serving some of the largest employers in Rutherford County and middle Tennessee where automotive industry Nissan employs 6,350 workers, National Healthcare Corporation employs 2,071 workers, and Bridgestone employs 900 workers. Moreover, the Rutherford County Government and School System, which employs 6,073 persons, serves well as a partner and collaborator that further enhances the potential for continued education and training. Motlow State Community College's service area locations in Tullahoma, Fayetteville, McMinnville, and Smyrna are Centers that will be influenced by a dynamic perspective on economic development from the urban to the rural. Smyrna, Tennessee is listed as one of the state's top 10 cities on the rise. The city has proximity to other large employers and with Motlow State's continued partnership with the state's largest undergraduate institution, Middle Tennessee State University that is situated in the nation's 11<sup>th</sup> fastest growing city, this combination provides an enticing live/work/learn/play environment that will continue to draw interest from families, international students, local and global brands for further economic development. This situated locale will continue to provide Motlow State Community College with opportunities to dually serve the higher education system and support the emerging needs of its multiple communities and external partners, and as important, will attract students to our A.A.S./Certificate programs.

As an Assistant Professor in the Division of Education at Keystone College, I served Keystone College in numerous capacities, in addition to teaching a 4/4-class load. I have served as the academic liaison to Student Affairs. As the Faculty Athletic Representative (FAR) to Student Affairs, I acted as a managing liaison between students, parents, faculty, administrators, the NCAA regarding the ever-changing landscape of Division III athletics, and reported to the President. In addition, development of co-curricular transcripts, served as a principal author of the Student Handbook, integrated diversity across the curriculum, served as a trainer for the All College Judicial Board, Residence Life,

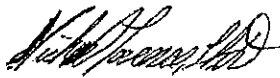
and the Office of Multicultural Affairs. I actively participated in developing community partnerships with local schools and co-developed a program called Kids Go To College Day. The aforementioned project provided children in grades 3, 4, and 5 the opportunity to spend a day at the college and complete health education and wellness programs while receiving instruction from second and third year Education, Special Education, and Early Childhood Education teacher candidates.

As an Assistant Professor in the Division of Education at Keystone College and as a member of the President's Cabinet at Lehigh Carbon Community College I honed my understanding of shared governance in both a non-union and union environment. I successfully utilized relationships built on years of trust to support and move policy development forward, contract negotiations, and various agreements to gain the support of colleagues. In the instances where the challenges persisted, despite all efforts, arbitration was necessary and eventually an agreement came to fruition in the best interest of both parties. I believe in the rights, responsibilities, and duties of a Faculty member to instruct, teach, and mold life-long learners.

I am committed to faculty professional development, being a student advocate and maintaining a passionate enthusiasm for my work. The Motlow State Community College mission statement which is in support of educational innovation and the creation industry partnerships; diversity, cultural and economic development; lifelong learning; and preparing students for successful careers, university transfer, and meaningful civic participation in our global society is in keeping with my own philosophy. This is reflective of my various experiences and history of engagement with all faculty ranks and culturally diverse populations.

Thank you for considering my application.

Respectfully,

A handwritten signature in black ink, appearing to read "Michael Torrence, Ph.D.", written in a cursive style.

Michael Torrence, Ph.D.

## ***Michael Torrence, Ph.D.***



---

### **Professional Experience**

2013 to present    Assistant Vice President of Academic Affairs, Volunteer State Community College, Gallatin, TN

Volunteer State Community College: Public Institution; 8,500 students; 160 faculty; 422 employees; Serves rural, urban, and suburban communities.

#### **Assistant Vice President of Academic Affairs:**

##### **Responsibilities:**

- Oversee, supervise, and lead Off-Campus programs including two degree granting Centers (Livingston and McGavock High School), Highland Crest, other limited service sites, Dual Enrollment, and Perkins initiatives
- Oversee, supervise and lead Distributed (Distance) Education, the Learning Commons and Learning Support, and Media Services, and Middle College
- Create an online/hybrid academic environment of rigor that promotes student success
- Coordinate and maintain the University Center offerings and formal relationships
- Coordinate the Academic Audit process with Faculty
- Assist in the development of the Academic Affairs budget
- Consult on physical facilities use for Academic Affairs
- Counsel students in academic difficulty
- Develop and maintain external relationships with local and regional business partners

##### **Accomplishments:**

- Directed the inception of the Sumner County Middle College High School with local Board of Education
- Founded the Tennessee Chapter of the National Association of Multicultural Education (TNNAME)
- Developed Campus Distance Education Strategic Plan and lead institution-wide Mobilization efforts
- Mentoring Faculty/Department Chairs through The Chair Leadership Academy
- Increased the number of student participants in Project SAILS by 50% (from 1200 to 1775 students)
- Lead the development of face to face, blended and online training for full time faculty and adjuncts
- Chair of Tennessee Board of Regents (TBR) Regents Online Campus Collaborative (ROCC) Sub Committee
- Serve as a member of the TnAchieves Post-Secondary Advisory Council
- Member/Liaison (Researcher) to the Governor's Veteran's Education Task Force
- Collaborate with Tennessee Higher Education Commission (THEC) regarding Prior Learning Assessment
- Completed Tennessee Board of Regents Maxine Smith Fellowship
- Collaborated with local schools and home schooled students to increase Dual Enrollment by 10%

2010 to 2013      Dean/Associate Dean, Lehigh Carbon Community College, Schnecksville, PA

Lehigh Carbon Community College: Public Institution; 7,000 students; 105 faculty; 350 employees; Serves rural, urban, and suburban communities; Served in simultaneous roles of Associate Dean of Academics and Associate Dean of Educational Support Services for 10 months 2011-2012. Promoted to Dean April 1, 2013.

**Dean:**

**Responsibilities:**

- Supervise and coordinate the processes of hiring, training, scheduling, classroom observation, retention, and professional development of full-time and adjunct faculty in the Schools of Humanities, Healthcare Services, Education, Science, Technology, and Distance Education
- Coordinate contracts and maintain formal relationships to increase Testing Center offerings
- Supervise Disability Support Services, Tutoring Services, Learning Labs, Computer Labs, and Science Labs, ESL Labs, and Testing for one campus and four sites
- Coordinate the Academic Audit process with 6 faculty coordinators leading to timely review and submission
- Supervise faculty teaching learning communities, dual enrollment, and basic skills courses
- Oversight of a budget of 4.3 million dollars
- Manage budgets for Carl Perkins, Title III, KEYS, and Keystone Stars grants of over 1.2 million dollars

**Accomplishments:**

- Co-Chairperson of Fulbright Scholar in Residence that brought Dr. Maged Botros from Helwan University, Cairo, Egypt to Lehigh Carbon Community College (2012-2013 Academic Year)
- Completed the American Association of Community College for Future Leaders Institute, Baltimore, MD (Summer 2012)
- Designed Testing Center that generated 50,000 dollars in its first semester (Fall, 2012)
- Co-author of 2.1 million Title III Grant received by college (Fall, 2012)
- Integrated and increased use of Educational Support Services by 50% through use of Online Writing Lab, self-paced grammar modules, and renovation of learning environment
- Created Cougar Strides Academic Program that increased the retention of student-athletes by 40%
- Developed and implemented a cross-training program for Education Support Services, Library and Resource Center, and Testing Center staff/faculty/tutors
- Successfully negotiated Crane Testing Contract with PPL of Pennsylvania (one of the state's largest energy suppliers)
- Successfully designed and implemented Student Transitions Program with Parkland School District

2006 to 2010      Assistant Professor of Education, Keystone College, Factoryville, PA

Keystone College: Private Institution; 1,750 students; 67 faculty; 210 employees; Serves rural and fringe communities; Served in administrative and teaching faculty roles.

**Assistant Professor of Education:**

Responsibilities

- Served as the Liberal Arts Education Coordinator providing academic advising to 90 students
- Maintained reports and provided guidance for Middle States Review of the Education program
- Appointed as the liaison between the Keystone College and the K-12 schools
- Revised and developed curriculum to include universal design for field experiences to meet Pennsylvania Department of Education Program Review guidelines for Literacy, English Language Learners, and Special Education
- Co-created the Education Cohort Model and collected/analyzed both qualitative and quantitative data which increased retention of Education students by 7%
- Prepared students for educational fieldwork regarding Literacy and English Language Learners

Accomplishments

- Co-created Kid's Go to College Day for students in grades 3, 4, and 5
- Created Reading Across Boundaries to promote literacy Pre-K-12 grade
- Selected as Faculty Athletic Representative to NCAA by Keystone College President Edward G. Boehm, Jr.
- Selected to the English as a Second Language Task Force by Pennsylvania Department of Education
- Created and redesigned 6 courses for Education division

2005 to 2006      Assistant Dean of Students, Keystone Community College, La Plume, PA

Keystone College: Private Institution; 1,750 students; 67 faculty; 210 employees; Serves rural and fringe communities; Served in this administrative role and transitioned to a faculty role at the behest of the Vice President of Academics.

**Assistant Dean of Students**

Responsibilities

- Provided leadership and supervision for student affairs, to include; residential life, campus life, student activities, athletics, intramurals, multicultural affairs, student government, public safety, judicial affairs, commuter living, service learning, campus ministry, summer bridge program, summer camps and conferences, first year advising, counseling and tutoring
- Co-developed, administered, and evaluated student affairs programs, services, policies, procedures, and budgets

*Michael Torrence, Ph.D.*

---

**Assistant Dean of Students**

Responsibilities continued

- Managed multiple operating budgets that exceeded 3 million dollars
- Created the Office of Multicultural Affairs and Diversity
- Allocated funds to appropriate units within Student Services
- Developed residence hall tutoring program
- Created the Keystone Overnight Program for high school students to experience campus life Created diversity, ESL, and multicultural education teams of faculty, staff, and students

Accomplishments

- Increased Fall 2005 to Fall 2006 residence hall retention rate by 14% in the residence halls from 68% to 82% through presence, consistency, engagement, living-learning communities and academic/social programming
- Awarded AmeriCorps VISTA grant and personnel to support the initiatives of programming in the areas of tutoring and mentoring, cultural competency, college access, food access and nutrition, and other poverty related issues through the Pennsylvania Campus Compact

2005      Research Fellow of the International Institute for the Study of Culture and Education, University of Lower Silesia, Wroclaw, Poland

University of Lower Silesia: Private Institution; 7,000 students; 180 faculty and employees; Serves urban community; Served as a research fellow for 8 months.

**Research Fellowship**

Responsibilities

- Collected data for qualitative research from 10 native Polish speakers
- Managed 15,000 dollar budget for travel, lodging, and miscellaneous expenditures
- Assessed impact of popular culture, situated learning, and new literacy theory on Polish youth
- Taught conversational English to students, adult learners, and business professionals
- Interpreted and translated academic and social language for visiting students
- Presented qualitative research workshops to university faculty and students

Accomplishments

- Completed ethnographic research focused Situated Learning and Multiliteracies
- Developed a deeper understanding of international academic scholarship and the importance of technology
- Developed a real world perspective of how broadly data informed decision making and accessibility initiatives impacts an academic institution
- Learned the Polish language and successfully traveled throughout the country

2002 to 2004     Director of Enrichment Activities, Tennessee Technological University, Cookeville, TN

Tennessee Technological University: Public Institution; 10,321 students; 1500 faculty and employees; Serves rural community; Served in administrative and adjunct instructor roles.

**Director of Enrichment Activities**

Responsibilities

- Coordinated qualitative and quantitative data reports for faculty in the division of Educational Technology
- Supervised 8 college Academic Enrichment Camp counselors
- Trained students and faculty how to use i-Movie, i-Tunes, and other components of Apple software
- Taught 6 credits per semester of English Composition to college freshman

Accomplishments

- Introduced socioeconomically disadvantaged youth to collegiate environment at Academic Enhancement Camp
- Engaged developing students in critical and divergent thinking through the use of Science, Engineering, Mathematics, and Technological problem solving
- 100% completion rate of student attendees

1999 to 2001     Graduate Teaching Assistant, South Dakota State University, Brookings, SD

South Dakota State University: Public Institution; 11,645 students; 1700 faculty and employees; Serves rural community; Served in teaching assistant and administrative roles.

**Graduate Teaching Assistant**

Responsibilities

- Educated College Freshman about the writing process, lexical variance, syntax, and structure
- Taught 6 credits per semester of English Composition
- Served as a Writing Tutor in the English Department Writing Center
- Coordinated cultural competency programs, speakers and workshops
- Served as a minority student mentor for 12 students

Accomplishments

- Served as Student liaison for the Brookings Human Rights Commission
- Facilitated discussions within and outside of campus community about social justice, inclusion, and equity for Disabled Persons and Veterans
- Collaborated with all college divisions to support writing across the curriculum
- Editorialist for the student newspaper, *The Collegian*



1992 to 1996 Senior Airman (E-4), Elmendorf Air Force Base, Anchorage, AK

Elmendorf Air Force Base: Military; 23,000 military and civilian personnel; Served in administrative support role.

**Senior Airman (E-4)**

**Responsibilities**

- Served as the Elmendorf AFB Leave Supervisor
- Collated data daily and distributed information to 11 Squad Leave Monitors
- Distributed daily reports to Military Pay and Accounting and Finance
- Calculated cost of living allowance, basic allowance for housing, and temporary duty assignment pay for military and civilian employees
- Determined error in monetary allowance that exceeded rank and time in service

**Accomplishments**

- Honorable Discharge
- Demonstrated proficiency by completing data reports with 98.9% accuracy
- Supported USAF personnel through 8 international conflict Operations
- Volunteered as liaison for Elmendorf AFB with local Inuit community via Amateur Athletic Union

**Education**

2009	PhD	Tennessee Technical University	Exceptional Learning
2001	MA	South Dakota State University	English
1999	BA	South Dakota State University	English
1993	Certificate	United States Air Force Technical Training School	Accounting and Finance/Military Pay

**Faculty/Teaching Experience**

2 years	Volunteer State Community College	English, English Literature
		English, English Literature
4 years	Lehigh Carbon Community College	Developmental English, Composition and Literature, ESL, Special Education
4.5 years	Keystone College	English and Children's Literature, ESL Early Childhood Education, Special Education
2 Years	Tennessee Technological University	English Composition
2 years	South Dakota State University	English Composition
8 months	University of Lower Silesia	English; ESL

### **Community Activities**

Board of Directors, National Association of Multicultural Education (2014 -2017)

Founder, National Association of Multicultural Education, Tennessee Chapter (2014)

President, National Association of Multicultural Education; Pennsylvania Chapter (2012-2013)

Volunteer, Boys and Girls Club of Scranton, PA (2011-2013)

Board of Directors, National Association of Multicultural Education, Pennsylvania Chapter (2009-2013)

Board of Directors, Scranton Everhart Museum (2008-2009)

### **Awards**

Tennessee Board of Regents Maxine Smith Fellows, University of Lower Silesia Research Fellowship, Tennessee Technological University Diversity Fellowship, Northeastern Pennsylvania Diversity Education Consortium Trainer Certificate, South Dakota State University Teaching Assistantship, South Dakota State University 4 year Athletic Scholarship, United States Air Force Good Conduct Medal, and United States Air Force Honorable Discharge

### **Selected Professional Activities**

International Association of Special Educators, Journal of Student Affairs Research and Practice, National Association of Developmental Education, Tennessee Board of Regents eLearning Sub Committee; Veterans and Basic Skills Task Force; Tennessee Board of Regents Emerging Technologies Executive Team

### **Selected College Activities**

Nursing Advisory Board, 2013

Physical Therapist Assistant Advisory Board, 2013

Chairperson, Academic Technology Committee, 2012

Chairperson, Faculty Evaluation Committee, 2011

Co-Chairperson, Fulbright Scholar Committee, 2011

### **Publications**

"A View of Hip Hop Through the Lens of New Literacies and Learning (Working Title)." Under review by Gray and Moseley Publishing.

"Music as Redemption: The Use of Jazz and Blues in Native American and African American Texts (Working Title)." Under review by Gray and Moseley Publishing.

"Polish Hip Hop as A Form of Multiliteracies and Situated Learning." Pro Quest, 2009.

"Round Here." Tennessee English Journal, 2004.

"Ebony Eyes." Oakwood Magazine, 1999.

"Five Senses." Oakwood Magazine, 1999.

"Nemesis." Oakwood Magazine, 1999.

"Flower." Oakwood Magazine, 1999.

**Selected Workshops/Convention Presentations**

- July 24, 2014 "Xbox: Enhancing Teaching Interaction Creativity & Engagement." Tennessee Board of Regents mEngage Leadership Academy. Walters State Community College. Morristown, TN.
- July 23, 2014 "Play Ball: Demo and Educational Engagement Benefits of 94Fifty Basketball." Tennessee Board of Regents mEngage Leadership Academy. Walters State Community College. Morristown, TN.
- March 7, 2014 "The Mentor and Mentee Relationship: Making Good Rapport into a Robust Relationship." Women in Higher Education in Tennessee. Volunteer State Community College. Gallatin, TN. (Keynote Address).
- June 19, 2013 "S.W.A.G.G.E.R." Male Initiative. University of Tennessee at Chattanooga. Chattanooga, TN. (Workshop).
- December 19, 2012 "Embrace Diversity: Creating Culturally & Linguistically Competent ECE Environments to Foster Child Positive Outcome." Pennsylvania Department of Education. Harrisburg, PA. (Webinar).
- November, 16, 2012 "Finding Me: Space and Place for Identity Development in Hispanic and African American Groups." Moravian Academy. Bethlehem, PA.
- March 13, 2012 "Reframing Online Microaggressions Through Reflective Judgment." NASPA Annual Conference. Phoenix, AZ. (Presented with Dr. Ruth Harper and Jessica Lewis).
- Dec. 10, 2011 "Redefining and Exploring Contemporary Institutional Partnerships through Inclusive Institutional Practices." NASPA Multicultural Institute. Atlanta, GA. (Presented with Dr. Lisa Buenaventura and Dr. Kimetta Hairston).
- Dec. 9, 2011 "Transforming Resistance in the Workplace through Social Justice and Change." NASPA Multicultural Institute. Atlanta, GA. (Presented with Dr. Lisa Buenaventura and Dr. Kimetta Hairston).
- April 15, 2011 "Engagement of Millennial Students Through Diversity: Situated Learning and Multiliteracies." Lehigh Carbon Community College. Schnecksville, PA.
- April 5, 2011 "So They Say It's In The Music: Hip Hop and The Global Village." South Dakota State University. Brookings, SD.
- March 31, 2010 "Exceptional Children, Behavior, and Parenting: Success Behavioral Practices Begin at Home." Lehigh Carbon Community College: Early Childcare Center. Allentown, PA.
- March 27, 2010 "It's not About the Pizza, Plantains, and Pierogies ...It's the Program, Right?: English Language Learners and Program Planning." Indiana University of Pennsylvania. Indiana, PA.
- March 24, 2010 Educating English Language Learners: Assessment of ELLs and Academic Language Use. Head Start Programs of Scranton/Wilkes Barre Pennsylvania. Keystone College. La Plume, PA.
- March 17, 2010 Educating English Language Learners: Integrating Language and Learning. Head Start Programs of Scranton/Wilkes Barre Pennsylvania. Keystone College. La Plume, PA.

**Selected Workshops/Convention Presentations Cont.**

- March 3, 2010 "Educating English Language Learners: Differentiated Instruction and Sociocultural Identity. Head Start Programs of Scranton/Wilkes Barre Pennsylvania. Keystone College. La Plume, PA.
- February 24, 2010 "Educating English Language Learners: Universal Design for Access to Multicultural Education. Head Start Programs of Scranton/Wilkes Barre Pennsylvania. Keystone College. La Plume, PA.

**Selected Fund-raising Accomplishments**

Project Title	Funding Source	Funding Period	Amount
Keystone STARS Merit Award	U.S. Department of Health and Human Services, PA Department of Public Welfare, and Keystone STARS	2010-2011	\$14,895.00
Career and Technical Education	U.S. Department of Education, PA Department of Education, Carl D. Perkins Career and Technical Education Improvement Act	2011-2012	\$563,907.00
KEYS Program	U.S. Department of Health and Human Services, PA Department of Public Welfare, and KEYS Program	2011-2012	\$113,142.00
Special Education Personnel Development	PA Department of Education and State Personnel Development Grant	2011-2012	\$10,000.00
Keystone STARS Merit Award	U.S. Department of Health and Human Services, PA Department of Public Welfare, and Keystone STARS	2011-2012	\$14,955.00
Fulbright Scholar	U.S. Department of State, Institute of International Education, Fulbright Scholar in Residence Program	2012-2013	No monetary value
Career and Technical Education	U.S. Department of Education, PA Department of Education, Carl D. Perkins Career and Technical Education Improvement Act	2012-2013	\$537,721.00
Title III – Creating a Culture for Student Success	U.S. Department of Education	2012-2017	\$2,002,103.00

**Funding Total: \$3,256,723.00**