

CURRENT

VOLUME 53, ISSUE 1



LOOKING FOR LEADERS

The AFC Leadership Conference brings the 2020 vision into clear focus. Take a look at the event starting on Page 6.

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VOLUME 53, ISSUE 1



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Are you seeing with "2020" vision yet?

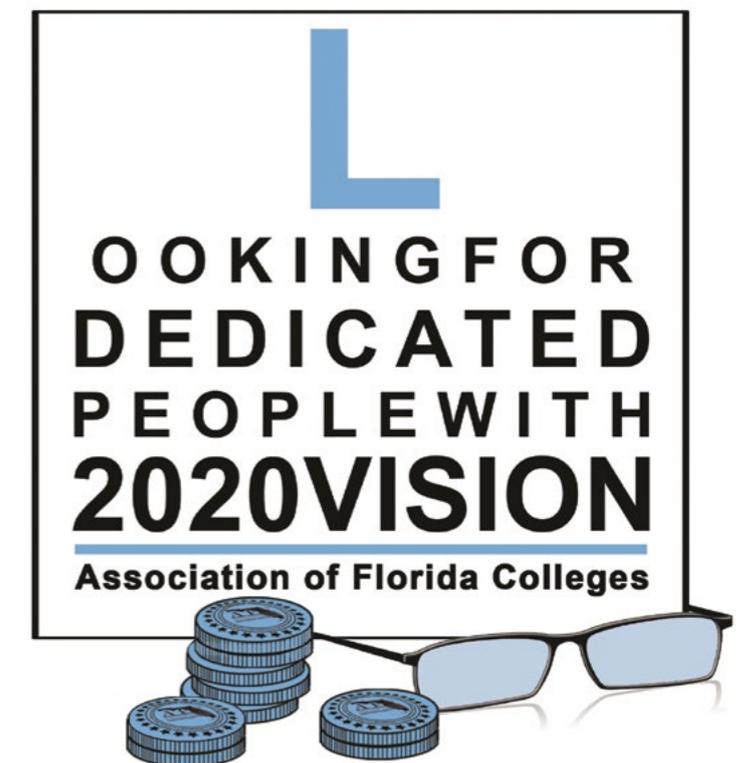


My focus this year is to show our members that AFC is "active" and these first two months really have shown myself how "active" AFC is. We started in January with hosting our Florida College System trustees at our annual AFC Trustees Legislative Conference in Tallahassee. Also, that same week, I attended the Council of Presidents meeting to update them on our goals for the year. Our next event in January was our AFC Legislative Days and our annual Leadership Conferences also in Tallahassee. Between these meetings, we had an executive committee meeting and board meeting. In February, Michael Braver and I attended the Association of Community College Trustees (ACCT) Legislative Summit in Washington, DC. AFC attended and sponsored the CIA/CSA Council meeting and also met with the Learning Resources Standing Committee while there. There was another Council of Presidents update in February. The Learning Resources Commission had a virtual conference that was informative and well attended. Not to mention all the events our local chapters have had so far this year as well. I'm here to tell you – AFC IS ACTIVE!

Let's keep this momentum going. I'd ask our members, chapters, commissions, to ask ourselves – what are we doing to be "active"? For our chapters, have you had or do you have planned an AFC meeting on your campus? For our members, ask yourself where can you get more involved to enhance your leadership pathway? This follows what we discussed during our Leadership and Planning Conference about being active.

Thanks for all you do to make AFC the awesome association it is today!

Matthew White, AFC President
Director of Distributed Systems | Chipola College
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Leadership and Mistaking Your Way to Success



I have had many things in my career that I have succeeded at which were preceded by a run up of mistakes and failures. When you are a young professional these errors affect you greatly. Failure can certainly take the wind out of your sail. You lose confidence. You feel self-doubt. It's no fun. Add in embarrassment and that sense of carelessness that you could just kick yourself over. If you are a new leader or even a young leader, be advised that these feelings are normal. And if your experience turns out like mine, you will realize that without the failures and mistakes you may not have the success you ultimately desire.

We all venture into some type of leadership training. Many of those events start off with sharing quotes from famous leaders. Below are some of my personal favorites.

"Example is not the main thing in influencing others, it is the only thing."

-- Albert Schweitzer

"There are three kinds of people: Those who make things happen, those who watch things happen, and those who ask, 'What happened?'"

-- Casey Stengel

"Lead me, follow me, or get out of my way."

-- Gen. George S. Patton

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

-- John Quincy Adams

"Nearly all men can stand adversity, but if you want to test a man's character, give him power."

-- Abraham Lincoln

In higher education the concept of servant leadership is quite prevalent. I think this is because by nature educators want to do what they do. They want to help others, see students learn and become engaged in the real-world, and play a role in nurturing the social stratus.

Robert Greenleaf, founder of the Center for Servant Leadership at Seton Hall University, wrote the following in his 1970 essay, *The Servant as a Leader*. "The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions... The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature."

He added that, "A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional

Continued on page 5

leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.”

Larry Spears, former CEO of the Greenleaf Center suggested several traits critical to the development of servant-leaders. These by no means are exhaustive or even exclusive to servant leadership. However, they can guide one along the leadership pathway.

Servant-leaders must reinforce these important skills through a deep commitment to listening intently to others. Servant-leaders seek to identify and clarify the will of a group. Servant-leaders strive to accept people for who they are including each person’s special and unique spirit. One must assume the good intentions of coworkers and not reject their behavior or performance. General awareness strengthens the servant leader. Making a commitment to foster awareness can be scary. Awareness does not necessarily breed comfort. It may help you improve empathy, and guide you through knowledge of a co-worker’s abilities. Servant-leaders seek to convince others of their vision. The servant-leader is effective at building consensus within groups. The ability to look at a problem requires a balance between conceptualization and day-to-day focus. Foresight enables you to use past-experience as a likely consequence in a future problem. Finally, servant-leaders are deeply committed to developing

the personal, professional, and spiritual growth of each person they lead.

On your own leadership pathway you are going to make mistakes. You never know if your decision will not turn out the way you thought. You never know if you inadvertently said the wrong thing. You never know if your plan will fail. Approaching the experience of making a mistake similarly to how we guide our students, in order to improve yourself as a leader, is a consideration.

We know that most students struggle for perfection and dislike making mistakes. As alluded to earlier, mistakes don’t feel good. Failing to reach a goal or dealing with the consequences of a bad decision can foster feelings of frustration, anger, sadness, disappointment, and fear. The anxiety that results can cause you to react from an immediate fear of failure, or it may stimulate you in the form of a competitive drive to improve. Whatever the root cause, mistakes should be built upon for improvement as a leader, similarly to how we build upon them to improve our students’ performance.

"The greatness of a leader is measured by the achievements of the led. This is the ultimate test of effectiveness."

-- Gen. Omar Bradley

Michael P. Brawer, Ms.Ed, DPL
Chief Executive Officer and Executive Director



Share Your Story

The life of a higher education professional is unique. Everyone has a story to tell. Every day, people from all backgrounds in rural and urban communities across the state find ways to teach, motivate, inspire, and uplift students. Our colleges provide access to higher education, remediation, personal and professional development, and the opportunity to gain training for a new career. We create opportunity and transform lives and communities.

No matter your job title - faculty, custodian, advisor, police officer, or librarian - you make a difference daily. Every college employee is important to a student's journey. We want to collect and share your stories.

- How has the Florida College System impacted you?
- Do you have a special story of your journey through the FCS?
- Have you worked at your institution for several years and witnessed the transformation of the college and the community?
- Are you a former FCS student who now is an employee for an FCS institution?

Tell us about your journey

Click Here
to share your story.



LOOKING FOR LEADERS



The AFC Leadership Conference brings the 2020 vision into clear focus.





Florida has the third largest veteran population in the nation, with more than 1.5 million veterans, 20,000 of which are currently enrolled in the Florida College System.

The Florida College System is continuously elevating methods to advance the educational and workforce experience for veterans and active duty military members and their families, and Patriot's Path continues that mission. The Patriot's Path program will help veterans and active duty members to have the most accessible and affordable educational options. Each college will have services and programs that reflect their community's needs. The below list will give you information for the programs and services that each of the 28 colleges have. One of our top priorities is to help ensure that members of the military can have the greatest accessibility possible to earn their higher education credentials as they transition into civilian life, and the Patriot's Path program will function with that exact mission in mind. **CLICK HERE** to Learn more.

AFC Leadership Conference 2020: A First Timers Experience



Arlene Gonzalez
*Career Program Advisor,
Seminole State College of Florida*

Why did you join the Association of Florida Colleges?

I joined AFC as an opportunity to have a greater impact. I was interested in the mission of AFC, enjoy community service, and wanted to be further engaged with colleagues across my intuition and institutions across Florida. I always enjoy meeting and learning from others, as well as being an active player in supporting inclusive governance and strategic initiatives to advance organizational performance outcomes.

How was your first-time experience attending the AFC Leadership Conference?

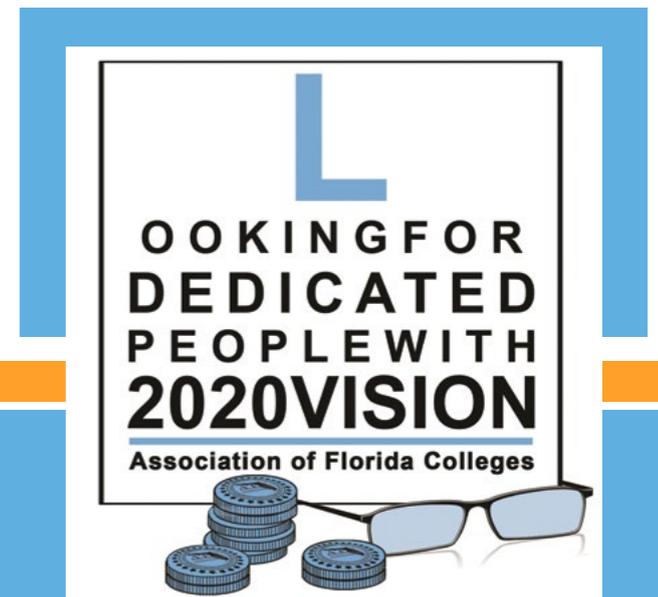
It was a great experience.

What did you find most meaningful attending the AFC Leadership Conference?

Networking and learning from each other. The AFC successes and personal stories were inspirational.

Why would you encourage someone to attend an AFC Leadership Conference?

I feel experiencing a conference in person when possible has more value or impact than reading about it in an email or website. You take away key knowledge, relationships and mission momentum which I feel are essential values added to your institution and career journey. It was extremely valuable to me as an incoming president to learn more details about my role as well as nice to meet and hear from the AFC leadership, exchange ideas on how to build and develop our chapters, understand the history and governance of AFC and see the new 2020 vision launch.



5G POWER SKILLS

for College Professionals

Part 2: Interpersonal Communication

April 9, 2020

9:00am – 5:00pm (lunch included)

Daytona State College, Daytona Beach, FL

Registration fee: \$49 for both CCP and non-CCP participants!

The AFC is pleased to offer Part 2 of the 5G Power Skills workshop series - Interpersonal Communication. This one-day workshop, created in collaboration with Alpha UMi, will address such hot topics as Emotional Intelligence, Winning Mindset, Written, Verbal and Non-Verbal Communication and Meaningful Conversation.

Part 1, given in September and covering 5G's Dimensional Diversity and Collaboration, was met with RAVE reviews! Part 1 is not a pre-requisite for Part 2. Come see what all the buzz is about and start gaining credits towards both the AFC Florida College Professional Certificate and the 5G Power Skills Certification.

Benefits to participating in this CORE+ Workshop include:

- **Low registration fee:** \$49 for both CCP and non-CCP participants.
- **Flexible CCP credits:** 10 CCP credits will be earned and can be used toward either the "Professional Development" or "Other" category.
- **Retroactive CCP credits:** Participants not currently enrolled in the CCP program who apply for the CCP program by 07/31/20 may count these credits toward the requirements of the CCP Florida College Professional Certification.
- **Incentive to enroll in the CCP program:** Participants not currently enrolled in the CCP program will receive a \$25 discount toward the CCP application fee if they apply to the CCP program by 07/31/20.
- **Earn your first Badge** toward 5G Power Skills Certification.

LIMITED SPACE – for more information, including links to registration, agenda and hotel information, visit <https://www.myafchome.org/myafcccp>.

About the CCP CORE+ Workshop Series

The Association of Florida Colleges is pleased to offer 5G Power Skills for College Professionals as the inaugural workshop in a new series called **CCP CORE+ Workshops**. Focused on offering innovative and cutting edge professional development opportunities to AFC members, **CORE+ Workshops** are part of the AFC's Certified College Professional (CCP) program. *You do not have to be already accepted into the CCP program to attend this workshop.*

**CCP
CORE+
Workshop**

TAKE THE MIC AND AND SHARE YOUR EXPERTISE!



The AFC Speakers Bureau connects audiences with speakers who can knowledgeably and dynamically present topics relevant to Florida colleges.

SPEAKER CRITERIA

To be considered for the Association of Florida Colleges Speakers Bureau, you must meet the following criteria:

1. Be a current member of AFC in good standing
2. Have demonstrated expertise in a topic, field of study, area, or discipline as it relates to Florida colleges, Faculty, or Students.
3. Submit a resume or curriculum vitae to demonstrate two or more of the following:
 - Certification
 - Licensure
 - Teaching experience
 - Specialty experience
 - Leadership experience
 - Field experience
 - Clinical experience in field
 - Research experience in field
 - Industry experience in field
 - Presentation experience
4. Submit the contact information for at least two referrals for whom you have completed presentations.
5. Complete and sign the AFC Speaker Agreement.

For more information or to request a speaker: [myafchome.org/myafcspeakersbureau](https://www.myafchome.org/myafcspeakersbureau)

AFC LEGISLATIVE DAYS

January 28 - 29, 2020 | Tallahassee, FL



IRSC Board Chair, Jose Conrado, Named AFC Trustee of the Year

Jose Conrado, Chairman of the Indian River State College District Board of Trustees, has been named Trustee of the Year by the Association of Florida Colleges (AFC). The prestigious recognition was bestowed to the Vero Beach businessman at the 2020 AFC Trustees Commission Legislative Conference in Tallahassee.

Conrado was honored for his tremendous contributions in meeting the needs of Indian River State College and the community it serves. Appointed to the Indian River State College District Board of Trustees in April of 2012, Conrado has been its Board Chairman from August of 2016 to the present day. Prior to his appointment to the IRSC District Board, he served on the IRSC Foundation Board from 1985 to 2012.

Conrado's affiliation with the College runs even deeper. He is a proud alumnus; beginning at IRSC in the English as a Second Language (ESOL) program, and earning his A.A. and A.S. degrees in business in 1972. In 2005, he was named IRSC's Distinguished Alumnus of the Year.

"IRSC could not be more fortunate to have a Board Chairman that consistently and articulately communicates the institution's mission, strategic direction, and foremost value that student success is the most important thing at IRSC," shares IRSC President, Dr. Ed Massey. "Conrado's 34 years of leadership service to IRSC has been a significant factor in the institution's rise to become a winner of the Aspen Prize for Community College Excellence."

Throughout his term on the District Board of Trustees, Conrado and his fellow trustees have diligently worked to ensure that IRSC sustains an academic environment that supports the highest level of teaching and learning. Today 96.4 percent of IRSC's students find employment or continue their education upon graduation, and IRSC's Associate Degree transfer rate into baccalaureate programs is 56 percent—24 points higher than the national average. Further, they have maintained low costs to the IRSC students, keeping tuition level for the past eight years and maintaining a top-5 ranking among most affordable colleges nationally with the U.S. Department of Education's College Affordability and Transparency Center. The District Board's leadership has helped students receive more than \$40 million annually in financial assistance and more than \$3 million annually in IRSC Foundation scholarships, ensuring that 91 percent of students graduate with no debt.

Conrado is an active business owner of multiple McDonald's franchises in the Vero Beach area and a paragon in the Indian River County and Treasure Coast communities. In addition to his service on the IRSC Board, he gives back to the community through active involvement in Take Stock in Children, Habitat for Humanity, the American Red Cross, March of Dimes, the Rotary Club, Hibiscus Children's Center, and McDonald's Florida Leadership Council.



Jose Conrado, Chairman of the Indian River State College District Board of Trustees and AFC's Trustee of the Year.

TRUSTEES COMMISSION LEGISLATIVE CONFERENCE

The AFC Trustees Commission held its annual Legislative Conference on January 15-16 at the Florida State University Center Club. Almost 70 trustees and college presidents from 21 colleges participated in the event.

Trustees Commission Chair Tim Morris (LSSC) kicked off the conference with a welcome and introductions which included Council of Presidents Chair Jim Murdaugh (TCC). AFC Policy and Advocacy Committee Chair Joe Pickens (SJRSC) who is a former member of the Florida House of Representatives, lead a panel that provided a statewide update on the budget and policy bills. Seth McKeel, former House Appropriations chair and current AFC contract lobbyist with the Southern Group, provided a statewide overview and insight into Governor Desantis's proposed budget. Jack Capra (NWFSC), the AFC Legislative Committee Chair, provided an overview of several key substantive bills that were poised to move forward during the 60 day legislative session. These included bills covering dual enrollment, hurricane relief funds, and college fund balances among others.

The luncheon speaker, Scott Jaschik from Washington DC, who is the editor of the online Inside Higher Education daily newsletter, provided valuable national perspective regarding current trends they have been reporting on. He discussed several areas related to higher education including enrollment patterns, state appropriation trends in other states, and the impact of online programs. This was followed by a primer conducted by Karen Moore (TCC) on the use of the legislative talking points. Ms. Moore provided a great lesson on how to get the most of the limited time a trustee has when visiting a legislator. Her message was simple and practical - Focus on one issue, tell a brief story, and leave something behind. The day concluded with a Legislative Reception at Rootstock sponsored by Ernie Morris Enterprises, the company owned by Trustee Chair Tim Morris. The AFC certainly appreciated the support provided for that event. The conference concluded the following morning with visits to the Capitol and attendance at legislative committee meetings.

Continued on page 12



AFC Trustees Commission Legislative Conference



Seth McKeel, lobbyist, Joe Pickens, President, St. Johns River State College, and Jack Capra, AFC Legislative Committee Chair, discuss policy issues

GOVERNOR DESANTIS HOSTS AFC TRUSTEES



Karen Moore, The Moore Agency and TCC Trustee



Scott Jascshik, Editor, *Inside Higher Education*

Florida's second year Governor, Ron Desantis, hosted the AFC Trustees Commission and college Presidents on February 19 at the Governor's Mansion. The event held the day prior to the Council of President's Business meeting was attended by over 100 college trustees, presidents and others. The Governor welcomed the group warmly and spoke candidly about his support for the Florida College System, programs, and students. He emphasized his recognition of the important roll the colleges play not just in higher education but in producing the state's workforce and its impact on economic development in their respective communities.



Chancellors Kathy Hebda and Henry Mack



At the Governor's Mansion

CCP for Me

2019 CCP Graduate Tim Maricle shares how the AFC Certified College Professional Program makes an impact.

The Certified College Professional program provided me with an unexpected experience. I expected to learn more about the Florida College System, and I expected to gain knowledge about AFC. What I didn't expect was to feel such a significant change in my understanding of our history and our mission as higher education administrators.

I applied to the Certified College Professional (CCP) program because I am always looking for new and exciting professional development opportunities. This program had the promise of not only helping me to serve my students better in my Student Success Advisor role, but also of helping me work more closely with my colleagues at Florida SouthWestern State College as well as other members of AFC. I was confident that the skills and knowledge that I would take from the program would help me to be a more well-rounded Florida College System employee.

As a self-described history nerd, I think learning about the history of the Florida College System was most impactful for me. I don't believe that we are capable of moving forward without first looking back at where we've come from. There is



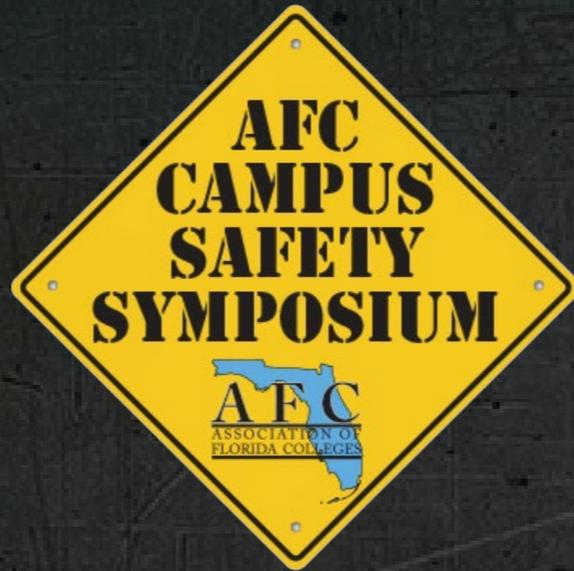
Tim Maricle
*Student Success Advisor II,
Florida SouthWestern State College*

a wealth of knowledge to be gained by considering the reason that our colleges were created in the first place. It really helps to remind you about who we serve and why we are needed so badly in our communities.

I would suggest, and have already suggested, the CCP program to colleagues for a number of reasons. If you have a desire to feel more connected to your institution and the Florida College System as a whole, CCP is the program for you. If you want useful, insightful information specific to the work that you do daily, CCP is the program for you. If you feel that your hard work sometimes goes unnoticed and unrewarded, the wonderful people at AFC will show you what it means to celebrate an accomplishment when you complete CCP. This program takes time and effort but the benefits of the knowledge, skills, and sense of accomplishment you achieve cannot be understated.

This program has impacted me professionally by providing me with a better understanding of my college's mission. This allows me to feel a better connection with each student that I meet. Additionally, because this program requires you to get your college President's support before applying, he and I have created a rapport that will serve me well as I transition from my college's AFC President-Elect role that I currently hold to the AFC President role that I will be taking on later this year. I know that the CCP experience will continue to benefit me throughout my career in higher education as well as my continued membership and involvement in AFC.

Interested in learning more about the CCP program? [Click Here](#)



5TH ANNUAL AFC CAMPUS SAFETY SYMPOSIUM JULY 9-10, 2020 | DAYTONA STATE COLLEGE

The AFC is pleased to provide the 5th Annual AFC Campus Safety Symposium. This professional development event brings together experts in a combination of plenary and educational sessions to address current safety challenges facing our campuses statewide. The symposium will focus on sharing best practices and resources to assure that every college in Florida has the necessary tools to implement effective and successful campus safety policies and practices. Topics and concurrent sessions will include presentations and panels covering law enforcement practices, threat assessment, mental health, incident recovery, behavioral intervention, facilities, Title IX, FERPA, student services, and cybersecurity.

[FOR MORE INFORMATION CLICK HERE](#)

Kudos

SANTA FE COLLEGE RANKED SECOND SAFEST COLLEGE CAMPUS IN THE COUNTRY



GAINESVILLE – Santa Fe College was recognized by Safe Campus as one of the safest college campuses in the nation in their Top 25 University Departments ranking. The Santa Fe Police Department (SFPD) was ranked second in the country, behind only California State University, Fullerton. Safe Campus ranks college police departments based on increased safety and security measures.

“Santa Fe College Police is being recognized for the deployment of the of the Safe Santa Fe campus safety program,” said Linda Shaw, director of Safe Campus, the organization which announced the list recognizing the top 25 college and university departments for accomplishments in improving campus safety.

Each administrative department was nominated based on its efforts and improvements in campus safety. All 4,298 U.S. accredited higher-education institutions were eligible. The SFPD’s program includes the Safe Santa Fe app, community policing partnerships, Safe Spring Break and other events the SFPD participates in at the college to increase safety for students, faculty, staff and visitors.

Because of the recognition from the National Campus Safety Summit, the SFPD is also a finalist for the Department of the Year award, which will be announced at a conference in Las Vegas at the end of February.

Safe Campus’ mission is to improve safety and emergency planning and response at U.S. higher-education institutions. The full Top 25 list is below, and more information can be found [here](#).

SPC PRESIDENT HONORED AS A 2020 PHI THETA KAPPA PARAGON PRESIDENT

Congratulations to SPC President Tonjua Williams for being named a 2020 Phi Theta Kappa (PTK) Paragon President! This award recognizes new college presidents, CEO’s and chancellors for their outstanding support of student success.

Williams was nominated by chapter members with SPC’s Seminole Campus chapter of PTK, Beta Theta Omega.

“I’m honored to be named a PTK Paragon President this year,” Williams said. “This award is especially meaningful to me because the recipients are student-nominated, and I cannot thank PTK students enough for their hard work and campus leadership. Their dedication to making sure that all of their peers are Titan strong is truly admirable. I’m happy to support such a wonderful group of student leaders!”

Phi Theta Kappa is an International Honor Society for two-year colleges. SPC has five PTK chapters, located at the Seminole, St. Petersburg/Gibbs, Clearwater and Tarpon Campuses, as well as one at the Health Education Center.

PTK Adviser Kelly Rich said Williams’ impact on PTK has been extraordinary.

“Over the last two years, she has spent time blending her chapters and truly showcasing how integral PTK is to the student success of St. Petersburg College,” Rich said. “She is continually working on initiatives to promote the growth of Phi Theta Kappa on all of the campuses.”

President and CEO of Phi Theta Kappa Honor Society Dr. Lynn Tincher-Ladner celebrated Williams for her commitment to student leadership.

“I applaud you for taking an active interest in leadership development of your Phi Theta Kappa students,” Tincher-Ladner said.

Williams will be honored at PTK’s annual convention in April at the Gaylord Texan Resort and Convention Center near Dallas.



DAYTONA STATE COLLEGE PRESIDENT DR. TOM LOBASSO RECOGNIZED BY PHI THETA KAPPA HONOR SOCIETY

LoBasso is the recipient of the Shirley B. Gordon Award for support of student success

DAYTONA BEACH, FLA. (Feb. 17, 2020) – Daytona State College President Dr. Tom LoBasso has been selected by the Phi Theta Kappa Honor Society (PTK) as the recipient of the Shirley B. Gordon Award of Distinction, presented to college presidents who have shown strong support of student success by recognizing academic achievement, leadership, and service among high-achieving students. Dr. LoBasso is one of 13 presidents who will be formally recognized during PTK Catalyst 2020, the Society’s annual convention, April 2-4 in Dallas.

“I want to thank Daytona State PTK Advisor Lori Lemoine and her students for nominating me,” said LoBasso. “Receiving the Shirley B. Gordon Award is a tremendous honor, but it would not have been possible without the amazing support from the District Board of Trustees, faculty and staff. They work hard every day to ensure our students have the best opportunity to succeed in the classroom and beyond, and this award reflects that.”

The Dr. Shirley B. Gordon award is PTK’s most prestigious accolade for community college presidents and is named in honor of Phi Theta Kappa’s longest-serving Board of Directors Chair, and a founder and long-time president of Highline Community College in Washington. Recipients are nominated by students on their campus and are only eligible to receive the award once over the course of their career.

“Under Dr. LoBasso’s leadership, Daytona State College has made many notable advancements,” said Lemoine. “Among them, DSC was able to construct the new L. Gale Lemerand Student Center, featuring student offices for PTK officers, dedicated meeting space and the ability to host inductions on campus in the new Events Center. He has also worked with and supported the PTK officers in the creation of a first-year students’ mentoring program and college survival kits for first-year students.”

“To maintain contact and communication with our students, each year Dr. LoBasso meets with the Mu Rho officer team to help identify issues and concerns for the College Project and help them develop their Honors in Action Case Study. His dedication to student learning and engagement, and passion for supporting students has made a tremendous impact at Daytona State for the last 18 years and will continue to change lives for many years to come.”

Phi Theta Kappa recognizes the academic achievement of college students and provides opportunities for its members to grow as scholars and leaders. Established in 1918, PTK has a presence on nearly 1,300 community college campuses in 11 countries. More than 3.5 million students have been inducted into the honor society since 1918, with approximately 250,000 active members in the nation’s community colleges.



FLORIDA STATE COLLEGE AT JACKSONVILLE CELEBRATES THE INAUGURATION OF JOHN AVENDANO, PH.D.

The Inauguration Ceremony for College President John Avendano, Ph.D., was held on Friday, February 7, 2020, at the Nathan H. Wilson Center for the Arts. Along with the FSCJ District Board of Trustees, local and state elected officials, the Florida College System, college and university partners and local school districts, FSCJ faculty, staff and students convened for the formal academic ceremony to officially install Dr. Avendano into office as the sixth College president.



In addition to President Avendano's inaugural address, the ceremony was hosted by City of Jacksonville Director of Community Affairs Dr. Charles Moreland and included remarks from Florida College System Chancellor Kathy Hebda, Tallahassee Community College President Dr. Jim Murdaugh, The College of the Florida Keys President Dr. Jonathan Gueverra, St. Johns River State College President Joe Pickens, J.D., University of North Florida President Dr. David Szymanski, Nassau County School District Superintendent Dr. Kathy Burns and Duval County Public Schools Superintendent Dr. Diana Greene. Trustee Thomas McGehee Jr. led the ceremonial installation, presenting President Avendano with the College's medallion.

The ceremony was immediately followed by a brunch reception.

YOU HAD ME AT Vacation

The New Year has arrived and with it the promise of making 2020 the year we make our plans and dreams of a great life a reality. And for many of us that includes time spent with family and friends traveling.

And with **Snazzy Traveler**, the largest wholesale travel program available, you can do just that and save money like never before.

Last year thousands of public-school and college employees saved tens of thousands of dollars on hotels, car rental, cruises and hundreds of travel options worldwide using **Snazzy Traveler**.

So, make this the one New Year Resolution that will be easy and fun to keep. Travel and Save with Snazzy Traveler.

If you are one of the thirty thousand plus public school and college employees that have already signed up for **Snazzy Traveler**, then go to www.snazzytraveler.com/login and check out the great new deals available for 2020.

If you have not signed up yet, then go to www.snazzytraveler.com/afc and hit Join Now. Then enter promo code SnazzyAFC and hit Redeem Code, to create your own free **Snazzy Traveler** account.

See how you can save from 10-60% on hotels, car rental, cruises and other travel options, with no travel restrictions, no hidden fees and no blackout dates.

Remember, "Don't be the one hearing about the great deals on Snazzy Traveler, be the one getting them."

Chapters

FLORIDA GATEWAY COLLEGE AFC CHAPTER

NEW AFC President for Florida Gateway Chapter – Speaks on Goals and Vision for 2020

Newly elected Florida Gateway College Chapter president, Andrea Gabriel took the opportunity following the installation of officers to address goals and her vision for 2020. After an idle year, the new AFC chapter president is hitting the



Gabriel speaks to members about 2020 Chapter goals

ground running voicing a return to professional development and community involvement. Gabriel spoke on quarterly events to partner and work with charity organizations in the area called “Giving Saturday”. This event is where, AFC chapter members will spend the day assisting the community. In addition, Gabriel spoke of a returning series of professional development sessions called “Lunch & Learn” where the campus community volunteers to speak on a skill set or training to enhance the faculty and staff of Florida Gateway College. The new FGC president most certainly is fired-up and ready to meet her goals.

PASCO-HERNANDO STATE COLLEGE AFC CHAPTER

AFC Chapter Member Social – December 2019

In December, we hosted an AFC membership social at a local restaurant, Koizi’s. It was nice to get members together off campus to socialize and enjoy some good food and great laughs. Having these types of events really brings the members together and helps build relationships. Socials also give a better understanding of different perspectives while engaging in other cultures.

“Alone, we can do so little; Together we can do so much” ~ Helen Keller



Leadership Conference – January 2020

We had several attendees at the 2020 Leadership conference in Tallahassee this year. Not only do we get to meet up with great people, also, we bring back so much wonderful information to share with our home campuses. We were able to share our ideas for the AFC this year as well as for our chapters, regions and commissions. Developing leadership skills is another important reason for attending the conference. PHSC appreciates all of the people who are/were involved with the conference this year. It was a great event. We are looking forward to 2021!



Leadership Conference 2020 – Left to Right: John Fey, Mildred Diaz-Santiago, Pat McGee, Clara Capote, Dr. Eddie Williams



Leadership Conference 2020 - Left to Right: Mildred Diaz-Santiago, Dr. Eddie Williams, Pat McGee, Clara Capote, John Fey, Jaimie Pagels

PENSACOLA STATE COLLEGE AFC CHAPTER

Member Spotlight for November 2019: Rob Gregg and John Woods

As we celebrated Veterans Day November 11th, the Pensacola State College Association of Florida Colleges chapter recognized two employees who—together—served more than five decades in the military. Rob Gregg, director of Veterans Upward Bound, and Dr. John Woods, Academic Coordinator for TRIO – Veterans Upward Bound, were the AFC Member Spotlights of the Month for November.



Rob Gregg, left, and John Woods, the AFC Member Spotlights for November

Gregg has been employed at Pensacola State for more than 13 years and an AFC member for most of that time. He has served as the chapter’s legislative representative, president-elect and president, as well as member services and Institutional Effectiveness, Planning and Professional Development Commission chair on the state AFC Board.

“Rob has been the ‘go-to guy’ in the past for veteran-related community service projects,” said Mel Miner, president of the College’s AFC chapter. “In 2015, he led the Pledge of Allegiance during the AFC Annual Meeting and Conference opening general session. His continued involvement with the association is very much appreciated.”

After serving 24 years in the U.S. Navy, Gregg retired as a chief petty officer. Before being named VUB director in 2015, he served as the College’s coordinator of Institutional Research for seven years. Currently, he is the president of the National Association of Veterans Upward Bound Program.

Woods began his career with Pensacola State in January 2018 and made the decision to join AFC in March of the same year. He served 30 years in the U.S. Air Force before retiring in 2007 when he transitioned into teaching middle school and high school.

Before coming to the College, Woods worked for the Children’s Home Society. “John has been a welcomed addition to the College chapter and participates in many of our events. As the current chapter president, I work closely with John on events dealing with veterans. He was instrumental in getting the College’s AFC chapter involved with the recent annual Homeless Veterans Stand Down held at the local Salvation Army,” Miner said. “Without John’s input and support, the chapter would not be aware of the opportunities available for us to get involved with local veterans.” Miner said she has no doubt Woods will continue to be an involved AFC member.

“Both Rob and John are active AFC members and continue to reach out to assist veterans in every way possible. The PSC – AFC chapter would like to say a big thank you to both gentlemen for their service to our country, our college and the Association,” Miner said.

PSC AFC Chapter General Membership Meeting, Cookie Social and “Let It Snow”

On December 10, 2019, the Pensacola Chapter AFC held their general membership meeting with a brief review of Annual Conference and the delivery of awards earned by individuals who were unable to attend. In addition to the meeting, we had members who contributed to a variety of cookies to share and a viewing of the planetarium show “Let It Snow”, which really got everyone in the festive spirit.

PSC AFC Chapter Holiday Door Decorating Contest

Pensacola Chapter AFC held their 4th Annual Holiday Door Decorating Contest. There were 17 entries and all of them were beautiful, however, the ultimate winner was the Grants & Federal Programs Department, who incorporated music along with the visual message for all that passed their doorway. The department received a \$50 gift card to use however they wished.

A big thank you to our three judges: Miriam Fagerstrom, Fred Holt, and Mel Miner.



PSC AFC Chapter Graduation Flower and Teddy Bear Sale

December 15th was Pensacola State College's winter commencement ceremony, and the AFC chapter once again offered fresh flowers and plush teddy bears for purchase as family and friends celebrated their graduates. It is such a joy to see all of the smiling faces beaming with the sense of accomplishment.

We are so proud of all the Pensacola State graduates!!



PSC AFC Chapter Holiday Social, December 17, 2019



PSC AFC Chapter Legislative Lunch & Learn

On Tuesday, January 7, 2020, Pensacola State Chapter AFC hosted a round table Legislative Lunch & Learn with the College's Government & Community Relations director, Sandy Ray. Discussion was held regarding the upcoming priorities for the Florida College System and Pensacola State College specifically.

Legislative Days & Leadership Conference

In January, the Pensacola State Chapter AFC was able to sponsor 7 of its members to travel to Tallahassee for a valuable week of learning and networking at the Legislative Days and Leadership Conference.



Legislative Lunch & Learn

AFC ASSOCIATION OF FLORIDA COLLEGE

Tuesday, January 7
11:30 a.m. - 12:30 p.m.
Bldg. 96, Room 9663
Pensacola Campus

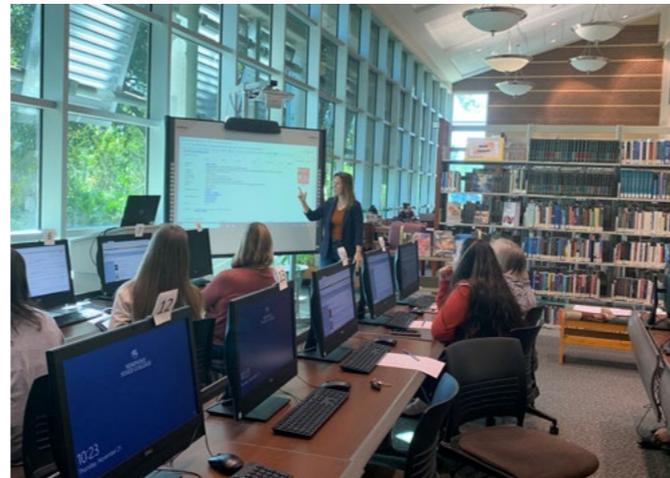
SANDY RAY
Associate Vice President
Government and Community Relations
Pensacola State College

A conversational round table discussion regarding upcoming priorities for the FCS and specifically Pensacola State College.
A light lunch will be provided.

PSC PENSACOLA STATE COLLEGE

SEMINOLE STATE COLLEGE AFC CHAPTER

This past November, members from the Seminole State College Chapter of AFC participated in the Greater Orlando Heart Walk and raised funds to cure heart disease and stroke. The chapter also hosted a social at a popular eatery during trivia night, which provided the chance to network and test our general knowledge. The Seminole State AFC chapter offered opportunities during the fall semester for professional development that included a “Mindfulness Walking Event” where attendees learned about mindfulness while enjoying nature outside and as well as two sessions on how to access resources and use the latest technology at our campus libraries. In December, many of our chapter members participated in a Salvation Army community service project to provide filled Christmas stockings and dressed teddy bears for children in need during the holidays. Randi Otero won for “best dressed bear” with her unicorn princess inspired bear.



The 71st AFC Annual Meeting and Conference
Sheraton Bay Point
Panama City, FL
November 18 - 20, 2020



Regions

REGION IV NEWS

Dedication. Vision. SPARK! Region IV's newest commitment is SPARK! Matthew White, AFC President, has charged us to stay focused on our goals. We're following that lead, no doubt. Yes, Region IV has vision, too. Our vision has been proven by our robust 2020 Operational Plan. What's new is that Region IV is fresh with SPARK! 2020 is our year, in fact! We're ready, y'all!! "Operation SPARK" is upon us! And, it's continuing all throughout the year.



January 2020-Region IV represented at Leadership and Legislative Days.

Mark your calendar for Region IV upcoming events. [CLICK HERE](#) to view.

FOUR FUN FACTS ABOUT IV:

Tanyake Rhaney | St. Petersburg College, Chapter President

- I come from a Risk Management and Fire Department background and have driven a fire engine (once). Lol.
- I've had 4 different majors (Art, Business, Graphic Design and now Marketing) Lol.
- One of my goals is to be a contributor for Essence Magazine
- I used to fix the TVs in my house (the ones with tubes) and took Electronics in high school.



Mildred Diaz Santiago | Pasco-Hernando State College, Porter Campus Representative

- I am a youth leader at my church. I call them "my kids" (I love all of them as if they would be my own children!) and they call me "second mom".
- I have been in Brazil four times, and have visited seven of its major cities. It is a beautiful country!
- I speak three languages: Spanish, English, and (guess which one... of course!) Portuguese.
- I love my job because I am in a position where I interact and help every single employee in my campus as well as students and people in the community. Helping people to do good and succeed is my passion.



Jaimie Pagels | Pasco-Hernando State College

- I LOVE to dance! Though my kids say I'm not good at it, I vehemently disagree.
- I'm a transplant from "The Mitten." I miss Michigan, often, but wouldn't move back due to their grey, cold winters. I need sunshine/warmth for my well-being!
- As I youngster, I was a bit of a tom-boy. From dawn to dusk, many days, the kids in my neighborhood and I were either playing some sport, climbing trees or riding our bikes. Man, were those good times!
- Though I cannot sing (well), or play an instrument, I would consider myself "musical." I am pretty good at "Name That Tune," too! Maybe I was a rock-star in a past life?

Dominique Phillips-Alvarez | Pasco-Hernando State College

- I am a proud Mother of two beautiful girls
- Currently, I am 3/4 of the way done with my MBA
- I love to run (it just feels good!)
- I feel like I am highly dedicated in all areas of my life.



Stay Tuned: Region IV will be sponsoring a few of our most dedicated AFC members for the Certified College Professional Program. The nomination form will be out, soon!

Commissions

CAREER AND PROFESSIONAL EMPLOYEES COMMISSION (CPEC)

The Career and Professional Employees Commission had several members attend the 2020 AFC leadership Conference held at the AFC State office in Tallahassee on January 30 – 31, 2020. It was very informative and we were given great ideas on getting members more active and making our commission more successful. Other members in attendance were Melanie Miner & Obi Kalu – Pensacola State College, Hayden McGee Russell – Gulf Coast State College, Primrose Humphries – Broward College, and Tracy Glidden – Eastern Florida State College. CPEC is currently working on details for the Joint 2020 Region I Spring Conference with the Technology Commission to be held on April 24, 2020 at Northwest Florida State College in Niceville.

I. EXECUTIVE OFFICERS

- CHAIR: SHARON WALKER – TALLAHASSEE COMMUNITY COLLEGE
- CHAIR-ELECT: MELONIE MINER – PENSACOLA STATE COLLEGE
- IMMEDIATE PAST CHAIR – KATIE PROFETA – INDIAN RIVER STATE COLLEGE
- SECRETARY: HAYDEN MCGEE RUSSELL – GULF COAST STATE COLLEGE
- TREASURER: TBD
- HISTORIAN: PRIMROSE HUMPHRIES – BROWARD COLLEGE
- PARLIAMENTARIAN: DR. YINKA TELLA – BROWARD COLLEGE
- LEGISLATIVE LIAISON: TREVOR HARVEY – STATE COLLEGE OF FLORIDA
- WEBMASTER: OBI KALU – PENSACOLA STATE COLLEGE,
- REGION I REP.: TONYA HARDAWAY – TALLAHASSEE COMMUNITY COLLEGE
- REGION II REP.: ANDREA GABRIEL – FLORIDA GATEWAY COLLEGE
- REGION III REP.: TRACEY GLIDDEN – EASTERN FLORIDA STATE COLLEGE
- REGION IV REP.: MILDRED DIAZ SANTIAGO – PASCO HERNANDO STATE COLLEGE
- REGION V REP.: WANDA CURTISS – MIAMI DADE COLLEGE & DR. SCHEMMEKA MEARS – BROWARD COLLEGE,

SERIOUSLY GOOD COMMUNICATIONS!

Have you registered to attend the Communication and Marketing Commission's annual professional development seminar *i2020 Innovate. Inform. Inspire.*? Together with the Ocala Chapter of Florida Public Relations Association, you don't want to miss out on Wednesday, April 1, from 8 a.m. to 4:30 p.m. at the College of Central Florida's Ewers Century Center. This full-day seminar featuring 12 speakers will cover topics from internal communications, branding, crisis communications, integrated marketing, social media, personal growth and more!

Check out the speaker line up and reserve your seat now!

Register here



Highlighting a Board Member

Travis Jordan, Chair, Communications and Marketing Commission

Why did you join the Association of Florida Colleges?

Being new to the College system and higher ed in general, I didn't know what to expect of AFC. When I first came to Florida, I was introduced to the AFC by co-workers at Broward College and immediately saw the tremendous value the organization provided to its members. I joined the AFC because of the incredible professional development and networking opportunities that I saw was offered.

How long have you been a member of the AFC?

I first joined the AFC back in 2012 when I was with Broward College and have been involved from the local chapter level to the commission level just about every year since.

What position do you serve in the AFC?

As Director of Integrated Marketing with Tallahassee Community College, I currently serve as the Chair of Communications and Marketing commission. This is my second time serving in this role and in the past, I've held positions ranging from Vice-Chair to Chair-Elect as well as VP for the Broward College Chapter a few years ago.

How has the AFC been impactful to you?

The impact of AFC is tremendous. Over the past eight years I've attended numerous professional development seminars and expanded my network while meeting professionals from across the state. These individuals have not only become friends but also sources of valuable information and best practice sharing. This all adds up to professional growth and opportunities that I would have never experienced if it wasn't for the AFC.

I think one of the biggest impacts AFC had on me is how it's allowed me to step out of my comfort zone over the years. My first public speaking experience was with the AFC and was an invaluable moment of growth both personally and professionally. Not only that, but the opportunity to work alongside of peer institutions at the state level and learn from other colleges from the wealth of professional development opportunities.



Travis Jordan

*Director, Integrated Marketing
Tallahassee Community College*



Association of Florida Colleges

FACULTY COMMISSION CONFERENCE

And

Professor of the Year
Competition

April 1st, 2020

Keynote Speaker
Kermit Harrison

“ETHICS IN TEACHING”

with

Teaching Demonstrations by
Professor of the Year Nominees

and

Ethics in Teaching Workshops

Ewers Century Center
Building 40 Rm 205
College of Central Florida
3001 SW College Road
Ocala FL 34474

**POSTPONED
DUE TO
COLLEGE TRAVEL
RESTRICTIONS**

SAVE THE DATE

for Upcoming Region and Commission Spring Conferences

Region I Spring Conference with Technology Commission, CPEC & EDI

April 24, 2020

Northwest Florida State College

Region II Spring Conference

April 17, 2020

St. Johns River State College

Region III Spring Conference with Learning Resources Commission

April 10, 2020

Daytona State College

Region IV Spring Conference with WACE

April 3, 2020

Pasco-Hernando State College

Region V Spring Conference with Administration, EDI, Healthcare, &
IEPPD Commissions

April 2-3, 2020 | Indian River State College

CMC Spring
Conference with
Florida Public
Relations Association
April 1, 2020
College of Central Florida

Faculty Commission
Spring Conference
April 1, 2020
College of Central Florida

Student Development
Commission Spring
Conference
May 19-21, 2020
Seminole State College

**POSTPONED
DUE TO
COLLEGE TRAVEL
RESTRICTIONS**

STUDENT DEVELOPMENT COMMISSION

Pierre watches anxiously to see who will win the gift card tree which was a collaboration between the Student Development Commission and the Seminole State College chapter.



Pierre had many adventures at the AFC Leadership Conference. Pierre and SDC chair attend the AFC Leadership Conference.



SDC board member, Doug Ryan presenting at the AFC Leadership Conference. Pierre is listening attentively.



Pierre visits the SDC 50-year quilt housed at the AFC Home Office.



Pierre proudly watches past board members now on the AFC Executive Board



Association of Florida Colleges
STUDENT DEVELOPMENT COMMISSION

TRUSTEES COMMISSION

AFC Makes Itself Known in DC!

A group of about 40 Florida college presidents and trustees, along with AFC CEO Michael Brawer and 2020 AFC President Matt White (Chipola College) descended on Washington DC last week to attend the Association of Community College Trustees (ACCT) National Legislative Summit. The Summit features in-depth presentations on substantive federal policy issues facing higher education nationally. These issues include Pell Grant expansion, increases to state investments in community college education, and support for student success among other issues. A complete summary is available at <https://www.acct.org/page/legislative-priorities>.

Many of the AFC representatives had a 15-minute meeting with former Florida governor and now Senator, Rick Scott. Dr. Ed Massey (IRSC) led the

discussion with the Senator who expressed his support for expanding Pell, as well as funding through agency grants that support local workforce programs. We also had the opportunity to take the same group and a few more, including Presidents Falconetti, Beard, and three SGA students from Polk State College, to meet with Sen. Rubio's staff on the same issues. The ACCT reported during the Summit that two leaders of a key Senate committee expressed optimism that critical components of the Higher Education Act would be reauthorized in the coming months. "That doesn't mean we're going to take that whole big act and reauthorize everything," Sen. Lamar Alexander (R-Tenn.), chairman of the Senate Committee on Health, Education, Labor and Pensions, said during the Community College Congressional Forum held on Capitol Hill Tuesday

Continued on page 26.



afternoon. "You could take the position that we're not going to do anything until we do everything. If you take that position, you'll be here about 100 years... I think we can make some progress."

Sen. Patty Murray (D-Wash.), the ranking Democratic member of the HELP Committee, stressed key areas of focus in reauthorization, including affordability, accountability, expanding access to higher education, and improving campus safety while protecting civil rights. "There are many ways the current system is not working for students or families or our economy today," Murray said. "Too



Matthew White meets Senator Scott

many students tell me they cannot afford the cost of college, especially the ever-increasing cost of living expenses that go along with that. Too many students have been left out of higher education altogether, and too many students don't feel safe on campus today. We've got to fix that."

Both senators touted bipartisan agreement in a wide range of areas important to community colleges, including financial aid and student loan reform, accountability, and including short-term programs in the Pell Grant Program. Alexander predicted movement on key components of the plan in the coming months.

Diane Auer Jones, the USDOE principal deputy undersecretary, stressed the value of "mission-driven accountability," touting the department's rulemaking changes to provide greater flexibility for accreditors to evaluate noncredit programs and eliminate the distinction between regional and national accreditors. She also highlighted changes in reporting requirements, a pilot work-study program that could qualify more work-based learning experiences, and changes in K-12 programs that could benefit dual-enrollment programs at community colleges.



Senator Scott discusses Pell Grants with Dr. Massey and Trustees



Matthew White, Dr. Garcia-Falconetti, and Michael Brawer

New Members

Welcome to the following new members from December 2019 – February 2020

Broward College

Anamarie Torres
Edwin Luna
Jill Horowitz

Chipola College

Thomas Schaefer

College of Central Florida

Cynthia Morales
Jennifer Barnes
Judi Orozco
Lauren Bork
Natasha Hutchinson
Tavis Douglass

Daytona State College

Artina Coma
Joy Lewis

Eastern Florida State College

Lena Copeland

Florida Gateway College

Brandi Waldron

Hillsborough Community College

Cynthia Hewett
Kathryn Pitman

Indian River State College

Bernice Cuscuna
Caleb Bockoras
Lisa Deleon

Lake-Sumter State College

Amber Laster
Laurie Jacobs-Carneiro

Miami Dade College

Brinda Surendar
Harold Silva
Lisa Shaw
Russell Kaufman
Sharai Rivera

Northwest Florida State College

Lynn Horrigan

Pasco-Hernando State College

Tina DeCaire

Polk State College

Susan Moerschbacher

Seminole State College of Florida

Bob Cortes
Susan Bitar

South Florida State College

Rodolfo Dela Cruz

St. Petersburg College

Eired Eddy
Lisa Lordahl
Matthew Bodie
Robert Romain

Tallahassee Community College

Barbie Bourland
Chasity Ingram
Consuela Hill
David Sneed
James Keaton
Jennifer Thompson
Kayretia Ingram
Kelly Martin
Tony Conley

Calendar

April 2020

Communications and Marketing Commission Seminar (in partnership with Ocala Chapter of the Florida Public Relations Association) and Faculty Commission, College of Central Florida	April 1
Region V Spring Conference, Indian River State College	April 2-3
Region IV Spring Conference, Pasco-Hernando State College	April 3
Region III/Learning Resources Commission Spring Conference, Daytona State College	April 10
Region II Spring Conference, St. Johns River State College	April 17
Region I Spring Conference, Northwest Florida State College	April 24

POSTPONED DUE TO COLLEGE TRAVEL RESTRICTIONS

May 2020

Student Development Commission Spring Conference, Seminole State College	May 19-21
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July 2020

AFC 5th Annual Campus Safety Symposium, Daytona State College	July 9-10
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November 2020

71st AFC Annual Meeting and Conference, Panama City	November 18-20
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JOIN US FOR REGION IV UPCOMING EVENTS:

- April 2nd Region IV Social at "Chasco Fiesta"-Sims Park in New Port Richey beginning at 6p
- April 3rd Region IV and WACE Joint Spring Conference: "Operation Spark: Dedicated to Success" at PHSC-Wesley Chapel Campus. **Retirees must register, but are invited to participate free of charge.
- April 25 Region IV is participating in "Great American Clean-Up" from 8a-11a
- June 6 Region IV is participating in "Worlds Oceans Day" from 8a-11a

CURRENT

MAGAZINE

Deadline and Publication Dates

TOPICS: Leadership; Advocacy; Legislative
CURRENT Deadline: May 15 **CURRENT Publication:** June 9
 Email your submissions for the next issue of Current to publications@myafchome.org for consideration in the next publication.

CONTACT US

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STAY CONNECTED! FOLLOW US ON:

