

# ASSOCIATION OF FLORIDA COLLEGES 72<sup>ND</sup> ANNUAL MEETING AND CONFERENCE



Be the Change 2021



NOVEMBER 16-19

**2021**

CONFERENCE  
PROGRAM 

# TABLE OF CONTENTS

3	President's Welcome
4	From the Executive Director/CEO
5	Florida's "Great 28"
6	2021 Officers
11	AFC Foundation Board
12	Chancellor's Message
13	James L. Wattenbarger Award
14	2021 Leroy Collins Distinguished Alumni Awards
17	2021 FCPC Graduates
18	2021 Next Level Leadership Program
20	FCPC Graduates
18	Conference Information
23	Schedule at a Glance
26	Conference Program
36	Sponsors
36	Special Thank Yous
38	AFC Past Presidents
39	Aspen Awards
41	Save the Date



# PRESIDENT'S WELCOME

## HELLO AFC!!!!

Welcome to our 72nd Annual Meeting and Conference, the second in VIRTUAL format. The theme for 2021 was “Be the change,” and change we did. We strengthened partnerships, created new leadership development for our CCP graduates, expanded professional development offerings by bringing them to our institutions, and stayed engaged without actually being together. We have taken large strides towards our very bright future and will continue to do so.

I had the opportunity to visit a few of your institutions both virtually and in-person, and “Flat Ray” made his way to others. I thank you all for your continued support of The Association and hope each of you will consider a leadership role in your Chapter, Region, and/or Commission. My AFC leadership journey has been an amazing ride and has changed my life. Trust me, if I can do this, so can you! It has been an honor to serve as your 2021 AFC President. I thank you for this privilege

Ray Coulter  
Palm Beach State College



**Ray Coulter**  
**AFC President**

# FROM THE EXECUTIVE DIRECTOR/CEO

## HELLO AFC!

Hello AFC! Welcome to our 72nd Annual Meeting and Conference. This week offers you opportunities to join and participate in discussions about best practices in remote learning and teaching, racism, developing community partnerships, and equity in faculty professional development. We will also recognize 27 graduates from both of our leadership programs under the Certified College Professional Program! These are members, like you, who wanted to learn more, grow, and develop themselves as leaders at their colleges and in our system. We salute them!

Our Plenary Speaker, Dr. James Pogue, will take us on a deep dive into Diversity, Inclusion, and Bias (DIBs™). You'll learn how to navigate DIBs™ professionally and personally and learn how to challenge the status quo to make a difference in your life and community. Dr. Pogue and college leaders will discuss how DIB impacts our college culture and practices to ensure equity and inclusion are a priority.

During the Assembly of Delegates, we vote on changes to our Bylaws to incorporate our colleges more fully into the Association by providing our presidents a voice and vote on the Board of Directors and Executive Committee. The AFC is evolving, and the transition that we've been talking about over the last year and a half has begun. Please be sure to join this session and be a part of the process.

Although we won't be together physically, there are many opportunities to connect. The conference app and platform community will allow you to post photos, enter games for prizes (what's an AFC conference without prizes), and network with sponsors and one another throughout the week.

Whether it be half a day, a full day, or the whole conference, thank you for your investment in the AFC. I believe the return on that investment will benefit your professional and personal development. The AFC is your Association. The more you engage, the deeper the reward. Enjoy the week!

Remember, the AFC is committed to its most important resource ~ Y.O.U.



**Marsha Kiner**  
**Executive Director /CEO**

# FLORIDA'S "GREAT 28"



Mr. Gregory Haile,  
President



Dr. John Avendano,  
President



Mr. John Grosskopf,  
President



Dr. Tonjua Williams,  
President



Dr. Sarah Clemmons,  
President



Dr. Jonathan Gueverra,  
President



Dr. Devin Stephenson,  
President



Dr. Paul Broadie,  
President



Dr. Jim Henningsen,  
President



Dr. John Holdnak,  
President



Ms. Ava Parker,  
President



Dr. Georgia Lorenz,  
President



Dr. Tom LoBasso,  
President



Dr. Ken Atwater,  
President



Dr. Tim Beard,  
President



Dr. Thomas Leitzel,  
President



Dr. James Richey,  
President



Dr. Timothy Moore,  
President



Dr. Ed Meadows,  
President



Dr. Carol Probstfeld,  
President



Dr. Lawrence Barrett,  
President



Dr. Stanley Sidor,  
President



Dr. Angela Garcia-Falconetti,  
President



Dr. James Murdaugh,  
President



Dr. Jeff Allbritten,  
President



Ms. Madeline Pumariega,  
President



Mr. Joe Pickens,  
President



Dr. Kathleen Plinske,  
President

# 2021 OFFICERS

Thank you to our 2021 Executive Officers



## **PRESIDENT**

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Ray Coulter  
Facilities Manager, Boca Raton Campus, Palm Beach State College



## **PRESIDENT ELECT**

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Stephanie L. Campbell  
Director, Upward Bound Program, Polk State College



## **VP FOR REGIONS & CHAPTERS**

---

Christine Tripp  
Associate Dean of Enrollment Management, Eastern Florida State College



## **VP-ELECT FOR REGIONS & CHAPTERS**

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Melonie Miner  
Manager, Employment Services, Pensacola State College



## **VP FOR COMMISSIONS**

---

Gregory Williams  
Staff Assistant II, Tallahassee Community College



## **VP ELECT FOR COMMISSIONS**

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Matt Wetzel  
Campus Dual Enrollment Coordinator, Florida State College at Jacksonville



## **IMMEDIATE PAST-PRESIDENT**

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Matthew White  
Director of Distributed Systems, Chipola College



# 2021 OFFICERS



## ADMINISTRATION COMMISSIONS

---

Raphel Robinson  
Director of Admissions and Student Recruitment, College of Central Florida



## CAMPUS SAFETY COMMISSIONS

---

Daniel Barto  
Director of Security, Risk Management and Safety, St. Petersburg College



## CAREER AND PROFESSIONAL EMPLOYEES COMMISSIONS

---

Tonya Hardaway  
Career Pathways Specialist, Tallahassee Community College



## COMMUNICATIONS AND MARKING COMMISSION

---

Jennifer Young  
Media Coordinator, Florida Southwestern State College



## EQUITY, DIVERSION, AND INCLUSION COMMISSION

---

Wanjiku Jackson  
Adjunct Professor, Northwest Florida State College



## FACILITIES COMMISSION

---

Govindah Ramnarain  
Coordinator of Building Maintenance and HVAC, South Florida State College



## FACULTY COMMISSION

---

Jean Scheppers  
Associate Professor of Communications (Foreign Language), College of Central Florida



## HEALTHCARE EDUCATION COMMISSION

---

Gloria Williams  
Academic Coordinator and Adjunct Professor, Tallahassee Community College



## INSTITUTIONAL EFFECTIVENESS, PLANNING, AND PROFESSIONAL DEVELOPMENT COMMISSION

---

Laura Blasi  
Director, Institutional Evaluation, Valencia College

# 2021 OFFICERS



## LEARNING RESOURCES COMMISSION

---

Alexis Carlson  
Librarian, Massey Campus, Indian River State College



## STUDENT DEVELOPMENT COMMISSION

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Dianne Valdivia  
Campus Director Career & Advisement Services, Kendall Campus, Miami Dade College



## TECHNOLOGY COMMISSION

---

Jesse Clayton  
Technology Specialist, Tallahassee Community College



## TRUSTEES COMMISSIONS

---

Cindy Ross, Polk State College



## WORKFORCE, ADULT AND CONTINUING EDUCATION

---

Eligio Marquez  
Transportation Service Technology Programs Director, Palm Beach State College



## REGION I

---

Sharon Walker  
Staff Assistant I, Office of Student Affairs, Tallahassee Community College



## REGION V

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Mark Ross  
Director, Testing and Assessment, Miami Dade College



## AWARDS COMMITTEE

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Katie Profeta  
Virtual Campus Instructional Designer, Indian River State College



# 2021 OFFICERS



## **BYLAWS COMMITTEE**

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Bill Mullowney  
Vice President for Policy and General Counsel, Valencia College



## **FINANCE AND HUMAN RESOURCES COMMITTEE**

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John Fey  
Assistant Director, Student Life and Leadership, Pasco-Hernando State College



## **CERTIFIED COLLEGE PROFESSIONAL PROGRAM COMMITTEE**

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Charlene Latimer  
Chair, The School of Student Life Skills, Daytona State College



## **LEGISLATIVE COMMITTEE**

---

Lacey Hofmeyer  
General Counsel & Vice President, Public, Policy & Government Affairs, Broward College



## **MEMBERSHIP DEVELOPMENT COMMITTEE**

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Rochelle Popp-Finch  
Director of Student Development/IRSC Ombudsman, Indian River State College



## **MEMBER SERVICES COMMITTEE**

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Rory Wells  
Manager, Instructional Services and Adjunct Professor, College of Central Florida



## **NOMINATING COMMITTEE**

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Matthew White  
Director of Distributed Systems, Chipola College



## **PLANNING AND DEVELOPMENT COMMITTEE**

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Marjorie McGee  
Director of Student Life, College of Central Florida

# 2021 OFFICERS

Thank you to our 2021 Executive Officers



## PLANNING AND DEVELOPMENT COMMITTEE

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Tracy Glidden  
Coordinator, Student Recruitment, Eastern Florida State College



## POLICY AND ADVOCACY COMMITTEE

---

Dr. Tonjua Williams  
President, St. Petersburg College



## SERVICE PROJECTS COMMITTEE

---

Obi Kalu  
Student Services Specialist, TRIO-Educational Opportunity Centers, Pensacola State College



## CHANCELLOR

---

Kathy Hebda  
The Florida College System



## CHAIR

---

Dr. Angela M Garcia-Falconetti  
Council of Presidents'  
Polk State College



## CHAIR

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Andre Hawkins  
AFC Foundation Board



## AFC RETIREES COMMITTEE

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Randy Burnette

# AFC FOUNDATION BOARD



AFC Foundation  
2021 Board of Directors

**Mr. Andre Hawkins, Foundation Chair**  
Retired, Indian River State College

**Mr. Ray Coulter, 2021 AFC President**  
Facilities Manager, Boca Raton Campus, Palm Beach State College

**Dr. Will Benedicks**  
Retired, Tallahassee Community College

**Ms. Marsha Kiner, Foundation Executive Secretary**  
Executive Director, Association of Florida Colleges

**Dr. Milton Jones, Director Emeritus**  
Retired, Pasco-Hernando State College

**Dr. Charles Mojock**  
Retired, Lake-Sumter State College

**Ms. Carol Quinn**  
Retired, Pensacola State College

**Ms. Kelly Warren**  
Executive Director, Florida College System Activities Association

**Mr. Matthew White**  
Director of Distributed Systems, Chipola College

**Mr. Cleve Warren**  
Executive Director, Chief Investment Officer, Florida State College at Jacksonville Foundation

**Dr. Tunjarnika Coleman**  
Interim Vice-President of Academic Affairs, Palm Beach State College

# CHANCELLOR'S MESSAGE



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org

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## State Board of Education

Tom Grady, *Chair*  
Ben Gibson, *Vice Chair*  
*Members*  
Monesia Brown  
Marva Johnson  
Ryan Petty  
Andy Tuck  
Joe York

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Richard Corcoran  
Commissioner of Education

November 16, 2021

Dear Colleagues,

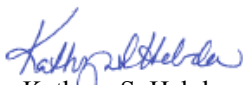
It is my pleasure to welcome you to the 72nd Annual AFC Meeting and Conference.

Be the Change is an excellent theme for our conference this year. Our colleges have shown resilience by remaining adaptable and flexible while meeting the challenges of serving students and facing the future with courage, creativity and compassion. In fact, I believe we are stronger – and better – because we have stayed true to our commitment to students, communities and Florida's economy. The essential nature of the Florida College System is real because of your focus on providing real access to success for all residents in your regions.

I truly admire the devotion of our students, faculty and administrators in the Florida College System. The continued successes of this year are a testament to your unwavering dedication to providing limitless possibilities for Floridians to earn a world-class education and reach their dreams.

Thank you for your hard work on behalf of our students. I hope you know the impact you have on all Floridians and that you enjoy this opportunity to grow and learn new insights and strategies to continue your outstanding service to our great state.

Sincerely,



Kathryn S. Hebda

KH/bh

KATHRYN S. HEBDA  
FLORIDA COLLEGE SYSTEM CHANCELLOR

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[www.fldoe.org](http://www.fldoe.org)

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# JAMES L. WATTENBARGER AWARD

## 2021 James L. Wattenbarger Award Winner

### Bill McCloud



Bill McCloud is co-owner and serves as Vice President and Chief Operating Officer of McCloud Transportation & Associates, LLC, which is a national multimodal transportation consulting firm.

In his former role as Senior Vice-President of Veolia Transportation, Bill was responsible for providing leadership and support to the

executive and senior management team both nationally and internationally. Veolia Transportation has over 17,000 employees and operates 150 contracts for cities and transit agencies in the U.S. and Canada. Bill is known nationally and internationally for his leadership expertise in both the public and private sectors.

Bill also served as Chief Operating Officer for 11 years for ATC and National Express Corporation, which was the largest transit management company in North America. He served as General Manager Operations for Hillsborough Area Regional Transit (HART) in Tampa, Florida.

Bill served in the military for 20 years and retired as a Chief Warrant Officer in the Army Corp of Engineers. He was appointed as the Army's Chief Engineer for Maintenance on power generation, rail, and marine equipment, which is the highest-ranking warrant officer position in the army.

Bill serves on numerous boards. Currently, he is a member and former Chairman of the St. Petersburg College Foundation Board of Directors. He is also a member of the Transportation Research Board (TRB), which is a division

of the National Academy of Sciences, Engineering, and Medicine. He is a member of the St. Petersburg College Alumni Association Board of Directors, is President of the Gibbs Junior College Alumni Association, and is a member of the Conference of Minority Transportation Officials (COMTO).

He is a former member of the Congressional Black Caucus (CBC) Transportation Braintrust. For 20 years, Bill was an Advisory Board Member at the National Center for Transportation Research at the University of South Florida (USF). He is the former Vice-Chairman of the Tampa Bay Area Regional Transportation Authority's (TBARTA) Citizens' Advisory Committee.

Bill has numerous awards including being selected by the American Public Transportation Association (APTA) as Outstanding Business Member and Executive of the Year in 2003. In 2012, he was selected by the National Council for Resource Development as Community College Benefactor for St. Petersburg College. He was selected as Corporate Executive of the Year by the Minority Purchasing Council for the state of Nevada. He was selected by the City of Tampa, Florida, and the Police Athletic League (PAL) as Citizen of the Year.

He has been featured in international publications such as Ebony, Jet, and Black Enterprise magazines and is listed in the National Register of Who's Who of Executives and Professionals, which is archived at the National Library of Congress in Washington, D.C.

Bill's educational accomplishments include a doctoral management candidate at Webster University, St. Louis, Missouri. He has a Master of Arts Degree in Management and Business Administration from Webster University, in St. Louis Missouri, and a Bachelor of Arts Degree in Human Resources Management from Pepperdine University in Los Angeles, California. He has a Mechanical Engineering Technology Degree from St. Petersburg College in St. Petersburg, Florida.

Bill resides in Odessa, Florida with his wife, Elaine, and he has four adult sons.

### Past Wattenbarger Award Winners

2020	Dr. Edwin Massey, Indian River State College	2009	Dr. Carl Kuttler, St. Petersburg College
2019	Dr. E. Ann McGee, Seminole State College of Florida	2009	Dr. Robert McLendon, St. Johns River Community College
2018	J. David Armstrong, Broward College	2008	Mr. Ron Fahs, Division of Community Colleges
2017	Dr. Katherine Johnson, Pasco-Hernando State College	2007	Lt. Governor Toni Jennings
2016	Senator Bill Montford	2006	Dr. Bob McSpadden, Gulf Coast Community College
2015	Dr. Dennis Gallon, Palm Beach State College	2005	Dr. Harry Albertson, St. Johns River Community College
2014	Dr. Norman Stephens, Florida Community College	2004	Dr. Robert Judson, Pasco-Hernando Community College
2013	Ms. Margo S. Odom, Lake-Sumter State College	2003	Dr. Willis Holcombe, Broward Community College
2012	Dr. T. K. Wetherell, Tallahassee Community College	2002	Dr. Lawrence W. Tyree, Santa Fe Community College
2011	Dr. Charles "Chick" Dassance, College of Central Florida	2001	Dr. James L. Wattenbarger, University of Florida
2010	Dr. Gwendolyn Stephenson, Hillsborough Community College		

### Wattenbarger Award Criteria

The criteria to be considered for this award include:

1. Demonstration of an exceptional commitment to one of Florida's colleges and/or the Florida College System.
2. Be a student, faculty member, administrator, trustee, or alumni of one of Florida's colleges or be a supporter of a college and/or champion for the Florida College System, or be a state legislator or member of the executive branch of state government.

# 2021 LEROY COLLINS DISTINGUISHED ALUMNI AWARDS

## 2021 LeRoy Collins Lifetime Achievement Award

### JUSTICE RICKY POLSTON



Presented to the Florida college alumnus who has reached state, regional or national recognition. The recipient represents the highest level of achievement in his or her field.

Ricky Polston, Florida Supreme Court Justice, is Chipola College's 2021 Alumnus of the Year.

CPA and is a member of the Florida Institute of CPAs and American Institute of CPAs.

In 1986, Polston obtained a Juris Doctor degree with high honors from Florida State University College of Law. He was a member of the FSU Law Review and the Order of the Coif. After becoming a member of the Florida Bar, he worked in private law practice for 14 years primarily in commercial litigation and was a certified circuit court mediator. He received a Martindale-Hubbell AV rating and was included in the Bar Register Preeminent Attorneys. He was a member of the Tallahassee Bar Association and Tallahassee Inn of Court (former treasurer). He was admitted to practice before the U.S. District Court, Northern District of Florida; U.S. District Court, Middle District of Florida; U.S. District Court, Southern District of Florida; U.S. Tax Court; U.S. Court of Appeals, Eleventh Circuit; U.S. Court of Federal Claims; U.S. Court of Appeals for the Federal Circuit and the U.S. Supreme Court.

Polston grew up on a farm in the small Panhandle town of Graceville, Florida, where his family raised peanuts, watermelon, and cattle. He graduated from Chipola in 1975 with an Associate in Arts. He says, "I will always be grateful for the opportunity to attend Chipola and for the excellent foundational education that I received there. The professors took a personal interest in us and genuinely cared. On a personal level, I had great fun meeting new lifelong friends and continuing with others from my hometown. I could not have asked for a better experience in my first two years of college."

Polston has returned to Chipola in recent years to offer advice to students in the college's Honors program. Polston went on to earn a Bachelor of Science at Florida State University, where he was named FSU's Most Outstanding Accounting Student and was inducted into the Beta Alpha Psi Honorary Accounting Society. Upon graduation, he became a CPA and practiced accounting with Deloitte Haskins & Sells in the Tampa office for seven years. He then returned to FSU for his law degree. Although no longer practicing accounting, he remains a

Polston became a Judge at the Florida First District Court of Appeal in 2001 until becoming a Justice of the Florida Supreme Court in 2008. During this time, he served a two-year term as Chief Justice of the Florida Supreme Court (2012-2014), served as Administrative Justice for many terms, and has been on numerous Bar and court committees and as a liaison to them. Since 2003, he has been an adjunct professor at the FSU College of Law, teaching various courses including Florida Constitutional Law, Insurance Law, and Alternative Dispute Resolution. Polston and his wife, Deborah Ehler Polston, have been married 44 years, have 10 children, including an adopted sibling group of six, and numerous grandchildren. He has been involved in his church, including being an elder, deacon, and teacher of various student and adult classes.

Florida Supreme Court Justice Ricky Polston says, "I will always be grateful for the opportunity to attend Chipola College and for the excellent foundational education that I received there. The professors took a personal interest in us and genuinely cared. I could not have asked for a better experience in my first two years of college."



# 2021 LEROY COLLINS DISTINGUISHED ALUMNI AWARDS

## 2021 LeRoy Collins Against the Odds Award

### SABBY HIGHTOWER

Presented to the Florida college alumna who has achieved despite financial, sociological, or physical adversity. Recipients are alumni for whom the college experience has had the most direct and positive effect.

Loving mother, devoted daughter, dedicated student, engaging leader, and enthusiastic volunteer — these are just a few words you could use to describe Indian River State College graduate Sabby Hightower, Master of Health Administration. Those who know her personal story would add survivor, exemplar, and champion.

After an undergraduate career filled with personal loss, challenges, and what for others could have been unsurmountable obstacles, Hightower graduated from IRSC in May 2019 with a Bachelor of Science Degree in Healthcare Management. Staying focused on her educational goals, she immediately entered the Executive Master of Health Administration, Health/Healthcare Administration Management program at Florida Atlantic University, graduating in 2020. Before embarking on doctoral studies at Saybrook University, Hightower returned to IRSC for a Technical Certificate in Entrepreneurship in the Spring of 2021. She expects to complete a Ph.D. in Mind-Body Medicine: Specialization in Integrative Wellness Coaching in 2025.

Throughout her career at IRSC, Hightower earned many honors. In addition to excelling in her studies — evidenced by securing two gold medals at the statewide Health Occupation Students of America leadership conference — Hightower was highly active in campus life. She served as vice president and parliamentarian of the Campus Coalition Government; served as a board member with the IRSC Collegiate DECA and HOSA chapters; participated in the IRSC Emerging Leaders Program; served as peer mentor and educator in the Women of Color and Legacy Leaders programs; and welcomed prospective students as a student ambassador.

Hightower earned leadership, service, and academic awards from Collegiate International DECA and was named CCG Representative of the Year in 2017. Such accomplishment has truly come “against all odds.”



Hightower’s father passed away in 2016 after suffering a series of strokes. With four small children to care for, she and her husband began looking after Hightower’s mother, a paraplegic with severe health issues. In March 2017, Hightower’s husband went into sudden cardiac arrest and was rushed to the hospital, where he was pronounced dead. After the passing of her husband, Hightower and her children moved into her mother’s home. In November 2018, a blaze destroyed that home. Thankfully, the family escaped unharmed.

Hightower credits her IRSC family with helping her stay the course. “With the loss of a couple of loved ones in my family, I needed the community of IRSC to grab hold of my hand to keep me strong and motivated, and for that reason, I was able to prevail,” she shares.

Hightower’s steadfast commitment to education, leadership and volunteerism continues today. She is chair-elect of the LPC East Florida 2021/American College of Healthcare Executives; Corporate Compliance & FQHC Accreditation Leader for Treasure Coast Community Health; mentor to HOSA members and officers at IRSC; and is a volunteer caregiver concierge at VNA of the Treasure Coast.

Hightower is a role model for her children and her peers alike. Her perseverance embodies the spirit of IRSC students past and present. Her undergraduate career was filled with what could have been unsurmountable obstacles, yet Sabby Hightower persevered and graduated from Indian River State College with a B.S. in Healthcare Management. She lost her father and her husband, and a blaze destroyed her home. Still, she excelled at her studies, stayed active in the college community, raised her four young children, and cared for her mother.

# 2021 LEROY COLLINS DISTINGUISHED ALUMNI AWARDS

## LeRoy Collins Hometown Hero Award

### OCALA CITY COUNCILMAN IRE BETHEA SR.

Presented to the Florida college alumnus who has achieved a measure of success within the nominating college's district and has demonstrated notable community involvement. Recipients have expressed a clear, relevant impact of his/her college experience upon their success.

College of Central Florida Alumni Ire J. Bethea Sr. Bethea has served the Ocala/Marion County community for over 30 years. When many college grads are wanting to leave their hometown to spread their wings, Bethea was encouraged by Hampton Junior College President William H. Jackson to get right to work in the local community. Hampton Junior College was one of 11 Black community colleges in Florida and merged with Central Florida Junior College (now CF) in 1966. Bethea graduated from CF in 1975.

Bethea retired after a combined 30 years of service with the City of Ocala and the Boys and Girls Club of Marion County. He currently represents District 2 on the Ocala City Council. He is a lifelong resident of Ocala and a graduate of Ocala High School, Central Florida Community College and St. Leo University.

A typical day in Bethea's service to the community continues after the work day ends at 5 p.m. He is credited with volunteering for multiple organizations and committees across the area throughout his career and retirement. Many of his volunteer efforts are geared toward helping Marion County's youth.

Since his retirement in 2016, Bethea continues to mentor youth throughout the county. Today, he assists the Marion County Children's Alliance with delivering programming geared

at sharing community resources and providing talks about the dangers of substance abuse.

Bethea is chairman of the Dr. Martin Luther King Jr. Commemorative Commission. As such, he oversees projects like the Martin Luther King Jr. Day in the Park and is a committed leader who is the first to roll up his sleeves to get the work done.

Bethea has received many awards including the Racial Harmony & Cultural Awareness "Unsung Hero Award" in 2011, the NAACP's "Service and Uplift to the Community Award" in 2015 and the Rotary "Service Above Self Award" in 2019.

In 2020, Bethea received the College of Central Florida Distinguished Alumni award. He is a graduate of Leadership Ocala/Marion Alumni, Class XVII; was inducted into the African American Museum of Marion County in 2015; Past-Polemarch of the Gainesville Alumni Chapter of Kappa Alpha Psi Fraternity, Inc.; received Man of the Year Award in 2006 from the Alumni Chapter, Kappa Alpha Psi Fraternity, Inc.; and serves as a Deacon at New St. John Missionary Baptist Church.



He has been married to Gloria F. Bethea for 29 years and they have seven children. Ire J. Bethea Sr. represents District 2 on the Ocala City Council and served the City of Ocala and the Boys and Girls Club of Marion County for a combined 30 years before retiring. He is a graduate of Central Florida Community College and St. Leo University. Bethea has volunteered with multiple organizations throughout his career and retirement.

# 2021 FCPC GRADUATES

Congratulations to the 2021 FCPC Graduates  
Florida College Professional Certificate Recipients



**DESIREE GORMAN**

Workforce Development Coordinator  
Tallahassee Community College



**TONYA HARDAWAY, M.S.**

Career Pathways Specialist  
Tallahassee Community College



**DANI ROWAN HAWKE**

Learning Commons Math Specialist  
Tallahassee Community College



**ALONDA JONES**

College Recruiter  
Pensacola College



**KAYLA KUNI, MLIS, MBA**

Associate Director of Libraries  
Pasco-Hernando State College



**SANDY MARTIN**

Human Resource Manager  
Tallahassee Community College



**JOAN ROBERTS, MBA**

Senior Research Analyst  
Palm Beach State College



**DIANNE VALDIVIA**

Director of Advisement and Career Services  
Miami Dade College



**GLORIA WILLIAMS, MPA**

Academic Coordinator and Adjunct Professor  
Tallahassee Community College



# 2021 NEXT LEVEL LEADERSHIP PROGRAM

Congratulations to the 2021 NLLP Graduates Second Line -Next Level Leadership Program Certificate Recipients



**EMERY L. AILES, III, D.MIN., ED.S., C.C.P.**

Adjunct Instructor of Humanities and  
Director of LIFE and Success Academies  
Pasco-Hernando State College



**ALTON AUSTIN, PH.D.**

Director of Enrollment Services and  
Registrar  
College of Central Florida



**RANDEY BURNETTE**

Retired Active Professor of Foundational  
Mathematics and College Success  
Tallahassee Community College



**STEPHANIE L. CAMPBELL, M.ED., C.C.P.**

Director, Upward Bound Program  
Polk State College



**JESSIE CLAYTON**

Learning Commons Technology Specialist  
Tallahassee Community College



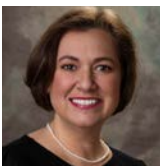
**RAYMOND D. COULTER III**

Facilities Manager  
Palm Beach State College, Boca Raton  
Campus



**MILDRED DIAZ-SANTIAGO**

Administrative Assistant III, Provost, Porter  
Campus at Wiregrass Ranch  
Pasco-Hernando State College



**SUMMER DUSEK**

Associate Dean, Social Sciences  
Tallahassee Community College



**HARRY H. HOLDORF, PH.D., MPA, RDMS  
(OB, AB, BR), RVT, LRT(AS), C.C.P.**

Associate Professor,  
Eastern Florida State College



**CHARLENE LATIMER, ED.S.**

Department Chair, School of Student Life  
Skills  
Daytona State College



**KIM MANNING, PH.D.**

Instructional Technologist and Adjunct  
Professor  
Tallahassee Community College



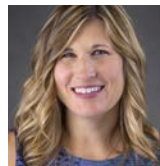
**PATRICIA MCGEE**

Senior Human Resources Specialist  
Pasco-Hernando State College



**MELONIE D. MINER**

Manager, Employment Services  
Pensacola State College



**ADRIENNE PROVOST, M.A., C.C.P.**

Director of TRIO Programs  
Santa Fe College



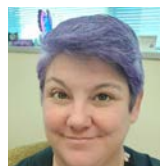
**MARK A. ROSS, MHA**

Director of Testing and Assessment  
Miami Dade College, Medical Campus



**SHARON WALKER**

Staff Assistant I, Office of the Vice President  
for Student Affairs  
Tallahassee Community College



**RORY WELLS**

Manager, Instructional Services  
College of Central Florida



**EDDIE WILLIAMS, ED.D., LMHC, MSW, HS-BCP**

Program Director/Associate Professor,  
Social & Human Services  
Pasco-Hernando State College



**GREGORY WILLIAMS**

Staff Assistant II  
Tallahassee Community College

# FCPC GRADUATES

FCPC Program Graduates by Year - Florida College Professional Certificate (FCPC) | 2012 – 2020

## 2020 GRADUATES

---

Dr. Emery Ailes, Pasco-Hernando State College  
Silvia Bustamante, Indian River State College  
Tracy Glidden, Eastern Florida State College  
Primrose Humphries, Broward College  
Brady Nash, Pasco-Hernando State College  
Mildred Diaz Santiago, Pasco-Hernando State College  
Bryan Stewart, Florida State College at Jacksonville

## 2019 GRADUATES

---

Maisy Adams, Florida SouthWestern State College  
Patrice Bryant-Thigpen, Polk State College  
Cristen Causey, Eastern Florida State College  
Jessie Clayton, Tallahassee Community College  
Summer S. Dusek, Tallahassee Community College  
Francine A. Fuentes, St. Petersburg College  
Ann Hubbard, Indian River State College  
Tim Maricle, Florida SouthWestern State College  
Patricia McGee, Pasco-Hernando State College  
Melonie Miner, Pensacola State College  
Kimberly Sellers, College of Central Florida  
Ginger Stokes, St. Johns River State College  
Wendy Villa, Pasco-Hernando State College  
Rory Wells, College of Central Florida

## 2018 GRADUATES

---

Dr. Alton Austin, College of Central Florida  
Dr. Denise Rodriguez Brown, Broward College  
Randey Burnette, Tallahassee Community College  
Michele Infante, Valencia College  
Dr. Kimberlie A. Massnick, Indian River State College  
Janine McComas, Seminole State College  
Byron Todd, Tallahassee Community College  
Sharon R. Walker, Tallahassee Community College  
Dr. Eddie Williams, Pasco Hernando State College

## 2017 GRADUATES

---

Santarvis Brown, Miami-Dade College  
Michele Dames, Tallahassee Community College  
Ronald DaSilva, Hillsborough Community College  
Larry Johnson, Pasco-Hernando State College  
Jennifer Lewallen, Pasco-Hernando State College  
Benjamin Lopez, Valencia College  
Breanna Perry, Pasco-Hernando State College  
Rachel Pulliam, Hillsborough Community College  
Katherine Profeta, Indian River State College  
Mark Ross, College of Central Florida  
Holly Sutton, Florida Gateway College  
Christine Warner, Eastern Florida State College  
David White, Florida Gateway College  
Gregory Williams, Tallahassee Community College

## 2016 GRADUATES

---

Lisa Barnes, Broward College  
Christine Boatright, Florida Gateway College  
Andrea Calloway, Florida Gateway College  
Harry H. Holdorf, Eastern Florida State College  
Mishel Johnson, Pensacola State College  
Toni Lauters, Polk State College  
Dominique Phillips-Alvarez, Pasco-Hernando State College  
Adrienne Provost, Santa Fe College  
Miguel Ramirez, Broward College  
Becky Westberry, Florida Gateway College

## 2015 GRADUATES

---

Valerie Browne, Miami Dade College  
Jametoria Burton, Florida State College at Jacksonville  
Raymond D. Coulter, III, Palm Beach State College  
Theresa Oosting, Hillsborough Community College

## 2014 GRADUATES

---

Sandra Barrett, Palm Beach State College  
Nancy Cintron, College of Central Florida  
Nicole Hall, St. Petersburg College  
Wanjiku Jackson, Northwest Florida State College

# FCPC GRADUATES

## 2013 GRADUATES

Rita Dickey, Tallahassee Community College  
Gareth Euridge, Tallahassee Community College  
Shelby Fiorentino, Valencia College  
Neisa Logman-Farley, Tallahassee Community College  
Kathleen Mellino, Tallahassee Community College  
Jaimie Pagels, Pasco-Hernando State College  
Henry Thomas, Tallahassee Community College  
Rebecca Van Hoek, Florida Gateway College  
April White, Tallahassee Community College

## 2012 GRADUATES

Kimberly Baker, Hillsborough Community College  
Karinda Barrett, Tallahassee Community College  
Stephanie Campbell, Polk State College  
Tammy Cappleman, St. Petersburg College  
Mercedes Clement, Daytona State College  
Cary Cox, Pasco-Hernando State College  
Debi Jakubcin, Valencia College  
Teri Jones, Eastern Florida State College  
Charlene Latimer, Daytona State College  
Kim Manning, Tallahassee Community College  
Lourena Maxwell, Tallahassee Community College  
Joe Nunes, Valencia College  
Isanita Suarez, Polk State College  
Evelyn Ward, Chipola College



**The 7 Habits of Highly Effective People**  
Provides a principle-centered framework for personal and professional effectiveness—increasing...



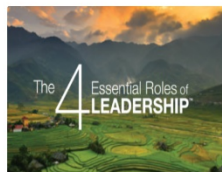
**Unconscious Bias**  
Helps individuals overcome negative biases and establish a four-part framework to build a more...



**Leading at the Speed of Trust**  
Instructor Resources: All material is created to be adaptive. For example, many of the...



**The 5 Choices to Extraordinary Productivity**  
Combines timeless principles with current neuroscience research to help individuals better...



**The 4 Essential Roles of Leadership**  
Establishes four roles that are highly predictive of success—focusing on trust, vision...



**The 4 Disciplines of Execution**  
Guides leaders in applying a disciplined process to help their people identify and execute...

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To learn more, please reach out to FranklinCovey's Higher Ed Client Partner for Florida and Georgia, **Debbie Morris**, 813-732-4476 or [debbie.morris@franklincovey.com](mailto:debbie.morris@franklincovey.com). Enjoy the conference!



# CONFERENCE INFORMATION

## Did you win a Door Prize?

All major door prizes will be drawn at major events. If you are a winner, your prize will be mailed to you after the conference. An AFC staff member will be in touch to ensure we have your correct address on file.

## AFC Game Night

Join the Trivia fun on Wednesday, November 17, from 6:00 PM – 7:00 PM.

## Are you a First Timer?

Be sure to check out the conference schedule to note the sessions of interest to you. Always stop by the Community to see what's posted. You may will find updates on sessions, speakers, fun trivia, and opportunities for prizes! Don't forget to use the chat feature in your sessions. The presenters want to hear from you. You can find their contact information in the Community as well as others who work in similar positions who are attending the conference. You can send them messages from here. If you are social, so is the AFC! Look for conference updates, highlights, and trivia on Facebook, Twitter, and Instagram all week. Don't forget to use #AFC2021BETHECHANGE

## AFC FOUNDATION ONLINE SILENT AUCTION

The AFC Silent Auction is open on our online auction site at [www.biddingowl.com](http://www.biddingowl.com). You still have time to place your bid and win your favorite item. The auction will close at 5:00 PM on November 18. Log in at [www.biddingowl.com](http://www.biddingowl.com), click on featured auctions, scroll down or search Association of Florida Colleges' Foundation.



## AFC SERVICE PROJECT

The 2021 service project honors Veterans and Military Veterans families. Colleges and AFC Chapters were creative in crafting various ways to honor our Veterans and Military Veterans families. Thank you to everyone who participated in the 2021 service project.



InScribe is a digital student support platform that leverages the power of community and artificial intelligence to connect students with the answers, resources, and individuals they need to succeed. InScribe's digital communities cut across the traditional support silos in higher education, giving students a single place to turn when they need help—no matter the topic or time of day. Students benefit from on-demand, peer-to-peer, and student-to-expert collaboration that helps them feel more connected, increasing student engagement, satisfaction, and retention. Learn more about InScribe at <https://www.inscribeapp.com/>.

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# SCHEDULE-AT-A-GLANCE

## Monday, November 15, 2021

9:00 AM - 11:00 AM	Executive Committee Meeting
11:30 AM - 12:30 PM	AFC Foundation Board Meeting
2:00 PM - 5:00 PM	AFC Board of Directors Meeting
5:30 PM - 6:30 PM	AFC Board of Directors Reception/Past Presidents Reception

## Tuesday, November 16, 2021

9:00 AM - 10:15 AM	Region 2: Christine Tripp, VP for Chapters & Regions
9:00 AM - 10:15 AM	Region 5: Mark Ross, Region Director
9:00 AM - 10:15 AM	Region 4: Melonie Miner, VP-Elect for Chapters & Regions
9:00 AM - 10:15 AM	Faculty Commission: 2021 Professor of the Year Semi-Finals: Jean Scheppers, Faculty Commission Past President
10:30 AM - 11:45 AM	Region 1: Sharon Walker, Region Director
10:30 AM - 11:45 AM	Region 3: Christine Tripp, VP for Chapters & Regions
12:00 PM - 1:30 PM	Break
1:45 PM - 3:00 PM	Opening Session
3:15 PM - 4:15 PM	Healing Racism: An Approach for Baccalaureate Programs
3:15 PM - 4:15 PM	Retirees Commission Presents: Financial Planning
3:15 PM - 4:15 PM	Incoming AFC Commission Chairs

## Wednesday, November 17, 2021

9:15 AM - 10:15 AM	Scaling Guided Pathways in the Florida College System: The Florida Pathways Institute
9:15 AM - 10:15 AM	Retirees Commission- Transition into Medicare
9:15 AM - 10:15 AM	Certified College Professional Program Presents: Next Level Leadership Program Capstone Project
9:15 AM - 10:15 AM	Alpha Umi presents: Leadership Without Authority
10:30 AM - 11:30 AM	Concurrent Workshop 2
	Using Digital Communities to Support Students at Scale: Miami Dade College's School of Science Journey
	Technology Commission Exemplary Practice: Learning Commons Pop-Up Video Initiative
	Learning Resources Commission Presents: The Humanities Edge Undergraduate Research Program

# SCHEDULE-AT-A-GLANCE

## Wednesday, November 17, 2021

Addressing Student Mental Health and Wellness Needs with Pirates CARE

12:00 PM - 1:30 PM

Lunch

1:45 PM - 2:45 PM

Concurrent Workshop 3

Welcome to College During COVID-19: Keeping Gen-Z Engaged

The Great Shift to Virtual Learning: One College's Story

Campus Safety Commission Presents: Creating and Managing a Training Academy – One College's Story

Remote Teaching/Learning: A Positive and Futuristic Outcome from Pandemic

3:00 PM - 4:00 PM

Concurrent Workshop 4

Communications and Marketing Commission Presents: Awards of Excellence Exemplary Practices

AFC Legislative Committee Presents: Legislative Preview 2022

College in a Pandemic: Cash Assistance as a Pathway to Student Success

Transforming the Culture: Addressing Issues of Equity in Faculty Professional Development

Edquity Presentation

4:15 PM - 5:15 PM

Concurrent Workshop 5

Sustainability Reading Series: How PHSC Library Leveraged its Partnerships

Marketing and Communications Commission Exemplary Practice - Take Me Out to Commencement! MDC's Commencement 2021 Campaign

Facilities Commission Presents: Before and after COVID: How to Use CARES Act Funding to Improve Your Institution

6:00 PM - 7:00 PM

AFC Game Night

## Thursday, November 18, 2021

9:00 AM - 10:15 AM

Morning Plenary

10:30 AM - 11:30 AM

Concurrent Workshop 6

Learning Resources Commission Exemplary Practice: Boot Camps at the Learning Commons

Institutional Effectiveness, Planning, and Professional Development Commission Presents: Increasing Engagement and Improving Outcomes: A Data Analytics Dashboard that has Made a Difference

Faculty Commission Presents: 2021 Professor of the Year Competition

# SCHEDULE-AT-A-GLANCE

## Thursday, November 18, 2021

Career & Professional Employees Commission Presents: Bridging the Gap One Offender at a Time

11:45 AM - 1:30 PM Lunch

1:45 PM - 2:45 PM Concurrent Workshop 7

1:45 PM - 2:45 PM Workforce, Adult and Continuing Education Commission Exemplary Practice: Faculty Development and Technology Employer Partnerships & Business Engagement in Technology Programs

1:45 PM - 2:45 PM Showcasing Your Institutional Brand: Using Podcasts to Attract and Engage Your Customer Base

1:45 PM - 2:45 PM Campus Safety Commission Presents: Today's Threat Landscape

2:00 PM - 3:00 PM Communications & Marketing Commission Presents: LeRoy Collins Distinguished Alumni Awards

3:00 PM - 4:30 PM AFC Awards Ceremony

## Friday, November 19, 2021

9:30 AM - 11:00 AM Assembly of Delegates Meeting

11:15 AM - 12:30 PM Closing Session

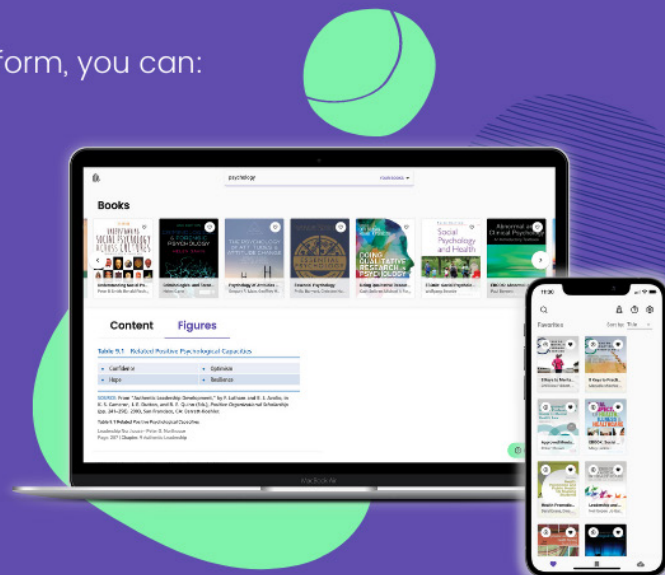
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# CONFERENCE PROGRAM

## Educational Tracks

The educational sessions have been coded for your convenience. Please refer to this key for reference.

- Administration/Management/Support Services
- Carer and Professional Employees
- Exemplary Practices
- Faculty
- Personal Development
- Student Development
- Retirees
- Technology

## MONDAY, NOVEMBER 15

### 9:00am-11:00am

Executive Committee Meeting

### 11:30am-12:30pm

AFC Foundation Board Meeting

### 2:00pm-5:00pm

AFC Board of Directors Meeting

### 5:30pm-6:30pm

AFC Board of Directors Reception/ Past Presidents

## TUESDAY, NOVEMBER 16

### 9:00am – 10:15am

Region 2 Meeting

Region 4 Meeting

Region 5 Meeting

Faculty Commission: 2021 Professor of the Year Semi-Finals (Part 1)

### 10:30am – 11:45am

Region 1 Meeting

Region 3 Meeting

### 12:00pm – 1:30pm

Break

### 1:45pm – 3:00pm

#### Opening Session

*Ray Coulter, AFC President*



Coulter

Welcome: AFC President Ray Coulter

National Anthem: Palm Beach State College Concert Chorus

Recognition of the 2021 AFC Executive Committee

Recognition of the 2021 Board of Directors

Florida College System Council of Presidents Welcome: Dr. Angela Garcia Falconetti, Chair of the Council of Presidents and President of Polk State College

Florida College System Council of Presidents 2021 James L. Wattenbarger Award Presentation

Chancellor's Welcome: Chancellor of the Florida College System, Ms. Kathy Hebda

Chancellor's Welcome: Chancellor of the Division of Career, Technical, and Adult Education, Mr. Henry Mack

Florida College System Student Government Greeting: FCSSGA President Robin Price, Florida State College at Jacksonville

AFC Foundation Welcome: AFC Foundation Chair Andre Hawkins

AFC Honorary Life Membership Awards Presentations

2022 Candidates for State Office Recognition

State of the State Address

Door Prizes

### 3:15pm – 4:15pm

#### CONCURRENT WORKSHOP 1

#### Incoming AFC Commission Chairs Meeting

*Gregory Williams Tallahassee Community College, Staff Assistant II, and Matt Wetzel Florida State College at Jacksonville, Dual Enrollment Coordinator*



Williams



Wetzel



# CONFERENCE PROGRAM

## Incoming AFC Region Directors

**Christine Tripp** *Eastern Florida State College, Associate Dean of Enrollment Management and VP Regions and Chapters and Melonie Miner, Pensacola State College, Manager, Employment Services*



Tripp



Miner

## Healing Racism: An Approach for Baccalaureate Programs

**Dr. Cynthia Marie Moody** *College of Central Florida, Associate Professor*



Moody

This workshop is designed to give faculty (especially those teaching in Baccalaureate programs) a winsome approach including useful tools to address the topic of Healing Racism; going beyond Diversity, Equity, and Inclusion (DEI) in the classroom. Concepts covered include White Privilege and Institutional Racism. Resources will be shared including handouts and key YouTube videos that have been used in classroom assignments and conversations with session attendees. This workshop is intended to inspire faculty to go deeper and become braver in addressing healing racism with their students.



## Retirees Committee Presents: Financial Planning

**Jack Greene** *Raymond James Financial Services Advisors, Inc., Investment Adviser Representative*



Greene

Most people spend more time planning a vacation and very little time planning for their retirement. This presentation will show how to build a master plan and bring all the retirement puzzle pieces together.

Future Income Planning = Pension + Social Security + Investments

Medicare / Health Insurance – What are my options?

How Withdrawals & Required Minimum Distributions Affect Taxes

Revocable Trusts vs Wills & Long Term Care Planning

Build out a roadmap to retire confidently.



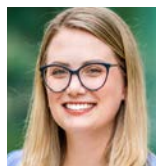
## WEDNESDAY, NOVEMBER 17

**9:15am – 10:15 am**

### Scaling Guided Pathways in the Florida College System: The Florida Pathways

**Sponsored by Cengage**

**Abbey Ivey** *Division of Florida Colleges, Director, Florida Student Success Center*



Ivey

In 2018, the Florida College System launched the Florida Student Success Center (center) in partnership with Jobs for the Future, Helios Education Foundation, and the Florida College System Foundation. The center is part of the national Student Success Center Network and supports Florida's 28 state and community colleges' efforts to develop student-centered pathways and increase student completion rates. In 2019, the center launched the first cohort of the Florida Pathways Institute (FPI) to help Florida College System institutions advance serious work on the design and implementation of structured guided pathways over a two-year period. Since that time, the 12 colleges participating in the cohort have made significant progress in scaling guided pathways reform efforts at their campuses. This session will provide an update on the implementation of FPI, including institutional progress highlights. We will also discuss the future direction of FPI and expanded opportunities for institutional involvement.



**9:15am – 10:15 am**

### Retirees Committee Presents: Transition into Medicare

**Doug Valery**, *Valery Insurance Agency, Educator/Presenter/Agent*



Valery

We Teach when to Sign up for Medicare, when to delay and why. We Teach how to sign up for Medicare Options. We explain Medicare Advantage Plans, Supplement Plans, and Part D Rx Plans. We explain how to use your HIS FRS money Tax-Free.



# CONFERENCE PROGRAM

**9:15am – 10:15 am**

## **Certified College Professional Program Presents: Next Level Leadership Program Capstone Project**

Join us as we discuss the Next Level Leadership Program (NLLP) and its Capstone Project. NLLP participants deep-dived into leadership styles and being persons of influence with others at work – regardless of formal titles. The NLLP prepares graduates to excel in their current roles as they prepare for their next career promotion.

Participants were assigned teams and at the conclusion of the program, each team presented a Capstone Project that illustrated what they learned during the program. Two teams were chosen to showcase their projects during the AFC Conference. The NLLP is proud to present:

**Capstone Project Title: Emotional Intelligence: The Mindset of a Leader**  
**Presenters:**

- Randey Burnette, Retired Active Professor of Foundational Mathematics and College Success, Tallahassee Community College
- Summer S. Dusek, Associate Dean, Social Sciences, Tallahassee Community College
- Sharon Walker, Staff Assistant I, Office of the Vice President for Student Affairs, Tallahassee Community College
- Eddie Williams, Ed.D, LMHC, MSW, HS-BCP, Program Director/Associate Professor, Social & Human Services, Pasco-Hernando State College

**Capstone Project Title: Best Practices for Staff Communication**  
**Presenters:**

- Charlene Latimer, Ed.S., Department Chair, School of Student Life Skills, Daytona State College
- Melonie D. Miner, Manager, Employment Services, Pensacola State College
- Adrienne Provost, M.A., C.C.P., Director of TRIO Programs, Santa Fe College
- Rory Wells, Manager, Instructional Services-Citrus Campus, College of Central Florida

**9:15am – 10:15 am**

## **Alpha Umi Presents: Leadership Without Authority**

**Dr. Carrie Root(Speaker)Alpha UMi., Inc., CEO**



Root

Leading without Authority comes from an organizational structure that fosters the natural emergence of leaders. You don't have to have a team of people working directly for you to develop and exercise leadership skills.

The talk covers some strategies to develop the emerging leader within yourself including active listening, questioning, having a positive mindset,

developing your emotional intelligence skills, and seeking positive outcomes for your team or organization.

**10:30am – 11:30 am**

## **CONCURRENT WORKSHOP 2**

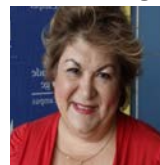
### **Using Digital Communities to Support Students at Scale: Miami Dade College's School of Science Journey**

**Sponsored by Bibiliu**

**Lisa DeCastro, Miami Dade College, Laura Iglesias, Miami Dade College**



DeCastro

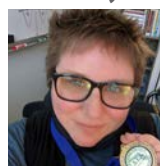


Iglesias

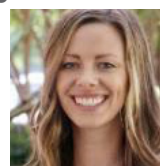
Providing on-demand student support services is a critical component of student success. However, scaling a highly personalized and 24/7 support team is inefficient and costly. Join us to learn how Miami Dade College's School of Science is using digital communities to provide on-demand support to help students stay confident, motivated, and on track.

## **Technology Commission Exemplary Practice: Learning Commons Pop-Up Video Initiative**

**Dani Rowan Hawke, Tallahassee Community College, Dr. Merry Beth Low, Tallahassee Community College, and Dr. Nicholas Vick, Tallahassee Community College**



Hawke



Low



Vick

The staff of the Learning Commons at Tallahassee Community College (TCC) formulated the "Pop-Up Video" initiative to launch in the spring semester of 2021. The pop-up video itself is a throwback to VH1's music pop-up videos from the 1990s in which little blurbs about the artist or song would appear. While incorporating cutting-edge platforms such as VidGrid and Canva, the Learning Commons staff have produced short videos that mimic VH1's engaging and nostalgic shorts. The content of these videos obviously diverges from that of VH1, and ranges from top skills for MAC1105 classes, to succeed in online courses and the Spanish imperfect vs. preterit tenses. However, the form of these resources weaves a classic pop culture artifact with important course content and academic success tips for our students at TCC. These videos are short and sweet, intended to grab students' attention, and quickly convey the information they need to be successful in their classes.

# CONFERENCE PROGRAM

## Learning Resources Commission Presents: The Humanities Edge Undergraduate

*Christina Machado Dillon, Miami Dade College, and Angel Hernandez, Miami Dade College*



Dillon



Hernandez

The Humanities Edge Undergraduate Research Program (HEURP) at Miami Dade College is the result of a collaboration between Learning Resources and the Humanities Edge, which provides undergraduate students the opportunity to complete independent student-led research under the guidance of a faculty mentor and a librarian. Students apply for this competitive program with their faculty mentors and upon selection, the research teams are paired with a librarian and embark on the 10-week research journey together. In this intensive program, students select a research topic, complete the research process, and create a project based on the findings of their research. These projects could include academic papers, dance performances, original art, digital portfolios, or any other form of creative expression. Students meet with their faculty mentors every week and are supported on their research journey by their assigned librarians. In addition to the research process and final projects, students must present their research at the Humanities Edge Undergraduate Research Symposium.



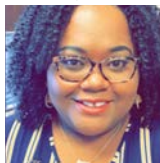
## Student Development Commission Presents: Addressing Student Mental Health and Wellness Needs with Pirates CARE

*Sponsored by TimelyMD*

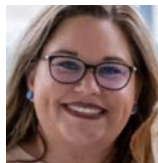
*Dr. Lynsey R. Listau, Pensacola State College, Jessica Johnson, Pensacola State College, and Brittney Clark, Pensacola State College*



Listau



Johnson



Clark

The Pirates CARE initiative is focused on creating a culture of care among the Pensacola State College community. Pirates CARE provides support and resources to students outside of the classroom to aid in their retention at the College and successful completion of courses and degree programs. Specifically, the program offers services such as direct counseling, case management, access to campus food pantries, relationship violence prevention, and general outreach and advocacy. In addition, program team members conduct training for faculty, staff, and students on topics such as suicide prevention, bystander intervention, and community resources.



**12:00pm – 1:30pm**

Lunch

**1:45pm – 2:45pm**

## CONCURRENT WORKSHOP 3

### Welcome to College During COVID-19: Keeping Gen-Z Engaged

*Dianne Valdivia Miami Dade College, Director, Advisement and Career Services*



Valdivia

A college degree may not be a top priority in a pandemic. Learn how Miami Dade College enhanced the new student experience with peer mentoring, parent and family programming, and a community job fair. Let's discuss what is important to Gen Z and how to keep them engaged with our institutions despite the hand sanitizers and masks.



### The Great Shift to Virtual Learning: One College's Story

*Courtney J. Benito, Senior Instructional Design Coordinator, Pasco-Hernando State College, and Maya Pakhomova, Senior Instructional Design Coordinator, Pasco-Hernando State College*



Benito



Pakhomova

The E-Learning and Instructional Technology Department at Pasco-Hernando State College wasn't the only department to shift its operations to virtual delivery. We only had hours to figure out how to support our community of faculty and instructors so they can continue teaching without any interruptions. How did we do this? Join us for an interactive discussion as we delve into the ways the PHSC E-Learning team worked together, inspired, and motivated each other, and found new and interesting techniques to transform our instructional design processes to keep supporting our faculty and staff.



# CONFERENCE PROGRAM

## **Campus Safety Commission Presents: Creating and Managing a Training Academy – One College's Story**

*Jace Smith Broward College, District Director Campus Safety- Captain*



Smith

Since 2019, Broward College has provided 3 training academy cohort opportunities to members of its Campus Safety department. These academies have improved the professional development of team members, community relationships on and off-campus, and the service delivery and competence of officers.

The academies host 6-11 members during each cycle. Initially, the course length was 24 days, over 8 weeks. Now the course of instruction is 27 days over 9 weeks.

Officers are issued special uniform shirts and temporarily placed under the command of the training coordinator. The training engages the officers physically and mentally. The instruction provides them a core foundation and indoctrination into officer expectations and advanced knowledge. Educational progress is assessed through quizzes, "testing out", (in the case of defensive tactics), and a final examination. The academy concludes with a graduation ceremony before officers are returned to their regular duty shifts and locations.

## **Remote teaching/learning: a positive outcome from Pandemic and Futuristic**

*Sponsored by Lynn University*

*Dr. S. Chandra Palm Beach State College, Professor of Anatomy Physiology & Microbiology*



Chandra

Remote teaching/learning when done synchronously (real-time) can be engaging, productive, meaningful, and successful under any circumstance, especially during a pandemic crisis. Some of the impactful practices for the success in the remote environment include, but are not limited to 1) connecting with students way before the term begins with a welcome message, how to login and use remote website, links to class resources, and tips on how to succeed in a class with high rigor and content, 2) make the online course page complete with all the students need in one place, 3) organization of tabs in best functional order in course page, 4) emphasize the practical relevance for being there with the professor during class hours, either synchronous or asynchronous format, 5) get to know the students one-on-one as much as possible within the first two weeks, even though challenging, 6) focus on the learning outcomes and ask probing questions during the lesson, 7) encourage student participation being jovial and through appreciation

and encouragement, 8) being flexible to allow maximum possible time for students to complete assignments and assessments including a weekend for those who work or extremely busy with children being home, etc. 9) review assessments as soon as possible after they submit, and 10) be aware of technical glitches that can happen on both sides and give the benefit of doubt besides requesting documentation.

Also, the use of interactive and cost-free custom E-Books created in 2013 to increase textbook/college affordability is now extremely helpful for remote teaching/learning. The E-Books were developed for three of the lab courses Anatomy Physiology 2 Lab. The E-book allows virtual reality experience when used on student devices through images of actual specimens, models, videos, and self-assessments. It also keeps the students more engaged than a conventional printed lab manual. The E-Books have been widely and effectively used by many students beyond my classes, adjunct faculty, and tutors in PBSC SLCs. Besides annual cost savings, these E-Books have become so invaluable during the recent remote learning environment. Timeliness and usefulness of the Lab E-Book during this remote environment with virtual images of actual specimens and models, videos, and labeling added much more value to bring virtual reality (almost F2F experience) to students. Especially for a lab class, the lab E-Book came in handy as if it was planned with a vision for a remote environment. The E-Book has been shared with the division and used by the Student Learning Center for tutoring. Besides the E-Book, other virtual reality aids used to engage students/learners will be discussed.



**3:00pm – 4:00pm**

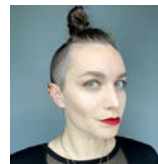
## **CONCURRENT WORKSHOP 4**

## **Communications and Marketing Commission Presents: Awards of Excellence Exemplary Practices**

*Jennifer Young (Speaker) Florida SouthWestern State College, Communications and Marketing Commission Chair, Media Coordinator, and Alexa Heinrich St. Petersburg College, Social Media Manager*



Young



Heinrich

Join us as we announce the winners of the (AFC) Awards of Excellence competition hosted by the Communications and Marketing Commission. Conducted annually, the Awards of Excellence competition provides communications and marketing professionals an excellent platform to be recognized across the state of Florida for their outstanding communication tools and programs.





# CONFERENCE PROGRAM

## AFC Legislative Committee Presents: Legislative Preview 2022

*Lacey Hoffmeyer*



Hoffmeyer

Join the AFC Legislative Committee for a preview of the priority issues for the 2022 Legislative Session. It is not business as usual when it comes to the AFC's advocacy strategy. Find out how you and your chapter can make an impact and assist in advocating for the FCS this year.

## Transforming the Culture: Addressing Issues of Equity in Faculty Professional Development

*Dr. Nika Hogan (Speaker) Pasadena City College and the California Community Colleges Success Network (3CSN), Associate Professor of English*



Hogan

Faculty-student interaction has been identified as the most significant factor in fostering student success, especially so for students who have been historically marginalized and underrepresented in the STEM fields in particular, and in colleges/ universities more generally. In the classroom setting, research highlights the importance of culturally responsive, student-centered instruction on student success. And yet many, possibly most, STEM faculty members have no formal education in, or experience with, culturally responsive, student-centered teaching.

This workshop will share an approach to building equity literacy by first focusing on STEM disciplinary literacy. In a community of practice bridging the California Community College and the California State University systems, biology, chemistry, physics, engineering, and math faculty are using a powerful framework for teaching and learning—the Reading Apprenticeship framework—to disrupt the status quo and accelerate the pace at which STEM faculty adopt culturally relevant and high-intensity active learning techniques. This workshop allows participants to experience some professional learning activities that support faculty as they learn to design and facilitate text-based, inquiry-based, active, and culturally responsive lessons driven by the metacognitive conversation that can be offered in any teaching modality. It will also share the design of the intensive, online, 10-month professional learning courses that are the cornerstone of the community of practice; tour the growing repository of text-based STEM learning activities; and demonstrate how learning community participants are empowered to work as change agents in their departments, on their campuses, and beyond.

## Edquity presents College In a Pandemic: Cash Assistance as a Pathway to Student Success

*Michael Hollis, II Edquity, Inc., Head of Partner Development*



Hollis

The COVID-19 pandemic has taken a massive toll on people throughout the country and has had a clear impact on the ability of students to pursue education at the nation's Community Colleges. Nationally, enrollments are down 9.5% and according to a report by the National Student Clearinghouse Research Center, enrollment of underrepresented minorities has taken an especially hard hit, down by 30%.

With Congress passing legislation earmarking millions of dollars in emergency aid through the Higher Education Emergency Relief Fund (HEERF) to help college students, quickly getting money in the hands of the students is critical to student success and persistence. This session will cover how Dallas College was able to support vulnerable students in their time of need by administering aid quickly and equitably to the students who need it most, and the impact it had on student engagement.

**4:15pm – 5:15pm**

## CONCURRENT WORKSHOP 5

### Sustainability Reading Series: How PHSC Library Leveraged its Partnerships

*Kayla Jean Kuni, Pasco-Hernando State College, Associate Director of Libraries*



Kuni

In response to moving services online, the PHSC library began offering a reading series focused on sustainability. The goal of this series was to continue to engage students in this important topic beyond their classroom spaces and to also make use of digital library collections. During the summer of 2021, PHSC partnered with local public libraries to offer a similar reading series that was targeted at all community members while utilizing the Florida Electronic Library. This program will show how the reading series was developed and highlight how it evolved over the past year.



# CONFERENCE PROGRAM

## Communications and Marketing Commission Exemplary Practice: Take Me Out to Commencement! MDC's Commencement 2021 Campaign

*Marlene Herrera, Miami Dade College, Social Media Director*



Herrera

Due to the COVID-19 pandemic, Miami Dade College partnered with the local MLB team, the Miami Marlins, to host Commencement 2021 at their ballpark. The "Take me out to Commencement" campaign ran from March 1 to May 8 and was a collaboration among the Social Media, Marketing, Web Services, Internal Communications and MDC Alumni to celebrate the class of 2021.

## Facilities Commission Presents: Before and After COVID: How to Use CARES Act Funding to Improve Your Institution

*Ray Coulter, Palm Beach State College, 2021 AFC President*



Coulter

The deadline for CARES Act funding is rapidly approaching. This session will detail the best practice at Palm Beach State College, where we are transforming our institution. From PPE to IT upgrades, let us illustrate how we are dealing with the change into our new normal.

## AFC Game Night

Open to all attendees! Come play some great games with your fellow attendees

## THURSDAY, NOVEMBER 18

**9:00am – 10:15am**

### Morning Plenary

#### Diversity 2.0: Challenging the Status Quo

*Sponsored by Lynn University*

*Dr. James Pogue (Keynote Speaker) JP Enterprises*



Pogue

Join Dr. James Pogue for an interactive session on Diversity and Challenging

the Status Quo. We have all been there - burnt out from repetitive training on Diversity, Inclusion, and Bias without seeing the promised significant change in our places of work or at home. What if we could instigate the change we are looking for? It's time to challenge the status quo around DEI. Join Dr. James Pogue as he delves deep into Leadership, Transparency, and Communication.

### Diversity Panelists



Rodkin



Moore

Dr. Pogue will be joined by FCS leaders Dr. Dan Rodkin, Associate Vice President for Student Affairs at Santa Fe College, and Ms. Lisa J. Moore, J.D., Chief Diversity, Equity & Inclusion/ Executive Director, Employee Relations at Florida State College at Jacksonville, to discuss the role college leaders play in moving the needle on diversity efforts institution wide.

**10:30am – 11:30am**

### CONCURRENT WORKSHOP 6

#### Learning Resources Commission Exemplary Practice: Boot Camps at the Learning Commons

*Dr. Nicholas Vick(Speaker) Tallahassee Community College, Associate  
Dean of Communications*



Vick

The Learning Commons at Tallahassee Community College (TCC) strives to provide intentional and targeted academic support for students. The Boot Camps at TCC were created to intentionally connect with students before the semester begins, provide specific tips for success in select courses, and finally, take the students on a tour of the Learning Commons building to acclimate them to the academic support environment. These sessions were provided for high enrollment gateway courses including College Composition, Argument and Persuasion, College Algebra, Intermediate Algebra, and General Psychology. Students who attended these sessions were able to ask individualized questions and discover specific information related to expectations and challenges of these courses. The sessions are essentially designed to provide "chapter 1" or introductory material from the course to ensure students are confident and prepared before walking into the first class.





# CONFERENCE PROGRAM

## **Institutional Effectiveness, Planning, and Professional Development Commission presents: Increasing Engagement and Improving Outcomes: A Data Analytics Dashboard that has Made a Difference**

*Dr. Richard Yao California State University, Channel Islands, President, and Dottie Ayer Patten California State University - Channel Islands, Assistant Vice President for Student Affairs, Strategic Operations & Associated Students*



Dr. Yao



Ayer

A comprehensive Student Affairs Data Dashboard has transformed the ways that the institution collaborates and how they now evaluate programs at California State University Channel Islands. It is now being employed to evaluate programs, and perhaps most importantly, has demonstrated the significant role of the division in improving student success and closing equity gaps. These efforts have firmly connected Student Affairs to the academic mission of CSUCI and have cultivated more innovative and collaborative partnerships with Academic Affairs, University Advancement, and Business and Financial Affairs. This work has facilitated consistent data collection processes for all division programs and now provides staff at all levels with immediate access to data to inform evidence-based decision-making. Dr. Yao will tell the story of how this work was accomplished, share effective strategies for collaborating across divisions to close equity gaps and share the Dashboard. Participants will be able to see the impact of this collaboration and learn more about how it has made a difference in students' lives. This work was the National Award Winner for Excellence 2021 as recognized by the National Association of Student Personnel Administrators (NASPA) through a peer-reviewed process.

## **Faculty Commission Presents: 2021 Professor of the Year Competition**

*Jean Scheppers College of Central Florida, Faculty Commission Chair*



Scheppers

Join us for the final session of the competition for the 2021 Professor of the Year. Our three finalists will compete for the top prize.

## **Career & Professional Employees Commission Presents: Bridging the Gap One Offender at a Time**

*Flaustina McKinney TCC- Division of Workforce Development, Direct Inmate Services Manager*



McKinney

Tallahassee Community College is creating pathways to second chances through engaged learning in a prison environment. In this presentation, we'll showcase the Department of Corrections (DOC) program has expanded to 15 facilities and resulted in over 1600 inmates receiving workforce credentials.

**11:45am – 1:30pm**

Lunch

**1:45pm – 2:45pm**

## **CONCURRENT WORKSHOP 7**

### **Workforce, Adult and Continuing Education Commission Exemplary Practice: Faculty Development and Technology Employer Partnerships & Business Engagement in Technology Programs**

*Antonio Delgado Miami Dade College, Vice President of Innovation and Technology Partnerships, and Chechu Lasheras Miami Dade College*



Delgado



Lasheras

Faculty Development and Technology Employer Partnerships & Business Engagement in Technology Programs community colleges.

## **Showcasing Your Institutional Brand: Using Podcasts to Attract and Engage Your Customer Base**

*Mark Lynn Florida State College at Jacksonville, HR Coordinator, and Steven Gunter Florida State College at Jacksonville, Senior Faculty Development Specialist*



Lynn



Gunter

The way we consume media has evolved over the years. With that in mind, HR must use tools that consistently engage and inform its customer base

# CONFERENCE PROGRAM

-- and podcasting is one such tool. This session will share how effective podcasting allows listeners to not only gain a better understanding of the informative opportunity podcasts can provide an organization, but also how podcasting promotes an institution's culture to a larger audience in a unique and engrossing way.

## **Campus Safety Commission Presents: Today's Threat Landscape**

**Andrew Sekela, Acting Supervisory Special Agent, Private Sector Coordinator, Squad 11/FBI Tampa**

This "gateway" presentation provides a brief overview of five of the most significant threats facing organizations in today's world. It covers Cybersecurity, Insider Threat, Economic Espionage, Business Email Compromise, and Internet Fraud. It doesn't cover these topics in any amount of detail. Instead, it serves as a primer to give an overview of the threat landscape and to invite more detailed follow-on presentations of these and other topics if desired.

## **2:00pm – 3:00pm**

### **Communications & Marketing Commission Presents: LeRoy Collins Distinguished Alumni Awards**

**Lois Brauckmuller College of Central Florida, Director, Marketing, Public and Community Relations**



Brauckmuller

The AFC Communications and Marketing Commission is proud to present the 2021 Leroy Collins Distinguished Alumni Awards. These awards recognize the accomplishments of significant contributions of Florida College System alumni. The awards categories are Lifetime Achievement, Rising Star, Against the Odds, and Hometown Hero.



## **2:00pm – 3:00pm**

### **AFC Awards Ceremony**

**Ray Coulter Palm Beach State College, 2021 President, Marsha Kiner Association of Florida Colleges, CEO, Matthew White Chipola College, Director of Distributed Systems, and Stephanie L. Campbell Polk State College, President-Elect 2022**

Welcome: President Ray Coulter

AFC Distinguished Service Awards

2021 Professor of the Year Award

Graduation Recognition: 2021 Class of the Certified College Professional

Program: Florida College Professional Certificate (FCPC)

Graduation Recognition: 2021 Class of the Certified College Professional

Program: Next Level Leadership Program (NLLP)

Presentation of Plaque to the 2021 AFC President

2021 President's Remarks

Door Prizes

## **FRIDAY, NOVEMBER 19**

### **9:30am – 11:00am**

Assembly of Delegates Meeting

**Marsha Kiner Association of Florida Colleges, CEO, and Bill Mullooney Valencia College, Vice President for Policy and General Counsel for Valencia College, AFC Bylaws Chair**

Welcome: President Ray Coulter

Financial Report: Marsha Kiner, Executive Director/CEO

Attendance Report: Eileen Johnson, Credentials & Tellers Committee

Proposed Bylaws Amendments: Bill Mullooney, Chair, Bylaws Committee

2021 Board Member of the Year Award

Announcement of 2022 Elected Region & Commission Officers

Recognition of the Vice President of Commissions and Vice President of Regions and Chapters

Door Prizes

### **11:15am – 12:30pm**

#### **Closing Session & Installation of 2022 Officers**

**Ray Coulter Palm Beach State College, 2021 President, Marsha Kiner Association of Florida Colleges, CEO, Matthew White Chipola College, Director of Distributed Systems, and Stephanie L. Campbell Polk State College, President-Elect 2022**

Welcome: AFC President Ray Coulter

Recognition of Sponsor

Recognition of the Service Project

AFC Legacy Award

2021 LeRoy Collins Distinguished Alumni Awards

Announcement of the 2022 AFC Elected State Officers

AFC Commission, Region & Chapter of the Year Awards

Oath of Office Administered to Incoming 2022 Officers

2022 AFC President's Speech: Stephanie L. Campbell, Polk State College

Door Prizes

Adjournment



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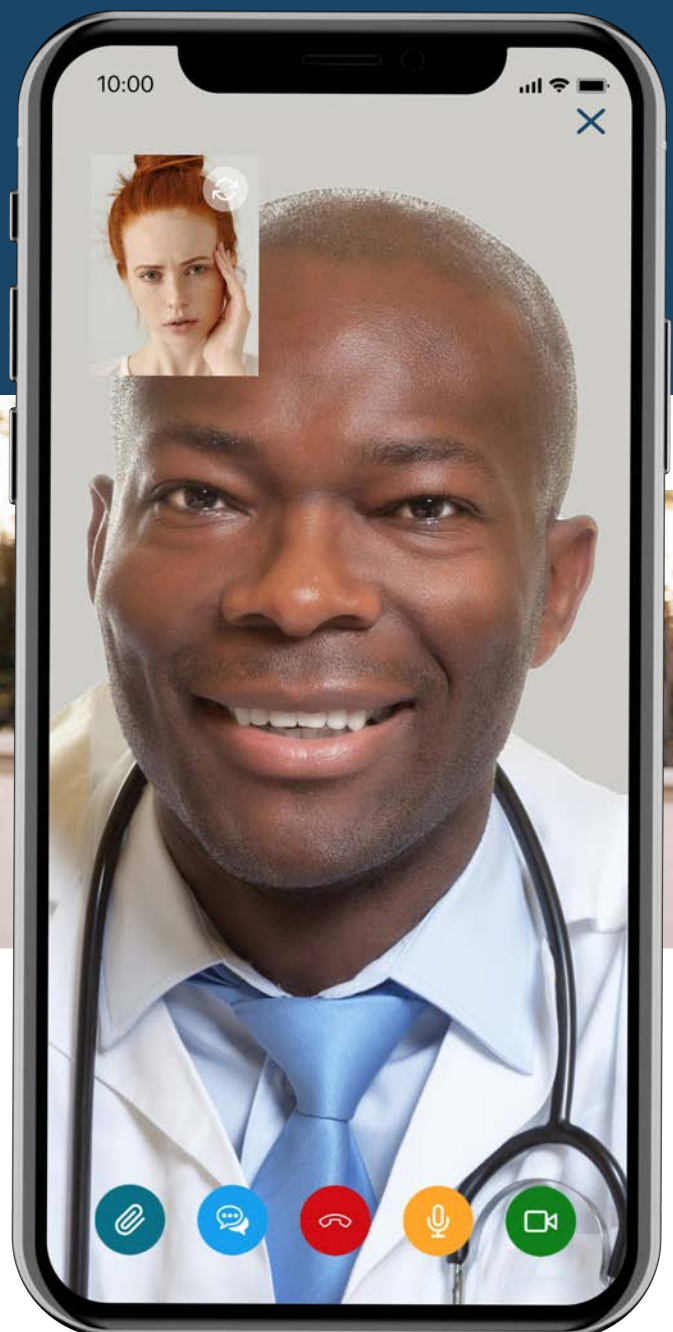
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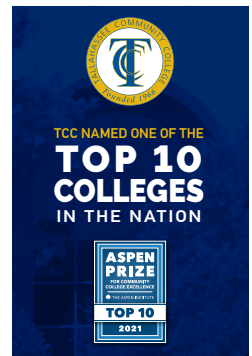
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Aspen Institute recognizes Broward College as one of the top community colleges nationally as a finalist with distinction in the 2021 Aspen Prize.



## TALLAHASSEE COMMUNITY COLLEGE

Tallahassee Community College (TCC) was named in June 2020 as one of 10 finalists for the 2021 Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance among America's community colleges.



## ABOUT THE ASPEN AWARDS

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