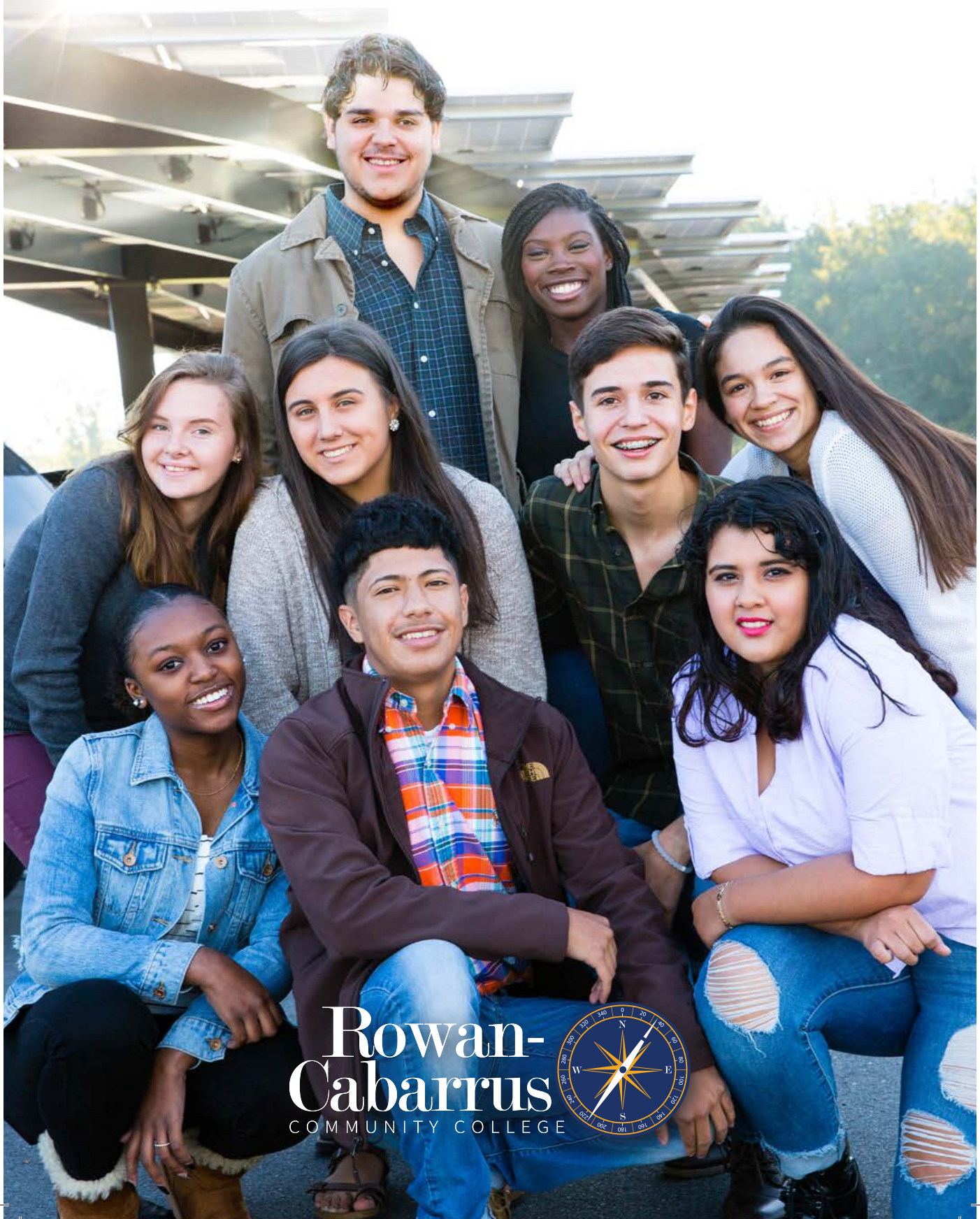


A
YEAR
OF

Advancement



Rowan-
Cabarrus
COMMUNITY COLLEGE





Letter from the President:

A YEAR OF ADVANCEMENT

Here at Rowan-Cabarrus, we are a part of the Navigation Nation – a team of dedicated professionals working with a purpose. We are the faculty, staff and administration of the eighth largest community college in North Carolina - and, in my opinion, one of its best. We also include the incredible 700,000 alumni in the community since we opened our doors in 1963, and the 20,000 students who came through our doors this past year.

Even if we were not born here, the region's history gives us perspective and trajectory if we examine it closely. We can see how our region went from a collection of innovative technology textile towns in the 1900s, becoming world famous for Cannon towels and sheets. Then came the early 2000s, and the region experienced the largest layoffs in the southeast. Most people did not see that change coming.

We have created our vision of “building sustainable futures through the power of learning” on the heritage and lessons of this transformation. We have learned that community colleges must look for and prepare for change. We will provide education that will not lead to dead end jobs. Rather we will build educational experiences and pathways to jobs and careers of the future – some of which have not been invented yet.

The key to the vision is sustainability. Sustainability goes beyond the environmental meaning (which we also strive to be) to the concept that education is necessary for sustainability. Education is the means to understanding and critical thinking. Education transfers knowledge and builds wisdom. These are the soft skills employers are seeking and the foundation that prepares students and the workforce for the change ahead.

We are looking ahead to create a sustainable future for our campuses. We have broken ground on the Cabarrus County funded Advanced Technology Center (ATC) on land donated by Mr. David Murdock on the North Carolina Research Campus in Kannapolis. The ATC, which will be a catalyst for bringing new manufacturing jobs to our service area, will work with other outstanding institutions on the research campus to continue to advance the region.

As a key player in the exciting revitalization of the town of Kannapolis, we are relocating our current West Avenue cosmetology campus to a newly renovated nearby location in the summer of 2018 where we can again be an economic development driver and improve the facilities for our students. Also, as stewards of the future, we are working to acquire additional land around the small 23 acres of South Campus to prepare for the continued growth of Cabarrus County.

Rowan-Cabarrus will bring hope to our region as we give thousands of our fellow men and women new skills, self-esteem, and new ability to care for their families and build sustainable futures through the power of education. Thank you for your continued support and ongoing commitment to Rowan-Cabarrus Community College. Without your confidence and funding, we could not accomplish the important work that we do every single day to improve lives through the power of learning.



Sincerely,

Carol S. Spalding, Ed. D., President

A word from the Board Chair:



CARL M. SHORT, JR.

I could not be more proud to serve on the Rowan-Cabarrus Community College Board of Trustees. There is no other entity in Rowan and Cabarrus counties that is working as hard to move our region forward than this college.

The leadership is extraordinary, but the individual faculty and staff members who serve students and enhance their lives every day... they are incredible. I am grateful to have this award-winning, forward-thinking college in our community and I know you are, too.

In 2017, Rowan-Cabarrus continued to advance forward, navigating this community forward. In spite of ongoing funding challenges, Rowan-Cabarrus has made the most of its limited resources. The College remains committed to its mission of building sustainable futures through the power of learning. However, the work is not done. Moving forward, I believe that Rowan-Cabarrus Community College will have an even more significant role in shaping the future of our community.

It takes courage and dedication to continue pressing forward in today's competitive and ever-changing environment. Rowan-Cabarrus is full of courageous individuals who do just that every day.

ROWAN-CABARRUS COMMUNITY COLLEGE PROFILE

- Rowan-Cabarrus is the eighth largest in enrollment among the 58 North Carolina community colleges.
- Sixty-three percent of our students are female, 37 percent are male, 75 percent are under 30 and 37 percent are minorities.
- Fifty percent of our students work full- or part-time.
- Approximately 65 percent of Rowan-Cabarrus students are enrolled in Corporate and Continuing Education classes.
- Rowan-Cabarrus employs nearly 350 full-time faculty and staff members, as well as over 600 part-time faculty and staff.

An infographic on a dark blue background with white and yellow text. It lists several statistics: Faculty to Student Ratio 18:1, 32 Degrees, 22 Diplomas, 101 Certificates, 9 Degrees Completely Offered Online, and Over 20,000 Students Annually.

FACULTY TO STUDENT RATIO 18:1

→→ ROWAN-CABARRUS OFFERS ←←

32 DEGREES 22 DIPLOMAS 101 CERTIFICATES

9 DEGREES COMPLETELY OFFERED ONLINE

OVER 20,000 STUDENTS ANNUALLY



“The likelihood of us accomplishing a dream is about the same as the odds of one of us winning the Powerball jackpot...because dreaming of winning the lottery is based on hopes, wants and wishes... NOT on work ethic, sacrifice, or commitment.”

*– Shakia Simpson
2017 graduate and The Ralph
W. Ketner Family Endowed
Scholarship Recipient*



COMPLETION

Completing a college degree is quite a feat under the most ideal of circumstances. For the 858 graduates earning those degrees, it was not always easy. But with determination and a lot of effort, they succeeded.

Members of the class of 2017 earned more than 1,300 different degrees, diplomas and certificates.

“You should be proud of your accomplishment,” said commencement speaker Darrell Hinnant, the mayor of Kannapolis and an adjunct professor at the College. “Education has unlocked many doors for me. And education is the key for you...”

Hinnant talked about his life growing up on a tenant tobacco farm in eastern North Carolina and being the first member of his family to go to college. He holds degrees from the University of North Carolina at Chapel Hill and Duke University.

“Education is the best investment anyone can make,” said Dr. Carol S. Spalding, president of Rowan-Cabarrus Community College as she welcomed the class of 2017.

The class of 2017 was the 53rd graduating class of Rowan-Cabarrus Community College.

Among the graduates was Shakia Simpson, a student ambassador in the prestigious ambassador program at Rowan-Cabarrus who completed her

associate degree in nursing and accepted a nursing position at Novant Health Rowan Medical Center.

“This young woman has impressed all of us from the moment we met her. It’s not often that you find someone who can list nurse... mother of four... wife... army veteran... AND outstanding student all on her resume. Nor has her path to today’s graduation been an easy one... but it is one that she has worked hard to call her own,” said Dr. Dari Caldwell, president of Novant Health Rowan Medical Center and Rowan-Cabarrus Board of Trustees member, as she introduced Simpson to the crowd.

Simpson encouraged her classmates to not just dream big, but to set big goals and work toward them.

“None of us made it to this moment because we dreamed it, rather we made it here because we took those hopes and wishes of what we could be and created a tangible, achievable goal. Goals over dreams,” said Simpson.

Simpson shared her story of struggle and how she came out on the other side of her past.

“No matter what comes next, we should be able to go forward with confidence knowing that our achievements are not owed to the moments we spent staring out of a window wishing for something better,” said Simpson.

ADVANCED

“The Advanced Technology Center will be a flagship to attract employers to the region and will allow the College to bring a higher level of training and education to the community, increasing participation in high-wage jobs,” said President Spalding. “Employment in advanced technology is constantly evolving and this facility will allow us to ensure that the local workforce remains qualified and current, key components of economic development.”

The Advanced Technology Center, or ATC, will be a 55,000 square-foot building located across from the College’s very successful biotechnology and health sciences building on the North Carolina Research Campus in Kannapolis. The new facility, strategically located at the center of the College’s two-county service area, is designed to serve incumbent, emerging and transitioning workers, as well as existing and prospective companies.

The new Advanced Technology Center is both a place and a culture.

“The creation of this Advanced Technology Center is about more than a building – it’s a sign to our community and companies that this region is committed to developing a workforce to accommodate and support high-tech, advanced technology careers,” said Craig Lamb, vice

president of corporate & continuing education at Rowan-Cabarrus.

The ATC will showcase the latest innovative and leading edge technology in all supported programs, as well as serve as a partner for businesses and industries by promoting new careers and offering business solutions.

“We hope to bring together people who are teaching and training to solve comprehensive problems for companies. When a company has a manufacturing issue, we can bring together our skilled instructors to collaboratively solve their problems at the Advanced Technology Center,” said Dr. Michael Quillen, vice president of academic programs. “All of this comes together to provide timely, state of the art training and integrated approaches to solving everyday problems.”

The ATC, slated to open in 2019, is the result of collaborative funding by both private and public partners. The combined efforts and support of the Cabarrus County Bond Referendum (\$9 million), Cabarrus County funding (\$8 million) and additional funding from the Rowan-Cabarrus Foundation’s *Building a More Prosperous Community* Major Gifts Campaign make the creation of this new building possible. Little Diversified Architectural Consulting, Inc. has been



“We are pleased to provide space. The community educational opportunity brings. It is a game-changer workforce development.”
– Steve Moore, president and member



TECHNOLOGY

selected as the architect, and Rodgers Builders, Inc. has been selected as the Construction Manager at Risk for the project.

The ATC will be built on nearly three acres of land that was generously donated by David Murdock through the collaborative efforts of Vice President of Castle and Cooke North Carolina Operations at North Carolina Research Campus Mark Spitzer, College President Carol Spalding and Kannapolis Mayor Darrell Hinnant.

“While the exact programs that will be housed in the ATC are not finalized, the College anticipates including programs such as the Associate in Engineering transferrable degree program, North Carolina Manufacturing Institute, mechanical and electrical engineering, and apprenticeship consortium programs,” said Quillen.

The practical and authentic environment created at the ATC will focus on applied technical training and will consist of industry-standard equipment, authentic workspaces, virtualization opportunities, practical application of classroom learning, and “worksite” exposure for high school and middle school students.

“I believe our new ATC will stimulate the growth of high-tech, high-wage jobs that will allow workers to

prosper, businesses to profit, and our communities to grow,” said Carl M. Short, chair of the Rowan-Cabarrus Community College Board of Trustees.

The College plans to anticipate and respond accordingly to future technology changes and has designed the new advanced technology center to support industry growth for the next 50 years. The ATC will offer advanced levels in numerous programs, including interdisciplinary projects and capstone experiences for students. Students will work on equipment in the ATC that is currently in the workplace and get hands-on experience to learn and improve their skills. The ATC will also provide flexible spaces with adaptable technology that can be adjusted to meet industry standards.

The ATC will include 12 practical and integrated labs and seven general and computer classrooms. The labs will feature a large flex lab on the ground floor, which will allow the College to provide space for industry partners to assist in working through their production line challenges. The building will also have a student lounge and collaboration areas, and a useful lobby. There will be seminar spaces, which will enhance the ability to host community partners, as the College currently does in the adjacent North Carolina Research Campus location.

provide the additional funding for the state-of-the-art educational facility’s overwhelming support verified that our community values the opportunities that Rowan-Cabarrus’ new Advanced Technology Center will be a game-changer for our region as we strive to strengthen our economic and workforce development.”

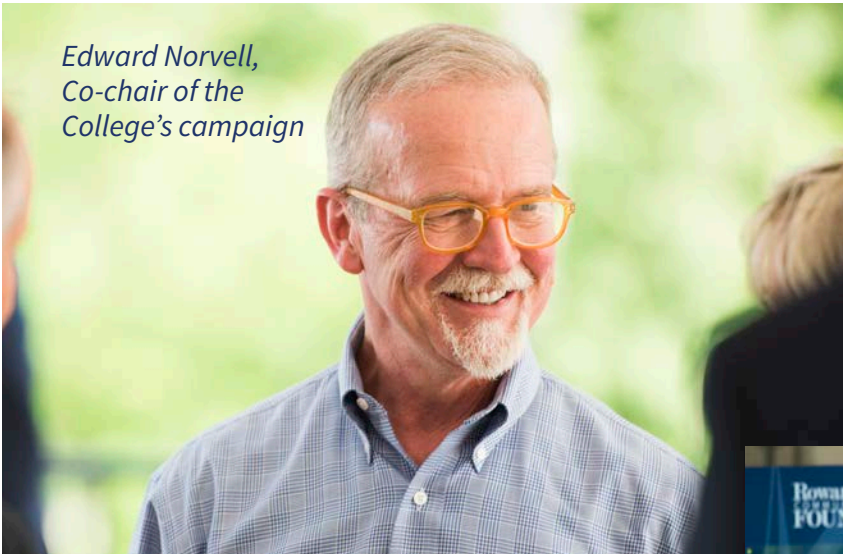
Carl M. Short, chair of the Cabarrus County Board of Commissioners and member of the Rowan-Cabarrus Board of Trustees

Rendering, coming 2019



BUILDING PROSPEROUS

*Edward Norvell,
Co-chair of the
College's campaign*



“We asked for support – not for things that the College needs, but what we believe the community needs.”

– Paul Brown, member of the College's Board of Trustees and 2016-2017 chair of the Foundation's Board of Directors



*Bill Cannon,
Co-chair of the
College's campaign*



A MORE COMMUNITY

In 2017, the College held its first ever multi-million dollar fundraising campaign, and the courageous leaders of the Rowan-Cabarrus Community College Foundation worked hard over the last several years to build the Foundation's donor base and awareness.

"We first set out down this path upon the encouragement of our Blue Ribbon Panel, a group of industry and community leaders. They told us loud and clear that we were worth investing in and that it was, in fact, absolutely necessary for us to raise these funds. We're committed to moving our community forward and education is the way to do that. We didn't set out to raise money for ourselves, but to raise money to invest in our community's education," said President Spalding.

The *Building a More Prosperous Community* Major Gifts Campaign had a total goal of raising \$7.1 million, which was exceeded for a total of \$8,087,387.

The campaign centered on four key initiatives that address specific needs for the College, including a new advanced technology center, healthcare education, an outdoor learning and amphitheater space, and STEAM scholarships for students pursuing science, technology, engineering, art and mathematics. In addition, the Foundation's \$7.1 million goal includes funds for two special projects related to solar energy and an expansion of the world-class Fire and Emergency Services Training facility.

"We want to invest in new programs and modern technology, ultimately training students on real world equipment so they are ready for employment upon graduation," said William Cannon, Jr., Cabarrus County resident and president of The Cannon Foundation. Cannon also served as co-chair of the College's campaign along with community leaders from both counties who spearheaded the effort to raise these funds.

"This campaign has taken an incredible amount of volunteer time and resources, and we are so grateful to our Campaign Core Team who stepped up as

leaders in this effort. These past and present members of the College's Board of Trustees and Foundation Board of Directors were ambitious and dedicated to the Major Gifts Campaign," said President Spalding.

The Campaign Core Team included Co-Chairs Edward Norvell and Bill Cannon and members Tony Almeida, Paul Brown, Dr. Darise Caldwell, Diane Honeycutt, Pat Horton, Cyndie Mynatt, Irvin Newberry, Carl Short, Dakeita Vanderburg-Johnson and William Wagoner.

"We thank all of you who supported us in the *Building a More Prosperous Community* Major Gifts Campaign," said Paul Brown, member of the College's Board of Trustees and past chair of the Foundation's Board of Directors. "Your support has helped reimagine, revitalize and recharge our campuses and has helped pave the way for many students' lives to be transformed."

Fred and Alice Stanback generously gave the largest gift that the Rowan-Cabarrus Foundation has ever received from an individual to support the North Campus Solar Project and student scholarships.

Part of the campaign's success included a \$300,000 challenge grant from The Leon Levine Foundation for the support of healthcare education.

"I can't thank The Leon Levine Foundation enough for their confidence in our ability to meet this challenge and secure the funds we need for healthcare education," said President Spalding.

The Leon Levine Foundation offered \$300,000 to the College's Foundation for healthcare education if the healthcare education gifts within the Foundation's Campaign reached \$1.2 million by May 31, 2016. The Rowan-Cabarrus Foundation exceeded its \$1.2 million goal for healthcare education with the generous support of numerous community members and organizations like Novant Health and the Rowan County Commission, whose donations helped the campaign meet the challenge grant's goals.

STUDENT SUCCESS

Even though students come to Rowan-Cabarrus to earn a degree, diploma or certificate by taking classes and earning credits, they often acquire much of their new knowledge outside of the classroom.

“We believe that our ever-expanding set of extracurricular activities and communications creates a holistic student experience, developing well-rounded graduates,” said Barb Meidl, director of student life and leadership development. “We’re committed to developing leaders and helping students engage in their community.”

Through the nomination process, the College has the opportunity to select the annual Student Excellence Award winners to recognize the most outstanding leaders across the College.

Competition was rigorous as the Student Excellence Award Committee began with a pool of nearly 400 eligible students, which included Rowan-Cabarrus Community College Foundation scholarship recipients, faculty and staff nominees, high-academic achievers, and student organization leaders. Student nominees were invited to write a 500-word essay to be reviewed by a committee, and of more than 98 submitted essays, 18 finalists were selected to be interviewed.

“These finalists represent the best and brightest of Rowan-Cabarrus Community College,” said President Spalding. “We could not be more proud to recognize these students whose outstanding accomplishments reflect the core values of our college.”

The finalists were up for three prestigious awards. Aaron Humphrey received the Academic Excellence Award, which recognizes the academic achievement, leadership and community service of one student from each of the 58 institutions in the North Carolina Community College System.

“The young man who thought he didn’t like school – who struggled in school – is now winning an award for his outstanding grades and is planning to teach. I hope he will someday teach others who had the same struggles so he can instill in them

the same love of learning that he has developed in himself,” said Patricia Horton, 2017-2018 chair of the Rowan-Cabarrus Foundation board of directors, who recognized the 2017 Student Excellence Award winners.

Kathryn “Bailey” Wingler was awarded the Governor Robert W. Scott Student Leadership Award. The award is named in honor of Robert W. Scott, who served as N.C. State Governor from 1969-1973 and as president of the North Carolina Community College System from 1983-1995.

“Bailey has an entrepreneurial spirit that is obvious to almost everyone who meets her,” said Jenn Selby, director of philanthropy and the arts. “After putting her career on hold for others, and trying to take a sensible route, Bailey realized that she could be the artist she dreamed of being with a little extra creativity and a drive to network. Bailey has continued to impress her colleagues, instructors and people in the community.”

And, for the second consecutive year, one of the College’s nominees was chosen as a state-wide winner. Najma Hassan, the Rowan-Cabarrus nominee for the prestigious 2017 North Carolina Dallas Herring Achievement Award, was selected as the top student in North Carolina.

Hassan was born in 1989 in Somalia, a very dangerous country. “The civil war was just beginning. I lost many family members, including my father, to the violence. Growing up, my mother feared for my safety,” said Hassan. “In 2007, as the oldest girl, I was chosen to leave the family – to find a better place for us, send home money, and eventually bring my family to safety. My mother literally sold everything she had to get me out.”

Hassan graduated in May 2017 with her associate degree in nursing. She has been employed in the healthcare field throughout her time in the program and looks forward to launching her career as a registered nurse upon graduation. Prior to graduation, she had already secured employment in the Intensive Care Unit with Novant Health.

Additionally, the College provides opportunities



for groups of students to learn together and compete on the regional, state and national levels. Students in some of the College's technical programs such as air conditioning, heating and refrigeration (AHR), automotive and welding, swept the state competitions and then traveled to Louisville for the 2017 SkillsUSA National Leadership and Skills Conference, only to come home with more national awards. For instance, William Bullard and William Almon, students in the College's AHR program competed in their field, winning first prize and becoming the top air conditioning, heating and refrigeration students in the country for AHR and Major Appliance & Refrigeration Technology, respectively.

Additionally, Phi Beta Lambda, an honor society dedicated to preparing for careers in business and business-related fields, is a popular and successful student club at Rowan-Cabarrus. Students competed in state-level competitions and then nationally, earning first, second and third place awards across a variety of fields including public speaking, financial analysis and decision making.



“When I came here, I had no high school diploma and obviously English wasn’t my first language. I worried about how I would get into nursing school! I can tell you that I have worked very hard since arriving here in America.”

– Najma Hassan, winner of the state’s 2017 North Carolina Dallas Herring Achievement Award

“My certification gave me confidence and I have to admit it felt really good having several companies interested in hiring me.”

*– Chuck Johnston
2016 North Carolina Manufacturing
Institute graduate*



MANUFACTURING

Manufacturers struggle with what has become known as the “skills gap,” the critical missing set of technical and soft skills required by businesses and lacking in applicants. Rowan-Cabarrus has worked diligently and creatively over the last several years to address this gap for these high-tech, high-wage jobs.

To address the skills gap, the College competed for Golden LEAF grants (one in each county), and was awarded both. Rowan-Cabarrus was awarded a \$560,000 grant from the Golden LEAF Foundation to develop a new mechatronics program and upgrade equipment for the welding program for Rowan County.

“We are grateful to Golden LEAF for their continued support of our community’s workforce development needs and appreciate this vote of confidence in our ability to deliver critical advanced manufacturing training,” said President Spalding.

Manufacturing ranks as the second largest industry sector in Rowan County employing 8,098 workers. Within the North Carolina manufacturing industry, occupations most cited with hiring difficulties included machinists (welders, cutters, solderers and brazers), and industrial maintenance technicians (also known as mechatronics technicians). Through this project, the College will train technicians needed to fill local job vacancies and provide economic stability for the region.

This grant is the largest Golden LEAF award the College has ever received. The project includes renovation of space on the College’s North Campus in Salisbury, funds to develop an Associate in Applied Science in Mechatronics degree, and the purchase and installation of welding equipment and the new mechatronics lab.

“SteelFab anticipates increasing our welding operations and will need to hire an additional 20 welders each year for the next few years plus,” said Glenn Sherrill, president of StellFab, Inc., in his letter of support.

The new mechatronics lab will include technology and robotics to support distributing, testing, processing, handling, buffering, purchasing, sorting, and assembling. The Connect NC Bond, awarded to the College by voters in March 2016, will provide approximately \$250,000 for the renovation of existing space to house the new program.

Part of the grant includes a partnership with Rowan-Salisbury School System to support an advanced manufacturing curriculum involving engineering,

mechatronics and metal fabrication. The two entities, each with their own Golden LEAF grants, are designing the programs so that high school students will be able to earn college credit in the three technical areas while still enrolled in high school. These students will then have the skills for an entry-level position in an industrial or manufacturing company and also earn college credit toward a college level certificate, diploma or degree.

Also in 2017, the College launched the start of a new four-year apprenticeship training program which will assist companies with their maintenance technician needs. The program provides employee training to become a multi-craft maintenance technician and certified journeyman at a state and federal level.

“The expansion of apprenticeship programs all across the United States are preparing workers for the rapidly changing economy and filling existing and new jobs in the future,” said David King, lead account manager in business services.

In addition to serving degree-seeking students in the mechatronics program, the program will also support continuing education training through a partnership with the North Carolina Manufacturing Institute. The North Carolina Manufacturing Institute is an innovative short-term training program with more than forty local employers, a program that has grown to include sister college, Mitchell Community College.

The training program is designed to prepare applicants for jobs in the high-tech and growing field of manufacturing in partnership with local manufacturers like Perdue Foods, S&D Coffee and Agility Fuel Systems, as well as the Rowan and Cabarrus chambers of commerce and economic development leaders.

“This free program is for anyone who wants a quality job – it doesn’t matter what your background is. It matters what your future is,” said Craig Lamb, vice president of corporate and continuing education at Rowan-Cabarrus.

Following the eight-week, 160 hour training program, the vast majority of program graduates – nearly 90 percent! – secure local employment prior to graduation or shortly thereafter. Depending on the company and position, starting wages vary between \$12-18 per hour, with raises during the first 12 months.

PUBLIC

The safety of our local citizens is absolutely critical. Every year, the College has continued to invest in this critical public safety training.

For instance, Rowan-Cabarrus was excited to partner with local law enforcement, fire and rescue, and emergency medical services to bring a new interactive, mobile driving simulator to Rowan and Cabarrus counties.

This exciting piece of technology provides risk-free training for fire fighters, law enforcement, emergency medical services and truck driver trainees.

“Police cars, fire trucks and ambulances often travel at higher speeds in emergency situations, so the accidents frequently result in severe injury or death to either those in the emergency vehicle or the civilian vehicle involved,” said Roger McDaniel, director of emergency services at Rowan-Cabarrus.

According to statistics released by the National Highway Traffic Safety Administration (NHTSA), the number of accidents involving public safety vehicles

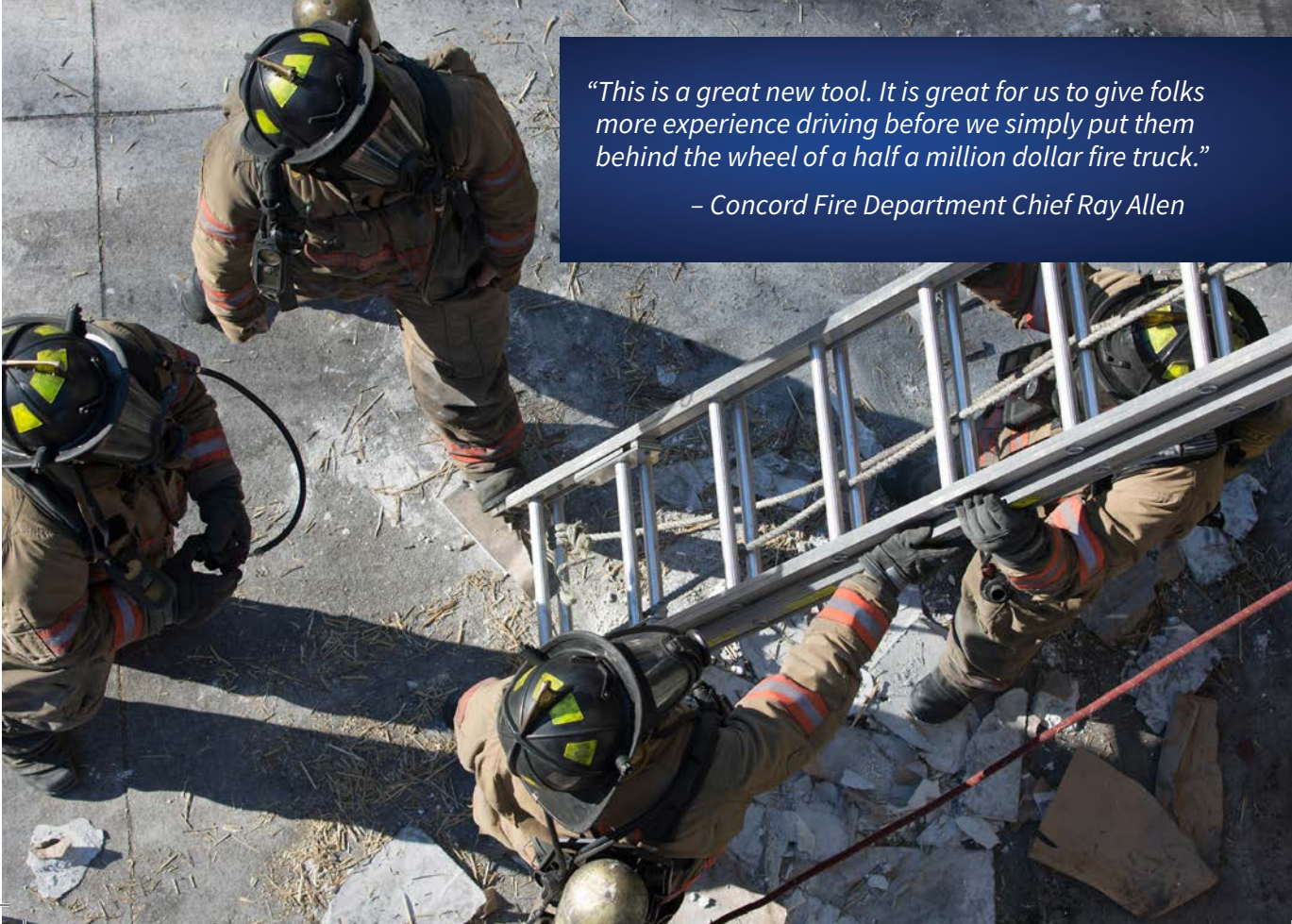
such as police cars, fire trucks and ambulances is a significant issue. Emergency responders are nearly five times more likely to suffer a fatality in their emergency vehicle than the national average.

The simulators can switch between different vehicles, turning from an 18-wheeler into a different kind of fire truck, a police car or an ambulance.

“This will not only help our public safety officers, but it will ultimately ensure the safety of the public on the road,” said Salisbury Fire Chief Bob Parnell.

The operator can use one of the 200 scenarios that are already pre-programed, or control the scenario by building out special situations specific to the individual or the training exercise. They can add glare to the windshield, ice on the road, wind, or even make the brakes fail or a tire blow out.

“This will give us a great way to address weaknesses or deficiencies without putting them on the road,” said Kannapolis Emergency Services Division Chief Tracy Winecoff. “We have continued to see an



“This is a great new tool. It is great for us to give folks more experience driving before we simply put them behind the wheel of a half a million dollar fire truck.”

– Concord Fire Department Chief Ray Allen

SAFETY

increased number of responses and increased traffic, so this will be a really great experience for our new drivers.”

The simulators are stationed in a mobile trailer that has its own self-supporting generator. That way, the College can easily take the training on the road across both Rowan and Cabarrus counties.

“We are thrilled to be able to make this available to our law enforcement agencies and to use it with our basic law enforcement training program,” said Chris Nesbitt, director of the College’s law enforcement training and program chair of criminal justice technology.

Rowan-Cabarrus Community College offers continuing education and certification training for fire, rescue, and emergency management personnel, resulting in over 5,823 certificates for criminal justice continuing education and 3,851 certificates for fire & emergency services.

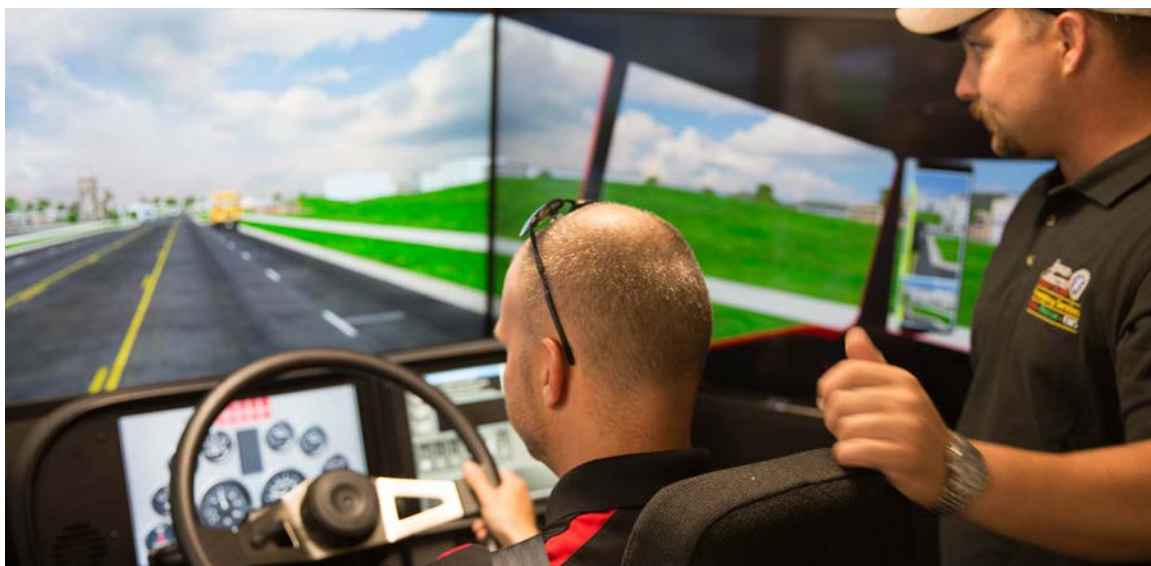
“Rowan-Cabarrus Community College is quite literally a world-class provider of training and education for new and existing public safety professionals,” said Carl M. Short, chair of the College’s board of trustees. “Whether you’re at the beginning of your career, or trying to keep up with the ever-changing environment in this field, Rowan-Cabarrus can help you. We are proud that the College has a long history of working with our local law

enforcement and public safety professionals. In fact, we provide almost all of the necessary training and education to these individuals as they enter the field and continue their professional certifications.”

The College offers basic training through programs and courses such as Fire & Rescue Rookie Training School, EMT-Basic and paramedic basic courses, and Basic Law Enforcement Training (BLET). Additionally, Rowan-Cabarrus offers a recently added paramedic bridge program into the Emergency Medical Science Associate in Applied Science degree program for those looking to enhance their career.

The College also offers two-year degree programs in criminal justice, emergency management and fire protection, and ongoing continuing education in areas like suicide investigations, managing the media, and police dog certification.

“We have had a long history of collaboration with the College, from training to having a consistent presence of local sheriffs on campus,” said Sheriff Kevin L. Auten. “We look forward to continuing this partnership.”



“We are excited to start this new program and are so pleased that these students are here, ready to make a difference within our institution and within the community. We can’t wait to see them be successful!”

– Carl M. Short, chair of the Rowan-Cabarrus Board of Trustees



HEALTHCARE

Healthcare is a dynamic and ever-evolving field, meaning healthcare education has to constantly adapt to new methods, trends and techniques. The new occupational therapy assistant (OTA) program is the latest program to be launched at Rowan-Cabarrus.

“Occupational therapy assistants help patients of all ages and with all different types of disabilities and challenges to participate in everyday life activities. They are patient, reliable and compassionate individuals,” said Amy Mahle, chair of the new OTA program.

The College recognized the need for certified Occupational Therapy Assistants in the region as it explored health occupations and workforce opportunities several years ago. According to the U.S. Department of Labor, occupational therapy assistant positions are projected to increase by 43 percent between 2014-2024. The average annual salary in Rowan and Cabarrus counties is \$52,000-\$53,800, respectively.

“We are pleased to be one of only seven community colleges in North Carolina that offer the Occupational Therapy Assistant program. Admission to the program is competitive, and the College had over 200 prospective students who expressed interest in beginning the program. The OTA program’s first cohort accepted twenty qualified students,” said President Spalding.

The new program resides in the newly renovated Health and Sciences Building (Building 600) which faces Interstate 85, funded in part by the 2010 Rowan County bond and a \$2 million grant from the U.S. Department of Commerce’s Economic Development Administration (EDA).

“I hope that you’ll see how the new facility and equipment lend itself to innovative teaching and learning approaches that will help enhance the overall student experience by supporting student engagement, persistence, and success,” said Dr. Wendy Barnhardt, dean of health and education programs.

The Occupational Therapy Assistant curriculum prepares individuals to work under the supervision of a registered/

licensed occupational therapist in screening, assessing, planning, and implementing treatment and documenting progress for clients receiving occupational therapy services.

The College receives no additional funding to develop and create new programs, even though the start-up costs of space, faculty, curriculum development and industry equipment are very expensive. In order to support the development of this program, and the new physical therapist assistant program that will begin in fall 2018, Rowan-Cabarrus had to look for additional creative funding solutions.

The College sought out private philanthropic investment for healthcare education. As its first donation to the College, the Leon Levine Foundation offered \$300,000 in matching funds to the College’s Foundation for healthcare education if the healthcare education gifts within the Foundation’s *Building a More Prosperous Community* Major Gifts Campaign met its goal. The Rowan-Cabarrus Foundation reached its \$1.2 million healthcare education goal with the generous support of numerous community members and organizations like Novant Health and the Rowan County Commission, whose recent donations helped the campaign meet the challenge grant’s goals.

“At Novant Health, we believe that the future of healthcare is based on well-educated students,” said Dr. Dari Caldwell, president of Novant Health Rowan Medical Center and Rowan-Cabarrus Board of Trustees member. “Rowan-Cabarrus healthcare programs have a well-documented track record of success in both student performance and program recognition. We are proud to support the College in developing our local healthcare workforce, and share in their desire to train the most qualified candidates.”



SCHOLARSHIP

Sometimes help comes in unexpected ways and from unexpected places. And that's what the attendees of the 2017 Scholarship Luncheon learned from the incredible students who shared their stories of challenge, struggle and success.

As part of the College's annual celebration of scholarship recipients, hundreds of local leaders filled a ballroom at the Embassy Suites Concord Resort to recognize the impact of scholarships on the 2017 Rowan-Cabarrus Community College scholarship recipients.

The luncheon featured two live student speakers, as well as two additional students filmed as part of a video that was screened at the luncheon. Mark and Kelly Hill told their family's story of transformation as two parents who believed in the power of education to change their family tree. Kelly graduated with her Associate Degree in Nursing in May 2016, and her husband, Mark, began classes to pursue his engineering degree shortly after.

Shakia Simpson shared her person story of transformation live to an audience who was moved to tears. Chris McDonald told the audience how an eight-week training program literally changed his life and helped his family to stop living paycheck to paycheck.

"The main thing I learned from this experience is don't give up... because there are people that want to help you. I never thought anyone would ever give me a chance at a rewarding career like this. And now I've had the opportunity to give someone else that opportunity. I am very proud to be a part of this life-changing opportunity," said Chris McDonald, North Carolina Manufacturing Institute graduate.

David and Rhonda Harrison also showed the behind the scenes operations of their growing business and why they were inspired to give a scholarship. David's past experience as an alum of the College and his role as Student Government Association president while he was at Rowan-Cabarrus were just a part of why he and his wife wanted to invest in Rowan-Cabarrus students.

In total, the 2017 Changing Lives Scholarship Luncheon generated an additional \$76,314 for future

scholarship recipients, adding to the significant number of scholarships in place at the College's Foundation.

A contribution of \$6,000 will pay for a full two-year degree that provides job skills for immediate employment or transfers to a university. A contribution of \$3,000 will fund a one-year certificate program in a well-paying profession. A gift of \$300 will fund a scholarship for a course for a part-time student. Even \$25 will help pay for textbooks and supplies needed for classes.

"This event truly is a highlight of the year," said Foundation board chair Pat Horton. "Residents of both Cabarrus and Rowan counties come together to support a worthwhile effort that has such a positive impact on the future of our region."

Newly endowed scholarships, The Ben Mynatt Family Endowed Scholarship and The Betty Honeycutt Endowed Scholarship, and their donors were recognized at the luncheon for making such important contributions to the education of our students.

"We support students from all walks of life," said Sarah Walker, director of governance, foundation operations & public information. "Many of our scholarship recipients thought the word 'scholarship' meant funds reserved for high grade point averages. The Rowan-Cabarrus Foundation awards scholarships based on need and the desire to achieve."

Special thanks go to the 2017 table hosts and to Reverend Peter Bynum and Denise Hallett for co-chairing the Changing Lives Scholarship Luncheon, and to Wells Fargo for their sponsorship of the luncheon.

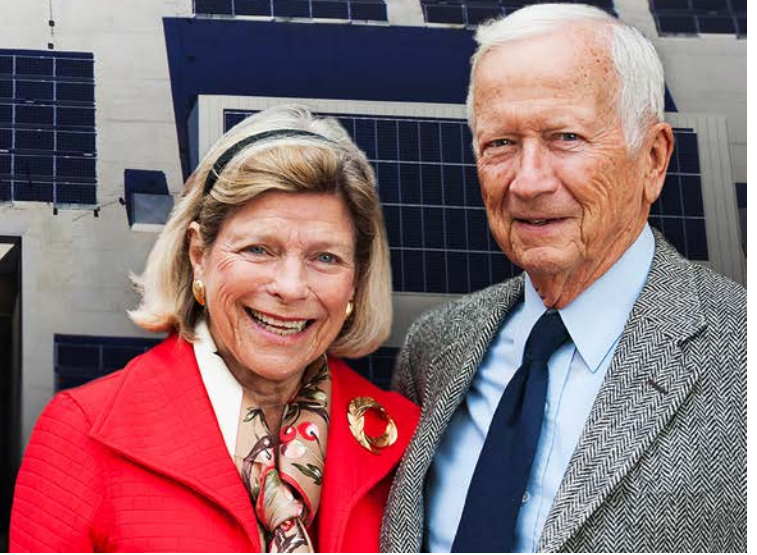
The Foundation has a 22 member Board of Directors and provides funding for:

- Student assistance (scholarships, emergency funding and books)
- Institutional enhancement (capital improvements, equipment, program, and curriculum support)
- Faculty/staff (Student Impact grants and professional development), and
- New program development.



"This donation really made a difference in my life. Thank you so much – it has truly been a blessing. Now I get to become an educator!"

*– Tammariah Cox
recipient, Stanback scholarship*



PHILANTHROPY

Over the last several years, Rowan-Cabarrus Community College's Foundation has undergone a significant transformation.

The College has been the recipient of extraordinary generosity from many individuals and companies in the local region. However, the largest source of that generosity, by far, came this year from local philanthropists, Fred and Alice Stanback.

As a part of the College's recent major gifts campaign and in alignment with its sustainability mission, the College was awarded its largest gift-to-date through the generosity of Fred and Alice Stanback. The million-dollar gift from the Stanbacks funded the College's first solar energy project covering two of the College's five rooftops.

Then, to impact the 2017 fall semester, the Stanbacks made a second major donation of \$2.68 million – the largest gift ever made to the Rowan-Cabarrus Community College Foundation from an individual. This generous gift will fund scholarships and additional solar energy projects that will include a learning opportunity for students.

"This is more than a sustainable solar voltaic system. Once connected, the income from the energy produced will create an income stream for the College's Foundation that will provide professional development and student scholarship funding for years to come," said President Spalding. "This is truly the gift that will keep on giving."

The combined systems will generate roughly 2,000,000 kWh of clean energy per year. The College is working closely with Duke Energy to complete the solar energy connection and power purchase agreement, which will generate a projected annual revenue to the Rowan-Cabarrus Foundation of approximately \$80,000 to \$100,000 for student scholarships and sustainability investments.

Upon completion of the systems at the College's North Campus, they will provide energy equivalent to power 200 homes for a year, and avoid the introduction of roughly 2,000 tons of CO2 into the atmosphere. This will be the largest solar system at any of North Carolina's community colleges.

"As a public higher educational institution, we are especially thankful to have private community support from donors. When our students receive scholarships, they consistently tell us that it's not just about the money – it also means that someone has faith in them," said President Spalding. "I now think I understand that sentiment in a new way. The gifts from the Stanbacks, along with those from the other donors named on our new donor recognition plaque, are assurance that the community has faith in the work we are doing and believe the College is a great investment. What a great feeling!"

The scholarships will be awarded to Rowan County residents.

"I'm just glad we could help," said Fred Stanback at the recognition event. There are many students who want to attend Rowan-Cabarrus who do not make enough money to pay for college, but make too much to qualify for federal financial aid.

"Thanks to this investment from the Stanbacks, more scholarships will provide hope and opportunity for students who may not otherwise have the financial ability to accomplish their educational and career goals," said Carl M. Short, chair of the Rowan-Cabarrus Board of Trustees. "A year of education at Rowan-Cabarrus is a great value at about \$3,000 per full-time student for tuition, books and fees. However, not everyone has the means to pay this. These scholarships will make it possible."

KANNAPOLIS



PARTNERSHIP

Typically, support from community colleges comes from the state for academics and staffing, and from the local counties to support new and existing facilities. However, a unique partnership has formed between a city and a community college. That city is Kannapolis and that community college is Rowan-Cabarrus Community College.

In 2014, the College received what is believed to be the first ever contribution from a city to fund a community college facility. Kannapolis Mayor Darrell Hinnant, who happens to also teach as an adjunct faculty member for the College, helped secure a \$150,000 contribution from the City of Kannapolis to fund the relocation of the cosmetology program to 120 West Avenue.

“We believe this is the first time a city has contributed to a community college capital project,” said President Spalding. “We were very grateful for support from the City of Kannapolis. Unlike the county, they’re not required to support us. This may be a first-of-its-kind economic development collaboration.” This investment gave the College an opportunity to enhance and improve on the cosmetology program.

However, through the Kannapolis downtown revitalization project, 120 West Avenue, became a key site in the City of Kannapolis’ plans to bring a new stadium to downtown Kannapolis. In order for the City to move forward with those plans, the College will relocate. The new location is in the shopping center located at 489 Cannon Boulevard, now called College Station.

“When the College moved downtown to 120 West Avenue in summer 2015, we did not anticipate needing to relocate this soon. However, we are extremely supportive of the City’s efforts to revitalize downtown Kannapolis and stimulate economic growth and development,” said President Spalding.

“We appreciate Dr. Carol Spalding and her staff working with us to ensure we are able to move forward with our Downtown Revitalization Project. Our strong partnership is invaluable,” said Kannapolis Mayor Darrell Hinnant.

And when it came time to solidify the College’s plans for the new Advanced Technology Center, the City of Kannapolis eagerly sought out support from Mr. David Murdock.

Rowan-Cabarrus Community College received a three acre donation of land from Mr. David H. Murdock, chairman, CEO and president of Castle & Cooke, Inc. and NC Research Campus founder, for construction of the Advanced Technology Center. The donation allows the two organizations to strengthen their workforce development partnership at the NC Research Campus and throughout the region.

The new Advanced Technology Center (ATC), a 55,000-square-foot classroom and laboratory building, will be adjacent to the College’s existing facility on the NC Research Campus (NCRC) that offers associate degrees in biotechnology and nursing.

“I sincerely thank David Murdock for generously providing land for the Advanced Technology Center on the NC Research Campus. The location will leverage the resources of the North Carolina Research Campus with the College’s history of workforce development to bring wonderful new opportunities to our region,” commented Carl M. Short, chair of the Rowan-Cabarrus Community College Board of Trustees.

“As a result of Mr. Murdock’s generosity, we at Castle & Cooke are proud to support the addition of the ATC which will enhance the campus’ role not only as a premier center of scientific research, but as an engine for workforce and economic advancement for Kannapolis and the surrounding region,” said Castle & Cooke North Carolina Vice President of Operations, Mark Spitzer.

“We are working diligently to revolutionize our economic development environment and the ATC is one more piece of the puzzle we need on the North Carolina Research Campus,” said Hinnant. “By capitalizing on our partnerships with Mr. Murdock and Rowan-Cabarrus, we are developing more job and educational opportunities for people of all ages in Kannapolis. We will now have the complete spectrum on the campus – research to cutting edge manufacturing. We cannot wait for the doors to open.”



LEADERSHIP IN TECHNOLOGY

Rowan-Cabarrus Community College secured its place among elite community colleges across the U.S. in 2017 when President Carol Spalding was featured on the cover of the national Community College Journal publication for the August/September 2017 issue.

“We couldn’t be more proud of Dr. Spalding. She has continued to push this college forward with unparalleled tenacity and vision,” said Carl M. Short, chair of the Rowan-Cabarrus Board of Trustees. “We are lucky to have her here at Rowan-Cabarrus.”

The cover story, “Understanding the Internet of Things”, featured Rowan-Cabarrus Community College and reviewed the growing world of networked technology and its many implications for community colleges.

Technology has continued to change at an increasingly rapid pace, and colleges must deal with these changes swiftly to remain current and flexible to support student needs. For instance, there has been enormous growth in the number of devices – laptops, smartphones, tablets, fitness trackers, smart watches – that students, faculty and staff are bringing to campus. These devices are often connecting to College networks and the College must be equipped to handle that demand.

“We’re trying to make our students as competitive and valuable in the workplace as we can,” said President Spalding in the article.

Shortly after coming to Rowan-Cabarrus, President Spalding worked with local donors to make big investments in the College’s information technology.

“Through the generous support of the Cannon Foundation, Inc., the Charles A. Cannon Charitable Trusts, and the Mariam and Robert Hayes Charitable Trust, the College was able to substantially improve the College’s information technology systems beginning in 2009,” said Short. “Truly, we would

not be where we are today as a college without the Cannon Charitable Interests gift bringing our information technology infrastructure up to date.”

This investment has continued to pay off. Rowan-Cabarrus ranked number four in the country among most innovative digital community colleges. This was the third year in a row the College was ranked among the top ten in the country, improving its standing every year.

The College faced tough competition as all community colleges in the United States are eligible for recognition. Rowan-Cabarrus was recognized for its work on mobile technology, smart classrooms and technology innovation.

Online tutoring for students is available in many subjects 24 hours a day and seven days a week. The College also recently launched a new Student Assistance Program that provides services 24 hours a day, seven days a week, 365 days a year. Additionally, the College has continued to utilize NAVsync, an app which features automated registration and payment options for students. Other digital initiatives include online job preparation and searching resources, social media and electronic emergency notifications systems.

In 2017, the College also unveiled a brand new website. This site, designed and created by an in-house team of experts, is responsively designed to accommodate the ever-growing use of our website on mobile devices. It also includes a new information architecture that prioritizes general and more basic ways to find information, rather than college-specific language or abbreviations.

The College is also continuing its efforts in its ever-expanding courses offered online. In 2017, 53 percent of courses that the College offered were online or hybrid (mostly online with few on-campus classes), and one-third of all courses were completely online.

EMBRACING TECH



THE INTERNET OF THINGS

ADOPTING TECHNOLOGY

STUDENTS AND CIVIC ENGAGEMENT

“Securing the growing number of networked devices on campus is going to be a constant challenge.”

BOY BARTLETT, chief technology and information security officer at Western Texas College, says that as more student devices are put into use on campus networks, a growing number of security cameras, door locks, light switches, thermostats and other building components contain networked sensors that allow campus administrators to control and monitor their functions remotely. And the number of networked devices will continue to expand in the coming years.

The inclusion of objects containing microprocessors embedded sensors capable of communicating or transmitting information across networks is called the Internet of Things, and it has enormous implications for community colleges. Already, many colleges are testing time and money by monitoring and controlling “smart building” features online, and the Internet of Things is driving the innovation at community colleges as well.

But there is a downside to this burgeoning technology trend. For instance, campus leaders will have to consider its impact on student and data privacy, as well as network security. Then, too, there’s the issue of bandwidth.

Adding connectivity to everyday objects really taxes the network capacity of colleges,” Slings says, “and it’s only going to grow from here.”

20 BILLION DEVICES

Technology analyst Gartner estimates that 8 billion connected devices will be in use worldwide by the end of the year, up 30 percent from just a year ago. The company expects that figure to exceed 20 billion in the year 2020 and provide alerts when repairs are needed.

The New Media Consortium follows technology trends that are likely to affect colleges. The organization’s recent Horizon Report pegged the Internet of Things as a significant development that will have a big impact on higher education in the next two to three years. Always, its presence of community colleges say they are actively considering the potential of the Internet of Things in their strategic planning, the Center for Digital Education reports, since percentage points from the prior year.

Because smart building and security systems have so many other applications of the Internet of Things that extend today or are in development, a working for the New Internet and American Life Project.

Devices that monitor physical vital signs or other biomedical information in real time and provide that information to medical providers.

- Devices in parking lots and on street corners that provide real-time information to commuters about the location of available parking spaces.
- Two-days, bridge and other pieces of infrastructure that give regular readings on the state of wear and tear and provide alerts when repairs are needed.
- Paper-based programs or instructions that signal when they need to be replaced.

PRIVACY AND SECURITY

Community college leaders will have to consider the privacy implications of all of this data sharing.

For instance, “Who ‘owns’ the data generated by networked sensors? How will that information be used so that it is not misused? What are the expectations for privacy among students, staff, parents, and others whose movements or performance may be tracked and measured?” Will campus leaders have to draft new policies to fill gaps where laws such as FERPA and HIPAA now fall short?

Adding more networked devices also gives hackers more opportunities to infiltrate campus networks. Recently, the Internet of Things, Denial of Service (DDoS) attacks have begun targeting the Internet of Things. These attacks involve using a network of computers to overwhelm a website or server with an immense number of requests, basically the bad and ugly of a DoS attack.

DDoS attacks also have been complicated by hijacking computers with malicious software and turning them into a robot network, or botnet, to send the message. How these attacks are successful on the Deep Web that encompasses Internet-connected devices that people typically don’t think of as computers, such as networked security cameras, and wearables is hotly debated.

“There are a large number of people in the world whose main goal is to target everything else,” says Roy Barakat, chief technology and information security officer for Rowan-Cabarrus College, who has presented with Slings about the Internet of Things and its implications for colleges. “Securing the growing number of networked devices on campus is going to be a constant challenge.”

OPPORTUNITIES FOR INSTRUCTION

But there isn’t a challenge, there’s also a workforce development opportunity for colleges,” Slings says.

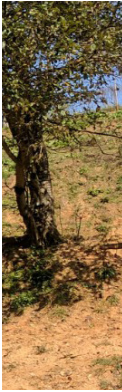
Because other organizations will face the same challenges, there will be a growing need for network and information security specialists, he notes. Community colleges also will play a key role in training students for new jobs created by the Internet of Things, such as designers of wearable technology or great modernization engineers.

Some colleges already have developed new programs to meet these needs. For example, the Institute for Technical Community College in Massachusetts has added courses and labs in data analytics, systems engineering, technology programs that teach students how to program and connect sensors to send data a secure way and wireless data networks. These courses

STUDENT




ENGAGEMENT



Over the last couple of years, Rowan-Cabarrus Community College has made significant changes to organizational structure, processes, and programs to better engage with students.

For example, the Division of Academic Programs has committed to “lose no students” during the College’s class cancellation process. Through this commitment, faculty work with individual students to place students into a course that works for their educational goals.

“Innovation is not an overnight endeavor. It takes a lot of time and effort to create something so new and so different. However, we are thrilled with the pace at which we’ve been able to make big impacts on our students,” said Dr. Janet Spriggs, chief operating officer and leader of the Division of Student Success. “We are working to successfully create a model that meets students where they are; empowers them to see what their future can be; and helps them achieve their goals for a better tomorrow!”




The Division of Student Success has reorganized to create a team of staff and faculty for each individual student. Phase I of the Success Team Model creates a team of three people for each student: A student success navigator; an academic & career advisor; and a financial aid advisor. Phase II is in progress and that phase adds a faculty advisor, a Navigation Station customer service representative, and an IT support technician to the student’s success team.

In 2017, the College created the Student Wellness Center, a support service designed with the understanding that helping the whole student means more than just providing an enriching education. The Student Wellness Center includes a new Student Assistance Program (SAP) that gives students access to three free professional counseling sessions per year (per presenting issue) as well as access to financial and legal consultation at a reduced rate if more extensive time is needed.

“The tradition of \$5 Fridays continues. It allows students to take unique day trips that help expand their exposure to culture,” said Barb Meidl, director of student life and leadership development.

A pre-holiday season trip to the Biltmore Estate in Asheville was booked by students at lightning speed and there was a waiting list for the horseback riding trip.

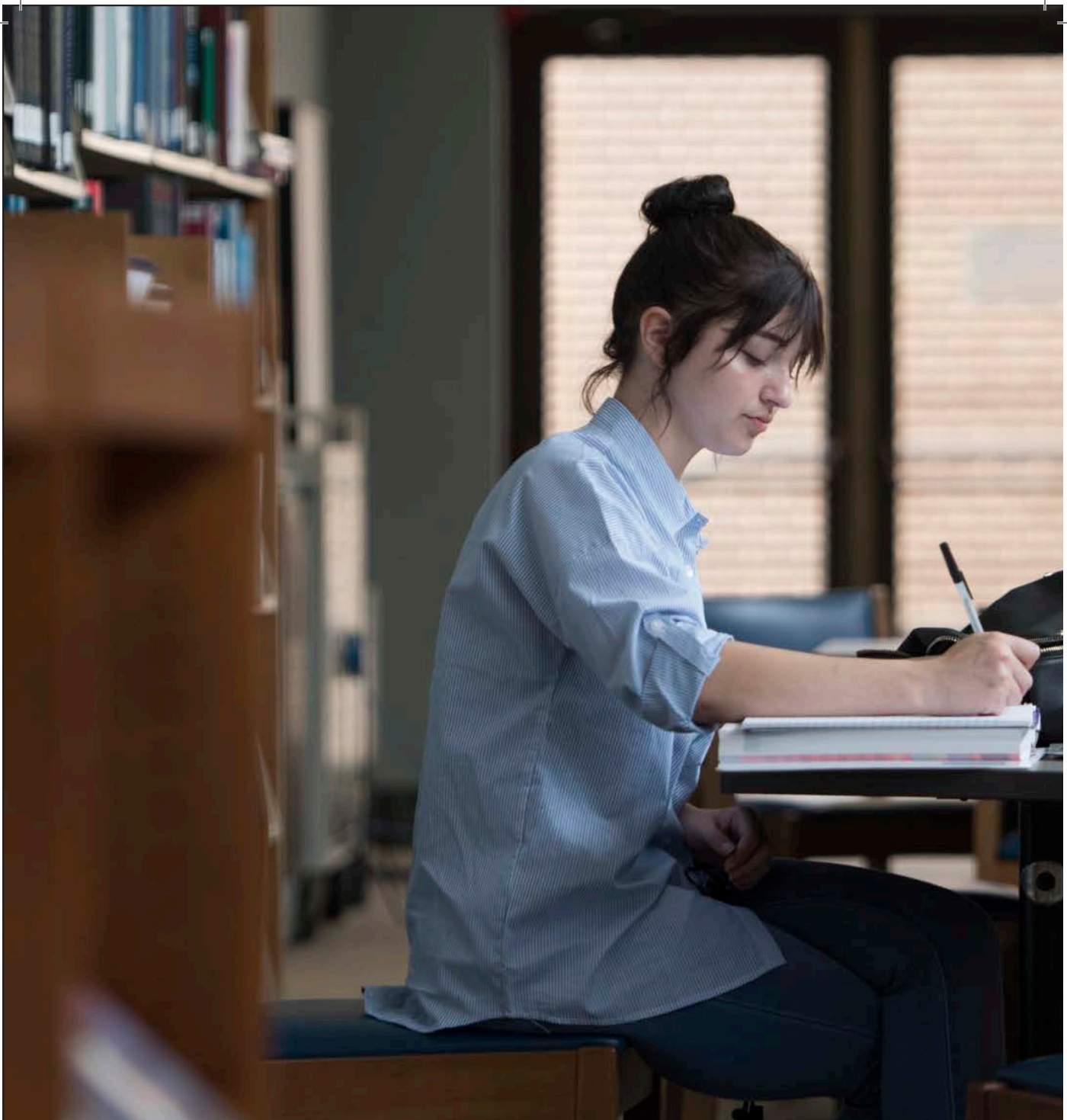
The College community also continues to embrace Beacon, the College’s mascot. “Beacon is a red-tailed hawk, because, like many of our students, he’s native to this region. He’s got his hiking boots on the ground because he was made for chartering heavy terrain. He’s got his compass ready and he’s navigating his way forward,” said Liana Walker, 2017-18 president of the College’s Student Government Association.



The arts are an important and valued treasure at Rowan-Cabarrus Community College. Each year, the College holds two student art exhibitions: Impulse in the spring and the Autumn Exhibition in the fall. The Impulse student art and design exhibition is open to all Rowan-Cabarrus students. The exhibition is sponsored by the Rowan-Cabarrus Community College Foundation through a student impact grant, and is in partnership with ClearWater Artists Studios. The Autumn Exhibition is a juried exhibition of work by students in the AFA Visual Arts program at Rowan-Cabarrus.

Each year, President Spalding is the first to view the Autumn Exhibition, at which time she selects the piece that she feels is the strongest in the show. Maggie Jackson won the 2017 President’s Choice Award during the twelfth annual Autumn Exhibition.

For the ninth year in a row, Rowan-Cabarrus was excited to continue their partnership with the City of Salisbury by hosting a sculpture on campus in the city-wide Salisbury Sculpture Show. In 2017, the College was delighted to host “Solar Totem” appropriately placed under the new solar panels.



TRANSFER STUDENTS

Community college, for many students, is just the first step in their higher education goals.

Rowan-Cabarrus Community College has long been a great place for students to acquire a transferable two-year associate degree. Many students earn these degrees and transfer to any number of public or private colleges or universities to earn bachelor's degrees.

"Students are savvy consumers, and they're seeking a two-year degree as a means of scaffolding their credentials in ways that make sense for them," said Dr. Janet Spriggs, the College's chief operating officer and leader of the Division of Student Success. "More and more, students are customizing their education."

For many parents, it is increasingly difficult to figure out how they will be able to afford the cost of a college degree for their children. The rising costs of a college education present barriers to even middle class families.

"It's not a secret that the cost of higher education has gone up," said President Spalding. "In past decades, graduates could earn in salary what a bachelor's degree cost. No longer. North Carolina community college tuition helps students get a better return on investment."

Long gone are the days where the only path to a four-year degree was to go directly to a university. In fact, nearly half of all students graduating with a four-year degree in the 2015-16 academic year previously attended a two-year public institution. High-quality and affordably priced classes are persuading more students to begin their quest for a bachelor's degree at a community college.

"About half of all Rowan-Cabarrus students intend to transfer and complete a bachelor's degree," said Spriggs. "Our 18:1 faculty-student ratio means that our instructors – educated with a minimum of a master's degree – can give each student the individual attention they deserve."

Making the transfer process seamless and painless for students has become a big focus for the College. More students are transferring to earn bachelor's degrees – in fact, the College has had an increase of thirteen percent from last year.

Rowan-Cabarrus also prepares students for success in their coursework at their ultimate transfer institution. Over 63 percent of the College's transfer students out perform "native" students with a first year GPA of 2.5 or higher versus 56 percent for the system average.

TUITION-FREE CLASSES FOR HIGH SCHOOL STUDENTS

A strong partnership with the local K-12 school systems is of the utmost importance to Rowan-Cabarrus.

The College and the school systems work together to support three early college programs, the latest of which opened in the fall of 2016 at the College's Cabarrus Business and Technology Center (CBTC). This early college also allows student to explore technical career paths such as IT and engineering. They will see their first graduating class in 2020.

These popular, prestigious high school/college programs allow students to earn a high school diploma and an associate degree simultaneously. Many graduates of these successful programs go on to earn significant scholarships and transfer as college juniors to highly respected universities.

Not only are these students successful, with both of the long-standing early colleges graduating 100 percent of their seniors from high school in 2016-17, but the schools themselves are remarkable.

For instance, the Rowan County Early College is the only Rowan County school to earn an A grade for performance, including all of the elementary, middle and high schools in the county. In fact, they earned an A+NG which means they received the highest score possible with no achievement gaps between subgroups of students.

Similarly, in Cabarrus County, the Cabarrus-Kannapolis Early College also earned an A grade for performance. Additionally, nearly all of the graduating seniors in 2017 earned both their associate degree and their high school diploma.

Another exciting development in 2017 was the expansion of the on-site programs in high schools for Career Technical Education (CTE). These technical

education programs bring highly trained and qualified college faculty into the local high schools to teach college courses. The programs include IT mobile application development, drafting, nurse aide II, early childhood education, welding, advertising & graphic design, and IT essentials.

"Bringing these dynamic, hands-on classes directly to the schools is a win-win-win for both the College, the schools and the students," said Dr. Michael Quillen, vice president of the College's academic programs.

The highly successful Career and College Promise tuition-free program at Rowan-Cabarrus provides the opportunity for high school juniors and seniors to get a "jump start" on their degree while still in high school. Rowan-Cabarrus is leading the state as the largest provider of these offerings to high school students.

"This fantastic program allows students to simultaneously enroll in high school and college so that they can receive both high school and college credit for courses taken as part of the program," said Cyndie Mynatt, vice chair of the College's board of trustees.

Unlike the early college high school programs, Career and College Promise allows students to remain very involved in their current high school. They can still play sports and engage in all of the regular extracurricular activities.

"One perk of this opportunity is getting to experience real college classes – students ultimately feel better prepared when they transfer because they're confident in their ability to do college-level work," said Dr. Quillen.

There are two tracks for the Career & College Promise program – one allows students to specialize in a



career or technical pathway, while the other allows students to prepare for general transfer.

In addition to general education college transfer classes, Rowan-Cabarrus offers options for students to get a head start in careers like criminal justice, machining, cosmetology, IT, welding and more. Students can take as many classes as their schedule allows, with some students taking as many as four college classes in a single semester.

“We look forward to seeing further expansion in this area as more parents and students become aware of what very well may be the best kept secret to getting ahead while still in high school,” said Dr. Janet Spriggs, chief operating officer and leader of the Division of Student Success. “I also hope this program will continue to convince more and more young people to come directly to Rowan-Cabarrus out of high school to further their education.”

Finally, the College was awarded a NC Works Career Coach grant which has allowed the College to partner with the Rowan-Salisbury School System to provide two career coaches in three high schools to help

students gain career clarity, and to support students who do not have a plan for post-graduation.



STAFF AND FACULTY AWARDS

Rowan-Cabarrus has been looking for innovative ways to make processes easier and more efficient for students, especially during the enrollment process. This year, the College was recognized for these efforts.

“It is very important to keep the rigor in the classroom and take it out of the enrollment process. It should be easy and seamless to become a student at Rowan-Cabarrus,” said Dr. Janet Spriggs, chief operating officer and leader of the Division of Student Success.

A result of that effort was a collaborative initiative that would help returning students who had previously attended Rowan-Cabarrus re-enroll with the College. This effort was also recognized nationally as a top three finalist in the Higher Education Category from hundreds of Hyland OnBase customers.

The short application for returning students was developed through a software called OnBase.

Each year innovative solutions from the Hyland customer base are nominated in various categories for consideration to be finalist as the most innovative solution for the year. The short application was selected for simplifying the customer experience, impacting multiple departments, and utilizing the OnBase Workflow engine in an innovative way.

The Rowan-Cabarrus short application allows returning students to complete a shorter application that contains prefilled information from their original application. This saves students from having to go through the entire new student application process again.

“This application is wonderful for our students who had to take time away from Rowan-Cabarrus and now have returned to continue their education,” said Natasha Lipscomb, executive director for student success – South Campus. “It reduces the barriers to getting the students back in the classroom and makes them feel welcomed and that we remember them.”

“Our OnBase solution has filled a gap in our institution that was causing loss of time and



productivity. We have been able to serve over 1,400 students since last fall term with the returning students application alone,” said Ken Ingle, chief information officer. “This enabled us to better handle last minute applicants and those who may have limited time away from work or home, allowing us to get all their requirements taken care of in one visit. In addition to this form, we have implemented over a dozen others, which in conjunction with the powerful workflow engine, has made processing these forms much faster and streamlined.”

Rowan-Cabarrus was the only community college selected as a finalist, competing against Portland State University and Claremont University for top honors.

Another honor to be bestowed on the College came from the Community College Business Officers Association (CCBO). CCBO is the only national association dedicated to Community College Business Officers.

This year, Rowan-Cabarrus Associate Chief Financial Officer Kizzy Lea was honored with the Jim Turner Leadership Academy Outstanding Presentation Award. The Jim Turner Leadership Academy Outstanding Presentation Award recognizes the Leadership Academy graduate whose final presentation is voted the best by their Academy peers.

“CCBO prepares finance and business officers for success in professional roles within the finance and business offices at community colleges nationwide,” said Dr. Spriggs. “I’m especially proud of Kizzy because her dean and peers unanimously made this decision.”

ROWAN-CABARRUS PROGRAMS PREPARE STUDENTS FOR COLLEGE

Two-hundred and forty-four students graduated from Rowan-Cabarrus with their high school equivalency diplomas in 2017.

“The high school equivalency test opens the door to college and better jobs. It gives the graduates the respect they deserve, and the satisfaction of earning a high school credential with the hope that they will continue with their education,” said Jay Taylor, executive director of the Rowan-Cabarrus college and career readiness programs.

Graduates ranged in age from 16 to 73. The Rowan-Cabarrus Community College Foundation plays an important role in awarding 202 students the funding necessary to help pay for their GED testing requirements.

“We want to show people the value of an education, equip them with the skill set that they need to get a job, and assist them with finding opportunities for employment within the local community,” said Taylor.

Rowan-Cabarrus provides both instruction and resource materials to students preparing for the High School Equivalency at no cost. Classes are scheduled on the North and South Campuses and at a variety of community locations for convenience and access.

“Our goal is to bring education to the students. It’s our ‘meet them where they are’ philosophy,” said Craig Lamb, vice president in corporate and continuing education. “While it’s not possible for every program, our overarching goal is to be available and accessible to students. That’s why our students can now earn numerous degrees completely online. It’s why the high school equivalency classes are offered morning, afternoon, evening, online and at multiple locations across the College’s service area.”

Students are given an assessment test upon entering the program from which an individualized learning plan is developed for each student. This identifies the area(s) the student needs to master

and sets a clear pathway to successfully pass the high school equivalency exams.

The College’s SOAR (Skills, Opportunities, Awareness, and Readiness) program continues to grow and expand. This program is for those that are intellectually disabled or those who have been diagnosed with a traumatic brain injury. The SOAR Program utilizes contextualized learning opportunities to equip students with the tangible skills that are necessary for them to gain employment. The SOAR Program has numerous partnerships throughout Rowan County with local businesses in which students learn job skills, communication skills, and build resumes.

“Approximately 20 percent of our participating students gain employment as a result of this program,” said Craig Lamb, vice president of corporate and continuing education.

Two of those students work at the College’s North Campus in Salisbury, one as a librarian assistant, and the other in the business and finance office.

Additionally, the Rowan-Cabarrus English Language Learner (ELL) program has seen an increase in enrollment as well. There are over 200 students enrolled in this program. In combination with this program, the College has launched a citizenship class that will enable these students to learn more about the history of our nation while pursuing a pathway to permanent citizenship in the United States.



STEM COMES TO LIFE AT ROWAN-CABARRUS

Rowan-Cabarrus Community College hosted its sixth annual STEM Open House at the College's North Carolina Research Campus (NCRC) in Kannapolis in April.

"The STEM Open House was a true celebration of science, technology, engineering and math," said President Spalding. "I fully believe that everyone should be interested in STEM – and that it's critical that we embrace these subjects. The United States used to be the leader in technology and innovation. It's time for us to reclaim that role."

More than 400 members of the community and over 300 students visited the STEM Open House, a fun, interactive event for the community showcasing the College's science, technology, engineering and math programs.

Faculty created dozens of interactive exhibits for kids and adults of all ages to spark the senses and stir curiosity for all things STEM. Attendees were able to make their own rocket, talk with a real SWAT team, climb aboard a real fire truck, play games and even engage in activities involving 3D printing and forensic recovery.

Allison Doby, school counselor at Salisbury High School, brought a mix of sophomores and juniors to explore what the College had to offer.

"I think it's a great opportunity for students to participate in a new experience and see what is out there," Doby said.

For instance, the air conditioning and heating, construction technology and electrical systems technology programs challenged students to build a small house in 10 minutes. Students threw on their hard

hats and learned about all of the pieces that come together to create a home.

"Our exhibits show that science is friendly, approachable and fun," said Dr. Carol Scherzinger, dean of arts and sciences. "Research has shown that opinions toward STEM subjects are formed early. Our purpose is two-fold: to recruit students to the College and also to offer a public service by providing opportunities to make STEM enjoyable and approachable."

The exhibits were extremely diverse – visitors participated in everything from "Infected" where they exchanged fluids in test tubes to see who got infected, saw an ear growing in lab dishes and learned how to develop video games.

"Holding this event at the College's North Carolina Research Campus (NCRC) facility makes a lot of sense. Our NCRC building is the home of our biotechnology and nursing programs – two of our most STEM intensive curricula," said President Spalding.

The STEM Open House was held in conjunction with the statewide NC Science Festival focused on engaging the younger generation in science. Events across the state were designed to bring science to life for students and their parents.



EXCELLENCE IN TEACHING

Each year, the College undergoes a process to identify the best instructors. Faculty, staff and students have the opportunity to weigh in on the nominations and vote for the top instructors. Then, the top nominees are asked to complete an extensive and rigorous self-review process, culminating with an unannounced video observation of the instructor in action in the classroom.

In 2017, the College's Outstanding Excellence in Teaching Awards were awarded to F. Wayne Laney, Jr., full-time criminal justice instructor, and Tabelech K. Shipp, part-time chemistry instructor.

F. Wayne Laney, Jr. is a decorated law enforcement officer who began as a full-time criminal justice faculty member at Rowan-Cabarrus in August 2015. In addition to teaching criminal justice, he is also an Instructor for Emergency Preparedness, the faculty advisor for the Criminal Justice Association and Work-Based Learning Faculty Coordinator for the Criminal Justice Program.



"Student success is my top priority. I believe in using multiple teaching strategies to reach all students," said Laney.

Tabelech K. Shipp, the College's part-time recipient, holds a Master of Chemical and Life Sciences with dual concentrations in biology and chemistry from the University of Maryland at College Park and a Bachelor of Science in Professional Chemistry from North Carolina Agricultural and Technical State University.



"I was proud to develop and teach the first hybrid developmental chemistry course at Rowan-Cabarrus and the online introductory chemistry course," said Shipp, an educator with 30 years of combined teaching and educational experience. "My passion for science education has allowed me to expand my resume by teaching and empowering youth from pre-K through high school students, and later on the collegiate level, that STEM education is doable, one test tube experiment at a time!"

2017 STUDENT AMBASSADORS



The Rowan-Cabarrus Student Ambassador Program is a group of outstanding students who are selected to represent the College in multiple capacities. These student leaders reach out to prospective students, conduct campus tours, participate in and help promote various college events and assist with the successful transition of students to the campus. The program is supported by the Rowan-Cabarrus Community College Foundation, which provides ambassadors with a scholarship for their service to the College.

"I'm very proud of the Rowan-Cabarrus Student Ambassador Program and this year's new group of leaders," said President Spalding. "We believe that developing our students into community leaders and active citizens is a part of our job at the College. These students will definitely leave Rowan-Cabarrus

equipped to lead in their careers and communities."

The 2017-18 Rowan-Cabarrus Student Ambassadors include:

- Sara Coello, Associate in Science, lives in Rockwell;
- Mai Ha, Associate Degree Nursing, lives in Salisbury;
- Mark Hill, Associate in Applied Science in Mechanical Engineering, lives in Salisbury;
- Thomas "DJ" Lowman, Associate in Arts, lives in Salisbury;
- Jacob Mohammad, Associate Degree Nursing, lives in Salisbury;
- Eva Nicholson, Associate in Applied Science in Medical Office Administration, lives in Concord; and,
- Damola Ogunyomi, Associate in Science, lives in Concord.

Student Ambassadors are dedicated to student success, diversity and strengthening student connections. Ambassadors enjoy working with people, are committed to creating change in their respective communities, and are excited about sharing their experiences at Rowan-Cabarrus with others.

BETTER JOBS, BETTER LIVES

Better Jobs for Better Lives came to Rowan County in 2017. Thanks to an investment and encouragement from the Rowan County Board of Commissioners, the College has used their \$100,000 investment to bring quality career services off-campus directly into local communities in Rowan County.

The R3 model has been in existence at Rowan-Cabarrus for a number of years, largely helping to support the workforce laid off in the region over the last two decades. The College currently provides employability workshops, adult basic education, NCWorks Career Center services and job search assistance free of charge through the R3 program.

“While the College has provided these services for many years, this traveling initiative will allow us to bring the services directly to the people in their towns. It will also give us the opportunity to better tailor our services to the individuals living in each community,” said Craig Lamb, the vice president of corporate and continuing education at Rowan-Cabarrus Community College.

Thirty percent of the budget is going directly to scholarships to provide these services free of charge.

“We are proud to partner with Rowan-Cabarrus to provide training and support to those in our communities who are unemployed and underemployed,” said Greg Edds, Chair of the Rowan County Board of Commissioners.

This initiative is designed to engage citizens where they live with services that prepare them for high-growth, high-wage careers. Access to career planning, skill training and job opportunities stimulates growth at the household, community and county level. A few of the many services these centers will provide include career coaching, resume and interview clinics, and GED preparation.

“The Better Jobs for Better Lives program in Rowan County is designed to assist community members with educational gaps, criminal backgrounds, insufficient wages, or part-time work and improve their skillset to obtain higher quality jobs in our

community,” said Jim Greene of the Rowan County Board of Commissioners.

Rowan-Cabarrus is committed to its goal to bring access to education to our students and to meet them where they are. This strategy allows the College to bring a more personalized set of services to people who want to increase their skills and pursue higher wage jobs.

“The R3 team has changed my life. It started with meeting a career specialist, then I attended free classes in healthcare careers,” said Valerie Smith, one of the individuals to take advantage of the program. “When I was told about the Better Jobs for Better Lives in Rowan County scholarship opportunity, the R3 team helped me apply and I have received an award to begin a career as a nurse aide. I am so thankful for the opportunity, for R3 and for the Better Jobs program.”

The College’s training and job search assistance offers scholarships that cover tuition cost for qualifying candidates.

“Whether you’re unemployed, underemployed or over employed, working multiple jobs, making ends meet isn’t easy. And better jobs do exist right here in Rowan County,” said Lamb.



NEW LIGHT DUTY DIESEL

The College was awarded not just one, but two grants from the Golden LEAF Foundation in 2017. The Cabarrus County Golden LEAF grant for \$403,487 will help establish a new Light Diesel Technology degree program.

“The Golden LEAF Foundation has continued to support Rowan-Cabarrus Community College and we cannot thank them enough for their valuable funding,” said Carl M. Short, chair of the Rowan-Cabarrus Board of Trustees.

In North Carolina, employment for diesel technicians is projected to grow 13.6 percent from 2014 – 2024, which is expected to result in average annual growth of 230 jobs. The median annual wage for diesel service technicians and mechanics was \$44,520 in May 2015. These positions will provide a livable, sustainable wage for these students improving quality of life for them and their families.

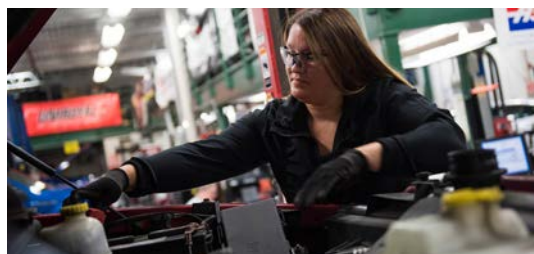
“As president of R. S. Braswell Company, I appreciate the impact this program can have on our community. The light diesel mechanic program will respond to the growing need of training technicians to work on ‘intelligent equipment’. This program would offer students the opportunity to obtain skills in electrical, mechanical, and computer technologies. With this training, these graduates will be qualified to meet the

current and future employment demands in our area,” said Steve Thigpen, president of R. S. Braswell Company.

Grant funds will be utilized for faculty professional development and to purchase equipment needed to successfully operate and sustain the new program. The program anticipates a launch date of fall 2018 with an enrollment of 15 students per semester.

Additionally, Rowan-Cabarrus recently purchased the former Webster Radiator & AC shop at 650 Concord Parkway, North. This facility, directly adjacent to the Cabarrus Business & Technology Center (CBTC), gives the College both additional space, and frontage along Concord Parkway. The new space, nearly 7,000 square feet, will require renovation to upfit the facility to standards suitable for the new programs.

The Connect NC Bond, awarded to the College by voters in March 2016, will provide approximately \$486,000 for the renovation of the existing space to house the new program.



COLLEGE WINS HIGHEST RECORDED ALTITUDE FOR NASA SPACE BALLOON LAUNCH

For the third year in a row, Rowan-Cabarrus was pleased to be one of the ten colleges selected to participate in the N.C. Space Grant Team Design Challenge and Competition.

The College was awarded the highest recorded altitude for launching the balloon 100,351 feet into the air.

“This was a great opportunity for work-based learning and provided a great experience of a real division of NASA for our students. The participants were able to learn the hands-on process of creating a real space balloon and simultaneously earned a scholarship to further their education,” said Zackary Hubbard, program chair for the College’s Computer Technology Integration program.

Each team designed, engineered, tested and launched a high-altitude balloon to the edge of space. Team members were responsible for conducting a specific experiment while their balloon was in-flight that had measurable results.

“We know how hard the students and advisors worked on this project! We were excited to see the growth in learning of the returning teams, as well as what new teams had to offer to the challenge and competition,” said Sandy Canfield, assistant director for partnerships and resource development NASA/ North Carolina Space Grant.

“The balloon landed approximately 100 feet above average ground terrain in a white oak tree. It was an incredible learning experience for the team,” said Aaron Cameron, Rowan-Cabarrus instructor.

FOUNDATION CONTRIBUTORS

The purpose of the Rowan-Cabarrus Community College Foundation is to raise and manage funds, and enhance relationships that support the work of the College.

Thank you to the following individuals, corporations, foundations and organizations for contributing to the Rowan-Cabarrus Foundation. This listing represents gifts during the 2017 calendar year and every effort has been made to include all contributors. If your name was omitted, please know that your gift is appreciated and will be acknowledged.

Robert Abbate
Eddie Ables
Daryle and Lydia Adams
Greg and Melissa Alcorn
Keri Allman
Americhem
William and Deborah Anderson
Rebecca Anderson
Dean and Betty Andrews
Greg and Cordelia Andrews
Kelli Antonides
Michael and Pearl Asbury
Denise Askew
Barbara Atwell
George Bame
Willia Baptiste
Evelyn Barbee
Janice Barnes
Vickie Barnhardt
David and Wendy Barnhardt
Matt and Gwin Barr
John Basinger
Jeff and Myra Baumgardner
BB&T
Jan Beatty
Tripp and Carol Beaver
Willie Beaver
Miriam Berrospi-Kish
Jenny Billings
Myra Billings
BIRS, Inc.
Malcolm B. Bishop, III
Renee Black
Yolanda Blakeney
Jenny Bodenheimer
The Bogle Firm Architecture,
PLLC
Amanda Bolyard
Bonitz, Inc.
Dan and Teena Boone
Donald Bost

J. Thomas and Rochelle Bost
Elizabeth Bowman
Ellen and Clay Boyd
Bob and Deborah Appling
Brannan, III
Raegan Brogdon
Angela Brown
Carolyn Brown
Paul and Melissa Brown
Brown's Painting
Tracie Brunt
Phyllis Buie
Stacy Burgess
William Burgin
David and Patricia Burke
Deana Burris
Kate Bynum
Peter Bynum
Pam Cain and Kent Gandee
Darise and David Caldwell
Jennifer Canipe
William and Ann Cannon
The Charles A. Cannon
Charitable Trust
Capriano's Italian Cuisine
Carol Carkin
Carolina Beverage Group, LLC
Carolina Color Corporation
Carolina Tree Care, Inc.
Stan and Carolyn Carpenter
Deborah Carter
James and Jennifer Carter
Casco Signs
Linda Casper
Kelly Castelloe
Castle & Cooke, LLC
Steve Cathcart
Adeline Caton
Century 21 Towne & Country
Jack and Pat Chaffin
Jonathan and Cameo
Chamberlain
Cathy Chandler
Jarrett and Connie Chandler
Laura Kelso Chapin
Chemical Specialties, LLC
Chick-fil-a
Thomas Childress
Tim Childress
Joe Christie
CiCi's Pizza
Ken Clifton
Cloninger Ford-Toyota-Scion
Shemeda Coats
Concrete Alterations
Gary and Mary Lynn Connor
Herbert Constangy
Caroline Cook
Cheryl Cooke
Lynn Coughenour
Margaret Cox

Cracker Barrel
Sharon Craig
Martha Cranford
Joan Creeger
Millie Cress
Joseph and Ruthanna Crews
Kevin Crutchfield
Jon and Brook Csuka
Robert Cundall and Daniel Bross
Sue Cunningham
Anne Curlee
Custom Golf Supply, Inc.
D & B Realty, Inc.
Wayne and Margaret Dabbs
Daimler Trucks North America
Phyllis Daugherty
Julia Davidson
Jeff Deal
Rebecca Dean
Detroit Speed, Inc.
Troy and Paula Dibley
Deanna Dixon
Thomas and Jeanne Dixon
DNP/IMS America Corp
Brent Doolan
Lou Dorton-Shue and Zeb Shue
Mike Downs
Steve and Lina Drinkard
Vera Drye
Christina Dryman
Pamela Dubois
Duke Energy Foundation
Jim Duncan
Paul DuPree
Aimee Durham
Windsor and Katharine Eagle
Harold Earnhardt
Jenny Earnhardt
East Coast Wings
Mark Ebersole
Greg Edds
Jody and Randall Edwards
Tim Elleby
April Elrod
Leslie Ensley
Environmental Federation of NC
Nekita Eubanks
F & M Bank
First Bank
Fisher-Greene Insurance Agency
Locke and Cathy Floyd
Shirley Foley
Timothy and Frances Foley
Brenda Forbis
Tom Foster, Jr.
Kathy Fountain
Kelly Freeze
Friends of Rowan Public Library
Board
Bennie and Patricia Fulcher
Donald Gariepy

George Gay
Tonya Gaydick
Douglas Glasgow
Godley's Garden Center
Ted Goins
Julie Goodman
Bryan Gordon
Amy Gough
Angela Graham
Adrian and Samantha Grass
Green Revival Lawn Services
Dianne Greene
Jimmy Greene
Greystone Salon
Richard Griggs
Ray Guffey
Barbara Hall
Michael and Denise Hallett
Walter and Susan Hannah
Joyce Hardin
Laura Harper
Stephanie Harris
Leslie Harrison
David and Ronda Harrison
Harrison RV, LLC
Zinat Hassanpour
Donna Helget
Adam Helmintoller
Carolyn and Van Helms
Carol and Michael Herndon
Daniel and Katie Herring
Frank Higginbotham, III
Casey Hinson
Jeanne Hodges
Veronica Hodges
Zenabe Holmes
Honey Baked Ham Company
Diane Honeycutt
Rebecca Hooks
Joe and Pat Horton
Dwight and Carla Howell
Sandy Howell
Mike Huffman
Huffman Law Firm
Bob and June Hundley
Hailey Hunt
Timothy Hunter
Hydraulic Depot/Custom Design/
Tool Rental Depot
Jessica Ijames
Ken and Amy Ingle
John and Judy Isenhour
Laura and Brandon Jadro
Jerry's Artarama
Barbi Jones
Keener Tree Service
Sarah Kellogg
Holli Kempton
Cornelia Kerr
Kewaunee Scientific Corporation
Shannon Kincaid
Alan King
David and Katrina King
Autumn Kinnaird
Robert Kirk

Phillip Kirk, Jr.
Allison Kitfield
Judith Klusman
Kathy Knight
Philip and Miriam Koon
Becky Kornegay
Rose LaCasse
Sara Lafoy
Craig Lamb
Lisa Lancaster
Ricky Land
Andy Langford
Lisa Ledbetter
Samuel and Shannon Leder
Theresa Leflore
James and Agnes Liles Family
Trust
Julie Lindsey
Tony Lippard
Natasha Lipscomb
Nancy Livingston
LongHorn
Christopher and Stephanie
Lowder
Willie Lowery
Stan and Donna Ludwig
Shelby Jo Lunsford
John and Karen Lynden
Patrick Magana
Amy Mahle
Marco's Pizza
Donald and Lynn Marsh
Cynthia Martens
Nancy Martin
Tena Martin
Andrew and Mary Porter
Brenda Mauldin
McAdams Company
Gaye McConnell
Kelly McCowan
McCracken & Lopez
Brandie McHale
Terri McKnight
McLaughlin Young Group
Lindsay McManus Photography
McMillan Pazdan Smith
Barb Meidl
CB Mickle, Jr.
Karen Miller
Trina Miller
Tony and Pamela Misenheimer
Kendal and Rhonda Mobley
Modern Edge Technologies
Melissa Mohlere
Misty and Carter Moler
B.M. and C.W. Moore
Robin Moore
Ann Morris
David Morris
Perry and Hanna Morris
Steve Morris
Hugh Holt and Anne Morrison
Mike and Pamela Murphy
Amanda Myers
Diana Myers

Cynthia Mynatt
Ben Mynatt Family of Dealerships
Sherie Neely
Debra NeeSmith
Network for Good
NGK Ceramics USA, Inc.
Niagara Bottling
Catherine Norris
Phillip and Beverly Norris
Edward and Susan Norvell
Novant Health - Rowan Medical
Center
O'Charley's
Olive Garden
Online Learning Consortium, Inc.
Andrea Owens
Lacy Owens
Scott and Teresa Padgett
Tena Pair
Ray and Lois Paradowski
Meredith Parker
Connie and Terry Paxton
The Clifford A. and Lillian C.
Peeler Family Foundation
Perdue Farms, Inc.
Elizabeth Katherine Phillips
Kirby Todd Phillips
Terri Pickett
Darlene Pickman
Cassie Plott
Mary Ponds
David Post
James Price
Providence United Methodist
Church
PSNC Energy
Publix Super Markets Charities,
Inc.
Jeanie Quellhorst
Michael Quillen
Richard Reamer
Mitchell Reece
Lori Reeder
Damon Richard
Marty Richards
Cynthia Rickman
Ronald Riddle, II
Jeffery Brian and Michelle Riley
Dennis Rivers
John and Holly Robbins
The Blanche & Julian Robertson
Family Foundation
Brent Rockett
Rodgers Builders, Inc.
Jennifer Rosalino
Rowan Arts Council, Inc.
Rowan Job Initiatives
Peggy Rummage
Wendell and Vickie Rummage
Joanne Rusnak
Adam and Crystal Ryerson
S & D Coffee
Dusty Saine
Salcoa Contracting
Salisbury Country Club

Salisbury Rotary Club
Robin Satterwhite
Denise Schweizer
Edward and Noelle Scott
C. Michael Searing
Frederick Sechler
Jenn Selby
Robin and Paul Seropian
Shaw Contract Group
Shoe Show, Inc.
Lisa Shores
Carl and Luanne Short
Ella Mae Small
Megan Smit
E. Hayes and Susan Smith
Tom and Martha Smith
Miles and Kathy Smith
David and Tracy Smith
Solace Salon & Spa at the Rossean House
Carol Spalding and Francis Koster
Douglas and Janet Spriggs
Tricia Staggers and Jason McDougall
Fred and Alice Stanback
William and Nancy Stanback
Lindsay Starrett

Jim and Frances Staton
Brian Stevenson
Kimberly and James Strong
Sweet Frog
Taylor Clay Products Co., Inc.
Donnie Taylor-Jefferson
Barbara Taylor-Lineberry
Team Honeycutt - Allen Tate Realtors
The Leon Levine Foundation
Kenneth Theodos
Tim Schenk Electric, Inc.
Town of Landis
Ellen Troutman
Bill and Paula Troxler
Lisa Tucker
Uwharrie Bank
Holly Vanager
Walter and Carol Vuchnich
Vulcan Materials Company
Arthette Walker
Robert and Sarah Walker
Tammara Walker
Juhann Waller
Emily Ward
James and Kathy Waters
Wayne Brothers, Inc.

Jessica Webb
Wells Fargo Foundation
Sheryee West
Nancy Whittaker
Nicole Williams
Zhiviaga Williams
Scott and Anna Wilson
Tracy Winecoff
Carter Wingfield
The Margaret C. Woodson Foundation, Inc.
Quentin Woodward, Jr.
World Fibers, Inc.
Belinda Wyatt
Dennis Yates
Ken Yelton
Yes Solar Solutions
Hope Yost
Brenda Zimmerman

BUILDING A MORE PROSPEROUS COMMUNITY MAJOR GIFTS CAMPAIGN CONTRIBUTORS

A special thanks to the following individuals who have generously provided a contribution or pledge to support the *Building a More Prosperous Community* Major Gifts Campaign.

Lead Campaign Donors

The Cannon Charitable Interests
Fred and Alice Stanback

Campaign Donors

Robert Abbate
Tom and Dorothy Abramowski
Antonio and Margaret Almeida
Dean and Betty Andrews
Greg and Cordelia Andrews
Carolyn Arey
Bank of North Carolina
Lydia Banther

Wendy Barnhardt
Matt and Gwin Barr
Martha Ann Barringer
Ben Mynatt Family of Dealerships
BIRS, Inc.
Renee Black
Wilbert Blackman
Amy Boger and Jonathan D. Turner
Timothy Bost
Tom and Rochelle Bost
Paul and Melissa Brown
William Burgin
Bret and Sarah Busby
Cabarrus Regional Chamber of Commerce
Cabarrus Rescue Squad
Pam Cain and Kent Gandee
Darise and David Caldwell
Paul and Margaret Campbell

Jennifer Canipe
William and Ann Cannon
Carol Carkin
Carolinas Healthcare System - HEALTHWORKS
Castle & Cooke, LLC
Adeline Caton
Century 21 Town & Country
Jack and Pat Chaffin
Jonathan and Cameo Chamberlain
Jarrett T. and Connie Chandler
Joe Christie
Brenda Clement
William Coltrane and Norma Craft Cannon
Concord Rotary Club
Robert and Sara Cook
R. Daryl and Susan Cox
Martha Cranford

York Cross Endowment Fund
 Tim and Kay Crist
 Kevin Crutchfield
 Anne Curlee
 Larry Davis
 David Boyd Davis Charitable Trust
 Samuel F. Davis, Jr.
 Joyce Deal
 Eric and Cheryl Dearmon
 Delhaize America-Food Lion, LLC
 Troy and Paula Dibley
 Duke Energy Foundation
 Harold Earnhardt
 Jenny Earnhardt
 Eaton Cummings Group
 Mark Ebersole
 April Elrod
 Tanya Evans
 F & M Bank
 First Bank
 The John W. and Anna H. Hanes
 Foundation
 Patricia and Bennie Fulcher
 Gem Theatre, Inc.
 Crystal Glenn
 Thomas and Carole Grady
 Bill and Shari Graham
 Denise and Michael Hallett
 Dina Harkey
 Dr. David Harper
 Leslie Harrison
 Harrison RV, LLC
 Robin Hayes
 The Mariam & Robert Hayes
 Charitable Trust
 Tina and Michael Haynes
 Carolyn and Van Helms
 Carolyn Helms
 Mike and Sarah Hensley
 William Hiatt
 Hilbish Ford Lincoln Mercury
 Diane Honeycutt
 Team Honeycutt - Allen
 Tate Realtors
 Rebecca Hooks
 Pat Horton
 Dwight and Carla Howell
 June and Bob Hundley
 J.F. Hurley Foundation
 Ike's Construction, Inc.
 Ken and Amy Ingle
 The Honorable Linda Johnson
 Kathryn Johnson
 Starling Johnson
 Reed and Deborah Jones
 Roberta Kern
 Ralph Ketner
 Ketner Foundation, Inc.
 David and Katrina King
 Phillip Kirk, Jr.
 Kathy Knight
 Craig Lamb
 Lisa Lancaster
 Andy Langford
 Samuel & Shannon Leder



The Leon Levine Foundation
 Daphne and Ronnie Lewis
 Bob Lippard
 Jeff and Janice Lowrance
 Donna and Stan Ludwig
 Karen Lynden
 Cheryl Marsh
 Lynn and Donald Marsh
 Gaye McConnell
 Phil and Donna Mendez
 Robert and Bernie Misenheimer
 Denise Mock
 Melissa Mohlere
 Chip Moore
 Jeanie and Jack Moore
 Ann Morris
 Hugh Holt and Anne Morrison
 Muriel Myers
 Grace Mynatt
 Ben Mynatt Family of Dealerships
 Irvin and Sara Newberry
 Edward P. and Susan Norvell
 Novant Health - Matthews Med
 Center
 Novant Health - Mint Hill
 Novant Health - Rowan Medical
 Center
 Novant Health Medical Center -
 Huntersville
 Novant Healthcare - Presbyterian
 Ginger Pack
 Scott and Teresa Padgett
 Ray and Lois Paradowski
 Jacqueline Pearce
 Mary Ponds
 David Post
 Practicon, INC.
 Kelly and Trent Propst
 Rolane Ramsey
 Sam Rankin
 Rowan-Cabarrus Student
 Government Association
 Richard Reamer
 The Blanche and Julian
 Robertson Family Foundation
 Suzanne Rumble

Jenn Selby
 Robin and Paul Seropian
 Carl and Luanne Short
 Lou Dorton-Shue and Zeb Shue
 Robert and Susan Smith
 Daniel Smith
 Tom and Martha Smith
 Solace Salon & Spa at the
 Rossean House
 Southgate Masonry & Lumber Co.,
 Inc.
 Carol Spalding and Francis Koster
 Janet and Douglas Spriggs
 Tricia Staggers and Jason B.
 McDougall
 William and Nancy Stanback
 JoAnna Stephens
 Brian Stevenson
 John Robert and Susan Szakal
 Jay Taylor
 Title III Grant Matching Gifts
 Thomas F. Trahey and Dr. Arabella
 Malone-Trahey
 Lisa Tucker
 Uwharrie Bank
 Michael and Marian Vaccaro
 Walter and Carol Vuchnich, DDS
 Vulcan Materials Company
 William and Anna Mills Wagoner
 Robert and Sarah Walker
 Victor and Vickie Wallace
 William Wannamaker
 James and Kathy Waters
 Phyllis Watkins
 Wayne Brothers, Inc.
 Wells Fargo Foundation
 Darlene Wells-Huester and Jo Ann
 M. Brown
 Nancy Whittaker
 Phyllis Wingate-Jones
 The Margaret C. Woodson
 Foundation, Inc.
 Quentin Woodward, Jr.
 Betty Yates
 YCH Architects
 Hope Yost

PROGRAM AND SCHOLARSHIP ENDOWMENTS

Families, friends and businesses honor and memorialize individuals, corporations and students through endowed gifts to the Foundation. Endowments are established and invested with a minimum gift of \$15,000 and are permanent funding sources for programs, scholarships and other financial assistance. These funds provide the annual earnings to support these awards.

Ambassadors (\$250,000 +)

Ralph W. Ketner Family Foundation Endowed Scholarship
Philip Morris USA Endowed Scholarship
RCCC General Endowed Scholarship Fund
Title III Endowed Fund

Advocates (\$100,000+)

Benson/Deberry Memorial Endowed Fund for Academic Excellence
Food Lion Endowed Scholarship
Dr. Richard Brownell Endowed Merit Scholarship and Faculty/Staff Development Fund
Ervin W. and Miriam R. McCulloch Endowed Scholarship
Martha Edith Walker Estate Memorial Endowed Scholarship

Champions (\$75,000+)

AkzoNobel Corporation Endowed Scholarship

Partners (\$50,000+)

Dean R. and Betty I. Andrews Endowed Scholarship
Evelyn Kenerly Germann and William Joseph Germann Memorial Endowed Scholarship
Dai Nippon Endowed Scholarship
Edward and Susan Norvell Endowed Scholarship

Promoters (\$25,000+)

Cabarrus Rescue Squad Endowed Scholarship
Lane C. Drye Memorial Endowed Scholarship
Susan Elaine Harrison Memorial Endowed Nursing Scholarship
The North Carolina Paraplegia Association Endowed Scholarship
The Optimist Club Endowed Scholarship
The Salisbury Lions Club Clyde H. Harriss Memorial Endowed Scholarship
Student Emergency Scholarship Endowment
Susan J. and Robert M. Smith Endowed Scholarship
Waddell Professional Development Endowed Fund

Endorsers (\$15,000+)

Walter Almeida Endowed Scholarship
Brown Family Fire Protection Technology Endowed Scholarship
Dr. Jarrett T. Chandler, Jr. Endowed Scholarship
Michael Chreitzberg Endowed Scholarship
Edna J. Chrin Memorial Endowed Scholarship
Larry Cloninger Family Endowed Scholarship
Helen B. Earnhardt Memorial Scholarship

Charles C. Erwin Endowed Scholarship
Rachel B. Gaskey Memorial Scholarship
Carla G. Howell Endowed Scholarship
Sam R. and Louise May Endowed Scholarship
Jeanie H. Moore Endowed Scholarship
Graham Spencer Endowed Scholarship
Ben Mynatt Family Endowed Scholarship
Rowan-Cabarrus Community College Student Emergency Scholarship Fund
William and Nancy Stanback Scholarship Endowment

Other Endowed Funds

C.C. Erwin Memorial Endowed Scholarship
China Grove Civitan Memorial Endowed Scholarship
Michael A. Johnson Scholarship
Concord Rotary Club Endowed Scholarship
Draft and Design Endowed Scholarship
Richmond Gage Memorial Endowed Scholarship Fund
Clyde H. Harriss Family Memorial Endowed Scholarship
Eddie Myers Memorial Endowed Scholarship
National Tool and Machinery Endowed Scholarship
Carroll T. Overton Endowed Scholarship
STEAM Endowed Scholarship

NAMED SCHOLARSHIPS AND PROGRAM FUNDS

Gifts of \$1,500 or more may create a named scholarship or program fund. Contributions at this level offer the financial support for successful completion of a certificate, diploma or degree. Program funds provide enhancements to the classroom and learning experience.

Bobbie Lois Lusk Abshire Scholarship
Building a Better Future Campaign - Andrews Family
Building A More Prosperous Community Scholarship
Patricia F. Burke Scholarship Fund
Chaffin Scholarship
Construction Financial Management Association - Charlotte Chapter Scholarship
Corporate and Continuing Education Scholarship
Gerald Cox Family Scholarship
Daimler Trucks Welding Scholarship
Equipment and Technology Fund
F&M Bank Merit Award
Anthanasius Fote Scholarship
Friends and Family Scholarship
GED Scholarship
The Maria Hall Emergency Assistance Scholarship Fund
Harrison RV Trade Scholarship
Al Hoffman Scholarship
Honeycutt, Horton, Brogdon, Vanderburg-Johnson, Propst and Brown Scholarship
James & Agnes Liles Family Trust Scholarship
Mechanical Trades Carolina Scholarship
Justin Monroe Scholarship
Dora Anna Newton Scholarship
NCLEX Assistance Scholarship (RN/LPN)

Novant Health Rowan Medical Center Auxiliary Scholarship Fund
 OrthoCarolina Scholarship
 Lillian C. Peeler Memorial Scholarship of the Salisbury Woman's Club
 Nadine Potts and Jo Franklin Excellence in Nursing Scholarship
 North Carolina Manufacturing Institute Sustainability Scholarship Fund
 Radiography Scholarship Fund
 R.A.D. Alumni Scholarship
 Rowan-Cabarrus Literary Scholarship Fund
 Rowan-Cabarrus Student Emergency Scholarship Fund
 Rowan-Cabarrus Student Impact Grant Fund
 Rowan-Cabarrus Marketing Grant Fund
 Dr. L.H. Pete Robertson, Jr. Radiography Scholarship
 The Salisbury Rotary Club Scholarship
 Shoe Show Scholarship
 Student Government Association Scholarship
 Hilton J. Swindell Memorial Scholarship Fund
 Top Scholar Presidential Scholarship Award
 Lauren V. Thomas Scholarship
 Weyerhaeuser Giving Fund-U.S. for S.T.E.A.M. Scholarships
 Gerry Wood Automotive Group Technical Scholarship
 The Margaret Woodson Foundation Scholarship
 Vanderburg Enterprises, LLLP Scholarship

2017 SPONSOR SPOTLIGHT

We would like to express appreciation to:

2017 Changing Lives Scholarship Luncheon Sponsor



2017 GRANT AWARDS

The Blanche and Julian Robertson Foundation: Improving Police officer decision making in use of force situations with the purchase of a Firearms Training Simulator (FATS) - \$25,000
 Cannon Charitable Interests: South Campus land acquisition - \$250,000
 Duke Energy Carolinas, Inc.: Installation of Electric Vehicle charging stations on North and South Campus - \$20,000
 Duke Energy Foundation: Support for Industry Taste and Tours events, a career influencers outreach and education campaign - \$7,500
 ECMC Foundation via Center for Occupational Research and Development (CORD): to support work toward industry-informed stackable credentials: accessible pathways to degree completion. - \$25,000
 Gene Haas Foundation: scholarships for machining students - \$3,000
 The Golden Leaf Foundation: Mechatronics Program Development and equipment upgrades for Welding Technologies - \$560,000

The Golden Leaf Foundation: Light-duty Diesel Technology equipment and program development - \$403,487

INSPIRE: support for EDUFactor membership, a library of media and interactive resources for CTE and advanced manufacturing programs - \$1,000

John Belk Endowment: Workforce relevance planning grant for plastics, composites, and advanced materials - \$5,000

The Leon Levine Foundation (Year 2): Funding for Healthcare Education - \$60,000
 (Total Award \$300,000 over a five year grant period)

The Margaret C. Woodson Foundation: Annual scholarships and student emergency funds - \$34,000

N.C. Area Health Education Centers Program: Nursing clinical site development - \$10,000

North Carolina Community College System: Funding to support Career Coaches in three area high schools - \$71,428

North Carolina Community College System: Male Minority Success Initiative - funding provided to improve the retention and graduation rates of minority male students - \$17,234

North Carolina Community College System: NC Space grant - Funding for students to design, engineer, test fly and recover a helium balloon to the edge of space - \$3,000

North Carolina Problem Gambling Outreach/Prevention/Awareness Plan: Marketing and Graphic Design student competition project - \$5,000

NC Sci-Fest sponsorship grant: STEM Open House sponsorship award - \$1,000

Nuts, Bolts and Thingamajigs: funding to support 2018 summer manufacturing and entrepreneurship camp program for youth - \$2,500

Rowan County Convention and Visitors Bureau/Tourism and Marketing Support funds: FY18 NC Community College Fine Arts Conference - \$2,000

Rowan-Salisbury Community Foundation: to provide art and design students industry current equipment - \$1,000

U.S. Dept. of Education: 2016/17 Carl D. Perkins Career and Technical Education Act Grant - Funding for career and technical education in student services and curriculum - \$270,426

U.S. Dept. of Education: 2017/18 Carl D. Perkins Career and Technical Education Act Grant via NCCCS: Nurse Aide Pathway enhancement - \$25,000

Wells Fargo Foundation: Building a More Prosperous Community campaign - \$12,500

Weyerhaeuser Giving Fund: Student scholarships - \$3,000

Total for 2017: \$1,818,075

STRATEGIC PLAN 2015-2018

1: Prepare students for careers and opportunities that stimulate sustainable economic and workforce development.

Objectives:

A. Identify and respond to regional market needs with focused career education and training programs built for existing and emergent careers.

1. Served 39 companies through Customized Training Programs and focused industry projects, training 2,312 incumbent workers throughout service area.
2. Launched North Carolina's first multi-company hybrid apprenticeship program for industrial maintenance technicians.
3. Admitted first cohort of 20 students to the Occupational Therapy Assistant program.
4. Provided clinical experience to students and dental care to 3,000 people in need, with students and faculty giving nearly 170 hours of community service over two days in partnership with NC Mission of Mercy.
5. Graduated the 100th Certified Production Technician and signed the 40th North Carolina Manufacturing Institute partner firm.
6. Became the state's largest awardee of Manufacturing Skill Standards Council (MSSC) Certified Production Technician credentials.

B. Improve accessibility and eliminate barriers to student success.

1. Created a Wellness Center for students focused on helping students by providing food and other personal resources to help them overcome temporary personal challenges.
2. Provided nearly \$11,000 in student emergency funding from the Rowan-Cabarrus Foundation.
3. Awarded nearly 190 academic scholarships through the Rowan-Cabarrus Foundation totaling nearly \$215,000.
4. Awarded nearly 50 continuing education scholarships through the RCCC Foundation totaling \$10,000.
5. Provided 200 GED test vouchers through the Rowan-Cabarrus Foundation.
6. Implemented new Customer Relationship Management (CRM) system to improve communication with prospective students, applicants and students.
7. Revamped recruiting efforts, resulting in the College receiving over 3,300 applications for fall 2017 and increasing the conversion of applicants who enrolled by more than three percent from fall 2016 to fall 2017.
8. Increased curriculum student headcount by two percent from fall 2016 to fall 2017.
9. Increased overall College Full-Time Equivalent (FTE) by 10.4 percent, going from 5,326 FTE in 2015-2016 to 5,881 FTE in 2016-2017. Increased

curriculum FTE by almost two percent in spring 2017 over spring 2016.

10. Implemented an office hour initiative to help retain students in math and English.
11. Created an early childhood education model classroom to offer more hands-on opportunities for students in the program.
12. Recognized as number one provider of Career & College Promise classes, which offer tuition-free college courses for high school students in North Carolina.
13. Increased hours of participation by students in the tutoring center by 39 percent.
14. Ranked fourth in the national 2016-2017 Digital Community Colleges Survey Top Ten Ranking Winners by the Center for Digital Education for the use of digital technologies to improve services for students, faculty, staff and the community.

C. Provide learning options that lead to certifications, diplomas, and degrees by participating in the American Association of Community Colleges' (AACCC) National Completion Agenda.

1. 2017 graduates earned over 1,300 different degrees, diplomas and certificates, including many achieved online.
2. Started five new Career & College Promise Career Technical Education (CTE) pathway programs at regional high schools, including information technology mobile device programming, drafting, advertising and graphic design, nurse aide and early childhood education.
3. Added new Career & College Promise pathways in Associate in Fine Arts in Visual Arts and Associate in Engineering.
4. Added new Career & College Promise Career Technical Education in Electrical Systems Technology.
5. Awarded over 115 Microsoft certifications to Rowan-Cabarrus students and participants in the community at the Microsoft Technology Associate (MTA) Test Fest.

D. Accelerate degree completion by leveraging prior learning assessment.

1. Proctored over 9,200 tests in the College's testing centers including 1,705 academic tests for online students and student missing in-class exams; 3,648 placement tests for new or returning students; 100 Credit for Prior Learning CLEP or DSST exams; 1,716 Pearson VUE exams; 1,740 high school equivalency exams; and 413 TEAS/HOAE/Kaplan (Allied Health Admissions) tests.
2. Awarded an additional 39 students associate degrees as part of the Reverse Transfer program with the UNC system.

2017 ACCOMPLISHMENTS

E. Lead local and regional Science, Technology, Engineering, Arts & Mathematics (STEAM) initiatives.

1. Hosted STEM Open House at RCCC@NCRC for more than 300 local K-12 public and private students and more than 400 members of the community.
2. Awarded \$750 from the state STEM festival to be used in the College's STEM Open House.
3. Selected as one of only ten colleges to participate in the N.C. Space Grant Team Design Challenge and Competition with NASA.

2: Foster a culture of learning that inspires academic excellence and promotes student success.

Objectives:

A. Deliver innovative, technology-enabled and high quality instruction.

1. Nominated for innovative online instruction award for CIS-115 from the NC distance education association. The course was re-developed and is 100 percent accessible with no textbook and based entirely on open educational resources.
2. Developed a new smart classroom standard that incorporates interactive technologies and mobile devices to provide a platform for continued expansion into next generation learning spaces.
3. Identified, ordered, secured, and organized equipment and supplies to start the Occupational Therapy Assistant program in addition to constructing the Occupational Therapy Assistant Home Simulation Lab in Building 600 at North Campus, which will enable students to test their skills in a simulated home environment.
4. Increased use of library electronic resources by 70 percent.

B. Enhance learning outcomes by developing expertise in effective teaching practices, curriculum pathway design, instructional technologies, learning assessment and student development.

1. Incorporated accessibility training into the online instructor certification courses.
2. Provided a three-day training and professional development program through the Center for Teaching and Learning focused on accessibility, classroom impact, and college initiatives resulting in over 154 certificates being awarded to faculty and staff.

C. Reaffirm accreditations from SACSCOC and other accrediting bodies through successful completion



of required self-study, Quality Enhancement Plan, and other accrediting agency requirements.

1. Achieved accolades from the Accreditation Commission for Education in Nursing (ACEN) for the reaccreditation of the College's nursing programs for an additional eight years.
2. Continued the planning process and completed the phase one pre-accreditation for the Physical Therapist Assistant program.
3. Continued promotion of and execution of the College's Quality Enhancement Plan, SEEK, the Student Education Empowerment Kit.

D. Continuously improve programs and services through focused, systematic and ongoing unit reviews and annual planning.

1. Implemented a master shell developer workshop to provide in-depth training on developing master course shells with an increased focus on accessibility and development of student learning outcomes.
2. Completed 10 program reviews in the 2016-2017 review cycle in support of the three-year comprehensive program review processes. Of these, eight program reviews were within the academic areas emphasizing the focus on learning outcomes.
3. Embarked on outreach campaign to secure additional dental partners and clinical site locations for the dental assisting program, resulting in eight additional clinical affiliate sites.

E. Improve achievement on Performance Measures established by the North Carolina Community College System (NCCCS).

1. Increased state performance measures for first-year progression and curriculum completion by 2.6 percent and 2.8 percent respectively in 2017.
2. Updated general education goals to focus on qualities that make a successful transfer student and improve outcomes on the state performance measures.

STRATEGIC PLAN 2015-2018

F. Continuously improve completion rates.

1. Increased number of students who remained enrolled through the College's census date period by more than three percent from fall 2016 to fall 2017.
2. Signed Adult High School agreements with Cabarrus and Rowan schools to complement High School Equivalency programs.
3. Achieved a 100 percent pass rate for the fifth consecutive year in the College's Practical Nursing program.
4. Achieved a 100 percent pass rate for the sixth consecutive year in the College's Radiography program.

3: Provide excellent service to current and prospective students, colleagues, businesses, industries, and the community.

Objectives:

A. Enhance access to academic support, technology and financial services for students.

1. Transformed student success services, creating a proactive Student Success Model that meets students where they are; empowers them to see what their future can be; and helps them achieve their goals for a better tomorrow.
2. Awarded financial aid totaling more than \$10.2 million to over 4,000 students in academic year 2016-2017.
3. Served 295 veteran students with Veterans Affairs awards totaling \$398,831.
4. Transitioned from R25 to 25 Live software to better serve the needs of the College and provide opportunities for enhanced room and space scheduling.
5. Increased efficiency of student support by lowering the average inbound call times and average wait times for walk-in students.
6. Launched updated internal system, Colleague UI 5, and migrated student technology resources to student-friendly platform, Self Service.
7. Transitioned to a new Student Advocacy Services area, including academic and career advising, accessibility services, and wellness center, serving almost 12,000 student interactions.
8. Engaged students by logging more than 5,000 involvement hours in the Student Life & Leadership student NavSync portal.
9. Expanded GAP Scholarship assistance program to provide financial support for tuition and books for students who either do not qualify for Pell Grants or who qualify for some financial aid but need help filling the financial gap between aid and cost of books or tuition.
10. Awarded \$55,539.70 in Rowan Scholarship

funding to 86 students thanks to a generous gift from Fred and Alice Stanback.

11. Embarked on an initiative to lower the cost of textbooks for students, including a proposal seeking out a new online bookstore model.

B. Engage students in planning and developing their educational goals and career pathways, including co-curricular experiences.

1. Celebrated Najma Hassan, the statewide winner of the 2017 North Carolina Dallas Herring Achievement Award.
2. Supported 135 emerging student leaders through the National Society of Leadership and Success.
3. Received a NC Works Career Coach grant which allowed the College to partner with the Rowan-Salisbury School System to provide two career coaches in three high schools to help students gain career clarity and to support students who do not have a plan for post-graduation.
4. Connected 208 interns with 153 Rowan and Cabarrus employers to supplement classroom instruction.
5. Graduated the first three students with Global Distinction honors in spring 2017.
6. Enrolled largest cohort of 24 Crosby Scholars for Fall 2017.
7. Celebrated the National Leadership and Skills Conference student award winners for first place in Major Appliance and Refrigeration Technology and HVAC/R.

C. Foster a culture of inquiry, improving the use of data and technologies to strengthen service.

1. Launched a new College website with a modern design, mobile friendly user interface, and enhanced mobile capabilities that simplify the experience for students to learn about the College, register for courses, and complete their academic goals.
2. Implemented BoardDocs, an e-Governance tool, for the President's Cabinet, the President's Council, and internal committees in order to maximize efficiency, reduce costs, reduce staff time and improve board/committee effectiveness in alignment with the College's sustainability efforts.
3. Built a knowledge base to serve as a centralized source of Navigation Station-related information to assist staff.
4. Successfully updated all classroom computers to Windows 10 for the start of the fall 2017 semester, making Rowan-Cabarrus the first community college to have Windows 10 fully deployed to all computers.
5. Implemented OnBase Reporting Dashboards and new OnBase forms to increase efficiency and process flow in order to better serve students, faculty and staff, including a Human

2017 ACCOMPLISHMENTS cont.

Resources dashboard which tracks the completion of attestations each year.

6. Continued enhancing the College's robust IT infrastructure by upgrading the overall bandwidth, allowing for faster internet speeds in order to support student, faculty and staff needs.
7. Developed completely paperless online application, approval and registration process for the Career & College Promise program to reduce the possibility of errors, and better meet students and high school counselors where they are.
8. Organized and established the first Student Library Council, which provides students the opportunity to share their perspectives on library services, resources, spaces and to promote civic responsibility by supporting various literacy initiatives on campus and throughout Rowan and Cabarrus counties.
9. Expanded the orientation program, specifically by developing an online platform to better accommodate online learners and meet the needs of non-traditional students.
10. Expanded the availability of a low cost Bring Your Own Device (BYOD) computer purchasing program for students in the College's business programs, making available the use of financial aid funds and providing free Microsoft Office to all students.
11. Modernized the College's data center to take advantage of hybrid data services hosted both on campus and in the cloud, reducing the data center server footprint by 60%, increasing overall data center capacity, enhancing disaster recovery capabilities, and increasing power efficiency supporting the College's sustainability efforts.

4: Acquire, develop, and manage human, fiscal and physical resources essential to the development and delivery of technology-enriched, high value education and service.

Objectives:

- A. *Plan and optimize resources in a fiscally responsible manner.*
 1. Received exemplary audits of financial statements and internal control compliance for both the College and Foundation.
 2. Received a glowing audit report for the second year in a row from an audit of the College's Veterans Education financial aid benefits programs.
 3. Increased collection of delinquent debt by 14 percent, collecting a total of \$320,543.44 in outstanding monies owed to the College.
 4. Partnered with Carolinas HealthCare System as they utilized available classroom space at NCRC to provide instruction to their employees, a partnership which generated revenue for the College.

B. Secure public and private funding in support of the college's mission.

1. Raised 114 percent of the \$7.1 million goal for the Foundation's *Building a More Prosperous Community* Major Gifts Campaign in support of the College.
2. Celebrated the generosity of Fred and Alice Stanback for their contribution of \$2.68 million to support the College's sustainability efforts including student scholarships and funding for the construction of the second phase of the College's Renewable Energy Plan. The plan includes solar panels on the roofs of Building 100, 200, and 300 at North Campus, as well as construction of the one megawatt solar farm in Salisbury.
3. Awarded two grants from the Golden LEAF Foundation; \$560,000 to develop a new mechatronics program and upgrade equipment for the welding program in Rowan County and \$403,487 to establish a new Light Diesel Technology degree program in Cabarrus County.
4. Received several significant in-kind donations from generous partners, including Griffin Guitars, Autozone, Thread Shed and more.
5. Secured \$3,356,900.15 in funding through the RCCC Foundation to support the College's highest priority needs and student scholarships from the Annual Fund, Major Gifts Campaign, Golf Tournament, the Scholarship Luncheon and more.
6. Submitted 38 grant applications, and from those applications, received 22 grant awards totaling almost \$1.7 million, which is a 73 percent return rate.
7. Contracted with an external firm, McLaughlin & Young, to provide referral services for students who need short-term assistance, such as counseling support, to help them work through personal challenges hindering their ability to continue on their journey to



STRATEGIC PLAN 2015-2018

completion.

8. Received \$114,000 from NC Community College System to develop the building construction program.
- C. Provide facilities that are safe, welcoming, sustainable, and flexible to support the college's mission.*
1. Completed the design of the Advanced Technology Center which will be constructed at the North Carolina Research Campus in Kannapolis.
 2. Contracted with Rodgers Builders as the Construction Manager at Risk for the Advanced Technology Center which is planned for construction in 2018.
 3. Received two grants from Duke Energy to assist in the acquisition and construction of Electric Vehicle Charging stations on the North and South campuses.
 4. Continued efforts to improve the College's energy efficiency by cutting the combined energy use of both electricity and natural gas by two percent, while square footage of buildings increased.
 5. Improved public safety by installing electronic access control systems on campus buildings and upgrading surveillance cameras and fire alarm systems at the North Campus.
 6. Purchased the former Webster Radiator & AC shop at 650 Concord Parkway, North directly adjacent to the Cabarrus Business & Technology Center using Connect NC Bond funds.
 7. Partnered with the City of Kannapolis in support of the downtown Kannapolis revitalization efforts to relocate the College's Cosmetology program from its current West Avenue campus to its new location at 489 Cannon Boulevard, which will be known as College Station.
- D. Be the employer of choice.*
1. Hosted a College Health Fair with more than 300 students and employees and approximately 50 external partners in attendance.
 2. Provided onsite vaccination clinics and health checks for employees in both Rowan and Cabarrus counties.
 3. Conducted walking challenges, in spring and fall, in support of the College's wellness focus.
- E. Build an inclusive, performance-based culture aligned with core values.*
1. Held all-employee meetings and Q&A sessions for College faculty and staff at the beginning of both the spring and the fall semesters to facilitate communications and build relationships.
 2. Enhanced communication with employees by

sending six President's Messages outlining the College's latest updates and priorities.

3. Hosted a "Conversations with the President" session where students had the opportunity to meet with the College's president to share their day-to-day experiences and ask career and leadership advice.
 4. Implemented diversity training for all College employees as part of a College-wide focus on diversity and inclusion for the 2017-2018 academic year to help the College foster a work environment in which all individuals are treated fairly and with respect, while also having equal access to opportunities and resources.
- F. Strategically support leadership and professional development opportunities.*
1. Managed 5,467 hours of individual professional development of employees.
 2. Sponsored college employees to participate in Leadership Rowan & Cabarrus and the North Carolina Community College System Leadership Program.
 3. Developed and delivered the Incident Commander Course, which utilizes the Federal National Incident Management System guidelines to train employees on how to manage an emergency incident on campus, to all employees tasked with responsibilities for emergencies.
 4. Enhanced tutoring services by receiving College Reading & Learning Association International Tutoring Training Certification for Level 2 Advanced and conducted the first Level 2 training with 18 participants.

5: Serve as a catalyst for advancing the region.

Objectives:

- A. Build, cultivate, and maintain excellent relationships locally and state-wide with leaders and innovators to increase support and influence practices and regulations affecting community colleges.*
1. Executed strategic conversations with the Board of Trustees and the Rowan County Board of Commissioners, City of Kannapolis, Cabarrus Economic Development and North Carolina Senator Dan Barrett.
 2. Featured on the cover of the American Association of Community Colleges' Community College Journal for President Carol Spalding's "Understanding the Internet of Things" article.
 3. Planned and hosted several education and networking events for healthcare professionals in fields such as occupational therapy, physical therapy, and dental assisting.
 4. Reorganized and held a meeting of the local

2017 ACCOMPLISHMENTS cont.

Library Advisory Board, which was attended by many external and internal partners from local communities.

5. Promoted participation by staff, faculty, and administrators at the local, state, and federal levels. College employees serve as officers on local Chamber Boards, within Rotaries in both counties, numerous boards, and in national higher education organizations.
- B. Expand the region's workforce by attracting, retaining, and developing high quality talent.*
1. Served 195 area businesses with training and support to improve skills and grow talent.
 2. Offered 280 courses in criminal justice continuing education with students completing 58,275 hours of training and awarding 5,823 certificates.
 3. Worked with several local employers on new initiatives to help facilitate the testing, screening, training and employment of local individuals.
 4. Coordinated and managed 16 customized training projects and served 28 others through customized training business and industry services, expending more than \$228,463 to train 3,609 employees for business expansion/retention.
- C. Partner with employers to establish seamless transitions between education and work.*
1. Provided 60 free Small Business Center seminars for local small businesses with 589 attendees.
 2. Hosted employer spotlights to assist expanding businesses to promote employment opportunities and connect with prospective candidates.
 3. Placed over 200 student interns through Work-Based Learning.
 4. Achieved high job placement rates, including 100 percent job placement for radiography program and 94 percent placement for dental assisting program (100 percent of those seeking employment).
- D. Collaborate with economic development partners to promote entrepreneurial opportunities and job growth within the region.*
1. Awarded Center of Excellence recognition for the Small Business Center by the NC Small Business Center Network.
 2. Helped create 45 jobs and assist with 11 business start-ups through advising and coaching provided through Rowan-Cabarrus Small Business Center.
 3. Collaborated with local chambers of

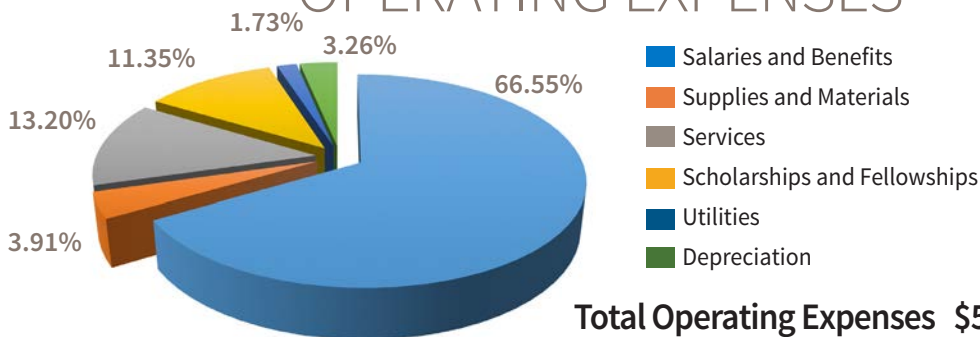
commerce to provide on-site Small Business Center counseling to existing and emerging small business ventures.

- E. Expand the college role as a community partner in developing citizens who work to improve the quality of life.*
1. Hosted three job fairs for students with community partners including NC Works Career Center Cabarrus and Rowan, the City of Salisbury, and other community agencies, which had a total of 139 employers and 892 job seekers, students and community members who participated in the event.
 2. Increased participation in United Way by 44 percent, contributing a total of \$12,700 during the 2017 United Way Campaign.
 3. Created new food pantry at three campus locations (North, South and NCRC) by collecting more than 1,000 non-perishable food items.
 4. Collaborated with Rowan County Commission to continue implementing the Better Jobs for Better Lives in Rowan County campaign including outreach, marketing, scholarships, training and placement of Rowan County residents.
 5. Facilitated development of the Growing Rowan initiative, focusing on education, workforce development, marketing and business climate efforts in Rowan County.
 6. Participated in Read Across America, visiting 48 classrooms and reading to 962 students, as well as sponsoring an annual book drive resulting in nearly 1,600 donated books.
 7. Volunteered at Kannapolis Cruise-In and other campus, community and non-profit events, offering free haircuts from the Cosmetology program.
 8. Hosted the Criminal Justice Technology Education and Job Fair, which was attended by sixteen local and state law enforcement agencies and two universities.



FINANCIAL FISCAL 2017

OPERATING EXPENSES



Funds appropriated by the State of North Carolina support most College operations. State tuition from all of the 58 community colleges is pooled at the state level and used to fund a portion of each college's state budget allocations. Curriculum tuition rates are set by the North Carolina General Assembly. The College's tuition rates did not increase and remain at \$76 per credit hour for in-state tuition and \$268 per credit hour for out-of-state tuition. While community college tuition rates in North Carolina remain low when compared to other states, rates have increased by almost 45 percent since 2009-2010.

State budget appropriations are based on the previous year's full-time equivalent (FTE) enrollments. In Fiscal 2016-2017 Rowan-Cabarrus was funded for a total of 5,089 budget FTE for the students enrolled in curriculum, continuing education and basic skills during the 2015-2016 academic year. The College's Financial Statements for the year ending June 30, 2017, report operating and non-operating revenues totaling \$53,920,005.57. This includes state current aid of \$30,226,027 and \$2,116,556 for state capital aid. County current appropriations for the year totaled \$4,806,830 while county capital aid was \$1,282,957. The remaining revenue was from grants, donations, sales and services receipts and student financial aid monies that are pass-through dollars to the student. Additionally, the total revenue figure includes \$3,893,473 in student tuition and fees, but

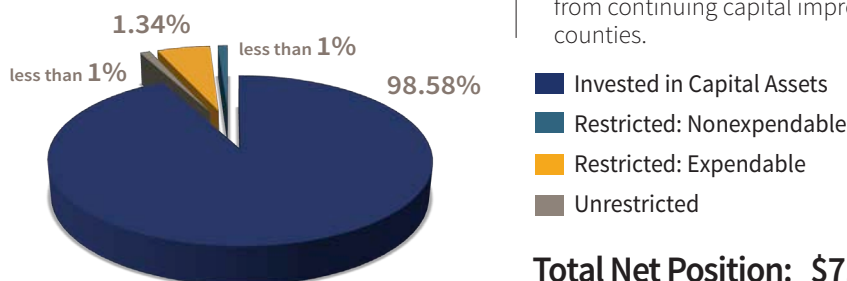
it is important to note that state tuition monies are remitted to the state and not kept by the College. The College continued capital projects at multiple campuses in both counties during the year utilizing state capital dollars, Rowan County bond dollars and special capital appropriated funds from both counties to fund critically important renovation and construction projects. North Carolina community colleges operate on a cash basis accounting system with fiscal year end at June 30. Revenues may exceed expenditures when monies received for grants, financial aid awards and other institutionally funded activities are received before June 30, but expenditures are recorded after the end of the fiscal year.

In Fiscal 2016-2017, the College helped 3,486 students receive financial aid totaling \$11,466,453. The aid included approximately \$1.7 million in scholarships, grants and other forms of agency, state, and federal aid, as well as \$9.7 million in Pell grants which assisted approximately 2,976 students. The College also served and certified 185 veteran students who received \$591,547 from the Department of Veteran Affairs. An economic impact study completed in 2014 by Economic Modeling Specialists International indicates that the annual impact of Rowan-Cabarrus alumni in 2012-2013 was more than \$234 million in added income within Rowan and Cabarrus counties.

NET POSITION

The statement of net position reflects the overall financial position of the College at a given point in time. In Fiscal 2016-2017, the College's total assets grew by almost 3 percent while total liabilities

increased by 28.4 percent, and the College's total net position increased by 2.89 percent. The increase in net position is primarily due to an overall increase in construction in progress and capital assets resulting from continuing capital improvements in both counties.



ROWAN-CABARRUS BOARD OF TRUSTEES

Carl M. Short, Jr. | Chair
Cynthia L. Mynatt | Vice Chair
Carol S. Spalding, Ed.D. | President
and Secretary to the Board
Matthew C. Barr
Majorie T. Benbow
J. Thomas Bost

Paul A. Brown
Darise D. Caldwell, Ph.D.
R. Daryl Cox
Jeanne A. Dixon
Patricia G. Fulcher
Lynn G. Marsh, Ph.D.
Robert S. Misenheimer

Stephen M. Morris
Dakeita Vanderburg-Johnson
Liana Walker | Student
Government Association
President

FOUNDATION BOARD

Pat Horton | Chair
Edward Norvell | Vice Chair
Janet Spriggs, Ed.D. | Treasurer
Carol Spalding, Ed.D. | Secretary
Cordelia Andrews
Brad Bost
Paul Brown
Peter Bynum, D.Min.

William C. Cannon, Jr.
Paige Crowe
Kevin Crutchfield
Dianne Greene
Tim Hagler
Denise Hallett
Diane Honeycutt
Robin Moore

Knox Morrison
Cynthia Mynatt
Mary Ponds
Kelly Propst, Ed.D.
Lisa Tucker
Dakeita Vanderburg-Johnson

2017 ROWAN-CABARRUS CABINET MEMBERS

Jonathan Chamberlain, B.B.C.
Chief Officer, College Environment

Ken Ingle, M.S.
Chief Officer, Information Services/CIO

Craig Lamb, M.A.
Vice President of Corporate & Continuing Education

Michael Quillen, Ed.D.
Vice President of Academic Programs

Janet Spriggs, Ed.D.
Chief Operating Officer

Rowan-Cabarrus Mission:

Rowan-Cabarrus Community College improves lives and builds community through public higher education and workforce development.

Statement of Purpose:

Rowan-Cabarrus Community College is an open-door, comprehensive learning-centered institution of higher education serving the citizens of Rowan and Cabarrus counties. The College, a member of the North Carolina Community College System, offers affordable occupational and education programs leading to Associate in Arts Degree, Associate in Science Degree, Associate in Fine Arts Degree, Associate in General Education Degree, and Associate in Applied Science Degrees. Diplomas and certificates are awarded for other occupational, adult and continuing education programs. The primary focus of the College's offerings is on workforce development by meeting the educational needs of the individual and meeting the changing training requirements of business and industrial firms as well as other employers in the service area.

Reflecting its commitment to student learning outcomes, the College strives to inspire its students to increase their knowledge, develop occupational and technical proficiencies, respond to lifelong learning opportunities, and increase their awareness as responsible citizens in a democratic society.

Vision:

Building sustainable futures through the power of learning.

Values:

- Excellence and innovation in education and workforce training;
- Continuous improvement through lifelong learning and achievement;
- Trust, integrity, inclusiveness, and mutual respect;
- Exemplary service through team work;
- Responsibility, sustainability, accountability;
- Leadership, partnership and global citizenship.



POST OFFICE BOX 1595
SALISBURY, N.C. 28145-1595

