

# CURRENT

May 2011

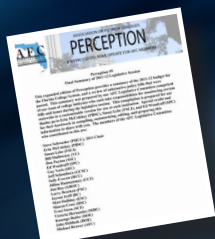
THE OFFICIAL NEWS SOURCE  
OF THE ASSOCIATION OF  
FLORIDA COLLEGES



Volume 44, Issue 2



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# A Historic Session

By Evelyn Ward, AFC President

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

— Martin Luther King Jr.

The 2011 session of the Florida Legislature has come to a close. I'm sure each of you, as well as all Florida state employees, were avidly watching this session as it progressed. We have certainly watched and participated in a historical time in our state.

Our AFC legislative team has fought as David against the Goliath of manufactured public opinion against state employees. Our members have stayed informed and have been quick to respond to the ever changing climate in Tallahassee.

If you are feeling as if we have lost the fight on retirement, remember that this fight has been waged over the last several years. It has been long fought with many AFC victories. In fact, if you or a member of your family is in the DROP program today, you

should thank an AFC lobbyist. Our legislature has tried for years, to do away with the DROP program and we have successfully thwarted their efforts every year.

If you think our outlook this year looks dim, remember from where we have come this year – elimination of the defined benefit plan, elimination of the Health Insurance Subsidy, a 5% retirement contribution, and the elimination of continuing contracts have all been proposed this year and as of press time look to be either avoided completely or should have a substantially reduced impact on our members.

One major victory this year was the removal of HB 7193, otherwise known as the “Tenure Bill.” Our legislative team reacted quickly and solicited the input of our Faculty Commission to offer

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## AFC Board of Directors

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TBD



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**2011**

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*...has begun!*  
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valid arguments against the bill. This AFC teamwork resulted in a quick removal of the bill from consideration.

Our legislative consultants, AFC staff, and members have worked very hard this session and should be commended for their efforts.

Here's our job for next year...  
**RECRUIT, RECRUIT, RECRUIT  
NEW MEMBERS!**

There has never been a more important time to join AFC. There especially has never been a more important time for faculty to join AFC. The tenure issues will more than likely return next year along with issues like remediation and faculty accountability. The past has shown us what goes around K-12, will come around to the state college system via the legislators. Now is the time to increase our membership and our voice for the future battles.

Spring is the season for commission and region meetings! Our Joint Commission Conference was May 12-13 in St. Augustine. Administration; Career and Professional Employees; Communications and Marketing; Equity; Faculty; Healthcare Education; Institutional Effectiveness, Planning and Professional Development; Instructional Innovation; Learning Resources; Occupational Workforce Education; and Technology Commissions were involved in two days of intense professional development and networking. The Facilities Commission meeting on May 11-12 was held in Gainesville and the Student Development Commission meeting will be there as well on May 18-20.

Start planning now to attend our Membership Development Conference, July 7-8, at Lido Beach. Our membership committee is already developing a slate of activities that promises to offer your chapter new and creative ways to reach members. New technologies, like webcasting meetings, social media, creating apps and videos will be shared for recruiting strategies to use from large multiple campuses to small rural colleges. Check out the AFC website calendar for more information about attending this exciting conference.

In conclusion, I'd like to thank the many schools that have hosted me and the AFC staff so far this year – Valencia Community College, North Florida Community College, South Florida Community College, State College of Florida, Manatee-Sarasota, Gulf Coast State College and Tallahassee Community College. I have so enjoyed visiting all of you, learning about our differences, and celebrating our similarities. Thank you all for your hospitality and I look forward to visiting more of our colleges in the near future.

I am indeed honored and proud to be a part of this great Association. Thank you for this opportunity to serve as your 2011 President. I encourage all of you to get involved in AFC and remember: "If it isn't broken, break it!"



Evelyn Ward  
AFC President

## AFC Board of Directors (continued)

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Michael Brawer, CEO



# Student Assistance Program (SAP)



This program is a comprehensive, confidential service to help students cope with challenges that can, and often do, affect their academic, home, work and personal lives.

## To discuss SAP options at your school:

Chris Yarnold at (727) 561-2569 or  
[Christopher.Yarnold@BayCare.org](mailto:Christopher.Yarnold@BayCare.org)

### Services include but are not limited to:

- Toll-free helpline, available every day (including holidays), 24 hours a day
- Problem identification
- Dialogue with students to determine the best method to reach a solution, which may include the following options:
  - Face-to-face counseling with licensed mental health counselor (all counselors are educated at a master's level or higher)
  - Telephonic counseling

### Our Services Help Students Cope With:

- Stress
- Anxiety
- Drug and alcohol-related problems
- Family and relationship issues

*BayCare Behavioral Health is a not-for-profit organization recognized by the Commission on the Accreditation of Rehabilitation Facilities (CARF) and has over 15 years of direct service on college campuses.*



# No One Is Done Singing Yet, So Keep the Members Coming

By Michael Brawer, AFC Executive Director/CEO

“It ain’t over till the fat lady sings.”

Often used as a catchphrase for describing sporting events, the imagery of Richard Wagner’s opera suite *Der Ring des Nibelungen* and its last part, *Götterdämmerung*, is typically the one used in depictions accompanying the reference to the phrase. The “fat lady” is the Valkyrie Brünnhilde, who is traditionally presented as a very buxom lady with horned helmet, spear, and round shield (although Brünnhilde actually wears a winged helmet). Her aria lasts almost twenty minutes and leads directly to the end of the opera, though the character Hagen has one final line, “Zurück vom Ring!”, to sing after Brünnhilde’s death, and there is also a substantial orchestral finale. As *Götterdämmerung* is about the end of the world (or at least the world of the Norse gods), in a very significant way “it is [all] over when the fat lady sings.” (Wikipedia)

Nothing can be more true of the 2011 Legislative Session. The fat lady has not sung, particularly with regard to two issues that directly affect our AFC members and all college system employees, at all levels.

You will recall the surprise we had just a few weeks ago when in the sixth week of legislative session a bill was filed by a young, Miami area House Representative, Erik Fresen, that would have effectively ended tenure and continuing contracts at our colleges, as we know them. Supposedly and allegedly, the bill had been promulgated by a few college presidents and

was supported by the Council of Presidents; this was untrue. In fact, it was a unanimous COP that assisted with the AFC pushback to get Representative Bill Proctor, Chair of the House Education Committee, to kill the bill. We did get the bill killed, but the concepts within it are not dead and we fully expect it to rear up again next legislative session. Remember, it took

them a couple of years to pass a massive similar revision to the K-12 system which directly impacts our public school teachers. The Governor is also pushing on a higher education instructor evaluation system based on a model from Texas. This proposal would not only measure instructor performance by student success, but also by student evaluations! We are going to

have to work harder next year to educate our legislature of the potential pitfalls of such a system. Moreover, the issues of academic freedom and academic speech, which are protected under a tenure model, need to be left out of the discussion.


The revisions to the Florida Retirement System were many and over-arching this year, and are summarized herein. One of the most dramatic changes is the new requirement that each employee pay 3% of their salary toward their state retirement. The Governor wanted 5%. He says we need the money to secure the financial stability of the FRS fund, and help balance the state budget (yes, on the backs of people like you). Your 3% will provide as much as \$1.4 billion into the state coffers annually. We fear that the legislature, at the behest of

“Membership continues to be goal number one. Let’s all be determined to reach 10,000 and really raise the bar on the size of our stick and voice in Tallahassee.”

the Governor, will go after another 2% next year.

All of this leads me to urge you to continue to help grow our membership. There is significant power in numbers, and with almost 9,000 members we are viewed as a large, powerful voice in Tallahassee. But we need more. Your union, if you are at a unionized college, can not help you. Unions are not held in high regard right now by the Governor or the legislative leadership. The AFC can help though. We are respected from the work of our presidents who quietly carry a big stick in the Capitol and wield significant influence. Also the work of our college lobbyists provided relationships with legislators that are vital to our ability to address these issues and educate them as needed.

Membership continues to be goal number one. Let's all be determined to reach 10,000 and really raise the bar on the size of our stick and voice in Tallahassee. We need your help, your support, and your involvement. I challenge each AFC member to just find us one new member. Use this year as an example of the work we do regarding advocacy for the college system, and you all as college employees. Get us one is all we ask. Remember, the opera ain't over and it's only through a strong voice and an active membership that we can bring this song, that's way too long, to an end once and for all.



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\*ACCREDITATION: Capella University is accredited by The Higher Learning Commission and is a member of the North Central Association of Colleges and Schools (NCA), [www.ncahlc.org](http://www.ncahlc.org).

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“BBCB is leading the way in making resources available to those who work with special populations that face many challenges on the road to academic success.”

# THE POWER OF CONNECTION

## *Reflection on the Black, Brown & College Bound Summit*

By Juanita Scott, Pensacola State College

When the Association of Florida Colleges (AFC) decided to serve as a sponsor for the 5th Annual Black, Brown & College Bound Summit (BBCB), it was not a difficult decision. After all, the BBCB summit which is hosted by Hillsborough Community College reflects the values and mission of AFC. AFC collaborates with members, partners and the community to actively promote, represent, and support students and the citizens of Florida with a world-class college system.

BBCB is leading the way in making resources available to those who work with special populations that face many challenges on the road to academic success. This year the BBCB summit focused on engaging participants from across the country in “Courageous Conversations” that promote academic achievement in higher education for African American and Latino male students.

The backdrop of the summit set an engaging tone for collaboration and creativity as participants discussed practical and relevant ways to enhance the collegial aspirations and experience for African American and Latino males. Throughout the summit, participants were exposed to a wide range of resources design to motivate students, inspire leaders, and inform practitioners about significant recruitment and retention practices for African American and Latino males.

The summit included many dynamic keynote presentations including three that uniquely revealed a common theme. Although each presentation was given from different perspectives the common thread revealed a laser sharp focus on the *Power of Connection*. The *Power of Connection* highlighted the significance of relationships between peer to peer; faculty to student; administrator to student; and community to student. Students also engaged in moments of self reflection. Through personal stories, case studies and statistical references, it was evident that the *Power of Connection* played a crucial role in student success and persistence.

The *Power of Connection* was profound within the keynote address provided by Tim King, founder of the Urban Prep Academy in Chicago. Mr. King painted a realistic picture of obstacles in the path of many African American and Latino males. He indicated that African American and Latino males have the highest attrition rates nationwide. In the city of Chicago the dropout rate is a staggering 60% among this group.



Juanita Scott

Further only 3% even have a chance of earning a degree in Chicago. He discussed how important it is to approach enrollment efforts as a milestone rather than the end game. In this regard, the efforts to retain students do not terminate once they are enrolled. Institutions must assertively and seriously focus their efforts on retention.

Mr. King attributes the Academy's 100% graduation rate to "promising practices," a term he prefers over "best practices." The Academy's standards of success include culture as a significant component of academic achievement as well as the Academy's four "R"s that lead their students on a journey of excellence. Students actively practice Responsibility, Respect, Rituals and Relationships as part of the Academy's deliberate attempt to instill a sense of pride and belongingness at the institution. He declared "It's about believing and creating environments where children and young adults feel comfortable." As he continued his remarks, he implied that the absence of meaningful relationships increases the attrition rate particularly for this group of young men. Mr. King concluded his comments with the following perception of young men at the academy: "We don't see young people as statistics or data points. Rather, we see young people and ourselves as young warriors carrying shields and swords into battle." He also added a moment of reflection for practitioners in higher education.

"We have the power to change our lives and the young people we serve. In doing so, we create our own world where it is no longer a big deal to go earn a degree. We have the power where every boy, black and

brown, is nothing short of college bound."

The *Power of Connection* was also exemplified with remarks delivered by Dr. Juan Gilbert, Professor and Chair of the Human-Centered Computing Division in the School of Computing at Clemson University. His comments focused on factors that are based on radical and internalized stereotypes that inhibit minorities and women from entering STEM related fields. He posed the following question to participants, "Why don't women enter STEM related fields of study?" He posits that women often view this option as unpopular particularly since there are limited role models in STEM related fields. In addition, women generally pursue community related professions that focus on helping others. He indicated other reasons include financial concerns, inadequate advising, employment opportunities and lack of knowledge regarding advantage of higher education. Finally, Dr. Gilbert indicated that women experience what he referred to as an imposter complex meaning they don't realize how good they are. Dr. Gilbert concluded his remarks by challenging the students to think beyond their undergraduate degree by establishing and encouraging the use of relationships and professional affiliations.

The final and perhaps most powerful presentation included in this reflection was a panel of students sharing factors that contributed to their individual successes. The *Power of Connection* dominated their panel discussion. The young male students were different in many ways, yet they shared one common experience. Most of the young men, if not all, participated

in their institution's mentoring or similar program both as a mentor and mentee. The drive and determination observed in these young men were an inspiration to attendees. It offered a platform for young men to share their experiences, learn from others and reflect and rededicate themselves to their educational and lifetime goals. The students openly discussed how they deal with issues of racial profiling, racism, family problems and other distracting temptations that confront them on a regular basis. Participants bonded around common goals through a number of mentor programs represented including several established in Florida colleges such as "Broward College's Brother to Brother (B2B) program" and "Santa Fe College's My Brother's Keeper (MBK) program." These common goals focused on the many tools and strategies utilized that contributed to their academic success.

The Black, Brown & College Bound Summit provided a unique opportunity to learn and share promising recruitment and retention practices for African American and Latino males. The abundance of resources made it possible for practitioners, administrators and students to explore strategies that promote persistence from high school through college all made possible through the *Power of Connection*.

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*Juanita Scott is Vice President for Commission for the Association of Florida Colleges and serves as Director for Professional Development at Pensacola State College. She is also a doctoral candidate in the University of Florida Leadership in Educational Administration Doctorate (LEAD) Program. She can be reached at (850) 484-1953 or [jscott@pensacolastate.edu](mailto:jscott@pensacolastate.edu).*





*Thanks to everyone that joined us on the 2011 AFC Spring Break Cruise. Great food, lasting friendships, and many opportunities to relax and soak up the beautiful sunshine.*





# 2012 AFC Cruise

## March 18-25, 2012



### 7 Day Western Caribbean Carnival Conquest

<u>Day</u>	<u>Port of Call</u>	<u>Arrive</u>	<u>Depart</u>
Sunday (3/18)	New Orleans, La		4:00 p.m.
Monday (3/19)	Fun Day At Sea		
Tuesday (3/20)	Fun Day At Sea		
Wednesday (3/21)	Montego Bay, Jamaica	9:00 a.m.	6:00 p.m.
Thursday (3/22)	Grand Cayman	7:00 a.m.	4:00 p.m.
Friday (3/23)	Cozumel, Mexico	10:00 a.m.	5:00 p.m.
Saturday (3/24)	Fun Day At Sea		
Sunday (3/25)	New Orleans, La	8:00 a.m.	

Interior Cabin: \$624.83\* per person

Outside Cabin: \$734.83\* per person

Balcony Cabin: \$894.83\* per person

(\*Includes cruise rate, port charges & taxes)

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

Additional information can be found at:

<http://www.comesailawaycruises.com/site/afc>

or by contacting

Mary Graves at [mgraves@cruiseplanners.com](mailto:mgraves@cruiseplanners.com)

850-456-7676

Carol Quinn at [cquinn@pensacolastate.edu](mailto:cquinn@pensacolastate.edu)

850-484-1749

- ☼ Reservations will be accepted as long as cabins are available. Posted rates are good through May 2, 2011. **Deadline extended to May 29, 2011!!!**
- ☼ \$50 per person would be required at time of booking
- ☼ \$200 payment must be received by October 10, 2011
- ☼ Final payment by December 28, 2011
- ☼ Full refund if you cancel prior to December 28, 2011
- ☼ Group amenities to be determined at a later date



## 2011 AFC Awards Committee Nominations

Criteria and forms can be found in the AFC Leadership Manual. If you do not have a printed copy of the manual, you can find it on the AFC Website in the Membership Toolbox at <https://www.facc.org/facc/MembershipToolbox.asp?SnID=209043257>

### Outstanding Chapter of the Year Award

Reporting Period is June 1, 2010- May 31, 2011. **All nominations must be received by July 31, 2011.**

*The Chapter of the Year Award's process has been restructured to include more than just one "Outstanding Chapter" Award. A range of points will be established by the Awards Committee for the awarding of "Platinum Chapter", "Gold Chapter" and "Silver Chapter" distinctions. Each chapter submitting a nomination will be recognized for their efforts at the AFC Annual Convention. The Awards Committee will also determine an Outstanding Chapter of the Year from all the nominations.*

### Commission End of the Year Report

Reporting Period is October 1, 2010 – September 30, 2011. **All nominations must be received October 10, 2011.**

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

### Region End of the Year Report

Reporting Period is October 1, 2010 – September 30, 2011. **All nominations must be received by October 10, 2011.**

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

### Honorary Life Membership Award

**All nominations must be received by September 15, 2011**

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

### Distinguished Service Member Award

**All nominations must be received by September 15, 2011**

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

**All Nominations are to be submitted to:**

**Carol Quinn  
Pensacola State College  
1000 College Boulevard  
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## CHAPTER HEADLINES

### FUNDRAISING AT FLORIDA GATEWAY CHAPTER OF AFC

Florida Gateway Chapter of AFC has been very active in fundraising over the past few months. Our Chapter raised money for the Muscular Dystrophy Association by participating in the Jail for Bail event in Lake City. Our Treasurer, Myrtle Kerce, was arrested and held for bail in the local jail. Member contributions of over \$500 allowed Myrtle to be set free! This was one of our most successful fundraisers and the chapter was pleased that so many members and non-members contributed. Another way that we earned money in this fundraiser was offering "Cupid Grams" on Valentine's Day. Each Cupid Gram contained Valentines candy and a scratch off lotto ticket. Donations of \$1 each provided our employees with a sweet treat and a chance to win a little lotto money. We delivered Cupid Grams throughout the campus offices on Valentine's morning and it was great fun to give and receive these special little treats.



Our chapter also participated in a Relay for Life Fundraiser for the American Cancer Society on May 6. Chapter members along with Florida Gateway students walked throughout the night to raise money. The amount collected included a \$100 team gift, more than \$200 in sales from an online cake auction and over \$700 in pledges for the relay.

Upcoming activities include "Build a Dog" in early summer where our staff and faculty can build their hotdog with lots of choices for toppings and enjoy their lunch in our beautiful Pine Square on campus. It's a chance for members and non-members to get together and socialize and it helps raise money for our Scholarship Fund. This fund helps members who are attending post secondary school, or their dependents that are in college, with the purchase of textbooks.

### AFC CHAPTER AT COLLEGE CENTER FOR LIBRARY AUTOMATION HELPS SENIORS

The AFC Chapter at College Center for Library Automation (CCLA) joined forces with the Leon County Humane Society for their fourth Annual Friends Fur Life project. Friends Fur Life provides our local senior citizens dry and canned food for their pets, pet beds, bowls, leashes, collars, toys and treats. These donations will help seniors keep their pets that offer unconditional love and companionship. Our senior citizens are not the only winners in this project. The success of this project means pets can stay with their loving owners instead of being placed in a shelter. It is a win-win for the seniors, their pets and the community!



AFC member Jean Bowling and President-Elect Lisa Ryals coordinated the project, which began on February 21. Our chapter contributed 52.4 pounds of dry food, 69 cans of wet food, 75 pounds of cat litter, 10 boxes of treats and \$110 cash! The donations from our chapter and the community made a difference in the lives of 67 senior citizens and their pets. This service project was such a success we plan on participating in future Friends Fur Life projects.

### PALM BEACH STATE CELEBRATED NATIONAL LIBRARY WEEK WITH ANNUAL BOOK SALE

The Palm Beach State College Chapter of the Association of Florida Colleges and the Library Learning Resource Center held its annual book sale during National Library Week, April 11-12. Bestsellers, new textbooks, encyclopedia sets, withdrawn library books, computer books, and cookbooks were on sale, and started at only 50 cents each. All of the proceeds benefited the Chapter and the AFC Scholarship Fund for employees and students. The fundraiser from the two-day sale totaled over \$3,300, a record in the Chapter's history of book sales.

According to the American Library Association (ALA), National Library Week is a time to celebrate the contributions of our nation's libraries and librarians and to promote library use and support. This year's theme was Create Your Own Story at Your Library.

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## INDIAN RIVER STATE COLLEGE

### MEMBERSHIP LUNCHEONS

Dr. Nancy Bredemeyer, chair of the IRSC AFC Chapter's Alumni/Retirees Committee, presented a session on *Designing for the Aging Client* during the College's February membership luncheon meeting. She shared information about the concept of an Interior design "prescription" – something everyone should have for their home! As she noted, "A goal of all people, regardless of age, is to have a residence that fits their health, safety and welfare needs. Special housing needs arise not only from aging but also unexpected life surprises such accidents and disasters."

IRSC AFC Chapter President and Associate Dean of Learning Resources, Dr. Pat Profeta presented a Legislative Toolbox session introducing resources available to help employees learn more about the legislative process during the College's March membership luncheon meeting. She also facilitated a lively dialogue about methods of repurposing everyday things found in our homes, garages, and offices. The meeting was hosted by Chapter members at the Dixon Hendry Campus in Okeechobee.

### FUNDRAISERS

Let's get ready to fundraise for student scholarships! The IRSC AFC Chapter scored a touchdown when it hosted a college-wide Jeans and Jersey Day in February. Sporting their favorite team jerseys, employees enjoyed a grilled tailgate lunch and played games such as football, ladderball, bocce, croquet, horseshoes, washers, and cornhole. Proceeds were contributed to the Foundation's Scholarship Fund. This event also provided an opportunity to collect groceries for the ongoing Treasure Coast Food Bank Drive.



Main Campus



St. Lucie West Campus

Diana Camacho, past IRSC AFC Chapter President, spearheaded the 11th annual Carnation Sale. This scholarship fundraiser is always a great way for IRSC employees to show one another what a difference they make. The sale of 4,500 carnations

brought appreciative smiles from College employees on Valentine's Day and proceeds were contributed to the Foundation's Scholarship Fund.



Back Row L-R: Cheryl Worlow, Paul Brodhead, Lisa Smith

Front Row L-R: Alexis Neeson, Angie Selph, Berenise Medina

### COMMUNITY SERVICE

In February and March, the Alumni/Retirees Committee of the IRSC Chapter recruited members to volunteer at the 2011 Children's Home Society (CHS) Calypso Palms Designer Showcase. The Showcase featured the work of 16 designers from Martin County including several IRSC interior design program graduates. Proceeds from the showcase will benefit the CHS's Youth Transition Center which supports young men and women who age out of the foster care system.



IRSC AFC Retirees Committee

### MEMBERSHIP SOCIALS

During the College's recent break, the IRSC AFC Chapter hosted an outing to watch the New York Mets play the Florida Marlins on March 30 which was the last day of spring training. Celebrating hat day at the park, the gang cheered for both teams as the Mets won 6-3 over the Marlins. Following the game, our IRSC fans headed to a local restaurant for a bite to eat other than hotdogs, peanuts, and popcorn!



Cheryl Worlow, Janine Merriman, Pat Alfrey and family – our Okeechobee contingent

## CHAPTER HEADLINES

### TALLAHASSEE COMMUNITY COLLEGE AFC CHAPTER ON THE MOVE!

The Tallahassee Community College chapter of AFC supported the first annual Faculty and Staff Appreciation Luncheon on April 11 by donating several door prizes. The luncheon was held to provide faculty and staff the opportunity to fellowship and network.

AFC's 2011 President Evelyn Ward, AFC Vice President-Elect for Regions & Chapters Pat Barfield, and the AFC Executive Staff visited TCC on April, 14. President Ward kicked off the event with a challenge to members to assess the chapter, its goals, and programs. Her theme for the year "If it isn't broken... Break It!" set the tone for her challenge to members to find their passion and do it! TCC members were encouraged by Marsha Kiner to become involved in commission activities and events. In her push for increased membership and involvement she provided an overview of the 18 commissions and highlighted the upcoming Joint Commission Conference which was held on May 12 -13 in St. Augustine. AFC's Executive Director Mike Brawer provided an update on issues covered in the House and Senate's FRS Reform proposals.

He also provided an overview of the AFC's advocacy efforts on retirement, the proposed tenure bill, and other issues up for discussion and decision before the legislature.

Eight members of the TCC Chapter attended the Region One Conference held at Gulf Coast State College (GCSC) on April 15th. The Region meeting serves as an opportunity for the colleges located in the region to jointly participate in professional development and set regional goals and objectives. All five chapters were represented during the one day conference. Sessions on communicating with legislators, campus security, and a presentation on the upcoming GCSC Advanced Technology Center were offered. Lunch on the Betsy Ann Riverboat was the highlight of the day!

Some members of TCC Chapter of AFC joined the TCC Student Government Association on a deep sea fishing trip to Panama City on April 17. This was an opportunity for students, faculty, and staff to meet, mingle and network. Fun was had by all!

TCC Chapter of AFC is on the move with more exciting activities and events underway!

### PENSACOLA STATE COLLEGE AFC CHAPTER



The Pensacola State College AFC Chapter has selected volunteering at the Ronald McDonald House on Bayou Blvd., Pensacola, as one of their community service projects. Chapter members will be preparing the evening meal for residents of the Ronald McDonald House on May 24, 2011.

Grand opening of this new facility was August 14, 2010, which can accommodate 26 families per night. In 2010, 444 families were helped, and in 2011 they hope to help 550 more than 2010 for a up to 990 families. They rely heavily on donations and volunteerism to be able to assist the families. The average cost for the value of services provided to families averages to about \$205 per night.

Various chapter members toured the facility on March 2.



## ST. JOHNS RIVER STATE COLLEGE AFC CHAPTER RECEIVES THANKS FROM THE TROOPS

For its winter service project, the St. Johns River State College Chapter of AFC gathered supplies and gifts for American troops passing through the Army Life Support Area of the Ali Al Salem Air Base in Kuwait on their way to points in the Southwest Asia Theater of Operations during the holiday season. Base chaplain, Cpt. R. David Thornton, sent the SJR State Chapter President, Dr. Melanie Brown, a list of needed items that included a Santa suit and a Christmas tree. In addition to those items, the members of the St. Johns River State College Chapter of AFC donated over 280 pounds of gifts, snacks, and personal items!

The items were mailed directly to the base and were received by Cpt. Thornton. "We are overjoyed at your gifts of love," Cpt. Thornton wrote in an email after receiving the shipment, "Every time we look at the tree, gifts, Santa suit and other items, we get warm feelings of home knowing that you folks are thinking of us!" Cpt. Thornton also emailed pictures of the Chapter's donations being used by service men and women during the base's holiday celebrations.

As if that were not thanks enough, last month, upon his safe return home from Kuwait, base commander Lt. Colonel Vaughn Brown visited SJR State and presented the current Chapter President, Dr. Christina Will, with a flag that was flown over the Army Life Support Area, Ali Al Salem Air Base in honor of the SJR State Chapter of AFC. The flag was humbly accepted and is displayed in the main office of the St. Augustine Campus of St. Johns River State College.



## AFC'S CCLA CHAPTER VOLUNTEERS FOR SPORTSABILITY



Photo Caption- AFC member Lisa Close and chapter President Mike Neff assist with the concessions

On Saturday April 16, 2011, several members of the College Center for Library Automation's AFC Chapter volunteered at the annual SportsAbility event, sponsored by the Florida Disabled Outdoors Association (FDOA). This event brings a wide range of outdoor activities to people living with disabilities. Participants were able to water ski, canoe, and ride horses, just to name a few of the dozen-plus activities available. The beautiful Ochlockonee River State Park was the perfect location, with live music and lunch provided to everyone.

"SportsAbility teaches the value of outdoor recreation and active leisure for everyone – especially people with disabilities. By volunteering we can see first-hand the positive impact it has on the lives of participants who otherwise might never get an opportunity to enjoy Florida's wonderful outdoors," said David Booker, AFC Chapter member and FDOA Board Member.

The Chapter looks forward to being a part next year, as part of our community service events. Big thanks to David for suggesting our participation.

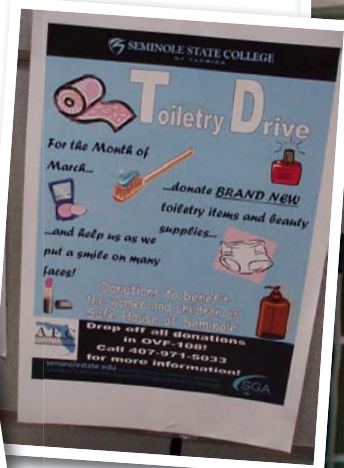
For more information about Florida Disabled Outdoors Association, their mission and how you can get involved, please visit their website at [www.fdoa.org](http://www.fdoa.org).

## CHAPTER HEADLINES

### SEMINOLE STATE COLLEGE OF FLORIDA



Seminole State AFC members March for Meals!!



Seminole State AFC teams up with SGA & collects toiletries and cell phones for the Safe House of Seminole County!!



AFC member, Seminole State Speech Professor, and two time cancer survivor, Laura Dickinson raises \$2,200.00 for the Relay for Life event held in Lake Mary on April 15, 2011.

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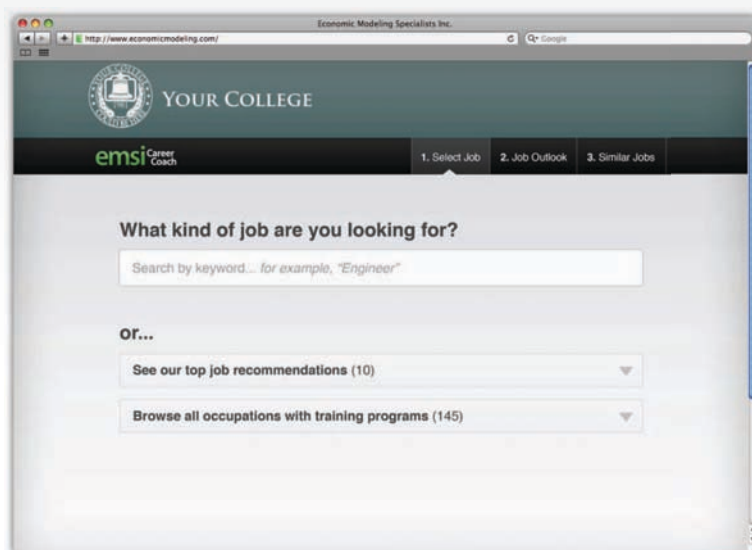
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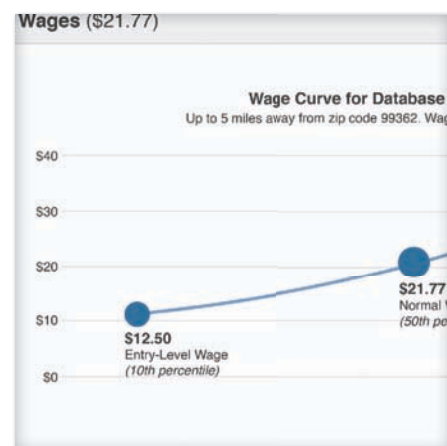
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### AFC STUDENT DEVELOPMENT COMMISSION (SDC) TO HOLD ITS 44<sup>TH</sup> ANNUAL SPRING CONFERENCE

The AFC Student Development Commission (SDC) will hold its 44th Annual Spring Conference May 18-20 in Gainesville, FL. Hosted by Santa Fe College, the theme is Keeping the "Community" in the Florida College System.

Keynote presentations will be delivered by Dr. Terry O'Banion and Dr. Patricia Telles-Irvin. Dr. O'Banion is President Emeritus of the League for Innovation in the Community College and author of *A Learning College for the 21st Century*. This conference will be a homecoming for him, as he was an AFC member while serving as Dean of Students at then-Central Florida Junior College (now College of Central Florida) from 1961-1965, and Dean of Students at then-Santa Fe Junior College (now Santa Fe College) from 1965-1967. Dr. Telles-Irvin is the president of NASPA-Student Affairs Administrators in Higher Education. She is the former Vice-President of Student Affairs at the University of Florida, and will assume the Vice-Presidency of Student Affairs at Northwestern University this summer.

At the conference, the SDC will present its 2011 Exemplary Practice Award along with five other awards for student development practitioners plus a faculty and a student. Special recognition will also be presented to Dr. Charles Dassance, President of the College of Central Florida and a former SDC Chair whom is retiring this summer.

It is not too late to register! Visit [www.faccsdc.org](http://www.faccsdc.org) to learn more and to register.

### LEROY COLLINS DISTINGUISHED ALUMNI AWARDS NOMINATIONS

The LeRoy Collins Distinguished Alumni Awards were created to honor distinguished alumni from Florida community colleges for the substantial contributions they have made to their college, community, state or nation. The award was named in honor of LeRoy Collins, former governor of Florida, whose leadership was instrumental in establishing a community college system for the state.

During his years as governor, Collins emphasized education and worked to strengthen the state's public school system; promoted industry, agriculture, and tourism; led the state through the unrest of the civil rights movement; and became the first director of the Community Relations Services under the Civil Rights Act of 1964. Collins also served as governor during the formation of the Florida Community College System and was a strong community college supporter throughout his career.

Every college is encouraged to submit an alumni – please contact me if you have any questions about the nomination process.

The award recipients in the four categories will be honored during the Presidential Gala Dinner at the AFC Fall Convention in Naples on October 27, 2011. Colleges representing the four winning nominees will be required to produce a two minute video about their nominee. The videos will be shown at the gala. All nominees are invited to the gala.

The deadline is June 15, 2011.

For more information, visit <http://www.myafchome.org/images/facc/LeRoyCollins2011.pdf>

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### SOUTH FLORIDA COMMUNITY COLLEGE HOSTS AFC REGION IV SPRING CONFERENCE

“Change, change, rearrange, the only thing for sure is change,” said Dr. Judith Bilsky, Executive Vice Chancellor for Academic Affairs and Student Success, Division of Florida Colleges, Florida Department of Education, in her keynote presentation to attendees of the Association of Florida Colleges (AFC) Region IV Spring Conference. The conference, “Shaping the Future: It Starts Now,” was hosted by South Florida Community College (SFCC) on Friday, April 8, on its Highlands Campus. Dr. Bilsky presented the challenges that people must deal with in both their personal and professional lives when faced with change, tips to take control of changes, and a challenge to start changing college student’s lives.

The conference’s opening session kicked off in the SFCC University Center Auditorium, with a warm welcome by Dr. Norm Stephens, SFCC president, and Dr. Robert Flores, AFC Region IV director, and SFCC’s director of remodeling, renovation, and maintenance, followed by Dr. Bilsky’s keynote presentation. Several concurrent break-out sessions were held immediately following the keynote presentation and featured topics such as, “More with Less People,” “Integrating Math into Introductory Science Classes,” “Motivating Others- A Good Supervisor’s Toolbox,” “New Employees are Special People,” “Search and Ye Shall Find: College and Statewide Online Library Sources,” “Serving Those Who Serve: From Soldier to Student,” “Pediatric Simulations: Making it Real,” “Smarthinking Implementation and Training for Online Tutoring,” “Stress Management,” Taking Educational Operations from Good to Great,” “The Millennial

Student,” and “You + Video= YouTube: Making the Most of an Underutilized Educational Resource.”

The conference provided AFC members a legislative update by Traci Steen, lobbyist, associate vice president, Facilities Management and Government Relations, State College of Florida.

“Personality changes in this year’s legislative session have made the process very interesting,” said Steen. Her presentation briefly highlighted bills that currently impact the Florida College System including tenure, funding, governance, and retirement and benefits. “It is hard to comment on what bills will survive at this point in the legislative session,” said Steen. “We have an idea on the outcome of some, but with the session only at its halfway point anything could happen.”

The conference concluded with closing remarks from guest speaker Tom Cain, Cain and Company, whose topic was “Learn How to Treat Others the Way They Need to be Treated.” Cain’s speech centered on a book, “Five Love Languages,” by Gary Chapman. “This book focuses on how to learn to use five key categories, or five love languages, that have proved to be universal and comprehensive when learning how to treat others the way they need to be treated,” said Cain.

Overall, the AFC region IV spring conference was a success with 88 attendees from Pasco-Hernando Community College, Hillsborough Community College, South Florida Community College, Polk State College, St. Petersburg College, and State College of Florida.

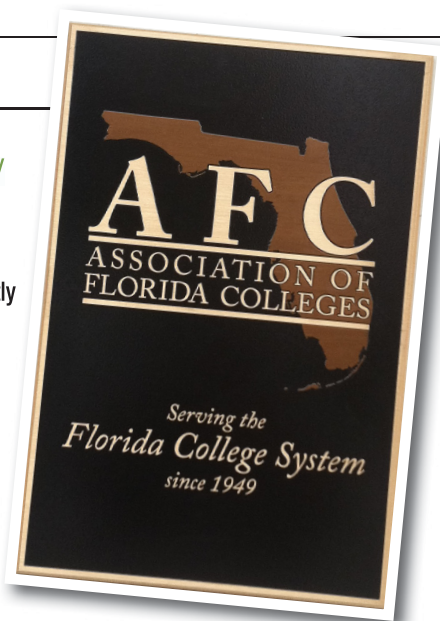
## KUDOS CONGRATS



Lisa Valentino, Provost of Seminole State College Oviedo campus, has just received her Doctorate in Education (Ed.D). Specialization: Higher Education Administration from University of Florida. Colleagues had a little surprise for her at the Leadership Meeting in Oviedo.

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## KUDOS CONGRATS

### SEMINOLE STATE SOFTBALL COACH CELEBRATES 700 WINS

Seminole State College of Florida Head Softball Coach Courtney Miller earned her 700th career victory with a 3-1 win over conference foe Florida State College at Jacksonville on March 26.

Miller, in her 17th season with the Raiders, is 634-387-3 at Seminole State and 702-446-3 overall. Since establishing the college's fastpitch softball team in 1995, she has built a nationally recognized program that has produced 123 All-Conference, 29 All-State and 16 All-American athletes.



Courtney Miller

Last year, Miller celebrated one of the most successful seasons in Seminole State history, leading her team to a second-place finish in the Mid-Florida Conference (MFC) as well as the Florida College System Activities Association (FCSAA) Region VIII Atlantic District Tournament. Her team also finished sixth in the state and 18th in the nation, and the MFC

named starting pitcher Hope Bitzer its Female Athlete of the Year.

This season, Miller's squad stands at 33-16 (11-3 MFC) and is second in the MFC and seventh in the state coaches' poll.

Her teams also excel in the classroom, with 126 players earning Academic All-Conference honors, 71 earning Academic All-State honors and 53 earning Academic All-American honors. The Raiders were 13th in the nation academically in 2010, and second baseman Natalie Beach was named MFC Scholar Athlete of the Year.

"Courtney strives for success in every aspect of her job," says Assistant Athletic Director Mike Nicholson. "Wins are great, but shaping these students' lives and helping them achieve academic excellence are equally important to her."

In addition to leading the Raider softball program, Miller is a full-time professor, teaching courses in wellness, health and college success. She also serves as the academic advisor for all student-athletes at Seminole State.

### IRSC PRESIDENT EDWIN MASSEY SELECTED FOR NATIONAL AND STATE SUMMITS

*Florida college president joins educational leaders to encourage college completion*

Dr. Edwin R. Massey, President of Indian River State College (IRSC), has joined forces with other educational leaders throughout the state and nation to increase the number of students who complete a college degree, well-equipped with the skills and knowledge that fuel economic recovery. In support of the US goal to generate the highest proportion of college graduates in the world by 2020, Dr. Massey led a session at the U.S. Department of Education's first Community College Regional Summit in Houston. In Florida, Dr. Massey and other representatives of the Florida College System (FCS) met with members of the Complete College America Alliance to facilitate state policies and best practices that remove barriers to college completion.



Dr. Edwin R. Massey

knowledge-based businesses that support America competitiveness," Dr. Massey said. "Indian River State College is providing a clear pathway to a college degree with education that is accessible, affordable and targeted to emerging fields."

One Florida state-level initiative, Finish Up Florida, was launched in March with the goal of reaching out to students who left college early without completing their degree and encouraging them to return. About 2 million Florida residents fit into this category, representing nearly 22% of the state's population.

The educational hub of Florida's "Research Coast," IRSC offers an array of support services to help partial completers earn their degree. These include individualized program plans that help students track their progress, extensive financial aid and scholarship opportunities, flexible scheduling and online classes, and free tutoring, career planning and placement services.

Dr. Massey is a longtime supporter of AFC.



## **Perception #9 Final Summary of 2011-12 Legislative Session**

**This expanded edition of *Perception* provides a summary of the 2011-12 budget for the Florida College System, and a review of substantive policy bills that were passed. This summary was prepared by our AFC Legislative Committee comprised of our team of college lobbyists who each take responsibilities for monitoring certain bills and issues during the legislative session. This compilation is prepared for use statewide in a customizable version for use at each institution. Special credit and thanks go to Erin McColskey (PBSC), Susan Lehr (FSCJ), and Ed Woodruff (SPC) for their hardwork in compiling, summarizing, editing, and preparing this information to share with you. The members of the AFC Legislative Committee who contributed to this are:**

**Steve Schroeder (Pasco-Hernando Community College), 2011 Chair  
Erin McColskey (Palm Beach State College)  
Susan Lehr (Florida State College at Jacksonville)  
Bill Mullooney (Valencia Community College)  
Don Payton (Seminole State College of Florida)  
Ed Woodruff (St. Petersburg College)  
Guy York (Santa Fe College)  
Jeff Schembera (Gulf Coast State College)  
Sally Everett (Hillsborough Community College)  
Jillian Ramsammey (College of Central Florida)  
Jim Roy (St. Johns River State College)  
Larry Bracken (Pensacola State College)  
Jayson Iroff (Broward College)  
Matt Holliday (Edison State College)  
Sharon Crow (Daytona State College)  
Traci Steen (State College of Florida, Manatee-Sarasota)  
Victoria Hernandez (Miami Dade College)  
Kasongo Butler (Department of Education, Division of Florida Colleges)  
John Holdnak (Department of Education, Division of Florida Colleges)  
Michael Brawer (Association of Florida Colleges)**

## 2011-12 Budget

The 2011 session of the Florida Legislature, which got underway in early March, was confronted with making a \$4.7 billion reduction in the state's budget, based on revenue declines brought about by a national and state economy that is deep in the doldrums. Adding to the budget crisis was the expiration of the Recovery and Reinvestment Act of 2009 stimulus funds.

In addition to the realities of state revenue declines, first year Governor Rick Scott sought \$1.7 billion in tax reductions, including \$458 million in corporate income tax cuts. The Governor also sought a change in the Florida Retirement System to have state employees pay 5 percent of their salaries toward their pension funds. This provision was particularly controversial given the fact that State employees have not received a pay increase in five years.

Other issues that confronted legislative leaders, in addition to FRS changes, included an attempt at new immigration legislation, abortion issues, gun laws, merit based public teacher changes, restrictions on pay deductions for union dues, major changes in state Medicaid funding, homeowner insurance issues, deregulation of multiple licensed professions, and a host of other contentious issues.

The Legislature also placed a series of proposed constitutional amendments before the voters for the next election, including a state revenue cap, a ban on the use of public dollars to pay for abortions, a repeal of a Reconstruction-era constitutional amendment that bans using state dollars for religious purposes, and a ban on mandated health care (an attempt to block President Obama's health care reforms). Other initiatives proposed included giving first-time homebuyers a property-tax discount and lowering the cap on the annual rise in assessments for non-homestead property from 10 percent to 5 percent, an expansion of a property-tax discount for veterans injured in combat, and a requirement for Senate confirmation of Supreme Court justices and to give the Legislature greater power to review court rules.

Florida College System leaders faced a daunting series of budget reductions, beginning with recurring revenue reductions, major shortfalls in Public Education Capital Outlay (PECO) funds, and involved serious considerations of tuition and fee increases. College system policy issues also included further limitations on baccalaureate degree programs, an issue now more than a decade old, as well as possibilities of expanding the oversight of postsecondary education of the Higher Education Coordinating Council. Four colleges sought name changes, there were limits put on administrative salaries, attempts to deregulate some career programs, and a transportation fee for one college.

By the time the session ended at 3:35 AM on May 7<sup>th</sup>, the Florida College System appeared to have survived the most difficult legislative session in memory with serious funding reductions, with significant tuition and fee increases, and with a long list of implementing and conforming bill changes.



## General Appropriations Act (GAA) 2011-2012, [SB 2000](#)

### *Statewide Funding*

Funding for the Community College Program Fund was significantly reduced for 2011-12 from the 2010-11 level. Although lottery funding was up slightly from \$126,959,158 to \$130,359,158 for an increase of \$3,400,000 or 2.7%, the loss of General Revenue and federal stimulus funds resulted in an overall decline in funding of \$90,672,430 or a negative 8.1%. \$83,045,378 of the loss was non-recurring federal stimulus funding which the colleges had not expected to be replaced. The Legislature reduced General Revenue by \$11,027,052 or -1.2%. To offset these losses, the Legislature authorized an 8% increase in tuition. Adding the potential tuition receipts, the overall decrease in funding amounted to -1.2%.

Within the Community College Program Fund, one of the most significant changes resulted from adjustments to the Florida Retirement System. The reduction in funding of \$57,733,000 reflects the lowered employer's contribution rates which will be charged for FRS members in 2011-12. Because of the lowered rates, it is expected that the colleges will recoup the \$57.7 million budget reduction through reduced FRS-related expenses.

The Legislature restored \$49,462,811 of non-recurring funds included in last year's CCPF (includes \$3.4 million in lottery and \$46.1 million of general revenue). Operating costs for new facilities was provided at \$6,632,212. Community College Library Automation efficiencies and presidential and staff salary caps resulted in a further reduction of \$1,837,996. Funding was continued for 2+2 partnerships at the new level of \$3 million for distribution to colleges and universities, down from the \$5 million level for 2010-11. Legislative initiatives totaling \$4,000,000 were also included.

Depending on an individual college's funding for retirement adjustments, operating cost for new facilities, lottery, and legislative initiatives only two colleges received more funding this year than last. The range for the remaining colleges was from negative 0.2% to negative 5.1% for the CCPF with an overall average of negative 1.2%.

Based on recent legislative activity and current enrollment data, state operating funds are set to decrease next year by \$247 or 8.5% per FTE. If college enrollments are maintained at the current level state provided operating funds will drop from \$2,910 in 2010-11 to \$2,663 in 2011-12. Over the past five years state operating appropriations for the colleges have declined by \$106.9 million (9.6%), from a high of \$1.11 billion in 2007-08 to \$1.0 billion in 2011-12. On a per FTE basis, state operating funds have declined by \$980 (26.9%) since 2007-08. Over the same time period FTE enrollment has grown by 23.7%, adding more than 72,000 additional FTE students to the system.

## Florida College System 2011 - 12

Issue	Funding 2010-11	Funding 2011-12
Lottery	\$126,959,158	\$130,359,158
Community College Program Fund (CCPF)	\$1,197,169,440	\$893,092,474
Adults with Disabilities	\$1,014,512	\$1,030,830
Student Fees	8% increase	8 % increase
Facilities Matching	0	0
Phillip Benjamin Matching	0	0
PECO		
General Revenue	\$6,400,000	\$1,440,000
Lottery		\$18,776,420
PECO	<u>\$254,799,752</u>	<u>\$82,648,517</u>
Total	Total \$261,199,752	Total \$102,864,937
	After veto: 190,038,381	
PECO Sum-of-Digits	\$26,703,775	\$8,088,000
First Generation Matching	\$1,650,000	\$1,397,017
College Reach Out Program	\$2,236,166	\$1,000,000
Displaced Homemakers	\$2,060,024	\$1,816,434
Public Financial Aid		
Lottery		\$45,10,892
General Revenue (FSAG)		<u>\$100,404,923</u>
Total	Total \$128,851,308	Total \$145,505,815
Florida Distance Learning Consortium		
FACTS		\$590,000
		Includes SUS Portion
	\$595,534	\$595,534
Consortium Budget		
2 + 2 Partnerships, SUS and FCS	\$5,000,000	\$3,000,000

## Substantive Bills that Passed

Please note that the first bill number shown is the bill that passed. The number and bill sponsor in the parenthesis was the companion bill.

### Florida College Name Changes, [CS/SB 84](#) by Lynn ([CS/HB 35](#) by Ford)

- Changes the name of St Johns River Community College to St Johns River State College.
- Changes the name of Pensacola Junior College to Pensacola State College.
- Changes the name of Gulf Coast Community College to Gulf Coast State College.
- Changes the name of Valencia Community College to Valencia College.

### Higher Education Issues, [CS/CS/HB 7151](#) by House K-20 Innovation Subcommittee and Representative Stargel ([CS/SB 1732](#) by Lynn)

This bill was contentious during the session. At one point, it included a plan to move colleges with a certain amount of baccalaureate enrollment under the Board of Governors and other changes to the baccalaureate approval process. In the end, changes to the baccalaureate approval process were deleted from the bills. The System supported the effort to put the Articulation Coordinating Committee into statute. Other than those issues, the bill provided “clean-up” provisions.

- **CLAST:** references deleted in Statute since the test is no longer used.
- **Inspector General Investigations**
  - Provides the ability for a Florida College System institution’s District Board of Trustees to ask the Commissioner of Education to authorize the investigation of a college president. The Inspector General is to provide a report and recommendations for corrective action if such is required. If the Inspector General finds legal violations, the legislation provides for a report to the Commission on Ethics, the Florida Department of Law Enforcement, the Attorney General, or other appropriate entity.
- **HECC Recommendations:** Requires the Higher Education Coordinating Council to make recommendations to the Governor and Legislature regarding:
  - core missions of public and non-public postsecondary institutions related to access and economic development;
  - performance outputs and outcomes measures, to be consistent across sectors to allow for comparison to other states;
  - articulation policies; and
  - a plan for workforce including aligning school district and college programs, and data.

**Articulation Coordinating Committee** authorized in statute.

- **Acceleration Mechanisms**
  - The Department of Education is to use performance data of recipients of advanced placement credit to determine exam scores/credit for CLEP, AP, AIC and IB.



- For students in the State University System, deletes the waiver of summer school for advanced credit recipients.
- **CPT and Remediation**
  - Requires the State Board of Education to specify provisions for alternative remediation opportunities.
  - Provides that a student with 12 credit hours who has not finished college prep courses to be notified in writing of requirements for associate degree completion, SUS admissions, impact on financial aid, and cost of excess hours.
  - Requires college prep students to demonstrate competency as defined by the State Board of Education.
- **Property Disposal:** allows for the disposal of lost and abandoned property, and clarifies policies in that regard.
- **Bright Futures** for Home Education Students: requires the Department of Education to approve community service work for purposes of Bright Futures scholarships for home education students.
- **State University System Concurrency Trust Fund:** repeals the trust fund.
- **Disability Issues, General Education, and Other:** Deletes existing language and makes technical changes.

#### **Florida Retirement System (FRS) Revisions, Conference Report [SB 2100](#)**

Both houses conducted many hours of hearings and debate on retirement benefits for state employees and other participants in FRS. The conference report resulted in:

- **Employee Contribution:** Effective July 1, 2011, requires a 3% employee contribution for **all** FRS members, except DROP participants are not required to pay employee contributions.
- **Average Final Compensation:** For new employees initially enrolled on or **after** July 1, 2011, the definition of "average final compensation" means the average of the 8 highest fiscal years of compensation for creditable service prior to retirement, for purposes of calculation of retirement benefits. For employees initially enrolled **prior to July 1, 2011**, the definition of "average final compensation" continues to be the average of the 5 highest fiscal years of compensation.
- **Vesting for Pension Plan:** For employees initially enrolled in the **pension plan** on or **after** July 1, 2011, such members will vest in 100% of employer contributions upon completion of 8 years of creditable service. For **existing** participants, vesting will remain at 6 years of creditable service.
- **Retirement age:** For employees initially enrolled on or **after** July 1, 2011, increases the normal retirement age and years of service requirements, as follows:

- For Special Risk Class: Increases the age from 55 to 60 years of age; and increases the years of creditable service from 25 to 30. For all other classes: Increases the age from 62 to 65 years of age; and increases the years of creditable service from 30 to 33 years.
  - Existing FRS enrollee retirement age is not changed.
- **DROP:** Maintained, however, employees entering DROP on or after July 1, 2011 will earn interest at a reduced accrual rate of 1.3%. For employees currently in DROP or entering before July 1, 2011, the interest rate remains 6.5%.
- **COLA:** Eliminates the cost-of-living adjustment (COLA) for service earned on or after July 1, 2011. Subject to the availability of funding and the Legislature enacting sufficient employer contributions specifically for the purpose of funding the reinstatement of the COLA, the new COLA formula will expire effective June 30, 2016, and the current 3% cost-of-living adjustment will be reinstated.
  - Current employees retain all COLA credits up to June 30, 2011
  - No impact on current retirees or DROP participants
- **Defined Benefit Plan:** Continues as currently offered with a new title “Pension Plan”
  - Elected officials and senior management hired on or after July 1, 2011 are not eligible and must enroll in the Investment Plan
  - New hires still choose plan when hired. One-time plan switch still available.
- **Defined Contribution Plan:** Continues as currently offered for all employees with new title the “Investment Plan.” The Investment Plan Payout is described below:
  - Employer Contribution Payout after:
    - 1 yr = 20%
    - 2 yrs = 40%
    - 3 yrs = 60%
    - 4 yrs = 80%
    - 5 yrs = 100%
- **Health Insurance Subsidy (H.I.S.):** No changes, continues as currently offered.
- **Community College Optional Retirement Plan (CCORP):** Continues as currently available with employee contribution of 3% required

#### **K-12 Issues, Conference Report [SB 2120](#)**

- Authorizes the Department of Revenue (DOR) to provide information on the gross receipts tax. In making the determination of the amount of bonds that can be serviced by the gross receipts tax, the State Board of Education is to disregard the effects of a 2010 nonrecurring refund.
- Authorizes a regional educational consortium service organization to generate revenue to support its activities. A consortium may establish ownership of

patents, copyrights, trademarks and licenses. Revenues generated must be used to support each organization's marketing and research and development activities in order to increase services to its member school districts.

- Adjusts the charter school enrollment process such that students living in a development that provides the facility and related property with an appraised value of at least \$10 million for a charter school in the development, shall be entitled to 50 percent of the enrollment in the charter school.
- Charter school systems may be designated as local education agencies (LEAs) for the purpose of receiving federal funds.
- Increases the number of students assigned to an instructor in the school year prekindergarten program from 11 to 12, and from 18 to 20 for an instructor plus an assistant.
- Reduces the administrative allowance for early learning coalitions from 4.5 to 4.0 percent.
- Redefines the term "core curricula courses" for the purpose of designating classes subject to the maximum class size requirements and requires the Department of Education (DOE) to maintain a list of such courses.
- Authorizes school districts to establish pilot digital instructional materials schools. Participating districts will be required to have a local instructional improvement system and rely heavily on electronic instructional materials. Pilot schools will not have to purchase the required instructional materials adoption within the first two years and will not have to purchase materials from the depository. Districts will provide a plan and report on the outcomes.
- Revises statutes related to instructional materials for public schools, including revising naming conventions, using "instructional materials" as the generic rather than "textbooks"; modifying requirements for local instructional improvement systems; revising the instructional materials review process by replacing committees with three national expert reviewers.
- Clarifies and expands bid advertisement specifications for electronic and digital content.
- Revising the term for instructional materials adoption from 6 to 5 years; requiring that by 2015-2016, all adopted instructional materials for K-12 students are to be in electronic or digital format and districts are to use at least 50 percent of the annual allocation for the purchase of digital or electronic instructional materials on the state adopted list.
- Revises the definition of adult education and provisions relating to the co-enrollment of high school students in adult education courses.



- Adjusts industry certified bonus weights based on rigor and the employment value of the certification.
- Requires school districts to provide to the DOE by October 1, copies of contracts and amounts paid to providers of virtual instruction. Also requires districts to spend the difference between funds received for the virtual instruction program and amounts paid to providers of virtual instruction, on local instructional improvement systems and electronic and digital instructional materials.
- Removes the additional FTE provision for the Florida Virtual School.
- Creates a virtual education contribution categorical in the FEFP.
- Provides that state funding for the Merit Award Program will be discontinued after 2011-2012 payment of the 2010-2011 awards.

**Fire Safety, [HB 331](#) by Weinstein ([SB 534](#) by Wise)**

- Eliminates the second, duplicative annual inspection of facilities that is mandatory for the local, county, municipal or special fire district (commonly referred to as the “local fire authority”). Makes this redundant inspection optional, so the local fire authority officials may inspect the education facility if they so choose. The State Fire Marshal has the authority to inspect educational facilities at any time and this legislation makes no changes to that provision.
- Eliminates the fire safety reports sent to the State Fire Marshall (SFM) but retains the reports at the local level where they are more easily accessed by the public. Colleges and school districts will certify to the SFM that the fire safety inspections and reports have been completed.
- Clarifies responsibilities for school fire code and facility inspections, eliminating varying interpretations of the law and confusion in the field over who is authorized to perform these duties.
- Clarifies responsibility to inspect charter schools and sets forth clearer standards for what actions must be taken if there are deficiencies. Colleges must inspect charter schools located on property they own or lease.
- Adds a new requirement for schools to submit a site plan for each new facility or addition that exceeds 2,500 square feet to the local fire control district for review and feedback, limited to fire department access roads, fire-protection 541 system connection locations, and fire hydrant spacing.
- Eliminates the “special state fire safety inspector” classification and requires anyone who inspects schools to have the same “standard state fire safety inspector” certification. A grandfather clause is provided.

**Certificates & Licenses, Certain Health Care Practitioners (Dental Hygienists), [CS/CS/HB 1319](#) by Harrell ([SB 1228](#) by Altman)**

Among other issues, this legislation affects the services provided by dental hygienists, including:

- The definition of *health access setting* is amended to include a school-based prevention program and accredited dental hygiene programs as places that a dental hygienist may practice.
- Provides a definition for “*school based prevention program*” to mean the preventive oral health services that are provided at a school or not-for-profit, expanding the areas in which a dental hygienist can practice.
- Expands the current scope of practice for dental hygienists to allow them, without supervision, to:
  - apply fluorides;
  - instruct on the oral hygiene of a patient;
  - supervise the oral hygiene of a patient;
  - perform dental charting and measure and record a patient’s vital signs;
  - record a patient’s case history;
  - apply topical fluorides, varnishes, and dental sealants;
  - remove calculus deposits, accretions and stains from the teeth.

When a dental hygienist performs one of these procedures, the patient must be notified that the visit with the dental hygienist is not a substitute for a comprehensive dental exam. Additionally, a dentist is required to conduct an oral examination on a patient within 13 months of a dental hygienist removing calculus deposits, accretions, and stains from a patient’s teeth.

- Provides that dental hygienists who perform tasks without the supervision of a dentist are required to carry medical malpractice insurance that has minimum limits of \$100,000 per occurrence and \$300,000 in the aggregate.

**Charter Schools, [CS/CS/CS 1546](#) by Thrasher ([HB 7195](#) - Relating to School Choice by [K-20 Innovation Subcommittee](#)).**

Creates High Performing Charter Schools and Systems, giving incentives for those designated as High Performing, including an automatic 15 year contract. In addition:

- Allows for submission of quarterly rather than monthly financial statements to sponsor.
- Provides that each Charter School’s governing body must appoint a representative to facilitate parental involvement.
- Provides expanded enrollment preferences for business partners of charter in the workplace, residents of charter school-in-a-municipality, students that successfully complete a voluntary Pre-K provided by the charter school or charter school’s governing board during the previous year, and to students who are the children of active-duty members of any branch of the US Armed Forces.

- Further limited restrictions in the local building requirements that may be more restrictive than SREF. Local governing authorities must treat charter schools equitably to public schools when imposing restrictions, requirements and processes.

Note: The K-12 Conforming Bill provides for developers that contribute \$10M appraised value land donation may reserve up to 50% of student stations for development's resident students. Also in the K-12 Conforming Bill, for High Performing Charter Schools, an administrative fee reduction to 2% for enrollment up to and including 250 students, and for a High Performing System 2 % for up to 500 students.

**Digital Learning (High School Graduation Requirement), [CS/CS/HB 7197](#) by K-20 Innovation Subcommittee ([SB 1546](#) by Thrasher)**

- Blended Virtual Charter Schools are allowed, provided students are full time at the charter school and take the virtual classes within the physical space of the charter school. Funding follows the student in FEFP.
- Full time Virtual Charter Schools are created.
- Virtual adjunct instructors are allowed.
- Imposes new high school graduation requirement so that every student takes at least one on-line class. Districts can withhold up to 5% administrative fee for sponsor.
- Beginning with 2014-15, all end-of-school assessments must be provided on-line.

**Educational Accountability, [CS/CS SB 1255](#) by Adkins ([SB 1696](#) by Wise – multiple companion bills)**

- **Virtual and Digital Education:** School Boards, in cooperation with the district's school superintendent, may develop and implement a digital curriculum for students in grades 6 through 12 in order to enable students to attain competencies in web communications and web design.
- **District School Boards/District Boards of Trustees**
  - Removes the absolute ban for school board members and relatives from soliciting or accepting gifts and now permits gifts under \$50.
  - Eliminates Commissioner's review of annual operating budgets of school district boards and the Florida College System's boards of trustees.
  - Eliminates DOE approval of school board agendas; requires each school district to post budgetary information on its website as well as negotiated faculty contracts, citizens' advisory committee information, and requires the website must be interactive.
  - Establishes auditory-oral programs for students with hearing disabilities.
  - Revises and describes circumstances and reporting requirements for restraint and seclusion of students with disabilities.



- **Assessment**

- Revises provisions related to the student assessment program for public schools; requires that the Commissioner of Education direct school districts to participate in certain national or international assessment programs; authorizes the school principal to exempt transfer students from end-of-course assessment in civics in certain cases; and revises provisions relating to administration and reporting results of assessments.
- Revises provisions relating to public school improvement and requires DOE to categorize public schools based on the portion of a school's grade that relies on statewide assessments.
- Revises the basis for the designation of school grades and includes achievement scores and learning gains for students who are hospitalized or homebound.

- **Middle Schools**

- Revises general requirements for middle grades promotion
- Authorizes each school district board to develop and implement a digital curriculum for students in grades 6 through 12; requires DOE to develop a model digital curriculum; and authorizes partnerships with private businesses and consultants.
- Specifies grades for middle schools will be comprised of a combination of end of course exams, performance and participation.

- **High Schools/Postsecondary Prep**

- Revises provisions relating to general requirements for high school graduation and provides that a high school student may be exempt from reading remediation requirements under certain circumstances.
- Revises provision relating to evaluation of college readiness and providing for postsecondary preparation instruction and requires SBE to adopt certain rules
- Requires high schools to evaluate college readiness of students scoring certain levels on statewide assessments; requires high schools to provide appropriate postsecondary preparatory instruction to all students identified as having a deficiency (not just those interested in college); students testing with appropriate scores are not to be re-tested or enroll in remedial courses at a Florida College.
- Elective courses may not be substituted for the selected postsecondary reading, mathematics, or writing preparatory course unless the elective course covers the same competencies included in the postsecondary reading, mathematics, or writing preparatory course.
- Specifies parental consent procedures for accelerated learning course enrollment.

- **Career Education**

- Revises requirements for career and professional academies and enrollment of students; requires that the middle school career academies be aligned with high school academies; requires each school district board to develop a plan to implement a career and professional academy in at least one middle school.

- Provides that if the passage rate on an industry certification examination that is associated with the career and professional academy falls below 50 percent, the academy must discontinue enrollment of new students the following school year and each year thereafter until such time as the passage rate is above 50 percent or until the academy is discontinued.
- Revises provisions relating to the qualifications for non-degreed teachers of career education courses and provides for establishment of alternative qualifications for career and technical education teachers who have industry certification.

**Building Construction and Florida Building Commission Bill, [CS/CS SB 396](#) by Bennett ([HB 849](#) by Davis)**

Provides for elimination of waiver process for tiered classrooms, theaters, concert halls, stadiums or other large assembly areas that have stadium-style seating or tiered seating, provided ADA standards 221 and 802 are met

**Auditor General, Conference Report, [SB 2110](#) ([HB 5001](#) by Appropriations)**

Modifies Auditor General (AG) requirements so that the frequency of operational and financial audits conducted by the AG is moved from every 2 years to every 3 years.

**State Financial Information, Conference Report [SB 2096](#) ([HB 5001](#) by Appropriations)**

- Beginning in 2012, the Auditor General will be required to report to Legislature any entities, including Colleges, that do not comply with the transparency requirements.
- Requires charter schools and charter technical career centers to post their financial information on the Transparency Florida website.
- Changes system name from Community Colleges to Florida College System; continues to require posting of certain information on the State website relating to expenditures, revenue collections and contracts.
- Authorizes the Legislative Auditing Committee to issue guidelines for including new information by November 1, 2012.

**Public Employee Compensation (Severance Pay), [CS/CS/CS SB 88](#) by Gaetz ([HB 43](#) by Smith)**

- Amends Section 215.425 Florida Statutes relating to the prohibition of extra compensation claims for public employees to include “bonuses” and “severance pay.”
- Requires that any policy or procedure developed to implement a bonus or severance “scheme” must:
  - Base the award of a bonus on work performance;
  - Describe the performance standards and evaluation process by which a bonus will be awarded;

- Notify all employees of the policy, ordinance, rule, or resolution before the beginning of the evaluation period on which a bonus will be based; and
- Consider all employees for the bonus.
- Requires that any new or renewed contract entered into after July 1, 2011 that includes provisions for severance, must include the following:
  - A requirement that severance pay provided may not exceed an amount greater than 20 weeks of compensation.
  - “A prohibition of provision of severance pay when the officer, agent, employee, or contractor has been fired for misconduct, as defined in s. 443.036(29), by the unit of government.”
- After July 1, 2011, allows employees to receive severance pay where not provided for by contract, of up to 6 weeks, provided it is paid in settlement of an employment dispute and no settlement agreement may be held confidential.
- Clarifies that this section does not create an entitlement to severance pay.
- Defines severance pay as used in this subsection as the actual or constructive compensation, including salary, benefits, or perquisites, for employment services yet to be rendered which is provided to an employee who has recently been or is about to be terminated. The term does not include compensation for:
  - Earned and accrued annual, sick, compensatory, or administrative leave;
  - Early retirement under provisions established in an actuarially funded pension plan subject to part VII of chapter 112; or
  - Any subsidy for the cost of a group insurance plan available to an employee upon normal or disability retirement that is by policy available to all employees of the unit of government pursuant to the unit’s health insurance plan. This subparagraph may not be construed to limit the ability of a unit of government to reduce or eliminate such subsidies
- Deletes language that is inconsistent with the above provisions and makes modifications to language relating to municipalities and water management districts.

**Unemployment Compensation, [CS/CS/HB 7005](#) by Economic Development and Tourism ([SB 728](#) by Detert)**

Provides a maximum of 23 weeks that an unemployed worker could earn unemployment benefits, based on a tiered system that ties benefits to the unemployment rate. The maximum 23 weeks could be earned only if the jobless rate reached 10.5 percent or higher. The minimum of 12 weeks could be collected if the unemployment rate is five percent or lower. The bill’s changes are expected to save employers \$18 per employee in unemployment taxes.

**Open Carry Weapons, [CS/CS SB 234](#) by Evers ([HB 517](#) by Dorworth)**

As originally filed, the bill would have provided that a person who holds a valid concealed weapon or firearm license could carry a weapon or firearm openly,



including within a career center, a college or university, and nonpublic elementary or secondary school facilities. **As amended, the bill took out the option to carry a gun on an educational site.** As passed, the bill:

- Provides that a person who holds a valid concealed weapon or firearm license may carry a handgun openly on any public property and, when permissible, on private property as well. Further the weapon may be briefly, accidentally displayed but not in a threatening or angry manner.
- Continues the prohibition for a weapons license holder to carry a weapon or firearm within a career center, a college, or university, and nonpublic elementary or secondary school facilities. Allows that a person who carries a weapon or firearm on one of the prohibited locations or a person who prohibits a licensee from carrying or storing a firearm in a vehicle for lawful purposes, commits a second degree misdemeanor if they do so knowingly and willfully under the provisions of the bill.
- Authorizes Department of Agriculture and Consumer Services to take fingerprints from a license-applicant for inclusion with the application packet for a concealed weapon or firearms license. This provides an additional venue to have applicants' fingerprints taken.
- Repeals a provision that limits Florida residents to the purchase of rifles and shotguns in contiguous states and clarifies law that a licensed dealer's shotgun or rifle sale to a Florida resident in another state is subject only to the federal law and the law of the state wherein the transfer is made.

**Memorial to Congress, [CS/SB 1654](#) by Wise ([CS/1445](#) by Hudson)**

The memorial notifies the federal government of colleges and universities in Florida which are authorized to operate educational programs beyond the secondary level. This will enable the schools to meet the requirements of the new federal rules requiring state authorization, effective July 1, 2011. All the ICUF schools, plus Webber International University, Keiser University and Everglades University, are listed in the memorial.

**Department of Economic Opportunity - Government Reorg, Conference Report [SB 2156](#) (multiple companion bills rolled together)**

This is the major reorganization related to economic development, but includes early education issues as well.

- Creates the Department of Economic Opportunity (DEO) to include the former Office of Tourism, Trade and Economic Development (OTTED), portions of the Department of Community Affairs (DCA), and portions of the Agency for Workforce Innovation (AWI) workforce functions in the new agency.
- Ready to Work program is transferred from the Department of Education (DOE) to the Department of Economic Opportunity.

- Transfers the AWI Office of Early Learning to the Department of Education as a separate entity. DOE may not impose requirements or standards on early learning programs beyond those authorized in law for voluntary prekindergarten (VPK). Auditor General to review programs and delivery systems (including early learning coalitions) by December 31, 2011.
- Consolidates public-private economic development partnerships. Enterprise Florida, Inc., (EFI) President, known as the “Secretary of Commerce,” is appointed by and serves at the pleasure of the Governor. Workforce Florida, Inc., maintains independent status as currently provided in law.

**Florida Uniform Prudent Management of Institutional Funds Act, [CS/CS/CS/HB 599](#)** by Passidomo ([SB 952](#) by Richter) replaces the Florida Uniform Management of Institutional Funds Act.

This bill makes Florida’s not-for-profit law consistent with national standards for the management of endowment funds which have already been adopted by 47 other states. This bill:

- Applies to all charitable institutions, not just those associated exclusively with educational purposes.
- Expands the types of assets which can be in a charitable organization’s portfolio.
- Allows pooling of institutional funds for purposes of managing and investing.
- Delineates factors to be considered prior to expenditure of funds.
- Provides new procedures for releasing restrictions on small institutional funds.
- Provides for modification of restrictions on the use of endowment funds.
- Applies to a non-educational direct-support organization only if it held a fund exclusively for charitable purposes.
- Provides for reversion of real property back to the Board of Trustees of the Internal Improvement Trust Fund if a not-for-profit entity holding a deed subject to a reverter clause violates the deed restrictions.

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2011 AFC  
FOUNDATION,  
INC.  
SILENT AUCTION

Thursday  
October 27, 2011  
during the  
Presidential  
Reception/Gala

Naples Grande  
475 Seagate  
Drive  
Naples, FL



## Donations Needed!!!

Last year's AFC Foundation, Inc. Silent Auction was a huge success and that success could not have happened without you. Your assistance is again needed in soliciting items to use in the 2011 Auction.

- Artwork, gift baskets, hotel stays, vacation packages, cameras, sports memorabilia, jewelry, e-readers, ipads, ipods, computers, books, gift cards, event tickets, wine, services, decorative items, etc. are all examples of great ideas but I am sure that you can come up with many more great ideas.
- Don't ever think your item is too small or too large to include. Items may be combined with other items to help create a gift basket or vacation package!!
- A sample letter and donation form is available to assist you when contacting businesses.
- Items should be shipped or delivered to the below listed address by October 17, 2011 if at all possible. If unable to ship due to size or time conflicts, items may be brought directly to convention.

### For more information contact:

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

[cquinn@pensacolastate.edu](mailto:cquinn@pensacolastate.edu)



## SILENT AUCTION DONATION FORM

*AFC Foundation, Inc. Silent Auction to be held at the 2011 Annual Convention*

PLEASE RETURN THIS FORM NO LATER THAN OCTOBER 17, 2011

Mail, email or fax this form to:

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

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

NAME OF PERSON/COLLEGE SOLICITING DONATED

ITEM: \_\_\_\_\_

NAME OF BUSINESS DONATING

ITEM: \_\_\_\_\_

NAME OF DONATED ITEM: \_\_\_\_\_

DESCRIPTION OF ITEM:

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Estimated Value \$ \_\_\_\_\_

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

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**Thank you for your Donation!**

THE ASSOCIATION OF FLORIDA COLLEGES PRESENTS

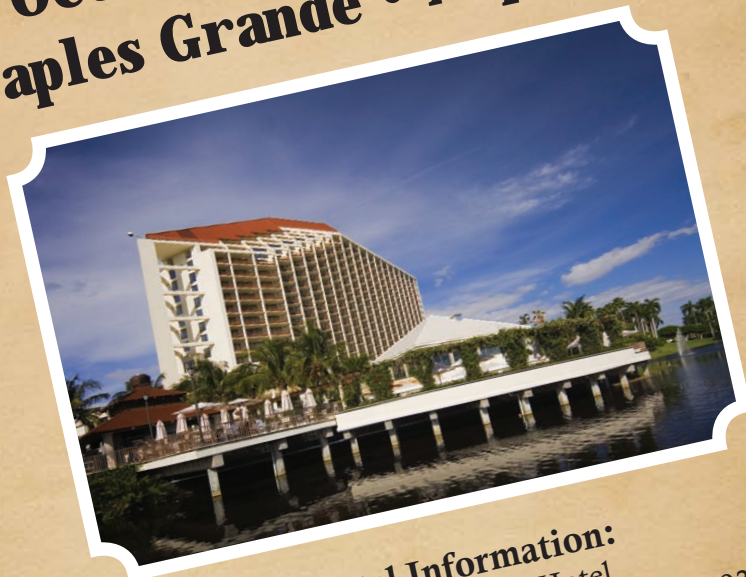
# 2011 ANNUAL CONVENTION



A GRAND ADVENTURE  
HAS BEGUN...

COMING OCT. 26-28, 2011

2011 AFC Annual Convention  
October 26-28, 2011  
Naples Grande • Naples, FL



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# A GRAND ADVENTURE *...has begun!* ANNUAL CONVENTION 2011

# AFC ANNUAL CONVENTION

OCTOBER 26-28, 2011  
NAPLES GRANDE • NAPLES, FL

## Schedule at a Glance

### Tuesday, October 25, 2011

11:00AM - 1:00PM	Executive Committee Meeting
3:00PM - 6:00PM	Registration Desk Open
3:00PM - 6:00PM	AFC Board of Directors Meeting
6:30PM - 9:00PM	AFC Board of Directors Reception/Dinner

### Wednesday, October 26, 2011

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

### Thursday, October 27, 2011

7:30AM - 9:00AM	Commission Board Meetings (by request)
8:00AM - 12:00PM	Registration Desk Open
8:00AM - 6:00PM	Internet Room Open
8:00AM - 1:00PM	Exhibits Open
8:00AM - 4:00PM	Chapter/Region/Commission Displays and Auctions
8:00AM - 4:00PM	Media Displays
9:00AM - 4:00PM	Trustees Annual Meeting
9:15AM - 10:15AM	Concurrent Education Sessions
10:45AM - 11:45AM	Concurrent Education Sessions
11:00AM - 12:00PM	AFC Foundation Board
12:00PM - 1:00PM	Lunch (on your own)
12:15PM - 1:30PM	Trustees Commission/COP Luncheon
1:30PM - 2:30PM	Concurrent Education Sessions
3:00PM - 4:00PM	Concurrent Education Sessions
4:30PM - 5:30PM	AFC Bylaws Review and Candidate Forum
5:00PM - 11:00PM	Silent Auction
5:45PM - 6:30PM	Leroy Collins Award Reception (by invitation only)
6:00PM - 7:00PM	Cash Bar Reception
7:00PM - 9:00PM	Gala and Awards Program
9:30PM - 12:00AM	Gala (Party)

### Friday, October 28, 2011

7:30AM - 9:30 AM	Voting for Officers
8:00AM - 11:00AM	Internet Room Open
8:00AM - 9:00AM	Incoming AFC Commission Chairs
8:00AM - 9:00AM	Incoming AFC Region Directors
8:30AM - 9:30AM	2012 Legislative Preview
10:00AM - 11:15AM	Assembly of Delegates Meeting
11:30AM - 1:00PM	Closing Awards Luncheon



# AFC 2011 Calendar

Student Development Commission Spring Conference	5/18/11-5/20/11
Council of Presidents June Annual Meeting	6/9/11-6/10/11
Region V Spring Conference	6/16/11-6/17/11
Board of Directors Meeting	7/6/11
Membership Development Conference	7/7/11-7/8/11
Current Article Submission Deadline	7/25/11
Current Published	8/15/11
Current Article Submission Deadline	9/2/11
Board of Directors Meeting	9/7/11
Current Published	9/23/11
Board of Directors Meeting	10/25/11
62nd Annual AFC Convention	10/26/11-10/28/11
Current Article Submission Deadline	11/7/11
Current Published	12/12/11

**22<sup>27</sup> of 28**

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# CALL FOR SUBMISSIONS:

## Visions: The Journal of Applied Research for the Florida Community College System

**V**isions is published annually for members of the Association of Florida Colleges and reports on issues that have implications for the Florida College System. As such, Visions provides a professional forum for the exploration of issues endemic to Florida's community and state colleges and provides a proactive voice for the community and state colleges of Florida. At this time, the AFC is accepting articles for consideration in all areas of community and state college applied research.

Material intended for publication and other inquiries may be addressed to:

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# CALL FOR Content Developers and Instructors

The **AFC CERTIFIED COLLEGE PROFESSIONAL PROGRAM** is your Association's newest member service. The program which will launch in February 2012 is designed to recognize college system personnel at all levels for their efforts in professional development. The program will provide "graduates" with the distinguished Association of Florida Colleges "CCP" designation.

The CCP Planning Committee met in March and identified the "core content" for which all program participants would be required to participate. CCP "credits" will be accumulated through participation in these instructional areas, in addition to participation in chapter and commission activities/events, local college-based professional development, external, related professional development, earning of an advanced degree, and service projects.

Content developers and volunteer instructors are needed to help bring these subject areas to life for the CCP program. CCP "courses": These *core courses* will be delivered during official AFC events including the annual Leadership Conference, Membership Conference, Spring Conference, Annual Convention, and other Regional and Commission meetings. Expenses related to your involvement as a content developer or instructor will be covered by the AFC.

- LEADERSHIP
  - ✓ Leadership Skills
  - ✓ Practical Application of Leadership Skills
  - ✓ Ethics
  - ✓ Effective Communication – Interpersonal Skills
  - ✓ Self Awareness
- LEGISLATIVE PROCESS and ADVOCACY
  - ✓ General knowledge of the legislative process and how it impacts our colleges
  - ✓ The budget process
- THE FLORIDA STATE COLLEGE SYSTEM
  - ✓ The history of the system
  - ✓ The state and the local budget process
  - ✓ Local governance - the Board of Trustees
- BUILDING COMMUNITY and CUSTOMER SERVICE
  - ✓ The role of a community college employee in their college community
  - ✓ Internal and external customers
- PRACTICUM - Presentation at a later date to an upcoming class of what they learned



If you are interested in becoming a volunteer content developer or a CCP instructor for the above, please contact your AFC office by phone or email and leave your information with Tina Ingramm ([tingramm@myafchome.org](mailto:tingramm@myafchome.org)) or call 850-222-3222.

# SAVE THE DATES

Membership  
Development  
Conference

July 7-8, 2011

Lido Beach Hotel  
Sarasota, FL

62nd Annual  
AFC Convention

Oct. 26-28, 2011

Naples Grande  
Naples, FL

## AFC Staff

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