

# CURRENT

VOLUME 49, ISSUE 1

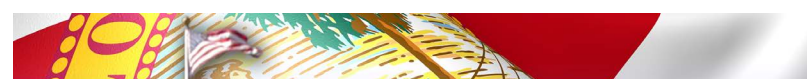
ASSOCIATION OF FLORIDA COLLEGES

# LEADERSHIP ISSUE



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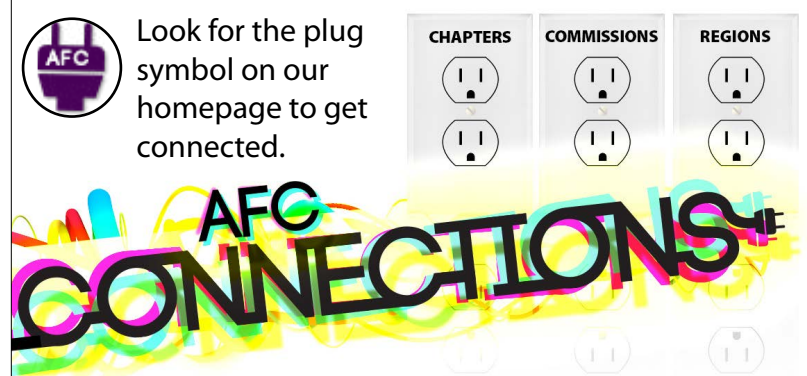
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ASSOCIATION OF FLORIDA COLLEGES



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# Reimagine, Reignite!



To work in higher education is to answer the call to promote greater community, greater economic development, and greater quality of life in the communities we serve. Our Association of Florida Colleges (AFC) members embody the strength, dedication, and experience necessary to make these resolutions possible. We have a major responsibility to our local community, our state, and to the nation! It is certainly a responsibility that we take very seriously. In this regard, it is with

great pleasure and humility that I assume the 2016 presidency of our dutiful organization, now in its 67th year of being the professional association for our 28 public community and state colleges in Florida.

As I begin my term as President, I will always keep in mind that the success of our association is not possible without the active support and participation of our members. I genuinely thank those who answered the call to serve in leadership roles. It is an honor to see so many passionate volunteers whose investment of time help us to provide opportunities for the entire association. I also welcome new and returning members for a great year of progress. I'm

especially grateful to those past presidents who have devoted their energy and time to lend to the vision that makes AFC the strong and relevant organization it is today.

AFC has a solid membership base of more than 7,100 members who are on the frontlines of higher education and making dreams come true. Our member institutions make it possible for more than 800,000 thousand students across our great state of Florida to achieve academic and career success. It is no surprise that our institutions are recognized nationwide for the great work accomplished.

The annual conference in Orlando was very successful and I am really excited about the upcoming year. There are several wonderful projects and programs that we have been working on during the last few years that I am confident will continue to progress. My goal is to involve active members to guide in creating and sustaining a wide-range of resources for our colleagues throughout the state.

My vision for AFC includes continuing efforts to encourage legislative advocacy, professional development, innovative practices, community service, and networking. *Reimagine, Reignite!* This year's theme is essentially a passionate call to action to rethink our approach, our perspective, and our efforts for how we meet our goals.

- *Reimagine, Reignite!* Is about developing, enhancing, and promoting resources that allow us to redesign students' educational experiences in

order to ensure individual and institutional goals are achieved.

- *Reimagine, Reignite!* Is about creating partnerships necessary to share knowledge on national issues in order to develop strategies to address areas such as campus safety, equity, and performance outcomes. We have the expertise right here in our great state to accomplish this goal.
- *Reimagine, Reignite!* Is planning conferences designed to include even more collaborations among, regions, commissions and other partners. This effort essentially means we will be able to bring even more meaningful and relevant professional development closer to member institutions by intentionally designing quality, content driven programs and conferences.
- *Reimagine, Reignite!* Is identifying ways to share more of our stories, more of our exemplary practices, and more of our innovations nationwide to highlight progress and outcomes in higher education.
- *Reimagine, Reignite!* Is a concerted effort to keep our resources relevant, practical, and meaningful for our members. We must continue to actively support the development and growth of local chapters

and commissions.

- *Reimagine, Reignite!* Is increasing value-proposition for membership within the Association, in particular by the development of a Professional Speaker's Bureau accessible to our member institutions; And by exploiting the applicable research of our practitioners within the college system.
- *Reimagine, Reignite!* Is a deliberate action to leverage our strong membership numbers to focus on state legislation that impacts higher education and those we serve. It is imperative that we remain aware of and have a voice in any legislation that might have an effect on higher education in the state of Florida.

Utilizing our website, social media, newsletters, and e-blasts, we will continue to maintain communication with our members about issues affecting higher education, conferences, leadership opportunities, and more. The future of our organization relies on dedicated members who are passionate about higher education and the success

of those we serve on a daily basis. In this regard, our strong relationships and partnerships with the

Council of Presidents, Councils, Foundation, Florida College System, and affiliate members is key to ensuring

that we continue to thrive as an organization.

I invite you to join me on this journey. As we progress through the year, let's continue to work to keep our Association strong. I look forward to hearing from you and seeing you at one of our many upcoming events! I believe that together we can make this the best year yet as we take AFC to the next level!

Juanita M. Scott

AFC President, 2016



Juanita Scott@AFCJScott



facebook.com/ReimagineReigniteAFC



juanitascottAFC



## Leadership—Trying to Do our Part



**Y**ou may have heard this before. With the aging of baby boomers there would be thousands of higher education administration jobs to fill annually. Additionally, national research by the American Association of Community Colleges (AACC) (2001) and Fain (2008) revealed that over 80% of current community college presidents will retire by 2016. This is becoming quite evident here in Florida. Among our own Council of Presidents, as I look around the table, only about a quarter of the presidents in the room were onboard

when I started with the AFC in 2008. Several of our new presidents have been long-time AFC members. Those that came in from the outside have embraced our mission. We are thankful of their support of the AFC so we can better support you.

The AFC believes it can do a small part to stimulate leadership, and based on my observations we have many future leaders in our ranks. We also believe AFC members are more knowledgeable college employees, more productive college employees, and happier college employees. To that end, we have re-dubbed this first issue of *Current* for the calendar year, the Leadership Issue (previously the Legislative Issue). In it we have included a few leadership related tidbits, as well as our annual Legislative Update for the 2016 session.

Your Association is providing many leadership related activities. Our

upcoming **AFC Leadership Conference** in Tallahassee combined with our **Legislative Days** will provide members the opportunity to learn how to be better leaders in their college chapter or AFC statewide commission. It will also provide a primer on the legislative process and give you the chance to experience it with a college lobbyist.

Our partnership with the **Chair**

**Academy** has brought

the internationally recognized initiative in preparing college leaders to Florida to provide affordable and easy access to its two-week program every year. Additionally, our own **Certified College Professional Program** continues to grow, giving dozens of AFC members their first foot in the door to leadership training. Our **Annual Conference** each fall provides a slew of education, training, and leadership learning opportunities for all AFC members.

I urge each of you to embrace leadership and make 2016 your year of professional growth. We need you, your college needs you, and most importantly, your students need you.

Have a great year.

We believe AFC members are more knowledgeable college employees, more productive college employees, and happier college employees.





## ASSOCIATION OF FLORIDA COLLEGES

# CAPITOL PERCEPTIONS

### UPCOMING LEGISLATIVE NEWS

## 2016-17 LEGISLATIVE BUDGET REQUEST

The annual Department of Education Legislative Budget Request for the 28 Florida Colleges is described in the charts below. Funding comes categorically in the following areas:

1. The FCS Program Fund including Performance funds - 1.182M
2. Performance Incentives to colleges for eligible industry certifications - \$5M @ \$1000 per student

3. Standard Tuition - approximately \$850M
4. Public Education Capital Outlay (PECO) - \$96.7M

Additionally, the Council of Presidents is requesting \$80M in recurring Workforce Program Enhancement funds to facilitate meeting regional and statewide labor market needs. Moreover, the COP is requesting \$74M for Campus Safety to be funded over a three-year period, \$37M in FY 2016-17, and

### Florida College System Program Fund 2016-17 Budget Request

		2016-17			2015-16				
Fund Source	2015-16 Recurring Base	Restoration of Nonrecurring	Request/In-crease/(Decrease)	Total Request	Appropriation	Nonrecurring	Recurring Base	Funding Change Over Current Year	% Change Over Current Year
General Revenue	\$924,010,793	0	\$6,952,250	\$930,963,043	\$930,360,793	\$6,350,000	\$924,010,793	\$602,250	
Lottery (EERF)	\$244,903,227	0	\$6,391,761	\$251,294,988	\$244,903,227	0	\$244,903,227	\$6,391,761	
Total	\$1,168,914,020	0	\$13,344,011	\$1,182,258,031	\$1,175,264,020	\$6,350,000	\$1,168,914,020	\$6,994,011	60%

## Florida College System Performance Based Incentives 2016-17 Budget Request

		2016-17			2016-17				
Fund Source	2015-16 Recurring Base	Restoration of Nonrecurring	Request/Increase/ (Decrease)	Total Request	Appropriation	Nonrecurring	Recurring Base	Funding Change Over Current Year	% Change Over Current Year
General Revenue	\$5,000,000	0	\$5,000,000	\$10,000,000	\$5,000,000	0	\$5,000,000	\$5,000,000	
Total	\$5,000,000	0	\$5,000,000	\$10,000,000	\$5,000,000	0	\$5,000,000	\$5,000,000	100%

\$18.5M in FY 2017-18 and 2018-19 respectively. Campus Safety funds will be used to improve personnel, equipment and training.

## 2016-17 ASSOCIATION OF FLORIDA COLLEGES AND COUNCIL OF PRESIDENTS LEGISLATIVE PRIORITIES

### 1. WORKFORCE PREPARATION ENHANCEMENT

Florida is embracing innovative and diverse industry statewide. The AFC and Council of Presidents requests a new investment of **\$80 million** to ensure student enrollment, and certificate and degree program preparation that meet current and emerging local and regional job opportunities. Funds will be used for:

**Enhancing and maintaining** a positive return on investment (ROI) for Florida colleges which consistently lead the 16 states in the Southern Region in student retention and success.

**Supporting programs** that provide training for occupations in high demand such as healthcare and new energy technologies.

**Supporting competitiveness** in STEM fields such as Biotech, EcoTech, IT/ Cyber Security, Mechatronics, and Robotics.

**Expanding teacher preparation** in high-need areas, e.g., Exceptional Education.

**Providing for the needs of veteran students** via appropriate support services and new programs that build upon military training and areas of expertise such as Aviation, Maritime Technology, and Security.

**Increasing student success** by improving alignment and measurement of FCS performance outcome standards with those found in the Higher Education Act, Workforce Innovation and Opportunity Act, and Carl D. Perkins Career and Technical Education Act to increase federal dollars.

### Return of Investment To Florida's Economy

**\$26.6 billion** annually attributable to the Florida College System impacts the state economy based on student productivity gains, college operations, and student spending.

**\$1.4 billion** in income is generated by the operation of the FCS (\$1.3 billion) and the spending of out of state students (\$25 million) which contributes to the Florida economy each year. 93% of FCS college students remain in Florida for employment, contributing up to \$75 million annually.

**A 16.8% ROI** is provided for every dollar students invest in a Florida college. Students receive \$6.00 in higher future income over the course of their working careers for every dollar they spend.

**\$160 million** annually is saved by taxpayers as Florida college graduates

have lower public health and welfare needs, unemployment rates, and crime rates.

*References: American Association of Community Colleges; The Century Foundation, EMSI Economic Impact Study for Florida College System 2011-12; Florida Department of Education Division of Florida Colleges data 2013.*

## 2. FUNDING PERFORMANCE MEANS FUNDING SUCCESS

Florida colleges enroll the highest percentage of economically disadvantaged students, diverse student age-groups, working adult students, and first-generation-in-college students. With open enrollment and no selective admissions criteria like State universities, Florida colleges cannot choose students based on any pre-assessment of who may have the best chance for success, completion, and ultimately employment. Initiatives to improve performance measures for these students in terms of academic support and student services are both costly and time-intensive. The AFC and Council of Presidents request an additional \$20 million in new performance funds not taken from base funding (\$60 million total) for:

**Improving IT infrastructure and data analysis** to collect, analyze and report student performance data. Accurate, easily accessible data will enable individual colleges to customize interventions that contribute to student success.

**Training for College faculty and staff** in data-informed improvement and organizational change to broaden knowledge and skills to meet annual performance metrics.

**Creating “communities of practice”** whereby institutions within the state share best practices in improving student outcomes.

**Improving Student Support Services** to optimize advisor/counselor to student ratios, and develop or streamline interventions that promote student success and completion.

**Enhancing academic policies, practices, and workforce-oriented curriculum.** This includes broader institutional strategic planning for developing high-need, high demand programs (relative to programs on Florida’s Targeted Occupations List) and making all programs technically relevant.

**Organizing academic departments** and staffing patterns to support more efficiency in performance measures. This includes focus on increasing the number of **Associate of Science** programs and **PSAV** programs, more short-term, **workforce-oriented certificate programs**, and providing **release time for faculty** to provide the opportunity to **work with local businesses** to assure course content is relevant and increase job placement.

## 3. GUNS ON CAMPUS

The AFC and Council of Presidents oppose efforts to repeal exemptions in FS 790.06 that would allow individuals to carry concealed weapons on college campuses. We believe this not only creates an unsafe workplace, but impacts overall campus and student safety. Most Florida college campuses do not have armed security and would not be able to adequately protect students and employees from potential gun violence. Moreover, a recent survey of AFC members indicated that 70% oppose **SB 68** and **HB 4001** that would repeal current exemptions that prevent the concealed carry of weapons on college campuses. This mirrors the opposition of the general population statewide.

28 Florida colleges estimate **costs starting at approximately \$74 million** to ramp up appropriate security, training, and equipment for campus security.\*

Of the 28 Florida Colleges and 112 campuses, centers, and remote locations, only **five have armed security or police forces**.

With the average age of 29 for a Florida College System student, the volume of potential weapons carries on our campuses is significantly higher than that at a University.

The State University System, Florida College System, campus police chiefs,



and United Faculty of Florida oppose the implementation of Campus Carry.

The vast majority of **concealed carry permit holders in Florida are not professionally trained security experts.**

Allowing untrained citizens to react to an active shooter could impede campus and local police who have the tactical training required to use deadly force.

Historical evidence of gun violence incidents at colleges and universities show that these remain rare events.

The homicide rate at postsecondary institutions in 2013 was **1 per every 1 million enrollments** compared to the general public rate of 44 per 1 million people.\*\*

A study conducted by the Department of Justice found that **93% of violent crimes** that victimize college students occur off campus.\*\*\*

The International Association of Campus Law Enforcement Administrators has consistently opposed concealed carry on campuses since 2008.\*\*\*\*

A North Carolina study found that workplaces that allow firearms and other weapons are 5-7 times more likely to be the site of a homicide than those that do not allow it.\*\*\*\*\*

### References:

\* *Florida College System Council of Business Officers Estimate, Spring/Fall 2015*

\*\* *Clery Act Data (USDOE) and FBI Uniform Crime Reports (2013)*

\*\*\* *USDOJ, Bureau of Justice Statistics, "Violent Victimization of College Students, 1995-2002, <http://bjc.ojp.usdoj.gov/content/pub/pdf/vvcs02.pdf>*

\*\*\*\* *ICLEA Concealed Carrying of Firearms Proposals on College Campuses (Aug. 2008)*

\*\*\*\*\* *D. Loomis, S. Marshall, and M. Ta, Employer Policies Toward Guns and the Risk of Homicide in the Workplace, American Journal of Health, May 2005*

## 4. PECO FUNDING - \$96.7 MILLION

Public Education Capital Outlay (PECO) is the sole lifeline for the development of the FCS infrastructure. The AFC and Council of Presidents supports the Department of Education's legislative budget request for \$96.7 million in capital outlay funds. Also, due to declining revenues, a new PECO funding source is needed.

**PECO funding has not been bonded since 2011** which translates into less funding available to education facilities.

Colleges that have begun construction over the last few years have a **collective unmet need of \$302 million** to complete all projects.

The Facilities Matching Program has not been funded since 2008, and has a cumulative amount of \$67 million raised from private and local sources among the colleges' service areas.

Despite good intentions and efforts in recent years to develop an alternative PECO funding source, the PECO and Debt Service Trust Fund has been in a steady decline.

While the FCS continues to grow its on-line programs, now comprising about 15% of the credit hours taken by students, the campuses of the State's 60+ year old "community" college system are aging.

The average **classroom utilization rate** for the FCS is over **91%**.

Capital investment in Florida colleges' infrastructure creates the highest quality environment for workforce preparation and success for students.

Infrastructure investment creates jobs in the local and regional construction industry. This investment drives our local economies and renders an unprecedented return on investment for Florida.



ASSOCIATION OF FLORIDA COLLEGES

# 2016 LEGISLATIVE DAYS

## A Legislative Days Experience

BY JOAN MOORE,  
Academic Advisor, Santa Fe College



Last spring, I was very fortunate to be given an opportunity to attend the AFC Legislative Days. I have always had an interest in state government, but had never traveled to Tallahassee when the legislature has been in session to experience how the process works.

On our first day, we learned how a bill becomes law and how to speak with our legislators on issues relating to the Florida College System. Both sessions were extremely informative and also gave us the chance to

network with other AFC members from around the state. On the second day, we hit the ground running at the Florida Capitol building, where we met with legislators from our area and were given a private tour of the House of Representatives Chambers by the former speaker of the house.

We were surprised by a large poster in the capitol rotunda congratulating Santa Fe on winning the prestigious Aspen Prize upon being named the #1 community college in the county. This was presented by our representative and Santa Fe alumnus, Mr. Clovis Watson, Jr. I am very appreciative for the opportunity to have attended the event, and would strongly encourage my fellow AFC members to attend if given the chance.

Jan. 26-27  
Tallahassee

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# LEADERSHIP CONFERENCE

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**Save the Date**  
**July 7-8, 2016**  
**Daytona State College**



# Give Back and Get Back: Six Benefits of Volunteer Leadership

*Life is an echo. What you send out comes back. What you sow, you reap. What you give, you get. What you see in others, exists in you."- Zig Ziglar*



**E**arly in my career I joined my professional association to hone my skills, network, and advance my career. It wasn't until I found myself unemployed that I realized the value of the connections I had made. After being given an opportunity that otherwise may not have presented itself, I decided I owed much to my professional association and eagerly pursued a volunteer leadership role. Although the true intent of my volunteerism was to "give back", I have found

that I continue to get back much more than I ever expected.

Below are just six of the benefits from my volunteer leadership roles:

## CONNECTIONS

Being a member is important, active networking is extremely important, but getting involved is top on the list when it comes to making connections. Even if one does not know me personally, they may be able to say "Yes, I know who Dee is".

## REMAINING RELEVANT

My professional association helped me to obtain my industry credentials through awarding me scholarship funds and offering study groups; therefore, I reciprocate by facilitating study groups or otherwise helping candidates work through

understanding the materials they are studying. By doing so, it also helps keep this valuable information fresh in my mind and helps me remain relevant to issues pertinent to my profession.

## MEETING FACILITATION

In my volunteer leadership roles, I was forced outside of my comfort zone and in front of my peers. Whether at a membership meeting or a board meeting, my audience depended on me to keep on schedule and on task, properly relay information, and effectively garner participation and/or buy-in. These are all important skills to have and I have become much more confident and effective in similar situations with my own staff, membership and volunteer leaders.

## ABILITY TO RELATE

Serving on a board of directors has given me valuable insight. I am now better able to understand what my own association leadership faces when dealing with important issues that affect the organization and its membership.

## STRATEGIC THINKING

Say the words "strategic planning" and you are sure to hear sighs and see eyes roll. However tedious strategic planning may seem, it is absolutely necessary for an organization to know where they are and where they want to be. Regularly cross referencing ideas and suggestions to the organizations goals and asking whether it advances the organization's mission helps to develop critical thinking abilities.

*Continued on page 13*

## Teamwork/Collaboration

One cannot serve on a board of directors and not be exposed to Roberts Rules of Order, bylaws, etc. Serving in this capacity has helped me to understand organization structures and the processes and procedures for effecting change. It has also helped me to value collaboration and working in a team environment. Back at the office, I've found I enjoy brainstorming with my colleagues, and I'm much more open to working in a team environment.

Have you been on the fence about volunteering for a leadership role within your professional association? Want to give back, but still question whether it is worth your investment? Take into consideration the benefits I have reaped and ask yourself if you could benefit from them as well? If so, I urge you to take the first step.

*Dee Kring, CAE, CMP, Chief Operating Officer of the Florida Engineering Society, is an association professional with over 20 years experience in state and national trade and professional associations. Dee is past president of the Tallahassee Society of Association Executives and currently serves on the board of directors of the Florida Society of Association Executives.*

# Share Your Story

BY LOWELL APLEBAUM, CAE

## The Amazing Return on Investment of Volunteering

*"Feeling gratitude and not expressing it is like wrapping a present and not giving it." – William Arthur Ward*



I was raised in a house where volunteering was part of the flow – where you found opportunity, where you found welcome, where you found community, you had an obligation to volunteer – to not just take, but to give. I never imagined that you could still 'get' so much from giving.

My career has been in many ways defined by volunteering and through volunteer leadership opportunities. With the busy world we live in, there are always factors at play vying for our precious time. In my experience, investing in volunteering has been an effort that has amazing returns:

**Three of my last four positions were made possible through volunteer connections** – In each of these cases, colleagues I had served with as a volunteer either thought of me when a next-step position opened, or were an internal reference when I discovered a position that sparked my interest. Sometimes, half the battle of getting the job is getting a foot in the door – having internal credibility not just by name, but because of work you have done with someone is an invaluable step up.

**Learning through doing and safe risks** – Time and time again, volunteer opportunities have let me explore new skill sets that I didn't know whether or not I had. Invited to author a chapter for a book – formal writing. Asked to lead a task force – executive presentations and working with boards. Share my approach to strategy to another group – public speaking. Getting to know ourselves, our skills, our passions, those areas where we need to focus to learn and approve, necessitates finding a space to explore, try, improve, and evolve. Volunteering gives that space.

**Connections and community** – I am a bookworm and have too many references on my shelves. I am a lifelong learner and attend my fair share of webinars and online classes. My best solution provider? The colleagues I have discovered on my path of volunteering. Whether they have a specific answer, varying perspectives to consider, or simply provide references to

*Continued on page 14*



others that may have the answer, volunteering has given me a network that helps me succeed, pushes me for continual growth, and frankly, has also let me form some amazing friendships.

**Because we should** – I debated whether this should be first or last – it is ultimately the foundation of volunteering. We are lucky enough to have joined a profession where thousands have volunteered before us – their work is what has created the community structures we join today. Their work is what has created the resources we use in our daily jobs. Their work is what has created the ever-evolving vision of the impact our industry can continue to make in society. It is up to all of us to give back, to show gratitude for what we have inherited. By our efforts, future generations will find their own volunteer paths made possible, building stronger associations, and a better world.

*Lowell Aplebaum, CAE is Chief Operating Officer for the American Society for Parenteral and Enteral Nutrition. He has worked with a number of associations, growing membership, creating engagement through value insights and focusing on the key role of the volunteer in any society. He is a member of the CAE Commission and recently led ASAE's CEO Pathways Task Force. He is the co-Executive Editor and Contributing Author for the Component Relations Handbook and recently authored the chapter on components for the 3rd edition of Professional Practices in Association Management.*

**We want to hear YOUR story! How has volunteer leadership (either with AFC or another organization) impacted your professional career and personal life? Your article could be posted in CURRENT, our eMail blast, or used as a blog. For more information or to submit your story, please contact Tina Ingramm-Ward at [tingramm@myafchome.org](mailto:tingramm@myafchome.org).**



### BBOB Announces Hill Harper as Keynote of the Closing Brunch



Hill Harper is an award-winning actor, best-selling author and philanthropist. Harper starred on the CBS TV drama CSI: NY from 2004 to 2013. He most recently starred on USA Network's Covert Affairs and stars on CBS as Agent Boyle in the fast-paced drama Limitless. He can also be seen co-starring alongside Will Smith in Sony Pictures release of CONCUSSION which opened in theaters Christmas Day.

Harper is the author of four New York Times bestsellers and has earned seven NAACP Image Awards for his writing and acting. Harper is founder of the Manifest Your Destiny Foundation, dedicated to empowering underserved youth through mentorship, scholarship, and grant programs.

**Online Registration is Now Available - Click Here to Register**

# BUZZFEED

*News from the college community*



### Local Tuition Plans May Provide National Template

CHICAGO (AP) — An economic engine. A jumpstart for lower-income students. A partnership with businesses to groom a workforce. The idea of free community college has been touted as all these, by President Barack Obama, Democratic presidential candidates, and some Republicans.

[Read More](#)



### 'Sometimes I Cry': a Ground-Level View of Student Poverty

Student hunger and homelessness can be hard to notice, but Hattie Elmore sees them up close, all the time.

[Read More](#)



### As Plans for Free Community College Spread, Educators Seek to Include Adult Learners

When President Obama outlined steps in September to make his proposal for free community college a reality, his call for change reflected a movement that had already gained momentum. There are now more than 100 local community and state efforts that have vowed to pursue reduced-cost or tuition-free learning, many in conjunction with Mr. Obama's America's College Promise program and its associated awareness campaign, known as Heads Up America," according to The Chronicle of Higher Education.

[Read More](#)



### Flatlining

Despite concerns over growing student loan debt and the ability of college graduates to obtain suitable work, the nation's colleges and universities continue to be pressed to produce more degree recipients.

[Read More](#)





# 2016 ANNUAL CONFERENCE CALL FOR PROPOSALS

The Association of Florida Colleges celebrates the many voices of its members through its Advocacy, Leadership, and Innovation across the state. The 28 state and community colleges that comprise the Florida College System institutions serve more than 900,000 students annually. Today's challenge is to meet the growing needs of a diverse population with limited resources and a changing educational landscape. Performance funding, new accountability measures with a focus on retention and completion, and baccalaureate degrees are the bellwether issues for higher education professionals in the state. How can the Florida College System continue to meet student and community needs while maintaining excellence, access, and student engagement during this critical time of transformation? Additionally, how can the AFC remain relevant while providing learning-centered professional development to its members? Join us this fall at the Annual Meeting and Conference.

## **What types of presentation proposals are needed?**

Academic Affairs, Student Affairs, Business/Administrative Affairs, IT, and Career Professionals are encouraged to submit proposals for educational sessions that focus on critical issues related to higher education.

## **Submissions on the following themes/topics are encouraged:**

Business Partnerships, Baccalaureate Programs, Campus Safety and Security, Conflict Resolution, Development Education, Diversity / Inclusion, International Education, Leadership, Research and Evaluation, Retirement, Student Affairs, Teaching and Learning, Technology, Veterans Affairs (Returning Military Students), Workforce Development

## **Submission Guidelines**

Current Sessions will be 50 minutes in length and should be designed to explore and address issues, theories, and practices related to critical issues in higher education. Formats may include Lecture, Panel, or general Workshop. Proposals will be evaluated on quality of the content, the specific learning objectives, and the program type.

## **Submission Policies**

Sessions submitted by the stated deadline will be reviewed and notifications will be sent to the submitter(s) by July 1, 2016. Notifications will be sent to the designated key contact only. When a proposal is accepted, all presenters must comply with submission deadlines for session materials. Failure to do so may result in the non-inclusion of the session in the conference program. All costs associated with attending the AFC Annual Conference are the responsibility of the individual presenter(s). Presenters will not be provided registration discounts or passes.

## **Submission Deadline is May 31, 2016.**

[CLICK HERE TO SUBMIT YOUR PROPOSAL](#)

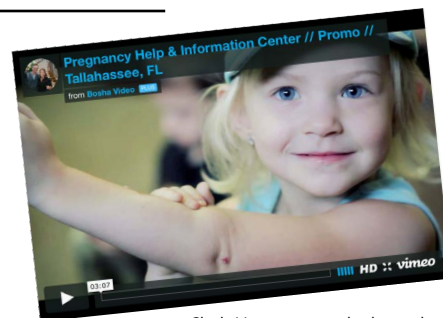
# AFC SERVICE PROJECT

ITEMS WILL BE COLLECTED AT AFC LEGSLATIVE DAYS AND  
THE AFC LEADERSHIP CONFERENCE



## ABOUT PREGNANCY HELP AND INFORMATION CENTER

The Pregnancy Help and Information Center offers services to women who believe they might be pregnant, those who are pregnant, and those with young children. They assist both mothers and fathers during pregnancy and after the birth of their child in obtaining the emotional and physical necessities for their family. All PHI Center services are free and confidential, regardless of your age, race, or religion. Learn more at their website: [www.phicenter.org](http://www.phicenter.org).



Click Here to watch the video

## ITEMS NEEDED:

Maternity clothing

Baby clothing sizes 0-5T

Diapers (specifically sizes 3 and 4)

Wipes

Children's books (PHICenter is in desperate need of these)

Pregnancy or parenting books

Breastfeeding supplies

Small baby furniture (swings, exersaucers, seats, bassinets).

Baby/children's toys (ages 0-5)

Clothing and books donated can be new or gently used.

# CALL FOR SUBMISSIONS

## VISIONS: THE JOURNAL OF APPLIED RESEARCH FOR THE ASSOCIATION OF FLORIDA COLLEGES

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: 1,000-1,500 words in length. Formatted in Microsoft Word and APA Style.

Materials intended for publication may be addressed to:  
Dr. Will Benedicks, VISIONS Managing Editor • [willb@myafchome.org](mailto:willb@myafchome.org)  
850-320-3944







# AFC Foundation, Inc. Professional Development Scholarship

**CLICK HERE**  
to apply for the AFC  
Foundation Scholarship

## What is the AFC Professional Development Scholarship?

The AFC Professional Development Scholarship is offered by the AFC Foundation, Inc. to members who can demonstrate an effective professional development plan to advance their knowledge and skills as a college professional. Any AFC member may apply for the scholarship.

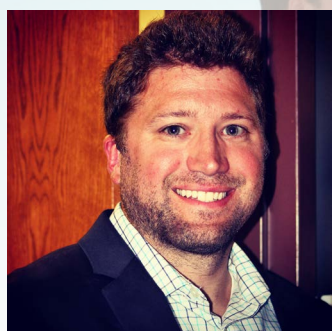
## How many scholarships will be awarded?

Up to ten (10) scholarships will be awarded annually. Award amounts will range from \$300 - \$500 each. Funds may be used to cover costs of registration or enrollment, travel, and materials to any of the events listed above. Priority will be given to those who have not previously received a scholarship. To apply for the scholarship, please click here. -Deadline to apply is June 1, 2016, or when all scholarships have been awarded, whichever comes first.

## How can the scholarship funds be used?

The scholarship funds provided are to support member participation in any AFC Professional Development Program. These include:

- AFC Leadership Conference
- AFC Campus Safety Symposium
- AFC Annual Conference
- AFC Certified College Professional Program
- AFC Commission Conference
- AFC Regional Conference



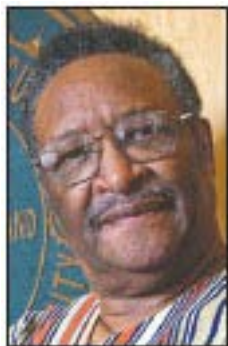
**Matt Wetzel, M.S.**  
Dual Enrollment Coordinator  
Downtown Campus, Florida State  
College at Jacksonville

**Hi! My name is Matt Wetzel and I currently serve as the Florida State College at Jacksonville (FSCJ) AFC Chapter President. I have been involved in the AFC for two years now. In 2015, I received an AFC scholarship in the amount of \$300 to be used for both the Career and Professional Employees Commission and the Student Development Commission Conferences. I can confidently say that this award played a positive role in my life, motivating me to become more active. Since our Chapter funds were utilized for those more involved than I, this scholarship allowed me the ability to attend conferences where I otherwise would have not been able to. This scholarship benefited FSCJ as well by allowing us to send more delegates to other conferences and to allow them to be more involved. It's amazing to see how much growth this scholarship started in me. I went from being an AFC member to holding commission committee positions and presenting at conferences. Thank you to the AFC foundation for giving me the opportunity to be more involved in the AFC!**



# Kudos

## FLORIDA STATE FAIR TO HONOR FORMER FAMU PRESIDENT



When Dr. Walter Smith learned that he had been chosen as a 2016 Florida State Fair Diversity Community Leaders Wall of Fame, honoree he was stunned.

The 80-year-old past president of Florida A&M University who resides in Tampa, was selected for the African American Wall of Fame, through an online voting process. Smith will be honored on Feb. 10 at the Florida State Fair in Tampa along with Priscilla Clark,

who garnered the most votes to be on the Hispanic Wall of Fame, and Hung Mai for the Asian-Pacific Wall of Fame.

"I was flabbergasted when I saw the result of it," Smith told the Florida Courier, adding that he didn't even know he had been nominated for the honor.

All nominations were reviewed by the Fair State Fair Authority Diversity Committee members who chose five candidates for the African-American nomination, three candidates for the Hispanic nomination and two candidates for the Asian-Pacific nomination.

The public voted online for their favorite nominee to determine those selected for the honor.

The 2016 Historical Honorees selected by the committee are Doug Jamerson, a former Florida Commissioner of Education and Victoriano Manteiga, founder of La Gaceta Newspaper.

Smith said he was told that his local, national and global experiences were reasons the committee chose him as a nominee.

For decades, Smith worked for racial and educational equality in the United States and around the world.

Before becoming Florida A&M University's seventh president in 1977, Smith was a former provost of Hillsborough Community College and former president of Roxbury Community College in New York.

His global achievements include appointment to the International Team Leader for Higher Education in the Republic of South Africa by the United States Agency for International Development. He also built South Africa's first American-based community college, Funda Community College.

He also is the author of "The Magnificent Twelve: Florida's Black Junior Colleges."

His Dr. Walter L. Smith Library, housed in a predominantly Black Tampa neighborhood, includes a treasure trove of artifacts, books and other memorabilia collected during his global travels.

**BURST THE BALLOON**  
*on your AFC Building*

CHARLES MOJOCK  
STUDENT DEVELOPMENT COMMISSION

SANTA FE COLLEGE CHAPTER  
HILLSBOROUGH COMMUNITY COLLEGE AFC CHAPTER

LAKE-SUMTER STATE COLLEGE  
[CLICK HERE to make an online donation.](#)

**DR. E. ANN MCGEE RECEIVES CHIEF EXECUTIVE LEADERSHIP AWARD FOR CASE DISTRICT III**

Seminole State College of Florida President Dr. E. Ann McGee has been selected to receive the Chief Executive Leadership Award from the Council for Advancement and Support of Education (CASE) District III, which represents nine Southeastern states.

The award will be presented during the CASE District III Conference on Feb. 15 in Nashville, Tennessee.

During McGee's tenure at Seminole State, the college has grown from a single campus to a comprehensive college with four campuses and six sites with 30,000 students to become the eighth largest of the 28 institutions in the Florida College System. She is also a founding architect of the DirectConnect to UCF program, which has become a national model for state colleges and universities and allowed more than 4,500 students from Seminole State College to earn their degrees from UCF. Fundraising has also seen tremendous growth under McGee, with the Foundation for Seminole State College, growing from \$1 million in assets to more than \$21 million.

Under McGee's leadership, Seminole State also has been recognized nationally as a model K-12 partnership with Seminole County Public Schools, helping to increase college readiness by reducing the need for English, reading and math remediation. McGee also initiated new baccalaureate programs to meet the needs of area businesses and secured major funding for on-campus developments, including the Wayne M. Densch Partnership Center, the science building expansion and the CFADA Professional Automotive Training Center.

"Ann is a dynamic leader and a tireless advocate for higher education. Her impact at Seminole State will have been transformational and really positioned the college well for the future," said Kris Phillips, CASE District III chair.

McGee is only the second community college leader to win the award. McGee

will celebrate her 20th anniversary at Seminole State in February 2016, and is only the second president in the college's 50-year history.

McGee is a member of the American Association of Community Colleges Board of Directors and chair of the Heart of Florida United Way Board of Directors.

Established in 1999, this prestigious award recognizes the chief executive of a District III member institution for outstanding leadership and service in support of education. It is an opportunity for CASE to applaud and promote the creative and difficult work of our top educational executives. CASE invites nominations of chief executives whose contributions to their campuses and communities deserve exceptional recognition and celebration.

#### Previous District III Chief Executive Leadership Recipients

- 2015 - Dr. Marshall "Sonny" White, Jr., president, Midlands Technical College (SC)
- 2014 - Dr. Lee Gardner Royce, president, Mississippi College (MS)
- 2013 - Dr. Michael F. Adams, president, University of Georgia (GA)
- 2012 - Dr. Lee T. Todd, Jr., president, University of Kentucky, (KY)
- 2011 - Dr. Jack Hawkins, president, Troy University (AL)
- 2010 - Dr. Donald Eastman, president, Eckerd College (FL)
- 2009 - Dr. Charles W. Steger, president, Virginia Tech University (VA)
- 2008 - Dr. Henry N. Tisdale, president, Claflin University (SC)
- 2007 - Dr. Scott S. Cowen, president, Tulane University (LA)
- 2006 - Dr. James F. Barker, president, Clemson University (SC)
- 2005 - Dr. Thomas K. Hearn, president, Wake Forest University (NC)
- 2004 - Dr. William R. Harvey, president, Hampton University (VA)
- 2002 - Dr. R. Kirby Godsey, president, Mercer University (GA)
- 2001 - Dr. Anthony James Catanese, president, Florida Atlantic University (FL)
- 2000 - Dr. Rita Bornstien, president, Rollins College (FL)
- 1999 - Dr. Joseph Johnson, president, University of Tennessee Central Administration (TN)

# SILENT AUCTION

TO BENEFIT THE AFC FOUNDATION, INC.



## ATTENTION AFC CHAPTER AND COMMISSION LEADERS

Last year's AFC Foundation, Inc. Silent Auction was a huge success and that could not have happened without you. Again, we need your help to "fill the tables" for the 2016 Silent Auction as we continue to *Burst the Balloon* on the AFC Building.

Items that sell well include 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.. These are all examples of great ideas but I am sure that you can come up with many more great ideas. Big ticket items such as a cruise, computer, big screen television or vacation package would be great. We don't expect you to purchase the big ticket item but if you know of someone that can donate this, please let me know. 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 by [clicking here](#). **Items should be shipped or delivered to the following address by October 7, 2016.** If unable to ship due to size or time conflicts, items may be brought directly to the conference.

### Ship to/For More Information:

Carol Quinn, Pensacola State College, 1000 College Boulevard, Pensacola, FL 32504  
(850) 484-1722 • [cquinn@pensacolastate.edu](mailto:cquinn@pensacolastate.edu)



## AFC FOUNDATION SILENT AUCTION DONATION FORM

Please return this form no later than October 7, 2016

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.): \_\_\_\_\_

### MAIL, FAX OR EMAIL TO:

CAROL QUINN  
PENSACOLA STATE COLLEGE  
1000 COLLEGE BOLUEVARD  
PENSACOLA, FL 32504

EMAIL: [cquinn@pensacolastate.edu](mailto:cquinn@pensacolastate.edu)  
FAX: 850-484-1995



# PROFESSIONAL DEVELOPMENT AT YOUR FINGERTIPS!

## Certified College Professional Program

The Certified College Professional (CCP) Program provides you with the opportunity to earn a designation related to your work as a college professional. The CCP exposes you to content and experience that you may not be able to obtain elsewhere. The program is a value-added benefit of membership in the AFC and is offered at the discounted rate of \$150.00 to AFC members. The CCP enhances the AFC's role as the primary professional development provider for the Florida College System.



### RECENT GRADUATES



JOE NUNES



ISA SUAREZ



EVELYN WARD



KIM BAKER



CHARLENE LATIMER



MERCEDES CLEMENT

**"The CCP has enhanced my professional skills, increased my knowledge of the Florida College System, and is a great addition to my resume."**

**"The CCP program not only shows you how leadership works, it also lets you gauge if you are ready to step into a leadership capacity. The program not only taught me what it takes to be a leader, but how to look at leadership in a different way."**

**"My participation in the CCP Program and doing the required practicum gave me the confidence to further my own higher education goals by going to graduate school."**

### Application Criteria:

You are employed by an institution within the Florida College System (includes part time and adjunct faculty)

You have served in your current position at the institution for at least one year\*

You are committed to upholding the AFC Certified College Professional "Standards of Conduct."

Your college president will support your effort to earn the CCP.\*

\*Please see the CCP website for additional criteria.

**And best of all, the core courses (Leadership, Legislative Process and Advocacy, The Florida College System, and Building Community and Customer Service) are offered online. No additional travel or time away from the office is required.**



**CLICK HERE** to find out more about the program or to apply today!



# Calendar

## January

Trustee Legislative Conference	January 19-20, 2016
Council of Presidents Dinner	January 20, 2016
Council of Presidents Business Meeting	January 21, 2016
AFC Legislative Days	January 26-27, 2016
Board of Directors Meeting	January 27, 2016
AFC Leadership Conference	January 28-29, 2016

## February

Council of Presidents Dinner	February 18, 2016
Council of Presidents Business Meeting	February 19, 2016

## March

CURRENT Submissions Deadline	March 2, 2016
Council of Presidents Dinner	March 10, 2016
Council of Presidents Business Meeting	March 11, 2016

## April

Campus Safety Commission, Facilities Commission and Region II	
Joint Spring Conference	April 1, 2016
CURRENT Published	April 1, 2016
Board of Directors Meeting	April 7, 2016
Region I Spring Conference	April 8, 2016
Administration Commission and Region V Joint Spring Conference	April 15, 2016
Council of Presidents Dinner	April 21, 2016
Council of Presidents Business Meeting	April 22, 2016
Workforce, Adult and Continuing Education Commission and Region IV	
Joint Spring Conference	April 22, 2016
Healthcare Education Commission and Region III Joint Spring Conference	April 29, 2016

## May

Council of Presidents Teleconference	May 12, 2016
Student Development Commission, Equity Commission, Career and Professional Employees Commission, Communications and Marketing Commission and IEPPD Joint Spring Conference	May 17-19, 2016

# CURRENT

## M A G A Z I N E

### Deadline and Publication Dates

#### CURRENT Submission Deadlines:

Post-Legislative Issue (March 2, 2016)  
Professional Development Issue (June 8, 2016)  
Pre-Conference Issue (August 31, 2016)  
Post-Conference Issue (October 24, 2016)

#### CURRENT Publication Dates:

Post-Legislative Issue (April 1, 2016)  
Professional Development Issue (July 8, 2016)  
Pre-Conference Issue (October 3, 2016)  
Post-Conference Issue (December 2, 2016)

Email your submissions for the next issue of Current to **Tina Ingramm-Ward** ([tingramm@myafchome.org](mailto:tingramm@myafchome.org)) for consideration in the next publication.

### CONTACT US

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