

ARTICULATION/TRANSFER  
AGREEMENTMIDDLE  
TENNESSEE STATE UNIVERSITY  
**AND**  
VOLUNTEER STATE COMMUNITY COLLEGE  
August 10, 2021

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Articulation/Transfer Agreement Middle Tennessee State University and  
Volunteer State Community College

THIS ARTICULATION AGREEMENT (aka "Agreement") is entered into on August 10, 2021, by and between Middle Tennessee State University ("MTSU") and Volunteer State Community College ("VSCC"). The parties desire to enter into a contract pursuant to which students of VSCC will be eligible for articulated course credits at MTSU, according to the terms contained in this Agreement.

ACCORDINGLY, in consideration of the promises and mutual covenants contained in this Agreement, and of other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Description of Articulation Program.

- a. Definitions. Articulation criteria is defined in Attachment A.
- b. Purpose. The purpose of this Agreement is to facilitate the transfer of VSCC students to MTSU; to provide specific advisement for VSCC students who intend to transfer to MTSU; and, to encourage academic and administrative coordination between the institutions in the following program:
  - A.S., General Studies Area of Emphasis (Tennessee Board of Regents)
  - B.S., Concrete Industry Management:  
B.S., Construction Management: Production, Sales and Service concentration
- Attachment A, "Program of Study" outlines courses that must be taken at VSCC and the MTSU courses for which they will substitute
  - Descriptions of required proficiency levels and criteria for measurement; and
  - The evaluation plan and process.
- c. Semester meetings. MTSU commits to holding one or more mandatory "in-person" meetings at VSCC each academic year to address questions and facilitate the transfer process.
- d. Annual review. This Agreement will be subject to annual review by representatives of each institution. Any recommendations for revisions will be made in writing and reviewed by each institution's respective Chief Academic Officer or their designees. The articulation requirements of this Agreement may only be amended in the form of an Amendment signed by the authorized representatives of the parties and the Tennessee Board of Regents.
- e. Admission requirements. VSCC students wishing to transfer credits to MTSU within the B.S., Concrete Industry Management or B.S. Construction Management programs must meet the admissions

requirements for MTSU. These students must also provide an official transcript of courses completed at VSCC to MTSU. If admitted, the students shall become subject to all MTSU policies, procedures and rules.

- f. Focus on articulate. This Agreement is in keeping with the Tennessee Board of Regents focus on partnership and collaboration between TBR institutions.
- g. Non-Exclusivity. This Agreement is not exclusive, and either party may enter into similar agreements with any other party.

## 2. Term and Termination.

- a. Term. This Agreement will be effective from the date of final signature below, the Effective Date, until terminated in writing by either party. It is agreed that if terminated, both institutions will honor the terms of the Agreement until the end of the next admissions application and review period of MTSU.
- b. Post -Termination. Upon termination of this Agreement for any reason, VSCC students previously accepted by or admitted to MTSU shall continue to receive the benefits contemplated by this Agreement.

## 3. Miscellaneous.

- a. Non-discrimination. 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, Section 504 of the Rehabilitation Act of 1973, Executive Order 11,246, 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.

The parties also agree to take affirmative action to ensure that applicants are employed and that employees are treated during their employment without regard to their race, religion, creed, color, sex, age, disability, veteran status, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection available to employees and applicants for employment.

- b. Binding agreement. This Agreement shall not be binding upon the parties until it is approved by the president or designee and the Tennessee Board of Regents.
- c. Point of contact information.

For VSCC: Hilary B. Marabeti  
Assistant Vice President  
[Hilary.Marabeti@volstate.edu](mailto:Hilary.Marabeti@volstate.edu)  
615/230-3355

For MTSU: Kelly C. Strong  
Director, School of Concrete and Construction  
Management  
[kelly.strong@mtsu.edu](mailto:kelly.strong@mtsu.edu)  
615/898-2419

- d. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee without regard to its conflict of laws provisions.
- e. Notices. All notices or other written communications relating to termination, expiration, or any other legal matter relating to this Agreement will be effective when received and must be given in writing by courier or reputable overnight delivery service, or by certified mail, return receipt requested, to either party at the following address (or to such other address as such party may substitute, by providing a written notice.)

For VSCC: Nicholas Bishop  
Vice President, Economic and Community Development  
1480 Nashville Pike  
Gallatin, TN 37066

For MTSU: Dr. Mark Byrnes Provost  
1301 E. Main Street Murfreesboro, TN 37132


- f. Waivers. The waiver by either party of any provision of this Agreement on any occasion and upon any particular circumstance shall not operate as a waiver of such provision of this Agreement on any other occasion or upon any other circumstance.
- g. Complete Agreement: Integration. This Agreement contains the complete understanding of the parties with respect to the subject matter hereof and supersedes all other agreements, understandings, communications and promises of any kind, whether oral or written, between the parties with respect to such subject matter.
- h. Counterparts: Facsimile Signatures. This Agreement may be executed in multiple counterparts, all of which shall be originals and which together shall constitute a single agreement. For the purpose of interpreting this Agreement, facsimile signatures shall be considered equivalent to original signatures.
- i. Independent Contractors. The parties are independent contractors, and no agency, partnership, franchise, joint

venture, or employment relationship is intended or created by this Agreement. Neither party shall make any commitment, or give the impression that it has authority to make any commitment, on behalf of the other party.

- j. Confidentiality of Records. All educational records created, disclosed, or maintained pursuant to the terms of this Agreement are confidential and shall be created, disclosed, and maintained pursuant to the provisions of Family Educational Right to Privacy Act, also known as FERPA (20 U.S.C.A. §1232g) and its regulations.

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

Middle Tennessee State University

 Digitally signed by Alan R. Thomas, Vice President for Business and Finance, acting for and on behalf of Middle Tennessee State University  
Date: 2021.08.25 13:37:43 -05'00'


Alan R. Thomas,

VP for Business & Finance

Date \_\_\_\_\_

Volunteer State Community College

DocuSigned by:



AEF5B2658A1D439...

Nicholas Bishop

VP for Economic Development

Date 8/26/2021

**Volunteer State Community College**

**Submission to  
Middle Tennessee State University**

**For the Review of Two Courses  
Introduction to the Construction Industry  
And  
Blueprint Reading**

**To Award PLA Credit  
Toward a B.S. Degree in the  
School of Concrete and Construction Management**

|                      |  |
|----------------------|--|
| <b>Attachment A:</b> | <b>Program Description</b>                                       |
| <b>Attachment B:</b> | <b>Program of Study</b>  |
| <b>Attachment C:</b> | <b>Introduction to the Construction Industry Course Syllabus</b> |
| <b>Attachment D:</b> | <b>Blueprint Reading Course Syllabus</b>                         |
| <b>Attachment E:</b> | <b>Instructor Resume</b>   |

**Attachment A  
Program Description****Hardhat in Hand Training Program  
A Collaborative  
Among  
Facebook  
DPR Construction  
and  
Volunteer State Community College**

The Hardhat in Hand Program is a collaborative endeavor among Facebook, DPR Construction, and Volunteer State Community College. The goal of the training program is to provide young adults with an alternative to the post-secondary education model, giving students a head start on the skilled trades career path best suited to their specific skills, needs, and interests. The training draws upon the expertise of each of the partners to ensure that relevant fundamental knowledge and skills associated with construction trade occupations are presented throughout the training.

Recruitment begins approximately six months prior to the start of the training. Information sessions are provided, interviews are conducted, drug testing is completed, and individuals are selected into the program. Students go through an onboarding process prior to beginning the formal training program.

This eight-week training program, an “earn while you learn” opportunity, is conducted at the construction site and consists of two four-week sessions, scheduled back to back. The first four weeks are classroom-based, classes taught by qualified instructors. Instructors will distribute a syllabus for each course that includes stated outcomes to be achieved by the students.

The second four weeks consist of on-the-job training. Students are paid by DPR Construction the first four weeks and by Trade Partners the second four weeks. Certificates of Completion are awarded, CEU’s awarded, and transcripts of record are available. Upon successful completion of the American Heart Association First Aid and CPR/AED class, students are awarded an American Heart Association completion card for that training. Likewise, an OSHA 10-Hour Construction Industry card is awarded to successful completers. The culminating event is a celebratory graduation and full-time job placement.

Facebook is known for supporting lifelong learning and requested that Volunteer State create a curriculum for this eight-week program that aligns with a college credit program. Volunteer State selected Middle Tennessee State University to partner on this project. Approval of PLA credit will serve as an incentive, encouraging these students to continue their education in the construction management field.

The attached documentation is submitted for review. Course syllabi indicating a total of 45 contact hours of training in Introduction to the Construction Industry (15 hours) and Blueprint Reading (30 hours) are the two courses for which three PLA credits are requested. Since these courses have not been offered to date, any modifications may be easily made should Middle Tennessee State University recommend changes.

**Volunteer State Course****BPR 100 Blue Print Reading****CONST 101 Introduction to Construction****MTSU Course substitution****CCM 2050 Plan Reading****CCM 1010 Introduction to Concrete & Construction**

**Attachment B**  
**Hardhat in Hand**  
**Program of Study**

**Hardhat in Hand**  
**Classes Scheduled**  
**DPR Construction and Volunteer State Community College**

| <b>Course Title</b>                       | <b>Contact Hours</b> | <b>CEU Award</b> | <b>Delivered By</b> |
|---|----------------------|------------------|---------------------|
| Safety Orientation                        | 4                    | .4               | DPR Construction    |
| Introduction to the Construction Industry | 15                   | 1.5              | Volunteer State     |
| Essential Construction Math               | 10                   | 1.0              | Volunteer State     |
| Blueprint Reading                         | 30                   | 3.0              | Volunteer State     |
| OSHA 10-Hour Construction Industry        | 10                   | 1.0              | Volunteer State*    |
| First Aid and CPR/AED                     | 6                    | .6               | Volunteer State**   |
| Tool Safety                               | 10                   | 1.0              | Volunteer State     |
| Construction Communication Skills         | 7.5                  | .75              | Volunteer State     |
|   | <b>92.5 Hours</b>    | <b>9.25 CEUs</b> |                     |

\*Volunteer State Community College is an OSHA Training Institute Education Center

\*\*Volunteer State Community College is an American Heart Training Center



**Attachment C****Hardhat in Hand****Introduction to the Construction Industry Course Syllabus****Division of Workforce and  
Economic Development****Introduction to the Construction Industry  
Course Syllabus****Course ID****CONST101****Contact Hours/CEU Award****15 hours/1.5 CEU Award****Instructor Information****Instructor:** Ed Baldwin**Phone:** TBD**Email:** TBD**Class Location:** Facebook Construction Site**Class Schedule:** TBD**Course Description**

This course provides a broad overview of the construction industry as a whole. The history of the profession as well as trade requirements, trends and technology, project risks and other essential aspects of the industry will be discussed. Industry career opportunities, the job market, resume writing and interview skills, and networking will aid the student in. Instruction is presented seminar style, involving guest lecturers, site visits, and construction site experiences. ,

**Topical Outline**

- Overview and history of the Industry
- General contracting and sub-contracting
- Project management and risks
- Estimating and materials
- Math skills
- Emerging technologies and trends
- Industry careers, networking, job search
- Resume writing and interview skills

**Course Outcomes**

Upon successful completion of this training, participants will have demonstrated the ability to:

1. Recall historical contributions made by the industry

2. Describe the processes and functions critical to the success of projects, timelines, finances, including project risks, etc.
3. Communicate essential elements of current and new technologies
4. Apply math and other skills learned in common construction situations
5. Describe the impact of emerging technologies and trends on the industry
6. Describe the industry with a focus on Identifying the different career opportunities within in the industry
7. Discuss the various career paths to enter or advance in the profession
8. Prepare a resume for their chosen career field

**Pre-requisites or Co-requisites**

None

**Course Materials**

There is no textbook required for this course. Supplementary materials will be provided at the discretion of the instructor and guest lecturers.

**Assessment and Grading**

This is a knowledge-based training program. Students will complete assignments, make presentations, observe and discuss site experiences, take quizzes, etc.

Grading is a satisfactory/unsatisfactory model with the expectation the students attend all classes, participate in all activities. For graded work, students must achieve a minimum score of 75%.

**ADA**

Students who have learning, psychological and/or other disabilities may be eligible for accommodations that provide equal access to educational programs and activities. It is the student's responsibility to self-identify with VSCC Disability Services to receive accommodations and services in accordance with Section 504 of The Rehabilitation Act and The Americans with Disabilities Act Amendments Act (ADA/AA). Students who provide appropriate documentation and who register in Disability Services will receive appropriate accommodations. For further information, please contact Disability Services at (615) 230-3472.

**Attachment D  
Hardhat in Hand  
Blueprint Reading Course Syllabus**

**Division of Workforce and  
Economic Development  
Course Syllabus**

**Blueprint Reading**

|                                |                               |
|--------------------------------|-------------------------------|
| <b>Course ID</b>               | <b>BPR100</b>                 |
| <b>Contact Hours/CEU Award</b> | <b>30 hours/3.0 CEU Award</b> |

**Instructor Information**

|                        |                            |
|------------------------|----------------------------|
| <b>Instructor:</b>     | Ed Baldwin                 |
| <b>Phone:</b>          | TBD                        |
| <b>Email:</b>          | TBD                        |
| <b>Class Location:</b> | Facebook Construction Site |
| <b>Class Schedule:</b> | TBD                        |

**Course Description**

This course is designed to introduce the student to concepts, practices, standards, and techniques to read architectural blueprints. Both the content and skills needed to be proficient in reading commercial building blueprints will be covered.

**Topical Outline**

- Course overview
- Construction mathematics
- Measuring, scaling, dimensioning
- Lines, symbols, and notations
- Codes and specifications
- Construction materials
- Site plans, elevation drawings, utility sheets
- Architectural drawings
- Foundation, structural, and framing prints
- Plumbing, HVAC, and electrical

**Course Outcomes**

Upon successful completion of this training, participants will have demonstrated the ability to:

1. Apply construction math, units of measurement, and associated skills essential to construction processes
2. Discuss the various plan types involved in the construction process
3. Review and interpret plans and determine take off quantities

#### 4. Describe the workflow in a construction project

**Pre-requisites or Co-requisites**

None

**Course Materials**

The recommended textbook will be determined by the faculty selected to teach the course.

**Assessment and Grading**

Students are expected to attend 100% of scheduled meetings. All assignments, presentations, observations and discussions re: site experiences, etc. are required as are quizzes and exams.

Grading is a satisfactory/unsatisfactory model with the expectation the students attend all classes, participate in all activities. For graded work, students must achieve a minimum score of 75%.

**ADA**

Students who have learning, psychological and/or other disabilities may be eligible for accommodations that provide equal access to educational programs and activities. It is the student's responsibility to self-identify with VSCC Disability Services to receive accommodations and services in accordance with Section 504 of The Rehabilitation Act and The Americans with Disabilities Act Amendments Act (ADA/AA). Students who provide appropriate documentation and who register in Disability Services will receive appropriate accommodations. For further information, please contact Disability Services at (615) 230-3472.

**Attachment E  
Hardhat in Hand  
Instructor Resume**

**ED F. BALDWIN**

Nashville, Tennessee

615-513 -6600

[edbaldwin@aol.com](mailto:edbaldwin@aol.com)

**CONSTRUCTION EXECUTIVE**

Energetic and innovative Construction Professional with a proven ability to overcome diverse challenges and deliver strong operational goals. Goal oriented visionary and effective communicator – skilled in maximizing performance and profitability. Solid interpersonal skills and cross-functional team interactions coupled with effective leadership abilities. Collaborative leader and team member with an unwavering job focus and work ethic. Strong interpersonal, written, and verbal communicator with ability to engage and solicit input from all stakeholders and deliver clear solution proposals.

**KEY SKILLS**

- **Multi-Site Construction Management**
- **Project Management**
- **Construction Operations**
- **Federal Building Projects**
- **Scheduling**
- **Procurement**

**CAREER HIGHLIGHTS**

**Operations and Management**

Senior-level assignments with experience in Headquarters Procurement, Preconstruction Management,

Project Executive Assignments, Federal Projects Program Management, Southeast Regional Procurement

Management with project values in excess of \$4 billion, and a role as a Southwest Regional Procurement Director. Experienced in all phases of construction operations including business development, estimating, scheduling, purchasing, field operations, cost control and project management. Accustomed to managing small and large projects, including multiple, complex large-dollar projects.

**Project Experience**

**Educational** - Public and Private projects; K-12 through University levels; **Healthcare** - New projects and renovation work; small projects to multi-million dollar facilities; **Commercial & Retail** – Shopping Centers; Retail Buildings; Bank and Finance Centers; Office Buildings; **Sports and Entertainment** – University and Professional Sports Venues and Entertainment Facilities; **Hotel and Hospitality** - Hotels; Resorts;

Apartments; Multi-family developments; **Public Work** – Federal, State and local government

projects;

Administration Buildings; Detention Centers; Judicial Complexes; **Industrial** - Manufacturing Facilities; Assembly Plants; Materials Handling; Transportation Facilities

### **PROFESSIONAL EXPERIENCE & SELECTED ACCOMPLISHMENTS**

#### **Turner Construction Company**

**2004 – 2021**

##### **Vice President**

Vice President and Executive for a national general contractor. Construction manager with major market presence in many US locations with a \$15 billion annual work program.

- Managed Federal work, healthcare, institutional, sports facilities, industrial, and commercial projects.
- Participated with project acquisitions including budget development.
- Solicited subcontractors and evaluated qualifications, established procurement processes, and recommended awards for major projects across the country.
- Fostered Owner, Contractor, and Subcontractor relationships.
- Oversaw project startup requirements and staff management.
- Exposure included a wide variety of projects across the US and in Canada. Managed and directed procurement and contracting matters.

#### **ADDITIONAL RELEVANT EXPERIENCE**

##### **Centennial Contractors Enterprises, Inc.,** Vienna, Virginia

Vice President of Marketing and Development

##### **Baldwin Construction, Inc. ,** Fort Collins, Colorado

Founder – President and CEO

##### **H.W. Houston Construction Co. ,** Pueblo, Colorado

Vice President of Operations

##### **G.E. Johnson Construction Co. ,** Colorado Springs, Colorado

Project Manager/Estimator

##### **Hensel Phelps Construction Co. ,** Greeley, Colorado

Project Engineer

##### **Flintco, Inc. ,** Tulsa, Oklahoma

Project Engineer

#### **EDUCATION**

##### **Bachelor of Science, Construction**

Colorado State University, Fort Collins, Colorado

##### **Master of Business Administration**

Management University of Colorado, Boulder, Colorado

##### **Kellogg Graduate School of Management, Executive Program**

Northwestern University, Evanston, Illinois

**AFFILIATIONS - MEMBERSHIPS**

ACE - Tennessee Board of Directors

American Arbitration Association – Member

American Hospital Association – Member

ASHE - Healthcare Construction Certificate

Associated Builders and Contractors – Member

Associated General Contractors – National Board of Director

Colorado State University Affiliate Faculty Member

Colorado State University Alumni Association – Life Member

LEED Accredited Professional

Private Pilot – Multi-engine, Instrument-Rated

U.S. Navy Civil Engineering Corps – Lieutenant Commander (Reserve)

Wells Fargo Bank – Director

Hardhat in Hand  
Program Outcomes