

COLLEGE OF HEALTH SCIENCES

RHCPE GRANT Growing Rural Health Horizons: Pathways to Workforce Excellence  
(GRH-Horizons)

College of Health Sciences Tennessee State University IN PARTNERSHIP WITH:

1. Higher Education Institutions

- A. Tennessee College of Applied Technology (TCAT) Dickson
- B. Tennessee College of Applied Technology (TCAT) Northwest

C. LEA/School District Name

- A. Sycamore High School/Cheatham County Schools
- B. Midway High School/Roane County Schools

D. Employer Partners

- A. Tennessee Department of Health
- B. Community Nurse Navigator, Haywood County, University of Tennessee  
Knoxville

Miranda Sanford-Terry  
Tennessee State University  
Avon Williams Off-Campus Instructional Site  
Department of Public Health, Health Administration, and Health Sciences  
330 Tenth Avenue North, 4<sup>th</sup> Floor, Suite D411  
Nashville, TN 37203  
(615) 963-7331  
msanfor2@tnstate.edu  
Funding request:  
**\$1,999,039.00**



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Quincy Quick, PhD  
Associate Vice President  
Research and Sponsored Programs  
Chief Research Officer  
(Fiscal Agent)



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Miranda Sanford-Terry  
Project Director (Lead Entity)

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## **Abstract/ Project Summary**

This proposal is to request funding for a program titled, “Growing Rural Health Horizons: Pathways to Workforce Excellence” (GRH-Horizons), to focus on growing our available course, program, and degree offerings to provide additional educational and training opportunities to individuals living in rural areas. The program goal is to develop a comprehensive program to enhance opportunities to enter and transition into health care, behavioral health, nursing, and dental health professions in rural Tennessee communities through increasing dual enrollment course offerings, enhancing health care educational pathways, expanding work-based learning placements, and strengthening of community partnerships.

The GRH-Horizons program will implement the following strategies to increase secondary students’ exposure to health care careers, increase transition opportunities into health science education and health care professions, and improve professional advancement programs.

1. Develop career pathway programs, such as dual enrollment and articulation agreement degree pathways.
2. Implement collaborative, meaningful, and structured work-based learning (WBL) experiences.
3. Execute a strategic advertising and marketing campaign targeted to recruiting Tennesseans into rural health care positions.
4. Alleviate barriers to student participation in educational and training opportunities by providing student stipends, grants, and travel awards.
5. Strengthen our community partnerships in rural counties, with an intermediate goal to develop rural county clusters each with their own assigned faculty-student teams.

The GRH-Horizons program steering committee has identified several rural counties of interest to potentially participate in this program. Initial focus will be exclusively on Cheatham County and Roane County. An intermediate goal will be to create three county clusters, each with their own assigned team of faculty and students.

- Western cluster: Gibson, Crockett, Lauderdale, Tipton, Haywood, Hardeman
- Northern cluster: Henry, Stewart, Cheatham, Dickson, Houston
- Mid-east cluster: Clay, Overton, Putnam, Cumberland, Morgan, Roane, Rhea

Tennessee State University programs involved with the GRH-Horizons program include the following health-related fields: nursing, dental hygiene, physical therapy (graduate), occupational therapy (graduate), speech pathology & audiology (graduate), public health, health care administration, health information management, cardio-respiratory care, exercise science, psychology, dietetics, criminal justice, and social work. Graduate-level only programs are noted. Both public health and psychology have undergraduate, masters, and doctorate programs.

## Program Narrative

### Overview

This proposal is to request funding to establish the Growing Rural Health Horizons: Pathways to Workforce Excellence (GRH-Horizons) program. GRH-Horizons will focus on growing our available course, program, and degree offerings to provide additional educational and training opportunities to individuals living in rural areas. The GRH-Horizons program at Tennessee State University is a collaborative effort including the Dual Enrollment Office, College of Health Sciences, College of Agriculture, College of Liberal Arts, College of Psychological Sciences and Counseling, and College of Public Service as well as the following programs: nursing, dental hygiene, physical therapy (graduate), occupational therapy (graduate), speech pathology & audiology (graduate), public health, health care administration, health information management, cardio-respiratory care, exercise science, psychology, dietetics, criminal justice, and social work. Graduate-level only programs are noted.

### Strategies and Associated Outcomes

The GRH-Horizons program will implement the following five strategies to increase secondary students' exposure to health care careers, increase transition opportunities into health science education and health care professions, and improve professional advancement programs. The foundation of each of these strategies and the associated outcomes will be developed further during the needs assessment phases of the program.

<b>Strategy</b>	<b>Outcomes</b>
<b>1.</b> Develop career pathway programs	a. Expand the dual enrollment services. b. Enhance the advertising and marketing of educational pathways and training opportunities available. c. Establish new or re-establish pathways based on input from our educational partners at high schools, Career and Technical Education

	(CTE) centers, Tennessee College of Applied Technology (TCAT), and other institutions of higher education.
2. Implement collaborative, meaningful, and structured work-based learning (WBL) experiences	<ul style="list-style-type: none"> <li>a. Increase the number of clinical affiliation agreements and field placement MOUs in rural areas through a targeted communication effort.</li> <li>b. Conduct a needs assessment among our rural community and educational partners to identify barriers to participation in educational or training opportunities.</li> <li>c. Provide work-based learning experiences through a Mobile Health Clinic that can travel to the rural counties associated with the GRH-Horizons program.</li> </ul>
3. Execute a strategic advertising and marketing campaign targeted to recruiting Tennesseans into rural health care positions.	<ul style="list-style-type: none"> <li>a. Collaborate with HOSA-Future Health Professionals advisors in the rural counties that participate in the GRH-Horizons program.</li> <li>b. Develop interprofessional education (IPE) events for students to observe and/or participate in collaboration with our community and educational partners.</li> <li>c. Organize Articulation Agreement Signing Celebration events with our higher education institutional partners.</li> </ul>
4. Alleviate barriers to student participation in educational and training opportunities by providing student stipends, grants, and travel awards.	<ul style="list-style-type: none"> <li>a. Provide funding to support student stipends, grants, and travel awards through requests using the THEC Standard Application form.</li> <li>b. Provide laptops, gas cards, and textbook assistance to remove financial barriers to participation in GRH-Horizons Program.</li> <li>c. Apply Certification Course Completion grants to training courses requested by our community partners.</li> </ul>
5. Strengthen our community partnerships in rural counties.	<ul style="list-style-type: none"> <li>a. Develop a strategic communication plan to build relationships in rural counties throughout northern, western, and middle Tennessee.</li> <li>b. Create three county clusters, each with their own assigned team of faculty and students.</li> <li>c. Utilize the existing relationships and TSU Extension Offices framework to strengthen community partnerships.</li> </ul>

## Rural Counties to be Served

The GRH-Horizons program steering committee has identified several rural counties of interest to potentially participate in this program. These counties include Lauderdale, Haywood, Tipton, Gibson, Cheatham, Morgan, Overton, Clay, Putnam, Cumberland, Stewart, Hardeman, Crockett, Rhea, and Roane. A spreadsheet was created to delegate communications with our stakeholders. A copy of this spreadsheet is in Appendix A Data List along with sample emails sent to stakeholders.

Data from the Tennessee State University Office of Dual Enrollment demonstrated a strong participation rate among students attending Cheatham County Schools. This data overlapped with a county identified by the steering committee. Thus, Cheatham County being identified as a priority partner for the GRH-Horizons program.

In contrast, Roane County was identified by the GRH-Horizons steering committee, although Tennessee State University does not have a Dual Enrollment MOU with Roane County Schools. Roane County was made a priority partner due to the need for the relationship to grow between TSU and Roane County Schools. Roane County also hosts Alba-Health and Kimble Chase Life Sciences, which have been identified as future community partners. These priorities align with GRH-Horizons Program Strategies #2 and #5.

For the first year of the GRH-Horizons program, Cheatham County, Haywood County, and Roane County will be the exclusive focus. An intermediate goal of this program is to develop rural county clusters each with their own assigned faculty-student teams.

### **Demonstration of Need**

#### **Regional Needs**

The State of Tennessee has over 2,300 Healthcare and Life Sciences establishments in Tennessee (TNECD, 2025). There are over 32,700 employees in this industry sector (TNECD, 2025). Approximately 26% of Tennesseans live in a rural area (TDH, n.d.). The health of citizens in rural areas needs to become a bigger priority due to the disproportional rate of rural health clinic closures over the past decade compared to their counterparts. Other social determinants of health factors that impact rural citizens compared to their urban counterparts, which is evident using the Tennessee Department of Economic and Community Development (TNECD) County Profile Tool (2025). One of the ways to address these disparities is to grow the rural health workforce.

Healthcare and social assistance is expected to be the largest industry in Tennessee by 2030, with the employment of healthcare practitioners and support workers expected to increase by more than 63,500 (TNDOL, 2022-2023, p.15). Statewide, there is a notable demand for mid-level technically skilled practitioners, specifically for licensed practical and licensed vocational nurses, physical therapist assistants, dental assistants, medical assistants, and phlebotomists (THEC, 2024). These roles are critical in the provision of patient care and functioning of healthcare facilities (THEC, 2024). When looking at promotional opportunities in the health field, the U.S. Bureau of Labor Statistics Occupational Outlook Handbook has the 2023-2033 Job Outlook for Medical and Health Services Managers at 29%, much faster than average occupational growth (BLS, 2024).

In December 2024, the Jobs4TN website was reviewed for job postings. Filtering the job openings by certifications, there were 144 job openings for registered nurses, 32 job openings for certified nursing assistants, 27 openings for licensed practical nurse, and 8 licensed clinical social worker. When filtering the job openings by job title, there were over 10,000 health-related positions open on Jobs4TN, such as 56 job openings for dental hygiene, 88 job openings for dietitian/nutritionists, 43 job openings for medical records specialist, and 202 job openings for patient representatives.

### ***Grant Activities and Regional Needs***

One of the foundational grant activities will be to conduct a needs assessment with our community and educational partners. This will allow for a more individualized plan of offerings. For example, Cheatham County requested a dual enrollment offering of an asynchronous Anatomy and Physiology course. This will be a priority grant activity

to meet the need of an educational partner. Whereas Roane County requested the Mental Health First Aid Certification course. These grant activities support GRH-Horizons Program Strategies #1 and #5.

A benefit of conducting a needs assessment is to identify potential barriers at the policy level. One barrier identified was student age. Multiple educational partners mentioned student age as a barrier for post-graduate placement of students from CTE and TCAT programs. The student is allowed to complete a training program and complete the clinical experience but then is not old enough to be employed in the industry. This knowledge would be an outcome associated with GRH-Horizons Program Strategy #4.

Another major component of the grant activities is to provide funds to alleviate the financial barriers associated with participating in the programs. These barriers include purchasing of a laptop to enroll in an online course, the purchasing of textbooks, the cost of the clinical fees, and transportation costs to complete a field placement. These grant activities support GRH-Horizons Program Strategies #3 and #5.

Advertising and marketing grant activities will assist all stakeholders associated with the GRH-Horizons program. Marketing strategies will include highlighting the dual enrollment course offerings at Tennessee State University and pathways from CTE-AAS-BS, especially for online bachelor's programs to allow students to stay in their rural communities. Another marketing strategy will be to create Articulation Agreement Signing Celebration Events with our TCAT and community college partners. These events will also be recruitment and relationship building events. These grant activities support GRH-Horizons Program Strategies #1, #4, and #5.



One of the long-term goals of the grant, which is also a key aspect of the sustainability of the GRH-Horizons Program, is the establishment of a GRH-Horizons Mobile Health Clinic. The mobile health clinic will provide opportunities for WBL experiences for clinical health students, such as dental hygiene, physical therapy, respiratory sciences, etc., to provide services to the rural counties across Tennessee. The mobile health clinic will provide specialty health services that are often missing in rural communities (Rural Health Information Hub, 2024). These grant activities support GRH-Horizons Program Strategies #1, #2, and #5.

### **Expansion of Current Programs**

The GRH-Horizons Program is dedicated to working with our community and educational partners, through a needs assessment, to develop a comprehensive plan to enhance opportunities to enter and transition into health care, behavioral health, and dental health professions in rural Tennessee communities through increasing dual enrollment course offerings, enhancing health care educational pathways, strengthening community partnerships, and expanding work-based learning placements.

A Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) crosswalk has been provided in Appendix G. The codes listed are associated with participating or identified prospective participating high school pathways, CTE pathways, TCAT certification and diploma programs, community college degree programs, and Tennessee State University degree programs associated with the GRH-Horizons Program.

## **Program Plan**

### **GRH-Horizons Program Summary**

This proposal is to request funding for a program titled, “Growing Rural Health Horizons: Pathways to Workforce Excellence,” (GRH-Horizons), to focus on growing the available course, program, and degree offerings to provide additional educational and training opportunities to individuals living in rural areas. The main components of the GRH-Horizons program plan are conducting needs assessments, developing career pathways, expanding work-based learning experiences, and strengthening partnerships and collaborative community event programming.

GRH-Horizons committee members are conducting reviews of their degree programs to draft an educational pathway. For example, a Dental Hygiene pathway can be created from CTE/TCAT Dental Assisting Certificate to an AAS Dental Hygiene to a B.S. Dental Hygiene to MPH at TSU or Meharry Dental MPH program. Speech-Language Pathology is an in-demand field in Tennessee. As a way to increase the number of qualified candidates, especially in rural areas, an educational pathway will be created, with a special emphasis on the distance-learning option available for the Speech-Language Pathology master’s program.

### ***GRH-Horizons Activities and Timeline***

A detailed timeline for the GRH-Horizons program can be found in Appendix C. Year 0 is the pre-planning phase to conduct mini-needs assessment and secure partners. A timeline provides a quarterly overview of the critical convenings, activities, and actions that comprise the development, implementation, and evaluation of the program divided into activities associated with the GRH-Horizons Program Strategies. A

Logic Model for Growing Rural Health Horizons: Pathways to Workforce Excellence  
(GRH-Horizons) table is in Appendix C after the timeline.

### ***Key Objectives and Measurements***

The key objectives and measures for the GRH-Horizons program are:

1. Conduct needs assessments to inform the decision-making process and ensure all stakeholders have a voice in the process. Measurement: Needs assessment results (Supports GRH-Horizons Program Goals #1, #2, #3, #4, and #5).
2. Increase the number of courses offered through dual enrollment. Measurement: Number of current dual enrollment course offerings compared to tracking the number over the grant funding period. (Supports GRH-Horizons Program Goals #1 and #5)
3. Increase the number of Dual Enrollment MOUs between Tennessee State University and our educational partners. Measurement: Number of current dual enrollment course MOUs compared to tracking the number over the grant funding period. (Supports GRH-Horizons Program Goals #1 and #5)
4. Establish new or re-establish pathways based on input from our educational partners at high schools, Career and Technical Education (CTE) centers, Tennessee College of Applied Technology (TCAT), and other institutions of higher education. Measurement: Number of current pathways compared to tracking the number of pathways created over the grant funding period. Record of planning meetings for articulation agreement signing events. Number of recruitment events planned and implemented. (Supports GRH-Horizons Program Goals #1, #2, #3, and #5)

5. Develop interprofessional education (IPE) events for students to observe and/or participate in collaboration with our community and educational partners.

Measurements: Number of IPE events planned and implemented, number of participants, results of event evaluation, record of planning meetings. (Supports GRH-Horizons Program Goals #1, #2, #4, and #5)

6. Provide funding for laptops, gas cards, textbook assistance, student stipends, grants, and travel awards will be available for students to request using the THEC Standard Application form to remove financial barriers. Measurement: Number of applicants for the various financial assistance funds and amount of financial assistance provided. (Supports GRH-Horizons Program Goals #4 and #5)

### ***Project Governance and Accountability Plan***

**Project Governance.** Members of the GRH-Horizons committee can be found in Appendix F. A steering committee has been established and is reflected on the Members List.

Working committees will be created from the GRH-Horizons All Programs Committee. Members of these working committees will consist of a faculty, students, educational partners, and community partners. These teams will participate in event planning with our community and educational partners as well as serve as interprofessional health education teams to provide services through the GRH-Horizons Mobile Health Clinic. Working committees will meet more frequently. These committees are key to success in collaboration and shared decision-making. The working committees align with GRH-Horizons Program Strategy #5.

**Accountability Plan.** The Steering Committee will maintain oversight of the GRH-Horizons Program throughout the funding period and beyond. The Program Director, Dr. Miranda Sanford-Terry, will provide oversight of the daily operations of the program and will report to the Steering Committee, TSU Office of Research and Sponsored Programs, TSU Office of Grants Accounting, and THEC. The Program Director will supervise two employees hired through this grant proposal, a Field Placement Coordinator and a graduate assistant. Employment oversight will follow all federal, state, and institutional policies.

The THEC Standard Application form will be used for program participants to request student stipends, grants, and conference travel awards. Appendix E provides additional information about eligibility criteria and application process for each financial assistance category of Student Stipends, Grants, and Student Conference Travel Awards.

### **Benefits to Counties Served**

There are numerous benefits for the counties that will partner with the GRH-Horizons program. Some benefits have been included as examples in previous sections, although the list should not be considered exhaustive. Additional benefits will be identified along with our stakeholders in each county during the needs assessment grant activities. Community programming will occur in partnership with our stakeholders (i.e., community and educational partners) and field placement opportunities. Work-based learning experiences will be provided through a mobile health clinic that can travel to the rural counties served. This will allow rural areas to reap the benefits of specialty services, such as physical therapy, occupational therapy, and mental health,

while exposing students to these professions that are usually not readily available in rural areas.

Educational partners will be involved in developing enrollment course offerings. More intentional collaboration between the middle school, high school, and collegiate HOSA chapters is planned. The student stipends, grants, and conference travel awards will be offered to alleviate financial barriers to participation will be available to students at all education levels (e.g., high school, TCAT) associated with GRH-Horizons program.

### **Strength of Partnership**

#### **Roles, Responsibilities, and Capabilities among Partners**

The proposal for the Growing Rural Health Horizons: Pathways for Workforce Excellence (GRH-Horizons) program requests funding to assist students with licensure fees, exam fees, textbooks; certification course completion grants, such as Mental Health First Aid; and funding and/or training for teachers, if needed. These are the grant activities that will be sustainable only during the grant funding period.

For our educational partner organization's role, they agree to assist in marketing and recruiting students who may be interested in a health care pathway program; identify needs that TSU can assist in addressing, such as dual enrollment course offerings, industry certifications to offer, and CTE pathway developments; and connect TSU with work-based learning partners to grow those opportunities as well as identify potential collaborations to better assist and prepare students.

For our community and employer partner organization's role, they agree to provide work-based learning (WBL) experiences through field placement opportunities

and clinical placement opportunities; serve as mentors to students associated with the GRH-Horizons Program; assist in the planning of community events that provide services to our rural communities; and advise on industry certifications needed that TSU could assist in providing.

Tennessee State University (TSU) will provide assistance and collaborations with the HOSA chapters; provide dual enrollment courses; develop collaborative events with our community partners for students to engage and network; create educational pathways; and provide suggestions on how to better support students completing CTE and dual enrollment programs. Student age has been brought up multiple times by our educational partners as a barrier for post-graduate placement for students completing CTE and TCAT programs.

The GRH-Horizons Program has signed MOUs and letters of support for our community and educational partners in Appendix D. Learning experiences will be collaboratively designed by education and industry partners. Our educational k-12 partners include Sycamore High School in Cheatham County and Midway High School in Roane County. Our articulation agreements and pathways with TCAT, such as TCAT Northwest, and community colleges, such as Roane State Community College, will be reviewed, revised, highlighted, and marketed in partnership with these institutions, respectively.

### **Budget Plan**

The GRH-Horizons Program proposed budget supports hiring of support staff, faculty compensation for services, equipment, and participant support. The Budget Template providing additional details can be found in Appendix B.

GRH-Horizons Program would need to hire a full-time Field Placement Coordinator. This position is part of the key personnel needed for this program to be successful. This position was identified as a critical need among faculty from the associated degree programs at Tennessee State University. This budget item supports GRH-Horizons Program Strategies #2 and #5.

Small equipment purchases are being requested for consideration in this proposal. Student computers are an equipment purchase budget line item. This is a student participant support request. It supports GRH-Horizons Program Strategy #4. This was an area identified by our educational partners and GRH-Horizons Steering Committee. A wide-format printer is also being requested, which aligns with the Student Conference Travel Awards and faculty conference travel grant activities. This capital equipment purchase will ensure the sustainability of the GRH-Horizons Program being able to participate in conference poster presentations and develop materials for our collaborative events with our rural community partners. These budget items support GRH-Horizons Program Strategies #4 and #5.

Another capital equipment purchase is a Faber Specialty vehicle to establish a GRH-Horizons Mobile Health Clinic as well as supplies to stock it, such as a Total Body Composition Analyzer, sphygmomanometers, and pulse oximeters. These budget items support GRH-Horizons Program Strategies #2 and #5.

Grant funds are being requested for advertising, marketing, and implementation of community events, including recruitment activities. These budget items support GRH-Horizons Program Strategies #1, #3, and #5. Marketing funds requested to increase awareness of the programs offered at Tennessee State University and its dual



enrollment program, highlighting career pathways, and the career opportunities at our community partners. A GRH-Horizons Connection Event will be held in year three and four as an evaluation meeting to hear from our educational and community partners. Interprofessional educational (IPE) events will be expanded to include our educational partners as observers and participants.

Participant support includes students, community, and educational partners. Office and classroom supplies are budget items that will assist GRH-Horizons Program students, faculty, staff, educational partners, and community partners. Participant support provides financial assistance with clinical fees, licensure fees, exam fees, and textbook costs. Gas cards are requested to alleviate transportation costs for our participants as well as bus reimbursement for our educational partners. Certification Course Completion funds are requested to provide an opportunity for our rural partners to earn a certification to increase their marketability without the cost barrier. Funds to provide Student Conference Travel Awards and for the faculty members who will accompany students on conference travels. Requirements for Student Stipends, Grants, and Travel Awards are in Appendix E. These budget items support GRH-Horizons Program Strategies #4 and #5.

Indirect costs associated with the implementation and administration of the Rural Health Care Pathways Expansion Grant are requested.

### **Sustainability**

The GRH-Horizons Program can be sustained beyond the 48-month funding period in multiple ways, such as fundraising activities by our HOSA student organization, collaborating with and cost-sharing by partnering to organize educational

and training opportunities, and institutionalizing aspects of the GRH-Horizons Program into existing infrastructure and establishing a Center for Rural Health. The TSU HOSA student organization can conduct fundraising efforts at events such as homecoming. The HOSA faculty advisor can also seek sponsors from community partners.

Another sustainability strategy is to collaborate with and cost-sharing by partnering to organize educational and training opportunities. This strategy was at the forefront during the planning process. One of the employer sponsors is the Tennessee Department of Health. An Academic Health Department Agreement is in progress between Tennessee State University and the Tennessee Department of Health. The Agreement includes activities such as clinical placements, field placements, data sharing, and training opportunities. These activities will sustain GRH-Horizons Program Strategy #5.

Institutionalizing aspects of the GRH-Horizons Program is going to be essential to sustaining the program in the long-term. The Field Placement Coordinator position is intended to become a permanent position, housed within the College of Health Sciences by repurposing an existing position. This position would be the lead liaison between the College of Health Sciences programs that require field placements and community partners. Student involvement, mentorship, service, and research activities should be embedded into the associated field placement, internship, clinical courses.

## **APPENDICES**

Appendix A: Data List

Appendix B: Budget

Appendix C: Detailed Timeline and Logic Model

Appendix D: Career Pathways and Letters of Support

Appendix E: Student Stipends, Grants, and Travel Awards

Appendix F: GRH-Horizons Program Committee Lists

Appendix G: Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) Crosswalk for GRH-Horizon Program

## Appendix A: Data List

- Rural Health Information Hub (2024). Rural Health Disparities. <https://www.ruralhealthinfo.org/topics/rural-health-disparities>
- Tennessee Department of Economic & Community Development (TNCED, 2025). Healthcare and Life Sciences. <https://tnecd.com/industries/healthcare-and-life-sciences/>
- Tennessee Department of Health (TDH, n.d.) Rural Areas. <https://www.tn.gov/health/cedep/environmental/healthy-places/healthy-places/land-use/lu/rural-areas.html>
- Tennessee Department of Labor and Workforce Development (TNDOL, n.d.). jobs4tn. <https://www.tn.gov/jobs4tn.html>
- Tennessee Higher Education Commission (THEC, 2024). Academic Supply and Occupational Demand Report.
- United States Bureau of Labor Statistics (2024). Medical and Health Services Managers. Occupational Outlook Handbook. <https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm>
- University of Louisville (2024). DEAL Days. <https://louisville.edu/sphis/events/deal-day-1>

### Community Partners Needs Assessment

- Internal to TSU Requests
  - provide the number of students enrolled in your program
  - is an internship or field placement required for your program? If so, at what stage of the program (e.g., 2nd semester of senior year)?
  - what dual enrollment course offerings would your program be willing to offer? Preferably online to meet the needs of our rural communities. Looking at the Spring 2025 offerings this is a HUGE area of growth of us (related dual enrollment offerings for SP25: HIMA 1040, HPSS 1510, NUFS 2010)
  - what community college articulation agreements would you like to develop and/ or strengthen that are Pathways into our programs (again specifically looking at those serving rural areas)?
  - if you were to provide services in the field, what equipment would you need? Think of a mobile unit and needs to ensure HIPAA compliance.
- Educational Partners
  - Email sent to potential K-12 educational partners to conduct a brief needs assessment for this proposal.
    - “My grant team from Tennessee State University has identified your community as one we would like to grow our educational partnerships

and ensure we are addressing rural health needs throughout northwestern Tennessee as part of a Rural Health Care Pathways Expansion Grant. The grant proposal submission is due by end of January. The purpose of this email is to hear from you.

- How can we assist you and your HOSA student organization? (We would love to partner with them as well as like to offer our faculty and graduate students to serve as judges).
- Career Pathways & CTE:
  - What Career Pathways are offered by your school?
  - Do your secondary schools have health science programs offering programs of study which coincide with this project (diagnostic services, emergency services, nursing services, sports and human performance, therapeutic services, behavioral health, public health (epidemiology))?
  - Do your secondary schools participate in any type of health industry credentialing (Certified Nursing Assistant, Certified Pharmacy Technician, Certified Phlebotomy Technician, Physical Therapist Aide, ServSafe Food Handler, etc.)?
  - What barriers are you aware of that hinder students' participation in career pathways or credentialing programs?
  - How many high school students who complete programs through the Career and Technical Education (CTE) Center are hired by local organizations?
    - o If possible, organizational name and contact information would be great to see how we can continue to assist in the students' educational journey upon graduation.
- Dual Enrollment:
  - What courses are part of the dual enrollment program currently at your school?
  - What courses would you like to see offered through the dual enrollment program? Preferred method, either online or in-person?
    - o Are there teachers interested in earning a graduate certificate in their respective areas in order to be eligible to teach at the college level as a way to increase dual enrollment course offerings?
  - How supportive is the high school environment for students interested in participating in dual enrollment?
  - What structures/timing aspects do we need to keep in mind when scheduling online dual enrollment classes? In-person classes?
  - What barriers are you aware of that hinder student's participation in dual enrollment program?
  - What ways can TSU assist your school and your students in pursuing health care professions and pathways?"

- Email sent to potential TCAT and Community College educational partners to conduct a brief needs assessment for this proposal.
  - “I am spearheading Tennessee State University’s efforts to submit a proposal for the Rural Health Care Pathways Expansion Grant. The programs involved in the grant include nursing, dental hygiene, physical therapy (graduate), occupational therapy (graduate), speech pathology & audiology (graduate), public health, health care administration, health information management, cardio-respiratory care, exercise science, psychology, dietetics, criminal justice, and social work. I have noted the programs that are offered at the graduate-level only. Both public health and psychology have undergraduate, masters, and doctorate programs.
  - Educational Partner Questions:
    - ☐ Does your school have an active HOSA student organization?
    - ☐ Career Pathways & CTE:
      - What Career Pathways are offered by your school?
      - Do your secondary schools have health science programs offering programs of study which coincide with this project (diagnostic services, emergency services, nursing services, sports and human performance, therapeutic services, behavioral health)?
      - Do your secondary schools participate in any type of health industry credentialing (Certified Nursing Assistant, Certified Pharmacy Technician, Certified Phlebotomy Technician, Physical Therapist Aide, ServSafe Food Handler, etc.)?
      - What barriers are you aware of that hinder students’ participation in career pathways or credentialing programs?
      - How many high school students who complete programs through the Career and Technical Education (CTE) Center are hired by local organizations?
        - If possible, organizational name and contact information would be great to see how we can continue to assist in the students’ educational journey upon graduation.
    - ☐ Dual Enrollment:
      - What courses are part of the dual enrollment program currently at your school?
      - What courses would you like to see offered through the dual enrollment program? Preferred method, either online or in-person?
      - How supportive is the high school environment for students interested in participating in dual enrollment?
      - What structures/timing aspects do we need to keep in mind when scheduling online dual enrollment classes? In-person classes?

- What barriers are you aware of that hinder student's participation in dual enrollment program?
  - What ways can TSU assist your school and your students in pursuing health care professions and pathways?
- Employment Partner Questions:
  - How can TSU assist in the workforce development with your staff or for your member organizations?
  - What are the workforce development areas of need?
  - If increasing educational attainment, what barriers do your staff experience when trying to earn their licensure, certification, or degree?
  - Do you have existing partnerships with the local Career and Technical Education (CTE) Center?
  - How many high school students who complete programs through the CTE are hired by member organizations?
  - Would your organization or a member organization be willing to provide shadow hour opportunities or serve as a work-based learning placement, field placement, or internship placement?
- Employer Partners
  - Email sent to potential employer partners to conduct a brief needs assessment for this proposal.
    - "My grant team from Tennessee State University has identified your community as one we would like to grow our industry partnerships and ensure we are addressing rural health needs throughout north and middle Tennessee as part of a Rural Health Care Pathways Expansion Grant. The purpose of this email is to hear from you.
  - How can TSU assist in the workforce development with your staff?
  - What are your workforce development areas of need?
  - If increasing educational attainment, what barriers do your staff experience when trying to earn their licensure, certification, or degree?
  - Do you have existing partnerships with the local Career and Technical Education (CTE) Center?
  - How many high school students who complete programs through the CTE are hired by your organization?
  - Would your organization be willing to provide shadow hour opportunities or serve as a work-based learning placement, field placement, or internship placement?
  - Would your organization be willing to provide a letter of support for this grant collaboration opportunity?

Here is a list of TSU programs that are participating in this grant: Cardio-Respiratory Care, Criminal Justice, Dental Hygiene, Exercise Science, Nutrition and Dietetics, Health Care Administration, Health Information Management, Health and Physical Education, Health

Sciences, Nursing, Occupational Therapy, Physical Therapy, Public Health, Psychology, Social Work, and Speech Pathology & Audiology.”

- Contact List

County	Grant Member(s) Assigned	Health Employer s in County	Educational Partners in County (H.S., CTE, CC)	Dates Emails Sent to Each	Dates Follow Up Made to Each	Date Information Received	Letter of Support Requested	Letter of Support Received
Lauderdale	Miranda Sanford-Terry		TCAT-Northwest	12.11.2024	Virtual meeting held on 1.10.2025		1.10.2025	
Haywood	Veronica Oates	UTK - Community Nurse Navigators - Chris Brasher						1.3.2025
Tipton	Tina Smith							
Cheatham	Tina Smith		Cheatham Co. Central High School (S. Wenning),	1.1.2025				
			Harpeth High School (L. Rector), & Sycamore High School (D. Wenning) and HOSA Advisor Shauna Dahl			1.9.2025 - Sycamore H.S. (Shauna, HOSA)	1.6.2025	1.9.2025 - Cheatham County Schools
Morgan	Miranda Sanford-Terry		Morgan County CTE	12.11.2024				
Overton								
Livingston	Miranda Sanford-Terry		TCAT-Livingston	12.11.2024				
Clay								
Putnam	Masha Bowman							
Cumberland (focus on the upper Cumberland region)	Miranda Sanford-Terry		TCAT-Upper Cumberland		1.3.2025			



Stewart								
Hardeman								
Crockett								
Roane	Miranda Sanford-Terry		Roane County Schools - all high schools	1.8.2025		1.9.2025 - Midway H.S.	1.10.2025 - Midway H.S.	
	Elizabeth Brown							
Rhea								
Gibson								
Henry County	Miranda Sanford-Terry	Henry Co Medical Center; West TN HC Henry Co. Hospital (Vanderbilt)	Henry County High School; GEAR UP site coordinator	12.15.2024	1.3.2025			
Carroll County	Miranda Sanford-Terry		Carroll County Tech Center	12.11.2024	1.3.2025			
Sumner County	Miranda Sanford-Terry		Sumner County Middle Tech College High	12.11.2024	1.3.2025			

## Appendix B: Budget

<b>GRANT BUDGET</b>				
<b>Rural Health Care Pathways Expansion Grant</b>				
<b>The grant budget line-item amounts below shall be applicable only to expense incurred during the following</b>				
<b>Application</b>				
<b>Period:                                      BEGIN: August 1, 2025                                      END: July 31, 2029</b>				
<b>POLICY 03 Object Line-Item Reference</b>	<b>EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup></b>	<b>GRANT CONTRACT</b>	<b>GRANTEE PARTICIPATION</b>	<b>TOTAL PROJECT</b>
1, 2	<b>Salaries, Benefits, &amp; Taxes</b>	605,278.00		605,278.00
4, 15	<b>Professional Fee, Grant, &amp; Award <sup>2</sup></b>	376,400.00		376,400.00
5, 6, 7, 8, 9, 10	<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publications</b>	147,451.00		147,451.00
11, 12	<b>Travel, Conferences, &amp; Meetings</b>	131,000.00		131,000.00
13	<b>Interest <sup>2</sup></b>			
14	<b>Insurance</b>			
16	<b>Specific Assistance to Individuals</b>			
17	<b>Depreciation <sup>2</sup></b>			
18	<b>Other Non-Personnel <sup>2</sup></b>	24,150.00		24,150.00
19	<b>Capital Purchase <sup>2</sup></b>	642,130.00		642,130.00
22	<b>Indirect Cost</b>	72,630.00		72,630.00
24	<b>In-Kind Expense</b>			
25	<b>GRAND TOTAL</b>	<b>1,999,039.00</b>		<b>1,999,039.00</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.

(posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>)

<sup>2</sup> Applicable detail follows this page if line-item is funded

## GRANT BUDGET LINE – ITEM DETAIL

### **Line 1        Salaries and Wages**

- Field Placement Coordinator annual salary: \$60,000
  - o A 3% cost-of-living adjustment will be added each year
    - Year 2: \$61,800
    - Year 3: \$63,654
    - Year 4: \$65,563.62
  - o Total: \$251,017.62
- Program Director annual salary, \$21,000
  - o A 3% cost-of-living adjustment will be added each year
    - Year 2: \$21,630
    - Year 3: \$22,278.90
    - Year 4: \$22,947.27
  - o Total \$87,856.17
- Graduate Assistant annual salary, \$24,000 per year: Total \$96,000
- Dual Enrollment Course Instructors
  - o TSU BIOL \$3500 stipend per course, \$7000 per year: Total \$28,000
- Pelvic Health Course Instructor
  - o TSU, Dr. Marsha Bowman, Physical Therapy: \$3500 stipend per course. Course offered once a year over 4 years for physical therapy and nursing students as well as offered to our community partners.
  - o Total: \$14,000

Total Salaries and Wages: \$476,873.00

### **Line 2        Employee Benefits & Payroll Taxes**

- Field Placement Coordinator fringe benefits (35%): \$21,000
  - o Year 2: \$21,630
  - o Year 3: \$22,278.90
  - o Year 4: \$22,947.267
  - o Total: \$87,856.167
- Program Director fringe benefits (35%)
  - o Year 2: \$7,350
  - o Year 3: \$7,570.50
  - o Year 4: \$8,031.54
  - o Total: \$30,749.66
- TSU Dual Enrollment BIO Course Instructor fringe benefits (35%),  $\$3500 \times 0.35 = \$1,225$  per year for 4 years, Total: \$4,900
- Fringe benefits for TSU Dr. Marsha Bowman (35%),  $\$3500 \times 0.35 = \$1,225$  per year for 4 years, Total: \$4,900.

Total Fringe Benefits: \$128,405

Total Salary, Wages, & Benefits: \$605,278

## **Line 5      Supplies**

- Office and Classroom Supplies: \$9000 per year
    - o Calculated based on \$30 per 25 faculty member or program per month, \$600, \$7200 per year: Total \$28,800
      - Other anticipated expenses include office supplies for team members, printers, ink cartridges, paper, computer monitors, workstations, laptop cases, and accessories.
  - Supplies needed by our educational partners to enhance their health-care learning experiences, such as resources to HOSA chapters, \$1000 per year: Total \$4,000.
  - Food and Beverages: \$5000 per year for events with students, educational partners and their students, and community partners. Total \$20,000
  - A Total Body Composition Analyzer will be needed to take baseline and semi-annual measurement of weight and BMI. The unit cost = \$6,500.00
  - Student computers: It is anticipated that up to 15 students will need a laptop in order to participate in programs associated with this pathway. Student computers are \$1,500.00, with 15 devices requested. Total computer costs requested = \$22,500.00
  - Equipment and supplies for the GHR-Horizons Mobile Health Clinic, such as gloves, blood pressure cuffs, skinfold calipers, grip strength hand dynamometer, and other health and fitness assessment equipment. Total: \$65,651.
- Total Supplies: \$147,451

## **Line 11      Travel**

- Conference travel will have a flat reimbursement rate up to \$5,000, per faculty member associated with programs in this pathway, up to \$20,000 per year: Total \$80,000.
  - o These conference travels will provide additional recruitment opportunities for rural health practitioners into our programs as well as provide opportunities for the students to disseminate their research.
- Bus Rental to take faculty and students to events with our educational partners and/or community partners, charter bus up to \$2,500 per busbank.com, once per year: Total \$10,000
- Bus Reimbursement to our educational partners to travel to Tennessee State University to attend events associated with this pathway, school bus up to \$1500 per trip, four times a year, \$6,000 per year: Total \$24,000.

Total Travel: \$114,000

## **Line 12      Conferences and Meetings**

---

- GRH-Horizons Connection Event will be held in years three and four as an evaluation meeting to hear from our educational and community partners, \$2500 per event, Total: \$5000.
- Interprofessional educational events will be expanded to include our educational partners as observers and participants. Event will be held at the Tennessee State University in the fall and then rotate among our educational partners in the spring, \$1500 per event, \$3000 per year: Total: \$12,000.
  - These events will increase the understanding of the various occupations in the health professions, demonstrate the functions of an interprofessional practice health team, and help differentiate the scope of practice among the health professions. These events will include recruitment and have Admissions there to offer “free” application day.

Total Conferences and Meetings: \$17,000

Total Travel, Conferences, & Meetings: \$131,000

## **Line 15      Grants and Awards**

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- Graduate Assistantship Tuition and Fee Stipend at the in-state tuition rate, up to \$6000 per semester, \$18,000 per year: Total \$72,000
- Qualified High School Teachers \$3500 stipend per course (Estimated 4): Total: \$14,000
- Student Stipends
  - For Clinical Fees, up to \$800 per student, estimate coverage for 10 students per year, \$8000 per year: Total \$32,000.
  - Textbook and Supply Fees, up to \$800 per student, estimate coverage for 10 students per semester, \$16,000 per year: Total \$64,000.
  - Licensure Fee, up to \$800 per student, estimated coverage for 20 students per year, \$16000 per year: Total \$64,000.Total: \$160,000

Students awarded stipends will apply using the THEC Standard Application to request these funds. If the stipend is awarded, an Authorization of Credit Form will be submitted to add these funds to the student’s account directly.

- Completion Grant
  - Gas cards for students in participating programs associated with this pathway, \$100 per request. Up to \$5000 per semester x 3 semesters (fall, spring, summer), \$16,000 per year: Total \$64,000
    - Participants will need to use the THEC Standard Application to request these funds.

- Certification Course Grants
  - Mental Health First Aid Certification Course \$30 per student, up to 100 students per year, offered to high school students at our rural educational partners and students enrolled in the programs associated with this pathway, \$3000 per year: Total \$12,000.
  - Pelvic Health Certification Course \$300 per student, for 12 students per year, \$3600 per year: Total \$14,400.

Total: \$26,400

- Student Conference Travel Awards
  - Student travel to professional conferences. Conference expenses, such as student membership fees, conference registration, lodging, and per diem, up to \$2,000 per student associated with programs in this pathway, up to \$10,000 per year: Total \$40,000.

Total for Grants and Awards: \$376,400

#### **Line 18      Other Non-personnel Expenses**

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- Advertising
  - On AJPH.org website for 3 months, size 300x250, \$4,150
  - Tennessee Public Health Association Conference Silver Sponsor, \$2500 per year: Total \$10,000
- Marketing budget to increase awareness of the programs offered at Tennessee State University and its dual enrollment program, highlighting career pathways, and the career opportunities at our community partners, \$2500 per year: Total \$10,000.

Total Other Non-personnel Expenses: \$24,150.

#### **Line 19      Capital Purchases**

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- Mobile Unit A mobile health and wellness learning lab is requested to assist the team with community-based education, evaluation and services. This unit will travel about to our rural community and educational partners to provide demonstrations and/or services. Quote requested from Faber Specialty vehicles, which is a pre-approved vendor in the State purchasing system. The cost for the full unit is \$600,000 which will be spread across all 4 years of the grant. The expected deposit for the order in year 1 = \$150,000. Total mobile unit to establish a mobile health clinic: \$600,000.
- A wide-format printer is needed to print posters for display at community events. Posters are also needed for faculty and staff to market the project and for research presentations of students and faculty. The HP DesignJet Z9+ Pro Printer has a cost of \$17,130 from an approved vendor in the purchasing system.
- Cardio-Respiratory Equipment: ADC Diagnostix 752M Mobile Aneroid Sphygmomanometer, Pulse Oximeters, Pulmonary Function Test Kits. While the units individually are less than \$1,000, the total estimated total costs = \$25,000.

Total Equipment: \$642,130.00

**Line 22      Indirect Costs**

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Indirect costs associated with the implementation and administration are being requested. The indirect costs associated have been calculated using a modified total budget, which excludes participant costs and graduate assistant tuition and fee stipend.

Total Grantee Budget is \$1,926,409, minus equipment (\$642,130) and participant costs and graduate assistant tuition and fee stipend (\$376,400) = Modified Total Direct Costs of \$907,879. Indirect costs calculated using the modified total direct costs x 8%,  
 $\$907,879 \times 0.08 = \$72,630$

**Line 25      Total Expenses**

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- Total Budget: \$1,926,409.00
- Indirect Costs: \$72,630.00
- Grand Total: \$1,999,039.00

## Appendix C: Detailed Timeline and Logic Model

GRH-Horizons Detailed Timeline

	Year 0 (2024-2025)				Year 1 (2025-2026)				Year 2 (2026-2027)				Year 3 (2027-2028)				Year 4 (2028-2029)			
Activities	Quarter 1 (Aug - Oct)	Quarter 2 (Nov - Jan.)	Quarter 3 (Feb - April)	Quarter 4 (May - July)	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
Conduct mini-needs assessment among our potential community and educational partners																				
Steering Committee Meetings																				
GRH-Horizons All Programs Meeting																				
<b>Program Strategy #1: Develop career pathway programs.</b>																				
1.1 Expand the dual enrollment course offerings by TSU																				
1.2 Increase the number of Dual Enrollment MOUs between TSU and our educational partners.																				
1.3 Re-establish pathways based on input from our educational partners																				
1.4 Create educational pathways between dual enrollment, TCAT, community colleges, and TSU																				
1.5 Create educational pathways between other higher education institutions																				
<b>Program Strategy #2: Implement collaborative, meaningful, and structured work-based learning (WBL) experiences.</b>																				
2.1 Hire a field placement coordinator.																				
2.2 Increase the number of clinical affiliation agreements and field placement MOUs in rural areas through a targeted communication effort.																				
2.3 Conduct a needs assessment among our rural community and educational partners to identify barriers to participation in educational or training opportunities.																				
2.4 Establish a GRH-Horizons Mobile Health Clinic																				
2.4.a Order a mobile unit for the GRH-Horizons Mobile Health Clinic.																				





3.5 Organize Articulation Agreement Signing Celebration events with our institutions of higher education partners as a way to highlight these available programs, serve as a recruitment event, and increase the advertising for associated programs and institutions.																			
<b>Program Strategy #4: Alleviate barriers to student participation in educational and training opportunities by providing student stipends, grants, and travel awards.</b>																			
4.1 Conduct a needs assessment among rural students, educational partners, and community partners to identify barriers and develop solutions.																			
4.2 Provide financial resources to address identified barriers to participation, such as licensure fees, textbook costs, clinical fees, and laptops.																			
4.3 Provide assistance with transportation costs through gas card requests.																			
4.4 Offer certification course grants for rural students, educational partner members, and community partner members																			
4.5 Provide Student Conference Travel Awards to decrease the financial burden on the student when participating in a conference.																			
4.6 Provide funding to our educational partners for educational and training materials for their students.																			
4.7 Provide funding to our educational partners to participate in educational or training opportunities.																			
<b>Program Strategy #5: Strengthen our community partnerships in rural counties.</b>																			
5.1 Conduct a needs assessment to see how TSU can do to better assist our rural community and educational partners.																			
5.2 Collaborate with rural community partners to bring the GRH-Horizons Mobile Health Clinic to the county to provide educational and training opportunities.																			

5.3 Increase the advertising and marketing of TSU programs and educational pathways available to our rural communities.																			
5.4 Develop evaluation events to assist in relationship building and collaborations among our rural community and educational partners.																			

## GRH-Horizons Logic Model

Inputs	Activities	Outputs	Outcomes		
			Short-Term	Immediate	Long-Term
<ul style="list-style-type: none"> <li>Faculty teams from various health disciplines (e.g., nursing, exercise science, dental hygiene, public health, occupational therapy, speech sciences)</li> <li>Graduate and/or undergraduate students from the College of Health Sciences at Tennessee State University as well as from the departments of Criminal Justice, Nutrition and Foods, Psychology, and Social Work</li> <li>Funding and resources for training opportunities (e.g., short courses, seminars, conference travel)</li> <li>Dual Enrollment course offerings</li> </ul>	<ul style="list-style-type: none"> <li>Conduct needs assessments among our community partners for educational programming planning</li> <li>Develop small interprofessional practice (IPP) health teams focusing on key health service areas (e.g., oral health, nutrition, women's health, mental health)</li> <li>Enhance education, certification, and support training opportunities</li> <li>Establish a communication plan with k-12 and Career and Technical Education partners</li> <li>Review our articulation agreements with the community colleges serving rural counties identified</li> <li>Develop degree completion pathways for those receiving their AAS degrees and practicing in rural areas</li> </ul>	<ul style="list-style-type: none"> <li>Completion of a needs assessment among our rural community partners</li> <li>Expanding our dual enrollment offerings</li> <li>Create an Introduction to the Health Professions course as part of the dual enrollment offerings to increase the knowledge of the scope of practice for the different health professions</li> <li>Revise and enhance our articulation agreements with the community colleges serving rural counties identified</li> <li>Offer our faculty and graduate students to serve as judges for HOSA events</li> <li>Offer certification programs, such as Mental Health First Aid and Pelvic Floor Certifications</li> </ul>	<ul style="list-style-type: none"> <li>From a brief needs assessment conducted during the informational gathering phase of this grant, barriers will be identified among students wanting to enroll in dual enrollment and working adults wishing to continue their education.</li> <li>A list of courses that could be added to the dual enrollment offerings in areas such as health, dental, and psychology.</li> <li>Enhanced IPE and IPP collaboration among students, faculty, and community partners</li> <li>Increase educational attainment among rural Tennessee communities through degree pathways</li> </ul>	<ul style="list-style-type: none"> <li>By participating in the GRH-Horizons program, students will develop a deeper understanding of the health services in rural areas.</li> <li>Decrease the barriers to pursue educational opportunities, such as cost, transportation, food, and housing</li> <li>Students will gain hands-on experience in rural areas.</li> <li>Through IPE projects, students will learn to work collaboratively with peers from different health fields, mirroring real-world collaborative practice.</li> <li>Strengthen the partnerships between Tennessee State University and rural communities</li> </ul>	<ul style="list-style-type: none"> <li>Development of a diverse, multidisciplinary rural workforce capable of addressing complex health issues</li> <li>Reduction in health disparities among rural populations</li> <li>Establishment of Tennessee State University as a leader in collaborative, community-engaged health research</li> <li>Advancement of health, behavioral, and medical knowledge through innovative, interprofessional practice health teams</li> <li>Students pursuing health careers in rural areas</li> <li>Extend the reach of Tennessee State University explicitly in rural Tennessee communities to students who desire to attend a HBCU.</li> <li>Establish a Center for Rural</li> </ul>

<ul style="list-style-type: none"> <li>• HOSA Student Organization</li> <li>• Articulation Agreements with Community Colleges</li> <li>• Field placement experience</li> </ul>	<ul style="list-style-type: none"> <li>• Create marketing materials for online degrees</li> <li>• Provide hands-on experiential learning experiences for students</li> <li>• Participate in HOSA events</li> <li>• Partner with HOSA chapters in rural high schools and middle schools</li> <li>• Hold monthly meetings for event planning and collaborative problem-solving</li> <li>• Create traveling interprofessional education (IPE) events for each county cluster to demonstrate IPP teams to increase the knowledge of scope of practice for the different health professions and how treatment teams work together to address patient goals</li> </ul>	<ul style="list-style-type: none"> <li>• Develop pathways into our PT, OT, Speech Pathology, Dental Hygiene, and Cardio-Respiratory Care programs from TCAT programs and other universities, such as Austin Peay State University and Tennessee Tech University.</li> <li>• Increase our rural health field placement offerings</li> <li>• Enroll students in degree completion pathways for those receiving their AAS degrees and practicing in rural areas</li> <li>• Implement IPE events for each county cluster to demonstrate IPP teams to increase the knowledge of scope of practice for the different health professions and how treatment teams work together to address patient goals</li> </ul>	<ul style="list-style-type: none"> <li>• Expand health services to rural areas through IPP teams and student experiential learning opportunities</li> <li>• Decrease the barriers to pursue educational opportunities, such as cost, transportation, and fees.</li> <li>• Extend the reach of Tennessee State University explicitly in rural Tennessee communities to students who desire to attend a HBCU.</li> </ul>		<p>Health to house the GRH-Horizons program to institutionalize the program and sustain effort in providing high quality educational and training opportunities to Tennesseans living in northwest and middle TN rural areas.</p>
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## Appendix D: Career Pathways and Letters of Support

- Dual Enrollment MOU with Cheatham County Schools
  - Active MOU is attached. It is going through the renewal process. Our partnership with Cheatham County will be expanded and strengthened through this proposal.
- Dual Enrollment MOU with Roane County Schools
  - MOU is currently in progress. It was unable to be fully executed within the provided turnaround time of the grant submission deadline.
  - This is a new agreement. It was developed as part of this proposal.
- Tennessee Department of Health
  - Agreement attached is currently in-progress. It was unable to be fully executed within the provided turnaround time of the grant submission deadline.
- Letters of Support
  - TSU College of Agriculture
  - K-12 Partners
    - Cheatham County Schools
    - Roane County Schools
  - Educational Partners
    - TCAT-Dickson
    - TCAT-Northwest
  - Employer Partners
    - Tennessee Department of Health
    - Clint Brasher, Community Nurse Navigator, UTK
- List of Clinical Affiliation Agreements with Tennessee State University

**Cheatham County School (CCS)**  
**and**  
**Tennessee State University (TSU)**  
**Dual Enrollment Partnership Agreement**  
**December 4, 2020**

**DUAL ENROLLMENT AGREEMENT**  
between  
**Cheatham County School Districts**  
and  
**Tennessee State University**

This Agreement, by and between Tennessee State University, hereinafter referred to as "TSU" or the "University," and the "Cheatham County School District, hereinafter referred to as "CCS or the "High School," is for the purpose of providing eligible high school students the opportunity to earn both University and high school graduation credits simultaneously upon successful completion of qualified course(s), as further defined in the "SCOPE OF SERVICES."

**A. SCOPE OF SERVICES**

A.1. TSU and CCS hereby enter into this Agreement, in accordance with applicable state law and rules and Tennessee State University policy, to provide eligible high school students the opportunity to earn both high school graduation credits and college hours simultaneously upon successful completion of qualified course(s).

A.2. Eligible students include 11<sup>th</sup> and 12<sup>th</sup> grade students in a Tennessee public, nonpublic secondary school, or in a home school education program. Students may enroll in a specific online course based on the program/course's specific placement requirements as determined by the University. Enrollment must be in a dual enrollment course that leads to a certificate, diploma and/or college degree at most universities. Students with the assistance of School Counselors must submit to the Tennessee State University Office of Admissions and Records/Dual Enrollment Office a completed application for admission signed by the student, current requirement of a GPA of 2.50, transcript, including test scores, consent document and approvals from student and parent or legal guardian. (Application fee is waived)

A.3. High school students enrolled in the dual enrollment program must maintain a GPA of at least 2.75 in the University course(s) in order to register for subsequent University course(s). All costs associated with enrollment in University courses shall be the responsibility of the school, student, or his/her parent or legal guardian. Students may be eligible for the Tennessee Lottery Dual Enrollment Grant and may complete an application online through the Tennessee Student Assistance Corporation (TSAC) within the appropriate time frame.

**B. COURSE INFORMATION**

B.1. Each online course is designed to provide students with knowledge, skills and insights to enter the workforce and become lifelong learners in a global society.

B.2. Current Eligibility Criteria: Online or in-person admission application and a GPA of 2.50 and transcript.

B.3. All dual enrollment courses can be used to satisfy a high school EPSOs, college core requirement and degree completion at most four-year institutions.

### **C. RESPONSIBILITIES OF THE PARTIES**

C.1. Tennessee State University:

- Is responsible for hiring and compensating qualified faculty to teach the course(s).
- Reserves the right to schedule an observation of the class by the Dean or Department Head at any time to ensure that University-level outcomes are met.
- Will award University credit for each course successfully completed.
- Will adhere to Cheatham County School District's standard operating procedures for the reservation and utilization of school equipment, if needed.
- Will coordinate course delivery with the needs of school system.
- Maintains its right to cancel any class with insufficient enrollment.

C.2. The Cheatham County School Districts designee shall:

- Award high school graduation credit(s) for each University course successfully completed.
- Retain the right to visit at least twice during school hours.

C.3. The University and the High School shall:

- Designate a duly responsible coordinator to provide oversight of details and distribute general program information and necessary forms to students.
- Jointly determine the course(s) to be offered, subject to University staffing and scheduling limitations. Start and end dates for terms will follow the University calendar dates. Any exceptions must be approved by the University.
- Provide appropriate information to the students regarding Dual Enrollment Lottery Grant.

### **D. AGREEMENT TERM**

D.1. Term: This Agreement shall be effective for the period commencing on **August 1, 2021** and ending on **June 30, 2025**.

D.2. Term Extension: The University reserves the right to extend this Agreement for an additional period or periods of time representing increments of no more than one year and a total term of no more than five years, provided that the Institution notifies the High School in writing, of its intention to do so at least thirty (30) days prior to the Agreement expiration date. An extension of the term of this Agreement will be effected through an amendment to the Agreement. If any extension of the Agreement necessitates additional funding, the increase in the University's maximum liability will also be effected through an amendment to the Agreement.



## **E. FACULTY**

E.1. Instructors for the dual enrollment classes shall be subject to the approval of both Parties and will adhere to University policies regarding academic standards and documentation of attendance and grades.

E.2. All instructors will be provided and compensated by the University, such compensation will be based upon applicable University policies as to University faculty.

## **F. TERMS AND CONDITIONS**

F.1. Required Approvals: The University is not bound by this Agreement until it is approved by the appropriate officials in accordance with applicable Tennessee laws and regulations as shown on the signature page of this Agreement.

F.2. Modification and Amendment: This Agreement may be modified only by a written amendment executed by all parties hereto and approved by the appropriate officials.

F.3. Termination: Either party may terminate this Agreement with or without cause for any reason. Either party shall provide the other at least ninety (90) days written notice before the effective termination date. Termination shall not be effective until the end of the academic semester then in progress.

F.4. Nondiscrimination: The High School hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the High School on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The High School shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

F.5. State and Federal Compliance: The High School shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) and Institution policies and guidelines in the performance of this Contract. The Board of Education/High School/School System agrees that its officers, employees and agents will use personally identifiable information from an education record disclosed pursuant to this Agreement only for the purposes for which the disclosure was made and not for any other purpose. The personally identifiable information may not be disclosed or re-disclosed by either Party to any but the other Party without prior written consent of the student or as otherwise permitted by the Agreement.

F.6. Governing Law: This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.

F.7. Severability: If any terms or conditions of this Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Agreement are declared severable.

## **G. CONTACTS**

### **G.1**

#### UNIVERSITY CONTACTS:

Dr. Johnnie C. Smith  
Tennessee State University  
Avon Williams Building, Suite B400  
330 10<sup>th</sup> Avenue North  
Nashville, Tennessee 37203  
615-963-7151

### **G.2**

#### HIGH SCHOOL CONTACT:

Mr. Will Lockert  
Technology Coordinator/Asst Director of CTE  
Cheatham County School District  
102 Elizabeth Street  
Ashland City, Tennessee 37015  
(615) 390-7499

## **H. RELATIONSHIP OF THE PARTIES**

H.1. Agreement: This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

H.2. Liability: Institution is a public institution of higher education governed by the Tennessee State University Board of Trustees. As a state entity, its liability arising from performance under this agreement shall be subject to and limited to those rights and remedies, if any, available under T. C. A. §§ 9-8-101 through 9-8-407.

H.3. Parties: Each party shall be solely liable for payment of its portion of all claims, liability, costs, expenses, demands, settlements, or judgments resulting from action or omissions of itself or those for whom it is legally responsible, relating to or arising under this Agreement. Any and all claims governing this agreement shall be subject to the jurisdiction of the State Division of Claims and the State Claims Commission. The parties hereto, in the performance of this Agreement, shall not act as employee, partners, joint ventures or associates of one another. It is expressly acknowledged by the parties hereto that the parties are independent contracting entities and that nothing in this Agreement shall be construed to create an employer/employee relationship or to allow either to exercise control or direction over the manner or method by which the other transacts business affairs or provides its usual services. The employees or agents

of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.

H.4. Required Approvals: This agreement shall become effective upon the signatures of the parties.

In witness whereof, the parties have by their duly authorized representatives set their signatures

**Cheatham County School Districts**

By: Catherine Beck Director of Schools                       
Dr. Cathy Beck Title Date

**Tennessee State University**

By: Glenda Baskin Glover President 01/22/2021  
Glenda Baskin Glover Title Date

## **ACADEMIC HEALTH DEPARTMENT AFFILIATION AGREEMENT FOR EDUCATIONAL EXPERIENCES**

This Academic Health Department Affiliation Agreement ("Agreement") is made as of this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, by and between \_\_\_\_\_ ("Institution") and the **State of Tennessee Department of Health** ("TDH" or "State"), jointly referred to as "Parties".

### **WITNESSETH**

**Whereas**, TDH is a public health state agency with central offices located in Nashville, Tennessee;

**Whereas**, TDH and Institution agree to provide educational field experience ("Experience") as more fully described below, for Institution's students, enrolled in certain public health disciplines ("Students") as more fully described below;

**Whereas**, TDH and Institution agree that the Parties' respective employees, Faculty and staff may participate in Experience as more fully described below;

**Whereas**, TDH and Institution are independent legal entities;

**Whereas**, the Parties acknowledge and agree that no Institution Student, Faculty or employee participating in any Experience is a TDH representative, agent or employee;

**Whereas**, the Parties acknowledge and agree that no TDH employee, agent or staff participating in any Experience is an Institution representative, agent or employee;

**Whereas**, for the purpose of this Agreement, TDH and Institution may be referred to jointly as an ACADEMIC HEALTH DEPARTMENT ("AHD");

**Now, therefore**, the Parties have agreed to the terms and provisions set forth below:

### **1 Introduction**

- 1.1 TDH desires to provide opportunities for the Institution's Students, Faculty and staff ("Participants") to participate in Experiences under appropriate supervision at TDH facilities, subject to the terms and conditions of this Agreement.
- 1.2 In order to participate, Institution shall provide TDH with a list of qualified Participants for each Experience.
- 1.3 Each specific Experience must be described in the Program Participation Summary (Exhibit A) if the Experience requiring additional requirements not addressed in this Agreement. Exhibits shall be respectively named Exhibit A-1, Exhibit A-2, etc.

### **2 Term**

- 2.1 The term of this Agreement shall be one (1) year commencing, \_\_\_\_\_, 202\_\_, and ending \_\_\_\_\_, 202\_\_. The Agreement shall automatically renew for four (4) additional one (1) year periods for a maximum of five (5) years.
- 2.2 Either Party may terminate this Agreement upon giving ninety (90) days written notice to the other party. Such termination shall have no effect on Students currently engaging in an Experience.
- 2.3 If either Party terminates this Agreement as provided in Section 2.2, any Participant engaged in an Experience as of the date of Termination may continue the Experience, subject to the terms and conditions of this Agreement.

### **3 Scope of Educational Experience**

- 3.1 TDH and Institution will agree as to the type and scope of each Experience under this Agreement. Each Experience will be more fully described as required by Section 1.3.
- 3.2 Experience Components – Definitions
- “Practice Experience” means structured opportunities for Students in professional, non-clinical environments related to their academic program, and may include direct involvement in non-clinical, public health programs or services. Students are supervised by professionals from both Institution and TDH, ensuring that their practice experience aligns with educational objectives and professional standards.
  - “Research” means initiatives that benefit from the combined expertise of both Parties. This may include designing and conducting studies, analyzing data, and publishing findings. This may include using data resources of both Institution and TDH. All research activities under this Agreement, including data use and access, are subject to the laws, rules and regulations of the State of Tennessee, including the TDH Institutional Review Board and Tennessee Open Records Act, as applicable.
  - “Service Learning” means integration of academic coursework with community service. This may include working on health education campaigns, community outreach, or health promotion activities.
- 3.3 Experience Components. Experience components may include:
- 3.3.1 Research, study, service learning and practice experience.
- 3.3.2 Exchange of faculty, staff and research scholars.
- 3.3.3 Joint research activities.

- 3.3.4 Continuing education programming.
- 3.3.5 Organization and participation in seminars, symposia, short-term academic programs, and academic meetings.
- 3.3.6 Exchange of research and educational materials, publications and academic information.
- 3.4 Participation by Institution and its Students, Faculty and/or Staff in any Experience under this Agreement are subject to all laws, rules and regulations of the State of Tennessee, including internal TDH policies, TDH Institutional Review Board and the Tennessee Open Records Act.
- 3.5 TDH agrees to accept, and Institution agrees to refer, qualified students in jointly agreed upon teaching, research and field placement activities. Individual Experience Descriptions will describe the necessary qualifications for Student's participation.
  - 3.5.1 Institution agrees that it shall use TDH facilities and staff for education of its students so long as high standards of education and community service are maintained.
  - 3.5.2 Institution agrees, in accordance with its capabilities, to provide faculty, staff and university resources to assist TDH in providing graduate and continuing public health education programs.
  - 3.5.3 Each Party shall endeavor to make space available as needed for the other party to fulfill its role in any given activity Experience.
  - 3.5.4 Each Party shall retain the exclusive right to appoint it's respective staff and faculty.

## **4 Institution Responsibilities**

- 4.1 The Institution shall have authority and responsibility of:
  - 4.1.1 Selecting and assigning Students to Experiences at TDH, subject to TDH's approval and agreement to receive each such assignment of a Student under this Agreement;
  - 4.1.2 Determining the adequacy of the Students' educational experience Student prior to assigning them to TDH;
  - 4.1.3 Ensuring that only those Students who have satisfactorily completed the prerequisite portions of the Institution's applicable curriculum are assigned to TDH; and

- 4.1.4 Determining the hours and length of each Experience, subject to TDH's approval.
- 4.2 The Institution shall provide an Experience Coordinator who will act as a liaison between the Institution and TDH. The Experience Coordinator will be responsible for maintaining communication with TDH including, but not limited to:
- 4.2.1 Confirming any contact information, dates, and hours of assignment Experience for each Student assigned to TDH prior to the Student assignment;
- 4.2.2 Supplying TDH with information regarding each Student's current level of academic and field experience as may be required for the planned Experience; and
- 4.2.3 Providing TDH with information regarding the particular requirements relating to each Student's Experience, including required hours and supervision requirements.
- 4.2.4 Institution shall advise Students that they are required to comply with all applicable policies, procedures, and requirements of the TDH Experience placement, including, without limitation, those related to
- confidentiality of patient/client records and patient/client information,
  - dress and personal appearance, health matters and name tag display.
- 4.2.5 Institution shall advise Students that TDH's confidentiality requirements survive the completion of their Experience and the expiration or termination of this Agreement.
- 4.3 If applicable and requested by TDH, Institution represents and warrants to TDH that Institution and its Students participating in the Experience are not, to Institution's knowledge: i) currently excluded, debarred, or otherwise ineligible to participate in the Federal health care programs as defined in 42 U.S.C. Section 1320a-7b(f) (the "Federal health care programs"); (ii) convicted of a criminal offense related to the provision of health care items or services; (iii) under investigation or otherwise aware of any circumstances which may result in the Institution or a Student being excluded from participation in the Federal health care programs; (iv) convicted felons; (v) sexual offenders; or (vi) elder abuse offenders.

## **5 TDH Responsibilities**

- 5.1 When available, TDH shall assign a staff member to serve as the coordinator for the Experience program at TDH (the "Public Health Competency Coordinator"). The Public Health Competency Coordinator shall be responsible for:
  - 5.1.1 Planning and coordinating the education arrangements between TDH, the Student and the Institution;
  - 5.1.2 Coordinating with Institution to identify proper placement and supervision for Student;
  - 5.1.3 Serving as a liaison between TDH and the Institution; and
  - 5.1.4 Developing and administering an orientation program for Student which will familiarize the Student with TDH and all applicable policies and procedures.
- 5.2 TDH will ensure that Students are under the direct supervision of a qualified professional in the Student's discipline. If a professional within Student's discipline is not available, then TDH will place Student with a professional in a closely related discipline.
- 5.3 TDH shall retain complete responsibility for operation of all TDH programs and facilities and will provide adequate supervision to Students (and faculty, if applicable) at all times.
- 5.4 TDH shall provide Student with an orientation, aimed at familiarizing Student with all applicable State and Federal laws and regulations, including those pertaining to Standards for Privacy of Individually Identifiable Health Information (the "Privacy Rule") issued under the federal Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), which govern the use and/or disclosure of individually identifiable health information.
- 5.5 TDH agrees to provide emergency health care services for the Student for illnesses or injury on the same basis as that which is provided to state employees. With the exception of emergency care, the Students are responsible for providing for their own medical care needs.
- 5.6 TDH shall ensure adequate workspace for the Student and shall permit the use of instructional resources such as the library and procedure manuals.
- 5.7 TDH shall maintain a sufficient level of staff employees to carry out regular duties. Students will not be expected nor allowed to perform services in lieu of staff employees.



- 5.8 TDH reserves the right to dismiss at any time any Student whose conduct or performance is a detriment to the Student's ability to successfully complete their assignment or jeopardizes the health, safety or well-being of any patients, clients or employees of TDH.

## **6 Student Responsibilities**

- 6.1 Students shall provide their own transportation to and from the TDH assigned work location, as well as any meals or lodging during their Experience.
- 6.2 Students shall agree to abide by the rules, regulations, policies and procedures of TDH as provided to Students during orientation at the TDH assignment and by any rules and policies established by the Institution.
- 6.2.1 To the extent applicable, Students shall agree to comply with the Standards for Privacy of Individually Identifiable Health Information (the "Privacy Rule") issued under the federal Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), which govern the use and/or disclosure of individually identifiable health information.
- 6.3 If a Student is working directly with patients in a clinical setting, the Student may be required to purchase and maintain a policy of professional liability insurance with a single limit of no less than One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) annual aggregate. The Student may meet the professional liability insurance requirement if: (i) the Student is covered by the Institution's profession liability policy; or, (ii) the Student is registered with the Tennessee Board of Claims as a volunteer of the state. The student shall provide TDH with proof of coverage upon request.
- 6.4 Students shall be responsible for the correct use, maintenance, and protection of all articles of nonexpendable, tangible, personal property furnished by TDH for the Students' temporary use during their Experience. Upon the end of their Experience, all property furnished shall be returned to TDH in good order and condition as when received, reasonable use and wear thereof excepted. Should the property be destroyed, lost, or stolen, the Student shall be responsible to TDH for the residual value of the property at the time of loss.

## **7 Insurance**

- 7.1 As an agency of the State of Tennessee, any and all claims against TDH or its employees, for injury, damages, expenses or attorneys' fees shall be heard and determined by the Tennessee Claims Commission in the manner prescribed by law. Damages recoverable against TDH of Tennessee shall be limited expressly to claims paid by the Claims Commission pursuant to T.C.A., Section 9-8-301 et seq.

## **8 HIPAA Requirements**

- 8.1 To the extent required by federal law, the parties agree to comply with the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. Section 1320d ("HIPAA") and any current and future regulations promulgated thereunder, including without limitation, the federal privacy regulations, the federal security standards, and the federal standards for electronic transactions, all collectively referred to herein as "HIPAA Requirements." The parties agree not to use or further disclose any Protected Health Information or Individuality Identifiable Health Information, other than as permitted by HIPAA Requirements and the terms of the Agreement.
- 8.2 Each party will make its internal practices, books, and records relating to the use and disclosure of Protected Health Information available to the Secretary of Health and Human Services to the extent required for determining compliance with the Federal Privacy Regulations.

## **9 Mutual Responsibilities**

- 9.1 Each party shall comply with all federal, state and municipal laws, advice, rules and regulations which are applicable to the performance of this Agreement.
- 9.2 Students shall be treated as trainees who have no expectation of receiving compensation or future employment from the TDH or the Institution.
- 9.3 The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order II, 246, the Americans with Disabilities Act of 1990 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or Students because of race, religion, creed, color, sex, age, disability, veteran status or national origin.
  - 9.3.1 The parties also agree to take affirmative action to ensure that applicants are employed and that employees during their work and Students during their Experience are treated without regard to their race, religion, creed, color, sex, disability, or national origin. Such action shall include, but not be limited to, the following: for employees, nondiscriminatory employment, upgrading, demotion, transfer, recruitment,, layoff, termination, and rates of pay or other forms of compensation; and for Students, nondiscriminatory selection available to Students to acquire Experience.
- 9.4 The confidentiality of TDH Student records shall be maintained at all times.

## **10 Standard Terms and Conditions**

- 10.1 Required Approvals. TDH is not bound by this Agreement until it is signed by the contract parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this contract, said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- 10.2 Modification and Amendment. This Agreement may be modified only by a written amendment signed by all parties hereto and approved by both the officials who approved the base contract and, depending upon the specifics of the contract as amended, any additional officials required by Tennessee laws and regulations (said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).
- 10.3 Termination for Convenience. TDH may terminate this Agreement without cause for any reason. Said termination shall not be deemed a Breach of Agreement by TDH. TDH shall give the Institution at least thirty (30) days written notice before the effective termination date. Upon such termination, the Institution shall have no right to any actual general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 10.4 Termination for Cause. If the Institution fails to properly perform its obligations under this Agreement in a timely or proper manner, or if the Institution violates any terms of this Agreement, TDH shall have the right to immediately terminate the Agreement. Notwithstanding the above, the Institution shall not be relieved of liability to TDH for damages sustained by virtue of any breach of this Agreement by the Institution.
- 10.5 Subcontracting. The Institution shall not assign this Agreement or enter into a subcontract for any of the services performed under this Agreement without obtaining the prior written approval of TDH. If such subcontracts are approved by TDH, each shall contain, at a minimum, sections of this Agreement below pertaining to "Conflicts of Interest," "Nondiscrimination," and "Records" (as identified by the section headings). Notwithstanding any use of approved subcontractors, the Institution shall be the prime contractor and shall be responsible for all work performed.
- 10.6 Conflicts of Interest. The Institution warrants that no amount shall be paid directly or indirectly to an employee or official of State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Institution in connection with any work contemplated or performed relative to this Agreement.

- 10.7 Nondiscrimination. The Institution hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Institution on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Institution shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- 10.8 Prohibition of Illegal Immigrants. The requirements of *Tennessee Code Annotated*, Section 12-3-309, *et seq.*, addressing the use of illegal immigrants in the performance of any Agreement to supply goods or services to the state of Tennessee, shall be a material provision of this Agreement, a breach of which shall be grounds for monetary and other penalties, up to and including termination of this Agreement.

The Institution shall maintain records for all personnel used in the performance of this Agreement. Said records shall be subject to review and random inspection at any reasonable time upon reasonable notice by TDH.

The Institution understands and agrees that failure to comply with this section will be subject to the sanctions of *Tennessee Code Annotated*, Section 12-3-309, *et seq.* for acts or omissions occurring after its effective date. This law requires the Commissioner of Finance and Administration to prohibit a contractor from contracting with, or submitting an offer, proposal, or bid to contract with the State of Tennessee to supply goods or services for a period of one year after a contractor is discovered to have knowingly used the services of illegal immigrants during the performance of this Agreement.

For purposes of this Agreement, "illegal immigrant" shall be defined as any person who is not either a United States citizen, a Lawful Permanent Resident, or a person whose physical presence in the United States is authorized or allowed by the federal Department of Homeland Security and who, under federal immigration laws and/or regulations, is authorized to be employed in the U.S. or is otherwise authorized to provide services under the Agreement.

- 10.9 Records. The Institution shall maintain documentation of services rendered under this Agreement. The books, records and documents of the Institution, insofar as they relate to work performed under this Agreement, shall be maintained for a period of three (3) full years from the final date of this Agreement and shall be subject to audit, at any reasonable time and upon reasonable notice, by TDH, the Comptroller of the Treasury, or their duly appointed representatives.

- 10.10 Monitoring. The Institution's activities conducted and records maintained pursuant to this Agreement shall be subject to monitoring and evaluation by TDH, the Comptroller of the Treasury, or their duly appointed representatives.
- 10.11 Strict Performance. Failure by any party to this Agreement to insist in any one or more cases upon the strict performance of any of the terms, covenants, conditions, or provisions of this Agreement shall not be construed as a waiver or relinquishment of any such term, covenant, condition, or provision. No term or condition of this Agreement shall be held to be waived, modified, or deleted except by a written amendment signed by the parties hereto.
- 10.12 Independent Contractors. The parties hereto, in the performance of this Agreement, shall not act as employees, partners, joint venturers, or associates of one another. It is expressly acknowledged by the parties hereto that such parties are independent contracting entities and that nothing in this Agreement shall be construed to create an employer/employee relationship or to allow either to exercise control or direction over the manner or method by which the other transacts its business affairs or provides its usual services. The employees or agents of one party shall not be deemed or construed to be the employees or agents of the other party for any purpose whatsoever.
- 10.13 State Liability. TDH shall have no liability except as specifically provided in this Agreement
- 10.14 Force Majeure. The obligations of the parties to this Agreement are subject to prevention by causes beyond the parties' control that could not be avoided by the exercise of due care including, but not limited to, natural disasters, riots, wars, epidemics, or any other similar cause.
- 10.15 State and Federal Compliance. The Institution shall comply with all applicable State and Federal laws and regulations in the performance of this Agreement.
- 10.16 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of Tennessee. The Institution agrees that it will be subject to the exclusive jurisdiction of the courts of Tennessee in actions that may arise under this Agreement. The Institution acknowledges and agrees that any rights or claims against TDH or its employees hereunder, and any remedies arising therefrom, shall be subject to and limited to those rights and remedies, if any, available under *Tennessee Code Annotated*, Sections 9-8-101 through 9-8-407.
- 10.17 Completeness. This Agreement is complete and contains the entire understanding between the parties relating to the subject matter contained herein, including all the terms and conditions of the parties' agreement. This Agreement supersedes any and all prior understandings, representations, negotiations, and agreements between the parties relating hereto, whether written or oral.

10.18 Severability. If any terms and conditions of this Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Agreement are declared severable.

10.19 Headings. Section headings of this Agreement are for reference purposes only and shall not be construed as part of this Agreement.

## **11 Communications and Contacts**

All instructions, notices, consents, demands, or other communications required or contemplated by this Agreement shall be in writing and shall be made by certified, first-class mail, return receipt requested and postage prepaid, by overnight courier service with an asset tracking system, or by email or facsimile transmission with recipient confirmation. Any such communications, regardless of method of transmission, shall be addressed to the respective party at the appropriate mailing address, facsimile number, or email address as set forth below or to that of such other party or address, as may be hereafter specified by written notice.

### **TDH:**

Casie Higginbotham, MS, CPH, MCHES  
Academic Health Department Coordinator  
Tennessee Department of Health  
Andrew Johnson Tower, 5th Floor  
710 James Robertson Parkway  
Nashville, TN 37243  
Email Address: Casie.Higginbotham@tn.gov  
Telephone: (629) 259-1089

### **The Institution:**

Institution Contact Name & Title  
Institution Name  
Address  
Email Address:  
Telephone:

This contact person should be someone to receive communications on behalf of the entire University or School, not just on behalf of the particular academic program mentioned in Exhibit A.

All instructions, notices, consents, demands, or other communications shall be considered effectively given upon receipt or recipient confirmation as may be required.

In witness whereof, the parties, through their authorized representatives, have affixed their signatures below:

**Institution:**

The signing authority for the Institution should have the capacity to bind the whole university/college to the agreement, and not just the academic program or school specific to the field experience described in Exhibit A.

---

Signature and Date

---

Name (printed) and Title

---

Signature and Date

---

Name (printed) and Title

**Tennessee Department of Health:**

---

Ralph Alvarado, MD, FACP – Commissioner

Date

January 21, 2025

Tennessee Higher Education Commission  
Attn: Rural Health Care Pathways Grant Committee  
312 Rosa L. Parks Avenue, 7th Floor  
Nashville, TN 37243

Dear Members of the Grant Review Committee,

I am writing to express my enthusiastic support for the proposal submitted by Dr. Miranda Sanford-Terry and our team at Tennessee State University in response to the Tennessee Higher Education Commission's Rural Health Care Pathways Expansion Grant call for proposals. We are deeply committed to advancing workforce development in these underserved areas, and we fully endorse this initiative.

We in the College of Agriculture understand the challenges our rural communities face, especially when it comes to community economic resource development such as employment, attracting and retaining qualified talent. There is great overlap between the field of agriculture and the health professions. The collaboration between our colleges on the Growing Rural Health Horizons: Pathways to Workforce Excellence program demonstrates a few of those connections. This grant provides an excellent opportunity to address the challenges by helping to build pathways for rural residents to pursue and complete health care careers. We believe that the proposed program aligns perfectly with our shared goals of improving access to high-quality healthcare and creating sustainable career pathways for individuals in rural Tennessee.

Through our Cooperative Extension Program, we are committed to supporting this project. Our Cooperative Extension Program has educational focused employees in 63 counties across Tennessee. In 2023, Tennessee State University Cooperative Extension engaged in 7,121 group meetings and 1341 on-site visits which led to 199,584 total contacts. An additional 2.35 million contacts were made through various forms of media (personal correspondence, digital contacts, and mass outreach). Adult volunteers reported 19,667 volunteer hours and engaged in 2,058 group meetings and 169 on-site visits which led to 39,563 total contacts. An additional 145 thousand contacts were made through various forms of media (personal correspondence, digital contacts, and mass outreach). The total value of adult volunteers was calculated at over



\$589,000. Key programs that were conducted in 4-H Youth Development focused on STEM education and workforce preparation. In addition, 4-H Youth Development Agents continue to build relationships with public, private, and homeschool stakeholders. 4-H Youth Development Agents meet with in-school clubs a minimum of six times per year. All educational programs are driven by educational standards and the needs of educators to supplement the school curricula.

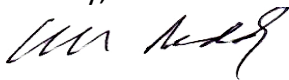
The College of Agriculture will support your efforts by providing specific resources, such as connections with the TSU Extension Offices and 4-H Youth Development Agents and programs, mentorship, community event collaborations, equipment, and shared space. Our organization's experience in working with professionals in rural settings has provided us with valuable insights into the unique challenges and opportunities in these areas, and we are confident that this partnership will make a meaningful impact.

We also value the collaborative nature of this initiative. By partnering with local educational institutions, healthcare providers, and community stakeholders, we believe we can help strengthen the rural health care workforce while fostering a culture of innovation, diversity, and inclusion in the healthcare field.

We wholeheartedly support the goals of the Rural Health Care Pathways Expansion Grant and are excited to be a part of this transformative effort to ensure that rural Tennesseans have access to high-quality care. Should you need any additional information or require further details about our role in this project, please feel free to contact me directly at [Your Contact Information].

Thank you for considering this important initiative. We look forward to the opportunity to collaborate and contribute to the success of this program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chandra Reddy', written in a cursive style.

Chandra Reddy, Dean  
Director of Research, and Administrator of Extension



## CHEATHAM COUNTY SCHOOL DISTRICT

*Achieving Excellence Together*

**Director of Schools - Cathy Beck, Ed.D**

102 Elizabeth Street • Ashland City, TN 37015 • Phone: 615.792.5664 • Fax: 615.792.2551

January 9<sup>th</sup>, 2025  
Tennessee Higher Education Commission  
312 Rosa L. Parks Avenue, 9th Floor  
Nashville, TN 37243

Dear Grant Review Committee:

I am writing to express my enthusiastic support for the proposal submitted by Dr. Miranda Sanford-Terry and her team at Tennessee State University in response to the Tennessee Higher Education Commission's Rural Health Care Pathways Expansion Grant call for proposals. As an employer and collaborator in Tennessee's rural health care landscape, we are deeply committed to advancing workforce development in these underserved areas.

We recognize the critical shortage of healthcare professionals in rural communities and the challenges these areas face in attracting and retaining qualified talent. The proposed program, which includes student stipends for licensure and exam fees, completion grants, and educator training support, directly addresses the barriers our rural students face in pursuing healthcare careers.

Our organization commits to supporting this initiative through:

- Marketing and recruiting students for healthcare pathway programs
- Identifying community needs for dual enrollment courses and industry certifications
- Facilitating connections with work-based learning partners
- Contributing to CTE pathway development
- Providing consulting on clinical placements and mentorship opportunities
- Collaborating on community events and shared space utilization

We particularly value TSU's comprehensive approach to creating structured pathways from CTE through advanced degrees, their support of HOSA chapters, and their commitment to addressing systemic barriers such as age-related challenges in post-graduate placement. Their willingness to advocate for policy improvements supporting CTE and dual enrollment program completion aligns perfectly with our shared goals of improving access to high-quality healthcare.

By partnering with local educational institutions, healthcare providers, and community stakeholders, we believe this initiative will strengthen the rural healthcare workforce while fostering innovation and inclusion in the field. We are confident our organization's experience in rural healthcare settings will contribute meaningful insights to this partnership.

Should you need additional information about our role in this project, please don't hesitate to contact me. We look forward to collaborating on this transformative effort to ensure rural Tennesseans have access to high-quality care.

Sincerely,

Cathy Beck, Ed.D.  
Director of Schools  
Cheatham County Schools

Midway High School, Kingston, Tn  
January 17, 2025

Tennessee Higher Education Commission  
Attn: Rural Health Care Pathways Grant Committee  
312 Rosa L. Parks Avenue, 7th Floor  
Nashville, TN 37243

Dear Members of the Grant Review Committee,

I am writing to express my enthusiastic support for the proposal submitted by Dr. Miranda Sanford-Terry and her team at Tennessee State University in response to the Tennessee Higher Education Commission's Rural Health Care Pathways Expansion Grant call for proposals. As an employer and collaborator in Tennessee's rural healthcare landscape, we are deeply committed to advancing workforce development in these underserved areas, and we fully endorse this initiative.

At Midway High School, we recognize the critical shortage of healthcare professionals in rural communities and the challenges these areas face in attracting and retaining qualified talent. This grant provides an excellent opportunity to address these issues by helping to build pathways for rural residents to pursue and complete healthcare careers. We believe that the proposed program aligns perfectly with our shared goals of improving access to high-quality healthcare and creating sustainable career pathways for individuals in rural Tennessee.

We are committed to supporting this project by providing specific resources, such as consulting on dual enrollment course offerings, assisting in identifying clinical placements, mentorship, community event collaborations, equipment, and shared space. Our organization's experience in working with healthcare professionals in rural settings has provided us with valuable insights into the unique challenges and opportunities in these areas, and we are confident that this partnership will make a meaningful impact.

We also value the collaborative nature of this initiative. By partnering with local educational institutions, healthcare providers, and community stakeholders, we believe we can help strengthen the rural healthcare workforce while fostering a culture of innovation, diversity, and inclusion in the healthcare field.

We wholeheartedly support the goals of the Rural Health Care Pathways Expansion Grant and are excited to be a part of this transformative effort to ensure that rural Tennesseans have access to high-quality care. Should you need any additional information or require further details about our role in this project, please feel free to contact me.

Thank you for considering this important initiative. We look forward to the opportunity to collaborate and contribute to the success of this program.

Sincerely,  
Michelle Carver  
CTE Health Science  
Midway High School  
mcarver@roaneschools.com



January 17, 2025

Tennessee Higher Education Commission  
Attn: Rural Health Care Pathways Grant Committee  
312 Rosa L. Parks Avenue, 7th Floor  
Nashville, TN 37243

Dear Members of the Grant Review Committee,

I am writing to express my support for the proposal submitted by Dr. Miranda Sanford-Terry and her team at Tennessee State University in response to the Tennessee Higher Education Commission's Rural Health Care Pathways Expansion Grant call for proposals. As an employer and collaborator in Tennessee's rural health care landscape, we are committed to advancing workforce development in these rural areas, and we fully endorse this initiative.


At TCAT Dickson, we recognize the critical shortage of healthcare professionals in rural communities and the challenges these areas face in attracting and retaining qualified talent. This grant provides an excellent opportunity to address these issues by helping to build pathways for rural residents to pursue and complete health care careers.

We are committed to supporting this project by providing specific resources, such as consulting on transfer pathways, and recruitment events, assisting in identifying clinical placements, mentorship and community event collaborations. Our organization's experience in working with healthcare professionals in rural settings has provided us with valuable insights into the unique challenges and opportunities in these areas, and we are confident that this partnership will make a meaningful impact.

We also value the collaborative nature of this initiative. By partnering with local educational institutions, healthcare providers, and community stakeholders, we believe we can help strengthen the rural health care workforce in the healthcare field.

We wholeheartedly support the goals of the Rural Health Care Pathways Expansion Grant and are excited to be a part of this transformative effort to ensure that rural Tennesseans have access to high-quality care. Should you need any additional information or require further details about our role in this project, please feel free to contact me.

Thank you for considering this important initiative. We look forward to the opportunity to collaborate and contribute to the success of this program.

Sincerely,  
Laura Travis   
President  
Tennessee College of Applied Technology - Dickson  
Laura.Travis@TCATDickson.edu

January 7, 2025

Tennessee Higher Education Commission  
Attn: Rural Health Care Pathways Grant Committee  
312 Rosa L. Parks Avenue, 7th Floor  
Nashville, TN 37243

Dear Members of the Grant Review Committee,

I am writing to express my enthusiastic support for the proposal submitted by Dr. Miranda Sanford-Terry and her team at Tennessee State University in response to the Tennessee Higher Education Commission's Rural Health Care Pathways Expansion Grant call for proposals. As an employer and collaborator in Tennessee's rural health care landscape, we are deeply committed to advancing workforce development in these underserved areas, and fully endorse this initiative.

At Tennessee Department of Health, we recognize the critical shortage of healthcare professionals in rural communities and the challenges these areas face in attracting and retaining qualified talent. This grant provides an excellent opportunity to address these issues by helping to build pathways for rural residents to pursue and complete health care careers. I believe that the proposed program aligns with our shared goals of improving access to high-quality healthcare and creating sustainable career pathways for individuals in rural Tennessee.

We are committed to supporting this project by potentially providing specific resources, such as internships, clinical placements, mentorship, community event collaborations, equipment, and shared space. Our organization's experience in working with healthcare professionals in rural settings has provided us with valuable insights into the unique challenges and opportunities in these areas, and we are confident that this partnership will make a meaningful impact.

Part of my role at the Tennessee Department of Health is developing an academic health department, which enhances the collaboration opportunities between academia and our local health departments. These opportunities include internships, student scholarships, involvement in HOSA events, and career development workshops. Dr. Sanford-Terry serves as TSU's representative on our Academic Health Department Advisory Committee, and I have most recently worked with her on offering career readiness workshops for students enrolled in health programs at Tennessee State University and Meharry Medical College. We had a successful event during the Fall 2024 semester and have started planning a follow-up workshop for the Spring 2025 semester. These workshops assist in preparing students to enter the job market and build career-related skills.

As a partner with Tennessee State University, we value the collaborative nature of this initiative. By partnering with local educational institutions, healthcare providers, and community stakeholders, I believe this initiative can help strengthen the rural health care workforce while fostering a culture of innovation, diversity, and inclusion in the healthcare field.

I wholeheartedly support the goals of the Rural Health Care Pathways Expansion Grant and am excited to be a part of this transformative effort to ensure that rural Tennesseans have access to high-quality care. Should you need any additional information or require further details about our role in this project, please feel free to contact me.

Thank you for considering this important initiative. We look forward to the opportunity to collaborate and contribute to the success of this program.

Sincerely,  
Casie Higginbotham, MS, CPH, MCHES®  
Academic Health Department Director  
Tennessee Department of Health  
[Casie.Higginbotham@tn.gov](mailto:Casie.Higginbotham@tn.gov) | 629.259.1089

## Rural Health Care Pathways Expansion Grant

To Whom it May Concern,

Please let me extend my acknowledgment and support, as the Community Nurse Navigator in Haywood County, of the implementation of Rural Health Care Pathways Expansion Grant. I am excited to assist with any efforts, led by Tennessee State University, to help increase the number of health care professionals serving in rural Western Tennessee.

If funded, the program will provide the resources needed to increase health outcomes within the targeted counties with large populations of disenfranchised and disadvantaged communities in the state of Tennessee. I heartily recommend the funding of this proposal for its potential to decrease health disparities and educate the next generation of healthcare providers

Sincerely,

Clinton R. Brasher, BSN, RN

UT Knoxville College of Nursing, Community Nurse Navigator – Haywood County

2024 Annual Report for Approved Nursing Program(s)		
Clinical Agencies		
School: <u>School of Nursing</u>		
Prepared by: <u>Belinda Patterson</u>		
Please identify all agencies utilized for students' clinical experience.		
NAME OF FACILITY	LOCATION OF FACILITY (Address: Street Number, Name, City, State, Zip)	TYPE(S) OF CLINICAL EXPERIENCE (Med/Surg, Peds, OB, Mental Health, Community, etc.)
Acts Retirement-Life Communities, Inc. D/B/A Magnolia Trace	1 Clubhouse Avenue, SW, Huntsville, AL 35802	Senior Care
Adams Place Health Care Center	1927 Memorial Blvd., Murfreesboro, TN 37129	General Family Practice
Agape Family Healthcare	1037 E Old Hickory Blvd., Madison, TN 37115	General Family Practice
Amed Family Clinic	4536 Nolensville Pike F, Nashville, TN 37211	General Family Practice
American Family Doctors	1195 Old Hickory Blvd., Ste #103 Brentwood, TN 37027	General Family Practice
Ascension St. Thomas Hospital	2000 Church Street, Nashville, TN 37203	Medical/Surgical, Obstetrics, Pediatrics
Ascension St. Thomas Rehabilitation	310 21st Avenue, North, Nashville, TN 37203	Rehabilitation
Boro Medical and Lifestyle Clinic	517 Cason Lane C, Murfreesboro, TN 37128	General Family Practice
Children's Health Care	201 E Strong Street, Suite 6, Wheeling, IL 60090	Pediatrics
Church Health Care	1350 Concourse Avenue, Suite 142, Memphis, TN 38104	General Family Practice
Colorado Family Clinic	4990 Kipling Street, Suite B-5 and B-6, Wheat Ridge, CO 80033	General Family Practice
Comprehensive Health & Wellness	1785 Airport Road B, Gallatin, TN 37066	General Practice
Cookeville Regional Medical Center	1 Medical Center Blvd., Cookeville, TN 38501	Hospital
Country Club Medical Center	5290 McNutt Road, Santa Teresa, NM 88008	General Practice
Covenant Medical Group-Dickson	200 Creekside Drive, Dickson, TN 37055	General Family Practice
Cynthia Wallace, MD	4779 Andrew Jackson Pkwy, STE 201, Hermitage, TN 37076	General Family Practice
David Jones, Jr. Assisted Living Center	1204 Schrader Acres Drive, Nashville, TN 37208	Senior Care
Defense Health Agency Southwest KY Market (formerly Blanchfield Army Hospital)	650 Joel Drive, Fort Campbell, KY 42223	General Family Practice
DMA Pediatric	110 Mathis Drive, #103, Dickson, TN 37055	General Family Practice
Dr. Rodger Judson's Clinic	1916 Patterson Street, STE 300, Nashville, TN 37203	General Family Practice
Dr. Roger Judson's Clinic		General Family Practice
Due West Clinic	607 W Due West Avenue, #102, Madison, TN 37115	General Family Practice
Erlanger Center for Women	979 E 3rd Street, #7C, Chattanooga, TN 37403	Women's Health
First Choice Anderson FNP	1540 Breezeport Way #600, Suffolk, VA 23435	General Family Practice
Floyd Healthcare Management, Inc. D/BA Atrium Health Floyd	7004 Smith Corners Blvd, Charlotte, NC 28269	



Forest Hills Family Medicine	7575 Five Mile Road, Cincinnati, OH 45230	General Family Practice
Gallatin Center for Rehabilitation and Health Long-Term Care	438 N Water Avenue, Gallatin, TN 37066	Fundamentals
Good Samaritan Clinic	500 E Parker Road, Morganton, NC 28655	General Family Practice
Green Circle Wellness Clinic	1141 W Madison Street, Chicago, IL 60607	General Family Practice
Healthcare for Women, LLC	4323 Carothers Pkwy #203, Franklin, TN 37067	Women's Health
Henry Ford Health System of Michigan	2799 W Grand Blvd, Detroit, MI 48202	General Family Practice
Hillcrest Healthcare Center	111 Pemberton Drive, Ashland City, TN 37015	General Family Practice
Hometown Family Care	586 S Jefferson Avenue, P, Cookeville, TN 38501	General Family Practice
Humanizing Medicine	135 Maple Street, Building A, Decatur, GA 30030	Holistic Nursing
Inspire Healthcare Solutions	7105 Swinnea Road, #3, Southaven, MS 38671	General Family Practice
Integral Health Solutions	7505 Kinnikinnick Drive, Roscoe, IL 61073	Holistic Nursing
Jackson Clinic Professional Association	3568 Chere Carol Road, Humboldt, TN 38343	General Practice
Kids Care	758 S Willow Avenue, Cookeville, TN 38501	Pediatrics
Kindred Rehabilitation Services	1313 St Anthony Place, Louisville, KY 40204	Rehab Center
Life Care Centers of America, Inc.	1250 Robinson Road, Old Hickory, TN 37138	General Family Practice
Lotus of Life Chiropractic	603 Church Street, Decatur, GA 30030	Chiropractic
Matthew Walker Comprehensive	1035 14th Avenue North, Nashville, TN 37208	General Family Practice
Maury Regional Hospital	1224 Trotwood Avenue, Columbia, TN 38401	General Family Practice
Meharry Medical College	1005 Dr. D.B. Todd Jr Blvd, Nashville, TN 37208	General Family Practice
Meharry Medical College/Total Health Medical and Dental Care	5352 Hickory Hollow Pkwy, Antioch, TN 37013	General Family Practice
Memphis and Shelby County Pediatric Group	1444 E Shelby Drive, # 317, Memphis, TN 38116	Pediatric
Middle Tennessee Mental Health Institute	221 Stewarts Ferry Pike, Nashville, TN 37214	Mental Health
Mind & Body Family	401 Hughes Road, STE 1, Madison, AL 35758	Holistic Nursing
Nashville Cares	633 Thompson Lane, Nashville, TN 37204	
National Health Corporation	City Center Building, 100 E Vine Street, #1400, Murfreesboro, TN 37130	General Family Practice
New City Chiropractic Center	490 NY-304, New City, NY 10956	Holistic Nursing
New Directions for Nurses (formerly Liberated Nurse Entrepreneurs)	1220 Delaware Street, #7, Lawrence, KS 66044	Holistic Nursing
NHC, West Meade Place	1000 St. Luke Drive, Nashville, TN 37205	Nursing Home, Rehab Center, Assisted Living
Nurture Pediatrics	7211 Haley Industrial Drive, Suite 100, Nolensville, TN 37135	Pediatrics
OBGYN Centers of Memphis	1264 Wesley Drive, # 402, Memphis, TN 38116	Women's Health
Onsite Employee Health & Wellness	350 Pageant Lane, Clarksville, TN 37040	General Family Practice
Piedmont Healthcare, Inc.	1968 Peachtree Road NW, Atlanta, GA 30309	General Practice
Primary Pediatrics	59 Cavalier Blvd., # 330, Florence, KY 41042	Pediatrics
Prime IV Hydration and Wellness	8105 Moores Lane #300, Brentwood, TN 37027	Holistic Nursing

Proactive MD, Lee Industries Health Center	1220 Commerce Street SW STE J, Conover, NC 28613-8257	General Family Practice
Reiki Master		Holistic Nursing
Revolution Acupuncture & Herbs	331 N Wood Dale Road, Wood Dale, IL 60191	Holistic Nursing
Right Care Clinic	1202 S James Campbell Blvd., Columbia, TN 38401	General Family Practice
Right Care Family Practice, PLLC	425 E Main Street, Gallatin, TN 37066	General Family Practice
Sentef Medical Center	9380 Bradmore Lane STE. 104, Ooltewah, TN 37363	General Family Practice
Skyline's Women's Health	1210 Briarville Road # A, Madison, TN 37115	Women's Health
SmartPlex ATL	300 Colonial Center Pkwy #100, Roswell, GA 30076	General Family Practice
SSM Health	1201 S Grand Blvd., St. Louis, MO 63104	General Family Practice
Steel Family Medicine		General Family Practice
Sumner Regional Medical Center	555 Hartsville Pike, Gallatin, TN 37066	General Family Practice
Tap Root Farm	905 Hickory Hills Drive, Franklin, TN 37067	MSN Holistic
Tennessee Department of Health	665 Mainstream Drive, Nashville, TN 37228	General Family Practice
Tennessee Primary Unique Service Healthcare and Diet Clinical	1994 Gallatin Pike N STE 300, Madison, TN 37115	General/Diet
Tennova Healthcare-Clarksville	651 Dunlop Lane, Clarksville, TN 37040	General
The Health & Hospital Corporation of Marion County D/A/A Eskenazi Health Public Healthcare	3838 N Rural Street, Indianapolis, IN 46205	Public Healthcare, Acute Care Hospital, Community Centers
The Spine and Health Center of New Jersey	32 Philips Pkwy, Montvale, NJ 07645	General Family Practice
Theresa T. Morrison MD PLLC Private Practice	10 Eldad Road, Fayetteville, TN 37334	General Family Practice
TN Department of Mental & Substance Abuse Services	500 Deaderick Street, Nashville, TN 37243	General/Subs Abuse Services
Trevecca Center	329 Murfreesboro Pike, Nashville, TN 37210	General Family Practice
Tristar Primary Care	647 Dunlop Lane STE 301, Clarksville, TN 37043	
Union General Health System	35 Hospital Road, Blairsville, GA 30512	Hospital
Unity Health on Main	505 N Main Street, Greenville, SC 29601	
University Health Systems of Eastern Carolina, Inc D/B/A ECU Health	2100 Stantonsburg Road, Greenville, NC 27834	
Vanderbilt Comprehensive Care	719 Thompson Lane, STE 37189, Nashville, TN 37204	General Family Practice
Vanderbilt University Medical Center	1211 Medical Center Drive, Nashville, TN 37232	General Family Practice
Wellpoint Tennessee, Inc.	22 Century Blvd. Suite 310, Nashville, TN 37214	General Family Practice
West Clermont Family Medicine	4101 Bach Buxton Road Suite 200, Batavia, OH 45103	General Family Practice
Williamson Medical Center	4321 Carothers Pkwy, Franklin, TN 37067	General Family Practice
Women on Maintaining Education and Nutrition W.O.M.E.N.	417 Welshwood Drive, # 303, Nashville, TN 37211	General Family Practice
Zip Clinic Urgent Care	2070 McKelvey Road, Maryland Heights, MO 63043	General Family Practice

<b>Criminal Justice Field Placement List</b>
ATF
Cyber Firearms
Cybersecurity firm
Davidson County Criminal Court
Davidson County General Sessions Court
Davidson County Juvenile Court
Davidson County Public Defenders Office
Davidson County Sheriff
Freeman Protective Services
GA Public Defender
Hamilton County Sheriff
Hess Security
Jackson Police Dept
Juvenile Temporal Detention Center
Keyway Reentry for Diversion
Knox County Sheriff
Macy's
MNPD
MNPS
Patton & Pittman Law
Project Return
Robbins Police
Rockford Police Dept
Shelby County Pretrial
State of Tennessee
Stepping Stone Academy
Tennessee General Assembly
TSU PD
USAF ROTC
Washington Law Firm
<b>Physical Therapy &amp; College of Health Sciences Field Placement List (Not exhaustive)</b>
Advanced Ortho and Spine - Mt. Juliet
Benchmark Rehabilitation Partners
CHI Memorial Health Care System
Clarksville Health System, G.P. D/B/A Tennova Healthcare - Clarksville
Diversicare of Dover
Encompass / Health South - Spire Cane Creek
Encompass / Health South - Chattanooga Rehabilitation Hospital
Encompass / Health South - Franklin
Encompass Health - Health Rehabilitation Hospital of Memphis
Encompass Health - Vanderbilt Stallworth Rehabilitation Hospital
Encompass Health - West Tennessee Rehabilitation, LLC DBA West Tennessee Healthcare Rehabilitation Hospital jackson
Erlanger Health System
Functional Independence, Inc.
Functional Pathways
Gallatin Center for Rehabilitation and Healing
High Hopes Development Center
HMG (Holston Medical Group)
Lebanon Center for Rehabilitation and Healing
Life Care Centers of America, Inc.
Little Hands Little Feet Pediatric Therapies
LP Clarksville d/b/a Signature healthcare Clarksville
LP Memphis d/b/a Signature HealthCare of Memphis
Manchester Center For Rehabilitation and Healing
Metropolitan Board of Education
Metropolitan Nashville General Hospital
NHC Columbia
NorthCrest Medical Center
P 3: Precision Physical Therapy and Pilates, LLC
Patrick Rehabilitation - Wellness Center

Regional One Medical Center
Resilient Health and Performance
Riverview Regional Medical Center
Shine Pediatric Therapy
Signature HealthCare of Erin
Signature HealthCare of Fentress Co.
Siskin Hospital for Rehabilitation
South Fork Physical Therapy
Southern Tennessee Regional Health System - Lawrenceburg
Southern Tennessee Regional Health System Winchester/Sewanee
Spring Meadow Healthcare
Springfield Pediatric Therapy Center
STAR - Hendersonville
STAR Physical Therapy
Star Physical Therapy Gordonsville
Susan Underwood Physical Therapy
Tennessee Therapy and Balance Center
Tennova North Knoxville Medical Center (Metro Knoxville HMA, LLC)
Tennova Turkey Creek Medical Center
The Sideline
TOP Rehab
Trevecca Health and Rehabilitation
TrustPoint Hospital
University Health System
V. A. Medical Center Memphis
V.A. Medical Center Nashville
West Meade Place

## **Appendix E: Student Stipends, Grants, and Travel Awards**

### **A. Student Stipends**

- A stipend is defined herein as a fixed amount of money that is paid to a student's account to help them cover various education related costs. Stipends are not considered compensation for work performed and are different from wages or salaries. Examples of appropriate stipends include examination fees, licensure fees, supplies, and books.

#### **Student Stipends Minimum Requirements**

1. To be eligible for a Student Stipend, the recipient must be enrolled in a RHCPE grant funded program and participating in course work or required work experiences (internship, clinical, co-op, etc.) within a rural county participating in this pathway.
2. Student stipends must be awarded to all students in similar circumstances. For example, if a proposal intends to cover the cost of an examination fee in a specific course, all students in that course must be offered the stipend.
3. Student stipends must be credited to the student's account and not paid to the student.

#### **Application Process:**

- Student will submit a RHCPE Student Stipend Request using the THEC Standard Application, which will be reviewed by the GRH-Horizons Steering Committee.
- Student Stipends can be requested to cover the expenses such as clinical fees, textbook and supply fees, and licensure fees, including exam fees.
- If the student is selected to receive a student stipend, an "Authorization to Credit A Student's Account" Form will be submitted to Tennessee State University's Financial Aid Office to be credited to the student's account.
- RHCPE Student Stipend Request will need to be submitted every semester. Students will be eligible for their length of time in an RHCPE Program.

### **B. Completion Grants**

- Completion grants will be utilized to assist with covering transportation costs.

#### **Completion Grant Minimum Requirements**

1. To be eligible for a Completion Grant, the recipient must be enrolled in a RHCPE grant funded program and be participating in course work or required work experiences (internship, clinical, co-op, etc.) within a rural county participating in this pathway.
2. Program participants may receive up to One Thousand Dollars (\$1,000.000) each semester for up to five (5) semesters at community colleges or universities, or Six Hundred Twenty-Five Dollars (\$625.00) each trimester for up to eight (8) trimesters at the Tennessee Colleges of Applied Technology.

3. Completion grant requests falls within the Transportation category. Program Participants may receive One Hundred Dollars (\$100.00) per request via gas card.

**Application Process:**

- Student will submit a RHCPE Request for a gas card using the THEC Standard Application, which will be reviewed by the GRH-Horizons Steering Committee.
- Gas cards can be requested to assist with transportation costs associated with commuting to school, field placement sites, and educational opportunities outside the classroom.
- If the student is selected to receive a \$100 gas card.
- RHCPE Request for a gas card will need to be submitted every semester. Students will be eligible for their length of time in an RHCPE Program.

**C. Certification Course Grants**

- Certifications are a great resource to develop skills and have a tangible product to provide to prospective employers as evidence. Two certification courses will be offered as part of this proposal.
  - a. Mental Health First Aid Certification Course \$30 per student, up to 100 students per year, offered to high school students at our rural educational partners and students enrolled in the programs associated with this pathway, \$3000 per year: Total \$12,000.
  - b. Pelvic Health Certification Course \$300 per student, for 12 students per year, \$3600 per year: Total \$14,400.

**Application Process:**

- Certification courses will be created specifically for participants enrolled in programs and organizations associated with this proposal.
- Students will apply to the certification course when enrollment opens.
- If the student is selected to enroll in the certification course, then the grant will cover the costs paying the institution/organization that houses the certification course (e.g., Mental Health First Aid) directly.

**D. Student Conference Travel Awards**


- Student travel to conferences is an underfunded area across our educational partners. An important part of career and educational development is networking. Professional conferences are an excellent platform to network with other students, employment organizations, and educational institutions.

**Application Process:**

- Student will submit a RHCPE Student Conference Travel Award request using the THEC Standard Application, which will be reviewed by the GRH-Horizons Steering Committee.
- Conference expenses, such as student membership fees, conference registration, lodging, and per diem, up to \$2,000 per student associated with programs in this proposal.

- RHCPE Student Conference Travel Award request will need to be submitted every semester. Students will be eligible for their length of time in an RHCPE Program.

Tennessee State University Office of Financial Aid “Credit Award Authorization Form,” which is used to add stipend, grant, and other award funds to a student’s account.



## CREDIT AWARD AUTHORIZATION FORM

(All Information must be typed. The form must be completed in its entirety.)

**Scholarship Name:** \_\_\_\_\_

**Contact Name:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Scholarships/Grants:** Please fax form with account # and required Dean/Department Head/Principal Invest Signature to 615-963-2929 by the Deadline Date. \*\*\* Please ensure all T#s and names are correct for timely processing.

**Graduate Assistantships:** Please fax form with account # and required Dean/Department Head/Principal Invest Signature to 615-963-2929 by the Deadline Date. \*\*\* Please ensure all T#s and names are correct for timely processing.

**Note:** Awards must be submitted for full academic year.

Student Name	T-Number	Amount	Refundable? (Yes/No)	Semester Fall 2015	Semester Spring 2016	Comments
Example - Dee, John	T00XXXXXX	\$ 100.00				
<b>Total</b>		\$ -				
<b>Budget &amp; Fiscal Planning</b> (Account # Starting with 1 Fund)		<b>Grants Accounting</b> (Account # Starting with 2 Fund)		<b>Foundation</b> (Account # Starting with 7 Fund)		
Fund ORG ACCT. & Program _____						
Dean/Dept Head - Approval/Date: _____		Principal Invest - Approval/Date: _____		Dean/Dept Head - Approval/Date: _____		
Budget Office - Approval/Date: _____		Grants Accounting - Approval/Date: _____		Foundation Director - Approval/Date: _____		
		<b>Office of Financial Aid</b>		Assoc. VP Business & Finance - Approval/Date: _____		

**Scholarships/Grants/Graduate Assistantships Deadline Dates**

Fall & Spring	July 31st
Summer Semester	April 1st

Revised Form: 07/01/2022

## Appendix F: GRH-Horizons Program Committee Lists

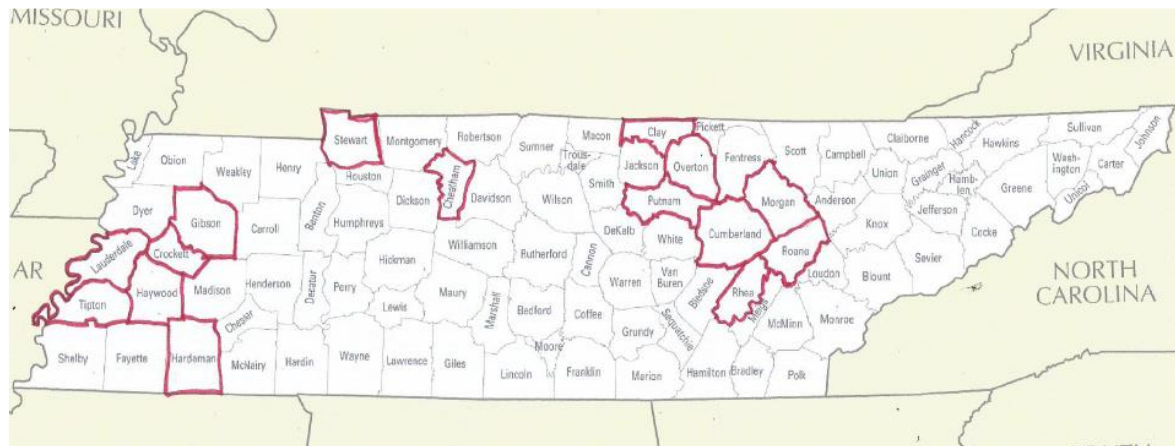
- Pre-planning Meetings
  - 12.4.2024
  - 12.6.2024
  - 12.19.2024
  - 1.13.2025
- Partner Meetings
  - 12.16.2024 with TSU Dental Hygiene
  - 12.17.2024 with Tennessee Department of Health
  - 1.7.2025 with Sycamore High School
  - 1.10.2025 with TCAT Northwest
  - 1.17.2025 with TCAT Dickson

**GRH-Horizons Program Committee List**

Steering Committee	All Programs Committee Members	Program Represented	County Cluster Team
	Ronald Barredo	College of Health Sciences Dean	
	Brenda Batts	Cardio-Respiratory	
x	Marsha Bowman	Physical Therapy (PT)	
x	Illeana Brandt	Dental Hygiene (DHYG)	
x	Elizabeth Brown	Health Administration / Long-Term Administration	
x	Thomas Broyles	College of Agriculture, Extension & 4H Youth	
	Laura Carpenter	Occupational Therapy (OT)	
x	Richard Clark	Physical Therapy (PT)	
x	Teri Forster	Dental Hygiene (DHYG)	
	Cynthia George	Social Work (College of Public Service)	
	Aaliyah Hunt	College of Agriculture	
	Mohamed Kanu	College of Health Sciences Deans' Office	
	Courtney Nyange	Nursing	
x	Veronica Oates	Nutrition and Food Science	
x	Jonathan Odo	Criminal Justice	
	Timothy Oliver	Dual Enrollment	
	Chandra Reddy	College of Agriculture Dean	
	Joshua Shive / Esther Lynch	Psychology	
	Tokesha Warner	Health Administration / Grant Proposal Writing & Administration	
x	Miranda Sanford-Terry	Public Health, Health Sciences	
	Jason Smith	Human Performance and Sport Sciences	
	De'Etra Young	College of Agriculture Dean's Office	



- Tennessee County Map created during Pre-Planning meetings to identify rural counties wishing to strengthen our partnership and develop a strategic plan.



## APPENDIX G: Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) Crosswalk for GRH-Horizon Program

CIP Codes to SOC Codes Crosswalk Associated with GRH-Horizons Program			
Health Field (CIP Code 51 and SOC Codes 29 & 31)			
CIP Code	CIP Title	SOC Code	SOC Title
51.0201	Communication Sciences and Disorders, General.	29-1127	Speech-Language Pathologists
51.0201	Communication Sciences and Disorders, General.	29-1181	Audiologists
51.0202	Audiology/Audiologist.	29-1181	Audiologists
51.0203	Speech-Language Pathology/Pathologist.	29-1127	Speech-Language Pathologists
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	29-1127	Speech-Language Pathologists
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	29-1181	Audiologists
51.0601	Dental Assisting/Assistant.	31-9091	Dental Assistants
51.0602	Dental Hygiene/Hygienist.	29-1292	Dental Hygienists
51.0706	Health Information/Medical Records Administration/Administrator.	29-2072	Medical Records Specialists
51.0706	Health Information/Medical Records Administration/Administrator.	29-9021	Health Information Technologists and Medical Registrars
51.0707	Health Information/Medical Records Technology/Technician.	29-2072	Medical Records Specialists
51.0707	Health Information/Medical Records Technology/Technician.	29-9021	Health Information Technologists and Medical Registrars
51.0708	Medical Transcription/Transcriptionist.	31-9094	Medical Transcriptionists
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	29-9099	Healthcare Practitioners and Technical Workers, All Other
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	31-9092	Medical Assistants
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	31-9099	Healthcare Support Workers, All Other
51.0713	Medical Insurance Coding Specialist/Coder.	29-2072	Medical Records Specialists
51.0713	Medical Insurance Coding Specialist/Coder.	29-9021	Health Information Technologists and Medical Registrars
51.0714	Medical Insurance Specialist/Medical Biller.	31-9099	Healthcare Support Workers, All Other
51.0717	Medical Staff Services Technology/Technician.	31-9099	Healthcare Support Workers, All Other
51.0721	Disease Registry Data Management.	29-2072	Medical Records Specialists
51.0721	Disease Registry Data Management.	29-9021	Health Information Technologists and Medical Registrars
51.0723	Healthcare Information Privacy Assurance and Security.	29-9021	Health Information Technologists and Medical Registrars
51.0801	Medical/Clinical Assistant.	31-9092	Medical Assistants

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51.0803	Occupational Therapist Assistant.	31-2011	Occupational Therapy Assistants	*** In dem and
51.0806	Physical Therapy Assistant.	31-2021	Physical Therapist Assistants	
51.0812	Respiratory Therapy Technician/Assistant.	29-2099	Health Technologists and Technicians, All Other	
51.0816	Speech-Language Pathology Assistant.	31-9099	Healthcare Support Workers, All Other	
51.0901	Cardiovascular Technology/Technologist.	29-2031	Cardiovascular Technologists and Technicians	
51.0902	Electrocardiograph Technology/Technician.	29-2031	Cardiovascular Technologists and Technicians	
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	29-2042	Emergency Medical Technicians	
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	29-2043	Paramedics	
51.0908	Respiratory Care Therapy/Therapist.	29-1126	Respiratory Therapists	
51.0908	Respiratory Care Therapy/Therapist.	29-2099	Health Technologists and Technicians, All Other	
51.0909	Surgical Technology/Technologist.	29-2055	Surgical Technologists	*** In dem and
51.0909	Surgical Technology/Technologist.	29-9093	Surgical Assistants	
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	29-2032	Diagnostic Medical Sonographers	
51.0913	Athletic Training/Trainer.	29-9091	Athletic Trainers	
51.0915	Cardiopulmonary Technology/Technologist.	29-2031	Cardiovascular Technologists and Technicians	
51.0920	Magnetic Resonance Imaging (MRI) Technology/Technician.	29-2035	Magnetic Resonance Imaging Technologists	
51.1009	Phlebotomy Technician/Phlebotomist.	31-9097	Phlebotomists	
51.1012	Sterile Processing Technology/Technician.	29-2055	Surgical Technologists	
51.1012	Sterile Processing Technology/Technician.	31-9093	Medical Equipment Preparers	
51.1502	Psychiatric/Mental Health Services Technician.	29-2053	Psychiatric Technicians	
51.1502	Psychiatric/Mental Health Services Technician.	31-1133	Psychiatric Aides	
51.2306	Occupational Therapy/Therapist.	29-1122	Occupational Therapists	
51.2308	Physical Therapy/Therapist.	29-1123	Physical Therapists	
51.2311	Kinesiotherapy/Kinesiotherapist.	29-1123	Physical Therapists	
51.2311	Kinesiotherapy/Kinesiotherapist.	29-1128	Exercise Physiologists	
51.2601	Health Aide.	31-1131	Nursing Assistants	
51.2601	Health Aide.	31-1133	Psychiatric Aides	
51.2602	Home Health Aide/Home Attendant.	31-1121	Home Health Aides	
51.2602	Home Health Aide/Home Attendant.	31-1122	Personal Care Aides	
51.2604	Rehabilitation Aide.	31-2012	Occupational Therapy Aides	
51.2604	Rehabilitation Aide.	31-2022	Physical Therapist Aides	
51.2605	Physical Therapy Technician/Aide.	31-2022	Physical Therapist Aides	

51.2706	Medical Informatics.	29-9021	Health Information Technologists and Medical Registrars	
51.3101	Dietetics/Dietitian.	29-1031	Dietitians and Nutritionists	
51.3101	Dietetics/Dietitian.	29-2051	Dietetic Technicians	
51.3102	Clinical Nutrition/Nutritionist.	29-1031	Dietitians and Nutritionists	
51.3103	Dietetic Technician.	29-2051	Dietetic Technicians	
51.3104	Dietitian Assistant.	29-2051	Dietetic Technicians	
51.3201	Bioethics/Medical Ethics.	29-9099	Healthcare Practitioners and Technical Workers, All Other	
51.3801	Registered Nursing/Registered Nurse.	29-1141	Registered Nurses	
51.3805	Family Practice Nurse/Nursing.	29-1141	Registered Nurses	
51.3805	Family Practice Nurse/Nursing.	29-1171	Nurse Practitioners	
51.3810	Psychiatric/Mental Health Nurse/Nursing.	29-1141	Registered Nurses	
51.3810	Psychiatric/Mental Health Nurse/Nursing.	29-1171	Nurse Practitioners	
51.3811	Public Health/Community Nurse/Nursing.	29-1141	Registered Nurses	
51.3901	Licensed Practical/Vocational Nurse Training.	29-2061	Licensed Practical and Licensed Vocational Nurses	*** In dem and ***
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	31-1131	Nursing Assistants	In dem and ***
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other.	29-2061	Licensed Practical and Licensed Vocational Nurses	In dem and ***
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other.	31-1131	Nursing Assistants	In dem and ***

#### Health-related Fields

CIP Code	CIP Title	SOC Code	SOC Title
13.1101	Counselor Education/School Counseling and Guidance Services.	21-1012	Educational, Guidance, and Career Counselors and Advisors
19.0501	Foods, Nutrition, and Wellness Studies, General.	29-1031	Dietitians and Nutritionists
19.0501	Foods, Nutrition, and Wellness Studies, General.	29-2051	Dietetic Technicians
19.0501	Foods, Nutrition, and Wellness Studies, General.	25-1192	Family and Consumer Sciences Teachers, Postsecondary
19.0501	Foods, Nutrition, and Wellness Studies, General.	29-1031	Dietitians and Nutritionists
19.0501	Foods, Nutrition, and Wellness Studies, General.	29-2051	Dietetic Technicians
19.0504	Human Nutrition.	29-1031	Dietitians and Nutritionists
19.0504	Human Nutrition.	25-1192	Family and Consumer Sciences Teachers, Postsecondary
19.0504	Human Nutrition.	29-1031	Dietitians and Nutritionists

26.0908	Exercise Physiology and Kinesiology.	29-1128	Exercise Physiologists
26.1102	Biostatistics.	11-9121	Natural Sciences Managers
26.1311	Epidemiology and Biostatistics.	11-9121	Natural Sciences Managers
30.1901	Nutrition Sciences.	29-1031	Dietitians and Nutritionists
30.1901	Nutrition Sciences.	29-2051	Dietetic Technicians
30.1901	Nutrition Sciences.	11-9121	Natural Sciences Managers
31.0505	Exercise Science and Kinesiology.	29-1128	Exercise Physiologists
31.0507	Physical Fitness Technician.	29-9091	Athletic Trainers
42.0101	Psychology, General.	19-3033	Clinical and Counseling Psychologists
42.0101	Psychology, General.	19-4061	Social Science Research Assistants
42.0101	Psychology, General.	25-1066	Psychology Teachers, Postsecondary
42.2708	Psychometrics and Quantitative Psychology.	15-2041	Statisticians
42.2708	Psychometrics and Quantitative Psychology.	19-4061	Social Science Research Assistants
42.2801	Clinical Psychology.	11-9199	Managers, All Other
42.2801	Clinical Psychology.	19-3033	Clinical and Counseling Psychologists
42.2801	Clinical Psychology.	25-1066	Psychology Teachers, Postsecondary
42.2803	Counseling Psychology.	11-9199	Managers, All Other
42.2803	Counseling Psychology.	19-3033	Clinical and Counseling Psychologists
42.2803	Counseling Psychology.	21-1014	Mental Health Counselors
42.2803	Counseling Psychology.	25-1066	Psychology Teachers, Postsecondary
42.2805	School Psychology.	11-9199	Managers, All Other
42.2805	School Psychology.	19-3034	School Psychologists
42.2805	School Psychology.	21-1012	Educational, Guidance, and Career Counselors and Advisors
42.2805	School Psychology.	25-1066	Psychology Teachers, Postsecondary
42.2806	Educational Psychology.	19-3034	School Psychologists
43.0100	Criminal Justice and Corrections, General.	19-4092	Forensic Science Technicians
43.0100	Criminal Justice and Corrections, General.	19-4099	Life, Physical, and Social Science Technicians, All Other
43.0100	Criminal Justice and Corrections, General.	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary
43.0100	Criminal Justice and Corrections, General.	33-1011	First-Line Supervisors of Correctional Officers
43.0100	Criminal Justice and Corrections, General.	33-1012	First-Line Supervisors of Police and Detectives
43.0100	Criminal Justice and Corrections, General.	33-3012	Correctional Officers and Jailers
43.0100	Criminal Justice and Corrections, General.	33-3021	Detectives and Criminal Investigators
43.0100	Criminal Justice and Corrections, General.	33-3051	Police and Sheriff's Patrol Officers
43.0102	Corrections.	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary
43.0102	Corrections.	33-1011	First-Line Supervisors of Correctional Officers
43.0102	Corrections.	33-1012	First-Line Supervisors of Police and Detectives
43.0102	Corrections.	33-3012	Correctional Officers and Jailers

43.0103	Criminal Justice/Law Enforcement Administration.	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary
43.0103	Criminal Justice/Law Enforcement Administration.	33-1012	First-Line Supervisors of Police and Detectives
43.0104	Criminal Justice/Safety Studies.	19-4099	Life, Physical, and Social Science Technicians, All Other
43.0104	Criminal Justice/Safety Studies.	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary
43.0104	Criminal Justice/Safety Studies.	33-1011	First-Line Supervisors of Correctional Officers
43.0104	Criminal Justice/Safety Studies.	33-1012	First-Line Supervisors of Police and Detectives
43.0107	Criminal Justice/Police Science.	25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary
43.0107	Criminal Justice/Police Science.	33-3011	Bailiffs
43.0107	Criminal Justice/Police Science.	33-3021	Detectives and Criminal Investigators
43.0107	Criminal Justice/Police Science.	33-3051	Police and Sheriff's Patrol Officers
43.0302	Crisis/Emergency/Disaster Management.	11-9161	Emergency Management Directors
43.0302	Crisis/Emergency/Disaster Management.	11-9199	Managers, All Other
43.0302	Crisis/Emergency/Disaster Management.	11-9161	Emergency Management Directors
43.0302	Crisis/Emergency/Disaster Management.	11-9199	Managers, All Other
43.0302	Crisis/Emergency/Disaster Management.	33-1012	First-Line Supervisors of Police and Detectives
44.0000	Human Services, General.	11-9151	Social and Community Service Managers
44.0000	Human Services, General.	11-9151	Social and Community Service Managers
44.0000	Human Services, General.	21-1093	Social and Human Service Assistants
44.0000	Human Services, General.	21-1099	Community and Social Service Specialists, All Other
44.0201	Community Organization and Advocacy.	11-9151	Social and Community Service Managers
44.0201	Community Organization and Advocacy.	21-1099	Community and Social Service Specialists, All Other
44.0201	Community Organization and Advocacy.	43-4061	Eligibility Interviewers, Government Programs
44.0401	Public Administration.	11-9151	Social and Community Service Managers
44.0503	Health Policy Analysis.	11-9111	Medical and Health Services Managers
44.0503	Health Policy Analysis.	19-3099	Social Scientists and Related Workers, All Other
44.0503	Health Policy Analysis.	19-4061	Social Science Research Assistants
44.0701	Social Work.	11-9151	Social and Community Service Managers
44.0701	Social Work.	11-9151	Social and Community Service Managers
44.0701	Social Work.	21-1019	Counselors, All Other
44.0701	Social Work.	21-1021	Child, Family, and School Social Workers
44.0701	Social Work.	21-1022	Healthcare Social Workers
44.0701	Social Work.	21-1023	Mental Health and Substance Abuse Social Workers
44.0701	Social Work.	21-1029	Social Workers, All Other
44.0701	Social Work.	21-1092	Probation Officers and Correctional Treatment Specialists
44.0701	Social Work.	25-1113	Social Work Teachers, Postsecondary

45.0401	Criminology.	11-9199	Managers, All Other
51.0601	Dental Assisting/Assistant.	25-1071	Health Specialties Teachers, Postsecondary
51.0601	Dental Assisting/Assistant.	31-9091	Dental Assistants
51.0602	Dental Hygiene/Hygienist.	25-1071	Health Specialties Teachers, Postsecondary
51.0603	Dental Laboratory Technology/Technician.	25-1071	Health Specialties Teachers, Postsecondary
51.0603	Dental Laboratory Technology/Technician.	51-9081	Dental Laboratory Technicians
51.0701	Health/Health Care Administration/Management.	11-9111	Medical and Health Services Managers
51.0702	Hospital and Health Care Facilities Administration/Management.	11-9111	Medical and Health Services Managers
51.0705	Medical Office Management/Administration.	43-1011	First-Line Supervisors of Office and Administrative Support Workers
51.0706	Health Information/Medical Records Administration/Administrator.	11-9111	Medical and Health Services Managers
51.0710	Medical Office Assistant/Specialist.	43-6013	Medical Secretaries and Administrative Assistants
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	29-9099	Healthcare Practitioners and Technical Workers, All Other
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	43-1011	First-Line Supervisors of Office and Administrative Support Workers
51.0711	Medical/Health Management and Clinical Assistant/Specialist.	43-6013	Medical Secretaries and Administrative Assistants
51.0712	Medical Reception/Receptionist.	43-1011	First-Line Supervisors of Office and Administrative Support Workers
51.0712	Medical Reception/Receptionist.	43-6013	Medical Secretaries and Administrative Assistants
51.0714	Medical Insurance Specialist/Medical Biller.	43-6013	Medical Secretaries and Administrative Assistants
51.0716	Medical Administrative/Executive Assistant and Medical Secretary.	43-6013	Medical Secretaries and Administrative Assistants
51.0717	Medical Staff Services Technology/Technician.	13-1041	Compliance Officers
51.0718	Long Term Care Administration/Management.	11-9111	Medical and Health Services Managers
51.0719	Clinical Research Coordinator.	11-9111	Medical and Health Services Managers
51.0720	Regulatory Science/Affairs.	11-9111	Medical and Health Services Managers
51.0721	Disease Registry Data Management.	11-9111	Medical and Health Services Managers
51.0801	Medical/Clinical Assistant.	25-1071	Health Specialties Teachers, Postsecondary
51.0802	Clinical/Medical Laboratory Assistant.	25-1071	Health Specialties Teachers, Postsecondary
51.0803	Occupational Therapist Assistant.	25-1071	Health Specialties Teachers, Postsecondary
51.0901	Cardiovascular Technology/Technologist.	25-1071	Health Specialties Teachers, Postsecondary
51.0902	Electrocardiograph Technology/Technician.	25-1071	Health Specialties Teachers, Postsecondary
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	25-1071	Health Specialties Teachers, Postsecondary
51.0908	Respiratory Care Therapy/Therapist.	25-1071	Health Specialties Teachers, Postsecondary
51.0909	Surgical Technology/Technologist.	25-1071	Health Specialties Teachers, Postsecondary

51.0909	Surgical Technology/Technologist.	29-2055	Surgical Technologists	* in dem and
51.0909	Surgical Technology/Technologist.	29-9093	Surgical Assistants	
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	25-1071	Health Specialties Teachers, Postsecondary	
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	29-2032	Diagnostic Medical Sonographers	
51.0911	Radiologic Technology/Science - Radiographer.	25-1071	Health Specialties Teachers, Postsecondary	
51.0913	Athletic Training/Trainer.	25-1071	Health Specialties Teachers, Postsecondary	
51.0913	Athletic Training/Trainer.	29-9091	Athletic Trainers	
51.1004	Clinical/Medical Laboratory Technician.	25-1071	Health Specialties Teachers, Postsecondary	
51.1004	Clinical/Medical Laboratory Technician.	29-2012	Medical and Clinical Laboratory Technicians	
51.1005	Clinical Laboratory Science/Medical Technology/Technologist.	25-1071	Health Specialties Teachers, Postsecondary	
51.1005	Clinical Laboratory Science/Medical Technology/Technologist.	29-2011	Medical and Clinical Laboratory Technologists	
51.1009	Phlebotomy Technician/Phlebotomist.	25-1071	Health Specialties Teachers, Postsecondary	
51.1009	Phlebotomy Technician/Phlebotomist.	31-9097	Phlebotomists	
51.1012	Sterile Processing Technology/Technician.	25-1071	Health Specialties Teachers, Postsecondary	
51.1012	Sterile Processing Technology/Technician.	29-2055	Surgical Technologists	
51.1012	Sterile Processing Technology/Technician.	31-9093	Medical Equipment Preparers	
51.1099	Clinical/Medical Laboratory Science and Allied Professions, Other.	25-1071	Health Specialties Teachers, Postsecondary	
51.1099	Clinical/Medical Laboratory Science and Allied Professions, Other.	29-2011	Medical and Clinical Laboratory Technologists	
51.1099	Clinical/Medical Laboratory Science and Allied Professions, Other.	29-2012	Medical and Clinical Laboratory Technicians	
51.2201	Public Health, General.	11-9111	Medical and Health Services Managers	
51.2201	Public Health, General.	21-1091	Health Education Specialists	
51.2201	Public Health, General.	21-1094	Community Health Workers	
51.2201	Public Health, General.	25-1071	Health Specialties Teachers, Postsecondary	
51.2202	Environmental Health.	19-1041	Epidemiologists	* Key to TN ECD Industry Sectors
51.2202	Environmental Health.	19-1042	Medical Scientists, Except Epidemiologists	
51.2202	Environmental Health.	19-2041	Environmental Scientists and Specialists, Including Health	
51.2202	Environmental Health.	19-5011	Occupational Health and Safety Specialists	
51.2202	Environmental Health.	19-5012	Occupational Health and Safety Technicians	



51.2202	Environmental Health.	25-1071	Health Specialties Teachers, Postsecondary
51.2207	Public Health Education and Promotion.	21-1091	Health Education Specialists
51.2207	Public Health Education and Promotion.	21-1094	Community Health Workers
51.2207	Public Health Education and Promotion.	25-1071	Health Specialties Teachers, Postsecondary
51.2213	Patient Safety and Healthcare Quality.	11-9111	Medical and Health Services Managers
51.2213	Patient Safety and Healthcare Quality.	13-1041	Compliance Officers
51.2213	Patient Safety and Healthcare Quality.	19-5011	Occupational Health and Safety Specialists
51.2213	Patient Safety and Healthcare Quality.	19-5012	Occupational Health and Safety Technicians
51.2213	Patient Safety and Healthcare Quality.	25-1071	Health Specialties Teachers, Postsecondary
51.2306	Occupational Therapy/Therapist.	25-1071	Health Specialties Teachers, Postsecondary
51.2306	Occupational Therapy/Therapist.	29-1122	Occupational Therapists
51.2306	Occupational Therapy/Therapist.	29-1122	Occupational Therapists
51.2308	Physical Therapy/Therapist.	25-1071	Health Specialties Teachers, Postsecondary
51.2308	Physical Therapy/Therapist.	29-1123	Physical Therapists
51.2308	Physical Therapy/Therapist.	25-1071	Health Specialties Teachers, Postsecondary
51.2311	Kinesiotherapy/Kinesiotherapist.	29-1123	Physical Therapists
51.2311	Kinesiotherapy/Kinesiotherapist.	29-1128	Exercise Physiologists
51.2311	Kinesiotherapy/Kinesiotherapist.	29-1128	Exercise Physiologists
51.2601	Health Aide.	31-1131	Nursing Assistants
51.2601	Health Aide.	31-1133	Psychiatric Aides
51.2602	Home Health Aide/Home Attendant.	31-1121	Home Health Aides
51.2602	Home Health Aide/Home Attendant.	31-1122	Personal Care Aides
51.2603	Medication Aide.	31-9099	Healthcare Support Workers, All Other
51.2604	Rehabilitation Aide.	31-2012	Occupational Therapy Aides
51.2604	Rehabilitation Aide.	31-2022	Physical Therapist Aides
51.2604	Rehabilitation Aide.	31-9099	Healthcare Support Workers, All Other
51.2605	Physical Therapy Technician/Aide.	31-2022	Physical Therapist Aides
51.2706	Medical Informatics.	29-9021	Health Information Technologists and Medical Registrars
51.3101	Dietetics/Dietitian.	29-1031	Dietitians and Nutritionists
51.3101	Dietetics/Dietitian.	29-2051	Dietetic Technicians
51.3102	Clinical Nutrition/Nutritionist.	29-1031	Dietitians and Nutritionists
51.3103	Dietetic Technician.	29-2051	Dietetic Technicians
51.3104	Dietitian Assistant.	29-2051	Dietetic Technicians
51.3199	Dietetics and Clinical Nutrition Services, Other.	29-1031	Dietitians and Nutritionists

\* Key to TN ECD Industry Sectors

51.3201	Bioethics/Medical Ethics.	21-2021	Directors, Religious Activities and Education	
51.3201	Bioethics/Medical Ethics.	25-1126	Philosophy and Religion Teachers, Postsecondary	
51.3201	Bioethics/Medical Ethics.	29-9099	Healthcare Practitioners and Technical Workers, All Other	
51.3201	Bioethics/Medical Ethics.	29-9099	Healthcare Practitioners and Technical Workers, All Other	
51.3202	Health Professions Education.	25-1071	Health Specialties Teachers, Postsecondary	
51.3202	Health Professions Education.	25-1081	Education Teachers, Postsecondary	
51.3203	Nursing Education.	25-1072	Nursing Instructors and Teachers, Postsecondary	
51.3204	Medical/Health Humanities.	19-3099	Social Scientists and Related Workers, All Other	
51.3204	Medical/Health Humanities.	25-1069	Social Sciences Teachers, Postsecondary, All Other	
51.3204	Medical/Health Humanities.	25-1199	Postsecondary Teachers, All Other	
51.3801	Registered Nursing/Registered Nurse.	25-1072	Nursing Instructors and Teachers, Postsecondary	
51.3801	Registered Nursing/Registered Nurse.	29-1141	Registered Nurses	
51.3805	Family Practice Nurse/Nursing.	25-1072	Nursing Instructors and Teachers, Postsecondary	
51.3805	Family Practice Nurse/Nursing.	29-1141	Registered Nurses	
51.3805	Family Practice Nurse/Nursing.	29-1171	Nurse Practitioners	
51.3810	Psychiatric/Mental Health Nurse/Nursing.	25-1072	Nursing Instructors and Teachers, Postsecondary	
51.3810	Psychiatric/Mental Health Nurse/Nursing.	29-1141	Registered Nurses	
51.3810	Psychiatric/Mental Health Nurse/Nursing.	29-1171	Nurse Practitioners	
51.3901	Licensed Practical/Vocational Nurse Training.	29-2061	Licensed Practical and Licensed Vocational Nurses	*** In dem and ***
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	31-1131	Nursing Assistants	In dem and
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other.	29-2061	Licensed Practical and Licensed Vocational Nurses	
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other.	31-1131	Nursing Assistants	
52.0206	Non-Profit/Public/Organizational Management.	11-9151	Social and Community Service Managers	
52.0214	Research Administration.	13-1131	Fundraisers	
52.0502	Grantsmanship.	13-1131	Fundraisers	

#### CTE CIP Codes

51.9999	Health Professions and Related Clinical Sciences, Other.	99-9999	multiple matches
51.0000	Health Services/Allied Health/Health Sciences, General.	99-9999	multiple matches
51.0699	Dental Services and Allied Professions, Other.	99-9999	multiple matches

51.2699	Health Aides/Attendants/Orderlies, Other.	99-9999	multiple matches	*** In dem and
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aid	99-9999	multiple matches	
19.0799	Human Development, Family Studies, and Rel	99-999	multiple matches	
43.0102	Corrections	33-9032	Security Guards	* Key to TN ECD Indus try Sect ors

**Health Sciences Apprenticeship Completer Programs CIP Codes to develop Degree Completion Pathways**

	Health Information/Medical Records
51.0707	Technology/Technician
51.0801	Medical / Clinical Assistant
51.0909	Surgical Technology/Technologist
	Nursing Assistant/Aide and Patient Care
51.3902	Assistant/Aide