

TALLAHASSEE COMMUNITY COLLEGE

In the News



June 20 - August 12, 2016

TALLAHASSEE COMMUNITY COLLEGE

In the News



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In the News



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- July 14 - WTXL - TCC faculty prepare to cast votes on unionization proposal
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- July 21 - WCTV - TCC student, robotics aficionado Rachel Maldonado discusses career plans
- August 4 - WTXL/WCTV - TCC faculty vote in favor of union representation

THE RISE OF OYSTER FARMING

"Oyster farming in Florida is in its infancy," says Aaron Keller, spokesman for the Florida Department of Agriculture and Consumer Services' Division of Aquaculture, noting that although state leases have been granted in several Panhandle counties, few have begun marketing their oysters. The notable exception is Tallahassee Community College's Wakulla Environmental Institute aquaculture program.

Launched in 2014 to foster oyster farming in hopes of reviving the fishing industry in Wakulla and adjacent counties, the program's success has exceeded expectations.

"When we started it was as much an experiment as anything," says Wakulla Environmental Institute executive director Bob Ballard.

Today, the institute not only markets its oysters, its first nine graduates are all engaged in commercial oyster farming, and a second class is underway at the 158-acre campus in Wakulla County. Students pay \$15,000 for the program and are assured of recovering most if not all their costs from their crop sales. Participants get both classroom and hands-on learning, complete with their own oyster spats to grow and sell.

Ballard compares oyster farming to any agricultural enterprise: It's hard but rewarding work; not every spat develops or goes to market; and the risks of storms, diseases and other unforeseen disasters are ever-present. But if 75 percent of a crop goes to market at 50 cents per oyster, it represents a significant return.

He attributes the program's success to two factors.

"One, ours are wonderful tasting oysters," Ballard says. "Two, we can grow them in six months, whereas places like Canada take four years."

The benefits of farm-raised oysters, moreover, extend beyond the program, as the cultivated oysters release spats into the bay, helping augment the wild oyster population.

Ballard sees the enterprise's prospects as potentially limitless.

"Today, 85 percent of the world's oyster beds are gone," he says. "So there's a huge need for oysters that the United States, and in particular Florida, will never be able to fulfill."

Visit the Wakulla Environmental Institute's website at <https://goo.gl/5uPNjj>.



SUCCESSFUL EXPERIMENT

Students learn to cultivate oysters at the Wakulla Environmental Institute's oyster aquaculture management area. The program occupies a lease capable of holding about a million oysters.

4 women take separate paths to foundation

TALLAHASSEE DEMOCRAT (50 FOR 50)

Each woman took a different path to Tallahassee Community College, but all four found what they were looking for—and came back years later to help make sure that future generations of TCC students would also have a great college experience.

Pamela Aveling, Pam Butler, Beth Tedio and Susan Payne Turner are members of the TCC Foundation's board of directors. They are also TCC alumni.

When Aveling began college at age 28, she was working full-time.

"If night school didn't exist, I wouldn't have been able to go to college," said Aveling. "One of the reasons I accepted the invitation to be on the Foundation board was to support returning adult students."

After a career in exceptional student education, she is now executive vice president of King Arthur's Tools, a company founded by her husband, Arthur.

Turner, who is executive vice president of Prime Meridian Bank, was raised in Wakulla County and attended TCC, as did her mother and her younger brothers.

"It was the class size for me that made the difference," Turner said. "When you come from a small town, a big school can be more of a transition."

Turner's original motivation for joining the Foundation was to represent Wakulla County students in particular, but she values the opportunity she has had to impact the college as a whole. "As board members, we are able to help gather enough resources to do significant things, like the new Honors Lounge."

Butler, who was raised in Gadsden County and is now CEO of Aegis Business Technologies, said TCC was a good fit for her, coming from a high school class of just 41 of students. "There was no way I would have survived on a big campus. It was an extremely important transition for me and for my high school classmates."

Tedio, who is the development director for Lee's Place and owns Uptown Café and Catering with her husband, Fred, also appreciated TCC's small classes and the opportunity to make a personal connection with professors. "It's important that students know the school cares about them as individuals."

All four women believe that by supporting TCC, they are contributing to the quality of life for the whole community.

"Students who go to TCC tend to stay in our community. We need a highly educated workforce for our economy to be strong," said Butler.

TCC receives \$8,000 grant from Dollar General Literacy Foundation

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Dollar General Literacy Foundation has awarded Tallahassee Community College an \$8,000 grant to support adult literacy. The grant is part of more than \$7.1 million awarded to more than 900 schools, nonprofits and organizations across the 43 states that Dollar General serves.

TCC offers day, evening and online GED preparation courses at the main campus. Day courses are also offered at the TCC Gadsden Center. Karen Hill, TCC's Adult Education Program coordinator, said the funds will be used to enable the College to offer more adult education classes for the community.

For information about enrolling in TCC's GED preparation classes, call (850) 201-8760 or visit www.tccadulthoodeducation.com.

TCC to graduate law enforcement

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Florida Public Safety Institute will hold a graduation ceremony at 7 p.m. tonight for Law Enforcement Basic Recruit Class 432. The ceremony will be held in the conference center at FPSI, which is off Highway 90 west of Tallahassee in Gadsden County. Of the 26 students set to graduate, three are sponsored by the Capital Police and five by the Tallahassee Police Department.

The guest speaker is Fred Dunphy, president of the Committee of 99, a community-based support group for local law enforcement agencies based in Tallahassee. This event is free and the public is invited.

TCC trustees approve proposed spending plan

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee Community College trustees Monday approved a \$63.3 million spending plan for next year, a slight increase over last year's budget of \$62.2 million.

Included is a 2 percent raise effective Oct. 1 for all full-time employees.

Trustees had few questions about the budget during Monday's regular board meeting.

As usually is the case, the bulk of the budget goes toward salaries, or \$48 million, with operating expenses at \$14.5 million.

That compares to \$48.7 million for personnel last year and operating expenses of \$12.5 million.

Of the \$63.3 million for next year, \$32.4 million of that is from state revenue and \$26.1 million from tuition and fees. Next year's enrollment is expected to show a 3 percent decrease, compared to a 4 to 4.5 percent decrease in enrollment last year.

"I'm very proud of the budget," TCC President Jim Murdaugh said. "I'm proud of what the budget will do."

Money in the budget, which includes expenses of \$750,000 for capital outlay, also will be used for technology improvements and classroom renovations.

He described the estimated 3 percent drop in enrollment, is a "worst-case scenario," for budgeting purposes.

Other revenue expected for next year's budget includes transferring \$2 million from the operating budget; a \$1 million transfer from an auxiliary budget, \$833,000 in performance funding from the state, and more than \$800,000 in money from the federal government and other revenue sources.

In other news, board members:

Approved career pathway training agreements with public schools in Gadsden, Leon, Wakulla counties and Florida High for training in building construction technologies, digital design, web development, media technologies, early childhood education and emergency medical services.

Similar agreements were approved for students attending schools in Hamilton, Jefferson, Lafayette, Madison, Suwannee and Taylor counties.

Approved dual enrollment agreements with the following private secondary schools: Community Christian School, Cross Road Academy, Florida State University School, Heritage Academy, John Paul II Catholic School, Maclay School, North Florida Christian and Robert F. Munroe Day School.

In addition, TCC announced that it was entering dual enrollment agreements with Florida A&M University Developmental Research School and Wakulla Christian School.

Approved a revised academic calendar for 2016-17 that aligns TCC with Leon County Schools' Spring Break, as well as FSU and FAMU.

Were told that the \$10 million capital campaign had reached \$7.2 million.

Received an update on current and future construction projects, including a Starbucks planned for the Capitol Center downtown. The coffee shop is in the planning and design stage, and updates will be presented to the board at a later date.

Murdaugh gets top scores from trustees on evaluation

BYRON DOBSON

TALLAHASSEE DEMOCRAT

At Tallahassee Community College, when trustees give President Jim Murdaugh a high-five, they apparently mean it.

Murdaugh recently completed his annual evaluation, earning 5's, the highest mark possible, from each of the seven trustees, in each of the six categories on his evaluation.

Murdaugh presented trustees with a 14-page self-evaluation touting the college's accomplishments, including fundraising, campus expansions and state and national recognitions.

"I'm humbled; it's wonderful," Murdaugh said of his review, which wasn't addressed during Monday's trustees' meeting on campus. "I can't take personal credit. I don't do a darn thing by myself. I'm proud what this college does."

Murdaugh, who was named president 5 ½ years ago, is in the middle of the college's 50th anniversary celebration, as well as a \$10-million capital campaign that so far has reached \$7.2 million.

At the same time, he's facing a strong push-back from faculty who recently voted to move ahead with plans to hold a vote this fall on whether they want to be represented by the United Faculty of Florida in collective bargaining.

Union proponents say Murdaugh has allowed what used to be a culture of shared governance on campus to disintegrate. They also say he has lacked communion with faculty. Those sentiments represent a striking contrast to how he's perceived by his bosses, according to evaluations.

He was evaluated in the following categories: organizational strategy, resource management, communication, collaboration, community college advocacy and professionalism.

In their summary evaluation, trustees applauded Murdaugh for his reputation among peers in Florida, his networking in the community, TCC's efforts to establish its first bachelor's degree in nursing and his communications with trustees.

The summary notes include:

Organizational strategy: "An activist on behalf of all community colleges at a statewide level, Dr. Murdaugh excels in protecting, improving and sustaining the community college mission."

Resource management: "Maximizing resources has been a hallmark of Dr. Murdaugh, especially in a time of dwindling state funding through the traditional PECO Trust Fund."

Communication: "When it comes to communication, Dr. Murdaugh has extraordinary skills. He knows how to listen, provides opportunity for input and encourages dialogue in all forums."

Collaboration: "Collaboration is a magical word for TCC under Dr. Murdaugh's management. On campus, in the community, working with our partners at our various TCC operations in our three-county area, all areas have resulted in tremendous opportunities to expand our goals and efforts through collaboration."

Community college advocacy: "Advocacy is a natural for Dr. Murdaugh, and he has effectively used these talents on behalf of the college while serving our interests in the Capitol and leadership forums in all our service areas."

Professionalism: "Perhaps it is Dr. Murdaugh's background in law enforcement and the military that makes "professionalism" so important to him and his efforts on behalf of TCC. Our President is continuously aware of the presence we have in the state, and how we interact with others."

Murdaugh, who earns about \$280,000 annually, said he has turned down bonuses and won't accept a raise unless it's granted to all employees.

Trustees on Monday approved an operating budget for 2016-2017 that includes a 2 percent raise for all full-time employees.

TCC was the right fit for Dailey

COURTENEY JONES

TALLAHASSEE DEMOCRAT (50 FOR 50)

Leon County Commissioner John Dailey enrolled at Florida State University after graduating from high school, but decided to make the switch to Tallahassee Community College after a few semesters.

"I was waiting tables while I was going to school, so TCC seemed more manageable to me," he said. "The class sizes were smaller, you received more one-on-one attention from instructors and it was more affordable, which was important to me because I was trying to help pay my way through school."

Dailey also appreciated the support he received from his academic adviser at TCC.

"I had an incredible academic adviser who really changed my life and my perspective as a student," Dailey said. "She sat me down and said, this is the track you want to follow, here's what you need to do, this is where you want to go to pursue a political science degree."

After two semesters at TCC, Dailey earned his Associate in Arts degree and was back at Florida State to earn his bachelor's degree in political science. Dailey found FSU to be a much better fit for him after he'd earned his A.A. and could focus solely on his major coursework.

"When I made the transition back to Florida State, I was heavily involved in student government and my fraternity, and I was taking the classes that I was really interested in—not that I wasn't interested in the core classes, but it's a different interest. In your major classes, you're starting to see past the horizon, and you know what you want to do in your life and what classes you need to take to prepare you for your professional career."

After earning his bachelor's degree, Dailey went on to pursue a master's degree at FSU and a second master's degree from the London School of Economics.

In 2005, after two years in London and a five-year stint as a lobbyist for the National League of Cities in Washington, DC, Dailey moved back to Tallahassee to start his own company, JDA Strategies. Shortly thereafter, he decided to run for office. He was elected Leon County Commissioner for District 3 in November 2006 and still holds the seat today.

TCC professor's book recognized at library association conference

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

"Remembering Paradise Park: Tourism and Segregation at Silver Springs," by Lu Vickers, professor of English, and co-author Cynthia Graham, was one of 10 books presented at a panel titled The Best of the Best from the University Presses: Books You Should Know About at the American Library Association's annual conference. An exhibit of photographs from the book is scheduled to come to the TCC Fine Art Gallery in the future.

Vickers is the author of one novel and several books on Florida history, including "Weeki Wachee, City of Mermaids" and "Cypress Gardens: America's Tropical Wonderland." She has received two Florida Book Awards and three Individual Artist Grants from Florida's Division of Cultural Affairs. In 2014, she won a National Endowment for the Arts Fellowship for her novel in progress, "The Natural History of a Mermaid."

TCC leadership lacks empathy

FRANK M. BAGLIONE

TALLAHASSEE DEMOCRAT (LETTERS TO THE EDITOR)

The reason the TCC Board of Trustees and administration are facing a union campaign is that they lack empathy for the people working at the college. Because everything is great for them and their special friends, they don't think of how college employees are getting by with an increased workload and stagnant wages. They bruise us with their contempt and then say their feelings are hurt when they cry "Ouch!"

'Explorers' get glimpse of life in law enforcement

JULIE MONTANARO

WCTV

Seat belt on, hands on the wheel. It's the end of a grueling agility test.

It's just a small dose of reality for teens considering a career in law enforcement.

Hundreds of teens from across Florida are here in the Big Bend.

The explorers are getting a glimpse of what it's like to wear a badge.

Tallahassee teen Lameir Parks agreed to strap on a GoPro camera and take our viewers inside a daring rescue.

In this scenario, explorers must engage a gunman and find a way to rescue an officer down.

"It's very real...and just very tiring," Parks said after the drill. "It makes me want to think about law enforcement and really help people."

Parks is one of 350 young people here at the Florida Public Safety Institute this week as part of the Sheriff's Explorer program.

"They are tomorrow's leaders. They will be our tomorrow officers," SGT Donald Prichard with the Broward County Sheriff's Office said.

It's a chance to crystalize - or shatter - any thoughts of becoming a law enforcement officer.

"They're actually training in real-life law enforcement scenarios that we train in," Leon County Deputy and Explorer Advisor Sharrone Reed said.

"Will we see you in uniform one day?"

"I hope so, yes ma'am," Graciela Grifaldo said as she cooled down in the shade.

We caught up with Grifaldo after she ran a grueling agility course. She finished in just over four minutes.

"It's serious. It's serious, like, no joke," she said.

One young man took our GoPro camera along as he tackled the agility course. It includes several obstacles - two 220 yard sprints - and a stint dragging a 150 pound dummy.

In Leon County, the Sheriff's Explorer program is open to young people age 14 to 21 with good grades and no criminal record.

TCC to offer 'Weekend College' classes this fall

WCTV

Tallahassee Community College will offer a Weekend College program for the first time this fall. Classes begin on Saturday, August 27.

Through Weekend College, students can attend classes at TCC for up to 9 credit hours each Saturday. Options include 16-week face-to-face classes and accelerated 7-week classes that combine face-to-face and online instruction.

Offerings include high-demand courses needed by degree-seeking students, as well as courses for students with developmental needs. Students can mix Saturday classes with weekday, Friday-only, online or evening classes to create a flexible schedule that accommodates their work and family responsibilities.

The College also plans to make it possible for students to complete an Associate in Arts degree for university transfer or an Associate in Science degree in business management by attending classes solely on the weekend.

"We created this new option to provide increased access and flexibility for those who want to get their college education," said Feleccia Moore-Davis, TCC provost. "We are committed to providing seamless paths for students to meet their career objectives."

Students may enroll for fall courses, including Weekend College courses, at <https://tccpassport.tcc.fl.edu>.

For information, contact the Office of Academic Affairs at (850) 201-6063 or acadaffairs@tcc.fl.edu.

\$10K raised for conviction of oyster poachers

NICOLE ZEMA
WAKULLA NEWS

Wakulla's oyster aquaculture farmers have committed to a \$10,000 reward for the arrest and conviction of the individual(s) responsible for poaching farm-raised oysters from leases in Wakulla and Franklin Counties.

Oyster baskets have disappeared, and several baskets of market-ready oysters have been culled on multiple occasions within the past year. This has led to thousands of dollars in losses.

The first report of theft occurred at the Alligator Harbor lease in Franklin County.

"This has been going on and off for the last year," said Bob Ballard, an oyster farmer. Ballard is executive director of TCC's Wakulla Environmental Institute, which offers an oyster aquaculture certification program. "It's happened five separate times at least. As we get more organized, we become more aware of what's missing. At first we were naive, but this has forced us to be better accountants of what we've got out there."

Oyster farmer Deborah Keller began a lease in Wakulla's Oyster Bay in January. She said 36 baskets, which are affixed to lines in the water, have disappeared since then.

An April 3 offense report from the Wakulla County Sheriff's Office detailed the theft of a basket of spat, or baby oysters, valued at \$700. Keller believes the poacher(s) knew the value of that basket.

Then another spat basket was stolen.

"It indicates to me somebody wants to grow them," she said. "Why would you want to take a nickel-sized oyster? I've had harvestable oysters taken as well. As the oysters grow, there have been less oysters in the baskets."

Beyond the costs of the baskets and spat, the profit is lost too.

"There were probably 2,500 oysters in each of the two spat baskets that disappeared," she said. "That's 5,000 oysters at 50 cents a piece – a lot of money. A lot of time, effort, planning and thought goes into being an oyster farmer so we can produce the highest quality oyster that comes to market. That's my time, my gas, my effort, and someone just takes it from me."

Keller said she is known as the "Oyster Mom." Her anger subsists with pain.

"Taking my oysters hurts, especially because it's hard to get oyster spat right now," she said. "So they take my future and they take my time, my effort and my love. I care about these oysters, what they look like, and how they are raised. I've invested in them like a pre-schooler!"

Ballard said WEI is working with FAMU to install cameras at the leases. He also recommends farmers stamp their business brands onto the plastic cages, so the cages can be identified if found.

FWC is aware of the issues. Rob Klepper, public information coordinator for FWC's Law Enforcement Division, confirmed there have been an uptick in reports of aquaculture thefts statewide. He said the violation can be considered grand or petty theft. Grand theft – a theft of more than \$300 in Florida, is a third degree felony. A state statute also classifies aquaculture theft as a crime.

"There are specific laws to protect shellfish and oyster aquaculture products," Klepper said. "We take that violation seriously. These are people's livelihoods, and we don't play around with that."

Klepper said local officers are aware of the rise in reports, and are taking measures to increase patrols.

Ballard has recently encountered FWC officers while working on the water.

"I was out there on the lease, and FWC stopped me and checked for poaching," Ballard said, who showed the officers his lease documentation. "(Poaching) is a cancer within this oyster farming community. It's demoralizing."

Oyster farmer Robert Seidler said there is a nagging sense of vulnerability among the farmers. When and where will the next theft occur? He has lost about four baskets himself.

"Anybody can go out there at night, or snorkel out," Seidler said. "You start becoming paranoid. It's not right. It's not fair."

\$10K raised for conviction of oyster poachers....

continued

Seidler speculated on who the poachers might be, agreeing with Keller that the thieves are likely very familiar with the oyster business.

"It's a really big deal to have them stolen," he said. "It's like having a gigantic lot of fruit ready for harvest, and someone picked all the trees after you waited all year for your crop."

Klepper advised reporting any "strange" activity near the leases to the FWC Wildlife Alert Hotline: 888-404-3922.

"This could cripple the industry at the very beginning," Keller said. "But somebody's going to get caught. We're watching."

Ballard said every farmer agreed to contribute an equal share to the \$10,000 reward. They are confident the poaching will cease, or a suspect will be identified.

"For \$10,000," Ballard said, "who can you trust?"

Firefighter grads prepared for the worst



Tallahassee Fire Academy's 19th firefighter recruit class marches in during their June 21 graduation ceremony at the Florida Public Safety Institute in Havana. Photos courtesy Florida Public Safety Institute

MARIA CASTRO
Intern

The Tallahassee Fire Academy (TFA) graduated its 19th firefighter recruit class on Tuesday evening, June 21. Among the 26 recruits was Quincy native Jesus Tobias.

Keynote speaker Jerome Gaines, chief of Tallahassee Fire Department's, spoke to the recruits about the importance and privilege of being a firefighter.

"You are opening yourself to a career

Quincy native Jesus Tobias smiles for a photo after he graduated June 21 as a firefighter recruit. that is, in one word, amazing ... It is not for the weak of heart, it requires compassion."

As Chief Gaines closed his speech, he encouraged the young recruits to remain in pursuit of their dreams, "to be shepherds, not sheep."

Blake Ward, TFA's class speaker, proudly described how Class 019 managed to go from a "jungled



mess" to a "well-oiled machine." With an unabashed sense of humor, Blake explained his class' training endeavors to the

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GRADS

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audience: how they went from learning the basics of their equipment to handling more advanced situations, such as taking a car apart or entering a burning building.

Together, Recruit Class 019 raised more than \$1,500, which they donated to the Florida Fallen Memorial Monument, the Florida Public Safety Institute Memorial and the Children's Miracle Network.

Awards were presented by Melvin Stone, fire academy coordinator. The Executive Director Award went to the recruit with the highest GPA, D. Colter Brown. The Leadership Award, an honor voted on by the recruits themselves, was given to Edward E. Fessenden III. Finally, the Isaac Memorial Award, which Stone described as the "most coveted award," went to Jesus Tobias. Presented in honor of a former firefighter who gave his life to

the service in 1981, its recipient was selected by the instructors and Stone himself.

After the presentation of certificates, the ceremony ended with a benediction, followed by a reception for the graduates and their loved ones.

Despite their well-earned night of celebration, the students still had one more hurdle to overcome: They took the Two-Part State exam on June 24, just three days after their graduation.

Grand opening showcases new home for nonprofit collaboration

ALYCE LEE STANSBURY

TALLAHASSEE DEMOCRAT (NOTES ON NONPROFITS)

June was a big month for the Institute for Nonprofit Innovation and Excellence (INIE). It began with the Nonprofit Enterprise and Social Innovation summit held on June 8 which Kelly highlighted in a previous column. This one-day event showcased local businesses such as RedEye Coffee who seeks to “do well by doing good” and local nonprofits like Tallahassee Museum of History and Natural Science, Florida League of Women Voters, Aging with Dignity, and Big Bend Cares who are generating substantial earned income to fund their missions. It was a great start to a community-wide conversation about growing social enterprises and meeting community needs at the same time. Good stuff!

As an INIE board member, I’m still basking in the excitement of the grand opening held on June 21. The event marked the two-year anniversary of INIE’s service to local nonprofits and capped off years of planning, talking, strategizing, learning, meeting, collaborating, and more planning. This effort started within the nonprofit community and has been created by nonprofits for nonprofits. It became a reality thanks to the leadership and support of local leaders who agreed to serve on the governing and advisory boards and the outstanding support of Dr. Jim Murdaugh and Tallahassee Community College. Working together, a one-stop shop to strengthen nonprofits and advocate for the sector was born.

If you haven’t visited INIE you need to see it to believe it. Located directly behind City Hall and steps from the Florida capitol, INIE is located in the heart of downtown Tallahassee and offers amazing views of our beautiful city. The space includes a large training room that can accommodate 40 to 60, a board room for 18 to 22, an innovation lab designed to facilitate brainstorming and planning for 8 to 12, an atrium and gallery for events and gatherings, and co-working space for small businesses and start-up nonprofits who need working space without the cost of owning or renting their own building. Thanks to LeMoyné Center for the Visual Arts, the building features art from their permanent collection which brings energy and vibrant color to the hip, industrial space. Members of INIE receive free use of any room or space for two hours per month. This is in response to local nonprofits who expressed the need early and often for affordable, functional meeting space.

For many of us involved in this effort, we recognize INIE exists in space that once housed the Brogan Museum of Art and Sciences, a vibrant nonprofit that closed its doors. The energy and support that created and nurtured the Brogan is now part of INIE’s DNA. The loss of this organization, and others over the years, informs what INIE does and is a heartfelt reminder of the value to the entire community of a thriving, sustainable nonprofit sector.

Many thanks to the ambassadors of the Tallahassee Chamber of Commerce for helping INIE cut the red ribbon and to the community leaders who spoke at the event including Board Chair Kim Moore, TCC President Dr. Murdaugh, community leader Marjorie Turnbull, myself, business leader Steve Evans, Representative Allan Williams, INIE member Darby Kerrigan Scott, Executive Director of Legal Aid Foundation, and Executive Director Jessica Lowe-Minor. Almost 200 people from throughout the community attended and it was wonderful to see Mayor Andrew Gillum and City Commissioners Nancy Miller and Curtis Richardson in attendance.

Finally, INIE hosted a strategic planning workshop as part of its Nonprofit 101 series. This was followed the next day by a round-table discussion with INIE members about the vital role of nonprofits in local economic development efforts. During all of this activity, the board met in a planning session to set the stage for the next phase of growth.

The hustle and bustle of June’s activities helps to underscore the important role INIE seeks to play in the future of Tallahassee and the Big Bend region. I’d love to hear your thoughts and welcome your ideas about what INIE can do to strengthen the community by helping nonprofits thrive.

Tolliver embraces lifelong learning

BRENDA S. GRINDSTAFF

TALLAHASSEE DEMOCRAT (50 FOR 50)

Edward Tolliver embraces lifelong learning and has earned four college degrees, including a doctorate. One stop in his journey was Tallahassee Community College.

Tolliver grew up in Apalachicola, where he was influenced by neighbors that included former Florida A&M University presidents Benjamin L. Perry and Frederick Humphries.

"I used to go fishing with the late Jake Gaither, and he would talk to me about where I was going to go to college," said Tolliver, whose parents, both college graduates, also instilled in him the importance of education.

After graduating from Apalachicola High School in 1976, Tolliver headed to FAMU. However, he left college after a couple of years to support his young family. Once he was ready to get back to school, Tolliver enrolled in TCC.

"I saw TCC as a bridge to get back into the academic arena," said Tolliver. "TCC offered the convenience of going to school at night. If you can work and go to school, there is no telling what you are able to achieve."

Tolliver graduated from TCC in 1986 with his younger sister, Joan, who transferred to Florida State University. Tolliver returned to FAMU and earned a bachelor's degree in office administration.

During the decades that followed, he earned two additional degrees from FAMU—a master's in 1998 and a doctorate in educational leadership and human services in 2007.

"I always took advantage of employee tuition reimbursement because it was like getting a raise," said Tolliver.

In the meanwhile, Tolliver was building a reputation as a savvy purchasing agent with organizations that included hospitals, FAMU and the Florida Department of Management Services, where he served as bureau chief of state purchasing. He and his staff administered state contracts valued at approximately \$2.5 billion annually. He also helped author such initiatives as One Florida Equity in Contracting.

In 2015, Tolliver joined the staff of Lively Technical Center, where he teaches business courses and oversees campus safety, cafeteria operations and other areas.

Tolliver's son Michael played basketball for TCC in the mid-1990s, and Tolliver himself remains connected to his alma mater by serving on the executive council of the Alumni and Friends Association.

"TCC was a conduit for a lot of us," said Tolliver. "TCC has 'community' in its name, and I think they live out that title every day."

Tallahassee Fire Academy graduates its 19th class

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Tallahassee Fire Academy graduated its 19th class on June 21, 2016. Former Tallahassee city manager Anita Favors Thompson delivered the keynote address at the ceremony, held in the Florida Public Safety Institute's conference center. The Tallahassee Fire Academy is part of Tallahassee Community College.

Individual award recipients included D. Colter Brown, who received the Executive Director's Award, given to the top academic finisher, and Ed "Trip" Fessenden, who received the Leadership Award. Jesus A. Tobias received the Isaac "Ike" Royal Memorial Award, given in honor of a former firefighter who died at 26 in 1981. The award recognizes the firefighter recruit who leads by example, mobilizes and unifies people, and works to ensure their success and that of others.

Following graduation, the group achieved a 96% pass rate on the state practical exam.

TCC to offer Weekend College

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College has started a Weekend College program. The Fall term at TCC begins on August 22, and Weekend College classes begin on Saturday, August 27.

Through Weekend College, students can attend classes at TCC for up to 9 credit hours each Saturday. Options include 16-week face-to-face classes and 7-week classes that combine face-to-face and online instruction.

Offerings include high-demand courses needed by degree-seeking students, as well as courses for students with developmental needs. Students can take only Saturday classes or mix Saturday classes with weekday, Friday-only, online or evening classes to create a flexible schedule that accommodates work and family responsibilities.

Students may enroll online. For information, call (850) 201-6063 or write to acadaffairs@tcc.fl.edu.

TCC students enjoy STEM Challenge

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College hosted the Embry-Riddle Unmanned Aerial Systems STEM Summer Challenge from June 14 to June 16 on the Florida Public Safety Institute's campus. Thirty-three students from Gadsden, Liberty and Wakulla Counties explored unmanned systems as tools for remote sensing and used iPads, computers and their phones to design and implement road maps.

The students learned operating, programming and problem-solving skills with Jumping Sumo drones, Bebop 2 aerial systems and flight simulation software. The Challenge was organized by the Panhandle Area Educational Consortium.

Explorers learn about law enforcement

By Sandi Beare,
Herald Correspondent

The Florida Sheriffs Association's Explorers program sent some 225 students from 23 counties to the Florida Public Safety Institute (FPSI) in Havana this past week (June 25 to July 1) to learn many aspects of law enforcement for potential future employment. Explorers are both young men and women from age 14 to 21, many of whom come back year after year in the career education choice program, said Charrone Reed of the Leon County Sheriff's Office. Reed is the senior advisor at Leon's Explorers Post.

Begun in the early 1980s the Explorers take part in a 'Learning for Life' program that enables them to see if entering a law enforcement job would be a good fit for them.

They participate in many competing law enforcement



Explorers get firearms training on the firing range at the Florida Public Safety Institute.

scenarios, including active shooters, high-risk traffic stops, domestic violence situations, arrest warrants, building entry, courtroom testimony, crisis intervention,

crime scenes, drug search warrants, officer down, burglary in process, and training and competition in firearms accuracy with a timed, 50-round paper course.

The teens-to-adult program gives them the opportunity to gain employment with the county they started with, giving them a leg up on the job.

TCC offering weekend college

TALLAHASSEE – Tallahassee Community College will offer a Weekend College program for the first time this fall. Classes begin on Saturday, August 27.

Through Weekend College, students can attend classes at TCC for up to 9 credit hours each Saturday. Options include 16-week, face-to-face classes and accelerated 7-week classes that combine face-to-face and online instruction.

Offerings include high-demand courses needed by degree-seeking students, as well as courses for students with developmental needs. Students can mix Saturday classes with weekday, Friday-only, online or evening

classes to create a flexible schedule that accommodates their work and family responsibilities.

The College also plans to make it possible for students to complete an Associate in Arts degree for university transfer or an Associate in Science degree in business management by attending classes solely on the weekend.

“We created this new option to provide increased access and flexibility for those who want to get their college education,” said Feleccia Moore-Davis, TCC provost. “We are committed to providing seamless paths for students to meet their career objectives.”

Students may enroll for fall courses, including Weekend College courses, at <https://tccpassport.tcc.fl.edu>.

For information, contact the Office of Academic Affairs at (850) 201-6063 or acadaffairs@tcc.fl.edu.

Gadsden Center GED/ESOL classes start Aug. 22

TALLAHASSEE, Fla. – Tallahassee Community College's Adult Education Program at the TCC Gadsden Center in Quincy is now accepting new students for Fall 2016 GED preparation courses and English for Speakers of Other Languages pro-

grams. Fall classes start Monday, August 22.

Gadsden County residents can take morning GED classes at the Gadsden Center, located at 222 Pat Thomas Parkway, Quincy, Florida, or can take either morning or night GED classes at the

TCC main campus. The GED courses are also offered online.

ESOL classes are available in the evening at the Gadsden Center.

Interested persons should apply now for TCC admission, take the TABE placement exam, and call

the TCC Division of Workforce Development at 850-201-8760 or the TCC Gadsden Center at 850-558-3620 for registration dates and more details.

For information, contact the Adult Education Program at (850) 201-8760 or ae@tcc.fl.edu.

TCC entrepreneurs get to work at Tallahassee Downtown Marketplace

TALLAHASSEE — Tallahassee Community College, in partnership with the Tallahassee Downtown Improvement Authority, has established the Achieving the Dream Business Incubator Program at the Tallahassee Downtown Marketplace. The program is currently sponsoring six start-up businesses.

Following a series of workshops on topics such as access to capital, customer discovery and fiscal legal taxes, participants are joining other retail businesses on Saturdays in the Tallahassee Downtown Marketplace.

The entrepreneurs will market their start-up businesses

to the general public while learning from other successful businesses in the Marketplace. The participating businesses offer a variety of goods and services including manufacturing, distribution, technology, culinary and service activities, among others.

After three months in the Marketplace, one business will be chosen to operate out of the TCC Capitol Center for an additional six months free of charge. This successful entrepreneur will also be provided a membership in the Entrepreneurial Excellence Program and the Florida Retail Federation.

"Student talent is one of our city's greatest natural resources,"

said Paige Carter-Smith, chief executive officer of the Tallahassee Downtown Improvement Authority. "We are proud to partner with Tallahassee Community College to create an environment where these young people can grow, thrive and succeed."

The Achieving the Dream Business Incubator's goal is to support the launch, growth, stabilization and long-term success of business enterprises in Leon and surrounding counties.

"Providing the tools that budding entrepreneurs need to be successful is key to creating a thriving entrepreneurial ecosystem," said Kimberly Moore, TCC vice president for workforce

development. "The opportunity afforded through this collaboration is what separates our community from others."

Participants must have obtained at least one National Retail Federation professional certification in Customer Service and Sales, Advanced Customer Service and Sales, or Retail Management. All three certifications are currently offered by TCC.

Participants must also demonstrate entrepreneurial characteristics such as initiative, perseverance, self-confidence, responsibility, persuasiveness and market awareness.

For information, contact Jynelle Robinson at (850) 201-9644 or sneedj@tcc.fl.edu.

TCC to offer weekend college

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Through Weekend College, students can attend classes at TCC for up to 9 credit hours

each Saturday. Options include 16-week face-to-face classes and accelerated 7-week classes that combine face-to-face and online instruction.

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TCC debacle shows need for its faculty to unionize

ADAM LAROSE

TALLAHASSEE DEMOCRAT (MY VIEW)

I had the privilege to receive an education at three very distinct institutions: a community college (Tallahassee Community College), a state school (Florida State) and an Ivy League private institution (Harvard University).

While each experience brought something phenomenal, I can confidently say that TCC has some of the greatest professors I have ever had – professors like David Proctor, who teaches history with the hopes of inspiring young students to not repeat its ills, and not neglect its lessons. Or Nancy Donovan, who advised me on my way to FSU, and continues to dedicate her life to the success of her students.

Yet over the past months, dissension has clouded campus with indications by Provost Moore-Davis to require full-time faculty to teach 15 academic hours per semester, as opposed to the 12 that TCC has allowed since its founding. This would negate the practice of allowing faculty to mentor and consult with students in various capacities on campus, in favor of the added course obligation. And it threatens the ability of the David Proctors and Nancy Donovans of TCC to provide guidance for future students.

As a concerned alumnus, I met with numerous faculty, administrators and staff to get their take.

This proposal adulterates the fundamentals of quality education on the campus that I hold dear. Student-faculty interaction, both inside and outside the classroom, will decline. Teachers will be taking a pay cut on salaries that have not tracked inflation since 2010. The number of full-time faculty will continue to dwindle. And throughout this process the administration has violated TCC's principle of "shared governance," and our community should be concerned about its ramifications for teacher and student morale.

This drastic change will be devastating to the quality of education of which TCC students, faculty and alumni are so proud. This radical proposal leaves faculty who have dedicated their lives to teaching, without a voice; it will take away from their ability to have an impact on so many other students. Impact from which I have been fortunate to benefit.

And so, I call on the full-time faculty of TCC to unionize.

A vote to unionize will take place through mail ballot from July 14 to August 4. Faculty should choose to vote in the interest of teaching and shared governance. Collective bargaining will allow the faculty of TCC to have a voice in protecting the educational mission this community has worked so hard to uphold over the last 50 years.

Unionization works. FSU, FAMU and Leon County Schools have benefited from a more efficient and effective way of communicating that allows the very people who make an institution great to have a seat at the table.

Only through unionization can faculty work with the administration to create a better TCC, and not only advocate for their rights, but also the students whose voices have not been heard throughout this debacle.

Dates set for UFF faculty vote at TCC

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Full-time faculty, librarians and counselors at Tallahassee Community College will cast ballots July 14 through August 4 to determine if they get enough support to unionize under the United Faculty of Florida.

If approved, the vote means that those working as faculty, librarians and counselors as of May will secure union representation during collective bargaining.

About 70 percent or 130 faculty members signed cards in May indicating their interest in calling for a union vote. About 50 percent of them agreed to join the union if the proposal passed.

"I'm pleased with the dates chosen since 70 percent of the faculty said we wanted to do this," said Jen Robinson, professor of art history and TCC union president. "This reflects the passion of the faculty."

If faculty approves the vote, it would allow the chapter of the United Faculty of Florida to engage in collective bargaining with the administration. A non-bargaining chapter was established at TCC in 1995.

Already, there are about 50 members of the UFF among the faculty, and 40 more have pledged to join if the election is successful.

A majority of faculty voted against an attempt to include collective bargaining in 2009.

TCC President Jim Murdaugh was unavailable for comment Wednesday, but Al Moran, vice president for communications and marketing, said in a statement that the administration will live with the result.

"Regardless of the outcome of the election, the college will continue to move forward in its mission to provide a learning environment that prepares our students for success," Moran said.

Ballots will be sent to home addresses and the ballots will be counted beginning at 2 p.m. on August 4, according to the Public Employee Relations Commission, or PERC.

The latest union movement was sparked by a rift created between TCC faculty and administrators in April when Provost Feleccia Moore-Davis had deans introduce to faculty a proposal that would have ended the decades-

old practice of TCC professors being allowed to teach four classes per semester rather than the state required five. TCC has gotten around that mandate of a fifth class by reassigning them to other duties, also allowed by the state law.

Moore-Davis has said the practice has is unevenly administered, with some professors using the extra time for activities that have not been monitored or properly documented.

The proposal created a major rift between some faculty and Murdaugh. Some Faculty Senate members said it was another clandestine effort by the administration to subvert a spirit of "shared governance" when it comes to major policy decisions.

Faculty members already were upset that summer class loads have been expanded without their input. Professors also charged that Murdaugh's team has stalled for two years in addressing what faculty members say are inequalities in pay among professors and the fact that TCC faculty has gone without a substantial raise.

The United Faculty of Florida is an umbrella organization that supports faculty-led unions. There are 11 UFF chapters representing state colleges in Florida; all of Florida's state universities are unionized except the newest, Florida Polytechnic University, where the faculty is seeking membership.

State College of Florida at Manatee/Sarasota, St. Petersburg College, and TCC are all in the process of becoming the next UFF chapters including collective bargaining.

TCC helped Colleen Castille regain confidence as a student

COURTENAY JONES

TALLAHASSEE DEMOCRAT (50 FOR 50)

Many Tallahassee Community College students follow the path from TCC to Florida State University. TCC alumna Colleen Castille took a less common path — the FSU to TCC to FSU route.

Castille, originally from Miami, started at Florida State University after one semester at Miami Dade Community College, but after two semesters at Florida State, the university advised her that TCC might be a better choice for her.

"I didn't do too well in my first year at FSU," she said. "So I switched to TCC, made the Dean's List and graduated with flying colors. It really was the right move."

Castille made the transition back to FSU after finishing at TCC, but didn't complete her degree until several years later. Shortly after returning to FSU, she relocated to Tampa to work on Bob Martinez's campaign for governor. When Martinez won, it brought Castille back to Tallahassee.

After a few years in the Capital City, Castille started taking classes at FSU part time until she finished her bachelor's degree in international affairs. She continued to work as a Florida Cabinet aide, until former Gov. Jeb Bush appointed her secretary of the Department of Community Affairs.

Castille now owns a consulting company on land use and environmental permitting, an energy efficiency company that does energy audits for businesses and recommends improvements, and a company that works in land conservation and represents people who want to sell their land to state and federal government.

"I always had an entrepreneurial spirit, and I wanted to go work in business," she said of her retirement from the public sector. But Castille appreciates how her current work has been informed by her years in government, just as she appreciates the role TCC played in her continued college success.

TCC Dental Assisting students to graduate

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community will hold a graduation ceremony for its Dental Assisting students on Wednesday, July 20, at 6 p.m. in Turner Auditorium in the Fine and Performing Arts Center on TCC's main campus.

Fifteen students will graduate at that time, and two special awards will be presented, the Professionalism Award and the Dr. Mary Anne Butler Excellence Award for the student with the highest grade point average.

The Dental Assisting program is accredited by the American Dental Association Commission on Dental Accreditation and takes three semesters to complete.

The graduation ceremony is free and open to the public. For information, call (850) 558-4500 or healthedu@tcc.fl.edu.

FSU, FAMU, TCC call for earlier bar hours

SEAN ROSSMAN

TALLAHASSEE DEMOCRAT

Tallahassee's institutions of higher learning want city commissioners to repeal their decision to extend bar hours to 4 a.m.

The Monday letter is signed by the vice presidents of student affairs and police chiefs of Florida A&M University, Tallahassee Community College and Florida State University.

The letter said the schools were surprised when the commission extended the hours in a January vote. The city, the letter said, should require all establishments that serve alcohol to close no later than 2:30 a.m., the old city-wide closing time. The commission will reconsider the vote at Wednesday's commission meeting.

The universities, noting their efforts to reduce underage and high-risk drinking, said a 2:30 a.m. closing time "reduces the opportunity for harm and sends a positive environmental message" to the more than 60,000 students in Tallahassee.

"We would like to make it clear — extending the closing time for these establishments sends a message to our students, and it is the wrong message," the letter said. "As committed community partners, we hope that you will take the opportunity to correct this error."

Atlantic City graduate back on the court at Tallahassee Community College

MICHAEL MCGARRY
PRESS OF ATLANTIC CITY

Leon Daniels sank a long-range jumper over the outstretched hands of a nearby defender in a basketball pickup game in Tallahassee, Florida, last month.

It was a shot the Atlantic City High School graduate had made thousands of times before.

This basket was special, however. The basket was the first step in his comeback.

After sitting out his senior season at Atlantic City because of a private health matter, Daniels, 18, is back as a competitive basketball player. The 6-foot-4 swingman will continue his career at Tallahassee Community College

"I'm blessed and thankful that (Tallahassee) has given me the opportunity to play for them," he said. "I'm thankful to be playing basketball again period."

Atlantic City finished 26-5, won the South Jersey Group IV championship and lost in the state final to Linden 54-45 last season.

With Daniels, the results might have been even better.

Daniels averaged 16.6 points as a junior and was one of the Cape-Atlantic League's top players. He had the talent in high school to play any position from point guard to power forward.

But he was unable to play as a senior.

"It was very hard for him," Atlantic City coach Gene Allen said. "We tried to keep him as close to the team as possible. I believe if we had Leon, our season might have ended differently. He's that kind of impact player."

Daniels sat on the bench for most games and watched his teammates play.

"I wanted to be out there helping my teammates," he said. "It was mind blowing and eye opening. Basketball is just one aspect of my life. My mom always said, 'Your (health) is more important than basketball.'"

Daniels finally received medical clearance to play in June.

"When I was told I could play, there was no looking back," Daniels said.

Allen credited Allen Ragland, an AAU coach based in Atlantic County, with putting Daniels in touch with Tallahassee. The Eagles are a traditional junior college power. They finished 21-12 last season.

Daniels visited the school the day after Atlantic City graduated last month. He hasn't been back to New Jersey since.

Daniels said he is taking classes and playing plenty of pickup basketball to get back in competitive shape. He will probably play shooting guard in college.

"Physically, my legs weren't the same," Daniels said. "I just had to get back in the flow of things."

But most of all Daniels is just glad to be playing again.

"This was just a minor setback," Daniels said, "for a major comeback."

Events to highlight fall workforce programs at TCC

TALLAHASSEE — Tallahassee Community College's Division of Workforce Development will offer a slate of programs designed to prepare students and job seekers alike for careers in high-demand fields beginning in August.

The Fall 2016 offerings include Industrial Machinery Maintenance and Repair, Machining, HVAC, Welding Technology, Cyber Security, and Masonry Apprenticeship. Interested individuals can find out more about these offerings at upcoming discov-

ery sessions. The sessions will be at the TCC Wakulla Center on Tuesday, July 19, from 5:30 to 6:30 p.m.; in the Center for Workforce Development on the TCC main campus on Wednesday, July 20, from noon to 1:30 p.m. and from 5:30 to 6:30 p.m.;

and at the TCC Gadsden Center on Thursday, July 21, from 4:30 to 5:30 p.m. All sessions are open to the public. Information about financial aid and resource partners for these workforce programs will be available as well.

The TCC Wakulla Center is located at 2932 Crawfordville Highway, Crawfordville. The TCC Gadsden Center is located at 223 Pat Thomas Parkway, Quincy. For information, contact the Division of Workforce Development at 850-201-8760.

Future Leaders Academy to host certification event at TCC

TALLAHASSEE — The Tallahassee Future Leaders Academy will host an event for more than 100 young people seeking career advancement. The event will be from 8 a.m. to 5 p.m. Thursday, July 21, on the Tallahassee Community College campus.

The "Passport to Your Future" event provides youths an opportunity to obtain a national certification from the National Retail Federation in Customer Service and Sales following a three-hour crash course in success training. The experience is designed to allow participants to gain skills that will help them become employed and sustain successful college and professional careers, according to Jynelle Robinson, TCC's Retail Pathways program coordinator.

The Tallahassee Future Leaders Academy is the city of Tallahassee's summer youth employment initiative. In its second year, the TFLA program includes summer jobs within the city government and at dozens of local organizations including the Tallahassee/Leon Federal Credit Union, the Greater Tallahassee Chamber of Commerce and Florida State University.

"TFLA has continued to provide young people in this community with new skills and experiences that will assist them in their future academic and professional endeavors," said Tallahassee Mayor Andrew Gillum. "We want to give our participants the motivation and mentorship they need to stay on the right path, and opportunities like the 'Pass-

port to Your Future' event will further help to expose them to their own potential as they become the future leaders of our community."

Components of the TFLA program include a six-week summer job opportunity and training on leadership, professional growth and financial literacy, as well as seminars focused on the development of marketable job skills.

The July 21 certification event will be anchored at TCC's Center for Workforce Development. The more than 120 enrollees, ranging from 15 to 20 years old, will also tour TCC's campus and attend presentations by representatives of the College's Career Center, Advising Center and STEM Center.

For information, contact Jynelle Robinson at 850-201-9644 or sneedj@tcc.fl.edu.

Discovery sessions to highlight TCC fall programs

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For information, contact the Division of Workforce Development at (850) 201-8760.

TCC faculty voting to unionize now underway

ALEX CORDERO

WTXL

Tallahassee Community College (TCC) faculty will be able to vote on forming a labor union from July 14th through August 4th. According to the "Florida Education Association", over 70% of the TCC faculty requested a union election be held to join the "United Faculty of Florida". That request was made earlier this year, after TCC's provost made a proposal that would have required faculty to teach more classes.

The labor union would fall under the collective bargaining agreement for TCC and faculty members would then be able to negotiate parts of their employment including salary and benefits. Supporting faculty members say all parts of the college would benefit by the addition of a labor union.

"Now more than ever, its really important for faculty to have a voice in their working conditions", said Martin Balinsky, Geology and Earth Science professor at TCC, "And around the state, we need advocacy for higher education and for our faculty. Balinsky added, "And it'll actually make it better for administrators as well because faculty will feel like they have a voice and so they'll feel more involved and be happier in their work environments."

TCC president Dr. Jim Murdaugh disagrees with the proposal, but he says that regardless of the voting result, the priority has and always will be for students.

Murdaugh's vice president for Marketing and Communications, Al Moran, said "We will move forward together." Adding, "Going on the same path toward student success. And taking this institution and maintaining the excellent position that we have in the community: Academic excellence, affordability, accessibility. We have a remarkable faculty here."

In order for the faculty to join a union, there needs to be 50% plus one faculty members in support.

TCC staff shakes up the routine

Community volunteerism marks 50th anniversary

BYRON DOBSON

TALLAHASSEE DEMOCRAT

As vice president for information technology at Tallahassee Community College, Bret Ingerman usually spends his days immersed in details about computer networks, troubleshooting and big-picture plans.

So, on Wednesday morning, he was probably thinking there must be some app that tracks inventory by color, size and price, or a digital device that can alert staff when clothing is displaced among the vast aisles at Goodwill on West Pensacola Street, a short distance from campus.

Ingerman was volunteering as part of the college's 50th anniversary.

"A call went out for a day when TCC goes back out in the community and gives back," Ingerman said, as he sorted men's clothing by color code, size and style. "I jumped at the opportunity. It's a great way for TCC to go out in the community and help where help is needed."

Working a different aisle of clothing was Erica Simonian, a staff assistant in the Communications and Humanities department.

"This being the 50th year, we are trying to get in 50,000 service hours and to support TCC and it's the anniversary of TCC Day," she said.

TCC Day? Yes, in 1989, Gov. Bob Martinez designated July 13 TCC Day.

About 50 volunteers, including some students, fanned out to assist at Kids Incorporated, the Wakulla County Animal Shelter, the public library in Quincy and the Kearney Center.

At Goodwill, the TCC team received a quick but detailed orientation from Glenda Bevis Hebert, a retired nurse, who works as a floor associate. She instructed team members on the importance of keeping hanging shirts neatly displayed, making sure color codes were visible and women's shoes were in order and to avoid having displayed clothes bunched up on shelves.

She spoke of Goodwill's expectations as if it was Macy's.

"I think it's awesome," she said of hosting the visiting employees. "It helps us to keep our store organized and our customers satisfied. They show motivation which is good for our customers to see, as well as the other employees."

Social entrepreneurship takes root in Tallahassee

JEFF SCHWEERS

TALLAHASSEE DEMOCRAT

When Mark McNees and friends started Element3 Church 14 years ago, there wasn't enough money for the causes the congregation wanted to support.

So the church hooked up with a socially conscious coffee roaster in Boston. They began to bag and sell coffee by the pound, funneling the proceeds into humanitarian aid.

Years later, in 2009, an opportunity came along to open a coffeehouse in Midtown. RedEye was born, along with its motto: Drink coffee locally. Change lives globally.

"That's when the coffee life cycle started to really take place," McNees said. "Real simply, we have a promise to our customers that every time you purchase a RedEye product you are making the world a better place."

RedEye is a nonprofit with a social conscience, part of an emerging business model and culture that is embraced by millennials who want to work for and frequent more socially responsible establishments.

Unlike traditional nonprofits that exist solely on donations and government grants, these nonprofits are run like a business, raising money outside traditional donor and grant sources to fund humanitarian projects locally and around the globe.

It's a model nonprofits are considering at a time when government funding has fallen and philanthropic giving has stagnated, said Jessica Lowe-Minor, director of the Institute for Nonprofit Innovation and Excellence.

"They're in a joint bind — there is an additional demand for their services, and not enough money to meet the demand," Lowe-Minor said. "Nonprofits are trying to do more with less. So many are turning to new business models and enterprises."

INIE was started two years ago with the backing of Tallahassee Community College to help Big Bend and South Georgia area nonprofits deal with those challenges and provide resources for them, she said. It is the management support organization for some 2,000 nonprofits that employ more than 11,500 people with a \$2.5 billion economic impact.

Those nonprofits range from the Oasis Center, which has a tiny staff and budget under \$500,000, to Tallahassee Memorial HealthCare with a \$1 billion-plus budget and well over 5,500 employees.

Other examples of innovative fundraising:

Tallahassee Museum's zipline has raised money to build better habitats and exhibits.

Big Bend Cares has created a lucrative wholesale pharmacy that generates revenue for its organization and clients and is building a new distribution center.

Aging with Dignity sells a document called Five wishes, a living will that started with seed money from the Robert Wood Johnson Foundation almost 20 years ago.

"While that seed funding made it possible to start the project, we knew those funds would not be available forever," said Paul Malley, president of Aging with Dignity. "So we started asking for people to contribute \$5 or \$1 per document, if they had the ability to do so. As a result, the program is largely self-sustaining today."

There is also a convergence of for-profit and nonprofit businesses, Lowe-Minor said, "particularly with millennials showing a definite interest in social involvement and a social business model."

For example, DivvyUp Socks, a company started by two FSU students, donates a pair of socks to homeless shelters in Florida and elsewhere for every pair of socks customers buy. So far, they've donated nearly 7,500 pairs since the company was founded two years ago.

The idea was inspired by a visit to a local homeless shelter where they were told there was a huge need for clean socks.

"We had the idea to sell fun socks with a mission to give a pair of socks to the homeless community for every pair sold," co-founder Mitch Nelson said. "Though we are a registered LLC ... our company is specifically founded with the goal to help others."

Most for-profits are set up to make a profit first, and then contribute to social causes because that's what customers expect, McNees said.

Social entrepreneurship takes root in Tallahassee....

continued

"A social enterprise exists to make the world a better place," he said, but they still have to make a profit. It seems to be working for RedEye, because the company plans to open two new locations soon — one at Bannerman Crossings in north Leon County and the other at its church location on Capital Circle Northeast.

All RedEye's after-tax profits go to one of three missions. Its business model is similar to Newman's Own, McNeese said.

"They have what is called the triple bottom line — fiscal, social and environmental bottom line," McNeese said. "We hold ourselves accountable to the triple bottom line."

Locally, RedEye's profits support about 76 families in Frenchtown that come up short on meeting their nutritional needs each month, he said.

The coffee shop profits also helped finance a documentary on child trafficking in Benin, build homes for single mothers and provide medical clinics in Guatemala, and opened a nursing school in Haiti.

Social entrepreneurship will need to be a part of the curriculum at the Jim Moran Institute for Global Entrepreneurship at FSU, said Susan Fiorito, the institute's dean.

"We are seeing the trends and listening to the students and know this is an area that our students are passionate about," Fiorito said.

Students need to be taught how to create successful businesses, she said.

"Most students who think about starting nonprofits don't realize that they have to make a profit in order to support a charity," Fiorito said. "So the company must have good business practices — someone needs to know how to run a business and be competitive. Then the profits or a portion of the profits can be used for a social good."

TCC alums return to serve current students

CARMY GREENWOOD AND KEITRA ROBINSON

TALLAHASSEE DEMOCRAT (50 FOR 50)

Students, alumni and staff of Tallahassee Community College are celebrating TCC's 50th anniversary this year. At least 30 TCC employees have extra reason to celebrate, as they are also proud TCC alumni themselves.

One of those is Marc Lachapelle, who was hired by TCC as a security guard in 1997. The College later paid for him and other security guards to attend the Pat Thomas Law Enforcement Academy, which is part of TCC. Lachapelle graduated in July 2000 and was soon back on the main campus as a sworn law enforcement officer with the TCC Police Department.

"I owe a lot to TCC for putting me through the academy and with the transition from security to police," Lachapelle said.

Rose Smith graduated from TCC in 2009 and transferred to Florida A & M University, where she earned a bachelor's degree in English. While a student at TCC, Smith became an intern in TCC's Adult Education Program and then a part-time assistant instructor in that department, where she remained until 2010.

In 2012, while working online toward a master's degree, she returned to TCC as an adjunct instructor of writing in the Division of Developmental Communications and College Success. She became an adjunct professor after completing TCC's Adjunct Faculty Advancement Program and also works as an English skills specialist in the Learning Commons.

Smith has fond memories of her time as a TCC student. "TCC provided me the opportunity to develop good study skills, and the instruction I received gave me the foundation to become a disciplined and dedicated student," said Smith.

David DelRossi attended TCC during the early 1990s, after being out of the classroom for quite a while.

"After serving eight years in the Army, I decided to apply to Florida State University, and they basically laughed at me. Through the humiliation, something good came out of it—they pointed me towards TCC."

DelRossi graduated from TCC with honors and transferred to FSU, where he earned a bachelor's degree in math education—surprising because he had struggled with math before attending TCC.

Delrossi became a math teacher at Leon High School and later joined the TCC faculty. He is in his 12th year at TCC and is now the associate dean of developmental mathematics.

Betty Jensen, TCC's international services coordinator, came to TCC from Peru as an international student herself in 1975. She transferred to FSU in 1977, where she earned both a bachelor's and master's degree.

Jensen returned to TCC as a faculty member in 1988. She founded the International Student Organization in 1991 and, in 2007, the International Student Services office, which she oversees. Jensen will retire in January.

"I am very proud to be a graduate of TCC and an employee of TCC. I will miss my students terribly, but will remember my 28 years at TCC as the best years of my life," Jensen said.

TCC students named to All-Academic Team

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Florida College System Activities Association named 28 Tallahassee Community College students to its 2015-16 All-Academic Teams. Students were recognized for excelling in the classroom while participating in student activities. They had to achieve a cumulative GPA of at least 3.3.

The following members of the TCC baseball team were selected: Zach Featherstone, Nick Marchese, Octavio Marin, Kyle Taddeo, Mac Wilson, Kyle Cavanaugh, Rion Murrah, Craig Olson and Tyler Kinard. From the forensics team, Kewaan Drayton, William Thies, Jessica Tomlinson and Katrina Erwin were selected. The men's basketball team had two representatives: Ryan Johnson, DamiAnn Prehay. The softball team's selections were Brooke Bates, Madisen Blair, Elisa Cecchetti, Alexandra Cook, Casey Durham, Kristin Gunter, Kiara Johnson, Raya Moncus and Alyssa NeSmith. The theatre program was represented by Katrina Erwin, Joel Land, Emily Davis and Courtney Medina.

Fallen soldier to be remembered with scholarship fundraiser

JADE BULECZA

WTXL

A fallen soldier's memory is being kept alive with an annual scholarship fundraiser.

The family of U.S. Army Pfc. Brandon King is awarding scholarships for the sixth year on Saturday. King was killed on July 14, 2010 at Combat Outpost Nolen during an attack by enemy forces in Afghanistan. The King family has raised \$40,000 dollars over the past five years. Four scholarships will be handed out this year. Nathaniel Carter Jones of Monticello who earned an associate degree from Tallahassee Community College and plans to transfer to a university to study electrical engineering is a recipient.

Sarah Edwards of Crawfordville is also receiving a scholarship. She is a high school senior and also goes to TCC. Once she finishes TCC, she plans to attend the University of South Florida and become a certified registered nurse anesthetist.

Briana Lynch plans to enroll in TCC's nursing program. Her goal is to earn a doctoral degree in nursing from Florida State University.

Dustin McDougald from Forsythe County, Georgia is the fourth recipient. McDougald was in the U.S. Army from 2010 to 2014. He has plans to study chemical engineering at a Florida public university after getting his associate degree at TCC.

The scholarship fundraiser is from 4:30 to 8:30 p.m. at the Dogwood House on Capital Circle Northeast in Tallahassee.

Current learners on the way to becoming future leaders at TCC

ALEX CORDERO

WTXL

Tallahassee high school students are using the Tallahassee Future Leaders Academy to help assist them and open new doors to their future. The program is now in its second year, and this Summer, dozens of teenagers were given the opportunity to perform jobs in both public government and the private sector.

"It's an opportunity to gain skill [...] but also the opportunity to grow inter-personally and hopefully be able to make better choices for themselves as they consider what their futures will look like," said Mayor Andrew Gillum.

As a part of the curriculum, the students spent the day doing a variety of tasks at Tallahassee Community College, including working to get a national certification from the National Retail Federation in Customer Service and Sales. Plus, they heard from Gillum about what the future holds for them. They say it will all help them take the next step after high school.

"I've learned quite a lot," said Jasmine Jones, a senior at Leon High School, "I learned about myself for character development. I've learned a lot about work experience because this was my first job ever."

"It has given me a great opportunity to start working at an early age," said Roman Parker, a senior at Godby High School.

Whether it be in human resources, communications, or at a local restaurant, the taste of the real world while still in high school is something the teens at TFLA won't soon forget.

"I know a lot of people my age, we really don't know what we necessarily want to do in the world, so I think a program like this, especially at a young age in high school will definitely help us narrow those choices," said Jones.

FSU professor examines how work affects the brain

SYMONE DAVIS

WCTV

Rachel Maldonado is 19-years-old and a student at Tallahassee Community College.

"I want to do medicine and I want to be a doctor," says Rachel Maldonado.

She said many factors crossed her mind when choosing her future career.

"How much is it going to actually pay when do it? And others are like, how hard is it to get into the field?" said Maldonado.

And now there might be other considerations, like how the job pushes you to think.

"Making decisions on your job helps you exercise your brain, to help maintain good cognitive functioning later on in life," says FSU Professor Joe Grzywacz.

Professor Grzywacz has spent the past 20 years studying how your job impacts your brain.

This summer, he's publishing brand new research in the Journal of Occupational and Environmental Medicine.

Answering a long time question: What ages your brain more? The lack of on-the-job stimulation, how much your work forces you to think? Or the environment, for example, dirt, noise, and germs in your workplace?

Grzywacz finds it's not one, but both.

"Just like your mom says don't eat junk food because it will turn your brain to mush, all of the physical things in the environment that could pose a threat could turn your brain to mush and compromise cognitive function later on," said Grzywacz.

The question now is how to implement the findings. Grzywacz said his research might help employers create better jobs in the future.

"Essentially pay people to fill slots that they don't have to think about the work that they're doing. That they're exposed to physical hazards in the workplace or do we want to try to build jobs that allow people to make decisions that allow them to grow this cognitive reserve," said Grzywacz.

While a job's mental and physical toll are important considerations, career counselors still believe the ultimate responsibility is on the employee and whether they like their work.

"Their interest, what they value in the work. Their personality. Those type of things will help them make good career choices," said TCC Career Specialist Felicia Williams.

"I want to pick something that I will enjoy. Not just for now, but for the rest of my life," Maldonado says.

A rewarding career that will provide for a happy and healthy future.

Professor Grzywacz says right now they're anticipating a new grant from the National Institute on Aging so they can continue their study.

Library hosts ice cream social

GCPL *on the move*



By Tabitha
Washington,
Library
Director

On July 13th the Gadsden County Public Library System had its first summer ice cream social for the community. There were over 100+ individuals in attendance to enjoy the tasty treats. Through the sponsorship of the Friends of the Library, and the Library Director, Tabitha Washington, attendees could enjoy various flavors of Baskin Robbins ice cream. There was a toppings bar full of candies, nuts, cherries, gummy bears, and sprinkles. There was also a variety of cake, brownies, and cookies to feast on.

The idea for the ice cream social came from the director's collegiate experience at Florida State University. Every year the President of the University would host an ice cream social for the entire FSU community. The director wanted to bring this type of community-wide event to Gadsden County. There are two more ice cream socials planned for Havana and Chattahoochee. The Cowen Public Library will have their ice cream social on July 30th from 12 - 2 p.m. The Havana Public Library will have their ice cream social on August 11th from 3 - 5 p.m.

This event was a total success and the library could not have done it without big help. Thank you to BOCC county employees for assisting us with this effort: Paula Alday, Roy Pippin, Andre Walker, Laurel Bradley,



and Ulysses Jenkins

A big thank you to our volunteers, Tallahassee Community College and Mr. Freddie Washington (Library Director's Father). A special thank you to Commissioner Anthony O. Viegbesic, PhD and Mr. Robert Presnell, County Manager. Last but not least, a huge thank you to the Friends of the Library and the awesome staff of the Gadsden County Public Library.

Have you ever wanted to try something new? Then come and experience Zumba at your local library. On July 22, 2016 at the Havana Public Library we will be offering a new age approach to fitness in the form of dance exercise otherwise known as Zumba.

Hosted by Jasmin Richardson-Sutton from Chocolate Waisted Fitness, this program has been de-

signed to provide enjoyment, fitness as well as fulfilling an individual's joy of music. This event will begin at 6:30 p.m. at the Havana Library. Please visit the library to pick up and sign the waiver.

However, this is not the only program that your libraries have to offer. Over the summer we have been providing a variety of programs for our local children. These programs include our Curious Moon puppet show, a drum fest and our ever-popular Lego club.

So, if you're looking to try something new, or simply want a fun way to beat the summer heat, stop by your local branch and check out our programs. We can be contacted at 627-7106 at the William A. "Bill" McGill Library, 663-2707 at the Cowen Public Library or the Havana Public Library at 539-2844.

Students find jobs, learn life skills

Leadership academy helps those in 9th grade on up

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Jacobe Ferguson has been spending the past six weeks working on computers and getting experience in other duties in the city of Tallahassee's Utilities Department.

But, he says, the one thing he will remember as a participant in the Tallahassee Future Leaders Academy, is being exposed to the book, "How Successful People Lead," by John C. Maxwell.

"After we read the book we did a presentation on it," said Jacobe, an incoming senior at Godby High School. "I know I want to go into business, in fashion design, and it will teach me how to be a leader in my business and (how) to teach others how to be a leader."

The confidence expressed by the 17-year-old is exactly what Mayor Andrew Gillum was hoping for when he created the summer program. Now in its second year, the class includes students from ninth-grade up to young adults. They have been placed in more than 100 public sector jobs and 40 with private businesses.

The program concludes Friday with a banquet at Tallahassee Community College.

On Thursday, the students spent the day at TCC, where they toured the campus and studied success training before taking an exam that earned those who passed Customer Service Certification.

It was all part of TCC's Passport to Your Future program, said Kimberly Moore, TCC's vice president for workforce development. The program was designed to teach students what employees are looking for when hiring and how they need to prepare themselves for the workplace.

TCC is one of four colleges in the country selected by the National Retail Federation to offer the certificate training in customer service, a nationally recognized training that looks good on resumes.

"This credential is one that is going to be meaningful and marketable in the real world," Gillum said during a post-lunchtime visit. He said it is what public service employers are looking for, as well as the private businesses, such as Publix.

He said it was important for millennials, who are adept at communicating through social media, but often get criticized by companies for their lack of personal communications skills.

Thursday's day-long exposure to TCC is an example of the personal skills training that has been offered, along with a job for the past six weeks. Some of the luckier ones working in private sector jobs will have that extended through the end of summer.

Other professional development workshops have focused on personal safety, financial literacy, and public speaking.

"This program has brought these kids a lot of exposure and professional development experience," said Willie Williams, who is working in the Mayor's Office under a year-long fellowship. He was helping supervise the students on Thursday.

Myesha Easter, 16, said the development seminars and field trips have been valuable. She has worked in the Mayor's Office this summer performing tasks, such as fielding requests for Gillum to make appearances.

She was most impressed by the class on financial literacy, saying "it will help us now in how to handle our money."

Thursday's session in customer service was also time well spent.

"It was beneficial to me, even if I don't get a job in customer service," said Myesha, who attends Godby High. "It will be beneficial to me in dealing with customers."

TCC receives million dollar grant to help underprivileged Gadsden students

ALEX CORDERO

WTXL

The U.S. Department of Education is awarding Tallahassee Community College (TCC) \$1.2 million with hopes of getting more Gadsden students ready for college. The grant money is part of a program that helps first generation and low-income students get assistance to prepare for education beyond high school.

The program is called the Educational Talent Search program. It is specifically designed for Gadsden County students grades six through twelve to motivate them and guide them into college. Support comes in the form of college tours and financial aid application assistance,

With the large financial award, this program will be able to continue for the next five years.

"One of the things that we provide is exposure", said Lori Livingston, Director of the Talent Search program at TCC, "exposure to cultural opportunities, like museums, and field trips. Exposure to college campuses when we go to on our college tours. And sometimes kids in rural areas can sometimes go under the radar, and be undeserved. So we're able to provide those services so they [Gadsden students] have the same opportunities that kids who attend schools in the city and more affluent schools have."

Over the next five years, through this program, TCC hopes to continue to grow the number of children from underprivileged areas and prepare them to enter college.

TCC awarded \$1.2 million grant to help Gadsden County students

WCTV

Tallahassee Community College has been awarded a \$1.2 million grant to help increase the college readiness of Gadsden County students over the next five years.

The school is receiving the grant from the U.S. Department of Education.

Educational Talent Search is an educational outreach program that helps students from diverse background, including low-income, first-generation, college students and students with disabilities.

The school's ETS program has been working with Gadsden County students since 2006. It's based at TCC's Florida Public Safety Institute between Havana and Quincy.

"This program has made a real difference in the lives of thousands of Gadsden County students," said Lori Livingston, director of the ETS program. "It's exciting to know that we will be able to continue serving these wonderful students who have such potential to be leaders in their future professions."

The program provides academic, career and financial counseling to participants and encourages them to graduate from high school and continue on to the postsecondary institution of their choice.

It serves 500 students per yer in grades six through 12.

TCC was part of Wilson's business plan from the beginning

COURTENEY JONES

TALLAHASSEE DEMOCRAT (50 FOR 50)

William Wilson, CEO of the Captiveeyes Group, was making smart business decisions even before he founded the company. Years ago, Wilson chose to attend Tallahassee Community College in part because it would save him money—both while he was at TCC and when he eventually transferred to Florida State University.

Wilson isn't a Tallahassee native; he's not even a native Floridian. His father was a Marine, so the family moved around quite a bit, but by the time Wilson graduated from high school his father had retired and they had settled in Virginia. After graduating, Wilson attended George Mason University in Fairfax, Va., but soon realized he wanted to be at FSU instead.

Rather than transfer to FSU directly, Wilson knew he wanted to attend a community college in order to establish Florida residency so that he would qualify for in-state tuition when he eventually transferred to FSU.

"I had to pay my own way through college, and I decided that TCC was the best route for me," he said. "I could go to TCC, qualify for in-state tuition and then go straight through to FSU. I think that's one of the great foundations that TCC provides students."

To put himself through school, Wilson worked at restaurants and bars around town, promoting special events put on by the establishments. He created TV spots advertising the events and aired them on TV sets in those bars and restaurants. This laid the groundwork for Captiveeyes, which Wilson started in 2006 as an indoor billboard company and has since expanded to include several other services. His customer base now includes his alma mater.

"Working with TCC now, from the business side, you can see that everyone's there as a team, working together to get to a goal, that they believe in TCC and where it's going," Wilson said.

TCC earns renewal of FDOE grant to assist Gadsden County students

The \$1.2 million grant will go toward academic tutoring, cultural and educational tours and test preparedness

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee Community College has again been awarded an extended grant from the U.S. Department of Education to continue its goal of preparing underserved Gadsden County students for college.

This is the third time TCC's Educational Talent Search program has received the DOE grant in 10 years.

This latest funding provides \$1.2 million over five years, or \$240,000 annually, compared to the previous grant of \$1.15 million.

That money will be used to provide intense, year-round academic counseling and cultural experiences to lower-income sixth to 12th-grade Gadsden County schools students who are likely the first generation in their family to attend college, and to students with disabilities.

It is expected to assist 500 students each year. The main focus is to prepare middle-school students for the transition to high school and to help high-school students step into college, the military or the workplace.

"This program has made a real difference in the lives of thousands of Gadsden County students," said Lori Livingston, director of the ETS program, based at TCC's Florida Public Safety Institute in Gadsden County. "It's exciting to know that we will be able to continue serving these wonderful students who have such potential to be leaders in their future professions."

Livingston directs a staff of four full-time employees, supplemented by two part-time tutors and work-study students. They work directly with students at Gadsden schools. The students are bused in for activities on TCC's campus or at the institute.

Besides receiving help in their coursework, students also get to take tours to campuses and cultural activities. The program also pays for SAT and ACT testing and for college applications.

Livingston points out that students in the program have had a 100 percent graduation rate for the past 10 years, and non-seniors are promoted to the next grade level at a rate of 95 percent.

"The average college entrance rate is more than double the Gadsden County rate," she said, noting 85 percent of students in the Educational Talent Search go on to college, the military or to a job.

Of the 50 percent who go on to college, 85 percent choose to attend TCC, while others enroll in Florida State and Florida A&M universities.

"One strength of TCC is its history," said Al Moran, TCC's vice president for communications and marketing. "In fact, the college is celebrating its 50th anniversary this year. Gadsden County has been part of TCC's service district since 1966. This is who we are — we at TCC are committed to improving the quality of life and socioeconomic outlook for everyone in Gadsden County."

The Educational Talent Search program also provides assistance to any adult in Gadsden County who wants to re-enroll in high school completion courses or to return to college.

It is one of many projects operating under the federal DOE's TRIO programs, which started with three social service initiatives in 1965.

Livingston also serves as president of The Florida Association of Educational Opportunity Program Personnel, Inc. or FAEOPP, an association of employees working on TRIO initiatives.

Dance intensive participants perform Friday at TCC

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Dancers will be working hard all week at the Cooper-Morgan Dance Intensive at Tallahassee Community College. Community members will get to enjoy the results at a performance on Friday, July 29, at 7:30 p.m. in Turner Auditorium in the TCC Fine and Performing Arts Center. Tickets will be sold at the door and are \$10 for adults and \$7 for students and seniors. TCC students attend free with a valid student identification card. Children under age five also attend free.

The camp is an initiative of CooperMorgan Dance Theatre, a dance company based in Jacksonville, Fla., that infuses ballet, modern, jazz and hip hop techniques. The performance will include the CooperMorgan Dancers, members of the TCC Dance Company, and dancers as young as age six who are participating in the week-long workshop.

For information, contact Aurora Hansen at (850) 321-1114 or auroratorreshansen@gmail.com.

TCC health care program application deadlines coming up

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Application deadlines for Tallahassee Community College healthcare programs that begin in January are approaching. The application deadline for the Bachelor of Science in Nursing degree program is November 1. The deadlines for Emergency Medical Technician, Endoscopy Technician, Associate Degree in Nursing, Paramedic, Pharmacy Technician, Radiologic Technology and Surgical Technology are all on September 8.

For information, contact the TCC Healthcare Professions Division at (850) 558-4500 or healthedu@tcc.fl.edu.

TCC opens nominations for Alumni Hall of Fame

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Tallahassee Community College Alumni Hall of Fame honors those who have achieved significant professional accomplishments, given exceptional service to society, or supported the advancement and continued excellence of TCC.

Nominations are now being accepted for the 50th anniversary class of the Alumni Hall of Fame. Individuals who wish to nominate a deserving TCC alumnus will be asked to fill out a brief nomination form. The deadline to submit a nomination is August 22.

For information and access to the nomination form, contact Ysonde Jensen at jenseny@tcc.fl.edu.

Tallahassee Community College named 15th best community college in USA

WTLX

Tallahassee Community College has been named the 15th best community college in the United States.

Investment website SmartAsset.com compiled the list of the nation's best schools based on the combined factors of cost of education, return on investment, student graduation and transfer rate, and student-to-faculty ratio.

According to the website, TCC had the lowest in-state tuition of any of the top 25 schools. The College also rated eighth-highest of the top 25 in return on investment for graduates.

"We are so pleased to be recognized on a national level for what we strive for as an institution," said TCC President Jim Murdaugh. "This ranking reflects TCC's vision of an affordable, rewarding education for students of all kinds."

SmartAsset.com says they used data from the Integrated Postsecondary Education Data System and CollegeMeasures.org in their calculations.

The website is well-regarded by the New York Times, the Wall Street Journal and other respected news organizations.

\$1.2 million grant to continue program to foster college success for Gadsden County students

TALLAHASSEE — The U.S. Department of Education has awarded a \$1.2 million grant to Tallahassee Community College to increase the college readiness of Gadsden County students over the next five years.

Educational Talent Search is an educational opportunity

outreach program designed to motivate and support students from diverse backgrounds.

The program provides assistance for low-income, first-generation college students and students with disabilities to support their progress through the academic pipeline from middle

school to postsecondary education.

The new award will continue an ongoing ETS project that has served Gadsden County students since 2006.

The project is a partnership between TCC and Gadsden County Schools and is based at TCC's Florida Public Safe-

ty Institute, which is located in Gadsden County.

"This program has made a real difference in the lives of thousands of Gadsden County students," said Lori Livingston, director of the ETS program. "It's exciting to know that we will be able to continue

serving these wonderful students who have such potential to be leaders in their future professions."

The program provides academic, career and financial counseling to participants and encourages them to graduate from high school and continue on to the post-

secondary institution of their choice.

The program will serve 500 students each year, and all Gadsden County students in grades six through 12 are eligible to participate.

For information, contact Lori Livingston at livingsl@tcc.fl.edu or 850-558-3642.

TCC awarded \$1.2 million talent search grant

Will increase the college readiness of Gadsden students

TALLAHASSEE, Fla. - The U.S. Department of Education has awarded a \$1.2 million grant to Tallahassee Community College to increase the college readiness of Gadsden County students over the next five years.

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Gadsden County Chamber of Commerce

Helping Gadsden County Grow

THURSDAY, JULY 28, 2016

HAVANA (FLORIDA) HERALD PAGE 13

Gadsden Chamber promotes TCC's customer service training program in Gadsden County

Quality customer service and common courtesies are important to small business' long-term success. Too

often, Chamber staff members have fielded calls from irate customers who describe negative experiences in small shops and restaurants in Gadsden County. Interestingly, only a relatively low number of complaints pertain to the quality of the goods or service. According to Rob Nixon, Small Business Services Director, "the most common complaint I hear is that the business representative, whether a clerk, manager or server, had a bad atti-



Rob Nixon, Small Business Services Director

tude or wasn't helpful." A new program at Tallahassee Community College offers a great remedy.

According to Kim Moore, Vice President of Workforce Development at Tallahassee Community College, the TCC Gadsden Center offers customer service certification classes designed to assist individuals reach their goals of job security and economic prosperity in Gadsden County as they interact with the public. Participating employees will learn how to anticipate, understand and meet customer needs.

The Retail Career Pathways program presents training designed to enhance an employee's customer service skills and hospitality acumen. In a recent TCC press release, TCC stated that the program features "stackable, nationally-recog-



Kim Moore, Vice President of Workforce Development at Tallahassee Community College

nized professional certifications in customer service to support this initiative." Benefits to employers include: enhanced employee skills,

flexible training schedules and locations, and "soft- skills" development. "Individuals working in retail can also use the stackable customer service credentials to advance their careers," added Jynelle Robinson, TCC's Retail Career Pathways Program Coordinator.

David Gardner submitted that "every business in Gadsden County can benefit from the program and assistance offered at the TCC Gadsden Center. The Chamber is encouraging all of our members to take advantage of this great opportunity to make Gadsden county the home of stellar customer service and hospitality."

For more information on the program, employers may contact Jynelle Robinson at (850) 201-9644 or sneedj@tcc.fl.edu.

GED prep application window opens at TCC

TALLAHASSEE, Fla. – Tallahassee Community College is now accepting applications for Fall 2016 GED test preparation classes.

Fall GED classes start

Monday, August 22. Online and face-to-face classes will be offered at both the TCC main campus and the TCC Gadsden Center in Quincy.

Students may choose from face-to-face GED

classes offered in the morning at the main campus or the Gadsden Center, or in the evening at the main campus. Students may take the online classes at any time and may work from their

own computer or use computers at the TCC Library.

Interested students should click on the "Future Students" link on the TCC Homepage and click "Apply for Admission." The application is free.

Students can then go into their online TCC Passport account to register for the Test of Adult Basic Education, and may also come to the TCC Center for Workforce Development if they would like help in signing up to take the test. The TABE is a placement test that tells students which GED class will meet their needs. There is a fee of \$25 to take the TABE.

After taking the TABE, students should come to the TCC Center for Workforce Development on Tuesday, August 16 or Thursday, August 18, from 8:30 a.m. to 2 p.m., to register for the specific GED class that is right for them. Staff will be available to walk students through the course registration process at these events.

Tuition for GED classes is \$30.

For information, visit www.tccadulthoodeducation.com or contact the Adult Education office at (850) 201-8760 or AE@tcc.fl.edu.

GADSDEN COUNTY SCHOOL DISTRICT 2016-17 Student and Employee Calendar

2016

July	4	Independence Day – District-wide
August	1	Eleven Month Employees begin (Asst. Prin., Asst. Custodians, 11 Month Secretaries, Psychologists & Therapists return to work)
	8	Teachers Return (Pre-Planning), Para-professionals, Visiting Teachers/Social Workers, 10 Month Employees return to work
	11	School Food Service Managers return to work
	12	School Food Service Workers return to work
	15	First Day of School for Students – Bus Drivers/Aides
September	5	Labor Day – District-wide – Teacher Paid Holiday(1)
October	13	End 1 st Nine Weeks (43 days)
	14	Teacher/District Planning/Inservice Day (Students out) (Food Service and Bus Drivers/Aides see work day)
November	11	Veterans Day – District-wide
	21-23	Thanksgiving Day Holidays – Teacher Paid Holiday(2) – (Students out (Food Service, Bus Drivers/Aides, Para-professionals, 10 Month Employees, Visiting Teachers/Social Workers). Non work day for all employees except 11 & 12 month employees)
	23-25	Thanksgiving Day Holidays – (all employees including 11 & 12 Month employees)
December	14-16	School Exam Days / Early Release for Students
	16	End 2 nd Nine Weeks (39 days) and End of 1 st Semester (82 days)
	19-30	Christmas Holidays (Teachers, Students, Food Service, Bus Drivers/Aides, Para-professionals, 10 Month Employees, Visiting Teachers/Social Workers. Non work day for all employees except 11 and 12 month employees)
	22-30	Christmas Holidays – (all employees including 11 & 12 Month employees)
2017		
January	2	New Year's Day – District-Wide
	3	Teacher Planning Day – (Students out) (Non work day Food Service and Bus Drivers/Aides)
	4	Students Return / Begin 3 rd Nine Weeks
	16	Martin L. King Jr. Holiday – District-wide
March	9	End 3 rd Nine Weeks (46 days)
	10	Teacher Planning Day – (Students out) (Non work day for Food Service and Bus Drivers/Aides)
	13-17	Spring Break – District-wide
May	29	Memorial Day – District-wide – Teacher Paid Holiday(1)
	31	Last Day for Students, End 4 th Nine Weeks (52 days), End of 2 nd Semester (98 days)
	31	Last Day of Work for Bus Drivers/Aides

TCC ranked in top 20 by SmartAsset.com

TCC has scored in top 20 for past three years

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee Community College has been ranked the 15th best community college in the country by SmartAsset.com, an investment website.

SmartAsset.com reviews 565 two-year schools to compile its annual report. TCC has ranked in the top 15 of colleges since the firm started posting its rankings three years ago.

The 50-year-old college, which has introduced its first four-year degree (nursing) this year, is the highest-ranked Florida community college. It is the only Florida school to reach the top 15.

The rankings are based on factors such as the cost of education, return on investment, student graduation and transfer rates and student-to-faculty ratio. The site has been referred to by the New York Times and Wall Street Journal.

"We are so pleased to be recognized on a national level for what we strive for as an institution," TCC President Jim Murdaugh said. "This ranking reflects TCC's vision of an affordable, rewarding education for students of all kind."

The report lists TCC as offering the lowest tuition out of the top 25 schools and rated it eighth-highest on investment for graduates.

In 2014, TCC ranked eighth out of the top 10 schools published; followed by 14th in 2105.

In 2014, no other Florida colleges were in the top 10; in 2015, Pasco-Hernando Community College ranked 49th and Hillsborough Community College ranked 70th, according to TCC.

For 2016, Florida Keys Community College was the closest to the Tallahassee school, coming in 18th.

The top-ranked school was Rend Lake College in Ina, Illinois.

Physician Hugh VanLandingham got his start at TCC

BRENDA S. GRINDSTAFF

TALLAHASSEE DEMOCRAT (50 FOR 50)

When he graduated from Robert F. Munroe Academy in Quincy, Hugh VanLandingham knew he wanted to go to college but had not decided where or what to study. A scholarship offer from Tallahassee Community College tipped the scales.

"The impact of TCC to me is huge," said VanLandingham, a Tallahassee family practice physician who was a TCC student from 1990 to 1992. "I graduated from high school with 28 people, so TCC was a good transition with small classes. It also allowed me to explore different basic studies so I could figure out what I wanted to do."

VanLandingham had a broad range of interests and considered focusing on English, creative writing or agriculture. His family owns farmland in Gadsden and Jackson counties, settled seven generations ago, before Florida became a state in 1845.

"It never crossed my mind that I wanted to be a physician," he said. That changed when VanLandingham came across a brochure in TCC's resource room about the Program in Medical Sciences, or PIMS, a former cooperative effort between Florida State University and the University of Florida's medical school. "That is what first put the seed in my head that I might consider medicine," he said.

VanLandingham transferred to FSU and studied biology and pre-med, earning his bachelor's degree in 1995. He also studied entomology at FSU with renowned ant researcher Walter Tschinkel. A job at Tallahassee Memorial Hospital working in patient transport, however, cemented his choice of medicine as a career.

VanLandingham attended medical school at UF, graduating in 1999, and returned to TMH for the family residency program, serving as chief resident his final year. He opened his private practice in 2002.

VanLandingham was not the first member of the family to attend TCC.

His father, Alan "Sandy" VanLandingham, graduated from TCC in the late 1960s and then earned a criminology degree at FSU. Brother Jake, another TCC alumnus, attended Florida A&M University and ultimately earned a Ph.D. in neuroscience at FSU's College of Medicine, where he now teaches.

Another brother, Cody, graduated from TCC before going to medical school at FSU. He then joined Hugh in private practice, their office just a stone's throw from TCC's Ghazvini Center for Healthcare Education on Surgeons Drive.

"TCC will always be special to me because it is where I got my start," Hugh VanLandingham. "They have a great faculty, some of whom are now my patients. It is fun to see how TCC has grown in the 25 years since I attended."

TCC students were part of winning MuniMod team

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College students Bailey Burry, Justin Randolph and Kevoy Douglas were among 20 local students selected to participate in MuniMod, a civic entrepreneurship innovation program sponsored by the Florida League of Cities and hosted at Domi Station. This spring, the students met twice a week for 14 weeks to learn and to work in teams to develop ways to use technology to modernize municipal government across Florida. Burry's team won the \$5,000 grand prize.

TCC faculty receive accolades

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Several faculty members in the Transitional Studies Division at Tallahassee Community College have recently received accolades.

Ellenar Harper, associate professor of developmental writing, received the National Council of Teachers of English Early Career Educator of Color Leadership Award. She was also a McGraw-Hill Education Developmental Educator Scholarship Recipient.

Gina Henderson, professor of developmental writing, earned Quality Matters Peer Reviewer Certification and a TCCOnline Catalyst Award for Excellence in Online Course Design. Sharisse Turner, associate dean of transitional studies, was chosen president-elect of the Florida Developmental Education Association.

CCID Spotlight!

CCID.COM

Tallahassee Community College hosted several visitors from different parts of the globe and went on its very first recruiting mission overseas. A delegation of six Nigerian Air Force officers arrived early June for a customized four-month Information Technology Training Program through TCC's Division of Workforce Development. The program includes courses that lead to certification in the PHP Development, Database Development, JavaScript, CSS and HTML. All six participants hold Bachelor degrees in Information Technology related disciplines.

For the last 15 years TCC and the Government of St.Maarten have been partners through a formal MOU written to strengthen the educational ties between the Island Territory of St Maarten, Tallahassee's "sister city" and Tallahassee Community College. Current Minister of Education, Dr. Silveria Jacobs along with Antonio Aventurin, and Calvin Mardembrough from the Division of Study Financing visited TCC officials in May to further solidify the bond and expand the opportunities for students.

TCC has been the host to approximately 20 students each academic year. Also last May, TCC participated in its first U.S. Education Mission to Central America- Panama and Honduras organized by the U.S. Department of Commerce and the Department of State's EducationUSA. This opportunity allowed TCC to gain market exposure and experience as current practices are being assessed and new initiatives, possibilities and relationships are being considered leading to international student recruitment.

Deadline is here for TCC faculty vote on unionization

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Thursday is the deadline for Tallahassee Community College faculty and other staff to return ballots indicating if they want to be represented by the United Faculty of Florida during collective bargaining.

The vote results, expected late Thursday afternoon, will culminate an intense few months on campus that gained momentum after some faculty felt they were left out of key decisions affecting the workplace and that the culture of shared governance had eroded.

TCC President Jim Murdaugh has opposed the union movement, saying TCC can solve its own issues by working together. He's also reminded faculty any proposals that result from collective bargaining have to be approved by the college's board of trustees.

The counting of the ballots will be conducted by the Public Employee Relations Commission or PERC.

Full-time faculty, librarians and counselors at TCC are allowed to vote.

About 70 percent or 130 faculty members signed cards in May indicating their interest in calling for a union vote. About 50 percent of them agreed to join the union if the proposal passed.

"This reflects the passion of the faculty, Jen Robinson, professor of art history and TCC union president, said in a recent interview. A non-bargaining chapter was established at TCC in 1995.

A majority of faculty voted against an attempt to include collective bargaining in 2009.

The latest union movement was sparked by a rift created between TCC faculty and administrators in April when Provost Feleccia Moore-Davis had deans introduce to faculty a proposal that would have ended the decades-old practice of professors being allowed to teach four classes per semester rather than the state required five.

Professors also charged the administration has stalled for two years in addressing what faculty members say are inequalities in pay among professors and the fact that TCC faculty has gone without a substantial raise.

TCC faculty overwhelmingly votes to unionize

TALLAHASSEE.COM

Tallahassee Community College faculty has voted 139-22 to unionize, joining the United Faculty of Florida.

Check back to Tallahassee.com for more on this story.

Below is the statement from the Florida Education Association:

The faculty of Tallahassee Community College has spoken and by a vote of 139-22 becomes the newest United Faculty of Florida (UFF) chapter.

The faculty voted by a 86.3 percent margin for UFF with 87 percent of the faculty voting. The vote count followed a three-week period of balloting by mail and was certified by the Florida Public Employees Relations Committee today.

"We are delighted to have achieved this historic victory. This was not a vote against administration but a vote for faculty. They have stood up for themselves. Our voices will now be rightfully heard on issues that impact our employment and student success. We will be part of the decision making process not standing outside of it. I couldn't be more happy for our faculty," said Jen Robinson, professor of art history and current president of non-bargaining UFF faculty chapter.

"I want to congratulate the TCC faculty as it becomes the twenty-sixth UFF chapter and the tenth college to become part of the United Faculty of Florida," said Dr. Jennifer Proffitt, president of the United Faculty of Florida. "This vote clearly demonstrates that these dedicated faculty members understand that their collective voice is vital to improve their institution and their ability to effectively serve their students and the people of both this community and the state of Florida. I and all the members of UFF welcome these faculty members as the United Faculty of Florida-Tallahassee Community College (UFF-TCC). We are excited to add their energy, knowledge, and professionalism to our cause of improving higher education across our great state."

"Shared governance, the idea that administration, faculty, and staff should cooperate in developing policies that create the best academic environment for student learning, is an essential principle of higher education," said Frank M. Baglione, professor of history at TCC for 26 years and the past chairman of the TCC Faculty Senate "By voting for collective bargaining through the TCC chapter of the United Faculty of Florida, the faculty hope to restore shared governance and an atmosphere of collegiality in decision making for the benefit of the college, its programs, and its students."

UFF represents more than 20,000 faculty members at 11 state universities, St. Leo University, 10 colleges and at four graduate assistant chapters.

TCC offering GED prep in Chattahoochee

The Tallahassee Community College Adult Education Program will offer GED preparation courses at the Liberty Center in Chattahoochee beginning Aug. 23.

Classes will meet every Tuesday and Thursday from 6 to 8:30 p.m. through Dec. 1. Tuition for the semester is \$30.

To apply, interested persons should click on the "Future Students" link on the TCC homepage (www.tcc.fl.edu), then click "Apply for Admission" and select the "Adult Education" option. It is free to ap-

ply to TCC. Students should then call the TCC Workforce Development Division at 850-201-8760 and request to be registered for the Chattahoochee GED classes.

Interested persons who do not have access to the internet may apply using computers at the Chattahoochee Public Library, 300 Maple St., Chattahoochee, or the TCC Gadsden Center, 223 Pat Thomas Parkway, Quincy. For information, call Karen Hill, TCC Adult Education program coordinator, at

See GED/Page 7

GED

Continued from Page 5
850-201-6104.

The Test of Adult Basic Education will be administered on the first night of class. There is an additional fee of \$25 to take the TABE placement exam.

The Liberty Center is located at 613 Chattahoochee Street in Chattahoochee. GED classes will also be of-

fered at both the TCC main campus and the TCC Gadsden Center in Quincy, as well as online.

For information on the classes at the Liberty Center, contact Marjorie Hall at (850) 556-6278.

For general GED prep information, visit www.tccadulthoodeducation.com or contact the Adult Education office at (850) 201-8760 or AE@tcc.fl.edu.

TCC offering GED prep in Chattahoochee

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Report: nearly half of nursing programs underachieving

NICK EVANS

WFSU

Legislative researchers have found nearly half of the state's nursing programs are underperforming. But Tallahassee area programs are in the clear.

State law punishes nursing programs if their passage rates fall more than percent below the national average for two years running. In 2014, thirty six percent of programs missed the mark. The newest reporting shows 42 percent of schools are underachieving. Legislative researchers say most of those programs are new and unaccredited. But nursing programs at Tallahassee Community College, Florida State University and Florida A&M University are all surpassing the state mandated cut off.

Tallahassee Community College faculty vote for union representation

LYNN HATTER

WFSU

The faculty of Tallahassee Community College have voted to unionize. The vote comes after months of contention between the faculty and the school's administrators.

A majority of TCC faculty took part in the vote, more than 85 percent in fact. And they also voted overwhelmingly to join the United Faculty of Florida. The final tally: 139 votes in favor, 22 opposed.

"We're very excited and we're glad that it was a vocal majority that wanted a union because we were told very often by the resident that we were a vocal minority," said Jen Robinson, professor of art history and current president of non-bargaining UFF faculty chapter.

"I think the vote has squashed that idea."

TCC President Jim Murdaugh has opposed the push by faculty to unionize. In an earlier interview with the Tallahassee Democrat, he said He has said it is not in the best interest of the faculty and the school.

"The faculty is acting out of fear and I understand their fear, but I don't think that's a good reason to make a permanent decision out of a temporary feeling," he told the newspaper.

In a statement released shortly after the vote, Murdaugh says TCC will respect the decision and the school's focus has not changed. College spokesman Al Moran says what will be different going forward is the way the school bargains with the faculty on issues such as pay and employment terms. Those talks will convene this fall.

"You know, every so often something gets a little out-of-character for the institution," he said. "But the bottom line is, we're all one big family. All that's happening is there is a change in the process by which wages and hours are determined. We still move forward collectively as a team."

This is the second time TCC faculty had considered unionization. An effort back in 2009 did not pan out. TCC's Robinson says faculty had started feeling left out of what is supposed to be a shared governance model with the school's administration.

"We would ask questions of the provost, and would be told certain changes were not coming and then those changes would come to pass. So we felt certain kinds of processes weren't being vetted through the faculty senate or steering committee-even the faculty senate chair was left out of the mix. So we started to question whether we were at the table any loner as far as decision-making was concerned."

Earlier this year, TCC professors were angered by a proposal from the administration increasing the number of courses they should teach.

The faculty will now be represented by the United Faculty of Florida. UFF has chapters at 11 over universities including Florida A&M and Florida State, as well as 14 other community colleges.

Tallahassee Community College faculty votes to unionize

MARIEL CARBONE
WCTV

After more than two weeks of voting, the results are in on a faculty union at Tallahassee Community College.

The ballots were counted on Thursday afternoon and full-time staff at TCC are now officially a bargaining union.

The vote was an overwhelming 139 to 22.

This means for the first time, the union will have a legal voice in contract negotiations.

The union is the United Faculty of Florida, which had already existed at the college, but was a non-bargaining union-- meaning the group had no negotiating ability.

The vote comes after months of turmoil over workload changes, which the faculty says they had no say in.

Many faculty members cheered when the vote was announced.

Roughly 70 TCC staff members were already part of the non-bargaining union, but membership is now expected to increase.

This is the same union that represents Florida State University as well as ten other colleges and community colleges across the state.

Tallahassee CC professors vote to unionize

INSIDE HIGHER ED (QUICK TAKES)

Full-time faculty members at Tallahassee Community College have voted by a wide margin -- 139-22 -- to unionize and to be represented by the United Faculty of Florida, a statewide union affiliated with both the American Federation of Teachers and the National Education Association, The Tallahassee Democrat reported. The administration opposed unionization. A previous unionization drive was rejected by faculty members, but the new campaign followed a dispute between many faculty members and administrators over how many courses full-time faculty members must teach.

TCC faculty votes to unionize

Full-time faculty acquire collective bargaining clout

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Faculty at Tallahassee Community College sent a stunning message to its administration and trustees Thursday, voting 139-22 to be represented by a United Faculty of Florida chapter.

The vote means full-time faculty, librarians and counselors hired as of May now will be represented by the statewide union in collective bargaining. Adjunct professors are not included in the vote.

Faculty voted by an 86.3 margin for union representation, with 87 percent of TCC's faculty casting ballots. The vote was certified shortly after 2 p.m. by the Florida Public Employees Commission.

"We feel that now a vocal majority can be recognized at TCC, as 86 percent of the faculty voted yes," said Jen Robinson, professor of art history and current president of TCC's non-bargaining UFF faculty chapter. "That makes it clear it is not a vocal minority."

Robinson called Thursday's vote a "historic victory."

"This was not a vote against administration but a vote for faculty," she said. "They have stood up for themselves. Our voices will now be rightfully heard on issues that impact our employment and student success. We will be part of the decision-making process not standing outside of it."

TCC President Jim Murdaugh, who opposed the union movement, issued a statement shortly after the vote was certified.

"The focus of this College has not changed as a result of the vote," Murdaugh said. "We will continue to deliver an affordable, accessible, high-quality education and remain one of the top-ranked colleges in the nation. What will change is the fact that we will now bargain with the faculty union to determine wages, hours, and terms and conditions of employment for that bargaining unit."

The next step is for the union and administration to appoint a bargaining team that will begin negotiations on a contract. It's too early to tell what faculty will be proposing, including the length of the contract. But it means the administration cannot institute any new changes in the workplace.

Donna Calloway, who chairs TCC's board of trustees, said the board will respect the action taken by faculty.

"This is the same faculty that has produced great students and still does," she said. "I am confident the board will step up to the plate and respect the decision they have made. I'm sure we will be able to move forward together, and whatever we do will be directed at student success."

Jennifer Proffitt, president of the United Faculty of Florida, said the vote means TCC will establish the 26th UFF chapter in the state and becomes the 10th state college to approve union representation.

Faculty at Florida State College, Manatee-Sarasota will vote later this month and there is an ongoing effort at St. Petersburg College.

The UFF has chapters at each of the state's public universities, except Florida Polytechnic, where faculty will vote this fall.

"This vote clearly demonstrates that these dedicated faculty members understand that their collective voice is vital to improve their institution and their ability to effectively serve their students and the people of both this community and the state of Florida," Proffitt said in a release.

About 70 percent or 130 faculty members signed cards in May indicating their interest in calling for a union vote. About 50 percent of them agreed to join the union if the proposal passed.

A non-bargaining chapter was established at TCC in 1995. There are about 50 members of the UFF among the faculty, and 40 more have pledged to join if the election is successful.

Thursday's vote stands in sharp contrast to one taken in 2009 when faculty overwhelmingly rejected an attempt to give the UFF collective bargaining power.

TCC faculty votes to unionize....

continued

The latest union movement was sparked by an April rift between TCC faculty and administrators when Provost Feleccia Moore-Davis had deans introduce to faculty a proposal that would have ended the standing practice of TCC professors being allowed to teach four classes per semester rather than the state required five. TCC has gotten around the mandate of a fifth class by reassigning them to other duties, also allowed by the state law.

Moore-Davis said the practice was unevenly administered, with some professors using the extra time for activities that have not been monitored or properly documented.

The proposal created major tension between faculty and Murdaugh. Some Faculty Senate members said it was another clandestine effort by the administration to subvert a spirit of "shared governance" when it comes to major policy decisions.

Faculty members already were upset that summer class loads have been expanded without their input. Professors also charged that Murdaugh's team has stalled for two years to address what faculty members say are inequalities in pay among professors and have failed to provide a substantial raise in recent years.

"Shared governance, the idea that administration, faculty, and staff should cooperate in developing policies that create the best academic environment for student learning, is an essential principle of higher education," said Frank M. Baglione, professor of history at TCC for 26 years and a key union organizer.

Murdaugh's full statement to TCC:

Colleagues,

As you may have heard, the faculty votes were tabulated this afternoon at the Public Employees Relations Commission's (PERC) Tallahassee office, and our full-time faculty, librarians and counselors will now be represented by the United Faculty of Florida. This same union also represents the faculty at Florida State and Florida A&M universities.

Of the 185 faculty eligible to vote at TCC, 139 cast ballots in favor of unionization and 22 voted against the union. PERC is expected to certify the voting results in the near future.

For those of you who voted, thank you for participating in the process. As I said earlier, we will honor the path chosen by our faculty and bargain in good faith, with the intention of reaching a reasonable agreement.

While this now requires a change in our relationship with the full-time faculty, the College's mission will remain the same. We will continue to work with our faculty and staff to provide a learning environment that prepares students for success. That is our primary objective as we move forward together.

I hope to see you all next Friday at the Eagles RISE, Building Our Future Together event, where we will celebrate the start of another semester and our 50th anniversary.

Thank you,

Jim

TCC graduate Tom Coe's family is steeped in public service

BRENDA GRINDSTAFF

TALLAHASSEE DEMOCRAT (50 FOR 50)

Tom Coe's 43-year career has been dedicated to serving the Tallahassee community.

He was a Tallahassee police officer for 25 years, heading the organization as chief of police from 1994 to 1997. Then in 1997, he began a 17-year tenure as an assistant city manager, overseeing the police and fire departments, parks and recreation, and neighborhood and community services.

Coe graduated from Leon High School in 1967 and headed to Cape May, New Jersey, for Coast Guard training. When he returned to Tallahassee six months later, he joined a number of his friends who were already taking classes at Tallahassee Community College. He also continued in the Coast Guard reserve through 1973.

"It was a family environment with a personal approach to education where the instructors knew us by name and helped as we needed," said Coe, of his TCC experience.

After earning his Associate in Arts degree in 1969, Coe transferred to Florida State University, graduating with a criminology degree in 1971. He returned to earn his master's degree in public administration in 1990.

Although Coe retired from the city of Tallahassee in May 2014, he continues to lend his expertise to police departments and governments through consulting and ethics training.

"It's interesting to go from a student to working as a professional with TCC, seeing how it has grown and its impact on the community," said Coe, who as assistant city manager worked regularly with TCC on building projects and economic development efforts. "TCC has done an outstanding job of being intertwined with the community."

Public service was a natural fit for the fourth-generation Tallahasseean. His family has the distinction of providing more than 108 years of continuous service to Tallahassee. Coe's grandfather, Pickney Coe, joined the Tallahassee Fire Department in 1906 and served as fire chief from 1912 to 1940. His father, Ridgway Coe, was an assistant fire chief and Tallahassee firefighter for more than 42 years.

Tom Coe's sons, Matthew and Michael, who are currently Tallahassee firefighters, also attended TCC.

"My experience with TCC was so positive that I encouraged my children to attend," said Coe. "I have purchased the Florida Prepaid 2 + 2 plan for all four of my grandchildren that live in Tallahassee so they can attend TCC and prepare to go to FSU. I think it's a great experience."

Fall GED prep classes begin August 22 at TCC

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College is accepting applications for fall GED test preparation classes. Online and face-to-face classes will be offered at the main campus on Appleyard Drive, at the TCC Gadsden Center in Quincy and at the Liberty Center in Chattahoochee.

Classes begin Monday, August 22, and tuition for GED classes is \$30. Students must take the Test of Adult Basic Education before enrolling. There is a fee of \$25 to take the TABE.

After taking the TABE, students should come to the TCC Center for Workforce Development on Tuesday, August 16, or Thursday, August 18, from 8:30 a.m. to 2 p.m., to register for the specific GED class that is right for them.

For information, contact the Adult Education office at (850) 201-8760 or AE@tcc.fl.edu.

Campuses making sure students are aware of Zika prevention

FAMU, FSU and TCC all providing information online

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee's three main college campuses are preparing for students' return by posting links about the Zika virus on their websites and making materials available.

Tallahassee Community College Police Chief Chris Summers on Monday sent an email to the campus community, including incoming freshmen, with information on Zika and links to where more information can be found online.

Gov. Rick Scott on Monday ordered the Florida Department of Health, the Florida Department of Education and the Florida Board of Governors to step up efforts in making information available to students.

"As Florida universities begin to welcome students back for the start of the fall semester, we are fully committed to doing all we can to protect our campuses and our students," State University System Chancellor Marshall Criser III, said.

Pro-active steps include sending mosquito repellent to school districts, public state colleges and public universities in Miami-Dade, Broward, Martin, Monroe and Palm Beach counties.

"All of our faculty come back at the end of the week and we will have all our students returning to classes the week after that," Al Moran, TCC vice president for communications and marketing, said. "We wanted our students to have a reliable place to obtain this (Zika virus) information."

The TCC information contains links to several sites, including the Florida Department of Health and the Centers for Disease Control.

Florida A&M University has information posted on its Student Health Services page. Since February, the university formed an International Safety and Risk Assessment Committee to help guide faculty and students who are traveling abroad. William Hyndman, FAMU's director of international programs, is heading up that effort.

Florida State University placed notices on its online FSU Alerts page last week. Information also has been posted on its University Health Services page.

"Last week's information is meant to assure the FSU community that campus officials are aware of the Zika issue and are actively working with local, state and federal health officials on the matter, just as they do on all public health matters," said Dennis Schnittker, director of university news and communications.

He added FSU has issued no active "alert" regarding the virus.

Gov. Scott's directive:

Distribute to each school district office, public college and public university posters, palm cards, door hangers and other education materials that can be displayed throughout campuses and sent home with students;

Share with K-12 educators, principals, parents and other education stakeholders the Florida Department of Health's Zika teacher toolkit, which includes messages and activities that can be incorporated into teachers' lesson plans and used at home;

Issue informational Zika awareness and prevention materials to VPK and other school readiness programs throughout the state;

Provide each school district, public college and public university with contact information for the local health department, which can train school clinic nurses and staff on prevention and symptom identification.





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on August 22!

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Check out TCCWeDoThat.com/programs to explore more high-demand career programs including:

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- **HVAC**
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TCCWeDoThat.com/programs | (850) 583-8799