

TALLAHASSEE COMMUNITY COLLEGE

In the News



November 18, 2017 - January 12, 2018



TALLAHASSEE COMMUNITY COLLEGE

In the News

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TALLAHASSEE COMMUNITY COLLEGE

In the News



Electronic Media

- November 22 - WTXL - TCC students join other local college students for Thanksgiving feast
- November 29 - WTXL - Ten TCC student-athletes take advantage of uni early signing period
- December 2 - WCTV - TCC men's and women's basketball teams both start season undefeated
- December 6 - WTXL - TCC hosts final Building Legacies event of 2017
- December 13 - WCTV - Women's basketball breaks TCC record with 11th straight victory
- December 22 - WCTV/WTXL - TCC hosts annual Capital City Classic basketball showcase
- December 29 - WTXL - TCC women's basketball extends all-time-best win streak to 15 games
- January 2 - WCTV/WTXL - TCC closes on January 3 due to winter weather advisory
- January 4 - WCTV - TCC staff assistant Gregory Williams among county commission candidates
- January 5 - WTXL - Both TCC basketball teams ranked 4th in NJCAA national polls
- January 8 - Florida Channel - President Murdaugh interviewed on proposed FCS legislation

EDUCAUSE Review announces 2018 column editors

EDUCAUSE

D. Teddy Diggs, publisher/editor of EDUCAUSE Review, the association's award-winning magazine for the higher education IT community, has named four column editors for one-year appointments beginning in January 2018. These community leaders bring their experience and expertise to add original ideas, voices, and opinions to EDUCAUSE Review.

Connections: Community College Insights -

Bret Ingerman, Vice President for Information Technology, Tallahassee Community College

E-Content: All Things Digital -

Joan Lippincott, Associate Executive Director, Coalition for Networked Information

New Horizons: The Technologies Ahead -

Jennifer Sparrow, Senior Director of Teaching and Learning with Technology, The Pennsylvania State University

Viewpoints: Today's Hot Topics -

Theresa Rowe, CIO, Oakland University

EDUCAUSE also thanks the outgoing 2017 column editors for their help in defining what the higher education IT community is reading, discussing, and debating: Michael (Mike) Caulfield, Director of Blended and Networked Learning, Washington State University (New Horizons); Lisa Janicke Hinchliffe, Professor and Coordinator for Information Literacy Services and Instruction, University Library, University of Illinois at Urbana-Champaign (E-Content); Klara Jelinkova, Vice President for IT and Chief Information Officer, Rice University (Viewpoints).

EDUCAUSE Review takes a broad look at current developments and trends in information technology, how they may affect the college/university as an institution, and what these mean for higher education and society. In addition to EDUCAUSE members, the magazine's audience consists of presidents and chancellors, senior academic and administrative leaders, non-IT staff, faculty in all disciplines, librarians, and corporate leaders – for a print circulation of 22,000. The online version comprises the print issue as well as peer-reviewed articles, practical advice and guidance, and multimedia about managing and using information resources in higher education.

Briefcase: Nov. 12

TALLAHASSEE DEMOCRAT

Banking: Capital City Bank announces William Smith is director of Business & Private Banking. Smith has managed the Private Banking area since its inception in 2015, serving the financial needs of high net worth individuals and families across the Capital City Bank footprint. In his new role, Smith adds administration of the Leon County Business Banking team to his Private Banking responsibilities. He will manage a team of Business Bankers, whose focus is serving the financial needs of small business clients in Leon County.

Education: The Tallahassee Community College Alumni and Friends Hall of Fame now has 16 new members, including five former presidents of the College. The honorees were recognized at a ceremony on Oct.30, and their names were added to the Wall of Honor on the exterior of the TCC Student Union, among the new inductees are Aegis founder, Pam Butler. Butler is the chair and founder of Aegis Business Technologies. She is a graduate of TCC who has served two terms as president of the TCC Foundation Board of Directors. Aegis has also underwritten the renovation of the Aegis Business Technologies Classroom.

Insurance: Bobby Bacon, President of the Earl Bacon Agency, announced the inclusion of the company in the Vires-Artes-Mores Society at Florida State University. Inclusion in the Vires-Artes-Mores Society is available to individuals or organizations whose cumulative giving to Florida State University exceeds \$250,000. Throughout its 55-year history, the Earl Bacon Agency has been a strong supporter of the FSU Foundation and the Seminole Boosters.

Phil Bacon, Insurance Executive and Corporate Secretary of the Earl Bacon Agency, was nominated to be Springtime Tallahassee's "Andrew Jackson" for the organization's 2018-2019 festival year. The final election will be held in January, 2018. Bacon has been active in Springtime Tallahassee for many years serving on the Andrew Jackson Staff and as Krewe Chief of the 21st Century Krewe.

Law: Ausley McMullen is recognized by U.S. News - Best Lawyers in their 2018 "Best Law Firms" Rankings. The firm is ranked First-Tier in the Metropolitan category in Administrative/Regulatory Law, Appellate Practice, Commercial Litigation, Energy Law, Family Law, Litigation-Tax, and Tax Law.

Nonprofits: PACE Center for Girls/Leon County welcomed new board member Nicole Granger. Nicole is a Branch Manager with FMB Bank. She is joining continuing board members Dr. Tiffany Ardley (FAMU), Stefanie Bowden (Comcast), Nyla Davis (TCC), Gian Giacomo (Commission on Offender Review), Sha'Ron James (Financial Services), Darryl Jones (Office of Economic Vitality), Graciela Marquina (Assoc of Suicidology), Jeanna Olson (DCF), Mike Phillip (FDLE), Dr. Lori Rosenberg (N. FL Women's Care), Jamie Van Pelt (City of TLH), Kristin Snyder (Sunshine Health Plan) and Valerie Wickboldt (Revenue).

Transportation: Frank Rong, Authorized Officer of the Tallahassee based Blair Delivery Services, Inc, a partner of FedEx, has been nominated for the company's Entrepreneur of the Year Award. This national honor recognizes businesses for their growth and development, customer service, safety record, community involvement, and business ethics. Blair Delivery Services, Inc employs 30 people and manages 26 vehicles in Leon County.

Youth development: Wakulla UF/IFAS Extension Director Les Harrison announced the hiring of Rachel Pienta as the new 4H Agent in October. "Rachel Pienta brings a wealth of experience and knowledge to this role. We are excited to add her to the Extension Office team in Wakulla County," he said. Pienta is a former Wakulla High School teacher and girls' soccer coach.

Philanthropy Day honors Turnbull with Lifetime Achievement award

ALYCE LEE STANSBURY
TALLAHASSEE DEMOCRAT

Tallahassee's annual Philanthropy Day Celebration, hosted by the Big Bend Chapter of the Association of Fundraising Professionals, is always one of my favorite events of the year. It's a celebration of giving, volunteering, and changing the world with a giving heart. All of this was on full display at this year's sold-out event on Nov. 9.

A big thank you to Tallahassee Community College and Tallahassee Community College Foundation for their generous support as presenting sponsors. In welcoming everyone to the event, Heather Mitchell, Executive Director of the TCC Foundation, reminded everyone why philanthropy matters. "Philanthropy is the art of putting care into action and can truly change a community. This is where love starts."

The Heart of Gold awards were the first to be presented to donors for their outstanding support by many nonprofits: Reid Jaffe by Big Bend Hospice; Rikki P. Mitchell, therapy dog, represented by his owners Chuck and Patti Mitchel by TMH Foundation; Dana Brooks Cooper by 2-1-1 Big Bend; Dianne M. Jacobs by Elder Care Services; Dominic Calabro by FSU College of Social Work; Samantha and Wes Strickland by FSU Film School; Yvonne Brown by FSU Library; Florida State University's Jim Moran Institute for Global Entrepreneurship by Institute for Nonprofit Innovation and Excellence; Walmart by Second Harvest of the Big Bend; Jim Wylie by Southern Scholarship Foundation; and Shirley Gooding-Butler by Tallahassee Senior Center Foundation.

The next group of outstanding honorees included Community Partner of the Year presented to Holland & Knight; Media Partner of the Year presented to WTXL ABC 27; Outstanding Youth in Philanthropy Award to 16-year-old Ryan Rumana; Outstanding Fundraising Professional of the Year to Grace Robinson, Executive Director of Gadsden Arts Center; and Philanthropist of the Year to Alicia Crew.

This was followed by keynote speaker Gary Yordon who shared his advice and experience in helping nonprofits tell their story.

The highlight of the event honored Marjorie Turnbull with the 2017 Lifetime Achievement Award in Philanthropy. Mary Dekle, President of the AFP Chapter, noted Marjorie was the first person to be recognized at the chapter's first philanthropy day event in 1999.

Eighteen years later, her legacy of giving, leadership, and service has grown exponentially. Jim Murdaugh, President of TCC, presented the award to Marjorie by recognizing her leadership at the TCC Foundation plus a long list of honors and accolades from a wide range of organizations throughout the community.

Leon County Commissioner Kristen Dozier presented a proclamation to recognize Marjorie's outstanding service to the community. As part of her remarks, Kristen shared a letter, written to her by Marjorie in 1999, when Kristen was 16 and Marjorie was serving on the County Commission. It was a poignant example of Marjorie's impact as a role model for other women leaders.

Marjorie spoke eloquently about the many nonprofits in the room, her life, and the community that change lives every day. She saluted donors for their gifts which make it possible for nonprofits to accomplish their mission and closed by saying, "Thank you from the bottom of my heart."

Thanks to Electrotech, DoubleTree, Sachs Media Group, Whigham Images, INIE, Stansbury Consulting, and Robert C. Dawson for their generous support. And to the AFP Board for their hard work: Jessica Lowe Minor, Mary Dekle, Jen Albaugh, Lindsay Hartman, Janet Borneman, Collette Podgorski, and Jim Davis.

Please join AFP next November and plan to honor an outstanding philanthropist to your favorite nonprofit.

TCC forensics wins big in Peoria

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

TCC's forensics team maintained their history of success at the L.E. Norton Memorial tournament, the most prestigious fall semester speech competition in the country.

TCC finished as the top-scoring community college for the sixth time in the past seven years at the tournament, held in early November at Bradley University in Peoria, Illinois. Second-year competitors Susan Liss, Samira Taylor and Jesselym Gonzalez swept the top three spots in community college and university novice pentathlon. Liss was also named tournament champion in Impromptu Speaking.

Along with the three returning members, TCC was represented by first-year members Karis De Gannes, Kennedy Matthews and Paige Palmer. The team is coached by John Schultz, Eva Nielsen-Parks and several program alumni.

TCC Gadsden Center opens registration for HVAC training

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The TCC Gadsden Center will offer a new HVAC training program session beginning Jan. 16. The center is located at 223 Pat Thomas Parkway in Quincy.

Students will acquire the skills needed to complete industry-recognized certifications and pursue careers as HVAC helpers, mechanics, mechanic assistants and technicians. Courses take place from 6 p.m. to 10 p.m. Monday through Thursday.

For information, call 558-3620 or email GadsdenCenter@tcc.fl.edu.

TCC recognized for its work on new call center

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

TCC was one of only four institutions to receive a Florida College System Chancellor's Best Practice Award for 2017.

TCC was recognized for implementing its new AskStudent Central: Enrollment Call Center 2.0, which streamlines the enrollment process through increased communication efforts. The call center also provides a one-stop source of information about registration, financial aid, advising and student records.

Wakulla Environmental Institute, oyster co-op seal agreement

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee Community College trustees approved an agreement between the Wakulla Environmental Institute and the Panacea Oyster Co-Op Corporation Monday, further blurring the lines between the college's oyster aquaculture program and a private business created to grow and sell oysters on the open market.

Bob Ballard, the institute's executive director and a member of the co-op's board, said the agreement solidifies an ongoing relationship.

The year-old co-op operates from its Spring Creek Marina and recently purchased the former Metcaff Crab processing building in Panacea, which will house a hatchery and allow it to expand its operations.

Oyster farmers, or "ranchers" buy seeds to start harvesting oysters, sell them back to the co-op, which then will sell them on the open market to restaurants throughout the country.

Members of the co-op include graduates of WEI's oyster aquaculture certificate program started four years ago.

Of the co-op's board of directors, five have to be ranchers, five are individuals from the community, and the WEI executive director.

The oyster aquaculture program, however, has not been without controversy.

In February 2015, John Taylor, one of the original 10 students in the first class sued TCC, claiming breach of contract, negligence and fraud. Taylor said he was dismissed from the class after missing two classes, and ordered to repay \$18,000 for materials. Taylor said his two absences were excused. Ballard said Taylor missed five classes.

Attorneys for TCC settled the case through mediation in November 2016, agreeing to pay Taylor \$30,000 to end the litigation.

Ballard, who took the lead on the recent agreement, said he insisted the WEI seat is a non-paid position.

"To me, it would have been a conflict of interest," he said.

At the same time, Ballard said the college used its expertise and connections to help get the co-op organized.

"We pulled everybody together," he said, following Monday's vote. "There's no secret I'm working with the co-op. We just took (the formal agreement) before the board of trustees."

The Panacea Oyster Co-op is headed by Shell Point resident Robin Olin, an oyster rancher and CEO/chairman, according to state Division of Corporation records, .

Other directors include Ballard, Robert Seidler of Sopchoppy, Lynn Seiler, Tallahassee, Amy Recht, Panacea, and Keith Bowers of Tallahassee. Ben Lovel, of Crawfordville, is listed as an officer.

Frank Messersmith, a former state representative and lobbyist, appointed to TCC's board 18 years ago, also is a director. Messersmith said his vote in favor of the agreement didn't present a conflict since he receives no pay for serving as a co-op director.

"It's not a personal gain for me at all," Messersmith said Tuesday. "I was asked (to become a director) because of my personal and professional relationships in Wakulla. It's for the benefit of TCC and our efforts to create an oyster industry."

TCC trustee Karen Moore, founder of Moore Communications, recused herself from the vote. Her company has been hired to provide marketing services for the co-op.

"The reason this was created was because all around the world, ranchers were getting taken advantage of," Ballard said. "Someone needs to protect the ranchers. If they all stick together, they can command a higher price. The co-op distributes the oysters for them."

Ballard said ranchers buy the seeds from the co-op at 1.5 cents each, grow them to a certain size and resell them to the co-op at 60 cents apiece as oysters sold on the market.

Wakulla Environmental Institute, oyster co-op seal agreement....

continued

The agreement, he said, comes at no cost to TCC. In return, the college, through its board of directors, will receive shares equal to 2 percent of the co-op's stock.

Ballard said there also could be opportunities for both entities to seek grants for programs associated with the institute, but that would be handled by TCC.

"We keep all the funding for the grants and keep all the equipment," he said. "We might let them use our equipment. They would not be getting grant money from us."

Terms of the agreement

The co-op will receive the endorsement of the Wakulla Environmental Institute, the continued use of its technology and training, and equipment.

It will be allowed to use the WEI name and logos in connection to its business and media advertising, which must be approved by the college.

The co-op, in turn, will provide:

Access by WEI to its facilities as part of the institute's educational programs.

Internships and jobs to WEI students.

General liability and property insurance to cover risks of its operations, which names WEI as an additional insured and provides coverage not less than \$1 million per incident or occurrence.

One slip at its Spring Creek marina, large enough to accommodate up to a 32-foot boat.

New take on old way of life

Aquaculture growing more than oysters

KARL ETTERS

TALLAHASSEE DEMOCRAT

At low tide, the lines of oblong cages filled with oysters hang between craggy pilings over the water. If they look like something plucked from another world, that's because they are.

The burgeoning oyster farming industry along Florida's Gulf Coast is a new take on an old way of life that has reigned supreme in seafood for close to two centuries.

Farming or ranching bridges the gap between food, science and the environment and is fast becoming a way to satisfy growling stomachs anticipating a delicacy on a half-shell.

It takes the pressure off the historic wild-caught shellfish grounds, which are still in the process of regenerating after mass harvests.

Farm-raised oysters account for 95 percent of those that make their way to the table in the U.S. Each year, Americans eat about 2.5 billion of the bivalves, according to the Oyster Recovery Partnership. In 2015, Florida oyster harvesters brought 437 tons of oysters to the dock totaling more than \$4.85 million in revenues.

But local aquaculturists estimate the taste for farmed oysters will continue to outpace oysters harvested in the wild in the coming years. Rather than threatening the old ways as some contend, the ascendancy of the new, more scientific methods could aid an industry that has long struggled on the Forgotten Coast.

Leaders representing the men and women, some for several generations, who still harvest by scraping the bivalve from the sea floor using rake-like tongs, reject that ranching is the way of the future and insist their industry can rebound with the right management.

At its core, ranching remains an experiment in coaxing the perfect oyster from the tannin waters.

And it's happening in Tallahassee's backyard.

Finding the perfect formula

Call them boutique. Call them grade A. Call them what you like. They're good oysters. But creating them consistently is a work in progress.

"We're still playing with it," said Ben Wiggins of Palmetto Island Oyster Company on a Sunday afternoon in September. "We're still young at this."

Wiggins is one of three — joined by father and son team Bob and Phil Bruggner— who works the 1.5-acre lease tucked inside Oyster Bay.

Just south of Shell Point and Spring Creek, their operation is one of 38 sharing the same water.

On any given week, they'll spend their days off on the water. Sometimes they'll bolt down to the coast after work to make adjustments, sort or harvest for market.

There's a bit of science that goes into making farmed oysters as appetizing as possible in the shortest amount of time. What separates them from the wild-caught specimens found on menus around the country is the intentional development of the cup.

That's the interior of the shell where the meat and muscle live and grow. The deeper the cup, the plumper the portion that ends up being spritzed with lemon juice lying on a bed of ice at the table.

Farmed oysters come with a degree of certainty.

"You know what you're getting from us," Phil Bruggner said. "You're getting that oyster that for the most part is the same size every time. Same meat quality. It doesn't matter month of the year."

'Foundation species'

Oysters put food on the table and support the environment. One oyster filters roughly 50 gallons of water a day and is responsible for the health of 2,000 other aquatic species.

Crabs and small shrimp kick on the deck of Palmetto Island's boat when an oyster cage is pulled on board.

New take on old way of life....

continued

"One of the appeals is it really is good for the environment," Bob Bruggner said. "There's really nothing negative about growing these."

The places where oyster cages are hung in Wakulla County have a silty mud bottom and little seagrass. The natural bars that are there have few live shellfish on them.

The leases create habitat and hint at the health of the bay.

"They are an indicator species. If you have healthy oysters then your water is healthy," Bob Bruggner. "It's a changing ball game out there and oysters are an important part of the ecology. They're a foundation species."

'Not a solution' for traditional oystermen

The dawn of the boon of Gulf Coast oyster farming comes at a time when traditional methods of harvest are hitting some of their roughest patches in recent history.

Aquaculture might be a way to build an appealing oyster, said Franklin County Seafood Associations President Shannon Hartsfield, but for oystermen who have spent their lives harvesting using tongs, it's not a feasible way to make a profit.

"There's some of them interested in it," Hartsfield said. "But for the oystermen, that's not a solution for our issue. It's not going to give a livelihood for us."

The issues in Apalachicola Bay, which at one point provided 90 percent of the state's oysters and 10 percent of the entire country's haul, are numerous.

The downstream flow of fresh water from Georgia and Alabama through the Apalachicola-Chattahoochee-Flint river basin has diminished over the years causing salinity in the bay to spike, inviting predators in droves.

The 2010 Deepwater Horizon oil spill sent all of Florida's Gulf Coast seafood industry into a panic with the threat of approaching pollution that never materialized. During that time, Apalachicola Bay was open and unregulated to harvest. Tons of oysters were taken leaving little behind for the future.

The area was declared a federal commercial fisheries disaster in summer 2013.

Turn the page to now, and the struggle continues.

The 40 or so oyster men who still tong each day barely scrape together enough to fill two 50 pound sacks, Hartsfield said. They get top dollar for them, but there isn't enough to support an entire industry.

At its peak in the 1990s, he said, there were about 32 local dealers and over 500 oyster men and women.

There are efforts to re-shell the seabed to help give fledgling oysters a place to grow, which is going well. But as soon as the new oysters reach the legal, 3-inch size, they're being sent to market.

"They're being harvested as fast as they're growing," Hartsfield said. "I'm scared there'll be a time when it'll be harvested out and there won't be much left to grow and spawn additional oysters. It needs to be closed to give it a chance to rebuild."

Aquaculture hauls could never take the place of the number of oysters harvested by hand if the bay is allowed to regenerate, Hartsfield argued.

"There will be wild harvesting in Apalachicola Bay," he said. "Yet you've got to take the pressure off of them and give them a chance."

While it might seem that aquaculture is pushing wild tonging out of the way, that's not the case, said Wiggins with Palmetto Island. Both methods can co-exist, he says.

Wild harvesters are looking to keep their way of life and ranchers are working to fill the appetite for oysters, which continues to grow in popularity.

"In no way does this hurt the wild tonging," Wiggins said. "It's just as wild bars continue to decline ... the demand has started to increase. I don't think we could ever out tong or out farm the demand for this product."

New take on old way of life....

continued

Bringing the aquarium back

It takes between six and nine months to grow an oyster to the size in which it is ready for the table.

One of the hardest parts about being a rancher is the labor. But the aspect that is affecting Wakulla aquaculture's success is the availability of seed oysters, young oysters that at first resemble coarse sand.

Palmetto Island Oyster Company has struggled to get seed, bringing in 400,000 this year alone. Last year, they were lucky to get a quarter of that.

Panacea Oyster Co-op's CEO Rob Olin is looking to change that by planning a future when aquaculture plays a role in regenerating an ailing waterway.

"We have to get past the point that tonging is gone. It may come back if we do this correctly, but it will never be a premium oyster like this," Olin said. "This is the future and some of the older guys who were tonging can't embrace this."

Part of embracing the growing industry is building a hatchery along Florida's Gulf Coast.

When oysters reproduce, they spawn tiny larvae that freely navigate the water until they find somewhere to make their permanent home. Once the larvae attach to a surface, they are known as spat. Currently, seed oysters come from Louisiana State University and Auburn University, but they only make their way to Sunshine State ranchers after the needs of their respective states have been satisfied.

The co-op operates from its Spring Creek Marina and recently purchased the former Metcaff Crab processing building in Panacea that will house a hatchery and expand its operations, Olin said.

The co-op and its 30 members are working toward more than just growing oysters, he added. Members' hauls are combined and sold at market as "Panacea Pearls." Several ranchers in the bay, including Palmetto Island, are not part of the co-op.

Farming oysters is an effort to restore ecological stability to Apalachee Bay in a sustainable yet profitable way.

That's no easy task.

"We're trying to do this as a holistic coastal community resurrection," Olin said. "There are 30 different ranchers, all of them in some way committed to saving this bay profitably and they're all sharing these innovations they come up with. It's the advantage of inclusion."

The Co-op works closely with Tallahassee Community College's Wakulla Environmental Institute, which attracts people to oyster farming then turns their curiosity into knowledge of the industry.

Banks in the area are starting to come around to giving loans for startups. Olin said an average loan to begin an aquaculture lease is roughly \$25,000 – to purchase cages and seed and equipment.

But on top of profits, what Olin and others hope to do is use oysters to revive the bay. He estimated in the next five years, aquaculture grown oysters would take the place of wild caught oysters.

He likened the shellfish to an aquarium's filter. Turn the filter off – lose the oysters – and the health of the bay starts to decline.

"If we get this right, we repopulate this area," Olin said. "We bring the aquarium back and not just oysters, it's all the fish so that your grandkids can enjoy these waters like my grandkids did."

TCC Gadsden Center opens registration for HVAC training

GADSDEN COUNTY TIMES

The Tallahassee Community College Gadsden Center will offer a new HVAC training program session beginning Jan. 16.

Students will acquire the skills needed to complete industry-recognized certifications such as the OSHA 10 Safety and EPA Gas, and pursue careers as HVAC helpers, mechanics, mechanic assistants and technicians. Courses take place from 6 to 10 p.m. Monday through Thursday.

Seating is limited to 20 students. Interested individuals should first apply to TCC. Prospective students may visit www.tcc.fl.edu/apply and click "Continuing Education Student," then select "Workforce Development."

The TCC Gadsden Center is located at 223 Pat Thomas Parkway in Quincy. For information, contact Pat Whitsell at 850-201-6105 or whitselp@tcc.fl.edu.

TCC student athletes take up mentoring mantle

TALLAHASSEE DEMOCRAT (SPONSORED STORIES)

Over the past two years, Tallahassee Community College's student-athletes have served their community by taking part in a mentoring outreach program with students from Sabal Palm Elementary School in Tallahassee.

Volunteers from all of TCC's sports teams, including the entire baseball team during the 2017 fall semester, work with one to three students at a time providing individual tutoring and assistance on a wide variety of subjects.

"Whatever the teachers assign, the athletes sit down and work with the students personally," said Ashley Kemp, a reading coach at Sabal Palm. "Their work ethic in the school is amazing."

Kemp added that TCC is one of the school's most impactful community partners in terms of promoting student success.

According to TCC athletic director Rob Chaney, the College actively encourages student-athletes to be involved in the community.

"What better way to give back than to invest in the lives of children?" Chaney said.

The students from Sabal Palm, along with a group of students from Bond Elementary School, recently attended a TCC women's basketball game against IMG Academy-Bradenton. Following the Eagles' 122-40 victory at the Bill Hebrock Eagledome, the students had the chance to meet TCC players and coaches.

"There are multiple benefits to this partnership," Chaney said. "It's never too early to bring students onto a college campus and begin fostering the goal of a college education."

Kemp said Sabal Palm students who work with athletes from the College become more engaged in the classroom throughout the rest of the school year.

"They're excited to get help from people they look up to," Kemp said. "To them, this is everything."

Entrepreneurs with different inspirations get help during TCC start-up week

CEDRELL MITCHELL

CAPITAL OUTLOOK

The inspiration to become an entrepreneur struck 12-year-old Mia DeWolf in a moment of grief.

Three years ago her grandmother succumbed to cancer. In her grief, DeWolf figured that starting an arts and crafts business was the way to go. She named it for her grandmother, calling the business Amelia Mae Creations.

"It was really hard on me because we were really close," DeWolf said.

DeWolf donates 50 percent of her sales to cancer research and patients who face difficulty paying their hospital bills.

DeWolf, part of a growing number of young entrepreneurs, makes all of the button art and sews her creative pillows. She also sells items such as fun bookmarks and lollipops.

"I love doing button art, (sewing) pillows and everything else since it is going towards a good cause," she said. "We do a lot of craft shows but we have not sold to any big retailers yet."

DeWolf was one of many entrepreneurs who took advantage of a week of activities that were staged as Start Up Week at Tallahassee Community College.

"Start up week is all about encouraging the people in the community to come together and start businesses no matter the expertise because this is the new economy," said Rick Paul, coordinator of TCC's Spark Program, which is designed to assist new business owners.

While the number of start-ups in Tallahassee is below the national average, figures show that they are increasing daily.

Some owners take the risk with little experience.

Shantrelle Dickens, owner of SD Creative Designs, is one of them. She makes clothing accessories.

A pregnancy was her inspiration.

"When I found out that I was having a girl," she said, "I wanted her to be different."

Many of the start-up business owners also were motivated by changes in their careers or field of employment.

Linley Paske and Lauren Pasqualone took the initiative to start a networking company for working mothers.

"We came out of the cooperate culture, working more than full time jobs and we were stretched really thin," said Linley Paske, co-founder of Working like Mothers. "We knew there was something more out there and if we needed support other mothers did too."

"We are uniquely qualified as moms to be a chaos coordinator in order to hustle everything. It is a challenge but that's why we felt strongly about the organization, Working like Mothers."

Throughout the weeklong event, entrepreneurs were able to network and learn more about the community start-up businesses.

"Entrepreneurship is the key to the future," said Paul. It is small businesses that hire verses large businesses that lay people off."

Ten Tallahassee Community College student-athletes sign to continue their athletic careers

ALISON POSEY

WTLX

On Wednesday, ten Tallahassee Community College athletes signed scholarships to continue their careers at four year Universities.

All ten took advantage of the early signing period, and Athletic Director Rob Chaney said it's one of the biggest early signings they have ever had.

Five baseball players and five basketball players were included in the signing, and all ten able to sign because of the hard work everyone puts in to make Eagle athletics successful.

"I think it's a testament to the job that the coaches do not only on the court or on the field, but in preparing them for the classroom," said Chaney. "Preparing them at the two year college level, the academics is a big piece of it. To see so many already have that piece of the profile in place, I can't say enough good things about the job that the coaches and the student athletes have done."

Four ways to build a data-driven organization while avoiding pitfalls

KAREN B. MOORE
FORBES.COM

When “big data” and “data-driven decisions” arrived on the tech scene several years ago, the hype was heavy. The potential applications seemed endless, and the power of data intoxicating.

Data has changed business for the better, but we now have a healthier view of the possibilities – and limitations – of data. How we approach data collection and analysis affects the numbers, and we’ve seen what can go wrong.

Google Flu Trends is a classic example. For years, Google used billions of search queries to accurately predict the incidence of flu in the United States. When Google started grossly overestimating the flu, it exposed a number of problems with the model.

Lego offers another example. The company changed its product line based in part on the presumption, supported by data, that children no longer had attention spans for technical toys. As a result, Lego was near bankruptcy in the early 2000s. Leadership listened to fans who called for a return to traditional products. The result was a complete turnaround.

These examples tell us that data must be viewed as part of the whole. Expertise and instinct are still viable in our decision-making. Here are four ways you can position your company to benefit from the power of data while avoiding potential pitfalls:

Collect, Analyze And Test: Businesses must establish a culture that values not just data, but the principles of scientific inquiry as well. This means guarding against confirmation bias -- the tendency we have to seek information that confirms what we already believe -- and understanding the difference between correlation and causation.

We must also commit to testing. In integrated communications and marketing, we analyze vast amounts of data to drive decisions about everything from advertising messages to web design. Sophisticated tools allow us to test the efficacy of a message and platform before we invest entire budgets. Testing also allows us to make changes in real-time when we see what is or isn’t working.

Data gives us insights that we never had before, but it is the process of collecting, analyzing and testing our data-backed presumptions that brings about the best results.

Decentralize Data For The Masses: The rise in big data brought about positions such as chief data officer, data engineer or data scientist, but data and its role in decisions cannot be limited to the experts or C-Suite.

Every company needs a dashboard that reflects the mission and vision through data points to track your progress and allocation of resources. Don’t overwhelm team members with mountains of numbers, but share enough information to give each person a clear understanding of what the expectations are and how they contribute to success.

The dashboard should be centrally located for everyone to view and discuss. If data points are kept only in the management silo, you cannot expect the team to fully commit. Each member has to know what success looks like and understand how data fits into the vision.

Question The Numbers: Numbers can seem infallible, especially to those who do not carry the title of “analyst” or “scientist.” At every level of your organization, team members must be empowered to speak up when something doesn’t feel right or when the numbers contradict what they see in the field or hear from customers. And leaders within the organization must be comfortable with being challenged.

When questions arise, that doesn’t mean the numbers are wrong; it simply means more inquiry is needed.

Qualitative analysis works hand in hand with quantitative, often to confirm or challenge the numbers. The power of data does not negate the value of surveys, customer reviews and one-on-one interactions with clients.

Amazon, with billions of data points on customers’ shopping habits and experiences, still seeks out information from other sources. CEO Jeff Bezos is known for pulling individual complaints and asking his executive team to investigate and prepare an in-depth report on what went wrong.

Four ways to build a data-driven organization while avoiding pitfalls....

continued

There is still value in asking, "What can we do better?" As analysts are apt to say, "Numbers do not give you the answers; they tell you the questions to ask."

Avoid Analysis Paralysis: I spoke with a CEO recently who said, "I don't want to hear anything about numbers for the rest of the day." Sound familiar? There is so much wonderful data out there, but it can be overwhelming, especially for small business owners who do not have the resources or the technical expertise to collect and analyze data.

In those situations, it helps to focus on the top three to five most valued information points. You don't have to overanalyze to identify trends. As you begin to refine your approach to data, you can take on additional data points and begin to test the trends you spot.

Even large companies can struggle with what's known as "analysis paralysis," or become beholden to data in such a way that it inhibits their ability to act quickly and decisively. The best decisions are made with a combination of data, experience and intuition.

Data analysis is empowering businesses like never before. We can be strategic in our decision making, test strategies before we commit and enter into opportunities armed with more information, but we must continue to grow in our understanding and application of data.

We must ask questions, keep our eyes open to all possibilities and appreciate the complexities of data collection and analysis. Therein lies the real power of big data.

TCC accepting Women's History Month nominations

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

TCC is now accepting nominations for honorees at the 2018 Women's History Month Ceremony, to be held March 21, 2018, from 5:30 to 7:30 p.m. at the Ghazvini Center for Healthcare Education.

TCC's 2018 theme for Women's History Month is "Nevertheless She Persisted: Honoring Women Who Fight All Forms of Discrimination." Nominations for the 10 honorees reflecting the theme must be submitted by 5 p.m. Monday, Jan. 8.

An online nomination form including criteria for honorees is available at <https://tccwebas01.tcc.fl.edu/public-forms/view.php?id=43273>. All selected honorees must be able to attend the March 21 event. If one cannot, another nominee will be chosen.

For information, contact Jarrett Phipps at 201-6656 or phippsj@tcc.fl.edu.

TCC health care students set to graduate

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

TCC will graduate students from two of its associate degree healthcare programs this week. The nursing pinning ceremony will take place Tuesday at 5:30 p.m. in Turner Auditorium in the Fine and Performing Arts Center on TCC's main campus on Appleyard Drive. At the ceremony, 41 new nurses will be pinned.

The radiologic technology pinning ceremony will take place Wednesday at 5:30 p.m. at the Ghazvini Center for Healthcare Education at 1528 Surgeons Drive. There are 12 students being pinned.

The public is welcome to attend, and parking is free. For information, call 558-4500 or email to healthedu@tcc.fl.edu. To learn more about enrolling in one of TCC's many healthcare education programs, visit www.tcc.fl.edu/healthcare.

MSHA awards \$10.5 million in safety grants

MINING CONNECTION

The U.S. Department of Labor's Mine Safety and Health Administration (MSHA) has awarded \$10,537,000 in grant funding to reduce mining accidents, injuries, and illnesses by supporting safety and health courses, and other programs. The awards were made to 47 states, the Navajo Nation, Guam, and Native Village of Barrow.

Grantees will use the funds to provide miners with federally mandated training. The grants cover training and retraining of miners working at surface and underground coal and metal and nonmetal mines, including miners engaged in shell dredging or employed at surface stone, sand, and gravel mining operations.

Grants were awarded based on applications from states, and they are administered by state mine inspectors' offices, state departments of labor, and state-supported colleges and universities. Each recipient tailors the program to the needs of its mines and miners — including mining conditions and hazards miners may encounter — and provides technical assistance.

Tallahassee Community College in Tallahassee, Florida, was awarded \$160,297 in total grant monies.

The U.S. Department of Labor's Mine Safety and Health Administration (MSHA) works to prevent death, illness, and injury from mining and promote safe and healthful workplaces for U.S. miners. MSHA carries out the provisions of the Federal Mine Safety and Health Act of 1977 (Mine Act) as amended by the Mine Improvement and New Emergency Response (MINER) Act of 2006. The agency develops and enforces safety and health rules for all U.S. mines regardless of size, number of employees, commodity mined, or method of extraction. MSHA also provides technical, educational and other types of assistance to mine operators. They work cooperatively with industry, labor, and other Federal and state agencies to improve safety and health conditions for all miners in the United States.

(NOTE: Article truncated for relevance to TCC.)

TCC Model UN team shines at international event

GADSDEN COUNTY TIMES

Tallahassee Community College Model United Nations braved both the cold and numerous working group sessions over Thanksgiving week to participate in a Model U.N. conference in Banff, Canada. The conference hosted more than 250 delegates from seven countries, including TCC's 14 students.

Students were treated to a day-long sojourn in snowy Banff National Park, accompanied by guides who informed them of the historical and environmental features of the park and its management. Another day of the conference featured demonstrations and speakers highlighting the role of indigenous peoples in Canada's national and international affairs.

Once the "extracurricular" activities were over, students spent a total of 24 hours in committee sessions working to find ways to resolve important international issues. As a result of their preparation and hard work, TCC's seven 2-person delegations earned seven awards overall. Four delegations earned awards for position papers they wrote in preparation for the conference, and two delegate teams were awarded Best Delegation in Committee. Finally, TCC students were recognized with a Distinguished Delegation award for representing the country of Peru.

The team was led by Monica Garcia Vega and Roman Ramos and also included Max Culbreath, Darrien Dahunsi, Gregory Gutierrez, Dixie Johnston, Alexander Jonas, Brenda Jones, Jeremy Jones, Brendan Leverenz, Taylor Mackin and Daniel Perez.

The TCC Model United Nations team will now turn their attention to preparing to host hundreds of middle and high school students for the 22nd annual Tallahassee Southern Model United Nations conference. That conference, which is organized, staffed and run by TCC students and alumni, will be at TCC's Ghazvini Center on February 18, 2018. Finally, students are looking forward to closing out the academic year at the week-long National Model United Nations conference in New York City in March.

Faculty advisers for the team are Tom Waller and Richard Murgor. For information contact Waller at (850) 201-8159 or wallert@tcc.fl.edu or Murgor at (850) 201-8145 or murgor@tcc.fl.edu.

(NOTE: This story also appeared as a Sponsored Story in the Tallahassee Democrat on December 31, 2017.)

Betty Jensen inducted into TCC Hall of Fame

TALLAHASSEE DEMOCRAT (SPONSORED STORIES)

Betty Jensen was recently inducted into the TCC Alumni and Friends Hall of Fame. Betty started her career at TCC in 1988. In 1990, she established the award winning International Student Organization, and in 2005 the comprehensive department of International Student Services, which she directed until her retirement in 2017. The department provides a variety of services ranging from recruitment and admissions, immigration and academic advising, to retention and graduation of international students. During Betty's tenure, ISS was a focal point for cultural programming at TCC.

Betty's efforts led to the development of International Education Week, and to TCC's becoming the second community college in the state to receive the J-1 visa designation.

Betty developed the Florida International Leadership program, which brings international students from all over the State together for leadership and professional training. She served at the state and regional levels and was later chair for community college/two-year schools for the National Association of International Educators. Among her many awards, Betty received the You Make a World of Difference award from the Florida Association of International Educators. In 2016 the Global Horizon Scholarship at TCC was renamed in her honor.

Betty has served on several boards in the community, including the Tallahassee Symphony Orchestra and the Tallahassee Sunrise Rotary Club where she established the Tallahassee Rotaract Club. Congratulations Betty on your induction into the TCC Hall of Fame!

TCC looks to future with solar commitment

PUBLICNOW.COM

Tallahassee Community College has signed on to be one of the first customers for the electricity that will be generated by the City of Tallahassee's new solar farm.

The College has agreed to purchase 83,333 kilowatt hours of solar energy each month. According to Don Herr, TCC's director of facilities, that represents about 10.6 percent of TCC's total energy consumption.

'Buying electricity generated at the new solar farm will allow us to reduce our carbon footprint, reduce air and water pollution, and decrease our dependence on fossil fuels. This is an environmentally sound decision-and a chance to lock in energy prices and hopefully benefit our bottom line.'

Jim Murdaugh, TCC president, said the decision to participate in the solar initiative is consistent with TCC's mission.

'From our net zero building at the Wakulla Environmental Institute to our academic programming that prepares students for green jobs, we are committed to playing a leading role as an institution in environmental stewardship. This partnership will help our college, our students and our community.'

The City broke ground on the solar farm in May 2017, and it is expected to begin generating power in January 2018. It will be one of the largest solar farms in Florida, capable of producing enough solar energy to power 3,400 homes and businesses. The 20-megawatt solar farm is being constructed on the property of the Tallahassee International Airport and will take up 120 acres.

For information, contact Don Herr at herrd@tcc.fl.edu or (850) 201-6168.

For information about Tallahassee Solar, visit Talgov.com/solar.

TCC dean of social sciences explains net neutrality

WTXL

Net neutrality is a very important and one of the least understood issues.

Thursday, the FCC voted to repeal net neutrality, which could change the face of the internet as we know it.

The Obama administration started net neutrality as a way to have internet providers treat everyone equally. The Trump administration thought that net neutrality had too much government regulation and asked the FCC to repeal it.

The commission, consisting of five people, voted along party lines, with three republicans voting to repeal net neutrality. This means that internet providers can decide what content we see and how much we see of it...from streaming video sites, to online news outlets, and everything in between.

Thursday's vote is just the first step in drastically changing the face of the internet.

"If there's sufficient outcry, then yes it will go to congress," says Richard Murgo, the Social Sciences Dean at Tallahassee Community College. "Certainly, regardless of outcry, it'll go to the courts for sure. This is basically, and you attributed it correctly, this is just the first stop."

This fight over net neutrality and who controls the internet will continue as the economic and political stakes are so high.

**Associate - All Disciplines Combined
African-American**

2016 Rank	Institution	State	2015-16	Fall		2016-17	Change
				2015-16	%		
1	Houston Community College	TX	1588	517	1907	1894	18% 19%
2	Broward College	FL	1669	582	1280	1872	18% 13%
3	University of Phoenix-Arizona	AZ	1738	346	1947	1833	18% -9%
4	Miami Dade College	FL	1681	549	1081	1458	16% 2%
5	Wayne County Community College District	MI	1664	359	944	1300	16% -22%
6	Wilmar Medical Academy-Florida	FL	660	84	1187	1231	16% 172%
7	Palencia College	FL	1058	394	721	1117	15% 6%
8	City Borough of Manhattan Comm. College	NY	1083	360	451	1817	17% 1%
9	Tarrant County College District	TX	888	323	474	999	18% 24%
10	Central Texas College	TX	938	344	490	984	18% 5%
11	Ivy Tech Community College	IN	913	387	409	894	18% -1%
12	Palm Beach State College	FL	913	382	591	883	21% -3%
13	Kaplan University-Davenport Campus	IA	794	340	426	866	21% 9%
14	Florida State College at Jacksonville	FL	981	349	408	849	20% -14%
15	Georgia State University-Perimeter College	GA	748	361	548	830	41% 11%
16	City of Kingsborough Community College	NY	938	338	521	821	21% -9%
17	Tidewater Community College	VA	764	345	558	883	27% 5%
18	Winds Community College	MS	844	317	578	793	51% -8%
19	Northern Virginia Community College	VA	804	328	457	785	14% -1%
20	Los Angeles College System	CA	455	216	554	770	11% 18%
20	ECPI University	VA	711	324	546	770	38% 8%
22	Community College of Philadelphia	PA	761	296	548	754	40% -1%
23	Georgia Military College	GA	614	276	419	689	38% 18%
24	Raritan Community College	NY	734	264	398	662	26% -10%
25	Tallahassee Community College	FL	617	218	438	648	25% -3%
26	Cuyahoga Community College District	OH	703	298	449	639	24% -9%
27	Brainerd University-Ft. Lauderdale	FL	636	164	492	618	18% -3%
28	Prince George's Community College	MD	619	268	468	614	67% -4%
29	Montgomery College	MD	645	246	354	608	24% -7%
30	Everest University-South Orlando	FL	880	119	438	597	45% -32%
31	Mississippi Gulf Coast Community College	MS	586	195	390	585	27% 57%
32	The Community College of Baltimore County	MD	614	149	488	577	27% -6%
33	Monroe College	NY	621	234	349	573	47% -8%
34	Egyptianville Technical Community College	NC	586	288	354	542	29% 17%
35	Dalhousie Community College	MI	370	148	391	541	28% 44%
36	Saint Louis Community College	MO	489	164	364	528	34% 8%
37	Colorado Technical U.-Colorado Springs	CO	8	125	376	501	34% 4162%
38	Hillsborough Community College	FL	510	196	384	509	14% -2%
39	Essex County College	NY	566	147	339	486	34% -14%
40	Columbia College-Columbia	MO	385	171	306	478	33% 24%
41	Politec Technical College	AR	481	189	361	476	47% -1%
42	City of LaGuardia Community College	NY	387	153	321	474	17% 32%
43	Delgado Community College	LA	438	94	377	471	34% 8%
44	City of Brant Community College	NY	428	194	344	460	29% 18%
45	City of Bucksborough Community College	NY	409	173	379	451	30% 11%
46	Wake Technical Community College	NC	418	154	295	451	18% 18%
47	City Colleges of Chicago-Kennedy-King College	IL	498	148	297	445	83% -9%
47	Holmes Community College	MS	462	118	317	445	42% -4%
49	Seminole State College of Florida	FL	349	133	318	443	14% 27%
50	St. Petersburg College	FL	314	135	299	434	10% 16%
50	ASA College	NY	315	208	234	434	34% 16%

**Associate - All Disciplines Combined
African-American**

2016 Rank	Institution	State	2015-16	Fall		2016-17	Change
				2015-16	%		
52	Los Angeles Southwest College	CA	317	97	334	451	51% 34%
53	Central Piedmont Community College	NC	462	138	277	415	27% -10%
54	Indian River State College	FL	364	138	235	413	19% 13%
55	Trident Technical College	SC	404	111	288	399	24% -2%
56	American International University-Ohio	IL	299	102	286	388	47% 30%
57	Midland Technical Community College	NC	417	148	234	384	29% -10%
58	American Public University System	MD	347	205	138	383	18% -4%
59	Cascadia Community College	OR	355	251	129	388	18% 7%
60	Saint Leo University	FL	75	158	214	344	67% 189%
61	Midland College	TX	316	158	212	342	17% 19%
62	City of New York City College of Technology	NY	343	149	191	348	38% 5%
62	Columbia Southern University	AL	468	215	145	348	19% -18%
64	City of Bridgewater College	NY	338	74	283	357	82% 9%
65	Union County College	NJ	279	127	226	353	33% 27%
66	SUNY Westchester Community College	NY	290	132	228	358	39% 21%
67	Southwest Tennessee Community College	TN	349	188	245	345	43% -1%
68	Hoover Community College	NY	356	183	229	342	16% -6%
69	City Colleges of Chicago-Olive-Branch College	IL	355	92	248	348	79% -4%
69	San Jacinto Community College	TX	259	112	228	348	8% 31%
71	Columbus State Community College	OH	344	149	186	335	15% -3%
72	Atlanta Metropolitan State College	GA	382	93	229	332	91% 7%
73	Excelsior College	NY	321	148	161	331	31% 8%
74	Milwaukee Area Technical College	WI	352	89	227	316	33% 25%
75	Northwest Mississippi Community College	MS	387	93	217	318	38% 1%
76	Santa Fe College	FL	387	112	197	389	11% 8%
77	Georgia Piedmont Technical College	GA	376	112	194	388	81% 12%
78	Lawrence Community College	MS	349	188	197	383	23% 12%
79	Durham State College	GA	383	67	236	383	34% 7%
80	City Colleges of Chicago-Malcolm X College	IL	328	59	242	381	59% -8%
80	Technical Career Institute	NY	318	167	114	381	43% -3%
82	Delaware County Community College	PA	376	84	314	388	23% 8%
82	East Mississippi Community College	MS	374	97	288	399	39% 9%
82	Georgetown University	DC	319	113	185	388	27% -7%
85	University of Maryland-University College	MD	312	164	132	376	26% 39%
86	Central Georgia Technical College	GA	184	78	218	388	58% 57%
87	Midlands Technical College	SC	378	86	199	385	27% 7%
88	El Centro College	TX	214	76	206	382	27% 32%
89	Cascadia Community College	OR	257	78	268	381	87% 9%
90	J. Sergeant Reynolds Community College	VA	262	82	197	379	29% -6%
91	Community College of Allegheny County	PA	319	85	192	377	14% 16%
92	Oran Valley College	TX	274	81	193	374	69% 8%
93	Baltimore City Community College	MD	348	75	194	373	44% -22%
94	Tyler Junior College	TX	255	81	189	378	19% -6%
94	Wor Community College	RI	314	91	179	378	14% -14%
96	Wilmington College-Wilmington	NC	258	36	242	368	47% 7%
97	Liberty University	VA	274	70	197	367	19% -3%
98	Benker Hill Community College	MA	258	184	161	364	31% 3%
99	City Colleges of Chicago-Rose-Hulman Inst. of Tech.	IL	288	99	164	363	32% -9%
100	Delaware Technical Community College-Ferris	DE	258	90	171	361	16% 1%

**Associate - All Disciplines Combined
Total Minority**

2016 Rank	Institution	State	Primary 2011-14					
			2011-12	2012-13	2013-14	% Change		
1	Riami Dade College	FL	8141	8331	5458	6781	83%	8%
2	Boscon Community College	TX	4321	1742	3186	4932	73%	15%
3	Broward College	FL	3669	1641	2797	4438	71%	12%
4	University of Phoenix-Arizona	AZ	4954	1088	3684	4988	40%	-17%
5	Valencia College	FL	4080	1558	2452	4887	54%	0%
6	Lasar Lasar College System	TX	2820	1268	2352	3420	53%	14%
7	H. Poin Community College	TX	2862	1259	1937	3198	88%	12%
8	Northern Virginia Community College	VA	3081	1393	1799	3194	56%	4%
9	South Texas College	TX	2995	1119	2666	3185	96%	8%
10	UNY Borough of Manhattan Comm. College	NY	2811	1128	1947	3071	82%	9%
11	Paradise City College	CA	2181	1353	1659	3018	76%	17%
12	Tarrant County College District	TX	2680	1013	1976	2989	54%	12%
13	San Jacinto Community College	TX	1889	1002	1582	3014	61%	18%
14	Central New Mexico Community College	NM	2926	842	1571	2413	68%	-18%
15	Palm Beach State College	FL	2146	874	1425	2299	54%	7%
16	Northwest Vista College	TX	1521	941	1346	2289	73%	48%
17	Orca College	CA	1832	824	1328	2162	74%	18%
17	UNY LaGuardia Community College	NY	1935	815	1347	2162	77%	12%
19	San Antonio College	TX	1790	710	1312	2022	72%	13%
20	Santa Ana College	CA	1624	763	1235	1998	84%	13%
21	El Camino Community College District	CA	1358	790	1175	1965	80%	14%
22	East Los Angeles College	CA	1661	656	1238	1886	94%	14%
23	Central Texas College	TX	1745	1042	817	1859	57%	7%
24	Duval College	CA	1421	672	1183	1855	76%	11%
25	Mt San Antonio College	CA	1487	763	1064	1827	83%	8%
26	Santa Monica College	CA	1316	663	1187	1730	53%	44%
27	San Joaquin Delta College	CA	1628	649	1112	1762	73%	8%
28	Reiner University-St. Louisdale	FL	1785	529	1218	1747	52%	-2%
29	UNY Kingsborough Community College	NY	1846	721	1024	1745	63%	-3%
30	UNY Oswego Community College	NY	1596	781	997	1700	73%	7%
31	Arg Tech Community College	IN	1611	578	1121	1699	10%	5%
32	Kansas Community College	NY	1695	783	913	1616	48%	5%
33	College of Southern Nevada	NY	1487	585	1048	1593	51%	13%
34	Hillsborough Community College	FL	1627	632	945	1577	44%	-4%
35	Winnipeg Medical Academy-Tampa	FL	583	88	1471	1551	43%	168%
36	Montgomery College	MD	1356	664	857	1521	60%	-2%
37	UNY Broome Community College	NY	1449	589	931	1490	93%	3%
38	Waynes County Community College District	NC	1054	414	1074	1488	78%	-20%
39	Florida State College at Jacksonville	FL	1376	479	961	1440	34%	-9%
40	Southwestern College-Orla Vista	CA	951	562	876	1438	86%	51%
41	San Joaquin Valley College-Nisala	CA	1462	484	935	1419	73%	-3%
42	Caplan University-Davenport Campus	IN	1293	488	928	1416	61%	18%
43	Pima Community College	AZ	1489	544	808	1372	51%	-3%
43	Cerritos College	CA	1061	549	822	1372	83%	19%
45	Seminole State College of Florida	FL	1131	488	872	1360	63%	20%
46	Richland College	TX	1121	538	792	1342	64%	15%
47	Tidewater Community College	VA	1249	457	871	1328	44%	4%
48	Fallston College	CA	1181	549	768	1389	71%	10%
49	Riverside City College	CA	1131	432	862	1295	70%	14%
50	Antelope Valley College	CA	1014	475	807	1282	74%	14%
51	De Anza College	CA	1171	543	699	1242	89%	6%

**Associate - All Disciplines Combined
Total Minority**

2016 Rank	Institution	State	Primary 2011-14					
			2011-12	2012-13	2013-14	% Change		
52	Georgia State University-Perimeter College	GA	1895	613	823	1216	63%	13%
53	Mt San Jacinto Community College District	CA	999	674	738	1212	44%	11%
54	St. Petersburg College	FL	964	631	781	1206	37%	15%
55	American River College	CA	971	612	770	1182	43%	12%
56	Koza Bonito College	CA	1051	490	692	1182	92%	12%
57	Orange Coast College	CA	1122	511	662	1173	97%	5%
58	Community College of Philadelphia	PA	1110	343	626	1165	62%	5%
59	City College of San Francisco	CA	1270	466	782	1168	73%	-8%
60	Coastline Community College	CA	987	735	431	1146	56%	18%
61	Los Angeles Pierce College	CA	945	657	693	1138	64%	14%
62	Moore College	NY	1243	624	711	1115	92%	-9%
63	Austin Community College District	TX	915	661	641	1108	42%	21%
64	Yosemite College	CA	918	595	694	1089	68%	19%
65	Indian River State College	FL	792	548	782	1078	38%	15%
66	Essex County College	NJ	958	357	711	1048	78%	11%
67	Imperial Valley College	CA	1028	629	634	1043	92%	3%
68	Southern Community College	NY	913	642	615	1032	38%	16%
69	ECPI University	VA	1024	516	730	1046	52%	1%
70	Tulalasse Community College	WA	1046	612	632	1044	41%	-2%
71	UNY Westchester Community College	NY	840	448	590	1038	68%	14%
72	Ferris City College	CA	849	483	626	1029	75%	11%
73	Palomar College	CA	974	452	562	1014	52%	-4%
74	College of the Canyons	CA	751	438	571	1009	62%	14%
75	New Mexico State University-Santa Ana	NM	780	537	617	994	77%	17%
76	Sacramento City College	CA	1003	371	615	986	67%	-2%
77	UNY New York City College of Technology	NY	862	636	493	949	88%	12%
78	Bergen Community College	NJ	934	418	553	943	41%	-1%
79	Santa College	CA	848	481	556	938	37%	17%
80	Santa Fe College	FL	934	423	532	936	32%	0%
81	Long Beach City College	CA	846	375	574	949	78%	12%
82	AAU College	NY	938	337	410	947	78%	-3%
83	Greensboro College	CA	834	535	571	946	44%	8%
84	Laredo Community College	TX	923	354	584	940	99%	2%
85	Collin County Community College District	TX	919	333	593	936	38%	1%
86	Palo Alto College	TX	621	289	622	931	82%	48%
87	City College of Chicago-Ronald Washington Coll.	IL	840	332	586	918	61%	9%
88	San Bernardino Valley College	CA	821	321	591	912	84%	11%
89	Union County College	NJ	822	321	580	911	61%	9%
90	Fayetteville Technical Community College	NC	749	320	540	910	48%	11%
91	Santa Rosa Junior College	CA	697	324	554	898	41%	18%
92	Glenade Community College-Glenade	AZ	772	367	521	889	44%	15%
93	Santiago Canyon College	CA	936	340	542	883	54%	-5%
94	Portland Community College	OR	852	366	515	881	38%	0%
95	Hartnell College	CA	687	346	530	876	88%	18%
96	Hinds Community College	MS	932	247	629	872	54%	-6%
97	Selma Community College	CA	827	290	581	871	62%	5%
98	Capitola Community College District	OR	942	269	597	866	37%	-8%
99	UNY Morris Community College	NY	843	238	591	845	94%	2%
99	Los Rederos College	CA	757	291	574	845	33%	14%

**Associate - Education
- Total Minority**

2016 Rank	Institution	State	14-'15 Total		February 2015-16		Minority %Chg	
			Men	Women	Total	Minority %		
1	South Texas College	TX	301	47	321	368	97%	21%
2	Ashford University	CA	293	9	166	175	55%	-40%
3	El Paso Community College	TX	153	16	129	145	89%	-5%
4	University of Phoenix-Arizona	AZ	170	10	133	143	39%	-16%
5	Kaplan University-Davenport Campus	IA	157	6	136	142	54%	-10%
6	CUNY Borough of Manhattan Comm. College	NY	149	6	130	136	82%	-9%
7	Northwest Vista College	TX	120	22	112	134	74%	12%
8	San Antonio College	TX	87	18	96	114	79%	31%
9	Lone Star College System	TX	94	16	94	110	52%	17%
10	CUNY Hostos Community College	NY	91	12	97	109	96%	20%
11	Ivy Tech Community College	IN	78	7	92	99	19%	27%
12	Essex County College	NJ	99	19	78	97	83%	-2%
13	Central New Mexico Community College	NM	92	9	86	95	63%	3%
14	Palo Alto College	TX	79	13	74	87	85%	10%
15	Tarrant County College District	TX	66	9	72	81	55%	23%
16	Urban College of Boston	MA	93	4	74	78	92%	-16%
16	Georgia Military College	GA	58	16	62	78	43%	34%
18	Saint Augustine College	IL	97	3	74	77	94%	-21%
18	San Jacinto Community College	TX	33	4	73	77	71%	133%
20	Fayetteville Technical Community College	NC	69	3	64	67	72%	37%
21	Cannon State College	OK	56	26	39	65	45%	16%
22	CUNY Bronx Community College	NY	61	3	59	62	98%	2%
23	Anariko College	TX	37	7	53	68	56%	62%
24	College of Southern Nevada	NV	65	7	46	53	42%	-18%
25	Leeward Community College	HI	61	8	44	52	88%	-15%
26	Miami Dade College	FL	43	7	43	59	86%	16%
27	Holmes Community College	MS	49	13	35	48	45%	-2%
28	Community College of Philadelphia	PA	37	5	42	47	65%	27%
29	Mississippi Gulf Coast Community College	MS	40	16	27	43	20%	8%
30	Texas State Technical College	TX	41	3	39	42	91%	2%
30	Central Georgia Technical College	GA	39	2	40	42	71%	8%
30	Tallahassee Community College	FL	35	2	40	42	69%	20%
33	CUNY Medgar Evers College	NY	38	3	37	40	100%	5%
34	Eastern Oklahoma State College	OK	34	10	29	39	40%	15%
35	Georgia Piedmont Technical College	GA	33	3	34	37	88%	12%
35	Rasmussen College-Florida	FL	13	1	36	37	49%	185%
35	Delaware Technical Community College-Terry	DE	27	9	28	37	29%	37%
35	Itawamba Community College	MS	36	12	25	37	25%	3%
39	Arizona Western College	AZ	25	2	34	34	72%	44%
39	Austin Community College District	TX	38	9	27	34	48%	-5%
41	New Mexico State University-Dona Ana	NM	28	2	33	35	88%	25%
42	Tulsa Community College	OK	24	6	27	33	39%	38%
42	Dine College	AZ	18	6	27	33	100%	83%
42	Liberty University	VA	24	0	33	33	25%	38%
42	Mt. San Antonio College	CA	14	1	32	33	85%	136%
46	Mountain View College	TX	33	2	30	32	89%	-3%
47	University of the District of Columbia	DC	33	3	28	31	86%	-4%
48	CUNY Kingsborough Community College	NY	34	2	28	30	68%	-12%
48	Montgomery College	MD	29	1	29	30	48%	3%
50	Palm Beach State College	FL	22	0	29	29	67%	32%
50	Middlesex County College	NJ	26	4	25	29	55%	12%

TCC students take on distracted driving

TALLAHASSEE DEMOCRAT (SPONSORED STORIES)

What started as a class project at Tallahassee Community College became a statewide campaign to save lives.

TCC professor Reggie Grant tasked students in his mass media class with creating projects to help persuade young people to put their phones down when driving. The assignment was inspired by Demetrius Branca, whose son Anthony, a TCC student, was killed by a distracted driver in 2014.

"Distracted driving has the potential to affect all of us personally," Branca said. "Anthony was killed because of one driver's poor choice behind the wheel."

Each team of students worked for four weeks to create a website and a public service announcement video. The Anthony Phoenix Branca Foundation served as the client for the task and awarded \$500 to the winning team: Madison Coulter of St. Johns and Serenity James and Nicole Mendez of Tallahassee. The second-place team consisted of Ashley Ma of Palm Harbor, Shawn Morancy of Tallahassee and Jeffrey Prokop of Tampa.

The foundation will use elements from the TCC students' projects to create a statewide public awareness campaign titled "Put Down the Phone. #JustDriveFL."

Students recorded short videos for social media with the hashtag #JustDriveFL and provided photos of themselves with testimonials that will also be shared on social media.

One team created a petition on Change.org asking Florida Governor Rick Scott and members of the Florida Legislature to strengthen the law to help curb distracted driving. The petition will be promoted on social media and on the foundation's website, apbfoundation.com.

Another team created a car window sticker symbolizing a pledge that drivers will refrain from cellphone use when behind the wheel. The stickers will be sold by the foundation via its website, with proceeds supporting the foundation's mission.

Sage Hansard, a TCC student and Sarasota native, said working on the project forced her to consider her own driving habits.

"It helped open my eyes to a topic I was aware of but chose to ignore. Hopefully our project can do the same for others."

TCC recognizes health care grads

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

TCC recently held pinning ceremonies for new graduates of two of its health care programs.

Forty-one students in the Associate Degree in Nursing program were pinned Dec. 5. Karen Shouppe earned the top academic award. The Cathedral Award, presented by Tallahassee Memorial HealthCare, went to Tiffany Russ. The Excellence Award, presented by Capital Regional Medical Center, went to Courtney Eichler.

Alison Earnshaw received the Leadership Award, and Truitt Renaud received the Bedside Award. Finally, April Pinner was selected by her classmates to receive the Professional Colleague Award.

The Radiologic Technology program held a pinning ceremony on Dec. 6 for its 12 new graduates. Tiffany Ferguson was recognized as the top academic award winner and Casey Staton was named the clinical award winner. Richard Lindquist received the Tallahassee Memorial HealthCare Cathedral Award for outstanding radiologic technology student, while Ferguson received a similar honor from Radiology Associates.

Leadership Tallahassee visits Public Safety Institute

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Approximately 40 Leadership Tallahassee participants attended a Public Safety Day in early December at the Florida Public Safety Institute, which is part of Tallahassee Community College. The event was hosted by the Leon County Sheriff's Office Special Weapons and Tactics team, the Tallahassee Police Department's Tactical Apprehension and Control team and FPSI high-liability coordinator Mark Wheeler. To kick off the event, E. E. Eunice, executive director of FPSI, talked about the impact of the institute, which trains hundreds of recruits each year who are hired by law enforcement agencies all across Florida.

Participants were debriefed about their recent ride-alongs with the police and sheriff's departments. They also had the opportunity to shoot some of the current tactical weapons systems, attend a use of force and response to resistance briefing, and try out FPSI's shooting and decision-making simulator, which is used to train law enforcement personnel on use of force.

TCC continues program-record start with domination of Palm Beach State

JORDAN CULVER

TALLAHASSEE DEMOCRAT

It's not just the 12-0 record, though it's certainly good validation for plenty of hard work.

It's not just the top-five national ranking.

It's the way Tallahassee Community College's women's basketball team has stomped its way to a program-record start. The Eagles have destroyed the early part of their schedule, blowing out teams, rarely trailing and posting an average scoring margin of plus-50.3 points per game.

That dominance was on full display Sunday afternoon. In the Bill Hebrock Eagledome, the Eagles throttled Palm Beach State 109-43, never falling behind and keeping up a strong defensive press even when their lead ballooned to 45 points.

So far, it's just been that kind of season for the NJCAA No. 4 Eagles, who are looking to return to the NJCAA tournament in Lubbock, Texas after an early exit from last season's tournament.

"We haven't done anything," head coach Franqua Bedell said.

"We still have a long season. Our end goal – it's on the back of our shirts – our motto is 'Lubbock or leave it alone.' We continue to try to critique and show them ... areas that we're not very good and they seem to answer the call night in and night out and the challenge of me challenging them every day.

"I'm really proud of them. They've really, truly bought into the defensive part of it so it's been fun to watch."

The Eagles have the No. 1 offense in Division I NJCAA women's basketball (100.3 points per game), fueled by sophomores Jas Hill (24 ppg) and Japonica James (19.3 ppg). Both players went to LeFlore in Mobile, Ala., and both will continue their college careers at Troy after this season ends.

Before taking the next step, Hill and James want to make their marks as Eagles. Hill in particular is trying to step up after the way her freshman season ended.

Hill was ejected in TCC's 79-78 loss to Shelton State in the second round of the NJCAA tournament.

She had 34 points Sunday against Palm Beach State.

She said she's trying to grow when it comes to "attitude, listening to my coach, being coachable."

James said there's still plenty of room for TCC to grow.

"It's been wonderful," she said. "It's good to see everybody on the same page and on the same track. It's a team thing, everybody wants the same thing.

"We're not even close – there's a whole lot to come."

Bedell said he challenged Hill and James before the season started.

"They've done a great job of understanding they're the leaders now," he said.

"This is their team, their legacy. That's one thing we've been truly trying to work on. 'What is your legacy? What legacy are you going to leave?' They really, truly have bought into that, it seems."

Of course, TCC has conference play looming. That'll be the real test for Bedell's crew. Four of the five teams in the Panhandle Conference – including TCC – are undefeated.

Gulf Coast State is the No. 1 team in the nation, Northwest Florida State is No. 5, Pensacola State is No. 10 and Chipola is No. 16.

"We talk every day about finding that perfect game," Bedell said.

"We're in the search for the perfect game. I don't think we've seen the best because there's a lot of stuff we can work on. A lot of people look at me and think I'm crazy because I'm going crazy and we're up 50, but there's so many things we've got to get better in that I see. I don't think we've seen the best of this team yet."

COT starts operational testing on new solar farm

WTLX

Tallahassee residents are closer than ever to having green energy.

Crews are now doing operational testing at the city's new 120-acre solar farm near the airport.

An update posted to the city's website today, says they hope to have solar energy fully integrated into the electric system by January 1 of 2018.

Since open enrollment began this summer, more than 2,000 residential, small and medium sized commercial utility customers have signed up for the new solar program.

Large customers like FSU, Florida A&M University, Tallahassee Community College and Leon County Schools have also joined.

In fact, the program has been so popular, it's already full!

Customers can sign up for a waiting list for a second solar farm the city plans to build, by clicking here.

To learn more about Tallahassee Solar, you can click here or call 891-4968.

For up-to-date information about the farm, which is located on the property of the Tallahassee International Airport (TLH), please follow the City of Tallahassee's official social media accounts on Facebook, Twitter and Instagram.

You can also follow the conversation and show your support by using #TallahasseeSolar.

Tallahassee Solar: Ready to shine bright

TALLAHASSEE.COM

Recently, crews completed construction of Tallahassee's first solar farm. Construction, which began this past summer, included installation of more than 200,000 thin-film solar panels. With all major aspects of construction complete on the 20 megawatt (MW), 120-acre farm, crews are now conducting operational testing with full integration of solar energy into the City of Tallahassee's electric system scheduled for January 1, 2018.

"There are few better ways to celebrate the new year than our solar farm powering up," Mayor Andrew Gillum said. "When the farm is fully operational, it will make Tallahassee a solar leader in the Sunshine State."

Since open enrollment began this summer, more than 2,000 residential and small- and medium-sized commercial utility customers have signed up to participate in Tallahassee Solar, the City's new solar program. Large commercial utility customers, including Florida State University, Florida Agricultural and Mechanical University, Tallahassee Community College and Leon County Schools, have also signed on to participate.

The Tallahassee Solar program allows residential, small and medium-sized commercial customers to elect for all or a portion of their monthly electric bill to reflect solar at one of three rate levels: 25, 50 and 100 percent. Large commercial utility customers set a fixed number of kilowatt hours to be designated as solar. Customers who signed up to participate in Tallahassee Solar will not be billed until February 2018, after one full month of operation.

Due to the tremendous support of the community for solar, the demand for solar subscriptions exceeded the projected output of the solar farm in October of this year, leading to the creation of a waiting list. Utility customers who wish to sign up for the solar waiting list can visit Talgov.com/Solar. The waiting list is for the second solar farm, which is currently in the planning stages. The second solar farm is expected to be twice as big.

In October, the Tallahassee City Commission voted unanimously to have staff bring back a recommendation for a community plan to be 100 percent sustainable by 2035. Tallahassee Solar is set to be a keystone element of those efforts.

To learn more about Tallahassee Solar, visit Talgov.com/Solar or call 891-4968. For up-to-date information about the farm, which is located on the property of the Tallahassee International Airport (TLH), please follow the City of Tallahassee's official social media accounts on Facebook, Twitter and Instagram. You can also follow the conversation and show your support by using #TallahasseeSolar.

A year of major challenges and modest triumphs for FSU, FAMU, TCC

BYRON DOBSON

TALLAHASSEE DEMOCRAT

For Tallahassee's three public institutions of higher education, 2017 proved to be a year of major challenges and modest triumphs. From the death of a Greek fraternity pledge to state budget cuts, from the naming of a new president to **thorny union negotiations**, Florida State University, Florida A&M University and **Tallahassee Community Colleges** faced a year of twists and turns.

The most notable news came this fall when President John Thrasher suspended Greek life on the FSU campus for an indefinite period following the death by acute alcohol poisoning of Pi Kappa Phi pledge Andrew Coffey at an off-campus party. Thrasher also barred the use of alcohol at recognized student organization events.

Thrasher said it was time for FSU Greek life to pause until leadership, students and staff can come up with solutions to change the culture.

"I want to send a strong message that we have a serious problem and we have to deal with it," Thrasher said during a tense news conference in the Westcott Building.

Other universities nationwide followed suit and Florida's other public universities may address Greek issues early next year by the Board of Governors.

While Coffey's death was a low-point, 2017 also brought some notable reasons for Seminoles to cheer.

Some highlights include:

FSU snagged Oregon Duck's coach Willie Taggart days after head football coach Jimbo Fischer bolted for Texas A&M. Taggart received a six-year, \$30 million deal to become FSU's next head coach.

FSU jumped to No. 33 among national public universities in the U.S. News & World Report rankings. It marked the second consecutive year the university moved up five spots.

The university received a record 42,325 applications, a 16-percent increase over the previous year's total for freshman applications. About 6,500 freshmen were admitted this fall.

Researchers brought in a record \$35.8 million from the National Institutes of Health this past fiscal year. That is more than double what FSU received five years ago.

Thrasher appointed the 15-member President's Advisory Panel on University Namings and Recognitions to examine the university's practices of naming buildings or erecting statues on campus.

The Mag Lab established a new world record with the testing of a 32-tesla magnet.

Two new residence halls, Azalea and Magnolia opened this year. The iconic Smith Hall was demolished.

----- Florida A&M University

The big news at Florida A&M University was the Nov. 30 appointment of Larry Robinson as FAMU's 12th president.

Robinson was appointed interim in September 2016, marking the third time he has been called to lead the state's sole public historically black university.

Trustees are expected to work out a contract with Robinson in the coming weeks. It then will be presented to the Board of Governors for approval.

With the appointment, Robinson is expected to continue to firm up his leadership team and oversee the hiring of several deans to fill positions held by interim replacements.

It also is expected to help with fundraising and recruitment as prospective donors, parents and student scholars are more receptive with a permanent leader at the helm.

"I think a lot of students are happy we have stability in leadership," SGA President Devin Harrison said of Robinson's appointment.

Robinson will likely maintain his focus on meeting performance goals set by the Board of Governors; launching a major capital campaign, and bolstering student enrollment.

A year of major challenges and modest triumphs for FSU, FAMU, TCC....

continued

As with Thrasher and **TCC's Jim Murdaugh**, Robinson also is expected to have a visible presence during the legislative session that begins next month.

Other FAMU highlights included:

A ceremonial groundbreaking on the 82,000-square-foot Center for Access and Student Success on Wahnish Way. The center is designed to become a one-stop destination for student services.

U.S. News & World Report's Best Colleges 2018 study ranked FAMU the top public historically black college or university. FAMU was ranked No. 6 of all HBCUs, up from No. 7 last year.

Three weeks following the resignation of Alex Wood, Florida A&M had a new football coach in Willie Simmons. Simmons joined the Rattlers from Prairie View A&M (Texas) and became one of the highest-paid coaches in HBCU football.

A 40-percent increase in the number of freshmen admitted for its summer and fall semesters brings FAMU's enrollment to 9,918.

FAMU was one of 10 historically black institutions chosen by Columbia University in an effort to increase diversity at Fortune 500 companies.

Three professors at the FAMU-FSU College of Engineering received a National Science Foundation award of more than \$960,000 to conduct robotics research.

FAMU's efforts to increase the number of minority graduates in STEM majors are being bolstered by a \$2-million grant from the National Science Foundation.

Tallahassee Community College

Tallahassee Community College's focus largely has been on contract negotiations between the administration and the newly formed United Faculty of Florida-TCC chapter.

As expected in first-time negotiations, the process has not been without tension.

In September, the administration declared an impasse, leading to both sides agreeing to have negotiations heard by a special master. Despite that decision, negotiations have continued with both sides signaling progress.

More: Impasse declared: TCC, faculty union remain far apart on key issues

Negotiations will continue when the college reopens on Jan. 2.

In the meantime, TCC President Jim Murdaugh and his counterparts within the Florida College System continued to grapple with the loss of \$30 million in this year's state budget.

Gov. Rick Scott's 2018 budget calls for restoring the \$30 million, while adding an another \$30 million for the Florida College System.

TCC instituted an across-the-board hiring freeze through October, as well as other cost-cutting measures in response to the lost funding.

TCC saw a 6 percent cut in state money, or \$2.9 million. But that has since been reduced since the college has received \$814,735 in performance funding, bringing the loss to \$2.1 million.

In other news this year:

In February, TCC opened its Center for Innovation in downtown Tallahassee. The 34,000-square-foot facility provides public- and private-sector industry training and access to technology resources.

A month earlier marked the opening of a TCC-operated Starbucks at the center.

TCC trustees approved an agreement between the Wakulla Environmental Institute and the Panacea Oyster Co-Op Corp. allowing for a partnership including internships, the sharing of equipment and the co-op's use of the institute's logos on advertising.

Remote possibilities

TCC's Wakulla Environmental Institute teaches students about new rules, news uses of drones

ERIN HOOVER

850 BUSINESS MAGAZINE

"We were like a deck of cards," Carl Fuqua said of the other students in his spring semester drone class. "Everyone came to the class for different reasons."

A few of Fuqua's classmates were in law enforcement. Another worked for an environmental science company. Others were drone hobbyists considering career changes. As the owner of a Tallahassee-based insurance company, Fuqua hoped to become a licensed agent for Global Aerospace, the leading international aviation insurer. He also knew that drones could help him perform structural inspections.

Tallahassee Community College's Wakulla Environmental Institute has offered its "Introduction to Unmanned Systems" class on its campus in Crawfordville each spring for the past two years. The Unmanned Technology Applications program is based in Crawfordville because Bob Ballard, the institute's executive director, approached TCC's president and made a case that drones had significant environmental uses despite their prevalent association with military operations. For instance, they've replaced helicopters in the monitoring of prescribed burns and wildfires, and eliminated the need for a ladder when checking out the nests of red cockaded woodpeckers.

"We started the drone program based on it being an environmental tool," Ballard said. "But if you train for the environment, you can do anything with it."

The 12-week course prepares students to pass the newly implemented Part 107 exam, earning the certificate from the Federal Aviation Administration necessary to fly drones commercially. "Prior to August 2016, you had to jump through a lot of hoops to operate commercially. Now the FAA has narrowed it down to a 60-question multiple choice exam," said Rob Hall, who teaches the "Introduction to Unmanned Systems" course.

In June, Fuqua and three others from his class passed the exam, proctored at FL Aviation Center near Tallahassee International Airport. Their certificates to fly small UAVs (Unmanned Aerial Vehicles) are good for two years, at which point they must retake the exam.

Commercial applications can be as complicated as aerial analyses of crop draught or algae blooms, or as simple as taking a photo of Lake Jackson using a drone and selling it. In addition to teaching the drone course, Hall co-owns an aerial photography company and calls drones "flying tripods." "My partner and I have done some great stuff with large-scale real estate projects," he said, noting that larger properties are easier to see in videos taken from the air.

The Part 107 exam is comprehensive, covering flight regulations, operating requirements, weather effects, crew resource management, emergency response, radio communication, pilot physiology, and more. "You feel like you're getting an actual pilot's license," Fuqua said, noting the heavy emphasis on legal and safety regulations.

He recalled that the exam tested his ability to read airspace charts — a reminder that the air is a shared resource. In fact, the regulations for small UAVs have much in common with those for model aircraft. For instance, the operators of both types of aircraft must contact the airport and control tower before flying within five miles of an airport.

"It's a steep learning curve," Hall said. "But once you get the basics, operating the drone is the simplest part. They have all sorts of sensors to make sure you stay safe."

Hall estimated that 70 percent of class time is devoted to classroom instruction and 15 to 20 percent to flight practice. He encourages students to bring questions for discussion during the remainder of the time, he said, such as concerns about legal issues or news of recently released hardware on the market. Wakulla Environmental Institute has two computer-based drone simulators for practice use, but most students have opted to bring their own equipment on the days when the class meets in a local park to fly.

Remote possibilities....

continued

Previously only available to the military, drone technology has expanded significantly in the last five years due to a reduction in cost to create very small electronic components, Hall said. But the concept of flying a vehicle remotely isn't new. Radio-controlled airplanes have been around since airplanes were first built, and the inventor Nicola Tesla unveiled a radio-controlled boat at Madison Square Garden in 1898.

Wakulla Environmental Institute will offer "Introduction to Unmanned Systems" again beginning in January 2018, at a cost of \$500. Hall looks forward to the potential for the drone program to expand, with an additional class on real-world applications of drone technology. "We're piloting a project with the Chaires Volunteer Fire Department, who is pursuing a grant to get a drone with an infrared camera to use for search and rescue and for visual confirmation that wildfires and other fires are out. They have 10 to 12 students lined up to learn how to fly and what the regulations are."

Fuqua has already used his drone license to sell insurance when an underwriter required pictures of an older roof on the home of a customer. He was able to use his drone to get them. "It makes me a more valuable agent because I can lawfully provide these inspections as part of the my services."

Employment rebound

Job market heats up; health, tech jobs in demand

ROCHELLE KOFF

850 BUSINESS MAGAZINE

Joey Castagnaro “bounced around” for a year after graduating from Florida State University in 2016, but he landed well. At age 23, he’s now a business analyst for Tallahassee-based Diverse Computing, a technology provider for law enforcement agencies, acting as a liaison between clients and the firm’s software developers.

Karen Shoupe is a former teacher and stay-at-home mom who decided to go back to college to become a registered nurse. At 56, she will be graduating from Tallahassee Community College’s Ghazvini Center in December, aiming to get a job in women’s health care.

Castagnaro and Shoupe may be launching different careers but they have something in common. They’ve chosen two of the hottest professions in a post-recession economy — technology and health care.

“Our teachers assured us that there are plenty of jobs out there,” said Castagnaro. “This is exactly what I was looking for.”

While some professions are suffering, the 2017 job market is at one of its strongest points in decades.

The U.S. unemployment rate was 4.4 percent in August. Florida’s seasonally adjusted unemployment rate was 4.0 percent in August 2017, down 0.1 percentage point from July 2017, and down 0.9 percentage point from a year ago, according to the state Department of Economic Opportunity. There were 408,000 jobless Floridians out of a labor force of 10,095,000.

The unemployment rate in the Gadsden, Leon and Wakulla counties was 4.2 percent in July 2017, 0.9 percent lower than the region’s rate in 2016 of 5.1 percent, according to the DEO.

“Florida has a lot of people who are not necessarily unemployed but underemployed who want more work or more highly skilled jobs,” said Tom Feeney, president and CEO of Associated Industries of Florida.

At the Sept. 28 FSU Seminole Futures career fair, more than 200 participating employers included tech companies, bankers, retail stores, accounting firms, law enforcement and insurance companies. Representatives of Apple, Amazon and the Air Force Office of Special Investigations were among the recruiters greeting eager students milling around the Donald L. Tucker Civic Center.

“I’m networking today to go anywhere,” said FSU senior Blake Tipping, at the fair both as a student job seeker and president of the university’s Career Center Ambassador Program.

His interest? “Project management and business analytics,” said Tipping, currently an intern with DEO. The prospects? “Thirty percent growth within the next four years,” he said. “Business analytics is going to be the next big thing.”

Tipping said he double-majored in finance and management information systems to acquire the hard skills but also gathered experience at leadership and team building.

STEM (science, technology, engineering and math) jobs are well represented on the list of top jobs but if you’re a history or English major don’t lose faith.

“We hire all majors,” said Teri-Anne Brennan, group talent acquisition manager for Enterprise Holdings, which expects to hire 50 to 60 FSU grads in 2018.

The company promotes from within so is looking for candidates with a good work ethic and professionalism, she said. “At the end of the day the most important thing is leadership,” said Brennan, a 2004 FSU graduate.

Industries will post about 14,000 job listings a year, said Myrna Hoover, director of FSU’s Career Center.

“There are opportunities out there,” said Shereada Harrell, director of the Career and Professional Development Center at Florida A&M University, which also held a job fair in September, featuring more than 100 employers and nearly 900 students. “We just added 15 more companies than we had last year.”

Along with job fairs and career centers, a new free tool is available to help students assess their potential job outcome based on programs at public institutions and training programs. LaunchMyCareerFL.org highlights in-demand jobs, desirable skills and what students can expect based on their major. The initiative is a partnership with the Florida Chamber Foundation and the DEO, with funding by Strada Education Network.

Employment rebound....

continued

"This is a piece of gold that has been given to the folks who work directly in schools," said Rebecca Schumacher, executive director of the Florida School Counselor Association in a statement to the press.

In Leon County, 92.3 percent have a high school degree and 45 percent have a bachelor's degree. But help is also available for people who haven't graduated high school.

"We can help them through the GED process, pay the exam fees and help them figure out what to do next," said Ruthann Campbell, marketing and communications coordinator for the state's CareerSource program in the Capital region.

"We're essentially career coaches but we don't cost anything," she said. We help you get a job but our main goal is to get you a career, no matter your age." Clients have ranged from 16 to over 70.

The career center steers people toward "in-demand careers," said Campbell. "Those are the ones we pay for, the ones that are growing and have a large need. We're not paying for jobs that won't exist in five years."

Identifying opportunities is just one of the roles of the state's CareerSource program, which also helps with resumes, counseling and financial aid.

"It's not a loan, it doesn't have to be paid back," said Campbell.

CareerSource Gulf Coast helped Heather Hunter pay for tuition, books and other costs so she could become a licensed practical nurse and later a registered nurse. She's currently working as a case manager for Hospice Covenant Care in Panama City and pursuing a bachelor's degree at Gulf Coast State College.

"I don't think a lot of people realize that CareerSource provides this kind of help," said Hunter, who wants to become a nurse practitioner. "If they hadn't helped me I wouldn't have been able to finish."

Health professions offer growing opportunities at every level, said Campbell.

"Every single month, registered nursing is Number 1" on advertised job listings, she said.

"I knew I would never have a problem getting a job," said aspiring nurse Shoupe. "But that wasn't part of my thought process. Being a nurse is something I always wanted to do."

The industry needs more people like Shoupe, said health administrators.

"There's a shortage of nurses nationally so it's always going to be a good field of study with guaranteed job placement," said Dr. Stephanie Solomon, executive director of the Ghazvini Center for Healthcare Education and dean of healthcare professions at Tallahassee Community College. "There will always be a demand for nurses, but there will probably also be a demand for EMTs (emergency medical technicians) and paramedics."

The nonclinical field of health information management is also growing rapidly, said Dr. Solomon. These technicians play a critical role in gathering, coding, managing and maintaining patient health information.

To expand its services, CareerSource Capital Region, along with local businesses, educational providers and economic development entities, have created a new Career Pathways Project to help people entering their first or second career find local training programs and financial aid opportunities.

Anyone interested in health science medical administration, for instance, can visit www.mycareerpathways.org and learn three possible options, with training and salary information, that could take you from entry level to higher skilled jobs.

For instance, an entry level job as a medical administrative specialist, which requires a certificate and two semesters of training, will pay \$10 to \$11 per hour. The next steps — health informatics & information management and healthcare management will require a four-year degree but the salary range will increase from \$20.19 to \$58.44 per hour.

"Entry level jobs are different for every industry," said Campbell, at CareerSource. "Retail looks very different from technology careers. And entry level positions can change very rapidly."

Employment rebound....

continued

Nonprofits can also offer employees the chance to move into management.

Nonprofits are major employers in Leon County, said Jessica Lowe-Minor, executive director of FSU's Institute For Nonprofit Innovation and Excellence. "One in 10 jobs in Leon County is a nonprofit job," she said. "These range from institutions as large as Tallahassee Memorial Hospital to small nonprofits with one or two staff. Altogether, there are 2,000 nonprofits that collect \$3.1 billion in revenue."

Finding a good job doesn't always require a four-year degree. There's a growing emphasis on training and short-term certification programs geared to the needs of employers.

The I/O Avenue Code Academy (which stands for Input/Output) is a new 12-week, \$6,000 bootcamp tech program that focuses on web development. There's also a \$500 introductory course available.

The Academy is a collaboration between Domi Station, Florida A&M University and the office of Tallahassee Mayor Andrew Gillum "to help fill a need in Tallahassee," said Ryan Kopinsky, the academy's director. The academy will be able to offer "an underserved community" the latest technological developments, he said.

Seventy percent of the 200 applicants for the program's first classes in September were female, which is "encouraging" in a male-dominated field, Kopinsky said.

"There are 500 tech jobs every year that go unfilled," he said. "These are high-paying jobs and we don't have the people to fill them."

Educators and business leaders have been working more closely in recent years to offer skills needed in Northwest Florida with the educational system and programs like Workforce Development at Tallahassee Community College.

"In 2013, what I saw was a huge gap between what employers were asking for, and what educational institutions were delivering, in terms of what skills students had and the knowledge they had," said Kimberly Moore, vice president for Workforce Innovation at Tallahassee Community College.

The Workforce program offers courses that can help an employee gain skills or change careers. The program offers short-term certification in fields like air-conditioning, driving a commercial truck, cyber security, maintaining industrial machines and welding. Most classes are offered at night.

"In 12 months or less, students can embrace a new career," said Moore. "The ultimate goal is for individuals to gain employment. We listened to employers when we designed the curriculum."

Feeney, of AIF, said "all sorts of companies need people with vocational skills. It's important "not to be locked into one job or location or learn how to do one thing."

Plumbing and electrical work are among fields that stay in demand. "You can work with robotics without being a robotic engineer," he said.

Shifting Economy

"Forty or fifty years ago, young people were expected to work at the same facility for decades, retire at 65 and get a gold watch," said Feeney. "Now it's not what company are you working for but what project are you working on."

A shifting economy has helped make entrepreneurship a growing alternative for innovators of all ages.

"There have always been people who have decided to go out on their own," said Susan Fiorito, director of the Jim Moran School of Entrepreneurship at FSU. "But during the recession, when companies started downsizing, people had to figure out whether they could work for another large corporation or go out on their own."

In 2015, Jan Moran and The Jim Moran Foundation committed \$100 million to FSU to expand the Jim Moran Institute's operations statewide and create the School of Entrepreneurship.

The university accepted 80 students as entrepreneurship majors in the new school program. Of those, 60 are pursuing commercial businesses and 20 are going for nonprofits and businesses geared to helping the community or society as opposed to a product or service.

(NOTE: Article truncated for relevance to TCC.)

Putting special abilities to work

Employees with disabilities prove assumptions wrong

TISHA CREWS KELLER

850 BUSINESS MAGAZINE

By nearly every measure, Dan Moore has found the key to hiring employees that exceed expectations. Compared to the norm, his staff surpasses longevity records, has an incredible work ethic, and is more fully invested in their jobs.

The secret to his success? Fifty percent or more of his staff are persons living with disabilities.

"I get better employees and fewer HR problems with employees with disabilities," he says proudly.

He's onto something big. According to longstanding research, the benefits of hiring persons with disabilities are really the intangibles: superior work ethic, loyalty and all-around great employees.

For many business owners and managers, though, the prospect of hiring someone who needs accommodations is intimidating — and not just for the real costs of building codes and access ramps.

According to Dr. J.R. Harding, an instructional specialist at Florida State University's College of Business, employers typically harbor pre-conceived biases toward those with disabilities. Mainly, these are centered around health insurance rates, infrastructure improvement costs and cultural issues. Typically, employers believe they will experience higher employee-related costs, more absenteeism and higher insurance premiums if they employ individuals with disabilities. But in reality, these concerns aren't borne out.

Harding points out that research indicates employees with disabilities generally work harder, stay in jobs longer, have no performance differences and help cultivate a better workplace culture overall.

"When you're finally getting a chance and you've experienced discrimination all your life," Moore explains, "you can be so grateful."

Moore says it's this gratitude that makes his staff such wonderful employees. As the executive director for Ability 1st in Tallahassee, 50 percent of his staff has some sort of disability, whether physical, emotional or intellectual. For him, it's all about giving someone a chance to excel at what they can do, and matching the right person to the right job.

For most people with disabilities, just getting an interview is the biggest hurdle they face. And there is a huge difference in the types of jobs for which they are considered good candidates.

"There's two kinds of 'hiring those with disabilities,'" Moore points out. "The first is hiring for entry-level positions," which several local companies do pretty well.

"But in terms of choosing a professional with a disability, there's a lot of discrimination there," he says.

Florida State University and the State of Florida tend to be the biggest local employers of professionals with disabilities in the Tallahassee area. However, only about 25 percent of differently-abled people who are college-educated are working in their field, and even those high-functioning people with disabilities still experience everyday discrimination.

Harding confirms this. In his view, there is a big gap between abilities and job placements in the professional world. These include attitudinal problems, programmatic inconsistencies and the lack of opportunities for people with disabilities to show their abilities to employers. Unfortunately, reports indicate that only about 30 percent of people with disabilities are in the workforce, compared with around 70 percent of the able-bodied.

In addition, different disabilities — such as emotional or physical — tend to get different opportunities from the business sector.

For instance, there can be a strong stigma against hiring someone with PTSD or some other emotional disability, whereas a person on the autism spectrum may be stereotyped as having a certain set of expected abilities like math or cognitive skills. But it's never a good idea to generalize characteristics to people, and this is especially important when considering someone from an HR standpoint.

If you are a differently-abled person, "you shouldn't have to be the best employee in the building to keep your job," Moore says.

From an employer's perspective, small accommodations can make the difference for successfully employing those with disabilities.

Putting special abilities to work...

continued

For instance, an employee using a mood stabilizer to stem the effects of traumatic brain injury may experience morning sluggishness. Flexible work schedules can solve that problem.

Professionals on the autism spectrum may have a hard time reading social cues, but education and training on etiquette, social and office rules, etc. can help them blend seamlessly with customers and co-workers alike.

For workers with emotional disabilities, low-traffic and quiet work areas that provide little external stimulation can be the key to a successful employee.

In much the same way, people with chronic pain, orthopedic issues or those using a power chair can be enabled by using standing desks, inexpensively raising a conventional desk a few inches higher off the floor and other simple modification investments.

To Moore, these common-sense changes to the work environment are how employers committed to equality — and to getting the absolute best employees on the payroll — are a low-cost solution with big social and productivity benefits.

Speaking to the concern that employees with disabilities will increase insurance costs, Moore points out that this simply isn't true.

"Someone with a chronic illness is gonna hit your insurance much harder than someone who has healed, is not in the acute phase of their disease, and has learned to live successfully with that disability," he explains. "Lifestyle choices that lead to chronic disease are much more risky (for employers) than visible or invisible disabilities" in terms of employer concerns.

Harding contributes to this culture shift by sharing his own story and through his teaching at FSU. He was injured in high school and has been wheelchair-bound since he was a teenager. Today, he teaches a management class at the FSU College of Business that focuses on ability inclusion. He also guest-lectures at several other academic programs in the university.

ADA Paves the Way

It's common to hear business owners gripe about the mandated ADA-compliance requirements for new building permits (the \$50,000 elevator that must be installed), or the seemingly over-priced retrofits required for any building improvements.

It's an unfortunate fact that many businesses use the "undue burden" clause to circumvent these legally mandated ADA access requirements. But "barrier removal" only begins with adding a handicapped parking space to the lot.

There are, of course, more expensive and in-depth provisions in the law. But in reality, we all benefit when elevators are made larger and sidewalks are made smoother. And for people living with disabilities, these accommodations counteract the everyday discrimination that extends far beyond job opportunities and into daily life.

From a business perspective, there are financial incentives to employing people with disabilities. Often, community development block grants and small business incentives offer ways to pay for accessibility improvements, and there are certain tax credits available for hiring these employees.

From the Dark Ages to the Renaissance

Harding knows from experience that, as a whole, society has evolved pretty well from the days when people with disabilities were hidden and isolated from the world at large. But, there's a long way to go. In terms of higher education, faculty members' actions, awareness and initiative to make equal-access accommodations for students with disabilities is much higher than it used to be.

And, even from the K-12 perspective, students with disabilities are used to being mainstreamed (integrated with regular classes and not segregated into "special ed" groups) much more today than even 20 years ago. It's not uncommon for children with ADHD, a learning disability or autism to be learning alongside their average-abled peers.

Putting special abilities to work...

continued

But a major shift happens after graduation, when students have to learn to advocate for themselves.

Jovany Felix, director for the Center for Disability Access and Resources (CeDAR) at Florida A&M University, explains that from kindergarten through graduation, lots of things are done for students with disabilities. But, in higher education, these same students must learn to be responsible for their own empowerment and advocating for themselves and the services they need.

"We want to minimize the students feeling uncomfortable advocating for themselves and in the learning environment," he says.

Students at FAMU have access to countless accommodations and tools, everything from mobility vans to alternative testing locations/procedures to dictation software and text reading devices.

But for a small state university situated in historically valuable buildings, "physical access is still a huge problem," Felix admits. Retrofitting is very expensive and is a major area of concern.

Using a new program through the Toni Jo Mason Foundation, FAMU will soon be offering scholarships for students with physical disabilities, to the tune of \$24,000 over the next four years. And this is just the tip of the iceberg for what CeDAR offers.

The majority of the 400-700 students that CeDAR may be serving at any one time are dealing with the invisible disabilities such as autism spectrum disorder, bipolar disorder or learning disabilities (comprehension, speech, hearing, ability to write, etc.).

To help these students access their education, Felix and his team tell instructors how to accommodate students' needs. They teach instructors how to make curricula accessible and flexible, especially in terms of how it's delivered. CeDAR helps transform presentations and handouts into reader-friendly formats and assists students and professors with information exchange.

At a historically black university like FAMU, chronic diseases such as Sickle Cell Disease (a group of inherited red blood cell disorders that strikes 1 in 365 black children) can be a major source of disability in the

student population. Accommodating any chronic disease is just as important as doing so for the "visible disabilities" that are readily apparent.

Perhaps one of the most valuable tools that Felix's program offers is the FAMU Alternative Admissions Program. Perhaps the only such program in the state and funded by the Johnson Scholarship Foundation, it begins in the summer semester and allows students to take up to three classes to get acclimated to college life with disabilities — and to begin the hard process of self-advocacy that so many persons with disabilities would rather not have to learn.

Harding explains this phenomenon well: At college, he didn't want to register for services. He had to reconcile his own issues related to his disabilities, but he says he learned so much (especially from his peers) once he did. Navigating the challenges, learning about scholarships and advocating for his own accommodations was part of his — and every disabled student'—higher education experience.

"I learned in college that I happen to be in a chair, but I want to do other things," he says. "That was transformational for me and lots of other people."

Similar programs exist at Tallahassee Community College, where around 1600 students in the fall semester alone requested accommodations through the TCC Accessibility and Resource Center.

Using perhaps a more one-on-one approach than the larger institutions, office manager Shawnique Turner not only secures services for the students that come to her with documentation, she also advocates for those that clearly need help in getting their needs identified.

Turner says that when a student asks for help from her center but doesn't have the required diagnosis or evaluations, she helps them get across those barriers. If they show signs of a problem, she refers them to several low- or no-cost local agencies for psychological testing to document the need for accommodations.

(NOTE: Article truncated for relevance to TCC.)

Sound bytes - December 2017/January 2018

KIM HARRIS THACKER
850 BUSINESS MAGAZINE

REGIONAL

» Gov. Rick Scott and the Cabinet inducted 20 individuals into the Florida Veterans' Hall of Fame on Nov. 27, including five from northwest Florida. Inductees from Tallahassee are Capt. Dale W. Doss, U.S. Navy; John P. Folsom, U.S. Navy; Col. Bruce J. Host, U.S. Air Force; and John E. Thrasher, U.S. Army. From Fort Walton Beach, 1st Sgt. Thomas S. Rice, U.S. Army, was inducted. The Hall of Fame honors military veterans who, through their works and lives during or after military service, have made significant contributions to the state of Florida through civic activities, business, public service or other pursuits. Unlike a traditional military hall of fame, this institution recognizes post-military achievements.

» Sacred Heart Health System will add Ascension to its name as part of a national effort to make it clearer and easier for patients to access the care they need and to navigate their health. Sacred Heart Health System will change its name to Ascension Sacred Heart and adopt the Ascension logo. Patients will continue to see their doctors, but those doctors will now have access to the expertise of other specialists across the state and country.

CAPITAL

APPOINTED BY THE GOVERNOR:

» Gov. Rick Scott recently announced four re-appointments and six appointments to the Medicaid Pharmaceutical and Therapeutics Committee, including Dr. John Bailey, 58, of Tallahassee, reappointed through June 30, 2019. Bailey is a psychiatrist at John Bailey, D.O., LLC. He received his doctor of osteopathy from the Southeastern College of Osteopathic Medicine.

» Richard Myhre, 38, of Crawfordville; Rodney MacKinnon, 41, of Tallahassee; and Elizabeth Moya, 36, of Tallahassee, appointed by Gov. Rick Scott, served last fall on the Committee on Early Grade Success. Myhre is the Executive Director of Just Read, Florida! within the Department of Education. MacKinnon is the Executive Director of the Office of Early Learning. Moya is the Legislative Affairs Director in the Office of Early Learning.

LOCAL HAPPENINGS:

» First Commerce Credit Union's Power Forward Speaker Series will feature Chip Conley, speaking about his role with hospitality industry disruptor Airbnb. Conley, entrepreneur and business rebel, is a leader at the forefront of the sharing economy. He was head of Airbnb Global Hospitality and Strategy. Past speakers have included NFL legend Conle entrepreneur Jim Kelly; Randi Zuckerberg from the Facebook startup team; Steve Wozniak, co-founder of Apple Inc.; and Barbara Corcoran of the entrepreneurial hit "Shark Tank." The event is on Jan. 31 at Ruby Diamond Concert Hall. Tickets are available at tickets.fsu.edu.

» Tallahassee-Leon County was one of five metropolitan areas in Florida selected to host showcase tours for the 8th Americas Competitiveness Exchange, or ACE 8, for 50 high-level decision-makers visiting from the Americas and other parts of the world. Also chosen for the tour in December were Gainesville/Alachua County, Orlando/Orange County, St. Augustine/St. Johns County and the Space Coast. The tour, showcasing facilities such as Leon County-Tallahassee's National High Magnetic Field Laboratory, Danfoss Turbocor and the Florida Center for Advanced Aero-Propulsion, was arranged by the U.S. Department of Commerce Economic Development Administration, the Organization of American States (OAS) and the U.S. Department of State.

» The Jim Moran Institute for Global Entrepreneurship in the Florida State University College of Business is accepting applications for its Small Business Executive Program (SBEP) Class VIII. Businesses that have been in operation for three years or more and have three or more employees are eligible to apply at jmi.fsu.edu (click on "Programs"). The application deadline is Jan. 30. The first session starts Feb. 21 and runs through May 16.

» Tallahassee-based civil-rights attorney Ben Crump hosted a debut screening of the feature film Marshall, in which he has a cameo role, as a fundraiser for minority law students at Florida State University and Florida A&M University. The movie is about a case early in the career of the late Thurgood Marshall, who became the first African

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continued

American justice on the U.S. Supreme Court. Crump became known nationally by representing survivors of Trayvon Martin, killed in Sanford, Florida, in 2012 by George Zimmerman, who was acquitted on a stand-your-ground defense. The screening/fundraiser was attended by numerous attorneys, judges and criminal-justice authorities.

» **Tallahassee Community College has renamed the auditorium and one of the nursing labs at the Ghazvini Center for Healthcare Education in honor of Tallahassee Memorial Healthcare. The auditorium is now called Tallahassee Memorial HealthCare Auditorium, and the nursing lab is now called Tallahassee Memorial HealthCare Nursing Lab.**

LOCAL HONORS

» Leadership Tallahassee, a program of the Greater Tallahassee Chamber of Commerce, presented the 2017 Distinguished Leadership Awards in September to community members who have proven their investment in Tallahassee and its citizens. Proceeds from the event, attended by more than 400 people, went to the Youth Leadership Tallahassee program. Steve Evans, retired IBM executive, received the Lifetime Leadership award; J.R. Harding, disability leader and advocate with the State of Florida's Agency for Persons with Disabilities, received the Servant Leadership Award; Audra Pittman, executive director of the Council on Culture and Arts and the owner and founder of Suite P Creative Studio, received the Leadership Pacesetter Award; and Andy Miller, president and CEO of Seminole Boosters, received the Leader of the Year Award. The Distinguished Leadership Awards were presented by Centennial Bank and were sponsored, in large part, by Tallahassee Community College.

» Cathy Wool of Balanced Books of North Florida, LLC, has been named a 2017 Top 100 ProAdvisor by Insightful Accountant, an independent news and information source. This is Wool's fourth consecutive year making the list, which is voted on by colleagues and professionals in the accounting industry.

» Four Tallahassee lawyers are among 255 statewide who recently earned Florida Bar Board Certification. Board-certified lawyers are "evaluated for professionalism and tested for expertise." Board-certified in the 2nd Judicial Circuit are Diane G. DeWolf, DeWolf, Akerman LLP, specializing in appellate practice; Stephanie A. Johnson, Legal Services of North Florida, specializing in juvenile law; Michael L. MacNamara, The MacNamara Law Firm, specializing in criminal trial law; and Kristen Coons McRae, City of Tallahassee, specializing in city, county and local government law. Of the more than 118,000 Florida lawyers, over 5,000 have earned board certification. Florida offers 26 specialty areas for board certification, more than any other state in the nation.

» Thomas Howell Ferguson P.A. CPAs, headquartered in Tallahassee, congratulates Chandler Russell on receiving her CPA license and congratulates Tim Icardi and Jorge Rivera on passing the CPA exam. Russell, a Tallahassee native, began working for THF in October 2015 as a staff accountant in assurance services. She was promoted to senior accountant in October. Chandler is a member of the Florida Institute of Certified Public Accountants and the American Institute of Certified Public Accountants. Icardi and Rivera have passed the four parts of the CPA exam and are working on the remaining work hours to satisfy the requirement for licensure.

» Nan Baughman, a domestic violence counselor with Jefferson County Outreach, has received the President's Award at the Monticello Chamber of Commerce's Annual Dinner and Election of Officers/Directors.

» Florida State University football player Mavin Saunders was named to the 2017 Allstate AFCA Good Works Team for tutoring and mentoring children at John G. Riley Elementary School weekly for the past two years. Derrick Coles, director of Student-Athlete Development and Community Service, and Leon County Schools Superintendent Rocky Hanna joined with Allstate agent Tom Paterson to present Saunders with a trophy at a surprise celebration at the school. Allstate also donated new books and FSU football memorabilia to the school.

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continued

BEGINNINGS

» Brian Hickey, former sports marketing director at Visit Tallahassee, has been selected to direct the Florida Afterschool Network. Hickey was with Visit Tallahassee for 12 years and grew Leon County's sports programs by 90 percent. Hickey brings to his new role a strong background in economic development, event management, grant development, fundraising and other experience beneficial to FAN's school-age initiatives.

» AD1 Global, a hotel investment, acquisition and development company, has purchased the Wyndham Garden Tallahassee Capitol hotel. Also in September, AD1 purchased the Quality Inn Royale Parc Suites Orlando by Choice Hotels located in Kissimmee. "We are in the strategic acquisition mode," said President Daniel Berman. "This (Tallahassee) property like the others in our expanding portfolio appeals to the demand drivers in this market and is in a great location."

» The Tallahassee Chamber of Commerce kicked off a new fiscal year on Oct. 3 and named Heidi Otway its 2017-18 Board Chair. Otway, APR, CPRC, is vice president for public relations and media at SalterMitchell.

» **A mentorship program with Jim Moran Institute students and Tallahassee Community College Veterans was launched in mid-November. A launch event, VEThursday, was brought to the public by the Jim Moran Institute for Global Entrepreneurship in the College of Business at Florida State University and was hosted by the TCC Center for Innovation. It consisted of entrepreneurial sessions, an exhibitor space and networking opportunities. The goal was to connect local veterans with entrepreneurial resources and to help build a "vetrepreneur" network in Tallahassee.**

» First Florida Credit Union celebrated the groundbreaking of its new Bannerman Crossing branch, located at 3339 Breech Ridge Court. The new branch is the sixth location to open in Tallahassee and the 14th to open in the state.

(NOTE: Article truncated for relevance to TCC.)

Looking ahead

M.T. Mustian Center prepares TMH for future of medicine

JASON DEHART & STEVE BORNHOFT
850 BUSINESS MAGAZINE

In 1955, Dr. Lowry H. McDaniel, then chairman of the American Medical Association, said, "Medicine has made more progress in the first half of the 20th century than in the 6,000 previous years." At that time, the average American could expect to live to the age of 68; since then, advances in technology and science have sent the field of medicine rocketing into a realm that even McDaniel, who made some extreme predictions about the future of health care, would've said could exist only in science fiction.

Looking ahead, the next 50 years will bring even more advancements to the field of medicine, and Tallahassee Memorial HealthCare, in its seventh decade, is positioning itself to accommodate those advancements by building its new M.T. Mustian Center at the corner of Miccosukee Road and Medical Drive.

The M.T. Mustian Center is named for the hospital's first CEO, who settled in Tallahassee shortly after McDaniel made his medical predictions, and who saw a few of those predictions (such as radiation being used to treat cancer) come to pass. The Mustian Center stands five stories tall, covers 340,000 square feet and, by the time it opens its sliding glass doors in 2019, will have cost about \$260 million to build and outfit with medical equipment.

"It will be state of the art," said TMH President and CEO Mark O'Bryant, comparing this design to facilities found in major metropolitan cities.

Mickey Moore, President and CAO of the Tallahassee Memorial HealthCare Foundation, said the center will put TMH in a new league.

"When you talk about transforming care, advancing health and improving lives, there will be nothing like it for miles and miles and miles," Moore said, citing its capacity and the technology it will utilize.

The Center will feature 28 operating rooms, four interventional suites and 72 intensive care beds — with plenty of room to grow. The smallest operating room will be 625 square feet, which is nearly twice as large as the smallest operating room that is currently at TMH. All necessary support services, such as perioperative services, CT imaging and blood banking, will be available at the Mustian Center, too.

The facility will accommodate growth in the general population and the aging population and will expand the range of services available to a larger service area, O'Bryant said.

As a regional hospital, TMH provides health care to residents of 17 counties, but it is increasingly receiving patients from additional areas in the Panhandle, south Georgia and Alabama. Its expansions in orthopedic care, neurosurgery, cardiology and reconstructive care have quickened the pace of referrals inside and outside its core service region. Dr. Hank Hutchinson, orthopedic trauma surgeon, said the new center will have the best operating rooms in the region.

Construction of the center by Birmingham-based Brasfield & Gorrie employs nearly 300 local and non-local construction workers, generating local wages and non-local spending in the local economy.

The Mustian Center will provide hundreds of new health-care jobs, which O'Bryant hopes to fill with graduates from local medical colleges including the Florida State University College of Medicine and Tallahassee Community College's Ghazvini Center for Healthcare Education. TMH also will look to technical schools such as Lively Technical Center and the Southeastern School of Health Sciences to fill its employment needs. The center will need to hire doctors, around 500 nurses, CNAs, monitor techs and many other skilled employees.

By the time the Mustian Center opens in 2019, its impact will be felt across the region and especially in Florida's tight-knit capital city. O'Bryant forecasts it will be "a transformative facility."

Forecast of winter storm closes Leon Co. schools

Snow, ice threat leads to reversal of plans to open

RYAN DAILEY

TALLAHASSEE DEMOCRAT

Leon County schools will be closed today in anticipation of a winter storm that could cause hazardous road conditions on the morning classes were set to resume.

The announcement came following a conference call between district officials and Leon County Emergency Management.

In their email announcement, district officials said, "with the safety of our students and staff in mind we have made the decision to close all Leon County Schools."

All after school activities will be cancelled, and employees are not to report to work "unless contacted by your supervisor," the district said Tuesday afternoon.

Hours earlier, district officials were planning to stay open today. But early Tuesday afternoon reports from the National Weather Service predicting up to 1 1/2 inches of snow or one-fourth inch of ice prompted them to reverse course.

Today was to be the first day back for LCS students after a 12-day winter break.

Private schools Holy Comforter Episcopal School and Maclay School announced they will follow LCS' lead in closing for Wednesday as well. Both School of Arts and Sciences campuses, on Thomasville Road and at the Centre of Tallahassee, also will be closed.

So is this the first year in Florida's history, school districts have closed for both a hurricane and cold weather events?

The Florida Department of Education and the Florida School Boards Association did not have data readily available for an answer. But, Ruth Melton, the FSBA director of advocacy services, said that could very well be the case.

"Lifelong residents of Tallahassee (at FSBA) don't recall another time schools have closed for cold weather," Melton said. "It certainly seems to be an anomaly."

School schedules:

Gadsden County: Closed school for Wtoday

Jefferson County: Closed for school today

Madison County: School does not return until Jan. 8, but schools closed for returning employees today

Wakulla County: School does not return until Thursday

Thomas County: School does not return until Jan. 8

Colleges: FSU, FAMU, TCC closed Wednesday

What's in a name? Not 'community' college

LLOYD DUNKELBERGER

TAMPA BAY TIMES

Florida "community colleges" would continue to be a vanishing breed under a proposal that will be considered during the legislative session that starts next week.

A bill (HB 619) awaiting a hearing in the House Education Committee would remove the "community" label from Florida Keys Community College and North Florida Community College in Madison.

The measure, sponsored by Rep. Holly Raschein, R-Key Largo, and Rep. Jeanette Nunez, R-Miami, would rename the schools as The College of the Florida Keys and North Florida College. The bill has been unanimously approved by the House Post-Secondary Education Subcommittee.

If approved by the Legislature, it would mean only two institutions — Tallahassee Community College and Hillsborough Community College — would retain the community label in the 28-school system.

The majority of members of the state college system began as "junior colleges," with the establishment of Palm Beach Junior College, now known as Palm Beach State College, in 1933 as the first two-year institution in the state.

Most later became community colleges and then "state colleges" when they began to offer four-year baccalaureate degrees in addition to two-year associate degrees, which remain their primary degree programs.

State law allows the institutions, with approval from local boards of trustees, to seek designation as a "college" or "state college" if they have been authorized by the State Board of Education to grant baccalaureate degrees and the schools have secured accreditation from the Southern Association of Colleges and Schools Commission on Colleges.

New names must also be approved by the Legislature.

In the case of North Florida, the school will offer its first four-year degree, a Bachelor of Science in nursing. The Florida Keys school, meanwhile, is offering a Bachelor of Applied Science in supervision and management.

When his school's board of trustees approved the name change last year, John Grosskopf, president of North Florida Community College, said despite the name change, the institution would continue to focus on the educational needs of its local communities, which include Madison, Suwannee, Hamilton, Jefferson, Lafayette and Taylor counties.

"Community is at the heart of everything we do here at NFCC," Grosskopf said. "NFCC's mission and commitment to the community will not change."

Although the two colleges are seeking name changes, the effort may meet resistance in the state Senate.

Sen. Anitere Flores, a Miami Republican whose district includes the Keys, is sponsoring a name-changing bill (SB 946) for Florida Keys Community College.

But Senate President Joe Negrón, a Stuart Republican who has led a major higher-education initiative since he became the Senate leader, has expressed reservations about changing community colleges into "state colleges," contending it could lead to confusion with four-year institutions like Florida State University.

Last year, the House passed the Florida Keys bill in a 116-0 vote, but the proposal stalled in the Senate, where it never received a hearing.

This year, the Senate is advancing a bill (SB 540), sponsored by Education Chairwoman Dorothy Hukill, R-Port Orange, that would create a new statewide board to oversee the 28 state and community colleges. The measure, which is meeting opposition from many state-college advocates, would also cap the number of four-year degrees awarded by the schools.

What's more, the Senate legislation would rename the current "Florida college system" as the "Florida community college system," although it would not impact the names of the individual schools.

Some lucky students in Florida will be getting 'snow days' due to winter blast

CARLI TEPROFF
MIAMI HERALD

Floridians are used to having days off from work and school for hurricanes, but Mother Nature has thrown an icy curveball.

Several counties across central and northern Florida have closed down schools ahead of a winter blast that is supposed to bring ice and rain — and potentially snow — on Wednesday and Thursday.

"The ice could result in slippery conditions on sidewalks, roads and bridges, including during the morning commute on Wednesday," according to a winter weather advisory issued by the National Weather Service in Jacksonville.

In South Florida, temperatures will drop to the 40s. No snow or ice is expected.

Some school districts are not taking any chances.

Leon County Public Schools, which includes Tallahassee, made the decision Tuesday to shut down operations Wednesday.

"As you may be aware, the National Weather Service is forecasting a wintry mix of weather for the Leon County area overnight and into the morning tomorrow," the district posted on Facebook. "In an abundance of caution and with the safety of our students and staff in mind, we have made the decision to close all Leon County Schools for tomorrow Wednesday, January 3, 2018."

Tuesday afternoon, Alachua County Public Schools, the school district around Gainesville, announced it would shut down on Wednesday and Thursday. The district said it makes its decision to close down on a case-by-case basis, the Gainesville Sun reported.

"Based on a weather advisory issued by the National Weather Service at 3:16 p.m. today, Alachua County Public Schools and offices will be closed tomorrow, January 3 and Thursday, January 4 and reopen on Friday, January 5th," the district tweeted.

The district later posted the county will likely see "freezing rain and slippery roads on Wednesday morning and black ice Thursday morning."

"This would be a significant hazard for buses and for students heading to school on the roadways," the district said. "Closing schools is not a decision we make lightly. We recognize that it's a real headache for families, but safety has to be the first consideration."

Florida A&M University (main campus and Crestview and Jacksonville campuses), Florida State University and Tallahassee Community College all will be closed Wednesday, according to WTXL in Tallahassee.

Other districts that closed their schools include Gadsden County Schools and Hamilton County Schools in North Florida, according to WTXL.

Tallahassee energizes inaugural community solar project

JOSEPH BEBON
SOLAR INDUSTRY MAG

The Florida state capital might've made national headlines after seeing its first snowfall in decades on Wednesday, but the City of Tallahassee also recently marked a major renewable energy milestone: the completion of its first community solar farm.

According to a city press release, crews finished construction on the 20 MW, 120-acre solar farm last month. Located on property of the Tallahassee International Airport (TLH), the project was a partnership with Origis Energy USA and included the installation of more than 200,000 thin-film solar panels. Earlier this week, solar energy generated by the farm became fully integrated into the city's electric grid.

"There are few better ways to celebrate the new year than our solar farm powering up," said Tallahassee Mayor Andrew Gillum.

Since open enrollment began this past summer, more than 2,000 residential and small- and medium-sized commercial utility customers have signed up to participate in Tallahassee Solar, the city's solar program, according to the release. Large commercial utility customers, including Florida State University, Florida Agricultural and Mechanical University, Tallahassee Community College and Leon County Schools, have also signed on to participate.

According to the release, the Tallahassee Solar program allows residential and small and midsize commercial customers to elect for all or a portion of their monthly electric bill to reflect solar at one of three rate levels: 25%, 50% and 100%. Large commercial utility customers set a fixed number of kilowatt-hours to be designated as solar. Customers who signed up to participate in Tallahassee Solar will begin being billed in February, after one full month of operation.

Due to the tremendous support of the community for solar, the demand for solar subscriptions exceeded the projected output of the solar farm in October of last year, leading to the creation of a waiting list for a second solar farm, which is currently in the planning stages. According to the release, the second solar farm is expected to be twice as big.

In October, the Tallahassee City Commission voted unanimously to have staff bring back a recommendation for a community plan to be 100% sustainable by 2035. Tallahassee Solar is set to be a keystone element of those efforts, according to the release.

With Tallahassee's first solar farm complete, the city is hosting a community meeting next Thursday during which Origis Energy USA will provide an overview of the project and an update on the expansion of the solar program.

Japan native Mari Hill thriving with Tallahassee Community College

JORDAN CULVER

TALLAHASSEE DEMOCRAT

Mari Hill is enjoying the freedom that comes with playing basketball in the United States.

Growing up in Japan, things were stricter. Coaches weren't as friendly. Practices weren't quite as fun.

Things are different at Tallahassee Community College. Coach Franqua Bedell is a mentor Hill can talk to and – after a brief adjustment period – her teammates have embraced her despite a language barrier.

"My father is actually from New York and my older brother and my older sisters went to university in the U.S." Hill said.

"It's not easy, but I think it's a very great opportunity for me to grow up. I've been learning many new things and different things."

Hill, 20, has become a key piece for the No. 4 Eagles (15-0). The undefeated squad opens conference play today and Hill is focused on becoming a better contributor as the team gets ready for the near-constant test of the Panhandle Conference.

The Eagles play top-ranked Gulf Coast State College (12-1) at 6:30 p.m. today in Panama City.

"The things I think are normal aren't normal for people in the United States," she said. "I feel like people are equal in the United States. In Japan we have to respect and change the words for older people. Coaches are not close, we can't talk to coaches a lot."

She added with a smile, "Here, it's so friendly."

Hill has started in 12 of the team's 15 games so far and has played in all 15. She's averaging 6.7 points per game and 3.6 assists per game and said she knows she's capable of better.

More than that, she wants to do better for her coach.

"He's so nice," Hill said. "He cares about me a lot so I want to give something back to him."

Bedell said Hill brings leadership to TCC's squad, despite being a first-year player.

"Mari has been a catalyst for professionalism," he said. "She's brought us consistency. She's brought us leadership in the way she leads, mainly by example. She's still learning the language barrier. She's been a person you can depend on to work hard and give you everything she's got every day.

"I look at her as a pro. Her mentality, her focus, how she prepares, the questions she's asking – that's what she's brought to us and our program. It's a big part of where we're at today."

Bedell is no stranger to having international players on his roster. In 2015, there were three international players from three different countries on the team.

"It gives you a lot of experience and it kind of helps you understand where they're coming from," he said. "Her family came and watched us play the last two games. To be around her family and spend time with her family, that helps.

"The international culture and the international foundation just brings something so different a unique to the team and our system and how we play. Every intentional kid we've had has really found success because we give them a lot of freedom."

Hill trained at IMG Academy in Bradenton – like her sister, former LSU star Rina Hill – after graduating from Asuwa Senior High School in Fukui Prefecture. Hill said where she's from is more of a country area, not too densely populated.

She said she's hoping to take the lessons she's learned in the United States back to Japan. After transferring to a Division I school and getting her degree, she eventually wants to coach kids.

"I want to make (sure) students have fun playing basketball," she said.

"In Japan, my high school was very strict. I lived in my coach's house for three years and we didn't have any freedom. No cell phones, no boyfriends, we must have short hair. I couldn't really enjoy playing basketball in high school.

"Here, I just enjoy playing basketball."

Millennials flock to nursing, staving off shortage

SHARI RUDAVSKY
USA TODAY NETWORK

Millennials are saving the nursing profession.

Facing a potential shortage due to Baby Boomers retiring, nursing has welcomed an unexpected surge of Millennials entering the field.

Those Millennials are nearly twice as likely to be nurses as their grandparents' generation, the Baby Boomers, a recent Health Affairs study found. This trend has averted a potential workforce crisis and has implications for the future of nursing, said David Auerbach, one of the authors of the study.

"Definitely the composition of the workforce is shifting. In just a few years there will be more Millennials than Baby Boomers in the nursing workforce," he said.

Ashley Dasko, 25, of Indianapolis is one of those Millennials. In high school, she had no interest in nursing and she initially majored in political science at Florida State University.

But the subject just didn't engage her so she decided to audit a biology class and fell in love with the subject. She enrolled at Tallahassee Community College, where she earned an associate's degree in nursing.

Now she plans to earn a bachelor's degree from the Indiana University School of Nursing and eventually become a nurse practitioner. For the past eight months, she's been working at IU Health Methodist Hospital as a surgical trauma nurse and loves her job.

"I wanted to start somewhere where I could see everything," she said. "This is a good place to see a little bit of everything."

Across the country, hospitals are seeing more nursing job applicants like Dasko — and they're embracing them, hiring them to fill positions vacated by retiring Baby Boomers.

"We're really seeing an influx of Millennial nurses into our workforce," said Lisa Sparks, chief nursing officer at IU Health West Hospital in Avon. "I would say it's been the most noticeable over the last 18 to 24 months."

Experts point to a number of reasons Millennials are opting for nursing careers. Nursing schools have almost

doubled enrollment in the past decade to help train a replacement workforce for the many nurses who will soon reach retirement age.

Nursing fills the void that the decline in manufacturing jobs created and offers steady, reliable work, Auerbach said. Health care also appeals to Millennials' desire to do meaningful work that allows them to contribute to society. Finally, nursing careers come in many shapes and sizes and offer a flexibility many other fields lack.

"There's not going to be any one simple explanation," said Auerbach, an affiliate of the Center for Interdisciplinary Health Workforce Studies at Montana State University. "It's probably going to be a combination of things."

As a child, Ryan Page, 24, of Indianapolis had no doubts he wanted to go into health care in the footsteps of his mother, an IU Health nurse. For a while, he wavered between medicine and nursing.

By the time he graduated from high school, however, he had settled on nursing and went to Ball State University where he earned a bachelor's degree.

"It made better financial and personal sense for me to go to nursing school," Page said. "I personally didn't want to stay in school for eight years straight. I wanted to start my life earlier rather than later."

For the past 2½ years, Page has worked on an IU Health Methodist cardiovascular unit. He's working on a master's in health systems leadership at the University of Indianapolis and aspires one day to be a clinical unit manager.

Hospitals do have to make some changes to accommodate this new type of worker. IU Health, which has about 6,000 nurses throughout its hospital system, has developed an experiential transition of practice program to help new nurses adjust, Jason Gilbert said.

IU Health has also discovered that credentials matter to many young job applicants. Often they will ask whether a hospital has magnet designation, something fewer than 4% of hospitals have.

Millennials flock to nursing, staving off shortage....

continued

Prospective nurses also look for flexibility, in terms of job schedules and the environment in which they work, Sparks said. Other generations may have stayed in one job for years, Gilbert said; this generation prefers to try new things.

"The adaptability piece is key," Sparks said. "That's one of the benefits that we offer as a system, because there's a lot of opportunity to move through our different hospitals, or even our different service lines or units. That's very appealing to this generation."

Not only do younger nurses learn from their older colleagues, they may also teach the veterans some new skills, particularly in the area of technology.

Older nurses may also find themselves in some situations being mentored by or reporting to a Millennial. Some days, Page serves as a charge nurse, which means he can find himself as the manager to nurses who have far more years of experience than he.

Although Page has such a youthful appearance that patients sometimes question how he's old enough to be a nurse, he said, there's nothing awkward about overseeing colleagues his parents' age and beyond.

"A couple of them have been nurses longer than I have been alive, and they're a wonderful asset to have on our team," he said.

Those seasoned nurses helped Kathryn Johnson, 24, of Indianapolis find her way to nursing. When she started at Indiana University, Johnson was interested in medicine, but nursing was not on her radar. Then when she was a junior, her father was diagnosed with cancer.

Strangers to medicine, her family started spending a lot of time in the hospital. Throughout her father's illness, that eventually took his life, her family turned again and again to the nursing staff.

"After the whole roller coaster of everything that happened, I was able to look back and had a lot of respect and awe for the nurses," Johnson said.

After earning a biology degree from Indiana University, Johnson attended the accelerated bachelor of nursing program at IUPUI. For the past six months, she has worked as an emergency room nurse at IU Health West, a job, which she said, she just loves.

Tech entrepreneur Darrell Freeman to share “rags to riches” story

PUBLICNOW.COM

A Nashville entrepreneur who built a \$38 million information technology company from the ground up will share his insights in a presentation sponsored by Tallahassee Community College and the Big Bend Minority Chamber of Commerce.

Darrell Freeman, the founder of Zycron and the only two-term chairperson of the Nashville Area Chamber of Commerce, will speak about his experiences Tuesday, February 20, from 8:30 to 10 a.m. at TCC's Center for Innovation. 'Rags to Riches: The American Dream in 60 Minutes' is a lecture offering under the flagship of TCC Spark, the College's entrepreneurship initiative.

'Creating a community culture that nurtures entrepreneurs starts at the individual level,' said Kimberly Moore, TCC vice president for workforce innovation. 'Darrell Freeman is uniquely suited to inspire budding and experienced entrepreneurs in the Big Bend region.'

A native of Chattanooga, Tennessee, Freeman rose from humble beginnings and was the first person in his family to attend college. Shortly after graduating from Middle Tennessee State University, he launched Zycron in an office smaller than a closet. The company now provides IT plan assistance to the Tennessee Valley Authority, Nashville Electric Service, and other large corporate and government clients.

Freeman is also co-owner of Pinnacle Construction Partners and co-founder of Reliant Bank, as well as the recently-named chairman of S3 Asset Management, a technology and medical equipment recycling company.

Sean Pittman, founder and board chair of the Big Bend Minority Chamber of Commerce, said Freeman serves as an example of the economic empowerment that can be realized through entrepreneurship and small business ownership. The Big Bend Minority Chamber of Commerce champions a mindset that envisions leading over following and persevering until the dream is realized.

'This is the mindset Mr. Freeman exemplifies,' said Pittman.

Freeman's talk costs \$20 for the general public and \$10 for students. Tickets are available at darrellfreeman.eventbrite.com. Seating is limited and registration is required.

The TCC Spark initiative is sponsored by a major grant from First Commerce Credit Union, a full-service financial institution with locations throughout North Florida and South Georgia.

TCC's Center for Innovation is located in the former Mary Brogan Museum at 300 West Pensacola Street, in the heart of downtown Tallahassee.

For information, contact TCC's Workforce Development Division at (850) 201-8760 or workforce@tcc.fl.edu.



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**Placement test costs \$25 and must be paid before the test.*



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