

ASSOCIATION OF FLORIDA COLLEGES

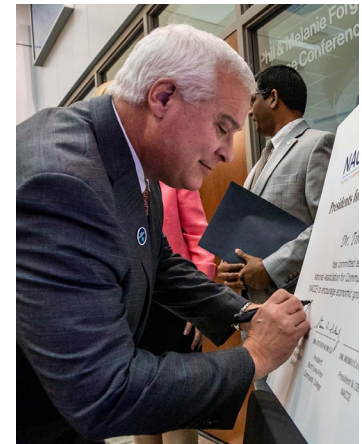
CURRENT

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Leaving A Legacy

My journey as your President has kicked off to a phenomenal beginning. As I sit here reflecting on my AFC presidential acceptance speech, I am reminded of the phrase, "Standing on the shoulders of giants." I realize it is more than a phrase! I stand proud, dedicated, committed, and ready to work hard and give back by servicing my FCS community.

It is said that to make progress we must stand on the shoulders of "Giants." This means we don't need to reinvent the wheel. If a body of knowledge already exists that is advanced and successfully tried and tested, it sure makes sense to embrace that wisdom and make that our starting point for further work.

Everything happens for a reason and there's a story for it all. If you take time to develop your dream and what you really want in life, no matter what it is, you will realize that there's always work to do. To create your story and accomplish your dreams, you must be the hardest working person in whatever you do. When you do this, you'll put yourself in a position to be successful.

In order to be successful, you must have the will to succeed. I am a living testimony. I believe that when you work hard, you must also enjoy the fruits of your labor.

Your leadership legacy is the impact and influence you have on others over your tenure as a leader, and it is formed by the guiding principles you apply most consistently to your decisions and actions. As you are reading this article, you may think, "I'm not old enough to be thinking about my legacy or it's too early in my career for my legacy to matter." Your legacy is every life you've touched. Feel everything with love because in every moment you are building your legacy.

I often share with others this piece of advice, "Be the best version of yourself in everything that you do. You don't have to live anybody else's story. You don't need a prerequisite or a crazy life story to be successful. It doesn't matter where you come from, what you have or don't have. All you need to have is faith in God, an undying passion for what you do and what you choose to do in this life, and the rest will fall in line." Be ready to step forward when the time is right. You must live in the moment and work hard every single day. I hope I inspire people around me to just be themselves, be humble, and be grateful for all the blessings in their lives. When living by your values, you can make a difference and leave a legacy. For others to see and become a part of as well. So, remember, no matter where you are, or what you've done, focus because what you do today will become a part of your Legacy.

Stephanie L. Campbell
President
Association of Florida Colleges



It is said that to make progress we must stand on the shoulders of "Giants." This means we don't need to reinvent the wheel. If a body of knowledge already exists that is advanced and successfully tried and tested, it sure makes sense to embrace that wisdom and make that our starting point for further work.

Back Together Again



Several old friends passed through town last week, and I was reminded of how much I missed them. We often got together, and I truly loved spending time with them. The previous two years robbed us of all opportunities to gather and enjoy one another.

As we turn the page from the isolation of the pandemic, we can come together again to learn from one another, share experiences, and grow as professionals. We held our annual Leadership Conference in a hybrid format at Polk State College in January. It was our first in-person membership event since January 2020. It was energizing, informative, and a success.

Keynote Dr. Joshua Fredenburg emphasized the importance of emotional and social intelligence for a leader to be successful. Self-Awareness, Self-Management, Social Awareness, and Relationship Management are all core competencies needed for a leader to realize positive results. He reminded us that leaders Love, Teach, Serve, Have Courage, Have Vision, and Inspire. If you missed Dr. Fredenburg at the Conference, find him on social media and bring him to your campus. His session reminded us that leadership requires accountability. Your behavior as a leader has an impact on those you lead.

Everyone's leadership journey is unique, and the defining moments of your life impact you and those around you. During the Conference, we heard from a panel of FCS Leaders who shared their pathways into leadership. They discussed some of their professional challenges and shared the best advice they have been given. Thank you to our Moderator and AFC 2018 President, Dr. Tunjarnika Coleman Ferrell, VP, Academic Affairs, Palm Beach State College, and special thanks to our panelists for their transparency and candor:

Dr. Julie Alexander, Interim Senior Vice President, Academic Affairs & Workforce Development, Polk State College

Dr. Stanley M. Giannet, Executive Vice President and Chief Academic Officer & College Provost, Pasco-Hernando State College

Dr. Kimberly A. Moore, Vice President for Workforce Innovation & TCC2WORK, Tallahassee Community College

Dr. Kenneth Ray, Vice President, Student Affairs & Student Enrollment Management, Hillsborough Community College

In February, the AFC Board also participated in a strategic visioning workshop facilitated by St. Petersburg College's Collaborative Labs. We had some promising discussions that will inform the future direction of the AFC. We are committed to increasing the value of your membership and strengthening the AFC. Over the next few months, we will develop strategies to move the AFC toward creating new programs and services to meet the needs of the membership. We will need your input and feedback as we design the future of the AFC.

As we look at the remainder of the spring semester, the AFC calendar is full of events. Visit the AFC website for dates and locations. You will find various in-person and virtual professional development opportunities to engage in with your colleagues from around the state.

Everything we do at the AFC is intended to aid you in becoming more effective, more engaged, and a more knowledgeable college professional. I hope to "see" you at an AFC event in April and May. And, as always, thank you for your membership in the AFC.

Marsha Kiner
Executive Director/CEO
Association of Florida Colleges



2021-22 ASSOCIATION OF FLORIDA COLLEGES

Legislative Committee

Lacey Hofmeyer, Chair, Broward College
Eired Eddy, Vice-Chair, St. Petersburg College

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Paul Carland, Seminole State College
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Andy Treadwell, Indian River State College
Jamie Bateman, South Florida State College

Legislative Summary Report Contributor

Lacey Hofmeyer, Chair, Broward College

AFC Staff Support

Marsha Kiner, Association of Florida Colleges

Florida College System Appropriations Legislative Highlights

Legislative Session concluded on Monday, March 14, 2022, one business day after the required 60 days of Legislative Session. As of April 19, 2022, the Governor has not yet issued his veto list or signed the budget into law.

The Florida state budget will now sit at \$112.1 billion, as compared with \$92.3 billion two years ago in FY 2020-2021 and \$69.2 billion ten years ago in FY 2011-2022. Growth in state general revenue coupled an influx of federal corona-virus related money contributed to the growth in the state budget this year. Of the \$3.5 billion in federal corona-virus related funds available, one-third was budgeted for maintenance needs for Florida colleges and universities. Also of note regarding the federal funds, \$400 million will go into broadband expansion, about \$80 million will go toward a new state emergency operations center, and \$115 million toward improvements at the Capitol; and an offset for a \$200 million cut to the gas tax in October 2022.

The 2022 regular legislative session included:

- 3,735 bills filed
- 285 bills passed both chambers

The FY 22/23 GAA provides a recurring “base budget” increase for Florida colleges of \$100.2 million (+7.7%) in an apples-to-apples comparison over the 2021-22 “base budget.” The Florida College System Program Fund and Educational Enhancement Trust Fund have a recurring increase of \$90.5 million, which were provided by: (1) rolling in FY21/22 performance funds to the Colleges’ allocations, (2) distributing funds via the base student allocation component of the tiered-funding model, and (3) individual operational support dollars provided to certain Colleges. Additionally, four (4) Colleges received recurring project funding in the amount of \$5.5 million, and sixteen (16) Colleges received funding for nonrecurring project funding of \$15.2 million.

Of note, as to operational budgets:

- Florida College System performance funds are \$30 million (\$20 million for 2+2 and \$10 million for workforce), with the 2+2 performance funding restored from a one-time cut in FY21/22.
- Industry Certification funding for the Colleges is \$14 million.
- As a result of the new PIPELINE reward funding, Colleges shared in a \$40 million allocation for nursing performance and excellence.

Of note as to capital budgets:

- Nineteen (19) Colleges received funding for twenty-four (24) capital projects, totaling \$216.2 million.
- All Colleges were allocated a portion of \$400 million in non-recurring funds for deferred building maintenance projects, subject to certain project perimeters and for which Colleges must apply for to the Florida Department of Education.

Of note as to grants and scholarships:

- Open Door Grant Program funding for the Colleges is \$20 million.
- Of the First Generation Matching Grant program funds, the FCS’s allocation is \$2,654,332.
- Dual Enrollment Scholarship Fund funding increased to \$18.05 million.
- The newly created LINE grant funding is \$19 million, for which Colleges may apply for through the Florida Department of Education. These funds are available to certain other institutions as well.
- The newly created SOAR funding for Colleges (and SUS) is \$5.4 million, and Colleges may apply for grants for certain purposes within these funds.

2022-23 GENERAL APPROPRIATIONS ACT (GAA) FLORIDA COLLEGE SYSTEM EXCERPTS

***** As of April 28, 2022, Governor has not approved the budget. *****

	2021-2022	2022-2023
Program Fund – GR EETF	\$196,932,429	\$240,982,604
Program Fund – GR	\$1,099,440,778	\$1,155,621,759
Program Fund TOTAL	\$1,296,373,207	\$1,396,604,363
Industry Certifications	\$14,000,000	\$14,000,000
Incentive Funding:		
2+2 Success	\$15,000,000	\$20,000,000
Workforce Success	\$10,000,000	\$10,000,000
PIPELINE Reward Funding	\$0	\$40,000,000
Other FCS Funds Total	\$39,000,000	\$84,000,000
Open Door Grant Program	\$20,000,000	\$20,000,000
Post Secondary Library Network	\$9,076,322	\$14,476,322
Dual Enrollment Scholarship	\$15,500,000	\$18,050,000
Other Funds Total	\$44,576,322	\$52,526,322
Deferred Maintenance Funds	\$0 ¹	\$400,000,000
FCS Capital Projects	\$123,404,972	\$216,204,158
Total FCS Capital Funds	\$123,404,972	\$616,204,158
Total	\$1,503,354,501	\$2,149,334,843

¹ While the Legislature did create at \$350 million deferred maintenance pot of funds in FY21/22 that could have been used, in whole or in part, to address Florida College System deferred maintenance, those funds were allocated to other state and local deferred maintenance projects.

PIPELINE and LINE Funding:

The Legislature created the PIPELINE performance funding and LINE grants, which were provided for the first time to the Florida Colleges and other postsecondary institutions. The PIPELINE funds (\$40M) were distributed to each College in the GAA, and the LINE grant program (\$19M) will be administered by the Florida Department of Education. The Prepping Institutions, Programs, Employers, and Learners through Incentives for Nursing Education (PIPELINE) Fund rewards performance and excellence among nursing education programs at Florida College System institutions. The Linking Industry to Nursing Education (LINE) Fund incentivizes collaboration between nursing education programs and healthcare partners. These funds are available to eligible school district postsecondary technical career centers under section 1001.44, Florida Statutes, charter technical career centers under section 1002.34, Florida Statutes, Florida College System institutions, or independent non-profit colleges or universities and will be administered by the Florida Department of Education.

The Implementing Bill and Conforming Bill:

The implementing bill contains several sections that affect individual colleges or the Colleges as a whole. Gulf Coast State College is now involved in the Manufactured Housing and Mobile Home Mitigation and Enhancement Program, substituting in for Tallahassee Community College.

The implementing bill also contains a change to Florida Statute 288.860 (“International cultural agreements.”), now prohibiting any agreements or the acceptance of grants from the Russian Federation.

The conforming bill, SB 2524, contains law that impacts the budget. As to the Florida College System, the following provisions in SB 2524 apply:

Section 40 amends s. 1006.73, F.S., requiring the Florida College System (FCS), State University System (SUS), and Florida Postsecondary Academic Library Network to provide specified support for certain open education resources (OER). The section requires the chancellors of the FCS and SUS to collaborate and take the lead in identifying and developing processes to coordinate and support the adaptation or development of OER. The section establishes the Student Open Access Resources (SOAR) repository, a statewide, searchable database of open education resources. Additionally, the section establishes the SOAR Grant Program providing funding support to FCS and SUS institutions for the development and curation of open

education resources and for migrating existing content to the SOAR Repository. Specifically, the funds are provided to increase the adoption, adaptation, and creation of open education resources by faculty members from Florida College System institutions and state universities, and to help reduce the costs of textbooks and instructional materials to students. A minimum of \$3,600,000 will be used by the Florida Postsecondary Academic Library Network to award SOAR Grants to institutions that apply for grants pursuant to SB 2524. A maximum of \$1,540,000 may be used by the Florida Postsecondary Academic Library Network for costs associated with establishing the SOAR Repository - a statewide, Internet-based, searchable database; assessment and quality control of the initiative and content; and management costs. The Florida Postsecondary Academic Library Network shall make every effort to minimize the administrative cost of managing the program and maximize the funds available for grants.

Section 41 of SB 2524 amends s. 1007.271, F.S., to specify that instructional materials for use in dual enrollment courses must be made available to all participating students free of charge, rather than only to public school students. This is consistent with the provisions in s. 1009.30, F.S., relating to reimbursements for instructional materials under the Dual Enrollment Scholarship Program.

Section 49 modifies s. 1009.895, F.S., to expand the list of institutions eligible for the Open Door Grant Program to include school districts with eligible integrated education and training programs. Additionally, the act removes the requirement that students must complete a yearly Free Application for Federal Student Aid to be considered eligible for the Open Door Grant Program. Lastly, the act provides that an institution may cover the student’s one-third of the cost of the program, based on student need, as determined by the institution.

Section 51 creates s. 1009.897, F.S., to establish the Prepping Institutions, Programs, Employers, and Learners through Incentives for Nursing Education (PIPELINE) Fund to reward school districts, Florida College System (FCS) institutions, and State University System (SUS) institutions that meet nursing education program performance metrics, which was also described above.

Section 68 amends s. 1013.40, F.S., to increase the number of beds from 300 to 340 that may be constructed for dormitories at a Florida College System (FCS) institution within a municipality designated as an area of critical state concern.



It also allows an FCS institution to construct an additional 25 beds for employees, educators and first responders.

HB 5007, which was accepted during budget conference, increases the FRS rates to be paid by participating employers. Of note, the rates for members of the investment plan increase by 3% by risk class category, which was estimated to cost colleges about \$8.5M on top of the \$4M increase in cost as a result of the changes to the employer defined benefit rates.

FCS Capital Projects:

Nineteen (19) Colleges received funding for twenty-four 24 capital projects, totaling \$216.2M. Additionally, \$400M was set aside from Florida’s federal corona virus funding for college deferred maintenance. Set asides for each college can be found in Section 197 of the GAA. Specifically, section 197 of the GAA states, “[t]he nonrecurring sum of \$843,725,327 from the General Revenue Fund is appropriated to the Department of Education to invest in deferred maintenance needs of Florida College System institutions and state universities.” Of that pot, \$400 million is allocated to the Colleges.

Each college must submit to the State Board of Education a list of maintenance, repair, and renovation projects totaling its allocation. Eligible projects include those which improve air quality to reduce the risk of viral and environmental health hazards; correct critical life safety issues; improve water, sewer, utility, parking, or roadway infrastructure; improve energy efficiency; mitigate environmental deficiencies; ensure compliance with the Americans with Disabilities Act; or ensure compliance with building codes. The State Board of Education must provide a consolidated list of projects to the Legislative Budget Commission no later than August 15, 2022 for approval. Upon approval of the project lists, the Florida Department of Education shall submit budget amendments for the release of funds pursuant to chapter 216, Florida Statutes.

Reference materials can be found through these links:

General Appropriations Act - [HB 5001](#).

Implementing Bill - [HB 5003](#).

State-Administered Retirement Plan - [HB 5007](#).

Education Conforming Bill - [SB 2524](#).

2022-2023 Financial Aid Summary

Source Code: General Revenue (GR) Educational Enhancement Trust Fund (EEFT)

1. FLORIDA'S BRIGHT FUTURES SCHOLARSHIP PROGRAM - \$ 620,881,057 (EEFT)

Academic Scholars – Academic Scholars shall receive an award equal to the amount necessary to pay 100 percent of tuition and applicable fees for fall, spring, and summer terms.

Medallion Scholars – Medallion Scholars shall receive an award equal to the amount necessary to pay 75 percent of tuition and applicable fees for fall, spring, and summer terms. A Medallion Scholar who is enrolled in an associate degree program at a Florida College System institution shall receive an award equal to the amount necessary to pay 100 percent of the tuition and applicable fees.

Gold Seal Vocational Scholars – awarded per credit hour or equivalent as follows:

- Career Certificate Program - \$39
- Applied Technology Diploma Program - \$39
- Technical Degree Education Program - \$48

Gold Seal CAPE Scholars

- Bachelor of Science Program with Statewide Articulation Agreement- \$48
- Florida College System Bachelor of Applied Science Program - \$48

Top Scholars additional stipend - \$44

2. First Generation in College Matching Grant Program - \$10,617,326 (GR) includes \$2,654,332 for First Generation Matching Grant Programs at Florida Colleges.

3. Financial Assistance Payments - \$183,119,011 (GR) and \$103,492,701 (EETF) = \$284,981,712

Maximum Award for any FSAG recipient - \$3,260

- FSAG Postsecondary - \$6,430,443
- FSAG Career Education - \$3,309,050
- Children of Deceased/Disabled Veterans - \$13,486,880
- Florida Work Experience - \$1,569,922
- Rosewood Family Scholarships - \$256,747
- Florida Farmworker Scholarship Program - \$272,151
- Honorably Discharged Graduate Assistance Program - \$1,000,000
- Randolph Bracy Ocoee Scholarship Program - \$305,000
- Florida College to Congress - \$250,000

4. Florida EASE (Effective Access to Student Education Grant (formerly the Florida Residence Assistance Grant - FRAG) - \$75,410,000 (GR) for 37,705 awards @ \$2,000 per student

5. Florida Access to Better Learning and Education (ABLE)

- Florida ABLE, Inc. – \$1,770,000 (GR)
- ABLE Grants (Private for-profit college students) - \$0

6. Prepaid Tuition Scholarship - \$7,000,000 (GR)

7. Benacquisto Scholarship Program - \$36,412,615 (GR)

8. Minority Teacher Scholarship Program - \$1,500,00 (GR)

9. Mary McLeod Bethune Scholarship - \$160,500 (GR) and \$160,500 (SSFATF) = \$321,000

10. Jose Marti Scholarship Challenge Grant - \$50,000 (GR) and \$74,000 (SSFATF) = \$124,000

Bills That Passed

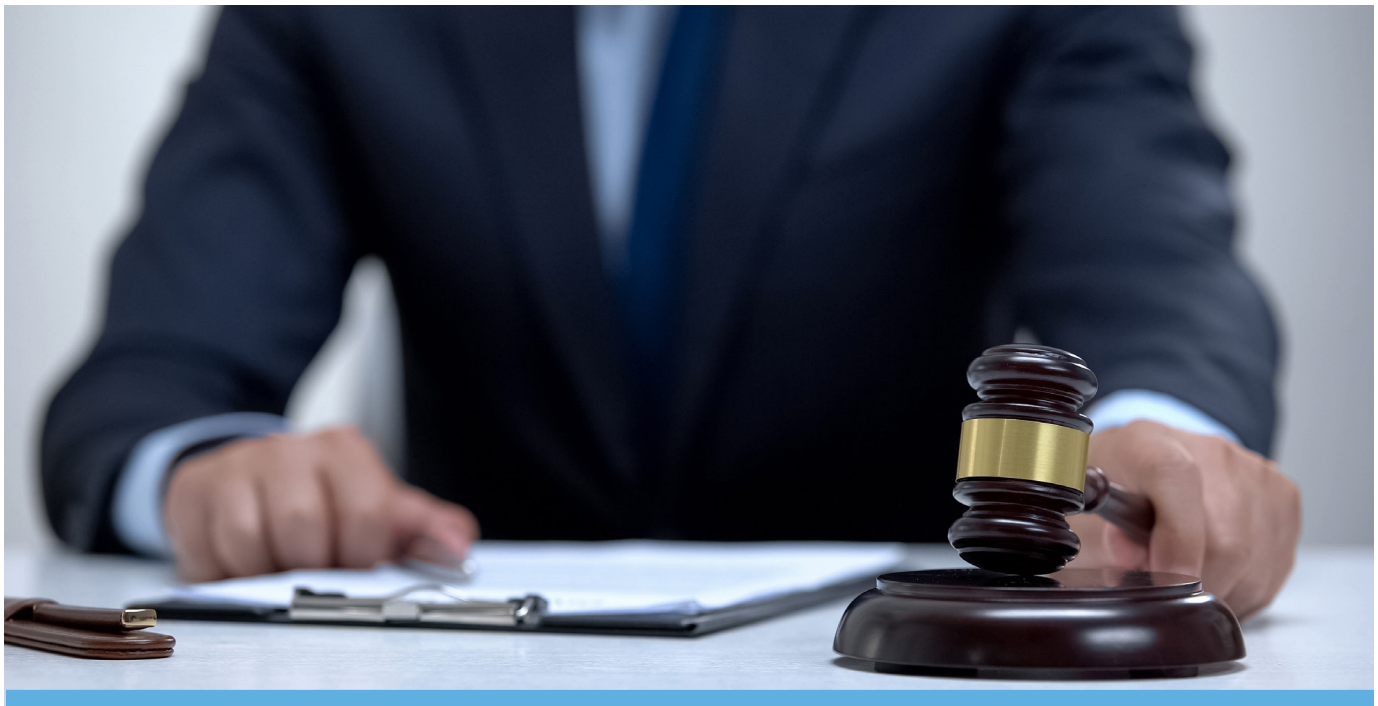
Author’s Note: Much of the text below is verbatim from the staff analysis authored by the talented staff of the Florida House of Representatives or Florida Senate, edited to focus on the application of these bills to Florida College System institutions. Many thanks to those folks who put in the time to create the analyses. Additionally, thank you to the Florida College System attorneys who also provided help, insight, and writing assistance.

Many of these bills have not yet been signed into law, and if a bill has been signed into law by April 28, 2022, it is noted herein.

Individual Freedom/HB 7:

As to employers in Florida, including the Florida Colleges, the bill amends Florida Statute 760.10 (“Unlawful Employment Practices”), also known as the Florida Civil Rights Act, to add section eight (8). The bill specifies that subjecting any individual, as a condition of employment, membership, certification, licensing, credentialing or passing an examination, to training, instruction, or any other required activity that espouses, promotes, advances, inculcates, or compels such individual to believe any of the list of concepts included in the statute, which will constitute discrimination based on race, color, sex, or national origin. These concepts are:

1. Members of one race, color, sex, or national origin are morally superior to members of another race, color, sex, or national origin.
2. An individual, by virtue of his or her race, color, sex, or national origin, is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
3. An individual’s moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, sex, or national origin.
4. Members of one race, color, sex, or national origin cannot and should not attempt to treat others without respect to race, color, sex, or national origin.
5. An individual, by virtue of his or her race, color, sex, or national origin, bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, sex, or national origin.
6. An individual, by virtue of his or her race, color, sex, or national origin, should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
7. An individual, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the individual



played no part, committed in the past by other members of the same race, color, sex, or national origin.

8. Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, sex, or national origin to oppress members of another race, color, sex, or national origin.

The statute does not limit the discussion of these topics, but instead prohibits the endorsement of the topics by the employing entity. An employer can be sued by the employee first through a petition to the Florida Human Rights Commission. If the Florida Human Rights Commission finds reasonable cause to believe a discriminatory practice occurred, then the employee has the right to file a civil cause of action against the employer in court, or the employee can request an administrative hearing. If the FHRC finds no reasonable cause, then the complaint is dismissed.

The bill also modifies Florida Statute 1005.05 (“Discrimination Against Students and Employees in the Florida K-20 Public Education System prohibited; Equality Access Required”), also known as the Florida Educational Equity Act. The bill states that subjecting a student or employee to training or instruction on the topics listed, which are the same as Florida Statute 760.10, will constitute unlawful discrimination. The statute does not limit the discussion of these topics, but instead prohibits the endorsement of the topics by the entity. Under current law, students and employees have a cause of action against the educational institution for violation of the statute.

The Governor signed this bill into law on April 22, 2022, and the bill takes effect on July 1, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Educational Opportunities for Disabled Veterans/ HB 45:

A disabled veteran meeting certain conditions who does not have 100% eligibility for GI benefits under federal law will receive a tuition waiver for the remainder owed to the FCS institution or career, career charter, or technical center. Reporting on the number of waivers processed under this statute must be reported to either the FDOE. Beginning in the 2022-2023 academic year, to qualify, the veteran must have been (1) determined by the VA to have a service-connected 100-percent total and permanent disability rating for compensation and (2) determined to have a service-connected total and permanent disability

rating of 100 percent and receive disability retirement pay from a branch of the U.S. Armed Services; or (3) issued a valid identification card by FDVA that identifies the veteran as having a 100-percent, service-connected permanent and total disability rating for compensation or who has a service connected total and permanent disability rating of 100 percent and receives disability retirement pay from a branch of the U.S. Armed Forces. On December 3, 2021, the Revenue Estimating Conference (REC) estimated the bill would have a fiscal impact of \$141,402 for FY22/23.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Florida Bright Futures Scholarship Program Student Service Requirements/HB 461:

Beginning with high school students graduating in the 2022-2023 academic year, the bill authorizes a student to meet the volunteer service requirements prescribed under each award in the Bright Futures Program through 100 hours of paid work. The bill requires a student meeting an award requirement through paid work to have approval from the district school board, the administrators of a nonpublic school, or the Department of Education for a home education program student. The bill requires a student to evaluate/reflect upon his or her volunteer service or paid work experience through papers or other presentations. It is optional for a student to identify a social or civic issue or a professional area of interest and develop a plan for personal involvement. It is expected that the number of students who may now qualify for an award under the program will increase, but the amount by which it will increase has not been estimated.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Public Records and Public Meetings/SB 520:

This bill provides a public records and meeting exemptions for FCS and SUS presidential searches. First, it provides a public records exemption for any personal identifying information of an applicant for president of a state university or a Florida College System institution until the earlier of the date the final group of applicants to be considered for president is established or at least twenty-one (21) days before either an interview of an applicant or final action on the offer of employment. It also provides for a public meeting exemption related to any portion of a meeting of the Board of Trustees related to identifying or vetting applicants for



president, or any portion of a meeting which would disclose certain personal identifying information of such applicants. These meetings, however, must be recorded, but the recording itself is exempt from public disclosure.

Any meeting of the Board of Trustees to establish qualifications for the position or a compensation framework to be offered must be open to the public. The law is in effect until October 2, 2027, unless saved from repeal.

This bill was signed into law by the Governor on March 15, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Education for Student Inmates/SB 722:

The bill amends Fla. Stat. 944.801 to allow the Department of Corrections to contract with a Florida College System institution to provide education services in the Correctional Education Program. The bill amends Fla. Stat. 951.176 to allow a county to contract with a Florida College System

institution to provide education for inmates at county detention facilities. The bill amends Fla. Stat. 1011.80 to allow state funds to be used to operate postsecondary workforce programs for state with 24 months or less of time remaining on their sentences. This change makes an exception to the general rule that operational funds may not be used for the education of state or federal inmates, which still exists in Fla. Stat. 1011.81.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Educator Certification Pathways for Veterans/SB 896:

The bill modifies the persons eligible to seek subject area certification to include active duty military members serving for at least 48 months with honorable discharge or medical separation, and who have achieved sixty (60) college credits or more with a minimum of a 2.5 GPA by an accredited institution of higher education, or those non-accredited institutions identified by the Florida Department of Education.

Legislation

This removes the requirement of a baccalaureate degree in order to receive the temporary certificate. Any temporary certificates issued by the Department of Education for this group are valid for these individuals for 5 years. While teaching under a temporary certificate, the person must be assigned a teacher mentor for a minimum of 2 school years after commencing employment. The teacher mentor must hold a valid professional teaching certificate, have at least 3 years of teaching experience, and have earned an effective or highly effective performance evaluation rating. The bill takes effect on July 1, 2020.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Homeless Youth/HB 1577:

As to FCS institutions, the bill amends Florida Statute 409.1452.

At present, seven out of twelve (12) Florida universities and seven out of twenty-eight (28) Florida colleges have campus coaches based upon DCF's determination as to which state universities and colleges must have such personnel. The bill requires postsecondary institutions to have a liaison(s), rather than a coach, to assist former foster children and young adults and those experiencing homelessness to help students with issues related to the use of a tuition and fee exemption. The bill requires postsecondary institutions to give the liaison's contact information to each student using a tuition and fee exemption and to DCF and community-based care lead agencies. The schools must also publish liaison contact information on its website. The bill also directs OPAGGA to evaluate the effectiveness of campus liaisons and local school districts performance under the McKinney-Vento Homeless Assistance Act by December 1, 2022.

It requires postsecondary institutions to retain original documents on a student's tuition and fee exemption, and prohibits additional requests for such documentation. In alignment with recent changes to federal law, the bill requires any student determined to be an unaccompanied homeless youth for a tuition and fee exemption for a preceding year to be presumed homeless for subsequent years unless an institution has conflicting information.

This bill was signed into law on April 6, 2022 and becomes effective on July 1, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

OGSR/Technology Systems/State University or a Florida College System Institution/SB 7004:

The bill eliminates language from Florida Statute 1004.055 ("Security of data and information technology in state postsecondary education institutions") that repeals the statute if not reenacted by the legislature. Thus, the public records and meeting exemptions for information held by a state university or Florida College System institution related to information technology (IT) security or potential breaches of security, as well as IT security program risk assessments, evaluations, and audits held by the institution. This bill was signed into law by the Governor, and takes effect on October 1, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

OGSR/Campus Emergency Response/SB 7006:

The bill eliminates language from Florida Statute 1004.0962 ("Campus emergency response of a public postsecondary educational institution") that repeals the statute if not reenacted by the legislature. Thus, the public records and meeting exemptions remain, albeit narrowed. The bill narrows the exemptions to provide that identification of staff involved in emergency preparedness, response, and recovery activities is exempt, and not staffing information in general. It also narrows the exemption to provide that the individual identification of students, faculty and staff applies to those persons affected or at-risk before, during, or after an emergency, and that the exemption for the transfer of records applies to the same group of individuals.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Postsecondary Education/SB 7044:

As to the Florida College system, the bill amends Florida Statute 1004.085 ("Textbook and instructional materials affordability and textbook transparency") to add 5(b) which requires FCS institutions to post, in a searchable manner, required and recommended textbooks at least forty-five (45) days before the start of a term and keep it posted for five (5) years, and the same for course syllabi for general education courses (Florida Statute 1007.25). The bill amends Florida Statute 1007.24 to require participating postsecondary institutions using the common course numbering system to first satisfy general education courses before elective courses. The Florida Department of Education must establish rules for the collection of certain course information, including identifiable information for each course and the conduct



of faculty committee reviews for the purpose of transfer alignment.

The bill creates Florida Statute 1008.47 which states that by September 2022, the State Board of Education (“SBOE”) and Board of Governors (“BOG”) must identify accreditors best for public postsecondary institutions that are within the US Department of Education’s database for accrediting bodies. A public postsecondary institution cannot be accredited by the same accrediting body in consecutive accreditation cycles, and must use the list provided by the SBOE or the BOG to select an accreditor. Then, the institution must report back to the SBOE or the BOG on the progression of accreditation with its selected accreditor. If an accreditor refuses to grant candidacy to the institution, then the institution must select another accreditor besides its last accreditor. The bill authorizes a public postsecondary institution to remain with its current accrediting agency or association if the institution is not granted candidacy by an accrediting agency or association before its next reaffirmation or fifth-year review date. The bill also provides a cause of action for any public postsecondary institution, or nonpublic postsecondary education institution that receives state funds, that is negatively impacted by a retaliatory action by its accrediting agency or association. The statute expires on December 31, 2032.

The bill amends Florida Statute 1009.23 to include a requirement that any changes to tuition and fees to be prominently found on an institution’s website. The statute changes the notice requirements for changes to tuition and fees, which must now include an explanation of how tuition and fees are expended. The notice must be emailed to all

enrolled students. A supermajority vote of an institution’s Board must approve any changes in fees (not tuition). Additionally, if required by law, the Board of Education must also approve of any increases to fees, if required by general law (which is not currently required).

The Governor signed this bill into law on April 19, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Child Welfare/SB 7034:

As to the Florida College System, the bill expands eligibility for a tuition and fee exemption at a workforce education program to students who have been the subject of a shelter, dependency, or termination of parental rights proceeding, and who are either (a) in a Temporary Assistance for Needy Families relative caregiver placement at the time he or she reached eighteen (18) years of age or (b) after reaching fourteen (14) years of age, spent at least eighteen (18) months in out-of-home care and were then reunited with his or her parents who were the subject of the dependency proceeding before reaching eighteen (18) years of age; and were placed in a permanent guardianship and remains in such guardianship either until the student either reaches eighteen (18) years of age or, if before reaching eighteen (18) years of age, he or she enrolls in an eligible institution. The bill was signed into law on April 12, 2022, and takes effect on July 1, 2022.

A copy of the bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

School Safety/HB 1421:

As to Florida College System, the bill requires the Office of Safe Schools (OSS) within the Florida Department of Education to develop, in coordination with the Division of Emergency Management, other federal, state, and local law enforcement agencies, fire and rescue agencies, first-responder agencies, and local governments, a model family reunification plan for use by child care facilities, public K-12 schools, and public postsecondary institutions which are closed or unexpectedly evacuated due to natural or manmade disasters. The model reunification plan must consider the integration of student information and notification systems to facilitate the reunification process. Unlike the K-12 school boards, the bill currently does not require that public postsecondary institutions adopt and implement the plan designed by OSS.

This bill was signed into law on April 12, 2022, and the bill takes effect on July 1, 2022.

A copy of this bill can be found [here](#). A copy of the final bill analysis can be found [here](#).

Law Enforcement/HB 3:

As relevant to the Florida College System, the bill creates the Florida Law Enforcement Academy Scholarship Program (Fla. Stat. 1009.896), to cover tuition, fees, and up to \$1,000 of eligible education expenses for trainees enrolled in a law enforcement officer basic recruit training program. A trainee must be enrolled at a basic recruit training program approved by the Criminal Justice Standards and Training Commission (CJSTC) at a Florida College System institution or school district technical center and not be sponsored by an employing agency to cover the costs of training. The bill provides for a scholarship award in an amount equal to the costs and fees which are necessary to complete the basic recruit training program, less any state financial aid received by a trainee. A nonresident may apply for a scholarship, but the bill prohibits such an award from including the additional out-of-state student fee. An additional \$1,000 is available for educational expenses, including the officer certification examination fee, textbooks, uniforms, ammunition, required insurance, and any other costs or fees for consumable materials required to complete the basic recruit training program. The bill also creates Florida Statute 1009.8961 which requires the Florida Department of Education to reimburse the costs, up to \$1,000, of equivalency training for certified law enforcement officers from other states who relocate to Florida. To be eligible, the applicant's employing agency must certify that the applicant qualifies for the

exemption and is not sponsored by the employer to cover the cost of the training.

The bill exempts veterans and applicants with an associate degree or higher from taking the basic skills test as a prerequisite to entering a law enforcement officer basic recruit training program (Fla. Stat 943.17).

The bill requires the Criminal Justice Standards and Training Commission to develop by July 1, 2023, and law enforcement officers to receive as part of their initial certification training and continued employment training, training in health and wellness principles.

The bill creates Fla. Stat. 1004.098 to allow law enforcement officers or former law enforcement officers to receive postsecondary credit at Florida public postsecondary educational institutions for training and experience acquired while serving. The bill requires the Articulation Coordinating Committee (ACC) to convene a workgroup by September 1, 2022 to develop a process for determining postsecondary course equivalencies and the minimum postsecondary credit or career education clock hours that must be awarded for law enforcement training and experience. Among others, the workgroup must include four members representing academic affairs administrators and faculty from Florida College System institutions, appointed by the chair of the State Board of Education. The workgroup must provide recommendations to the Board of Governors and the State Board of Education by March 1, 2023. After March 1, 2023, the ACC must approve and annually update a prioritized list of postsecondary course equivalencies and the minimum postsecondary credit or career education clock hours that must be awarded for law enforcement training and experience. The bill requires public universities, colleges, and career centers to award postsecondary credit or career education clock hours for law enforcement training and experience based on the rules and regulations adopted by the BOG and the State Board of Education.

The bill designates May 1 of each year as "Law Enforcement Appreciation Day." The bill was approved by the Governor on April 1, 2022 and is effective on July 1, 2022.

A copy of the bill can be found [here](#). A final bill analysis can be found [here](#).

All policy bills passed by the Legislature can be found [here](#).

Selected Bills That Failed

Sovereign Immunity: SB 974 / HB 985:

Bills were filed in the Florida House and the Senate that would have changed sovereign immunity for the state and local governments and political subdivisions of the state. The bills focused on Florida Statute 768.28 and would have increased the limit of sovereign immunity, with different iterations of the bill having different limits and caps, and even eliminating caps. Certain versions of the bill would have increased limits to \$1M per person and \$3M per incident for the SUS and FCS, among others, or provided no cap per incident. Certain versions of the bill also included a provision to direct the Department of Financial Services to adjust the sovereign immunity limits by CPI each year.

Workforce Education: SB 1122 / HB 990:

This bill would have amended Fla. Stat. 1009.23 to allow a FCS Board of Trustees, in consultation with regional workforce and economic development organizations, to implement a plan for a differential out-of-state fee for the purpose of recruiting students into programs of study identified as necessary to address unmet current and future workforce needs in the region.

Employee Organizations: SB 1458 / HB 1197:

This bill would have modified Fla. Stat. 447.301 (Public employees' rights; organization and representation, requiring that the employee organization must provide a employees' rights form to each employee with the specified statement regarding the right to refrain from membership and if an employee chooses to revoke membership the employee organization cannot ask for a reason. The bill would have also amended Florida Statute 447.303 (Dues; deduction and collection) to prohibit deductions for dues and uniforms from employee salaries, unless the employee organization represents law enforcement officers, correctional or correctional probation officers. The bill would have amended Florida Statute 447.305 to require employee organizations to provide with its renewal of registration certain information, including the number of eligible members, the number who do and do not pay dues, a copy of each employee authorization form, and a copy of the employees' rights form signed by the employee and an employer verification of the same, and a document verifying that the employer has received a copy of the renewal registration packet. All information above would have been required for consideration by PERC, and incomplete packets could not be considered, and would be dismissed 10 days after notice of an incomplete application. If the dues paying membership was less than 50% of the members, then the employee organization must petition PERC for recertification within 1 month of the due date of the renewal package. A public employer could challenge the renewal if the public employer believes the package to be inaccurate.

GLOSSARY OF ABBREVIATIONS AND DEFINITIONS

ACC	Articulation Coordinating Council
BOG	Board of Governors for the State University System
BOT	Board of Trustees
CAPE	Career and Professional Education
CIE	Council for Independent Education
CS	Committee Substitute
CPT	Common/College Placement Test
DBPR	Department of Business and Professional Regulation
DCF	Department of Children and Families
DMS	Department of Management Services
DOE	Department of Education
EOC	End of Course (exam)
FCS	Florida College System
FCSPF	Florida College System Program Fund
FCO	Fixed Capital Outlay
FAFSA	Free Application for Federal Student Assistance
FERPA	Family Educational Rights and Privacy Act
FS	Florida Senate
GAA	General Appropriations Act, also referred to as the state budget
HB	House Bill
HECC	Higher Education Coordinating Council
ICUF	Independent Colleges and Universities of Florida
LOF	Laws of Florida
Line Item	The number attached to an appropriations or proviso in the GAA
MOOC	Massive Open Online Course
PECO	Public Education Capital Outlay
PECO Sum of Digits	Funds provided to the colleges for maintenance that is based upon square feet of facility space at the institution
Proviso	Language that directs specific instructions regarding an appropriation in the GAA
PERT	Postsecondary Education Readiness Test
SACS	Southern Association of Colleges and Schools (accreditation body)
SB	Senate Bill
SBOE	State Board of Education
VTC	Vocational Technical Center



2022 AFC Leadership Conference Recap

AFC Leadership Conference | January 27-28, 2022



The 2022 AFC Leadership Conference took place at Polk State College in January. Attendees engaged in a variety of sessions related to Leadership and setting AFC goals.



Dr. Joshua Fredenburg
Speaker, Coach & Author

LEGACY

Dr. Joshua Fredenburg, keynote speaker shared key principles on Emotionally Intelligent Leadership to the attendees. Attendees participated in a conversation with a panel of FCS Administrators discussing the Pathways to Leadership facilitated by Dr. Tunjarnika Coleman-Ferrell, Palm Beach State College, Vice President of Academic Affairs.



Dr. Tunjarnika Coleman-Ferrell
Vice President of Academic Affairs
Palm Beach State College



Dr. Julie Alexander
Interim Senior Vice President Academic Affairs & Workforce Development
Polk State College



Dr. Stanley M. Giannet
Executive Vice President and Chief Academic Officer & College Provost
Pasco-Hernando State College



Ms. Kimberly A. Moore
Vice President for Workforce Innovation & TCC2WORK
Tallahassee Community College



Dr. Ken Ray
Vice President, Student Affairs & Student Enrollment Management
Hillsborough Community College

Next Level Leadership Program

Mildred Santiago



Mildred is currently the Administrative Assistant III for the Provost on the Porter Campus at Wiregrass Ranch at Pasco-Hernando State College. In this position, Mildred must show the versatility of her leadership skills. She not only has to mobilize others, but she must also be able to effectively communicate with other departments on campus and with people in the Pasco-Hernando State College community.

Mildred is a 2020 AFC Distinguished Service Awardee and she has been a member of the AFC since December 2014. She has served in several leadership capacities. Mildred is a graduate of the first Next Level Leadership Program (NLLP) class. We asked Mildred to share with us her thoughts on leadership and the NLLP program.

I want to be a great leader. I need to start by leading myself. Self-awareness and self-management are skills necessary to build relationships and increase influence, which are keys to being able to lead and excel in my current role.

The Next Level Leadership Program engaged me in self-reflections, made me aware of my automatic habits and self-talk, and gave me tools to understand my feelings, question my thoughts, and improve my listening and communication skills. Another benefit of the program is the relationship developed with other college leaders and the opportunity to work and learn from them. But what I liked most about the program is the coach's personal approach. Brian literally was a text away when I had questions or needed guidance.

The Next Level Leadership Program defines the path to bring leadership to the next level. I strongly recommend it.

NEXT LEVEL LEADERSHIP PROGRAM

The Next Level Leadership Program (NLLP) is designed to provide next-level leadership principles that community college professionals can put into practice on a day-to-day basis. It builds upon what graduates of the Florida College Professional Certificate (FCPC) learned and is applicable for those who have a formal "title" and team, AND those who do not. Through this course, participants will learn about themselves while learning how to be a better leader and person of influence with others at work. Regardless of what formal title they may or may not hold, this program will assist them in excelling in their current role or better position them for a future position. This program will provide participants the opportunity to use, grow and refine their leadership skills as they move from theory to real-world application.

Participants will be part of a cohort who will go through the virtual program together and complete a capstone project. The program will afford participants with a network of peers throughout the Florida College System, and the tools to take their leadership skills to the Next Level.



Are **YOU** A
Leader

We are **LOOKING** For **YOU!**

**A LEADER
IS ONE WHO**


**KNOWS THE WAY,
GOES THE WAY,**

 **AND** 

SHOWS THE WAY.

JOHN C. MAXWELL

The AFC is looking for motivated individuals to lead the AFC Administration, Communications and Marketing, Equity, Diversity and Inclusion, and Facilities Commissions. For more information contact Matt Wetzel, VP for Commissions at matt.wetzel@fscj.edu.

How to Ignite The Motivation Within You & Your Team!

By: Dr. Joshua Fredenburg



In 1999, I was a sophomore in college and gave my first motivational speech amongst fifty other students that were members of the same student organization on campus. By the end of the presentation, not only were 50% of the people in tears, but more importantly, my desire and calling to impact the world as a speaker was very clear.

With no experience or direction to make this vision a reality, I hired a speaking coach, met tons of amazing people, and learned about the foundations of becoming an impactful and successful motivational speaker.

Fast forward twenty-one years later and I have not only served as a guest speaker in 49 states across the country, but I have also been blessed with the opportunity to impact, inspire, and transform the lives of thousands of students and professionals.

Ironically, in the beginning of this speaking journey, my speaking coach told me not to use the word, 'motivational speaker' because it was viewed negatively by certain groups of people. Although I had no problem with the term, my coach shared with me that describing myself as a motivational speaker could have an impact on my speaking business.

Because I trusted my speaking coach, I made the adjustment with this word and started describing myself as a professional speaker. Thankfully, this slight adjustment, with many others in the way that I have described the work that I do for students and professionals, has been very beneficial for my speaking business.

Subsequently, after thinking about all the challenges that students and professionals might be facing this school year due to the COVID-19 pandemic and many other challenges, I strongly believe that professional speakers, team members, and leaders who have an ability to inspire, motivate, encourage, and empower people to navigate, persevere, and overcome a variety of challenges are more important than ever before!

In essence, I still strongly believe in providing the people you serve with valuable content that produces positive results

in their area of expertise. During these times, we also need speakers, team members, and leaders who have an ability to be empathetic and effective at helping the people they serve stay motivated, engaged, and inspired to do that which they have been called to do within their area of expertise.

I feel so strongly about this because I have found that many people are unmotivated, disengaged, or tired due to the impact of the COVID-19 pandemic and many other things. And, in order to overcome these challenges, I believe that an individual with an ability to inspire, motivate, and re-ignite that passion on the inside can be a part of the solution towards helping people navigate through these challenging and adverse times.

To help leaders become more effective at motivating and inspiring those that they serve within their area of expertise, I wanted to share six tips:

- Challenge people to identify, develop, and write down their 'WHY'
- Encourage people to develop a daily motivational routine that works for them
- Help people surround themselves with others that inspire, motivate, appreciate, encourage, and celebrate them
- Create a workplace/organizational culture that positively impacts others around you
- Give people the time to rest, practice self-care, and re-energize
- Develop programs/trainings/events that are inspiring and motivational

During these times, we also need speakers, team members, and leaders who have an ability to be empathetic and effective at helping the people they serve stay motivated, engaged, and inspired to do that which they have been called to do within their area of expertise.

2022 Campus Safety Symposium

July 14-15, 2022 | Daytona State College

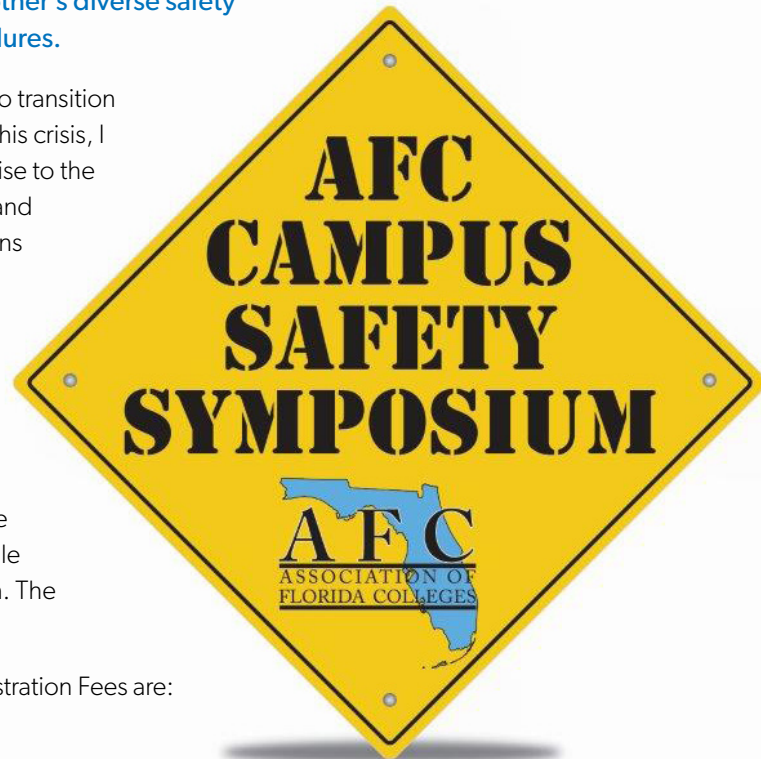
The Campus Safety Commission was created to provide a collaborative community in which all 28 FCS colleges could discuss and learn from each other's diverse safety and security needs, situations, practices, policies, and procedures.

Gordan Bass, Campus Safety Symposium Chair stated as we begin to transition from a pandemic to what now appears to be the endemic phase of this crisis, I am optimistic about the potential of our great 28, and our ability to rise to the occasion to bring new training opportunities for meeting the safety and security needs of our Colleges. I am certain there are plenty of lessons learned, best practices to share, and new policy and procedures revisions with regards to pandemic response, recovery and mitigation efforts for us to apply in our quest for continuous improvement. Please save the date for the 2022 Campus Safety Symposium.

2022 Campus Safety Symposium Call For Proposals is open. To submit your proposal click here: [Association of Florida Colleges](#). The title should briefly identify the content and audience as well as be able to stand alone, giving a clear idea as to what will occur in the session. The deadline to submit proposals is May 25.

Registration is open for in-person and virtual registration. 2022 Registration Fees are:

- \$139.00 for AFC Members
- \$179.00 for Non-AFC Members
- \$50.00 for Virtual Option (Only a few sessions will be streamed)



The Association of Florida Colleges has secured group rates of \$179.00 per night at the Hard Rock Hotel, Daytona Beach, 918 N Atlantic Ave, Daytona Beach, FL 32118.

Please make room reservations before June 28, 2022. To take advantage of our group rate: Click here to reserve your room: [AFC Campus Safety Symposium July 2022 Booking Link](#)

AFC Foundation Inc.

Why Donate?

The AFC Foundation, Inc. was established June 4, 1991, to provide charitable and financial aid in the form of resources and services to the Association of Florida Colleges and its members. The AFC Foundation has granted numerous scholarships to AFC members for professional development training and programs. Did you know the AFC Foundation assisted members financially after several hurricanes?

The Foundation is an essential part of the AFC, it needs your financial support. The Foundation is celebrating its 30th Anniversary with a \$30.00 for 30 campaign. Why donate? The Foundation is a 501c(3) charitable corporation that has taken its responsibility seriously to make an impact in the lives of AFC members and their families. You too can be an inspiration by giving your tax-deductible donation.

We have set up three levels of donations to accommodate your level of giving. **Donate now and receive a Commemorative 30th-Anniversary Coin!**

Donation Levels:

Silver Level – Donation of \$30

- Receives a coin



Gold Level - Donation of \$300

- Receives coin
- Name on Gold Donor plaque in the AFC building

Platinum Level - Donation of \$500

- Receives coin
- Name and Photo on Platinum Donor plaque in the AFC building
- A spotlight in the AFC Newsletter ~ CURRENT

You can use the QR code above to make your donation or you can mail your check to The AFC office at 1725 Mahan Drive, Tallahassee, Florida 32308.

The AFC Foundation, Inc. would like to thank the Pensacola State College AFC Chapter for their assistance with the Annual Silent Auction. The Auction would not have been successful without the PSC Chapter. The Foundation Board thanks you!

*— Andre Hawkins,
AFC Foundation Chair*

Thank You Florida State College at Jacksonville

The Florida State College at Jacksonville AFC Chapter had a \$30 for 30 chapter campaign and raised \$570 for the AFC Foundation, Inc. Chapter President Bryan Stewart has challenged other Chapter Presidents to match or beat FSCJ's \$570.00.

Thank you to the following AFC members for your contribution to the AFC Foundation, Inc.:

- Bryan Stewart
- Shannon Oliver
- Robbie Peoples
- Valerie Smith
- Romana Lopes
- Marie Gnage
- Jeniah Jones
- Denise Giarrusso
- Vonn Nell Baggett
- Jacquelyn Thompson
- Lyn Noble
- Wanda Ford
- Danielle Thompson
- Karen Acevedo
- Matt Wetzel
- Linda Herlocker
- Michelle Goolsby
- Lori Cimino
- Monica Franklin



Thank You, Rao Musunuru, M.D.!

Rao Musunuru, M.D., nationally renowned Hudson-based cardiologist, is among the longest serving trustees in the Florida College System and the longest serving member of the Pasco-Hernando State College District Board of Trustees. Appointed by Gov. Jeb Bush in 1999, the beloved physician's service as a PHSC Trustee through 2022 spans 23 years of consecutive service. During his decades-long tenure on the board, Dr. Musunuru served as Chair of the District Board of Trustees five times, supported countless PHSC initiatives and generously funded many student scholarships. Thank you, Dr. Musunuru for your many contributions to higher education and the students of Pasco and Hernando Counties.

Meet Dr. Kim Moore

Co-Chair of the Council For Workforce Education



Dr. Kim Moore

Tell us a little about yourself, and how long have you worked in the FCS.

I am a Florida girl who grew up in the small town of Greenville FL, me and Ray Charles. I've been in workforce development for nearly twenty years. Prior to joining Tallahassee Community College as VP for Workforce

Innovation, I served as the CEO of a workforce board where I was the youngest, first woman, and African-American to serve in the role. I believe in giving back to my community and as a result have served in a variety of volunteer roles such as past-president for the Wakulla Chamber, past-president for the Leon County Research Development Authority, and current vice-chair of the Florida Agricultural and Mechanical University, the #1 HBCU in the nation.

You are Co-Chair of the FCS Council of Presidents' Council for Workforce Education – What are the priorities of the Council and why are they important?

Our priorities are to align with the agenda put forward by the COP and at the same time ensure active engagement among our members by focusing on the areas that matter to them and our overall system. Lastly, its to produce best practices that enable the FCS to maintain its status as the #1 workforce and education system in the nation, producing top talent.

If I'm not working in Workforce or Continuing Education at my college, why should I engage in Workforce Development initiatives?

If you're not working in Workforce or Continuing Education you're missing out on a treat. No day is the same and there's always a problem or issue to solve or respond to. That said, this is not an either-or proposition. Workforce and Academics represent the best of both worlds and provide avenues for our students to choose a path that meets them where they are. So, if you're not engaged in Workforce then take the opportunity to learn more about the other options offered by

your college, if not for your own edification, then definitely for the betterment of our students.

Workforce Connections is an initiative at TCC that is significant. How does this program aid the area of college in workforce development/education?

The initiative aids TCC in achieving its goal to be a nimble and responsive institution that is in tune with the needs of our community. With regard to Workforce Connections, it was created to address the worker shortage seen in key industries that make up our region.

What is your leadership philosophy and why?

My leadership philosophy is transformational leadership. I subscribe to this philosophy because it recognizes that change is required and necessary as a leader. Additionally, it offers flexibility in that you are able to adapt to your environment and lead accordingly.

What advice would you give to an up-and-coming leader in the FCS?

Stay the course, never lose sight of your goal!

What book(s) are you reading right now?

The 5 Disciplines of Inclusive Leaders, Andrés Tapia, Alina Polonskaia

What inspires you?

I'm inspired by the work that educators perform, especially workforce, to change the lives of individuals and communities. They are relentless and always seem to find a way to problem solve and make it work.

What do you do for fun?

When I finally get a moment, I love to visit new places (domestic and international). I also enjoy trying new restaurants, where my favorite part of the meal is dessert... which is where I start.

Workforce and Academics represent the best of both worlds and provide avenues for our students to choose a path that meets them where they are.

KUDOS

INDIAN RIVER STATE COLLEGE

Indian River State College President Signs NACCE's Entrepreneurship Pledge at Launch of New Bloomberg Finance Lab

FORT PIERCE, FL— Indian River State College (IRSC) joined more than 200 colleges around the country in committing to the Presidents for Entrepreneurship Pledge (PFEP) of the National Association for Community College Entrepreneurship (NACCE). NACCE is the country's leading organization focused on promoting entrepreneurship through community colleges, and the PFEP is one of its foremost leadership tools.

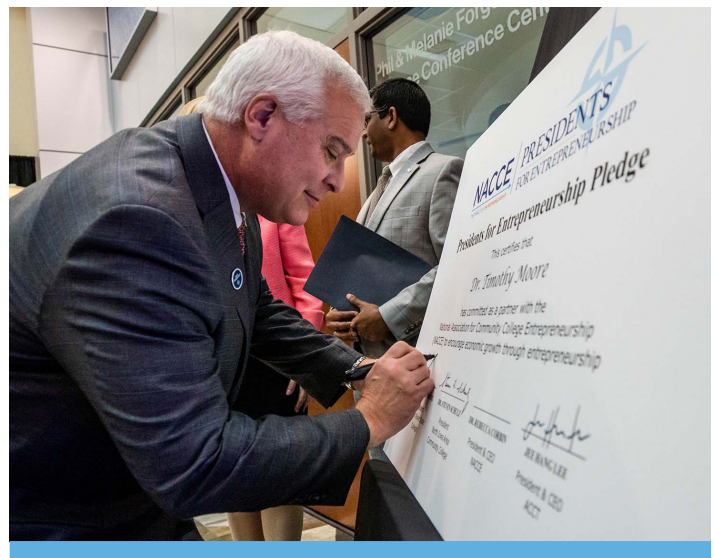
Presidents who sign the pledge commit their colleges to undertake entrepreneurial practices that boost economic vitality in their communities. In doing so, they commit to five key action steps to advance entrepreneurship, including:

- Form teams to focus on entrepreneurship
- Connect with entrepreneurs in the community
- Collaborate with industry in the local region
- Focus on business and job creation
- Share stories through events and the media

"NACCE's PFEP has been a vehicle for college presidents who want to communicate to their students, staff, and other stakeholders that entrepreneurship and innovation matters," said Rebecca Corbin, Ed.D., president and CEO of NACCE. "The pledge emphasizes the importance of cross-disciplinary teamwork, community partnerships, and the value of sharing stories about student success, all bolstered by entrepreneurship."

IRSC President Timothy Moore, Ph.D., signed the pledge during the ribbon-cutting ceremony and opening of the new Bloomberg Finance Lab at the College's Brown Center for Innovation & Entrepreneurship. The 12 Bloomberg Terminals serve as a resource for both students and professors. It will enable students to become familiar with tools used in financial services, reinforcing classroom theory, while professors can use it to further their research. IRSC is one of more than 1,000 academic institutions globally to integrate Bloomberg into the curriculum for its business and finance degree programs.

"Our partnership with NACCE extends our commitment to providing IRSC students with unparalleled resources for success in and out of the classroom," affirms Dr. Timothy Moore, IRSC President. "As a startup founder, I firmly believe that all students, no matter their areas of study, must establish core competencies in entrepreneurship. NACCE provides our students and our community exceptional opportunities to share best practices that can help launch businesses and bring entrepreneurial mindsets to larger organizations, ultimately helping our region economically and creating jobs for our neighbors."



NATIONAL ASSOCIATION
FOR COMMUNITY COLLEGE
ENTREPRENEURSHIP

Indian River State College to Establish Charter High School in Indiantown Anonymous Donor's \$10 Million Gift and Vision Accelerates Project

FORT PIERCE, FL— A \$10 million gift—the second largest individual gift in Indian River State College (IRSC) history—will help establish a charter high school in Indiantown, Florida, one of the region's most economically depressed areas. The school will focus on career and workforce education and Dual Enrollment opportunities. Its unique educational foundation aims to develop entrepreneurial mindsets supporting individual and regional economic stability and enhance pathways for workforce and post-high school educational opportunities.

"Indiantown, Florida, is a community with significant educational need, with high school students who are under-represented in programs such as Dual Enrollment and career and technical education," states Dr. Timothy Moore, IRSC President. "Students in this predominately minority and low socio-economic community must currently travel to Stuart to attend high school, often spending hours getting to and from school."

The idea of building brighter futures for under-served children and families is foremost for the donor, who wishes to remain anonymous. Removing barriers to education is critical to achieving that future.

Motivated by mission and recognizing Indian River State College's track record and commitment to helping students of all ages, backgrounds and means achieve their dreams through education, the donor and the College embarked on a journey to explore possibilities. The result, a new career and technical education charter high school for Indiantown.

"Over my 22 years at Apple, I was up close and witness to transformational projects, including the iPhone. This is an equal moment of transformation for Indiantown with the alignment of the donor's vision and the IRSC Foundation, Inc." said Michael Hageloh, IRSC Executive Vice President of Strategic Initiatives.

The charter high school will be the second that IRSC operates in Martin County. IRSC's Clark Advanced Learning Center, a public charter high school on the College's Chastain Campus in Stuart, opened in 2004. Clark is among the top-scoring Treasure Coast schools based on Florida's school grading system and among the top 20 high schools in all of Florida.

In August 2021, the Martin County Board of Commissioners approved a Memorandum of Understanding with IRSC and voiced support for establishing the new charter school, which would be on 25-acres of county property on Southwest Citrus Boulevard. In February 2022, the land lease was approved. While the school would provide a new opportunity chiefly for students in the Indiantown location, it will serve all of Martin County.

"We are energized by this opportunity to bring a charter high school to Indiantown," declares President Moore. "We are grateful for the generosity and vision of our donor who is making this project possible and to the Martin County Board of Commissioners and Martin County School District for joining with us in this endeavor."

A groundbreaking is expected later this year.

IRSC Promises Tuition-Free Associate Degrees for Public and Public Charter High School Graduates in Select Counties

FORT PIERCE, FL—In response to a pandemic that has disrupted lives and derailed plans for so many in our community, Indian River State College today revealed its most significant investment ever in eliminating barriers to higher education. At a special assembly for 12th-grade students at Fort Pierce Central High School, the College launched the IRSC Promise Program—announcing tuition-free Associate degrees for qualifying 2022 high school graduates from public and public charter schools in Indian River, Martin, Okeechobee and St. Lucie counties.

"IRSC exists to change the lives of those we are here to serve," affirms IRSC President Dr. Timothy Moore. "No matter your background, household income, or grade point average, if you are graduating from a public or public charter high school

in our service district this spring, you can earn an A.A., A.S. or A.A.S. from IRSC tuition-free. We are not going to let anyone fall through the cracks."

Continued on Next Page

Kudos

Continued from Last Page

Sponsored by the IRSC Foundation, the IRSC Promise Program comes at a critical time. One million fewer students are enrolled in higher education today than two years ago. Consumer prices are up 7.5 percent over last January and rising. For many students and families, the cost of college can feel out of reach.

“The cost of tuition should never prevent anyone from pursuing their personal and academic goals,” shares Michael Hageloh, Interim Vice President for Institutional Advancement. “The IRSC Promise program, backed by the strength of the IRSC Foundation and led by the vision of the College’s District Board of Trustees, will help countless individuals stay the course and earn the education they require to build the futures they deserve. It is the ultimate investment in our community.”

Seventy-six percent (76%) of IRSC students stay in the local community after graduation, contributing to the local economy as workforce members and as consumers.



The IRSC Promise Program aims to make college education broadly accessible. Students do not need to demonstrate financial need, and there is no GPA requirement for acceptance to the program. Once in the program, students must maintain full-time enrollment status during fall, spring and summer terms, and maintain satisfactory academic progress as they pursue an Associate in Arts, Associate in Science, or Applied Associate in Science Degree.

To take advantage of the program, eligible high school seniors must commit to IRSC by taking the Promise Pledge, available at promise.irsc.edu, by May 15.

For more program details and a list of upcoming information sessions, visit promise.irsc.edu or email promise@irsc.edu.

SOUTH FLORIDA STATE COLLEGE

Rick Hitt, SFSC Athletic Director, Becomes President of American Baseball Coaches Association

Rick Hitt, athletic director and head baseball coach at South Florida State College (SFSC), was named president of the American Baseball Coaches Association (ABCA) and, officially, took office on Friday, Jan. 7, during ABCA’s annual convention in Chicago.

Hitt initially joined the ABCA Board of Directors while serving as the Junior College Division Chair before being selected by the ABCA membership to serve as fourth vice president in 2018. As second vice president in 2020, Hitt arranged all of the speakers for the 2021 ABCA Convention, which was held virtually.

“I am grateful to have the opportunity to represent SFSC, Region 8 and the NJCAA in this position,” Hitt said. “The ABCA organization is an outstanding group. To have been accepted as a member of the board of directors several years ago and to serve coaches worldwide is amazing. My father told me many years ago that if you feel you have something to offer, some talents, some tools, don’t be selfish and waste them on yourself. Be willing to serve others. I have never forgotten that. I am genuinely honored to serve.”

Hitt began his 24th year as the longest tenured coach in SFSC Panther Baseball history this past August. In his tenure, Hitt has seen over 170 players move on to four-year schools and/

or professional baseball.

In May 2020, Hitt was selected for the National Junior College Athletic Association’s Baseball Coaches Hall of Fame, and he will be inducted in May 2022. He has been inducted into two additional Halls of Fame — the Santa Fe College Hall of Fame, as a member of the 1985 State Championship and National Tournament Team, and the Florida College System Activities Association (FCSAA) Hall of Fame. Hitt began his coaching career 34 years ago as an assistant coach at Sebring High School.



Governor DeSantis Visited SFSC to Present Funds for Truck Driving Program

Florida Governor Ron DeSantis visited South Florida State College's (SFSC) Hardee Campus on Thursday, Jan. 20 to present Dr. Thomas C. Leitzel, SFSC president, with a check in the amount of \$415,000 toward the College's Commercial Vehicle Driver Program. Those funds will be used to purchase state-of-the-art driving simulators to train students.

"We're thrilled to have Gov. DeSantis and Senior Chancellor Henry Mack from the Florida College System here today," said Dr. Thomas C. Leitzel, SFSC president. "The Florida College System can quickly respond to economic matters and Gov. DeSantis recognized this. He boldly went after funds in the midst of the pandemic and said, 'We need to put people to work in the state of Florida.' At SFSC, we say jobs is our favorite four-letter word. We enable our learners to get a job, keep a job, or be promoted in a current job. On behalf of all current students and all future students at SFSC, we are so grateful for the governor's support."

"We're excited about these simulators because they will give our students an enhanced training experience," said

Tina Gottus, SFSC's director of corporate and community education. "Students will learn how to drive in conditions, such as darkness and high winds, as well as those we don't experience in Florida – the mountains and snow. On the simulator, they can have a tire blowout and learn how to recover from that incident. Ultimately, they will become better drivers. When they make it safer on our roads, we all benefit."

SFSC's Commercial Vehicle Driver Program is a four-week course that offers in-depth, hands-on truck driving experience and provides connections with future employers. Joe Burke, who was a truck driver for 36 years, is the program's coordinator and instructor. The College accepts approximately 260 students into the program annually.



DAYTONA STATE COLLEGE

Daytona State College Receives J. Hyatt Brown Enterprise Award

At their 102nd Annual Meeting, the Daytona Regional Chamber of Commerce presented Daytona State College with the J. Hyatt Brown Enterprise Award. This prestigious award recognizes the College's mission as the region's primary source of higher education and workforce training while providing wide-ranging needs to the business and public sector communities. Dr. Tom LoBasso, DSC President, accepted the award on behalf of the District Board of Trustees, faculty, staff, and students.

"We pride ourselves on being a proactive, inclusive organization that strives for continual quality improvement," said Dr. LoBasso. "Our mission is designed to support the needs of local communities in post-secondary education, whether that be for degree seeking students, adult education, or those interested in pursuing career and technical education. We are humbled and truly honored to be recognized by this award."

The Chamber noted DSC's many accomplishments and achievements in the past year, which included highlights such as:

- Breaking ground on the new residence hall, which will be the first of its kind at Daytona State and is scheduled to open to full occupancy in Fall 2022.
- The Aspen Institute named Daytona State College one of 150 institutions eligible to compete for the \$1 million Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance among America's community colleges.

- Within the bachelor's degree in Supervision and Management, the College added new concentrations in Human Resource Management, Supply Chain Management, and Healthcare. The new Audio Electronics Specialist, A.S. Certificate, was also introduced.
- The Nursing program added 150 new seats for the full Associate of Science degree, which is Daytona State's most popular A.S. degree. Many of these students move directly into our BSN program, which has also become one of our most popular bachelor's degrees.
- DSC's News-Journal Center was honored to be the host site for the Dr. Mary McCleod Bethune Statue which saw more than 14,600 visitors during its time in Daytona Beach.

Launched Florida's first chapter of FAME (Federation for Advanced Manufacturing Education), an innovative partnership that matches students enrolled in our A.S. Engineering Technology program with local manufacturing companies for a combination of classroom and on-the-job training.

TALLAHASSEE COMMUNITY COLLEGE

Tallahassee Community College 2022 NISOD Excellence Awards

Congratulations to Tallahassee Community College AFC members; Desiree Gorman, John Schultz, Lauren Fletcher. They along with their eight colleagues have been named recipients of the 2022 NISOD Excellence Award.

- Nyla Davis, Director of Human Resources
- Christen Givens, Director of Recruiting and Admissions
- John Schultz, Professor, Theatre
- Lauren Fletcher, Associate Professor, English
- Barbara Wills, Vice President, Administrative Services & Chief Business Officer
- Gigi Colverton, Advanced and Specialized Instructional Coordinator at the Florida Public Safety Institute
- Ginny Marsters, Professor, Dental Hygiene
- Ross Brooks, Professor, Math

- Albert Wynn, Associate Director, Wakulla Environmental Institute
- Desiree Gorman, Workforce Development Coordinator
- Karen Washington, Professor, Computer Literacy

The National Institute for Staff and Organizational Development (NISOD) is a membership organization committed to promoting and celebrating excellence in teaching, learning, and leadership and community and technical colleges. The NISOD Excellence Awards were established in 1991 to provide member colleges with an opportunity to recognize individuals doing extraordinary work in their campus communities. The 2022 recipients were chosen for their commitment to the TCC vision and mission which is evident in the passionate work they do each day for our College community.

PALM BEACH STATE COLLEGE

Palm Beach State College News

Dr. Ginger Pedersen, who officially retired as vice president of information services on February 15, was applauded for her nearly 35-year career at Palm Beach State College during an outdoor celebration at the Lake Worth campus on February 28.

She began working at PBSC as a research analyst on October 1, 1987. She worked her way up the ranks, serving as projects/reports coordinator, associate dean of academic services, dean of curriculum and e-learning, and interim vice president of academic affairs before being named vice president of information services in 2016. Among her numerous achievements, she led the College's successful implementation of Workday.

"She's made the kind of contributions that will be felt for years and years to come," said President Ava L. Parker, J.D., who was among those who spoke at the celebration. "We will all be able to identify different things that Ginger Pedersen thought about during her almost 35 years."

Dr. Tunjarnika Coleman-Ferrell, vice president of academic affairs, presented Pedersen with a Legacy Award for her contributions to the College.



Dr. Tunjarnika (Nika) Coleman-Ferrell Elected to Girl Scouts Board of Directors

BY: SORROW, KRISTI

Congrats to Vice President of Academic Affairs Dr. Tunjarnika (Nika) Coleman-Ferrell, who was elected to serve a two-year term as a member of the Board of Directors for the Girl Scouts of Southeast Florida.



As a board member, Coleman-Ferrell will help guide the strategic direction and vision for the Council, serve as an advocate for Girl Scouts in the community, and help ensure the Council's financial viability and long-term sustainability.

"Nika" as we affectionately call her takes pride in volunteering in the community, mentoring and empowering women. She serves as a member of many local organizations which include, the Executive Women of the Palm Beaches, West Palm Beach Chapter of the National Coalition of 100 Black Women, Max M. Fisher Boys and Girls Club where she is an advisory board member and as a member of Alpha Kappa Alpha Sorority, Inc., Zeta Tau Omega Chapter of West Palm Beach. In addition to serving in this position, she also serves as a Trustee on the board of the Palm Beach North Chamber of Commerce, the board of the YWCA of Palm Beach County, the Palm Beach County School District Academic Advisory Board, and a host of committees at the K-12, college and university levels.

Coleman-Ferrell was elected to the role on Feb. 19, 2022, at the Girl Scouts of Southeast Florida's annual meeting. For more information, visit www.gssef.org.

SANTA FE

Santa Fe College Receives First-Gen Forward Designation; National Honor for Commitment to First-Generation Student Success

March 1, 2022 – The Center for First-generation Student Success, an initiative of NASPA – Student Affairs Administrators in Higher Education and The Suder Foundation, recently announced the 2022-23 First-gen Forward cohort. The First-gen Forward designation recognizes institutions of higher education who have demonstrated a commitment to improving experiences and advancing outcomes of first-generation college students. Selected institutions receive professional development, community-building experiences, and a first look at the Center’s research and resources.

Santa Fe College has held a number of in-person and virtual events geared toward first-generation college students and has offered expanded serves designed to help first-generation students succeed.

“As a first-generation student myself, I am very proud of the work our faculty and staff have put in to making Santa Fe College a First-gen Forward institution,” Dr. Naima Brown, Vice President for Student Affairs at SF. “To be able to show first-generation students the opportunities available to them at Santa Fe, and to offer these students the support they need is vital to helping create social and economic mobility.”

“The Center is pleased to welcome Santa Fe College into the 2022-23 First-gen Forward cohort. Through the application process, it was evident that Santa Fe College is not only taking steps to serve first-generation students but is prepared to make a long-term commitment and employ strategies that foster an environment of success for this important population,” said Dr. Sarah E. Whitley, assistant vice president, Center for First-generation Student Success.

As a First-gen Forward Institution, interested faculty and staff will be afforded multiple opportunities to engage with peer institutions who are also creating environments that improve

the experiences and outcomes of first-generation students. Selected institutions will send representatives to the First-gen Forward Workshop slated for early-June and will participate in monthly calls, virtual professional development, goal setting, blog development, annual reporting, and more.

After two successful years in the program, institutions are eligible to apply for the Advisory leadership designation.

“First-gen Forward is an exciting opportunity for Santa Fe College to join a dedicated community of professionals prepared to share evidence-based practices and resources, troubleshoot challenges, generate knowledge, and continue to advance the success of first-generation students across the country. We are excited to see a groundswell of activity from the First-gen Forward cohort and know Santa Fe College will be a significant contributor,” offered Dr. Kevin Kruger, president and CEO of NASPA.

To learn more about first-generation efforts at SF, visit sfcollege.edu/admissions/how-to-apply/first-gen. To learn more about the Center for First-generation Student Success, visit firstgen.naspa.org.



Through the application process, it was evident that Santa Fe College is not only taking steps to serve first-generation students but is prepared to make a long-term commitment and employ strategies that foster an environment of success for this important population,” said Dr. Sarah E. Whitley, assistant vice president, Center for First-generation Student Success.

FLORIDA STATE COLLEGE AT JACKSONVILLE

FSCJ Selected by Amazon as an Education Partner for Career Choice Program

FSCJ will provide Amazon hourly employees access to degrees and fast-track training. Amazon's Career Choice program provides full tuition to learn new skills for career success at Amazon or elsewhere

JACKSONVILLE, Fla., — Florida State College at Jacksonville (FSCJ) has been selected as an education partner for Amazon's Career Choice program, providing Amazon's hourly employees access to any Associate in Science or bachelor's degree program. In addition, Amazon employees can choose to enroll in one of the selected fast-track career certificate or technical certificate programs in industries such as automotive, aviation, health care and information technology, including an Amazon-only cohort Patient Care Technician program. A complete list of programs is available at fscj.edu/amazon.

"FSCJ is proud to partner with Amazon in their efforts to support employees' future successes through education and training for high-demand careers," said College President John Avendano, Ph.D. "We are honored to work alongside many local, national and global companies like Amazon to deliver accessible, affordable education that is aligned with industry demand and tailored to meet the unique learning needs of working adults."

Amazon's Career Choice program is an education benefit that empowers employees to learn new skills for career success at Amazon or elsewhere. The program meets individual learners where they are on their education journey through a variety of education and upskilling opportunities including full college tuition, industry certifications designed to lead to in-demand jobs, and foundational skills such as English language proficiency, high school diplomas, and GEDs. In the U.S., the company is investing \$1.2 billion to upskill more than 300,000 employees by 2025 to help move them into higher-paying, in-demand jobs.

Amazon's Career Choice program has a rigorous selection process for third-party partner educators, choosing partners that are focused on helping employees through their education programs, assisting them with job placements, and overall offering education that leads to career success.

"We're looking forward to FSCJ coming on board as an education partner for Career Choice, adding to the hundreds of best-in-class offerings available to our employees," said Tammy Thiemann, Global Program Lead of Amazon's Career Choice program. "We're committed to empowering our employees by providing them access to the education and training they need to grow their careers, whether that's with us or elsewhere. We have intentionally cultivated a partner network of third-party educators and employers committed to providing excellent education, job placement resources, and continuous improvements to the experience. Today, over 50,000 Amazon employees around the world have already participated in Career Choice and we've seen first-hand how it can transform their lives."

For more information on Amazon's Career Choice, visit:

<https://www.aboutamazon.com/news/workplace/career-choice>.

"We're looking forward to FSCJ coming on board as an education partner for Career Choice, adding to the hundreds of best-in-class offerings available to our employees," said Tammy Thiemann, Global Program Lead of Amazon's Career Choice program.

"We're committed to empowering our employees by providing them access to the education and training they need to grow their careers, whether that's with us or elsewhere."

Chapter News

Meet the 2022 Chapter Presidents

Meet the 2022 AFC Chapter Presidents representing colleges throughout our great state. These chapter leaders work to actively involve AFC members across their campuses to carry out the goals and purposes of the AFC.



Broward College
Dr. Angel Rodriguez



Chipola College
Dr. Rachel West



College of Central Florida
Ms. Marjorie McGee



Daytona State College
Ms. Charlene Latimer



Eastern Florida State College
Ms. Janelis Rodriguez



Florida SouthWestern
State College
Mr. Tim Maricle



Florida State College at
Jacksonville
Mr. Bryan Stewart



Indian River State College
Ms. Mia Tignor



Miami Dade College
Mr. Mark A. Ross



Northwest Florida State
College
Ms. April Leake



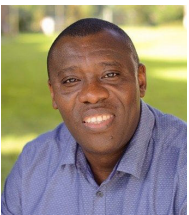
Palm Beach State College
Dr. Dalila Rodriguez



Pasco Hernando
State College
Ms. Mildred Diaz-Santiago



Pensacola State College
Ms. Jessica Johnson



Polk State College
Mr. John Fynn



St. Johns River State College
Ms. Amanda Brown



Santa Fe State College
Mr. Steve Grosteffon



Seminole State College
Ms. Charity Lo-Guidice
CO-PRESIDENT



Seminole State College
Ms. Michele Wallace
CO-PRESIDENT



South Florida State College
Ms. Melissa Kuehnle



Tallahassee Community
College
Mr. Randy Burnette

Marjorie McGee
Director of Student Life
College of Central Florida

Why am I a member of AFC?
After being a member for the past 15 years, I feel like the question should be more about – why would I not be a member?

“Joining AFC (then FACC) in 2006 was one of the best things that has ever happened to me. My life has been enriched beyond measure because of the CONNECTIONS I made through the association. I have grown personally and professionally and built relationships with colleagues around the state that will last a lifetime. So much of what I do in my daily role on campus reflects what I have learned from others in AFC – be it a best practice, a leadership strategy or even a new hobby to unwind after a crazy day. Being a member of AFC impacts the whole person – emotional, intellectual, physical and spiritual. I am so thankful for this incredible association that has made me a better employee and a better person.”



PALM BEACH STATE COLLEGE

The Palm Beach State College Chapter is growing, even as it continues to meet virtually. The chapter added 15 new members last year, and it expects that trend to continue with ongoing recruitment initiatives.

Chapter members also have begun leadership roles at the state and regional levels. Past chapter president, Joan Roberts, is now the director of AFC Region V. Dalila Rodríguez continues as Region V representative for the WACE Commission but is also now this year's Chapter President. Ray Coulter will continue serving on the statewide Executive Committee this year as immediate past president, and he will chair the Nominating Committee.

Ten chapter members attended the AFC Leadership Conference in January, and the chapter donated to the conference's "Project Park Bench" as well as to the College's Panther Pantry. Five chapter members attended Access AFC "Having Difficult Conversations," and five members are participating in the Certified College Professional program.

SANTA FE

To start the Spring 2022 semester, Santa Fe College AFC chapter (AFC at SF) hosted one of many welcome stations across the Northwest Campus. The purpose was to greet students with a smile and answer questions.

The chapter held its first board meeting on January 19, to solidify its slate of officers and plan for the semester. The new 2022 board members are Marie Young-Trabbic, Secretary; Olga Asimbaya, Treasurer; Betsy Nunu, Membership Co-chair; Sarah Blanc Membership Co-chair; Andrea Mender Co-Historian) and Michelle Freas, Faculty Representative. Seven board members virtually attended the AFC 2022 Leadership Conference to enhance their knowledge and leadership skills to assist others at our college. Their chapter donated \$100 to the AFC Service Project: Project Park Bench.

AFC at SF promotes the growth and advancement of AFC members pursuing higher education degrees at various learning institutions by awarding \$150 scholarships. For Spring 2022, three recipients may use the award for books, lab fees, or course-related supplies/materials to assist in meeting their educational goals.

AFC at SF wrapped up its annual Valentine's Day Carnation Sale, which raises money for the SF Food Bank, AFC Scholarship fund, AFC membership drive, and other chapter causes. The sale also allowed faculty and staff to show their friends at SF how appreciated they are! All carnations were \$1 each, with free delivery to all campuses. The Chapter attached a small information page to each order to attract new members.

One of the SF's chapter goals is to increase membership. This spring, the chapter will hold a membership drive that includes payment of the first-year membership dues with an enrollment of automatic payroll deduction and offer a raffle incentive for those who get someone to sign up.



Chapter News

SEMINOLE STATE COLLEGE

Seminole State College's AFC Chapter has had an active winter season. In December 2021, we donated 20 bags of gently used clothing to the Sharing Center in Longwood, Florida. We also organized a social to attend the Holiday Gala Choral Concert at our Heathrow Campus, where Santa made a surprise appearance. Several chapter members attended the AFC "Leadership Talk on Regions and Chapters" workshop as well. In January, we kicked the month off strong by dropping off cookies to our local Police station, Sheriff's office, and Criminal Justice Academy in honor of Law Enforcement Appreciation Day on January 8th. A donation of gently used eyeglasses was given to the local Lions Club, which is an annual service project for our chapter. We also hosted a professional development workshop for employees entitled "Setting New Year's Resolution and Keeping Them- The SMART Way, as well as "The Faculty Commission-Community and Vision" virtual membership presentation for faculty. Tickets were sold through February 1st for a 50/50 chance drawing to see if the groundhog would see his shadow or not on Groundhog's Day, and the winner received half of the profits, with the remaining profits being used toward chapter scholarships for books and conferences.



PASCO-HERNANDO STATE COLLEGE CHAPTER OF AFC

The PHSC Chapter of AFC launched its professional development series with Advocacy and Legislative Updates on Friday, February 11, via Zoom. Ms. Marsha Kiner, AFC Executive Director/CEO, and Mr. Shawn Foster, PHSC Lobbyist, presented to the PHSC community about the advocacy role of the AFC and the progress on the legislative process in those issues that affect the College. The event was very successful in showcasing the great work the AFC is doing to advocate on behalf of its institutional and individual members.

Our next professional development presentation, College Certified Professional (CCP) Program: What is in it for me?, is scheduled to be held on Friday, March 4, at 2:30 p.m. via Zoom. A panel comprised of three PHSC CCP Program alumni – Dr. Eddie Williams, Associate Professor; Ms. Pat McGee, Senior Human Resources Specialist, and Ms. Jennifer Lewallen, Adjunct Faculty - will discuss their experiences with the CCP program and share personal reflections about how it has impacted their work. As an introduction of the panel discussion, Ms. Charlene Latimer, Chair of the CCP Program Committee, will give participants an overview of the program. After the presentation, the Chapter will be receiving applications for its CCP Program Scholarship. This scholarship is designed to pay the registration fee for the PHSC Chapter of AFC members interested in pursuing the Florida College Professional Certificate.

Region News

Region V

Region V Director Joan Roberts is pleased to be working with a great leadership team. Region V is looking for someone to fill the vacant Director-Elect position. Region V's 2022 Chapter Presidents are: Angel Rodriguez, Broward College; Dalila Rodriguez, Palm Beach State College; Mark Ross, Miami Dade College; and Mia Tignor, Indian River State College.

Region V was well represented and had a very positive experience at the 2022 Leadership Conference in January, with 22 members including all the Chapter Presidents. We were pleased to support the conference service project with donations to Project Park Bench, Inc. to assist their work in helping the homeless.

Several of our members are serving in leadership positions including Ray Coulter, Immediate Past President & Nominating Committee Chair; Mark Ross, VP-Elect Regions, and Chapters; Dianne Valdivia, Student Development Commission Chair; Alwyn Leiba, Healthcare Education Commission Chair; Katie Profeta, Awards Committee Chair; Lacey Hofmeyer, Legislative Committee Chair; Roger Williams, Membership Development Committee Chair; Dalila Rodriguez, WACE Commission Region V Representative; Jane Fisher, Awards Committee Region V Representative.

The Region V 2022 Spring Conference aligned with AFC President Stephanie L. Campbell's theme for this year, Legacy. We are putting together an interesting program representing numerous Commissions, Committees, and other varied content. We welcome additional involvement with the conference. More information and registration will be coming soon.

In addition to conference planning, Region V is working on bylaws review and developing annual goals. We participated in the February ACCESS AFC professional development webinar on *Difficult Conversations* and look forward to the March session on *Avoiding Burnout*.

Best wishes to 2022 AFC President Stephanie L. Campbell. We look forward to a fantastic year working with her, the rest of the AFC Board, our members, chapters, and college Presidents.

Service Projects

First Quarter Service Projects

FLORIDA STATE COLLEGE AT JACKSONVILLE

Adopt A Highway



FSCJ Voter Registration

PALM BEACH STATE COLLEGE

Panther Pantry



2022 AFC LEADERSHIP CONFERENCE

Project Park Bench



Project Park Bench
HELPING THOSE WHO ARE HURTING BY SHOWING THE LOVE OF CHRIST

Commission News

Meet the 2021 AFC Professor of the Year Michelle Freas



Michelle Freas accepting her 2021 AFC Professor of the Year award from Dr. Paul Broadie, Santa Fe College President



Why did you go into teaching?

I began teaching to hopefully share my passion for the Deaf Community and American Sign Language with others... Like most of my students, I began formally learning ASL in college, and originally, I started teaching deaf/hard-of-hearing children. I have also been a sign language interpreter for the public schools. I feel my varied experiences in these settings allows me to be a better teacher. I hope to influence students to serve the Deaf Community in amazing ways.

How does it feel to be chosen as Professor of the Year?

I am honored to be named AFC Professor of the Year for 2021/22. There are so many professors doing such great work in their classrooms and beyond. I am humbled to be in that company. My students are pretty excited too!

How has teaching changed since you started?

Since teaching in the college setting 16 years ago, the way I teach has drastically changed. One of the biggest changes is the use of technology. When I began teaching, the use of online activities, social media, etc. just started coming on the scene. I remember one of my students teaching me how to use YouTube. Now, it is commonplace to use online activities to motivate and encourage students. Since 2014, I have involved my students in virtual exchange opportunities with Deaf Communities in various countries. In eight years, these exchanges have improved as technology has improved. From the use of Skype to the multi-faceted use of Zoom, we are able to do so much more to enhance student learning.

In March 2020, when we were forced to teach online, I was challenged to be creative with teaching American Sign Language through synchronous class sessions on ZOOM. This was the most rewarding time for me, as a teacher. It taught me to think outside of the box. Zoom was not the same as the classroom but it was a good alternative. Though I am thankful to be back in the classroom teaching, online learning is now a real part of teaching.

When you are not teaching what are you passionate about?

When I am not teaching, I love spending time with my family and being outside. I also love to travel and hope to return to that soon. I am also passionate about serving and being involved in the Deaf Community locally and internationally, whom I have learned so much from and am forever grateful.

WACE

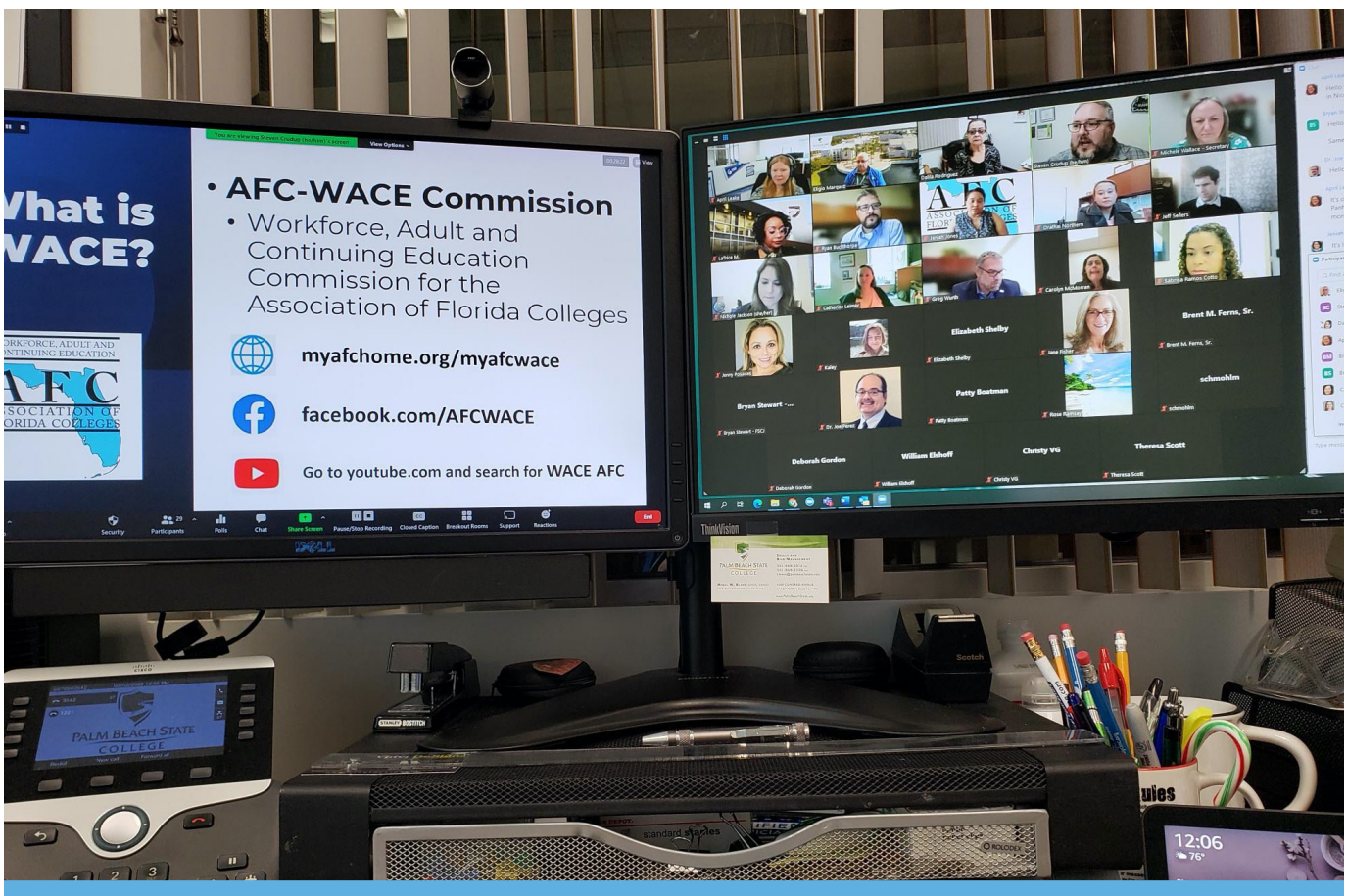
The AFC Workforce, Adult & Continuing Education Commission has started 2022 off with a bang! On February 2, the Commission held its first Virtual Lunch & Learn event of the year discussing goals and mission, and outlining ways to engage others to be involved. The full event is currently posted on the Commission’s Facebook page at <https://facebook.com/AFCWACE>.

In the next several months, WACE will continue to host Lunch & Learn sessions. WACE is planning a summer mini-conference and additional Lunch & Learn sessions on topics such as: the impact of the “Great Resignation”, lasting effects of increased wages, growth of entrepreneurship on career education, preparing employers to hire our students, among more.

WACE will have open meetings for anyone to participate and share ideas on topics they would like to hear about. The Commission is also currently recruiting members to serve on the Exemplary Practice Award Committee, Elections Committee, and to fill vacant Board roles for both Region I and Region III representatives.

The Commission is promoting the 2021-2022 Exemplary Practice Award. Nominations must be from innovative, student-centered practices in the field that have been implemented since July 1, 2021, to present, and submissions are made in video format up to 5 minutes in length. For more information, please contact WACE Commission Past-Chair, Eligio Marquez at marqueze@palmbeachstate.edu.

For more information on how to become involved with WACE or to participate in any of the upcoming events, please reach out to WACE Commission Chair, Steven Crudup at crudup@hccfl.edu.



Alpha UMi and AFC in partnership present:



5G[®] POWER SKILLS FOR COLLEGE PROFESSIONALS



REMOTE LEARNING

12 hours of continuing education for full program

PART 1: 3 hours of training given 9:30am -12:30pm EST on
May 12, 2022

PART 2: 3 hours of training given 9:30am -12:30pm EST on
May 26, 2022

PART 3: 3 hours of training given 9:30am -12:30pm EST on
June 9, 2022

PART 4: 3 hours of training given 9:30am -12:30pm EST on
June 23, 2022

PART 1

**DIVERSITY &
COLLABORATION**



WORLD VIEWS

**INCLUSIVE
WORKPLACES**

**ORGANIZATIONAL
CULTURE**

PART 2

**INTERPERSONAL
COMMUNICATION**



**LEADERSHIP
COMMUNICATION**

**BODY-LANGUAGE
FLUENCY**

**INFLUENTIAL
WRITING**

PART 3

**ADAPTIVE
THINKING**



**EMOTIONAL
INTELLIGENCE**

**THE POWER OF
YOUR OUTLOOK**

**PERSONAL
BRANDING**

PART 4

**PROFESSIONAL
LEADERSHIP**



**CONFLICT
RESOLUTION**

INTEGRITY

**PRODUCTIVITY &
TIME
MANAGEMENT**

AFC New Members

Welcome to the following new members from December 2021 – March 2022

BROWARD COLLEGE

Sheila Fabius

COLLEGE OF CENTRAL FLORIDA

Gessosca Gonzalez
Leslie Roskovich

EASTERN FLORIDA STATE COLLEGE

Thomas Highsmith
Brittany Luke
Myles Sampson

FLORIDA SOUTHWESTERN STATE COLLEGE

Joanna Liebelt

FLORIDA STATE COLLEGE AT JACKSONVILLE

Alisha Deleston
Deborah Fontaine
Shirelle Dover Jones
Andrew Pierce

HILLSBOROUGH COMMUNITY COLLEGE

Nicole Hiers

INDIAN RIVER STATE COLLEGE

Alexandria Arnold
Marshanne Brinkerhof
Melissa Kindell
April Loving
Milo Thornton

MIAMI DADE COLLEGE

Franco Robles-Bidot
Phil Dickey
Takevess Hatcher
Sian Richards
Manuel Rodriguez
Wanda Smith
Cherokeesia Tullock
Valeria Zayon

NORTHWEST FLORIDA STATE COLLEGE

Robert Slavens

PALM BEACH STATE COLLEGE

Stacey Garnett
Maurice Humphrey
Jonathan Pernick
Jenny Posadas
Monica Walley

PASCO-HERNANDO STATE COLLEGE

Christopher Brantley
Markishia Clarke
Gabrielle Eschenfelder
Jennifer Hawley
Sharon Krieger

PENSACOLA STATE COLLEGE

Abigail Bott
Olga Mosley
Arletta Rogers
Carlita Williams

POLK STATE COLLEGE

Sydney Chiarito
Mia Davis
Morgan Jacobson
Latosha Johnson

SANTA FE COLLEGE

Palenthia Boswell
Andrea Mender
Shanna Ratliff
Autumn Santos

SEMINOLE STATE COLLEGE

Sabrina Ramos-Cotta
P. Southward
Ronda Thacker

SOUTH FLORIDA STATE COLLEGE

Brent Ferns
George Livingston
Daniel Sanches
Anastasia Saunders

TALLAHASSEE COMMUNITY COLLEGE

Brandie Del Rossi

THE COLLEGE OF THE FLORIDA KEYS

Nina Medyk

VALENCIA COLLEGE

Darren Smith

New AFC Affiliate Member

Welcome InPlace Software

InPlace (wholly developed by QuantumIT) is powerful management software for Higher Education Institutes that supports an enterprise model for managing student workplace experiences, such as clinical placements, student teacher, internships, industry projects, overseas engagements, and more. Essentially any experience the student is undertaking in the workplace during their degree/program to put their academic skills into practice.



InPlace is a uniquely enterprise solution in being able to manage students from any school or discipline. InPlace delivers an enterprise model for Higher Education Institutes ensuring visibility, coordination, and efficiency for all participants.

The suite of features fully supports the placement lifecycle from start to finish covering all processes, from establishment of the agreement with the employer, requesting and allocating students to placements, to student timesheets and log book, assessments, and analytical reporting.

InPlace is a highly flexible system, enabling features to be activated and configured to find the optimal workflows and templates that are unique to each school or program by the university's administrator. InPlace includes distinct portals for: Staff Coordinator (power user), Student, Academic, Agency (employer), and Supervisor. Visit us at: InPlace - Employability - Student Placement Software (inplacesoftware.com)

AFC Calendar

WACE Mini-Conference - Virtual

May 26, 2022

10:00 AM – 3:00 PM via TEAMS

5G Power Skills for College Part 2 Interpersonal Communication

May 26, 2022

9:30 AM - 12:30 PM EDT

[REGISTER HERE](#)

Financial Literacy Series hosted by Mutual of America - Financial Budgeting

June 8, 2022

1:00 PM - 2:00 PM EDT

[REGISTER HERE](#)

5G Power Skills for College Part 3 Adaptive Thinking

June 9, 2022

9:30 AM - 12:30 PM EDT

[REGISTER HERE](#)

Financial Literacy Series hosted by Mutual of America - Credit Card & Loan Management

June 12, 2022

1:00 PM - 2:00 PM EDT

[REGISTER HERE](#)

5G Power Skills for College Part 4 Professional Leadership

June 23, 2022

9:30 AM - 12:30 PM EDT

[REGISTER HERE](#)

AFC Executive Committee Meeting- July 13, 2022

July 13, 2022

10:00 AM - 12:00 PM EDT

AFC Board of Directors' Meeting- July 27, 2022

July 27, 2022

2:00 PM - 4:00 PM EDT via ZOOM

SAVE THE DATE



Campus Safety Symposium

July 14 -15, 2022 | 8:00 AM – 5:00 PM
Daytona State College | Daytona Florida



73rd Annual Conference and Meeting

November 16-18, 2022
Sheraton Bay Point | Panama City, Florida

BOUN DLESS LEARNING



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