

CURRENT

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THE OFFICIAL NEWS SOURCE
OF THE ASSOCIATION OF
FLORIDA COLLEGES



Volume 45, Issue 4

28 Colleges: One Voice

UNITY OF CAUSE DRIVES
THE AFC TOWARDS
10,000 MEMBERS

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How Do You Measure Success?

By Dr. Gary Sligh, AFC President

How do you measure success? For some of us, success is about numbers—have we met our goal, have we made enough money or attracted enough members? For others, success is about feeling positive, knowing that our work matters and having a sense of satisfaction that we make a difference. Finally, for many folks, success is about creating a foundation upon which a firm future can be built.

I believe that the Association of Florida Colleges has attained success in all three of these areas thus far in 2012. From a numbers standpoint, we are fiscally strong and making good progress towards “Bursting the Balloon” and other financial goals on behalf of our members. We continue to have the resources to put forth excellent programs and services in what anyone would call a challenging financial environment. Because of our members, we continue to be strong.

From the standpoint of membership, I remain hopeful that we can achieve the long sought after goal of 10,000 members. The folks who gathered in Jupiter Beach for our Membership Development Conference in

July left with enthusiasm and great tools to use in working to enhance our membership. More members make us stronger and better able to achieve our collective goals.

Another measure of success is whether AFC really makes a difference in the lives of its members and in the operation of our 28 colleges. By almost any indicator you can find, I believe AFC continues to stand tall. AFC has taken a vital role in the discussion concerning faculty status and the issues revolving around continuing contract. While AFC represents various constituencies which include faculty, our role in this discussion has been one of a central clearing house for ideas and discussion. Our special issue of *Current* in July is a great overview of that function.

We continue to support endeavors throughout the state that support professional development. Did you know that AFC helped sponsor the Connections Conference at Santa Fe College, Black, Brown, and College-Bound at Hillsborough College, and the Chancellor’s Leadership Seminar held recently in St. Petersburg? Have you

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explored our own leadership program, Certified College Professionals? AFC is always there when our colleges and their employees need our support.

My field of study in English literature is that of Native American literature. One aspect of native culture that has always impressed me is the idea that we should take actions today with some thought as to how they would affect folks as far as seven generations into the future. I believe that some of the work being accomplished now by our membership is creating a foundation for those who come to follow. Think about the nearly one million students who attend classes in the Florida College System. AFC works to support the environments in which those students study. Think about over 43,000 employees of the Florida College System. AFC works to help train and organize that huge army of folks to build a better system.

How do you measure success? I hope you will join me for the remainder of this year in active service to AFC as we support our colleges. I hope to see each of you at our 63rd Annual Convention at Innisbrook October 31 through November 2, 2012.

All the best!

Dr. Gary Sligh
AFC President



Burst the Balloon Donations:

Region II
Region III
Santa Fe College
St. Petersburg College

Support the AFC Foundation and help pay down the mortgage of the AFC Building.

[CLICK HERE](#) to make an online donation.



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CURRENT

Submit your news and articles for the next issue of *Current* to Tina Ingramm at tingramm@myafchome.org by September 7.



Association Membership: Power in Numbers = 10,000

By Michael Braver, AFC Executive Director/CEO

Association membership is nothing new. The concept of unity of cause, power in numbers, a collective voice, and mutual gain dates back to the 12th century. According to Wikipedia, the first professional associations were formed as guilds. A guild was an association of craftsmen in a particular trade. The earliest types of guild were something between a trade union and a secret society. They often depended on an authority to do business granted by a monarch. This is not too dissimilar from the legitimacy and support granted the AFC by the 28 FCS institutions, without whose support we could not do business on your behalf. The monarchical support back then provided the authority for guilds to regulate and enforce practice in the trade by self-employed “members”. Similarly, the institutional support we receive allows us to offer FCS employees advocacy, professional development, awards and recognitions, and other programs and services not available elsewhere. Eventually, guilds evolved to be more like trade unions as we now know them. Professional associations like the AFC morphed out of guild mode through an evolution that came out of universities around the beginning of the 13th century. Initially, these were organized as guilds of students.

“Considering the way things are today, there can be no better time to be a member of the AFC. With higher education in significant transition and facing numerous challenges to the accepted pedagogy, unity of cause and power in numbers has never been more vital.”

Nowadays, modern associations exist in different forms around the world. In many countries guilds have continued as local organizations for craftsmen, primarily in traditional skills. They may also function as forums for developing competence and are often the local units of a national employer’s organization. In the United States professional associations, societies, and guilds exist in almost every field of work or interest, and continue to thrive in service to like-minded people.

Considering the way things are today, there can be no better time to be a member of the AFC. With higher education in significant transition and facing

numerous challenges to the accepted pedagogy, unity of cause and power in numbers has never been

more vital. We can expect a whole new round of attacks on our benefits package, with the House of Representatives already indicating it will be looking at annual and sick leave banking issues. Although we do not have any indication that there may be an effort to change FRS benefits again in 2013, we are nonetheless on the lookout. Moreover, the issue of faculty tenure and continuing contracts may not be totally put to bed by the State Board of Education this fall. The current SBOE rule issue addresses how continuing contracts are offered

...Continued on page 6

and evaluated. However, other states have tried to eliminate tenure in general, as was done in 2010 by a Miami legislator here. AFC pushed back hard at that time and our lobbying effort resulted in the bill being withdrawn. This year the AFC has contracted with the prestigious GrayRobinson firm for lobbying and governmental consulting. In this issue is a bio on our new lobbyists, Mike Huey, Chris Hansen, and Todd Steibly. In filling the shoes of our former contract lobbyist, Sen. Ken Plante, they bring a fresh level of connectivity and legislative strategy to AFC.

Your AFC stands as one of the largest and most visible higher education organizations in the country, let alone the state. There is really no other

association like the AFC. With inclusive membership eligibility for any college employee, and the support of 28 institutions, 18 commissions, and 30 chapters, the AFC annually makes its mark on the Florida political landscape. I encourage all AFC members to spread the gospel of association membership and help others decide that joining the AFC is just the right thing to do. Our efforts benefit all college system employees, members and nonmembers, but we can sure use the support of as many as possible. And for only about a buck and a half each paycheck, you get a lot in return. Help us reach 10,000 this year.

Why join AFC?

Here are a few reasons why.

The three reasons most often given for why join AFC:

- Advocacy
- Professional Development Opportunities
- Networking Opportunities

The three things AFC does best:

- Recognitions and Awards
- Advocacy on behalf of its members
- Provides avenues for networking

What's in it for me?

- Learning Opportunities
- Networking Opportunities
- Advocacy for you & the Florida College System
- Access to information and resources
- Membership in the Professional Association for Community & State College employees

[Go to MyAFCHome.org](http://MyAFCHome.org) for more membership tools.

AFC Hires Prestigious GrayRobinson Firm for Lobbying Services

AFC CEO Michael Brawer is pleased to announce that the association has contracted with principals J. Michael Huey, Chris Hansen, and Todd Steibly of GrayRobinson to represent it to the legislature and the governor's office on member issues related to retirement and benefits, and tenure and continuing contracts among others. After a comprehensive search and review of several RFP's by members of the AFC Legislative Committee, GrayRobinson was selected based on the strength of its principals, ability to walk both sides of the political aisle, and its statewide visibility. GrayRobinson is a full-service corporate law firm with over 250 attorneys and lobbyists throughout 10 offices across Florida. They provide legal and advocacy services for Fortune 500 companies, associations, emerging businesses, lending institutions, local and state governments, developers, entrepreneurs and individuals across Florida, the nation and the world. Their strength is built upon the collective histories of their offices across the state in Fort Lauderdale, Jacksonville, Key West, Lakeland, Melbourne, Miami, Naples, Tallahassee and Tampa.

A brief biography of each of the principals is provided below for your information.

CHRISTOPHER K. HANSEN



Chris is one of the firm's Governmental Liaisons based in our Tallahassee office. He is a 1986 graduate of Florida State University with degrees in both economics and political science. He has represented clients statewide, ranging from professional

associations to multi-national corporations before the Florida Legislative and Executive branches of government. His experience includes serving as Executive Director of one of Florida's largest political action committees where he excelled at campaign fundraising, strategy and membership growth.

TODD C. STEIBLY



Todd graduated from The Florida State University in 1998, receiving a Master of Science Degree in Executive Management, and a Bachelor of Science Degree in International Affairs. Before joining GrayRobinson, Todd served as a Government Consultant to

Huey, Guilday, Tucker, Schwartz and Williams, P.A., representing various clients on diverse subject matters. Previously, Todd served as Policy Advisor to the Senate President, where he provided counsel in the development of legislation and state policymaking issues. Todd also provided guidance to Senate leadership on a variety of initiatives under his expertise.

J. MICHAEL HUEY



Mr. Huey is a shareholder of GrayRobinson whose experience spans many practice areas, including commercial litigation, arbitration, mediation, governmental consulting, administrative law, petroleum, health care, and sales and use

taxes. He has represented clients before state and federal trial and appellate courts including the Florida Supreme Court. He is experienced in complex, multi-party disputes as a litigator and as a certified circuit court mediator. Mr. Huey has represented a variety of health care interests since beginning his practice and has been active in all aspects of health care legislation and regulation for more than thirty years. Mr. Huey has represented design professionals, owners and contractors in construction matters such as construction contracts, mechanics' liens, licensing, public procurement, and civil and administrative disputes. Mr. Huey has also represented petroleum marketers and distributors throughout his career in matters involving franchising, pollution cleanup, environmental compliance, fair marketing and state and local taxation. For years he has served as general counsel to statewide professional and trade associations, advising them regarding employment law, officer/director liability, and state agency regulations and, also, representing them before the Florida Legislature, Governor and Cabinet and state agencies.

UPDATE:

Continuing Contracts Rule Revision

As you know, the State Board of Education Rule 6A-14.0411 has been subject to revision at the request of the Governor and the State Board of Education (SBOE). The impact of the rule will somewhat change the way faculty is tenured, and the performance criteria to be met in order to retain tenured, continuing contract status. The proposed rule revision does not eliminate or remove tenure; it simply changes the eligibility term and drills down on post-tenure review criteria. This is being done to assure the highest performance levels are maintained by all college faculty, and that there is some accountability. The

most obvious differences in the existing rule and the proposed rule are the length of term for tenure eligibility from three to five years (similar to the university model), and the potential for colleges to use multi-year contracts, in lieu of or in addition to continuing contracts. There is not much support among colleges for the multi-year contract option, but it is an option the SBOE has been adamant about including.

A rulemaking workshop was originally scheduled for August 31 at Seminole State College. This is a process step required by statute before a revised rule is submitted to the SBOE for consideration. This workshop has been postponed and not yet rescheduled. The SBOE was scheduled to hear the rule at its October 8-9 meeting at Valencia College. The impact of the workshop postponement has not yet been determined, so there is a possibility the SBOE's consideration of the rule may also be delayed.

There is a public comment section available now on the SBOE web site. I encourage all FCS faculty to weigh in on the rule. The link to that web page is <https://app1.fldoe.org/rules/default.aspx>. Scroll to the bottom of the page and click on the link. Concerns to cite in your comments should cover the use of multi-year contracts, and the need for a grandfathering period for the implementation for the new rule. In other words, if they want to change the eligibility requirements for new hires from a date certain forward, we think we can live with that. But the eligibility part of the rule should not adversely impact any tenure-track faculty already on their pathway. I believe these are two areas where we can make a difference in the final version.

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
	District Boards of Trustees shall develop and maintain a policy governing the issuance of continuing contracts and other employment contracts for full-time instructional employees. The term "instructional employees" includes full time faculty and other positions as defined by the college. Continuing contracts and multiple year contracts may be awarded to selected instructional employees as determined by the college consistent with the needs and policies of the college and the following rules;	Continuing contracts are to be awarded for service in a full-time faculty capacity as determined by the college consistent with the following rules.	Provides the Distrtic Boards authority on contracts with instructional employees related to "CONTINUING" or other contracts for full-time instructional employees, rather than a flat mandate. Defines "instructional employees" and leaves discretion to the local Board to determine "other" positions which qualify.

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
1	In order to be eligible for a continuing contract selected instructional employees must meet the following minimum requirements:	(1) In order to be eligible for a continuing contract, faculty must meet the following minimum requirements:	changes “faculty” to “selected instructional employees”
1 (a)	Completion of at least five (5) years of satisfactory service in the same college with such service being continuous except for leave duly authorized and granted. Each District Board of Trustees shall establish criteria and conditions which must be met before a continuing contract may be awarded.	1 (a) Completing of three (3) years of satisfactory service in the same college during a period not in excess of five (5) years with such service being continuous except for leave duly authorized and granted.	Increases the time required to initially qualify for consideration of a CONTINUING contract . Also states the District Board shall establish criteria and conditions for award.
1 (b)	Recommendation by the president and approval by the board for a continuing contract based on successful performance of duties, demonstration of professional competence pursuant to criteria established by the District Board of Trustees and college need.	1 (b) Recommendation by the president and approval by the board for a continuing contract based on successful performance of duties and demonstration of professional competence.	Adds performance as measured by District Board approved criteria and “College Need” as basis for award of CONTINUING contract.
1 (c)	Each District Board of Trustees may establish full-time instructional positions that are not eligible for continuing contract.	Not in current Rule	New Language
1 (d)	Each District Board of Trustees may establish other criteria for the award of continuing contracts. Colleges may consider including, without limitations, educational qualifications, efficiency, teaching effectiveness, compatibility, character and capacity to meet the educational needs of the community, and the length of time the duties and responsibilities of this position are to expected to be needed.	(2) Other criteria for a continuing contract colleges may consider including, without limitation, educational qualifications, efficiency, compatibility, character and capacity to meet the educational needs of the community, and the length of time the duties and responsibilities of this position are expected to be needed. Colleges shall provide in writing to faculty a copy of the criteria for a continuing contract.	Clarifies that the District Board may establish other criteria and adds “teaching effectiveness” to list of potential measures

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
	Not in new Rule draft	(3) The continuing contract shall be effective at the beginning of the annual college contractual periods.	Removal of the specific commencement allowing colleges to control effective dates of contracts
2	Each District Board of Trustees may establish eligibility criteria for the award and maintenance of multiple year contracts for instructional employees.	Not in current Rule	New Language related to the establishment of MULTIPLE YEAR contracts and the criteria for award and maintenance of MULTIPLE YEAR contracts
3	Each District Board of Trustees may establish other criteria for the award of multiple year contracts. Colleges may consider including, without limitations, educational qualifications, efficiency, teaching effectiveness, compatibility, character and capacity to meet the educational needs of the community, and the length of time the duties and responsibilities of this position are to expected to be needed.	Not in current Rule	New Language detailing some of the “other” criteria for award and maintenance of MULTIPLE YEAR contracts, similar to the CONTINUING contracts. NOTE: teaching effectiveness is a measure along with “student learning and feedback” under the termination section in new Rule sec. (6)
4	Colleges shall provide instructional employees with a written copy of the criteria for a continuing contract or multiple year contract	Currently in section 2 above	New stand alone section # 4 and adds language for MULTIPLE YEAR contracts
5	Each employee issued a continuing contract or multiple year contract shall be entitled to continue in an instructional position without the need for annual nomination or reappointment until the individual resigns from the continuing contract, or the multiple year contract, or the multiple year contract expires, except as otherwise provided in this rule.	(4) Each employee issued a continuing contract shall be entitled to continue in a faculty position at the college without the necessity for annual nomination or reappointment until the employee resigns except as otherwise provided in this rule.	Adds “MULTIPLE YEAR” contract provisions including the expiration of the multiple year contract (date certain to be evaluated and determination to award another contract period)

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
6	<p>Each District Board of Trustees shall establish post-award performance criteria for instructional employees under continuing contract. Periodic review of continuing contract faculty shall contribute to their continuing growth and development and include, but not be limited to, such factors as evidence of: *</p> <ul style="list-style-type: none"> *Effective teaching practice, *Student learning and feedback, *Continuing professional development, *Currency and scope of subject matter knowledge, *Service to department, college and community 	<p>Not in current Rule</p>	<p>New Language adding performance requirements for those holding CONTINUING contracts. Establishes the criteria to be used in new Rule section 6 (a) below to terminate a CONTINUING contract</p>
6 (a)	<p>The college may terminate an instructional employee under continuing contract, or return the employee to another contract status, for failure to meet post-award performance criteria pursuant to Section (6), for cause in accordance with college policies and procedures upon recommendation by the president and approval by the Board pursuant to college policy. The president shall notify the instructional employee in writing of the recommendation and shall afford the instructional employee with the right to formally challenge the president's recommendation to the Board prior to Board action in accordance with the policies and procedures of the college. The decision of the Board shall be final.</p>	<p>5)(a) The college may dismiss an employee under continuing contract or return the employee to an annual contract upon recommendation by the president and approval by the board. The president shall notify the employee in writing of the recommendation, and upon approval by the board, shall afford the employee the right to a hearing in accordance with the policies and procedures of the college. As an alternative to the hearing rights provided by college policies and procedures, the employee may elect to request an administrative hearing in accordance with the guidelines of Chapter 120, Florida Statutes, by filing a petition with the board within twenty-one (21) days of receipt of the recommendation of the president.</p>	<p>Adds the criteria established in section (6) of the new Rule language as cause to terminate an employee on CONTINUING contract and modifies the challenge procedures and removes the Chapter 120 hearing option.</p>

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
6 (b)	<p>The college may remove an employee from continuing contract or multiple year contract status by termination or return to another contract status for failure to meet the post-award performance criteria established pursuant to Section (6) of this Rule. In each event, the instructional employee shall be entitled to challenge the action only through the college’s instructional employee grievance process or the applicable college dispute process.</p>	<p>Not in current Rule</p>	<p>Conforms employee removal provisions to include language related to MULTIPLE YEAR contracts based on the same criteria in Section 6 of the new Rule draft. Also clarifies option to challenge the decision only through the college processes.</p>
6 (c)	<p>The college may dismiss an instructional employee under continuing contract or multiple year contract upon consolidation, reduction, or elimination of a college program, insufficient teaching load or restriction of the required duties of a position by the board. The board may determine on the basis of the criteria set forth in subsections (1) and (2), which instructional employees should be retained on the continuing contract or multiple year contract and which shall be dismissed or returned to annual contract. The decision of the board shall not be controlled by any previous contractual relationship. In the evaluation of these factors, the decision of the board shall be final.</p>	<p>5 (b) Upon consolidation, reduction, or elimination of a community college program or restriction of the required duties of a position by the board. The board may determine on the basis of the criteria set forth in subsections (1) and (2), which employees should be retained on a continuing or annual contract and which dismissed. The decision of the board shall not be controlled by any previous contractual relationship. In the evaluation of these factors, the decision of the board shall be final.</p>	<p>See also 5(a) from the current rule. Retains with the District Boards the authority to decide who shall be retained and who shall be dismissed or returned to annual contracts. Also adds “insufficient teaching load” to the situations in which a dismissal may occur or be returned to annual contract.</p>

SECTION #	8/27 COP/AFC DRAFT	CURRENT RULE	CHANGES
7	Any instructional employee holding a continuing contract or multiple year contract who accepts an offer of annual employment in a capacity other than that in which the continuing contract or multiple year contract was awarded may be granted an administrative leave of absence pursuant to the college's administrative rules.	(6) Any employee holding a continuing contract who accepts an offer of annual employment in a capacity other than that in which the continuing contract was awarded may be granted an administrative leave of absence pursuant to the college's administrative rules.	Adds "MULTIPLE YEAR" contract language to existing Rule language

Side-by-side comparison by Matt Holiday, Edison State College

The Florida Department of Education has created an interactive website to give you an opportunity to express concerns about specific rules of the State Board of Education. [Click Here](#) to view it.



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GO FOR THE GOLD



The AFC Annual Membership Development Conference was its own olympic event

AFC celebrated its own form of the 2012 Olympics during its annual Membership Development Conference last month in Jupiter. With “AFC Y10K ~ Go for the Gold!” as its theme, the conference kicked off with opening ceremonies and greetings from Palm Beach State College President Dr. Dennis Gallon.

Dr. Gallon reflected on the importance of the AFC to the Florida College System and the advocacy efforts that assist in telling the stories of each institution. He encouraged everyone to step up their efforts to increase membership and reminded them that dues assist in the system’s advocacy efforts impacting retirement, continuing contracts, and budgets.

AFC President Dr. Gary Sligh reissued his challenge from earlier in the year to increase the AFC Membership to 10,000 strong. This goal is reachable if each chapter sets goals and strives to reach them, according to Dr. Sligh. “Y10K is doable in 2012!”

The conference games began

with the first look at the new AFC website. AFC’s Adrienne Bryant, Member Information & Database Manager, previewed the new website and highlighted features for chapters, regions and commissions. Attendees expressed excitement over the new communities that feature platforms for amassing friends, posting photos, and discussion boards.

Four of AFC’s past presidents participated on a leadership panel discussion about AFC’s future. They reflected on AFC’s growth and transformation over the past few years as the state’s higher education system has changed. All agreed that the AFC is on the right path in its advocacy efforts as demonstrated through its work on retirement and continuing contracts. They also praised the new focus on leadership through the new Certified College Professional Program and all of the professional development options.

The AFC Membership Development Committee led by Dr. Alex Perez provided conference attendees with

strategies for jumping hurdles with membership, overcoming objections and obstacles, the role of commissions, membership best practices, and strategies for sustaining and increasing membership at the chapter, region, and commission level.

The closing ceremonies highlighted attendees who represented their colleges’ well during the games. Several took home medals for their efforts! Thank you to 1991 FACC President Andre Hawkins, Indian River State College, 2009 FACC President Dr. Will Benedicks, 2010 FACC President Dr. Martha Williams, and 2011 AFC President Evelyn Ward, Chipola College, for participating in the Leadership Panel Discussion!

Special kudos and thanks to Katrina Porter, Gulf Coast State College, Tom Mason, Santa Fe College, Vernita Redmon, Seminole State College, James Evans & Barbara Pippin, Broward College, and Dr. Alex Perez, Lake Sumter Community College, for their facilitation and coordinator of the 2012 Membership Development Conference!

GO FOR THE GOLD



2012 AFC MEMBERSHIP DEVELOPMENT CONFERENCE



SPECIAL THANKS TO THE MEMBERSHIP DEVELOPMENT COMMITTEE:

- Alex Perez, Lake-Sumter CC
- Katrina Porter, Gulf Coast State College
- Tom Mason, Santa Fe College
- Vernita Redmond, Seminole State College
- Richard Jeffries, Polk State College
- James Evans, Broward College
- Barbara Pippin, Broward College





AFC COMMUNITY SERVICE PROJECT

Dear Fellow AFC Members,

I would like to extend a huge "Thank-You" to each of you that donated items to the Fisher House at Jupiter Beach. Through your generous donations we were able to provide household items, office supplies, canned foods and other non-perishable items, as well as electronic equipment, gift cards and cash to the families of veterans staying at the House while they are undergoing treatment at the West Palm Beach VA Medical Center. Thank you for supporting such a worthy cause!

Warm Regards,
Jayme Rothberg
AFC Service Project, Chair



Get the support you need to recruit new AFC members. [CLICK HERE](#) to go to the member toolbox and find helpful resources for your chapter.



8 Day Southern Caribbean Carnival Freedom

Day	Port of Call	Arrive	Depart
Saturday (3/23)	Fort Lauderdale, FL		4:00 p.m.
Sunday (3/24)	Fun Day At Sea		
Monday (3/25)	Grand Turk	7:00 a.m.	2:00 p.m.
Tuesday (3/26)	La Romana	9:00 a.m.	5:00 p.m.
Wednesday (3/27)	Curacao	2:00 p.m.	11:00 p.m.
Thursday (3/28)	Aruba	8:00 a.m.	4:00 p.m.
Friday (3/29)	Fun Day At Sea		
Saturday (3/30)	Fun Day at Sea		
Sunday (3/31)	Fort Lauderdale, FL	8:00 a.m.	

Interior Cabin: \$939.33* per person
 Outside Cabin: \$1,089.33* per person
 Balcony Cabin: \$1,469.33* per person
 (*Includes cruise rate, port charges & taxes)

"Inquire about Early Saver, Past Guest, Senior Rates, etc. to see if you qualify for a lower rate."

2013 AFC CRUISE

MARCH 23-31, 2013

Additional information can be found at:

<http://www.comesailawaycruises.com/rw/cruise/1575>

or by contacting:

Mary Graves at mgraves@cruiseplanners.com • 850-456-7676
 Carol Quinn at cquinn@pensacolastate.edu • 850-484-1749

Reservations will be accepted as long as cabins are available.
 Posted rates are good through June 14, 2012.
 \$50 per person would be required at time of booking
 \$250 payment must be received by October 14, 2012
 Final payment by January 2, 2013
 Full refund if you cancel prior to January 2, 2013
 Group amenities to be determined at a later date

CHAPTER HEADLINES

HILLSBOROUGH COMMUNITY COLLEGE

A Year of membership increase, leadership training, fundraising and community service was celebrated, as new chapter officers were elected for the 2012/2013 term.

We held our Annual In-House Leadership Retreat on Feb. 17 with Dr. Atwater, President HCC and Rob Wolf, Sr. VP for Economic, Community and Government Relations HCC in attendance. Awards of Excellence were presented to our Campus Representatives for their work during our very successful 2011/2012 Super Bowl Membership Drive.

On March 9 the GWS/DAC (District) Campus, winners of the 2011/2012 Super Bowl Membership Drive were served a continental breakfast, which included the works from Panera's. Campus Representatives Carol Southard and Teshia Minnifield and the Membership Committee Chairs Kim Baker and Diane Driscoll hosted. The breakfast was a hit as fellow employees entered the foyer to meet the smell of coffee and Danish.

The Candy Sale fundraiser was very successful, with a profit of \$837.82 reported. We closed out the candy sale in prep for the flower sale. Our Annual Employee Appreciation Day Flower sale was held April 24-25 with a reported profit of \$1,336.50. Many compliments were received from our fellow employees on the success of the sale.

On April 13, 13 Chapter members attended the Region IV Conference at St. Pete College. The HCC-AFC Chapter was represented at the Annual Autism Walk event on April 21. President Elect Kim Baker



chaired the drive and collected many items used to fill bags for the children. Donations were received from HCC employees and from attendees at the Region IV Conference at SPC. The Rockin Region IV and the HCC-Hawks were TRULY in the HOUSE, making a huge difference!!

HCC- AFC 2012/2013 Chapter Officers:

President – Kimberly Baker
President- Elect – Carolyn Curtis
Secretary – Kathleen Williams
Treasurer – Michelle Menendez

HCC-AFC State Officers:

Region IV Director Elect: LaFran Reddin
Learning Resource Commission Chair-Elect: Michelle Monteleon
Occupational and Workforce Education Commission Chair- Elect: Marie Boyette

SEMINOLE STATE COLLEGE



Voters Registration Drive at Seminole State College of Florida. Juanita Wynn (Membership Chair) and member Denise Richardson.



Seminole State College of Florida AFC Membership Appreciation Luncheon was a great success.

COLLEGE OF CENTRAL FLORIDA

The Central Florida Chapter of the Association of Florida Colleges installed officers and presented awards at a luncheon on June 19. The chapter is still in need of a president for 2012-2013. Marnie Baird, who served as president for 2011-2012, said that she found the experience extremely rewarding, especially as the first Citrus Campus president (and even without a year of training as president-elect).



“I enjoyed every minute of this past year and I felt honored to have served.” Baird said. “My hope for the future of the CF chapter is to provide greater opportunities for the Citrus, Hampton and Levy employees to participate in AFC activities and chapter office”.

CHAPTER HEADLINES

INDIAN RIVER STATE COLLEGE

In May and June, the IRSC chapter sponsored educational luncheons, community service events, fundraisers, and membership development activities.

Luncheons. On May 31, Ms. Ginger Shoun, of the Accounting and Financial Service, presented “Saving Money Through Couponing” at the college’s Mueller Campus in Vero Beach. On June 28, Mr. Terry Burroughs, Interim Executive Director of the Okeechobee Chamber of Commerce presented the “Economic Development State (Status) of Okeechobee” at the college’s Dixon Hendry campus in Okeechobee.

Community Service.

From May through July, in partnership with the St. Lucie County Fire District, the chapter was engaged in Project Lil’ Feet. The project provides children in need, ages five and younger, with a new pairs of shoes. The chapter also continues to send coupons to troops, at home and abroad, to help curtail living expenses in a project is called Troopons



– Coupons for Troops. **Fundraisers.**

More than 25 IRSC AFC Chapter members volunteered their time in support of the Foundation’s 2012 IRSC Alumni and Friends Swing Golf Tournament held at the Vero Beach



Country Club on May 18. The event raised \$7500 in support of student scholarships. To raise money for the Boys and Girls Club of St. Lucie County, in June the chapter also raffled off a Fun Summer Basket and sponsored a Bakeless Bake Sale.

Membership Development. Throughout May the chapter distributed new AFC chapter posters in all employee work and lunch areas across all campuses. The chapter also engaged in a campus-wide competition, called Tag You’re It, amongst departments and divisions to come up with the best tagline for the local chapter, to be used in promotional materials for the chapter. The chapter also ran a silent membership drive via email.

SOUTH FLORIDA STATE COLLEGE AFC’S HUMANE SOCIETY DRIVE A SUCCESS

Recently, SFSC’s Association of Florida Colleges’ (AFC) chapter hosted a donation drive for the Humane Society of Highlands County. Through generous donations from AFC members at all four SFSC campuses and centers, AFC was able to donate 265 lbs. of dry food, 9 lbs. of wet food, 18 ½ lbs. of treats, 2 Heartguard kits, a dog collar, toys, blankets, various office supplies, and a \$40 cash donation.



PALM BEACH STATE

The Palm Beach State College chapter of AFC has been busy this year!

In February, a group of members on each campus met to listen in on the 2012 Legislative Update Conference Call to learn about what was happening in Tallahassee and what to be looking out for during this session.

Our chapter collected books for our annual book sale, which took place April 10-12. This member scholarship fundraiser made more than \$2,700 last year. Book prices start at .50 cents and it’s a popular event among the Palm Beach State family and community. We also held the annual online auction fundraiser (April 17-19), which raised more than \$1,370 for the chapter last year.

The chapter also kicked off a membership campaign during Development Day March 22 for staff and faculty. We are hoping to increase our membership as part of the statewide Y10K campaign.

Send your chapter news to tingramm@myafc.org

REGION UPDATES

Region III is well represented in the AFC Inaugural class of the Certified College Professional (CCP) program. Participation in the CCP program allows AFC members to gain exposure to experiences and information they may not be able to gain elsewhere. Several members attended the second session on Legislative Process and Advocacy. Some of their insights from the session are as follows:

"I found the Legislative and Advocacy workshop to be very engaging. Sessions were too short with so much to learn. Presenters did a phenomenal job. Perhaps we could hear more at a later date on the state and federal legislative processes. Thanks to Mike Brawer, Marsha Kiner, Dr. Gary Sligh and their support staff for always being present and ensuring that the CCP program is a rewarding and educational experience".
Teri McKenzie, Brevard CC

"The Legislative and Advocacy Workshop was eye opening for me. I was pleased that we were given extra reading materials in order to continue learning about the process. The intermittent quotes and entertainment were very helpful"
Mercedes Clement, Daytona State College



Charlene Latimer, Region III Director, Daytona State; Mercedes Clement, DSC Chapter President; Joe Nunes, Valencia Chapter President; and Teri McKenzie, Brevard Chapter President.

"This session was informative and engaging – a definite plus for the CCP program. I am very glad to be a part of the CCP program and look forward to future sessions."
Joe Nunes, Valencia College

Region III thanks AFC for bringing such a timely professional development program to its members.

COMMISSION NEWS

CPEC WANTS TO GIVE YOU \$\$\$\$

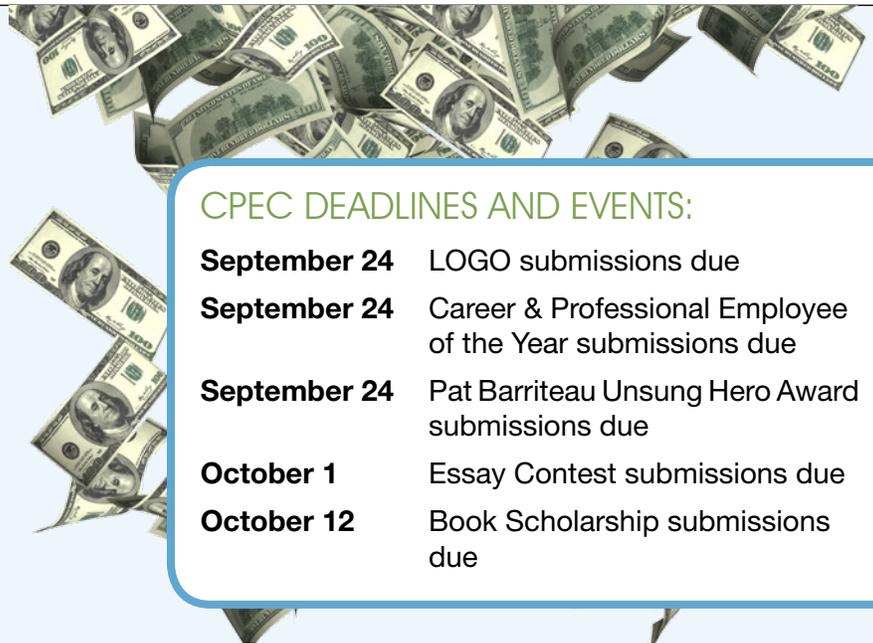
The Career and Professional Employees Commission is changing its look. What it looks like is up to YOU. CPEC is launching a new campaign. We are working on the WHOLE employee which incorporates the 7 components of wellness.

CPEC EMPOwErSS the whole employee:

Emotional
Mental
Physical
Occupational well being
Environmental role
Social
Spiritual

CPEC needs to be branded. There will be a \$150 AWARD for the AFC member who brings the CPEC brand (design) that EMPOwErSS our members.

Deadline for submissions is Monday, September 24, 2012. Submit all entries to Shelby Fiorentino at mfiorentino@valenciacollege.edu



CPEC DEADLINES AND EVENTS:

- | | |
|---------------------|--|
| September 24 | LOGO submissions due |
| September 24 | Career & Professional Employee of the Year submissions due |
| September 24 | Pat Barriteau Unsung Hero Award submissions due |
| October 1 | Essay Contest submissions due |
| October 12 | Book Scholarship submissions due |

ROSS NAMED NORTHWEST FLORIDA STATE COLLEGE ATHLETIC DIRECTOR

Before looking forward with a new athletic director, officials at Northwest Florida State College took a look inward to find the right man for the job.

On Friday, a three-month search that included 35 applicants ended as NWF State promoted interim AD Ramsey Ross to the position of Athletic Director. Ross will succeed former AD Mickey Englett, who retired in April after 22 years at the school.

For Ross, the chance to become athletic director at NWF State will continue a family legacy. Ross's father, Ray, coached for the NWF State men's basketball team on three separate occasions, the most recent as an assistant in 2010-11, giving the younger Ross a strong connection to the school for most of his life and a deeper meaning to becoming the school's first new athletic director since 1990.

"It definitely was an emotional moment for me because of the equity I have in this tremendous program both personally and professionally," Ross said. "To say that this is a huge thrill for me would be an understatement."

Ross has been with the college since 2004 in a variety of roles, including Coordinator of Student Activities and Coordinator of Athletics, Health and Fitness. Ross holds a Master's Degree from Florida State University in Sports Administration and a bachelor's in business management. He was named Interim AD in March.

For NWF State officials familiar with Ross, the selection was easy.



ROSS

"Ramsey was the unanimous selection of the committee and did an excellent job in our selection process, clearly earning the post," said NWF State President Dr. Ty Handy in a release Friday. "We are so pleased that Ramsey will be moving into this important leadership role."

Ross gave a nod to Englett, who he counts as a mentor.

"The foundation of Raider athletics that Coach Englett established is absolutely remarkable and I am so thankful and blessed to have had the opportunity to work with him over the past seven years," Ross said. "During that time, I was able to learn from one of the most successful athletic administrators in the history of the NJCAA and his guidance propelled me to where I am today."

Now, Ross will take the reins of one of the NJCAA's most consistent programs. The 2011-12 athletic year was one of the most successful in the school's history, culminating in a national runner-up finish by the NWF State mens basketball team.

For the future, Ross simply hopes to continue to build on the college's foundation.

"Moving forward, our program will continue to maintain a standard of excellence in two year collegiate athletics," said Ross. "We measure excellence by operating with integrity, developing our student-athletes as people, progressing them as students and advancing them as athletes. By doing those four things, in that order, we will be doing our part in fulfilling the Northwest Florida State College's overall mission of improving lives."

Choose Your Channel To Stay Connected with AFC:



Find us on Facebook. [CLICK HERE](#)



Follow us on twitter. [CLICK HERE](#)



Join us on LinkedIn. [CLICK HERE](#)

RE-MAKE HISTORY WITH ACCT THIS OCTOBER!



ACCT Leadership Congress | October 10-13

Be a better leader with ACCT trustee education programs

CALL FOR SUBMISSIONS

THE JOURNAL OF APPLIED RESEARCH FOR THE ASSOCIATION OF FLORIDA COLLEGES IS ACCEPTING SUBMISSIONS FOR

VISIONS | NOW ACCEPTING SUBMISSIONS

Visions is published annually for members of the Association of Florida Colleges (AFC) and reports on issues that have implications for Florida's College System. Visions provides a professional forum for the exploration of issues of concern to Florida's College System.

At this time AFC is accepting articles for consideration in all areas of the Florida College System including applied research, what works in either the classroom or the office, and exemplary practices.

Article submissions: 3 - 8 pages in length/MLA Style

Inquiries may be addressed to:
Dr. Will Benedicks, VISIONS Managing Editor
benedicw@tcc.fl.edu
850-201-8170



PULL UP A CHAIR

AND JOIN AN ELITE GROUP OF LEADERS

Nova Southeastern University's Abraham S. Fischler School of Education would like to invite you to attend the Florida and International Chair Academy Program to be held for the first time in its history in Fort Lauderdale, Florida from October 14th - 19th. Join the Fischler School of Education, the Association of Florida Colleges, and the Academy for Leadership and Development and help "grow" the next generation of academic leaders.



You won't want to miss it, so we'll be saving you a seat.

Debbie Nellis
800.986.3223 ext. 28437
debbien@nova.edu

Tobi Coleman
480.461.6270
leadershipacademy@chairacademy.com



2012
AFC

Awards Committee Nominations

Criteria and forms can be found in the AFC Leadership Manual. If you do not have a printed copy of the manual, you can find it on the AFC Website in the Membership Toolbox. [CLICK HERE](#)

COMMISSION END OF THE YEAR REPORT

Reporting Period is October 1, 2011 – September 30, 2012.
All nominations must be received by October 15, 2012.

The Commission End of the Year Report will now be used in the judging process for the Outstanding Commission of the Year. In the hopes of soliciting more participation in the awards program, the report has been streamlined. The purpose of the report is still to offer Commission chairs a measurable tool to use in planning and implementing a successful year in compliance with the Commission Vitality Report found in the AFC Bylaws, Article VIII, Section 2.



REGION END OF THE YEAR REPORT

Reporting Period is October 1, 2011 – September 30, 2012.
All nominations must be received by October 15, 2012.

The Region End of the Year Report will now be used in the judging process for the Outstanding Region of the Year. In the hopes of soliciting more participation in the awards program, the report has been streamlined. The purpose of the report is still to offer Region Directors a measurable tool to use in planning and implementing a successful year.

HONORARY LIFE MEMBERSHIP AWARD

All nominations must be received by September 14, 2012

The Honorary Life Membership Award is the highest honor that the Association of Florida Colleges can bestow on an individual. It is an award of appreciation for significant, long-term contribution to AFC and/or the state college system. It is the crowning achievement that recognizes long-term dedication.

DISTINGUISHED SERVICE MEMBER AWARD

All nominations must be received by September 14, 2012

Distinguished Service Member Award is awarded to members of the Association of Florida Colleges for an exceptional achievement at the chapter, region, commission and/or state level. This award may be awarded more than once to any member for outstanding service or achievement.

All Nominations are to be submitted to:

Carol Quinn
Pensacola State College
1000 College Boulevard
Pensacola, FL 32504

2012 AFC
FOUNDATION,
INC.
SILENT AUCTION

Thursday
November 1,
2012
during the
Presidential
Reception/Gala

Innisbrook Hotel
36750 US Hwy 19
North
Innisbrook, FL



Donations Needed!!!

Last year's AFC Foundation, Inc. Silent Auction was a huge success and that success could not have happened without you. Your assistance is again needed in soliciting items to use in the 2012 Auction.

- Artwork, gift baskets, hotel stays, vacation packages, cameras, sports memorabilia, jewelry, e-readers, ipads, ipods, computers, books, gift cards, event tickets, wine, services, decorative items, etc. are all examples of great ideas but I am sure that you can come up with many more great ideas.
- Don't ever think your item is too small or too large to include. Items may be combined with other items to help create a gift basket or vacation package!!
- A sample letter and donation form is available to assist you when contacting businesses.
- Items should be shipped or delivered to the below listed address by October 15, 2012 if at all possible. If unable to ship due to size or time conflicts, items may be brought directly to convention.

For more information contact:

Carol Quinn
Pensacola State College
1000 College Boulevard
Pensacola, FL 32504
850-484-1749

cquinn@pensacolastate.edu



SILENT AUCTION DONATION FORM
AFC Foundation, Inc. Silent Auction to be held at the 2012 Annual Convention

PLEASE RETURN THIS FORM NO LATER THAN OCTOBER 15, 2012

Mail, email or fax this form to:

*Carol Quinn
Pensacola State College
1000 College Boulevard
Pensacola, FL 32504
cquinn@pensacolastate.edu
850-484-1839 fax
850-484-1749 business*

Silent Auction items listed below should be delivered or shipped to same address as above. If unable to ship due to size or time conflicts, items may be brought directly to convention.

NAME OF PERSON/COLLEGE SOLICITING DONATED ITEM: _____

NAME OF BUSINESS DONATING ITEM: _____

NAME OF DONATED ITEM: _____

DESCRIPTION OF ITEM:

Estimated Value \$ _____

OTHER DETAILS: (include references to autographs, previous owners, etc.)

Thank you for your Donation!

AFC Introduces a new opportunity for professional development

Certified College Professional Program

The Certified College Professional (CCP) Program will provide AFC member with the opportunity to earn a designation related to their work as a college professional, and expose them to content and experience they may not be able to obtain elsewhere. The CCP program provides significant value-added benefits for membership in the AFC and enhances the AFC's role as the primary professional development provider for the Florida College System.

“I can think of nothing more important to a college than investing in the professional development of our people. I am excited about the opportunities this program will give participants from our college to learn from colleagues at other colleges.”

—Dr. Jim Murdaugh, President, Tallahassee Community College

Application Criteria:

- You have been a member of the Association of Florida Colleges (AFC) for at least one year
- You have been employed full-time by a Florida College System institution for at least 3 years, and you have at least one year of experience in your current position at the college
- You are committed to upholding the AFC Certified College Professional “Standards of Conduct”
- Your college president will support your effort to earn the CCP

CLICK HERE to find out more about the program or to register.



A ROAD TO THE FUTURE

Join us October 31-November 2, 2012
at the Innisbrook in Palm Harbor, Florida.

This year's gathering includes exhibits, diverse educational programs, informative membership and association-related meetings, exemplary practice presentations, recognitions and awards, excellent networking opportunities, and plenty of outstanding social events.

KEYNOTE SPEAKER:

Dr. Kevin Snyder is a motivational speaker and author with a passion for helping individuals take action to lead successful lives and achieve their fullest potential. His agency, Inspir-ACTIVE Solutions, specializes in developing custom-based keynotes and leadership development seminars to ignite employee motivation, satisfaction, performance and enhanced bottom-line results. The company's focus and mission is to facilitate creative solutions that empower human resource professionals to vision dynamic goals, persist through barriers and achieve peak performance. With over 300 clients in all 50 states, Inspir-ACTIVE Solutions has helped thousands of individuals and companies to manifest extraordinary results.

Dr. Snyder is also a columnist for several magazines, the author of "Think Differently," and a group author in "Ten Keys to Extraordinary Leadership." He earned his Doctorate in Educational Leadership from the University of Central Florida and conducted research on the impact of self-efficacy on one's ability to achieve desired goals. He is an expert on topics of leadership, persistence, and peak performance.



HOTEL ACCOMODATIONS

Innisbrook Hotel
36750 US Highway 19 North
Palm Harbor, FL 34684

For reservations, please call (800) 492-6899.

Our room rate is \$119.00 a night single/double

One bedroom rate is \$139.00 a night

Two bedroom rate is \$209.00 a night

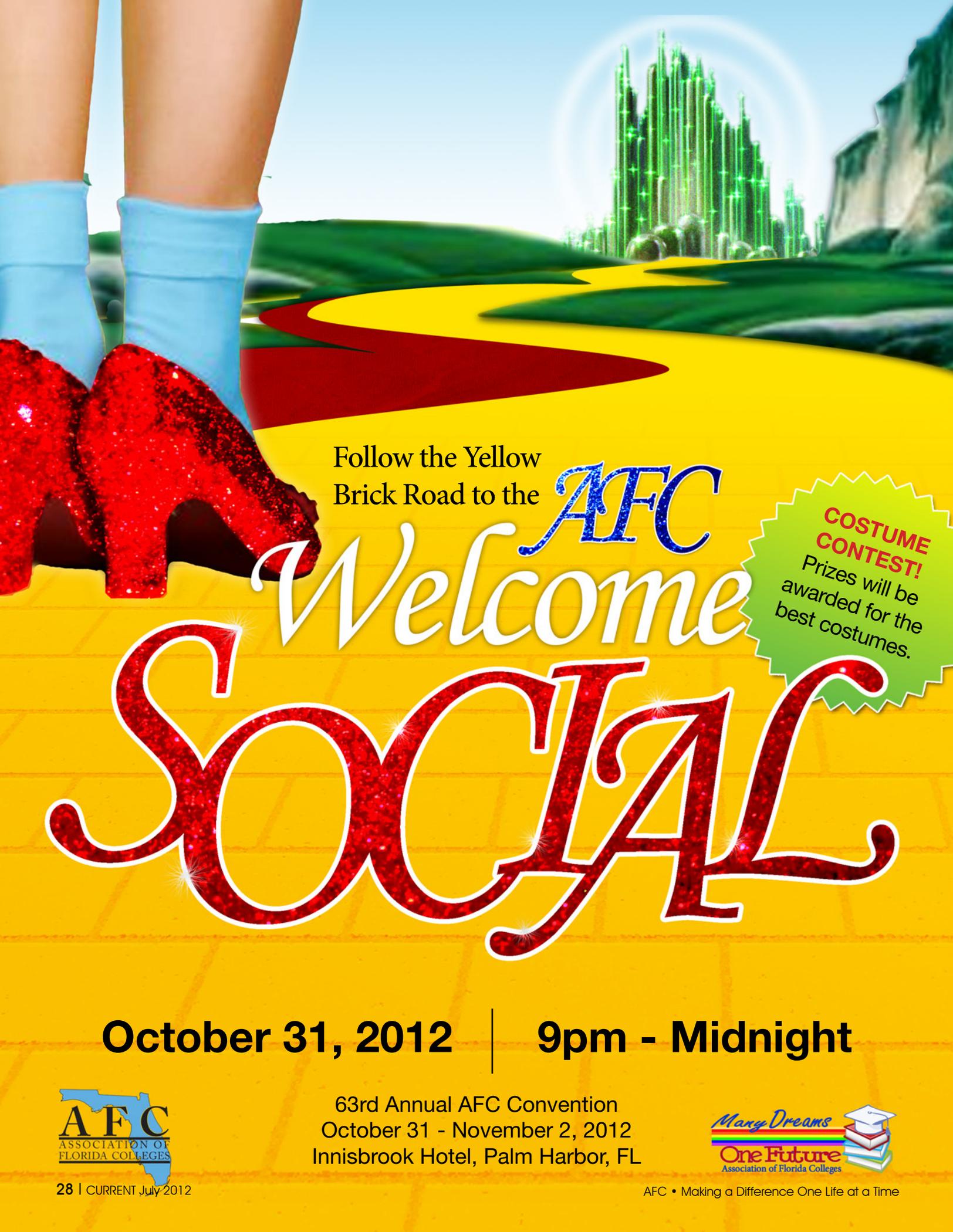
Deadline to book rooms is **SEPTEMBER 27, 2012**

Please note the hotel does not have elevators, so we suggest you use the bellman at check-in.

Daily parkers need to mention the AFC convention at the gate.



AFC 2012 CONVENTION PREVIEW



Follow the Yellow
Brick Road to the

AFC

Welcome

SOCIAL

COSTUME CONTEST!
Prizes will be awarded for the best costumes.

October 31, 2012

9pm - Midnight



63rd Annual AFC Convention
October 31 - November 2, 2012
Innisbrook Hotel, Palm Harbor, FL



ANNUAL MEETING SCHEDULE AT A GLANCE

TUESDAY, OCTOBER 30, 2012

- 10:00 AM-12:00 PM Executive Committee Meeting
- 1:00 PM-5:00 PM Registration Desk Open
- 4:00 PM-6:00 PM AFC Board of Directors Meeting
- 7:00 PM-9:00 PM AFC Board of Directors Reception/Dinner

WEDNESDAY, OCTOBER 31, 2012

- 8:00 AM-2:00 PM Commission Meetings/ Board Meetings (by request)
- 8:00 AM-5:00 PM Registration Desk Open
- 8:30 AM-12:00 PM Awards Committee
- 9:00 AM-10:00 AM Bylaws Committee
- 10:00 AM-2:30 PM COP Meeting
- 11:00 AM-7:00 PM Internet Room Open
- 12:00 PM-1:00 PM COP Luncheon
- 12:00 PM-1:00 PM Retiree Members Luncheon
- 1:00 PM-3:00 PM Exhibits Open
- 1:00 PM-4:45 PM Chapter/Region/Commission Displays and Auctions
- 1:00 PM-2:00 PM Chapters Officers Meeting
- 1:30 PM-3:00 PM Afternoon Break with Exhibitors
- 1:30 PM-2:30 PM Retirees Commission Meeting
- 2:00 PM-3:00 PM First Timers Orientation
- 3:00 PM-4:15 PM Region I
- 3:00 PM-4:15 PM Region II
- 3:00 PM-4:15 PM Region III
- 3:00 PM-4:15 PM Region IV
- 3:00 PM-4:15 PM Region V
- 4:30 PM-6:00 PM Opening General Session
- 6:00 PM-7:00 PM Welcome Reception with Exhibitors/Sponsors
- 6:00 PM-7:00 PM Chancellor's Leadership Seminar Reception
- 7:00 PM-8:30 PM Past AFC Presidents Reception
- 7:00 PM-9:00 PM Dinner Break (on your own)
- 7:00 PM-11:00 PM Welcome Party

THURSDAY, NOVEMBER 1, 2012

- 7:00 AM-9:00 AM Commission Meetings/Board Meetings (by request)
- 7:00 AM-10:30 AM Morning Coffee with Exhibitor
- 7:30 AM-1:30 PM Exhibits Open
- 7:30 AM-9:00 AM AFC Zumba
- 8:00 AM-12:00 PM Registration Desk Open
- 8:00 AM-6:00 PM Internet Room Open
- 8:00 AM-4:00 PM Chapter/Region/Commission Displays and Auctions
- 8:00 AM-4:00 PM Communications and Marketing Commission Displays
- 9:00 AM-4:00 PM Trustees Annual Meeting
- 9:15 AM-10:15 AM Concurrent Workshops
- 10:45 AM-11:45 AM Concurrent Workshops
- 11:00 AM-12:00 PM AFC Foundation Board
- 12:00 PM-1:00 PM Lunch (on your own)
- 12:15 PM-1:30 PM Trustees Commission/COP Luncheon
- 1:30 PM-2:30 PM Concurrent Workshops
- 3:00 PM-4:00 PM Concurrent Workshops
- 4:15 PM-5:30 PM AFC Bylaws Review and Candidate Forum
- 5:30 PM-8:00 PM Silent Auction
- 5:00 PM-7:00 PM Cash Bar Reception
- 7:00 PM-9:00 PM Gala
- 9:00 PM-10:00 PM Dessert Social

FRIDAY, NOVEMBER 2, 2012

- 7:00 AM-8:00 AM AFC Fun Run
- 7:00 AM-8:15 AM Voting for Officers
- 8:00 AM-10:00 AM Internet Room Open
- 8:00 AM-8:45 AM Incoming AFC Commission Chairs
- 8:00 AM-8:45 AM Incoming AFC Region Directors
- 9:00 AM-10:15 AM Assembly of Delegates Meeting
- 10:30 AM-11:30 AM Awards Brunch



REGISTER NOW FOR THE 2012 CONVENTION.
CLICK HERE FOR ONLINE REGISTRATION!

AFC 2012 Calendar

September

<i>Current</i> Article Submission Deadline	9/7/12
Council of Presidents Dinner	9/12/12
Council of Presidents Meeting	9/13/12
Certified College Professional - Florida College System Course	9/13/12
Board of Directors Meeting	9/14/12
<i>Current</i> Published	9/28/12

October

Certified College Professional - Building Community & Customer Service Course	10/30/12
Board of Directors Meeting	10/30/12
63rd Annual AFC Convention	10/31/12 - 11/2/12

November

<i>Current</i> Article Submission Deadline	11/9/12
Council of Presidents Dinner	11/29/12
Council of Presidents Meeting	11/30/12

December

<i>Current</i> Published	12/7/12
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Y10K
MEMBERSHIP
CHALLENGE

**Help AFC Total 10,000 Members
by the end of 2012**

AFC's got the tools you need to reach and recruit new members.
Head over to the Membership Toolbox to get started. [CLICK HERE.](#)



AFC Staff

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Associate Executive Director for Membership and Professional Development • Marsha Kiner • mkiner@myafchome.org

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