

# CURRENT

VOLUME 53, ISSUE 3

**SAVE THE DATE**

Virtual 71st AFC  
Annual Meeting  
and Conference

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Association of Florida Colleges



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November 16-20, 2020

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VOLUME 53, ISSUE 3



Board Member Mercedes Clement's collection of clippings shows a glimpse of AFC history.

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## Improving and Moving Forward



**G**reetings AFC members and welcome to the 2020-21 Academic Year! Our colleges have already been busy getting ready for our students this fall. While some colleges are back on campus, I know others are still working remotely until spring as we continue with this new normal.

Another new normal seems to be that every school year we start off dealing with a hurricane and this year was no different as some of us dealt with Hurricane Sally. Our Pensacola

chapter took the worst of it and saw some damage to their college and homes. I was fortunate to have the opportunity to take some supplies to our Pensacola members the day after. We took five-gallon gas cans, bags of ice, water, and even some chocolates (for Obi) sponsored by the AFC State Office. As so many people helped us after Hurricane Michael, I wanted to pay it forward and help our AFC members in need.

AFC hosted a Virtual Cybersecurity Summit on September 30th. The summit started with a panel of our Florida College System Chief Information Officers (or CIOs) and our Chief Information Security Officers (or CISOs), answering questions about IT issues experienced during COVID, and continued with professional development sessions. We ended the day with a joint CIO and CISO meeting where we discussed issues our colleges are seeing. It was wonderful to see one college mention an issue they were having and then to have another college mention how they fixed that and were willing to share with the group. This kind of collaboration between our colleges is the reason why I joined AFC many years ago. Through this event, we were able to make progress towards one of my goals for the year – for AFC to collaborate more with the Councils, as we were able to bring the CIOs and CISOs to this event with our AFC members.

We've made progress on our college president's listening tour, as we've met with 21 of the 28 state college presidents. AFC has expanded the feedback gathered by facilitating Town Hall meetings with our members. We have already met with our AFC Board, our Commissions, and Regions 1, 2, 3, with Regions 4 and 5 coming up. The feedback gathered from the listening tour and the town halls will culminate in a summary I will give at the Assembly of Delegates meeting on Friday of our Annual Conference in November. The feedback and summary will then be turned over to a Strategic Planning Committee. The committee will be chaired by our President-Elect Ray Coulter and will be made up of past AFC presidents, college presidents, and AFC members. The task of the committee will be to answer the question: "Where does AFC go from here?" We need your feedback now more than ever as we look to the future of AFC.

Our 71st AFC Annual Meeting and Conference will be held virtually this year for the first time. I certainly wanted to be in Panama City as originally planned but having it virtually allows us to reach more of our members. There are no travel costs and we are offering reduced registration rates with full, one day, half-day, and group rates. We understand that now more than ever budgets are tight at our colleges and we hope these options offer some relief. I look forward to "seeing" everyone virtually at our Annual Conference.

The times they are a-changin'. With these changing times, we are taking a hard look at our association to gather feedback and look for ways to improve moving forward. And that is the key – improving and moving forward. Our association is improving every day. Thank you for your continuing support through membership and let me know if I can help you in any way.

Matthew White, AFC President  
Director of Distributed Systems | Chipola College  
850-526-2761 | whitem@chipola.edu

## Celebrating You!



Historically, the fall semester kicks off the beginning of AFC membership drives, chapter meetings, and the hustle and bustle of students back on campus. This year, many of you remain working from home, and our AFC chapters are meeting via Zoom. This has been an unusual year that required us all to adapt and innovate in ways we never thought possible.

While none of us knows just what tomorrow will bring, I believe that you will do what you've always done: Be resilient, be creative, be flexible, and be engaged in serving your students, your communities, and your colleges. The AFC is committed to its support of you!

Since July, the AFC has been busy meeting with statewide stakeholders, holding Town Hall meetings with commissions, regions, and chapters, and hosting the first virtual Cybersecurity Summit. We adapted, we modified, we listened, and we learned. We heard from you that the connections you have via the AFC network have never been as important as they are right now.

Well, we are just getting started! Over the next month, you will be hearing and seeing information on a new AFC Podcast, a new AFC Book Club, AFC Webinars offered directly to your colleges, and information on the first virtual AFC Annual Conference!

Although different in format this year, the virtual annual conference experience we will create – together – will showcase and demonstrate just why the Florida College System is number one in the nation. The human resources of our system – Y.O.U. – are the secret ingredient that makes the difference!

We are celebrating you this year in a way we have never done before. During the virtual annual conference, the awards ceremony is one that you do not want to miss! The plenary sessions will provide you with insights and tools on how to be better professionals as well as offer tips for personal growth and development during these unprecedented times. The week will afford you opportunities to join and participate in discussions about remote learning and teaching, disparities in educational access and quality, student success and engagement, campus safety, and the mental health needs of faculty, staff, and students during a pandemic. This year, we created group rates and slashed registration fees to accommodate any budget. Now, more than ever before, we have an opportunity and an avenue to reach more people. I encourage you to invite your colleagues and friends who have not attended an AFC event previously to join us. Now is the time, and this is the year.

During the Assembly of Delegates meeting, an overview of the feedback collected from the Town Hall Meetings will be presented. The information will be provided to the AFC Strategic Planning Committee Chaired by President-Elect Ray Coulter. The committee will begin its work immediately after the conference. The AFC is transforming, and you will help to re-set, redesign, and reimagine its future. One of the take-a-ways from the last six months, I believe, is that no matter the uncertainty of the moment, people and relationships are essential to our collective success moving forward.

Thank you for your investment in the AFC. Thank you for your investment in membership dues and your investment in the AFC activities and events. Thank you for your investment in your time and volunteer service with the AFC. Thank you for your commitment to be the best professional that you can be. The AFC and the FCS are better because of YOU.

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## WEBINAR

Professional Development is a core value of the AFC. During the Covid-19 crisis, the AFC continued to do what it has done for 72 years. It supported its member institutions by providing avenues for professional development and growth and a sense of community. Mark your calendar for these upcoming webinars:

**Town Hall Meeting with Region 4**  
Tuesday, October 20 at 2 PM

**CPEC Presents: Classified Staff  
Council and the Administration:  
Are We Connected?**  
Thursday, October 22 at 2PM

**Equity Commission Presents:  
Social Justice Matters**

Wednesday, October 28 at 11 AM

**Town Hall Meeting with Region 5**  
Thursday, October. 29 at 2 PM

As our colleges begin to transition back to campuses, the AFC will continue to provide virtual professional development for its members. To view upcoming and previous webinar recordings visit, <https://www.myafchome.org/afc-webinar-series>



**SAVE THE DATE:**

## **Virtual 71<sup>st</sup> AFC Annual Meeting and Conference**

**November 16-20, 2020**

The AFC's Annual Meeting and Conference is the celebratory event of the year for the Florida College System. It includes a tradeshow with virtual exhibits, diverse educational programs, exemplary practice presentations, recognitions and awards, and excellent networking opportunities for members and friends of the Florida College System.

We invite you to join us virtually this November to celebrate our 71<sup>st</sup> year of the AFC!

**[CLICK HERE to register](#)**

# Virtual 71<sup>st</sup> AFC Annual Meeting and Conference

## Schedule-At-A-Glance

### Thursday, November 12, 2020

9:00 AM - 10:15 AM	Commission & Committee Meetings
10:45 AM - 12:00 PM	Commission & Committee Meetings
12:00 PM - 1:30 PM	Break
1:45 PM - 3:00 PM	Commission & Committee Meetings
3:15 PM - 4:45 PM	Commission & Committee Meetings

### Friday, November 13, 2020

9:00 AM - 10:15 AM	Commission & Committee Meetings
10:45 AM - 12:00 PM	Commission & Committee Meetings
12:00 PM - 1:30 PM	Break
1:45 PM - 3:00 PM	Commission & Committee Meetings
3:15 PM - 4:45 PM	Commission & Committee Meetings

### Monday, November 16, 2020

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 17, 2020

9:00 AM - 10:15 AM	Region 1
9:00 AM - 10:15 AM	Region 2
9:00 AM - 10:15 AM	Region 3
9:00 AM - 10:15 AM	Faculty Commission: 2020 Professor of the Year Semi-Finals
10:30 AM - 11:45 AM	Region 4
10:30 AM - 11:45 AM	Region 5
10:30 AM - 11:45 AM	Faculty Commission 2020 Professor of the Year Semi-Finals
12:00 PM - 1:30 PM	Break
1:45 PM - 3:00 PM	Opening Session
3:15 PM - 4:15 PM	Concurrent Session 1
3:15 PM - 4:15 PM	Incoming AFC Commission Chairs
3:15 PM - 4:15 PM	Incoming AFC Region Directors
4:30 PM - 6:00 PM	Opening Social

## Wednesday, November 18, 2020

9:00 AM - 10:15 AM	Plenary 1
10:30 AM - 11:30 AM	Concurrent Workshop 2
12:00 PM - 1:30 PM	Lunch
12:00 PM - 1:30 PM	Virtual Tradeshow & Vendor Fair
1:45 PM - 2:45 PM	Concurrent Workshop 3
3:00 PM - 4:00 PM	Concurrent Workshop 4
4:15 PM - 5:15 PM	Concurrent Workshop 5
6:30 PM - 7:30 PM	AFC Game Night

## Thursday, November 19, 2020

9:00 AM - 10:15 AM	Morning Plenary
10:30 AM - 11:30 AM	Concurrent Workshop 6
11:45 AM - 1:30 PM	Lunch
12:00 PM - 1:30 PM	Virtual Tradeshow & Vendor Fair
1:45 PM - 2:45 PM	Concurrent Workshop 7
3:00 PM - 4:30 PM	AFC Awards Program
5:00 PM - 6:00 PM	Annual Conference Celebration

## Friday, November 20, 2020

9:30 AM - 11:00 AM	Assembly of Delegates Meeting
11:15 AM - 12:30 PM	Closing Session & Installation of Officers

CPEC/AFC STATEWIDE COLLEGE HOLIDAY

# FOOD PANTRY CHALLENGE



## NOVEMBER 2 - NOVEMBER 20

FOR MORE INFORMATION CONTACT  
SANDI BARRETT ~ BARRETTS@PALMBEACHSTATE.EDU OR  
SHARON WALKER ~ WALKERS@TCC.FL.EDU

# MEET THE ★ CANDIDATES

Please review the candidates' web pages and vote at [www.myafchome.org](http://www.myafchome.org) on October 19.

## President-Elect



**Stephanie L. Campbell**

Director, Upward Bound Program, Polk State College

*Platform: AFC: Strength in Community!*

Visit Stephanie's Candidate Page [HERE](#) for more information.

## Vice President-Elect for Commissions



**Giovanni "John" Barbieri**

Supervisor for Physical Plant Division, Indian River State College

*Platform: Unity, Pride, and Service*

Visit John's Candidate Page [HERE](#) for more information.

## Vice President-Elect for Regions and Chapters



**Melonie Miner**

Contracts Administrator/Risk Management Coordinator for Legal Services, Pensacola State College

*Platform: TEAM: **T**ogether **E**veryone **A**chieves **M**ore*

Visit Mel's Candidate Page [HERE](#) for more information.

## Vice President-Elect for Regions and Chapters



**Jaimie Pagels**

Academic Advisor, Pasco-Hernando State College

*Platform: Moving forward TOGETHER as ONE!*

Visit Jaimie's Candidate Page [HERE](#) for more information.

# New Indian River State College President Begins Tenure with Message of Optimism

Dr. Timothy Moore began his duties as Indian River State College's fourth president with a calendar of back-to-back meetings and impromptu visits in support of an energetic start of his agenda. He greeted all faculty, staff and students with an afternoon video message that underscored his profound optimism for what the institution can accomplish, together, over the next months and years.

Moore, a military veteran with a 35-year career in higher education, federal, commercial, military and start-up sectors, comes to IRSC after an extensive national search. He succeeds Dr. Edwin Massey who retired at the end of August.

Moore sees education as the foundation for one's advancement to employment and economic opportunity, and Indian River State College as the primary driver of that opportunity in the region. He feels strongly that the challenges presented by a global pandemic have not deterred the institution's important responsibility to catalyze an intellectual awakening in, and create a superior learning environment for, all current and future students.

"I intend to move the College forward in this COVID era in a safe and efficient manner," declares IRSC President Dr. Timothy Moore. "I have four preliminary thrust areas for our College. They are supporting growth of entrepreneurial and small businesses; expanding our impact in healthcare and healthcare-related fields; deepening our engagement with service members—we owe so much to our veterans and their families; and expanding our regional cyber workforce pipeline, which is critical to the health of our service district, the state and the nation."

Moore describes himself as a Swiss army knife in terms of skill sets. In the coming weeks he will meet with campus-based and community-based constituencies—through scheduled meetings and by hosting informal listening sessions across Indian River, Martin, Okeechobee and St. Lucie counties—to decipher priorities of the region and identify and seize opportunities that build on IRSC's 60-year legacy of service and innovation.



Join hosts Christine Tripp and Doug Ryan as they focus on our colleges, members, and special topics within the Florida College System. Episodes began Oct. 12th and will be featured on the AFC website, Spotify, Apple Podcast, and iHeart podcasting platforms. [Click here](#) to hear the first episode.

# CCP for Me

## Why I applied for the CCP program

*by Dr. Alton Austin, College of Central Florida Registrar*



It took me a while to truly get involved in the Association of Florida Colleges (AFC), despite signing up during my HR orientation at Eastern Florida State College. After about a year, I was asked to fill a vacant position on my campus and agreed. That opportunity opened my eyes to what AFC had to offer and I began to look for more professional development opportunities. What I found was the Certified College Professional (CCP) program.

When I applied to participate in the CCP, I had been employed in the Florida College System (FCS) for just a little longer than two years. Having worked in the FL State University System (SUS) for seven years, I really was not aware of the fundamental differences between the two. As I began to learn more about the FCS, I knew that I needed more direct knowledge and a more structured plan to learn what I felt I needed to know and the CCP offered just that.

What attracted me to the program initially was the chance to explore the modules about Legislative Process and Advocacy as well as the Florida College System. While I thought I had a pretty good handle on what I thought the modules for Leadership and Building Community and Customer Services portions of the program would offer, I found out

there was so much more to learn. Imagine my surprise when I found out that my college would not pay for my participation in the program. Just as I was about to pay out of pocket, AFC took a chance and awarded a scholarship which solved my problem. Hear this if nothing else – pay out of pocket if you must. It is worth it.

For the next two years, I took every opportunity I could find to be involved. I volunteered to present at the regional and annual conferences. I served on the AFC Board of Directors helping out with Member Services. It was that involvement that gave me the chance to complete the requirements for the CCP program. This is not just a program where you can read some information, pass a test, and earn a certificate. Participants have to demonstrate that they are learning something and show how it can be applied immediately, for the benefit of the participant, the program, AFC, and the community.

Just as I finished completing the requirements for the program, life dealt a couple of significant blows. I had a couple serious health scares, and then I landed a new position at a new college in the system. With the combination of the two, I had to take a step back from my involvement in AFC. Two years later, despite our current world circumstances, my personal circumstances have changed and I am excited to get back involved in AFC and put to use all that I learned from the CCP. I hope to rejoin the Board of Directors and give back to the organization that has given me so much!

## The Association of Florida Colleges Certified College Professional (CCP) Program

**What Should I Know If I am Considering Earning the Florida College Professional Certificate?** If you are considering earning the AFC Certified College Professional (CCP) Florida College Professional Certificate, please keep in mind the following initial criteria that you must meet before applying:

- You are employed full-time, part-time, or as adjunct faculty employee by an institution within the Florida College System or related organization for at least one year.
- If you are a member of AFC, you are a member in good standing.
- You are committed to upholding the AFC Certified College Professional "Standards of Conduct"
- Your college president will support your effort to earn the certificate, if your tuition payment will be paid by your institution.

Regardless of your academic background and professional experience, the CCP certificate can set you apart from the rest of your colleagues and go a long way to advancing your career in the Florida College System. If the above criterion applies to you, then earning the CCP certificate may be a good decision.

To learn more, **CLICK HERE**.



## In Memoriam: Dr. Bill Ganza



Dr. Bill Ganza, mentor, colleague, and friend passed on Monday, September 28, 2020 at his home in Jacksonville, FL. Those who knew Bill, are without a doubt lost as there was not a person with whom he met that he did not leave a lasting impression. Education was not only his life passion, it was a way of life. Many of us pursuing our own educational journey were recipients of his wisdom where he often shared his personal story: "I started in 1985 and it

took me until 2012 to finish my doctorate, you can do this." He earned a bachelor's degree in psychology, a master's degree in Sociology, and a doctorate degree in Educational Leadership. This path led him to his first job as a college professor teaching Sociology. As a father, he was driven in securing a quality education for his daughter. In this pursuit, he stumbled into Early Childhood Education when he accepted a position as the director of a childcare facility. Since then, Bill has been an advocate for early childhood education, but his journey did not end there.

One of Bill's most beloved hobbies, stemming from his childhood, was his love of photography which led him to meet his wife of over 40 years together. Bill and Pam were married and had a beautiful daughter named Adrian. Bill enjoyed outdoor recreation activities which included kayaking, snorkeling, hiking, and traveling. He had the goal of visiting all 50 states and which he accomplished in his life among visiting numerous places in the Caribbean. One of his most prideful and awarding of adventures was traveling to St. Luca to visit his students that he had taught virtually.

In lieu of flowers, the family has asked that donations be given to the Dr. Bill Ganza Memorial Scholarship fund. Bill believed in the positive outcomes of receiving an education, and this memorial scholarship fund will be used to help students with emerging financial needs to pursue a degree in Human Services or Early Childhood Education.

You may contribute to the fund **HERE** or by mail: Florida State College at Jacksonville Foundation at 501 W. State Street, Jacksonville, FL 32202. Please add "For the Bill Ganza Memorial Scholarship Fund" in the memo section.

# FSAE 2020 Executive of the Year: MARSHA KINER, MS, CAE

Marsha Kiner, MS, CAE has always viewed herself as an educator. She got her Master's in Education and has worked in an education space or community college since the mid-90s. As a member of what was then the FL Association of Community Colleges, she pursued her own professional development in the college system, including being encouraged to take volunteer leadership roles for the Association of Florida Colleges (AFC) and eventually hired as its Chief Operating Officer in 2006. She never stopped her educational journey, however. Joining FSAE in 2007 and seeking new guidance as an association professional, she has attended countless events, served on multiple committees and both the FSAE and Foundation Boards, earned her CAE and participated as an ASAE DELP Scholar. Her remarkable career in association management and continuous service to our organization and profession has led her to be named our 2020 Executive of the Year.

"I've always said that I'm the poster child for the AFC," Marsha explained. "I am the product of what engagement and professional development can do for your career. I joined the AFC staff as COO to tell my story to other

members and encourage their involvement in the organization. I had no idea that association management would become my profession, and that I would love creating the opportunities and services for our members so much. A large part of my success on this side of the association is due to FSAE and the relationships I've built in this space. I knew about colleges, not associations. My leadership skills continue to evolve because of what I learn from FSAE's education and from other members and friends I've come to rely on."

Marsha's volunteer service began in 2008 on the membership committee and every year she's served on at least one committee, totaling 18 terms. She also served as both a Foundation Trustee, FSAE Board At-Large Director and Board Secretary. Her volunteer experience has not only been instrumental in FSAE's policies and offerings, it has helped her better connect with her organization's volunteer leaders to build a stronger board.

"Serving on the FSAE Board allowed me to see the inner-workings from the volunteer perspective," Marsha said. "You forget sometimes what your volunteer leaders are experiencing. The opportunity to serve and to be engaged on so many different levels

*Continued on page 16*



humbled me. I've been reminded that leadership doesn't always have to come from the top. Service requires leadership. Service encourages leadership. I've been able to take my service lessons from FSAE and incorporate them in AFC. I've encouraged a few of my volunteers to lead from their positions - even though they don't chair their respective committees. Every volunteer has a voice and it is important that we hear it."

In her COO / Associate Executive Director role, Marsha is responsible for managing AFC's staff and programs including meetings and conferences, membership development, leadership program and providing guidance to the board and volunteer leaders. (Since her awards nomination, Marsha has been named Interim Executive Director and her role has expanded even more.) Her goal? To be the best professional she can be.

"My professional goals are simple," Marsha continued. "I aspire to be the best professional that I can be. I'm not interested in a title - I'm interested in finding ways to better myself and the organization that I work for and the people that I work with. If I am my best, I will bring out the best in those around me. I will make a difference."

Marsha has made a difference to her members during the onset of COVID when

all schools suddenly closed. Wanting to start online education opportunities for members this year anyway, those plans were accelerated once COVID hit in March. She quickly got familiar with Zoom Meetings and created a webinar series for members that was provided twice weekly, sometimes four a week, at no charge.

"We typically have in-person regional meetings in the Spring," Marsha explained. "These weren't going to happen and we needed to find another

way to bring members together. Early on we had virtual sessions on dealing with anxiety and stress as well as tips on working from home. We wanted to help members any way possible both professionally and personally, and to remove barriers to attend, we offered them at no charge for both members and prospects. I worked with our section chairs to develop topics and speakers and host the meetings and I'm proud to say we had over 4,000 participants for all sessions. Networking is always an important part of our association,

and during the current uncertainty and isolation, it's been more important than ever. We can't fix COVID, but we can bring people together to figure out the road ahead."

"I aspire to be the best professional that I can be. I'm not interested in a title—I'm interested in finding ways to better myself and the organization that I work for and the people that I work with."

Through these uncharted times of COVID, and with her transition into Interim ED, Marsha has relied on FSAE and her association colleagues even more.

"Knowing who you can call on for guidance and assistance is invaluable.

Having the relationships and colleagues I can depend on has been an important part of my professional journey. I have been encouraged, inspired and challenged through my service and participation. You never know how your life can change or how you can grow from volunteering. I've grown personally and professionally. FSAE has been the best investment in me that I and my organization could have made."

# Kudos

## FSW RESEARCH CLASS AIMS TO PREVENT TURTLE POACHING, HABITAT DESTRUCTION

In a secret location in Southwest Florida, before even the sun has fully risen for its day, Florida SouthWestern State College Biology Professor Jordan Donini and his Independent Research class are treading through knee-deep water in the Florida marsh.

Unfazed by the snakes, spiders and insects that cross their path and buzz their ears, they are here every Friday morning searching for one thing – the Florida box turtle.

“Turtles are one of the most at-risk groups of animals on the planet right now because of habitat destruction and fragmentation,” Donini said. “They are especially sensitive to climate change because they have temperature-dependent sex determination. These specific turtles that we are studying are also especially popular in the pet trade and face pressures from illegal poaching and over-collection.”

As each new turtle is discovered, the students measure it, assign it a number, and mark its scutes according to its assigned number. Donini then microchips it with a radio transmitter so his students can track it and monitor any trends and changes in its location, habitat, size and health.

“The most rewarding part is finding that new turtle,” FSW student Jackie Drew said. “It’s definitely a cool feeling because you’re finding evidence of a healthy population, and they are surviving and thriving and making more of themselves for future generations.”

Students in the class also learn how to use radio telemetry equipment and how to do wildlife surveys and measurements, which are basic skills needed for entry-level wildlife jobs.

“Pairing my love of nature with my love of science has made it really cool,” said Drew. “It’s surprising and rewarding being able to have this experience at a state college.”

“When you find a turtle, when you start collecting data, at the end of the day,

it’s very fulfilling,” FSW student Adrian Rodriguez said. “When I first started at FSW, didn’t have any idea what I wanted to do for a degree or career. This course made me realize this is something I want to do for the rest of my life. It’s like a dream come true for me to be working out here.”

Since Donini began teaching the class in the fall of 2019, he and his students have found and tracked nearly 200 turtles in a variety of species. The data they collect will be analyzed for submission into peer-reviewed scientific journals, and it will also be shared as a report with the Fish and Wildlife Conservation Commission (FWC) every three years, which Donini hopes will be used to inform wildlife policies in the future.



## GAIL SHEETS RECOGNIZED WITH SPECIAL SERVICE AWARD FOR AFC MASKS FOR THE RIVER PROJECT

Members of the Indian River State College community often go above and beyond their day-to-day responsibilities in support of student success and to further the College's mission. During the COVID-19 pandemic, there have been many exceptional examples of service that reflect a deep commitment to the College.

At the August 25 District Board of Trustees meeting, Dr. Edwin Massey, IRSC President, recognized Gail Sheets, Graphic Production Specialist II, with the IRSC Special Service Award for her work to organize and lead a crew of more than 20 volunteers through the "AFC Masks for the River" project. Since the project's start, more than 970 masks have been made and the IRSC Association of Florida Colleges Chapter has raised \$3,402.55 for student scholarships.

The IRSC Special Service Award pays tribute to Gail and her team, whose efforts have helped keep IRSC masked and safe during the COVID-19 pandemic.

Always humble and appreciative of others, Gail acknowledged the work of all of the project volunteers—IRSC faculty, staff, students and employee's family members—who assisted to make so many of face masks now matched to smiling eyes seen across campus today: Corine Anderson, Jodi Anderson, Kendra Auberry, Kaylee Cendejas, Maria Chavez, Renee Halle, Donna Ingram, Vicky Lucas, Susan O'Brien, Rochelle and C.J. Popp-Finch, Jodi Robson, Emily and Sandy Sampson, Justin Sanchez, Robbie Sheets (Gail's husband), Rose Taylor, Angelita & Al Tyner, Mary Walker and Brett Williams.

Gail and her team continue to sew around



the clock for both the health and safety of the IRSC community and in support of AFC student scholarships. IRSC is grateful to Gail for her extraordinary commitment to the College.

## LEARNING TO LEAD

The AFC loves learning, and its members are proving it by how they spend their time in quarantine – learning to lead!

Four leaders of the Association of Florida Colleges recently embarked on an educational journey thanks to the @University of South Florida Muma College of Business.

For two hours every Wednesday for 7 weeks, these members participated in a free and open to the public training that provided individuals with the awareness and capacity to successfully lead in the post-crisis economy. Congratulations on earning your Post-Crisis Leadership Certificate from USF: @Jaimie Pagels, Pasco-Hernando State College, @Daniella Pierre, Miami Dade College, @Doug Ryan, Florida College System Activities Association, and @Christine Tripp, Eastern Florida State College.



## CF PARTNERS WITH THE FLORIDA DEPARTMENT OF EDUCATION FOR NEW WORKFORCE EDUCATION INITIATIVE

College of Central Florida is excited to join forces with the Florida Department of Education for a new workforce education initiative aimed at raising awareness of short-term career and technical education programs. Get There Florida highlights the key benefits of the programs available locally in Citrus, Levy and Marion County and to all Floridians statewide. Individuals who are out of work or who want to reskill or upskill may qualify to attend CF with no tuition expenses.

"This initiative presents a great opportunity for our students and for displaced workers to consider options that will help them start a new career," said Dr. Mark Paugh, vice president of Academic Affairs at CF. "Our area has so many high-demand jobs that need employees, and these programs can help someone earn a certificate fast and pursue a meaningful career."

Career and technical education, often referred to as "CTE," serves as a critical component in preparing individuals for occupations important to Florida's economic development.

Program offerings are organized into 17 career paths and are geared toward middle school, high school, district technical school, and Florida College System students throughout the state.

"Get There accelerates student success, preparing them for their future and ensuring a talented workforce," said Kathy Hebda, chancellor of the Florida College System. "With 28 state colleges and 48 technical colleges and centers spanning the state, there is a program for everyone. Whether you've recently experienced job loss, graduated high school or are simply looking for a career change or opportunity to stack your credentials into a degree – we want to help you Get There."

At CF students can enroll in an in-demand, high-quality workforce program, move quickly, and gain critical skills needed in the region's essential and emerging industries. The College Credit Certificate programs are for entry level students, range from 9 to 12 credits and can be completed in 18 weeks or less. They must be completed

in spring 2021, though some may start earlier. Most are available fully online.

Programs include:

- Accounting Technology Specialist
- Computer Information Data Specialist
- Lean Six Sigma Green Belt
- Logistics and Transportation Specialist

"Career and technical education matters more than ever," said Henry Mack, chancellor for Career, Technical and Adult Education. "Get There raises awareness about CTE and helps everyone envision the power of a workforce training opportunity for professional and personal wellbeing. By connecting students to a high value credentials at our state colleges, we will be sure to reach our goal of becoming No. 1, in workforce education by 2030."

CF will offer virtual information sessions on Oct. 5, Oct. 21, Nov. 9, Nov. 20 and Dec. 2. Individuals who attend a session will have the \$30 application fee waived. Details are available at [www.CF.edu/Essential](http://www.CF.edu/Essential). Students may be eligible to receive additional

funds for expenses such as uniforms and background checks, thanks to a partnership with CareerSource Citrus Levy Marion.

In Marion County, the Rapid Credentialing Grant will also support a cohort of the Business Entrepreneurship College Credit Certificate program, offered in partnership with the Ocala/Marion County Chamber & Economic Partnership and its IMPACT initiative for minority business owners; seats are limited. Students in the Emergency Medical Technician program in the spring may also qualify for the scholarship. The Critical Care Transport program supported by the grant is not available for free tuition and students must be a current paramedic or nurse to participate.

At [GetThereFL.com](http://GetThereFL.com), Floridians can learn more about CTE and workforce training programs available at state and technical colleges, align their interests with a career path and connect with their local institution to enroll.

## SPC LISTED AMONG TOP FLORIDA COLLEGES BY U.S. NEWS & WORLD REPORT

U.S. News & World Report ranked St. Petersburg College third among the 28 colleges in the Florida College System, according to their 2021 Best Colleges study.

The ranking is based on the college's academic reputation as noted by peer institutions, graduation and retention rates, faculty resources, financial resources per student, student selectivity, low student indebtedness rates, social mobility and alumni giving.

"It is a huge honor for SPC to be recognized as a 2021 Best College and we celebrate our faculty and staff for all of their hard work and dedication to our students and community," said SPC President Dr. Tonjua Williams. "We continue to focus on lifting up our community by offering a high-quality, affordable and accessible education to all who seek pathways to a better future for themselves and their families."

The report listed SPC #21 among public colleges in the southern region. These are the highest-ranked public colleges out of schools that



participated in the study in the 12 states that make up the regional south.

Overall, SPC ranked 68th among all private and public institutions in the southern region.

SPC offers more than 110 degree and certificate programs, including many high-demand, high-skill industry-recognized workforce certifications. The college's career-focused curriculum is created with input from industry experts to give students the skills they need to meet the needs of today's employers. SPC's Pathways Program offers students a clear roadmap to success to ensure they are taking the right courses - in the right sequence - to meet their goals.

# TAKE THE MIC 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: [myafachome.org/myafcspeakersbureau](https://myafachome.org/myafcspeakersbureau)**

# Chapters

## INDIAN RIVER STATE COLLEGE

On Friday, August 28, 2020 the IRSC AFC Chapter and the Campus Coalition Government sponsored a Drive In Movie featuring Jumanji – The Next Level during Week of Welcome. There were over 175 vehicles in attendance with approximately 700 attendees, including employees, students, and future Pioneers! The event was a great family night out that the IRSC community enjoyed from the comfort and safety of their vehicles.

Over the summer, the IRSC AFC Chapter held a Masks for the River Project to help support the college community in staying healthy while raising funds for student scholarships. Gail Sheets, an Unsung Pioneer in the Chapter, organized and led a crew of more than 20 volunteers, which was made up of IRSC faculty, staff, students, and employee's family members. Since the project's start, more than 970 masks have been made and the IRSC AFC Chapter has raised over \$3,400 for student scholarships. This act of servant leadership led Gail to receiving an IRSC Special Service Award presented by Dr. Edwin Massey, former President of IRSC, at the District Board of Trustees meeting that took place on August 25.

The Chapter's Masks for the River Team continues to sew around the clock for both the health and safety of the IRSC community and in support of AFC student scholarships. For more information on the Project, please contact Rochelle Popp-Finch, IRSC AFC Chapter President at [rfinch@irsc.edu](mailto:rfinch@irsc.edu).



## PASCO-HERNANDO STATE COLLEGE

### Membership Development

The AFC PHSC Chapter presented AFC: Know What, Why and When, on Wednesday, June 24, via Zoom. Dr. Eddie Williams provided answers to the most common questions about the AFC. Participants had the opportunity to win a FREE one-year AFC membership and take advantage of the lower dues rates. Eight new members joined the organization as the result of this event.

### Community Service Project

Dr. Eddie Williams joined other AFC PHSC Chapter members for a Volunteer Day with Home For Our Troops on July 18. The Volunteer Day marked a pivotal time in the completion process of a mortgage-free adaptable home for PHSC Alumnus, Tim Read, and his wife, Ann. Volunteers helped in making sure the landscaping looked just as beautiful as the home. The home was presented to the Read family on August 29.



### FLORIDA GATEWAY COLLEGE

During "Back to School Week" the FGC Chapter hosted a communication skills professional development session titled, 10 Commandments of Communication. During the session, participants learned how to convey their message with body language, importance of the "I" emphasis, and the 10 commandments of communication. Presenters were Denise Johnson, Assistant Professor of Psychology and Andrea Gabriel, Payroll Supervisor.

As part of this presentation, there was also a short chat about the benefits of AFC membership. The chapter also hosted an ice cream social during the event.

### SEMINOLE STATE COLLEGE OF FLORIDA

Four of our full-time faculty members: Dr. Marwan Shaban (project lead), Dr. Janell Robinson, Dr. Adam Rocke, and Dr. Craig Tidwell, from the Bachelors of Information Systems professors, had a paper accepted for publication and presentation by the American Council on Science and Education. The paper will be published by Springer Nature in a book series, *"Transactions on Computational Science & Computational Intelligence."* The presentation was via Zoom on Tuesday, July 27 at the American Council on Science and Education.

For a recap of Virtual Chapter August/September Activities visit the Seminole State College of Florida webpage or Facebook page. at <https://www.facebook.com/SeminoleStateAFC> or <https://www.seminolestate.edu/afc/events>.

### TALLAHASSEE COMMUNITY COLLEGE

On September 19, members of the chapter were proud to give back with Keep Wakulla County Beautiful and the Coastal Cleanup 2020. It was a peaceful day to help beautify our region.



The Tallahassee Community College Classified Staff and the Tallahassee Community College Chapter of the Association of Florida Colleges held a Hurricane Relief drive on the Campus of TCC. The drive was held to collect items for our sister school, Pensacola State College. The supplies were

delivered on October 2, 2020 by Gregory Williams and Sharon Walker.

The following items were delivered:

- 26 cases of water
- 24 bags of charcoal
- 4 bottles of lighter fluid
- paper towels
- toilet paper
- lighter
- and other items

We wish to say "thank you" to everyone who donated.



### PENSACOLA STATE COLLEGE

AFC Donut Day was a success! Donuts were delivered to multiple departments on two different campuses. Thank you to everyone who participated and special thanks to Shannon Crawford, Mel Miner, and Edith Fox for making the deliveries.



# Regions

## REGION II PARTICIPATES IN OPERATION GRATITUDE

Forty-two letters of gratitude written by AFC Region II members and their families were recently sent to law enforcement officers, firefighters, emergency medical services workers and health care providers across the nation. Participating in the Spring Conference service project, Region II volunteered virtually and supported Operation Gratitude, whose mission is "to forge strong bonds between Americans and their Military and First Responder heroes through volunteer service projects, acts of gratitude, and meaningful engagements in communities nationwide."

As the "Letters of Gratitude" writers expressed gratitude to our nation's heroes, some also shared hopeful messages, well wishes and positive thoughts, as well as information about themselves and their families, hobbies, work, school, pets, travel, interests and such. Those who couldn't find the words to write were invited to draw or paint a picture instead.

Kate Adornetto, AFC service project chair at St. Johns River State College, said, "Receiving heartfelt 'Letters of Gratitude' during this time was a great way to connect our team with a global effort. Needless to say, the virtual project was a success!"

In a letter of appreciation sent to AFC Region II, Operation Gratitude Chief Executive Officer Lieutenant Colonel Kevin Schmiegel said, "Thank you for your generous donation of 42 letters and your dedication to our mission. With the help of grateful Americans like you, we have delivered over 2.9 million of our signature care packages to deployed troops, veterans, wounded heroes and their caregivers, military families, recruits, graduates and first responders since 2003."

For more information on Operation Gratitude visit, <https://www.operationgratitude.com/>.

## AFC REGION III HAPPENINGS

Region III hosted another entertaining trivia night on August 5, 2020. AFC members from several regions joined us for a fun night remembering Sitcoms from the 80's to 2000's. Members tested their memories on comedies such as: Seinfeld, Friends, The Office, Raymond and Fresh Prince. Sitcom superstars and gift card winners were: Dawn, Eileen and Charity. Thanks to all who joined Region III for lots of laughter and good memories of the 80's – 2000's.

Each year Region III provides CCP scholarship opportunities for its' members.

This year we had four outstanding nominations and recipients receive a CCP Scholarship.

1. Chalah Harris, Seminole State College of Florida
  2. Amy Krewson, Eastern Florida State College
  3. Peggy Mentor, Daytona State College
  4. Cathy Bartling, Seminole State College of Florida
- Congratulations to four exceptional region members.



# Commissions

## CAREER AND PROFESSIONAL EMPLOYEES COMMISSION

The Career and Professional Employees Commission (CPEC) has been diligently working to keep our Commission active and engaged. The Executive Board has been meeting and coming up with activities for the Commission. CPEC members have been participating in the 2020 Webinar series and CPEC has hosted several webinars through the AFC webinar series.

The Career and Professional Employees Commission hosted the following webinars:

- 7/28/20: "A Privilege Walk" presented by Marjorie McGee, Director of Student Life, College of Central Florida, 2019 AFC President. This activity was designed to provide participants with an opportunity to understand the intricacies of Privilege.
- 8/4/20: "Are you Ready? Preparing Unlikely Leaders in Higher Education for the Ever-Changing Demands of an Unforeseen World" Presented by Angela Long, Ed.D., Director, Strategic Engagement, Academic Affairs, Tallahassee Community College. This session was purposed to inspire, challenge, enlighten and motivate you to take bold steps and fulfill your calling to lead as never before.
- 8/20/20: "Working with Students in Crisis" presented by Katherine Strauss, LCSW and Counselor at the Tallahassee Community College Counseling Center & Michelle Tibbits-McClellan, Victim Advocate at Tallahassee Community College. This workshop reviewed tools on how to talk with a student in crises and the appropriate resources for students, faculty and staff to utilize.

CPEC, also, hosted a Social Event CPEC Kahoot Trivia Game on July 13, 2020, 7 pm. The winner received Amazon gift cards that were donated to the Commission.

CPEC has submitted requests for our Commission Awards: Education Award, Employee of the Year and Exemplary Practice Award. The winners will be notified before the Annual conference and awards will be presented at the Annual Conference CPEC meeting.

### Upcoming Event:

CPEC will be presenting a Statewide Food Pantry Challenge with the College Food pantries. Dates and additional information will be forthcoming.

**CPEC would like to Thank everyone who participated in the Conferences and the webinars. We greatly appreciate your support.**

**Congratulations to our new AFC Interim Executive Director, Marsha Kiner. Our Commission appreciates you for your past support, your present support and your future support.**

**Again, to the State AFC office and the AFC State President, Matt White, thank you for all your encouragement and support. Without you, our Commission would not be where it is today, especially during the pandemic.**



# Highlighting AFC Board Members

## Mercedes Clement, Senior Professor/Librarian, Daytona State College



### How long have you been a member of the AFC?

Records show that I have been a member for 23 years. However, I have proof that I have been a member for at least 32 years. I know that I joined in 1981 but I cannot prove it.

### Why did you join the Association of Florida Colleges?

In January 1981, as a new DBCC employee I attended an orientation where I saw a presentation about FACC. I understood then that this association was the only one that was inclusive of every member of the college community. Because of that simple fact and others, I was completely sold out.

### What position do you currently serve in the AFC? Have you served in other positions?

I am currently serving as LRC Chair 2020. My former roles include AFC/DSC Chapter President 2012, AFC Region Director 2014, and AFC Vice President for Regions and Chapters 2016.

### How has the AFC been impactful to you?

AFC has been a great platform for my professionalism, leadership skills and networking. I also became knowledgeable about the state legislative procedures, the state budget process and the great 28 and more.



Mercedes Clement on the cover of the 1988 DBCC Journal, helping fellow staff member Sharon Crow get elected as AFC President.

# Highlighting AFC Board Members

## Ryan Buckthorpe, Director, Institute for Corporate & Continuing Education, Hillsborough Community College



### **How long have you been a member of the AFC?**

Since November 2011.

### **Why did you join the Association of Florida Colleges?**

Initially, because I was asked to join. Then, because I wanted to be more connected with my colleagues.

### **What position do you currently serve in the AFC? Have you served in other positions?**

Workforce, Adult, and Continuing Education Commission Chair (my second year as Chair)

### **How has the AFC been impactful to you?**

It has helped me connect with colleagues across the state and understand more about issues that impact our 28 colleges at the state level.

## Meet All the AFC Board Members

[CLICK HERE](#)



Join the hosts of the AFC Book Club every third Thursday and connect with book lovers who love to read, engage in lively discussions, and learn about interesting topics related to current events, history, biographies, and good fiction.

### UPCOMING TITLES:

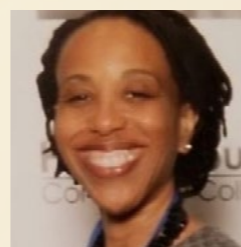
**November 12:**  
"The Nickle Boys"  
by Colson Whitehead

**December 17:**  
"The Art of Gathering: How We Meet and  
Why It Matters" by Priya Parker

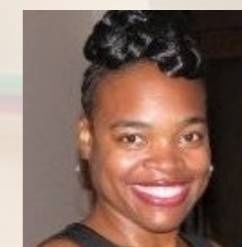
### MEET THE HOSTS:



Tracy Glidden  
Eastern Florida State College



Kara Lawson  
Hillsborough Community  
College



Elizabeth Shelby  
Hillsborough Community  
College



Partners for Excellence

Leon County Schools extends its appreciation to  
*Association of Florida Colleges*

a partner with

*Canopy Oaks Elementary School*

for participating in the 2019-2020

Partners *for* Excellence Program and supporting  
The schools and children of Leon County, Florida.

*Rocky Hanna*

Rocky Hanna

Superintendent of Schools



# New Members

*Welcome to the following new members from June 2020 – September 2020*

## **Broward College**

Lisa Elsinger

## **Daytona State College**

Christopher Van Duyne

## **Eastern Florida State College**

Milagrito Rogue

## **Florida Gateway College**

Jackie Davis

Kathrine Harris

## **Florida Keys Community College**

Lana Gaspari

## **Florida SouthWestern State Colleg**

Michele Yovanovich

## **Hillsborough Community College**

Elizabeth Shelby

## **Indian River State College**

Karen Wallace

Manny Noguchi

## **Lake-Sumter State College**

Asha Raghunauth

## **Northwest Florida State College**

Lisa Haddorff

## **Pasco-Hernando State College**

Ann Coppola

Carla Rossiter

Dallona Guincho

James Myers

Jason Dowling

Karen Swetland

M Thomson

Ofori Boateng

Pamela Ravenel

Robert Chapa

## **Pensacola State College**

Halley Cook

Maryam Ahmad

Robert Goley

Sharonia McDonald

## **Polk State College**

Dawanda Drayton

Dee Hester Axson

DTrice Lippett

Jennifer Smith

Kathryn Maeda

Leroy Carnegie

Shinobu Maeda

## **Seminole State College of Florida**

Geraldine Perez

## **South Florida State College**

Christine Hammett

Linette Geisel

## **St. Johns River State College**

Bailey Hersey

## **St. Petersburg College**

Annessa Kalloo

Carol Ann Sumter

## **State College of Florida, Manatee~Sarasota**

Lem Andrews

## **Tallahassee Community College**

Atari Timmons-Ross

Lindsey Goodman

## **Valencia College**

John Davis

Michael Sasso



**5G Power Skills**  
**5G Leadership Skills**  
**5G Coaching Skills**

**Partnered with AFC to provide  
professional development webinars  
and member rates for our programs  
to AFC membership**

**Start your  
program today!**

Discover Alpha UMi Inc's suite of solutions for leadership skills,  
interpersonal skills, soft skills and student success coaching skills development.  
The most effective skills training on the market!



The **5G Power Skills** program addresses the top soft skills needed by the workforce today. The State of Florida has approved this curriculum as a 2-credit course: **SLS 351 Five Generations At Work**



The **5G Leadership Skills** program changes lives through workforce and staff professional development training.



The **5G Coaching Skills** program builds student success coaches to address retention and engagement for first-generation, low-income students.

**Completion of any of these program results in stackable digital badge credentialing.  
We offer train-the-trainer as well as access to our facilitators.**

*It is exciting to be a part of an innovative solution. At South Florida State College, staff report positive comments from both students and corporate clients about the benefits of 5G Power Skills as it addresses one of today's critical skill shortages.*

Dr. Thomas Leitzel, President,  
South Florida State College

Contact: [INFO@5GPowerSkills.com](mailto:INFO@5GPowerSkills.com)  
727-804-8524 | [5GPowerSkills.com](http://5GPowerSkills.com)

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# Calendar

## October 2020

Town Hall Meeting with Region IV	October 20 at 2 pm
CPEC Presents: Classified Staff Council and the Administration: Are We Connected?	October 22 at 2 pm
Equity Commission Presents: Social Justice Matters	October 28 at 11 am
Town Hall Meeting with Region V	October 29 at 2 pm

## November 2020

Faculty Commission Roundtable	November 10 at 2 pm
AFC Virtual Book Club	November 12 at 1 pm
Board of Directors Meeting	November 17
Virtual 71st Annual Meeting and Conference	November 16-20
Council of Presidents Zoom Business Meeting	November 20 at 1 pm

## December 2020

AFC Virtual Book Club	December 17 at 1pm
Council of Presidents Zoom Business Meeting	December 18 at 1 pm

# CURRENT

## MAGAZINE

### Deadline and Publication Dates

TOPICS: Post-Conference Issue

**CURRENT Deadline:** December 3, 2020  
**CURRENT Publication:** December 16, 2020

Email your submissions for the next issue of Current to [publications@myafchome.org](mailto:publications@myafchome.org) for consideration in the next publication.

### CONTACT US

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**FOLLOW US ON:**

