

# TALLAHASSEE COMMUNITY COLLEGE

*In the News*

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May 14 - June 19, 2016

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*In the News*



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May 14 - June 19, 2016

# TALLAHASSEE COMMUNITY COLLEGE

*In the News*



## Electronic Media

- May 16 - WTXL - Professor Frank Leonard discusses factors in rise of sexual assault reports
- May 17 - WCTV - TCC's new women's cross country program signs first-ever athlete
- May 19 - WTXL - CareerSource job fair to be held in TCC's Workforce Development building
- May 19 - WCTV - Envision Credit Union across from TCC robbed
- May 27 - WCTV - Excellence Dance Studio to host 10-year anniversary performance at TCC
- May 30 - WCTV - TCC's hurricane preparedness as part of emergency plan discussed
- June 3 - WCTV - TCC men's basketball player Jahvaughn Powell signs with Nicholls State
- June 9 - WTXL/WCTV/WTLH - AMTC renamed in honor of \$1M donor Kim B. Williams
- June 10 - WTXL - TCC hosting Astronomy Night on top of campus parking garage
- June 14 - WTXL - Unmanned Aerial Systems Summer Challenge for STEM students starts at FPSI

## Mother's nudge helped draft architect's success

### Stivers "never looked back" after first college semester

TALLAHASSEE DEMOCRAT (50 FOR 50)

Kathryn Stivers is now an accomplished architect, artist and photographer. But when she graduated from Leon High School in 1978, Stivers was unsure of her direction. She had a job, but her parents were determined that she try college for at least a semester.

"My mom loaded me up in her Buick and we headed to TCC," said Stivers. "I didn't realize it, but she had set up an appointment with Ruth Deshaies."

Deshaies was a TCC art instructor from 1966 through 1994. "Mrs. Deshaies mapped out a curriculum for me with electives geared toward my interest in studio art. Having an instructor taking an interest in me made a real impact. The first semester came and went and I never looked back."

At TCC, Stivers was in student government, worked as a darkroom assistant and met future husband, Mark Hatcher. She graduated in 1980 and then earned a bachelor's degree in studio art at Florida State University. Stivers entered Florida A & M University's architecture program in 1984 and was awarded a master's degree in 1996, with subsequent licensure as an architect. She is also a Leadership in Energy and Environmental Design accredited professional, knowledgeable in sustainable building and development. Hatcher is co-owner of Hatcher Opticians in Tallahassee.

Stivers recently joined the firm of Hoy+Stark Architects in Tallahassee, after working for many years at Barnett Fronczak Barlowe Architects. With FSU as a primary client, she has worked on projects including the Turnbull Conference Center, the football indoor practice facility, and renovations for the basketball facilities at the Tucker Civic Center. She also recently completed work on a new TCC facility, the Wakulla Environmental Institute.

Stivers joined TCC as an adjunct instructor in 2015 teaching a course in digital three-dimensional building modeling. The emerging field of building information modeling is useful to architectural and engineering designers as well as contractors and facilities managers. The skill can also provide job opportunities for students without earning a professional degree.

"I have been a cheerleader of TCC's mission of providing great opportunities for students who are still at the crossroads," said Stivers.

Stivers' children are also discovering their talents at TCC before transferring to a university. Her son, Chris, and daughter Shannon, are TCC students, and youngest daughter Caitlyn, a junior at Leon High School, plans to dual enroll at TCC during her senior year.

## **TCC honors corrections employees**

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

The Florida Public Safety Institute held a luncheon on May 6 to honor outstanding professionals in the field of corrections and correctional probation.

Honorees included Allen Demps of the Jefferson Correctional Institution, Brenda Cohen of the Florida Department of Corrections Circuit 2, Matthew Decker at the Federal Correction Institution Tallahassee, and a team from the Leon County Sheriff's Office that includes physician Maria Garcia, nurses Natasha Barkley and Michelle Schaub, and officers Richard Harris and Shay Cain.

The Florida Public Safety Institute is part of TCC and provides basic and advanced training in law enforcement, corrections, correctional probation and other public safety careers.

## TCC trustees hear data on teaching loads; move forward with review board

### Majority of full-time faculty get three-class hours reassigned

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Tallahassee Community College's board of trustees Monday agreed to create a work group to examine the college's practice of granting professors reassignment time, or reduced teaching loads.

The workgroup will consist of 17 members, largely made up of professors, along with two deans, and representatives from other departments on campus.

The group is charged with returning to Provost Feleccia Moore-Davis by Aug. 1 their findings on how workloads are decided, how that work is measured and what disciplines are more likely to have professors applying for workloads.

Trustees last month asked that a breakdown of current practices be delivered at Monday's meeting. That was in response to major pushback from faculty in response to an initial plan by Moore-Davis to institute changes by the fall semester.

Both sides agree that for decades TCC has had professors teach four classes per semester rather than the state required five. TCC has gotten around that mandate by reassigning professors to other duties, also allowed by the state law.

Faculty Senate representatives did not address the board Monday, but earlier this month they served notice they are seeking to unionize under the United Faculty of Florida.

About 70 percent of faculty signed cards indicating their interest in calling for a union vote, with about 50 percent of them agreeing to join the union if the union proposal passed.

Before the faculty workload issue was addressed Monday, Denise Heekin, a labor and employment attorney with Bryant Miller Olive, briefed trustees on how to conduct themselves in light of the unionization effort.

Several faculty members attended the trustees meeting, where they heard a review of data compiled by administrators. Some mentioned privately that the data was not made available to them before the meeting.

In presenting their case, Moore-Davis and Lei Wang, associate vice president for institutional effectiveness, noted that TCC is the only state college to use a formula

to determine class load. That is based on class size, number of preparations and total student contact hours.

"The vast majority of faculty taught less than 15 hours each semester, but more than 51 percent of faculty taught an additional class," Wang said.

Data presented showed 81 percent of TCC full-time faculty have at least 3-hours of classroom contact hours reassigned, leaving them with 12 hours of actual contact in the classroom. Reassignments included mentoring adjunct professors, serving on various committees, selecting textbooks, tutoring, program chair or leading faculty duties.

76 percent of full-time faculty teach an additional class – over the 15. Examples include 12 hours of teaching, three hours of reassignment, and then at least 3 hours of teaching an additional class. That equals 18 hours in the classroom. The additional class costs TCC \$3,600 per class to pay faculty with a master's degree and \$3,800 for those teaching an additional class who have a doctorate.

The \$3,600 extra class pay rate per course is the highest based on 18 schools in the Florida College System. The average was \$1,892.

"We are paying almost twice as much for faculty to teach another course," TCC President Jim Murdaugh said.

TCC pays the seventh highest base salary for full-time faculty among all 28 schools in the Florida College System.

"The single most important thing that a faculty member does at Tallahassee Community College is teach students," Murdaugh said. "The work the faculty does outside of the classroom is also very important. We need to achieve the right balance between the two that best supports student success. Eighty-one percent of our faculty members are on reassigned time. It begs the question whether that number should be lower."

Board chair Donna Callaway also reminded faculty and administrators that achieving student success is the key point of the review.

"This is a time when we say together what we need to do to benefit the students."

## Kim B. Williams, partners donate \$1M gift to TCC

Training center will be named in Williams' honor

BYRON DOBSON

TALLAHASSEE DEMOCRAT

Kim B. Williams, prominent business leader and champion of economic development and innovation, was honored Monday when Tallahassee Community College trustees voted to rename its Advanced Manufacturing Training Center in his honor.

Williams, president of Marpan Supply and Marpan Recycling, was instrumental in getting the training center opened in 2010. The 24,000-square-foot building on TCC's campus is considered a model for training in manufacturing and skill development. It includes classrooms, computer labs, workstations and equipment simulators used to train welding and other skills.

Williams is a member of 3954 Pensacola Partnership, which includes William Boyette, chairman of PSBI construction company, and Kenneth Sweeney, a local architect. The partnership was instrumental in securing money to renovate the building, getting it outfitted as an education center and purchasing manufacturing equipment.

The partnership has contributed a gift valued at \$1 million to support the college's "TCC. We Rise," fundraising campaign. The gift will significantly reduce the college's debt and eventually give it full ownership of the center.

"Having worked on this project from the outset and walked through the building when it was an abandoned warehouse, and now to see the wonderful classrooms and training space in the building, it makes me really proud," Williams said.

Barbara Wills, TCC's vice president of administrative services, explained that in 2009, the college leased the center to the Pensacola Street Partnership. The partners obtained a loan to pay for building upgrades and equipment. TCC entered into a sublease for \$12,500 a month through 2030, or \$3 million.

Today, the college owes \$1.88 million, plus the cost of liability insurance. But the partnership is giving back TCC the value of lease payments and liability insurance valued at \$1 million.

TCC trustees Monday agreed to secure a \$1 million loan at a reduced interest rate to pay for the balance of what is owed.

Heather Mitchell, executive director of the TCC Foundation, also announced Monday a "significant" gift from Lei Wang, associate vice president for institutional effectiveness. Wang's donation will be used toward renovating TCC's STEM Center, which will undergo \$100,000 worth of repairs. Wang's gift will be matched by the TCC Foundation's President Circle.

The renaming of the manufacturing center will be done at 10 a.m. June 9. The STEM Center will be renamed in Wang's honor in September.

A third gift was presented Monday by Allen K. Nobles, head of Nobles Consulting Group, who contributed \$25,000 in scholarships for students taking surveying classes at TCC.

## **TCC issues alert about robbery suspect**

TALLAHASSEE DEMOCRAT

Tallahassee Community College issued an alert to its students about a man in a blue/white shirt who is suspected of robbing the Envision Credit Union near the Appleyard Drive campus.

The alert said there was no reason to believe the suspect was on campus. Anyone with information about the suspect or robbery should contact TCC Police Department at 201-6100.

Check back with [Tallahassee.com](http://Tallahassee.com) for more details.

## Getting a foot in the door

### 100 job seekers turned out for second annual CareerSource job fair in Wakulla

NICOLE ZEMA  
WAKULLA NEWS

Career truck driver Joe Pyles sold his house, sold his business, and accepted his sister's invitation to come live in Wakulla County.

"I've been here a whopping four days," Pyles said, who moved from Indiana. "Now I've got to find a job."

He came to the right place. Pyles had an opportunity to see what employment options are available at the second annual CareerSource Capital Region job fair at the Wakulla One Stop Community Center on Thursday, May 12.

A total of 18 local and regional businesses and agencies were represented, as 100 job seekers circulated the booths.

**One of those employers was Tallahassee Community College's truck driving program. Pyles would make an ideal instructor, with 40 years of road experience and no accidents resulting in injury. The connection is a solid lead for the community newcomer.**

Lee Collier, manager of business solutions for CareerSource Capital Region, said there was a line of 30 to 40 job seekers at the door before the job fair opened.

"The eagerness of the community wanting to get to work, and the support of the businesses that want to keep residents working here is just amazing," she said. "After the first year, we had people asking in December – when's the date? That feedback was really encouraging."

Job seekers' diverse ages ranged from young people in their late teens, to middle-aged men and women, and senior citizens too.

"Last year we chose this time specifically for high school students graduating soon, and a time of day to come check out the job fair after school," Collier said. "But we didn't have a big surge of that age demographic."

A plan is being developed to possibly bus in Wakulla High School seniors for next year's event.

"So they can see what employers in the area are offering, and hopefully get a foot in the door," Collier said. "We're improving every year with new ideas."

The Centre of Tallahassee Pavilion was a regional employer looking for 55 to 60 employees to join the team, as the Centre grows as a commercial and entertainment hotspot. Frank D. Hughes, general manager of event concessions, said jobs are available in the warehouse, food and beverage, waitstaff, bartenders, barbacks and more. He collected several resumes at the job fair.

"We're looking for reliable people," Hughes said. "The show goes on if you are there or not."

Jim Reilly, general manager for Hardee's in Crawfordville, said the restaurant is seeking five or six shift managers and crew members. He said job seekers showed a lot of interest in the management positions.

"You just need six months supervisory experience," Reilly said. "And be personable."

Human Resources Director Diane Papka of North Florida Medical Centers Inc. also greeted potential candidates at the job fair. A receptionist position is available locally, and a stack of resumes had already been submitted.

In addition to support staff, the medical centers are also seeking doctors and nurse practitioners for its nine locations.

Collier stood back to watch the employment connections being made across the room.

"We want to keep Wakulla residents who live here, working here, and improve the economic vitality of Wakulla County," she said.

Other employers not mentioned in the story included: AAA Auto Club Group, Eden Springs Nursing and Rehab Center, Florida Department of Corrections, Florida Department of Environmental Protection, Lowe's Residential Elevators, St. Marks Powders, St. James Health & Rehab, U.S. Small Business Administration, Wakulla County Board of Commissioners, Wakulla County School District, Wakulla County Sheriff's Office, and Walmart.

The job fair was sponsored by the Board of County Commissioners and the Wakulla Chamber of Commerce.

## Workforce, sheriff's office partner on GED program

TALLAHASSEE, Fla. — The Adult Education Program, part of Tallahassee Community College's Division of Workforce Development, has announced a partnership with the Gadsden County Sheriff's Office to implement a new GED Preparation program for inmates. The program began

on May 9.

Karen Hill, TCC Adult Education Program coordinator, said the program aims to help students increase their chances of securing employment or continuing their education upon release.

Students are selected for GED Prep by the staff at the

jail. The participants can proceed at their own pace in the program.

"We thank TCC Workforce Development and their staff for their diligent work in putting this partnership in place," said Maj. Robert Barkley, GCSO bureau chief of corrections.

The partnership is one of

TCC's many offerings serving Gadsden County students and residents, including the new TCC Gadsden Center at 222 Pat Thomas Parkway. The center is open for visiting by the public.

For information, contact Karen Hill at (850) 201-6104 or hillka@tcc.fl.edu.

## Scott Cherry is a novelist and a police detective

TALLAHASSEE DEMOCRAT (50 FOR 50)

Scott Cherry enjoys a challenge. That's why he became a homicide investigator, and that's also why he has cultivated a second career as a crime novelist.

Cherry is a Tallahassee native and attended both Tallahassee Community College and Florida State University. He still lives in the Capital City with his wife and children and has worked for the Tallahassee Police Department for 15 years. In addition to serving as a detective, Cherry has also been a member of the Tactical Apprehension and Control team.

Cherry actually had two stints as a TCC student. From 1996 to 1998, he was enrolled in the university transfer program, leading to transfer to FSU, where he majored in criminology, with a minor in psychology. After completing his academic training, Cherry enrolled in the Pat Thomas Law Enforcement Academy, which is also part of TCC and is located in Midway.

"I believe I was in one of the first TCC classes out here at the academy. They've continued to grow and offer a wide variety, and I think that's significant to the community," said Cherry.

Cherry said he has always loved stories and enjoyed writing, but it was only after he'd been a police officer for several years that he got the idea for his first novel, *From Behind the Blue Line*. He followed that with *Lost in the Darkness* and is now working on a third novel.

Looking back, Cherry says one of the biggest influences on his career choice was Larry Hensel, former TCC professor of criminal justice.

"He gave pretty good insight, a realistic look at crime scene investigations and the basic foundations of criminal investigations, and I just found myself glued to what he had to say."

Like so many other students, Cherry used his TCC education as a springboard to further education and a career—in fact, two careers.

"TCC was a great place to start and to build those foundations. I'll always have that connection."

## **TCC announces financial aid events for June**

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College will host special admissions and financial aid events to give prospective students a one-stop opportunity to enroll at the College.

The "Arrive. Apply. Accepted." events will take place June 2 at the TCC Gadsden Center, June 16 at the Wakulla Environmental Institute, and June 30 in the TCC Main Campus Student Union Ballroom. All three events are from 6:30 to 8:30 p.m.

TCC staff will help students complete admissions applications, course registration and financial aid forms, including the Free Application for Federal Student Aid.

Students age 24 and older should bring copies of their driver's license, voter registration card and vehicle registration. Students under 24 must have copies of their parents' same documentation.

Students seeking financial aid should bring recent tax forms, including W-2 forms. Dependent students should also bring a parent or guardian.

For information, contact Christen Bennett at (850) 201-8466 or [bennettc@tcc.fl.edu](mailto:bennettc@tcc.fl.edu).

## Rounding up the 2016 commencements

TABITHA WHISSEMORE  
CCDAILY.COM

While numerous reports offer data on community college enrollments, persistence, completions and other information, commencement ceremonies put faces and names to those numbers.

All across the country, two-year college students this spring are walking across stages to accept degrees and certificates and preparing for the next stage in their lives. CC Daily has put together a sampling of the various speakers and students who have participated in the celebrations, from the White House to local law enforcement.

Second lady Jill Biden, a strong national advocate for community colleges, spoke at the 50th commencement ceremony at Northern Virginia Community College, where she teaches English.

"When I started teaching 30 years ago, community college students were typically seen as 'non-traditional,'" Biden told graduates. "But today, with more than half of our nation's college students attending community colleges, with so many of you working full time, supporting families and still attending school, non-traditional has become the new traditional."

Boston Mayor Martin J. Walsh delivered the keynote address at Bunker Hill Community College.

"Each of you may have taken a unique path to this degree, but what you have in common is that you earned it," Walsh said, adding that graduates "have shown the grit and determination we need to succeed as a city and as a country."

Tri-County Technical College graduates were advised to have "an attitude of gratitude" by speaker David Wilkins, former U.S. Ambassador to Canada and longtime speaker of the South Carolina House of Representatives.

"More than hard work, more than book sense and common sense, your tenacity, your degree, even your humility, your gratitude is the most important tool in your tool box—because it is a multiplier," Wilkins said.

Salt Lake Community College in Utah welcomed Gretchen McClain, global business leader and former NASA chief director of the International Space Station, as its commencement keynote speaker. She talked about perseverance.

"It's about having a deep-gut belief in everything you are capable of and the courage not to let any naysayers or your nerves get in the way," McClain said. "It's about knowing the difference between confidence and overconfidence and understanding that being open to learning at every phase of your life is a strength."

Norma Hardy addressed the 2,000 graduates of Brookdale Community College in New Jersey. Hardy is assistant police chief with the Port Authority of New York and New Jersey Police Department (PAPD), where she is the highest ranking female officer in department history.

"Be brave but not reckless, be proud yet humble, and as you walk your path, reach out your hand and bring someone along with you," Hardy said. "Be a beacon in your community and an inspiration to your family."

Gail Mellow, president of LaGuardia Community College, delivered the commencement address Finger Lakes Community College (FLCC). Mellow attended New York's FLCC in 1974. Houston Texans President Jamey Rootes was the keynote speaker at Houston Community College's ceremony. In Michigan, Lansing Community College (LCC) graduates heard from Phillip Gannon, the college's founding president. Gannon was appointed president of LCC in 1964 and served until his retirement in 1989.

Seventeen-year-old Jayda Manning became the youngest person to receive an associate degree from Midlands Technical College (MTC) in South Carolina. Manning attended Richland One Middle College, located on an MTC campus and was able to take MTC classes for free.

In Illinois, Oakton Community College's oldest graduate this year was Fred Seidel, who will turn 90 in June. He earned a certificate in facilities energy systems technology. Seidel joined the electricians union nearly 70 years ago.

## Rounding up the 2016 commencements....

*continued*

"As electricians, we were always responsible for upgrading systems, so as technology changed, I kept going to school and kept learning. I guess it's become a habit," he said.

At Big Sandy Community and Technical College's (BSCTC) graduation in Kentucky, Matthew Ray and his son, Jacob Ray, both graduated with high distinction through the welding technology program.

"This is something special, and something you don't see every day," BSCTC President Devin Stephenson said. "This is what makes community and technical college special: you have the capability to touch every segment of the population."

Norwalk Community College (Connecticut) students Ingrid Magalhaes and Mackenzie Raub, both liberal arts and science majors, provided the commencement speeches at their graduation ceremony. Magalhaes, a native of Brazil, is the first in her family to attend college. She was awarded an Ada Comstock transfer scholarship and will attend Smith College in the fall. Raub is the first of six siblings to graduate from college. He'll be attending the University of Connecticut this fall and hopes to become a mathematics professor.

"I have a dream that the world can be changed by you all," Magalhaes said in her commencement address. "Persist, insist, fight till you have no strength, and then fight a little more."

San Diego Mesa College's commencement included a proposal. Associated Student Government president and student trustee Igor Burgos Maron asked girlfriend and Mesa alumna Sarah Ann Farmer to marry him. She said yes.

**Several colleges held their 50th annual commencement ceremonies, including Ohio's Owens Community College, Florida's Tallahassee Community College, Pennsylvania's Bucks County Community College and Kirkwood Community College in Iowa.**

Piedmont Technical College (PTC) is celebrating its 50th anniversary this year. The South Carolina college honored more than 300 graduates at its ceremony.

"We're into our third generation, and sometimes our fourth generation, of students who have come through the doors of this college seeking a better life for themselves and their families," PTC President Ray Brooks said.

Eight Austin Community College (Texas) students were the first graduates of the college's veterinary technology program. Among the 1,200 students graduating from South Carolina's Horry Georgetown Technical College was the first class from the college's sports tourism program.

Suffolk County Community College graduated nearly 4,400 students across three campuses. It was the largest graduating class in the New York college's history. West Virginia's Pierpont Community and Technical College also graduated its largest class, with just under 200.

Arizona Western College awarded 1,091 degrees and 1,549 occupational certificates. In California, 1,487 students were part of the Fresno City College class of 2016. More than 20,300 credentials were awarded by Indiana's Ivy Tech Community College at 14 sites.

Montgomery County Community College in Pennsylvania celebrated more than 1,500 graduating students. They ranged in age from 18 to 70 and were from 11 countries.

At Florida's Miami Dade College (MDC), nearly 14,000 students took part in five commencement ceremonies on April 30. Speakers included U.S. Secretary for Housing and Urban Development Julian Castro, U.S. Hispanic Chamber of Commerce President and CEO Javier Palomarez and MDC alumnus, entrepreneur and e-Merge founder Manny Medina.

## Kimberly Moore Speaks at Go-Gadsden

Kimberly Moore, Vice President for Workforce Development at Tallahassee Community College, spoke at last week's Go-Gadsden meeting held at the University of Florida Research Center in Quincy.

Moore spoke about the many programs now available for potential employees, current employees and employers offered by Workforce Development.

According to Moore, targeted workforce training is offered in fields including information technology, manufacturing and business, as well as construction and trades. To refine professional skills needed for in-demand jobs at local businesses, the Division of Workforce Development offers training in areas such as leadership, teamwork and supervision. The Center adapts to the evolving needs of the community, customizes offerings based on solid research and produces programs that impact North Florida's economy.

Workforce Development reaches out to the Big Bend community by offering customized courses and services to enhance employees' careers, and programs to improve business effectiveness and support for returning adult learners, she explained.

Training now available at TCC includes:

- A wide array of entry-level construction and skilled trades classes, including Welding, HVAC, Masonry Apprenticeship, and Safety courses. The classes are a perfect fit for those wanting to enter the construction industry, as well those who wish to improve their job skills.

TCC uses the National Center for Construction Education and Research (NCCER) curriculum as the foundation of its entry-level construction programs in order to award industry recognized training. Additionally, TCC is an authorized provider of the OSHA Safety courses, available in either a traditional face-to-face classroom format or online



Kimberly Moore, Vice President for Workforce Development at Tallahassee Community College, is shown speaking at the Go-Gadsden event.



Crowd at the Go-Gadsden Event.

version.

- The Florida Green Academy (FGA) is a dynamic training center dedicated to existing and emerging

"green" occupations and industries, such as energy, construction, and transportation. Currently, FGA is focusing on the following broad areas: Alterna-

tive Energy, Energy Efficiency in buildings and construction, Environmental Management, Sustainability Practices and Water Management, including wastewater

- TCC's Information Technology program provides the opportunity to choose the most appropriate training for technological needs: short-term workshops, face-to-face classes, industry recognized certifications, and programs created specifically for your workgroup.

- TCC's Advanced Manufacturing Training Center (AMTC) provides area industry with a one-stop center focusing on customized training and development needs.

The AMTC at TCC recognizes the challenges facing companies in today's manufacturing and industrial sector. Florida's Big-Bend area is home to numerous world-class manufacturers and industries who live the ever-increasing daily challenge of competing in the new global landscape. TCC helps provide the technology and tools necessary to compete in the "lean manufacturing" world.

- TCC's Professional Development Program meets the strategic and management needs of the business professional. Its courses are taught by top industry practitioners and leading academic instructors. Courses may be taken individually to sharpen working knowledge or as part of a comprehensive certificate program.

TCC offers a variety of both open enrollment courses and customized training opportunities for area businesses. Topics include Intergenerational Communications, Frontline Supervision, Customer Service, and Professional Writing Skills. Certified Business Professional certification is available to allow recognition of employees who have taken the opportunity to improve their job skills. Renewal of licenses in real estate and insurance is also available.

## TCC announces financial aid events for June

TALLAHASSEE, Fla. — Tallahassee Community College will host three admissions and financial aid events during the month of June aimed at providing a one-stop opportunity for prospective students to enroll at the College.

The "Arrive. Apply. Accepted." events will take place June 2 at the TCC Gadsden Center, June 16 at the Wakulla Environmental Institute, and June 30 in the TCC Main Campus Student Union Ballroom. All three events are from 6:30 to 8:30 p.m.

TCC staff will be on hand to help students complete admissions applications and financial aid forms, including the Free Application for Federal Student Aid. In addi-

tion, advisers will be present to assist with course registration.

To apply for admission to TCC, students age 24 and older will need to bring copies of their driver's license, voter registration card and vehicle registration. Students under 24 must have copies of their parents' same documentation.

Students seeking financial aid are required to bring recent tax forms, including W-2 forms. Additionally, dependent students should bring at least one parent to the event in order to complete the application.

For information, contact Christen Bennett at (850) 201-8466 or [bennettc@tcc.fl.edu](mailto:bennettc@tcc.fl.edu).

## The wisdom of Karen Moore: An advocate's advocate

MARINA BROWN

TALLAHASSEE DEMOCRAT

Can't have it all? "Oh, nonsense," might be Karen Moore's lilting reply. In fact, the word, "can't" just may not be in her vocabulary at all.

Karen Moore, the CEO and founder of Moore Communications Group, the multimillion dollar Tallahassee-based communications and public affairs firm which she single-handedly established nearly 25 years ago has now added one more achievement to the list of community gifts she's provided to Tallahassee.

She has written a book. "Behind the Red Door, Unlock Your Advocacy, Influence and Success," is, in a way, the wisdom of Moore's entire career and her very human approach to helping others advocate for the causes, issues, policies and objectives they hold dear. In it, she discusses how her firm has helped companies define their goals for affecting decisions and decision-makers; helped them establish parameters of an issue; given them the tools for effecting change; and carefully monitored and measured success. And she wants to share that professional lifetime of knowledge.

"You know, my parents were wonderful 'example setters,' she says. "Each day they made a point of asking, 'What one thing can I do to help somebody?' I kind of feel the same way." And yet though Moore is eager to give everyone who reads her book the tools to affect change, she is a determined and indefatigable champion for achieving her own success.

Born in Baltimore, Moore grew up in Orlando "very middle class," she says, with a mother who sold retail at Sears and a father who worked for Martin Marietta. Yet her parents bred into their daughter the idea that whatever she did, she should love it and be the best. And what she loved were the Humanities — history, art, architecture, the classics. And travel. She majored in Russian History and traveled to Azerbaijan, Armenia, Georgia while they were still part of the Soviet Union. She was an exchange student in Turkey. But though things international fascinated her, so did a young man she'd known since middle school. Richard Moore and Karen had decided to marry each other after their first real date the summer before they left for college. He jettisoned an appointment to the Air Force Academy to join her at the University of Central Florida.

Yet, Richard Moore did join the military after college and he and Karen left for the Netherlands. She began to

teach English and history at Embry-Riddle's European branch and later was appointed their European Director, based in Wiesbaden. Yet like many decisions the couple would make singly and together, the next choice seemed abrupt. "Richard announced on the phone that he wanted to leave his military career and become a lawyer. And so that's what happened," she laughs.

While her husband studied at FSU, Karen Moore assumed the position of Director of Professional Development at the university. And she threw herself into causes, boards, Chambers and Leadership Tallahassee. She got to know people and issues; she wove herself into her community.

Moore would stay "10 wonderful years" at FSU, she says. But one morning, like her husband, she woke up and knew she was about to do something else. "I wanted to have my own business." She says she had "no office; no phone; no business plan; and certainly no money." But she did have a vision: "I wanted to wake up each day and know I could make life better for someone." With the kindness of a friend who provided a desk in one room of a cottage at Lake Ella, Moore launched her enterprise. "Ten days after opening, I had six clients ... one of which was the blood bank."

Since 1992 when she created the Moore Consulting Group, Karen Moore has sat on nearly 30 Boards of Directors. She has accrued nine "first woman to hold" titles. And she has racked up dozens of honors from local and national leadership organizations. At present, she serves on 11 Boards of Directors and is Chairperson of two. And Moore Communications has expanded. The company now has three branch offices: West Palm Beach; New Orleans; and Denver. She smiles cryptically that, "Portland has really good food...so...maybe..."

"I consider myself very, very blessed," says the CEO. "My husband and I have raised a wonderful son; Richard now handles the financial and legal aspects of Moore Communications Group, and I am now able to share what I have learned and hopefully inspire others through my public talks and now this book." It seems Karen Moore has proven that one can "have it all."

Though Moore is off on a public speaking tour, she will be back in town for the private launch of Behind the Red Door June 1 at a gathering for 300 at her office to "thank clients and friends." The book is available on Amazon now and at local bookstores in Tallahassee.

## Hunger a growing issue for the Big Bend

MARGIE MENZEL

TALLAHASSEE DEMOCRAT

By the time the food pantry opens at 9 a.m., there are 200 people in line. It's a mobile pantry, set up every other Saturday in an unused mall at Tennessee Street and Capital Circle Southwest, where the Harvey's used to be.

Dance music blares on a PA. Long tables are stacked with fresh heads of kale and bags of non-perishables like dried cranberries, macaroni and tuna. They go fast.

Cynthia Douglas, who produces these mobile pantries with Second Harvest of the Big Bend, gets on the PA to assure those at the end of the line that there will be enough for them.

"We've got plenty of food. Everyone is going to be served," she said. "But they're afraid we're going to run out. So they come as early as they possibly can, and sleep in their cars until we open up."

One of the first people in the line on a recent Saturday, an older woman with a cane, said she'd been in the mall parking lot since 3 a.m.

"It's a big help," she said of the extra food.

Community organizers are seeing these lines across the Big Bend. More and more people in the region don't know where their next meal is coming from — unlike the state as a whole.

Florida's rate of food insecurity fell from 17.9 percent in 2012 to 16.2 percent in 2014, according to the Feeding America: Map the Meal Gap 2016 study out last month.

But in Gadsden County, the rate rose from 23.2 percent to 24.4 percent in that time — the highest food-insecurity rate in the state.

Leon County is third highest, climbing from 20.4 percent to 21.8 percent.

And in each of the 11 counties served by Second Harvest of the Big Bend, the food-insecurity rates rose between 2012 and 2014.

"Over the past five to six years, we've doubled the numbers of people who need food," said Minority Health Educator Miaisha Mitchell, who helps run a mobile pantry on Joe Louis Street. "The lines are much longer than

they've ever been before...Mothers and fathers are not eating. They're trying to feed their children, splitting up the food the best they can."

According to Second Harvest Interim CEO Jim Croteau, the agency is distributing 500,000 pounds of food per month to 50,000 people — but the need is twice that. The 11-county region is home to 24,910 children at risk of going hungry during the summer when they don't get free or discounted school meals.

"Kids, seniors... and the working poor," Croteau said. "We find that almost 50 percent of the folks that we're serving have an income. Either they're Social Security or they're working poor, but it's insufficient to pay housing costs, utility costs, medical costs."

Others agree: poverty is to blame for the longer food lines.

"Yes, the economy appears to be ticking up, and there is job creation," said Robin Safley, executive director of the Florida Association of Food Banks. "However, I'm not sure that the caliber of job that's being created is the caliber everybody believes. I think we have to paint that picture of what a struggling life looks like."

Kerwin Thomas, who coordinates the mobile distributions for Second Harvest, has learned to schedule some on evenings and weekends to accommodate working families. When they stay open later, he said, the number of families doubles.

"They have jobs, but they're still food insecure," Thomas said.

Increasingly, say Croteau and Safley, their strategy is to pull in other services around the central need for food. They're in talks with the state's Federally Qualified Health Centers about co-locating food pantries at those sites. A van parked at the Frenchtown Heritage farmer's market gives free mammograms to uninsured women over 40. Douglas' mobile pantry recently gave out smoke detectors, and the Joe Louis site has distributed clothes.

## Hunger a growing issue for the Big Bend....

*continued*

"The mission is not only to provide food but to bring those resources around the family so that they don't have to figure out what's out there for them," Safley said. "The quicker you can triage a situation in a collective way, (with) wraparound services, the shorter time that individual has to get off the services and back rehabilitated."

**For others, the extra food helps keeps their families afloat while they get an education.**

**Annie Green, a full-time nursing student at Tallahassee Community College, works part-time and takes care of her three grandchildren full-time. It's hard, she said, but she's doing it.**

**"It's setting an example for the kids, because they see me studying, so we study together," Green said. "They're proud of me...and Second Harvest, by helping me to put food on the table, a healthy meal — it's just a blessing to me and my family."**

**TCC Director of Campus and Civic Engagement Mike Coleman said 55 students participate in the college's weekly food pantry, with campus departments competing to provide the most generous support.**

**"We've made it a priority to focus on poverty," Coleman said. "We at least want to make sure it's not a hindrance to our students."**

For younger students, going without food can put them on track to a lifetime of poverty.

"Children cannot perform academically if they're hungry," said Karwynn Paul, principal of Riley Elementary, where all the students get free breakfast and lunch.

When his students arrive in the morning, he said, they may not have had dinner the night before — and not much food is left over in the cafeteria.

"There's not a lot of spoilage," he said.

Paul said 105 kids get a backpack of food each Friday during the school year, enough to feed a family of four over the weekend. Second Harvest provides the food, with menus by a nutritionist. The Rotary Club of Tallahassee packs the bags, which are provided by Publix.

Now, with local schools out for the summer, the state Department of Agriculture and Consumer Services is gearing up Summer BreakSpot, a federally funded program. Last year, Summer BreakSpot provided more than 13.5 million meals to 300,000 Florida children, according to the department website. Schools, churches, camps, nonprofits and local governments sponsored 3,600 locations statewide.

Advocates say partnerships like these will go far to address the rising need for food.

For instance, when you donate nonperishable food at a SuperLube location, you get 15 percent off your bill, said Marie Von Hertsenberg, the company's marketing manager.

On May 6, at its quarterly distribution in Quincy, the statewide food bank Farm Share gave away more than 100,000 pounds of food, along with toiletries and blankets. It also offered access to mental-health counseling, health screenings and job-skills training. The distributions are "totally free," said Ileana Abreu, Farm Share Florida's director of communications and development — not only for beneficiaries but the agencies that serve them.

On May 13, "Stamp Out Hunger" Day, members of the Tallahassee Investors Network met returning mail carriers at the Centerville post office to sort the food homeowners had left at their mailboxes. Croteau said the citywide drive garnered 63,600 pounds of food — Second Harvest's biggest drive of the year.

But Safley and Croteau say they need more help — food, dollars, volunteers.

"What we're missing is social capital — and that is one of us caring about the other," Safley said. "That's what Jim has really tapped into, is that the food bank is that individual who makes that connection. And when someone — at the end of the day — knows that someone cares about them, that's what makes the difference."

## Leonard moves from nutrition to accounting

TALLAHASSEE DEMOCRAT (50 FOR 50)

Debie Leonard thanks her sister for influencing her to become a TCC Eagle.

"I chose TCC because my sister was a student at Florida State University, and we were living together at the time," Leonard says. "I wasn't quite ready to go to a four-year university, so starting at TCC just made sense."

Although Leonard originally planned on applying to nursing school, nutrition classes she took at Tallahassee Community College inspired her to pursue a degree in nutrition instead. She graduated from TCC in 1973 and earned a degree in food and nutrition from FSU in 1976.

In 1983 Leonard returned to FSU to earn a bachelor of science degree in accounting after spending several years working in the nutrition field and then as a bookkeeper.

"Although I ended up switching majors, TCC helped me get on track to finish my degree," Leonard says. "The college taught me how to focus in general—on my life, my studies and my career."

Leonard celebrated her 30th year as a shareholder with Thomas Howell Ferguson P.A., the largest accounting firm in Tallahassee, in November 2015. As it happens, she still has a TCC connection, since her husband, Irvine Leonard, is the lead welding instructor for TCC's Division of Workforce Development.

"I loved going to class on campus. The smaller class sizes compared to a large university made it easy to raise your hand and ask a question," said Leonard. "The college is known for its friendly student atmosphere. At TCC, it's easy to have a great student lifestyle experience."

## Florida Public Safety Institute students excel on state exam

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Two basic recruit programs at the Florida Public Safety Institute recently ended with all students passing their State Officer Certification Exam. The Institute is part of Tallahassee Community College.

Corrections Probation Officer Class 435, which is sponsored by the Florida Department of Corrections, began in January 2016. Thirty-two students completed the course on April 29, and all have taken and passed the State Officer Certification Exam.

Corrections Officer Class 436, which had students sponsored from the Gadsden Correctional Facility in Gretna, Fla., and the Leon County Sheriff's Office, began in February 2016. On May 17, 20 recruits graduated and became officers after passing their State Officer Certification Exam.

For information, contact Andrea Blalock (850) 201-7659 or [blalocka@tcc.fl.edu](mailto:blalocka@tcc.fl.edu).

## TCC offers next wave of Summer GED classes

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

Tallahassee Community College is accepting applications for GED test preparation classes. Online and face-to-face day classes will be offered at the main campus and at the Gadsden Center from June 27 to August 4.

Interested persons should apply for admission to TCC online to create a TCC Passport account. The application is free.

Students should take the Test of Adult Basic Education before beginning class. The TABE is offered every Thursday morning at 8 a.m., with the exception of June 16. Students can register for the TABE through TCC Passport or come to the Center for Workforce Development for help in signing up to take the test. There is a fee of \$25 to take the TABE.

After taking the TABE, students can register for the GED class that is right for them. Tuition for GED classes is \$30. To register for GED classes, students should come to the TCC Center for Workforce Development on June 21. Staff will be available from 8 a.m. to 5 p.m. to assist in the course registration process.

For information, visit [www.tccadulthoodeducation.com](http://www.tccadulthoodeducation.com) or contact the Adult Education office at (850) 201-8760 or [ae@tcc.fl.edu](mailto:ae@tcc.fl.edu).

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(NOTE: Item was also featured in the June 6, 2016 Democrat in Campus Notes.)

## Nonprofit resource center finds a home at TCC

TAMARYN WATERS

TALLAHASSEE DEMOCRAT

The Institute for Nonprofit Innovation and Excellence – Tallahassee’s sole one-stop resource center for nonprofits – has a permanent home.

An elevator dings and arrives at the third floor inside the Tallahassee Community College Capitol Center. Doors open to an unexpected space surrounded by large windows and views of downtown. White walls are bare, for the moment, in preparation for local art displays. INIE’s life-size logo dominates one wall and signals this space will be not only its new home, but a comfort space for nonprofits.

It feels like something seemingly more suitable for startups and techies on the brink of coding history.

Jessica Lowe Minor, INIE’s executive director, said the 9,000 square-foot space was inspired by the incubator concept. It’s designed to be a creative and collaborative environment. From its contemporary rolling chairs and tables to its flexible-use event and office space, she’s already seeing the floor populated with people.

INIE celebrates its two year anniversary on June 24. It began as a grassroots effort to be an advocate, a resource and a training center after several nonprofits made a string of headlines signaling scandal, financial uncertainty and dysfunctional boards. More than 2,000 nonprofits are based in Leon County, including scores of state associations. INIE has captured more than 100 fee-paying nonprofit members. And the plan is to keep growing. And innovating.

“It’s been fun and exciting to try to bridge the gap between what’s going on in the startup entrepreneurial world and what nonprofits are already doing,” Lowe-Minor said. “To me, that’s been this natural fit for INIE to step in and try to make that connection.”

Barbara Boone, director of Leadership Tallahassee and INIE board member, said INIE’s exploration of new areas and approaches for nonprofits is exciting. Much time and research has gone into how this could work, led by Lowe-Minor and Kim Moore, board chair for INIE and vice president for workforce innovation at TCC.

“I think INIE is going to be on that cutting edge to help nonprofits to do that,” Boone said.

Nonprofits based in Leon County generate more than \$2.5 billion in revenue per year and manage more than \$5 billion in assets, Lowe-Minor said. And INIE’s research shows local nonprofits support roughly 11,000 jobs in Leon County.

Often businesses may not realize how many nonprofits are helping to support their workforce.

Moore talked about the Early Learning Coalition, which helps identify child care for working parents.

“That’s a nonprofit that’s supporting workforce development that then leads to economic development,” said Moore, who emphasized the need to shed light on the wrap-around services provided by nonprofits.

She said it’s been a process attempting to educate businesses about the equally vital role nonprofits play in economic development. But Moore said more and more businesses, especially those who have had leaders serve on boards, understand the relationships needed to maintain economic development.

More interest has surfaced in entrepreneurial opportunities. The Tallahassee Museum, she offered as an example, now brings zip lining courses to residents that’s managed by the museum’s foundation. Money generated goes back into the museum, which supports operations, staffing and better animal habitats.

“I think that’s where more and more nonprofits are going to be looking and ... to essentially use entrepreneurship as a tool for generating more revenue,” Lowe-Minor said.

## TCC faculty seeks more involvement in policy changes

JEN ROBINSON, FRANK BAGLIONE & MARTIN BALINSKY  
TALLAHASSEE DEMOCRAT (MY VIEW)

Tallahassee Community College, a nationally recognized institution, has achieved great success over 50 years. At the heart of these accomplishments are professional faculty who dedicate their lives to TCC and its students.

TCC faculty is under fire from our administration through policy changes affecting faculty workload, teaching conditions and pay — while ignoring faculty opinion. These proposed changes strike at the very heart of the college: academics.

The faculty met the proposed changes with disbelief, shock and anger at the administration's disregard for shared governance and its determination to dismantle TCC's academic system. This anger became resolve to protect the academic integrity of our institution, to restore shared governance, and to secure and advance professional interests of the faculty. To secure these principles, faculty are organizing through the United Faculty of Florida.

TCC faculty members are not averse to change. One recent and dramatic policy change regards continuing contract award and review. In 2012, the community college system adopted rules to require faculty to undergo extensive reviews after attaining continuing contract. Faculty adapted to this change, assisting administration in creating a new evaluative process, the Talent Management System (TMS) — through shared governance.

Shared governance recognizes that faculty input matters. Faculty members understand demographics of students and the challenges students face. Sadly, the administration has discarded shared governance, and TCC is being managed more like a secret society than a publicly funded college. The issue affecting our class loading formula included closed meetings between the provost and the deans that produced no minutes despite repeated requests from faculty.

In reaction to our administration's disregard for sound academic principles, and in an effort to preserve TCC's stellar student success and retention rates, we support the creation of a collective bargaining chapter at TCC, joining our Tallahassee education partners Florida State University, Florida A&M University and the Leon County School District. Collective bargaining will ensure that TCC faculty has a voice in the college's governance.

Our efforts to engage administration have encountered disingenuous forums, erroneous data and condescending reassurances. An esteemed local institution now stands on the brink of being undone in the name of "efficiency."

We are told, "Change is hard." True, but these proposed changes are misguided, erratic, confusing and unfounded; the Board of Trustees appears to have abandoned a key stakeholder. As we work together through the UFF to maintain a voice and a "seat at the table," our goal is to preserve the integrity of our unique institution.

We are not asking for special treatment. We are not interested in waging battles or claiming victories. We only seek fairness and an independent voice in policies that affect our academic environment, our students and our profession.

## Pyramid Studio blends art, life skills

Facility uses the arts, music to help people with disabilities learn about daily living

JUSTIN ADAMS  
CHRONICLE

For adults with developmental disabilities, it can be challenging to find a community of friends with similar interests. One local art studio works to ease that difficulty—often, with outstanding results.

Tallahassee's Pyramid Studio, the largest of the five Pyramid Studios across the state of Florida, provides an arts-based educational program as part of its holistic curriculum targeted to individuals who have developmental disabilities.

Maureen Raftery, Pyramid art director, explained that the studio uses art instruction to help students develop daily living skills.

"The students are a wonderful group to work with," Raftery said. "They're gracious, grateful and enthusiastic. Some of them live with very challenging situations and come in and work hard every day."

Pyramid offers instruction in visual and performing arts, music sculpture, jewelry-making and other media, as well as a more traditional adult day-training program. The over-200 students are exposed to different classes and different classmates every day, with art tables in every room.

The studio's artists recently attended a gallery opening at Tallahassee Community College in which many of their works were displayed in TCC's Fine Art Gallery.

The Electric People, a jazz band comprised of Pyramid students, performed at the gallery opening. Elizabeth Haines, an artist and member of the band, was excited to find two of her paintings featured in the gallery. She said abstract was her favorite painting style.

"It can be anything you want," Haines added.

TCC arts events director Barbara Cohenour said the College was delighted to provide a venue for the Pyramid artists to showcase their talents.

"Their paintings are excellent," Cohenour said. "I am thrilled to support these exciting artists and their wonderful instructors."

The Pyramid artists' works will be on display in TCC's Fine Art Gallery through July 14. The gallery, located in the College's Fine and Performing Arts Center, is open weekdays from 12:30 to 4:30 p.m.

Raftery said the studio, founded in 1994, has produced a number of marketable artists over the years—and, moreover, provided an invaluable means of expression to its students.

"When you give someone the opportunity to create from within themselves, it's a miraculous experience," she said.

## TCC Brain Bowl team a state runner-up

CARMY GREENWOOD

CHRONICLE

Since the National Football League started its wild card system in 1970, only 10 wild card teams have made it to the Super Bowl. Those are long odds, daunting to any team. However, if Tallahassee Community College's Brain Bowl team felt they were at a disadvantage when they made it into the Florida College System Activities Association State Championship Tournament as a wild card entry, they did not let it show.

The team brought home a second place trophy from the tournament held April 14–16 at Pasco-Hernando State College, winning 10 of 11 matches to advance to the final against eventual champion State College of Florida-Manatee.

Team members included Maribeth Curci, Landon Glover, Meleket Ferrede, Dylan Johnson and Nathaniel Henry. Curci is a graduate of SAIL High School, Glover of Wakulla High School, Ferrede of Leon High School, and Johnson of Lincoln High School. Henry is an alumnus of Dothan High School in Alabama. The team is coached by David Proctor, professor of history. Partial scholarships are available to Brain Bowl team members.

The TCC team was competing in its first state tournament since 2004. According to Proctor, it is especially difficult to get into the state tournament coming out of the Panhandle region, which includes some of Florida's strongest Brain Bowl teams. "That's why the wild card provision was instituted some years ago," he said.

Team member Nathan Henry said that although the team was a wild card entry, their goal was always to finish in the top three. He attributed the team's success to playing extremely well at the right time, combined with a bit of luck as far as the questions that were asked. He pointed out that although all of the team members are science or math majors, they also have other interests that allow them to answer questions in areas like literature and mythology.

Henry recently graduated from TCC and will enroll at Florida State University in the fall to study computer engineering. Although FSU does not have a Brain Bowl team, he would like to start one.

TCC was one of the original colleges that founded FSCAA Brain Bowl in 1982, and TCC won the state championship in 2000. Proctor joined the coaching staff in 2004, and he has handled coaching duties solo since 2005.

In addition to this year's success at the state tournament, TCC was also invited to the national Community College Championship Tournament in both 2015 and 2016.

For information, call (850) 201-8152 or write to [PROCTORD@tcc.fl.edu](mailto:PROCTORD@tcc.fl.edu).

## TCC makes math more affordable

TALLAHASSEE, Fla. — Math faculty at Tallahassee Community College took the leap in fall 2015 to shift two high-enrollment math courses to open educational resources in order to eliminate problems with textbook affordability and access. The change saved 4,825 students more than \$535,000 on the cost of textbooks.

Using sample courses, technology and support from OER adoption partner Lumen Learning, TCC faculty members tailored materials to fit Florida's state-defined learning outcomes and course objectives. Every student in Intermediate Algebra and College Algebra receives automatic access to those course materials.

According to Calandra Stringer, TCC's dean of curriculum and instruction, the change made sense. "We know that each day that students are not prepared will decrease their chances of success in a math course. Using open educational resources, we can be sure students have access to the material they need to succeed from the first day of class."

Open educational resources first got the attention of TCC's math faculty through the work of Jim Smart, an associate professor of math at the College. Smart saw firsthand the problem of textbook affordability preventing his students from succeeding in his classes. Smart offered to pilot open content in math courses. After seeing the impact on students, he became a program champion, partnering with Lumen to train colleagues and rapidly expand TCC's approach in order to benefit more students.

"We chose two high-enrollment subjects that are often gateway courses for students going into business and STEM fields," said Smart. "This initiative gave us an opportunity to collaborate and get creative about using OERs to deliver the best learning experiences we can provide."

Open educational resources are published in the public domain or with Creative Commons li-

censes that allow for sharing, modification, remixing and redistributing the content. In addition to aligning content with Florida's state learning outcomes, TCC faculty members tailored the materials to fit how they teach math in the classroom.

"The collaboration we saw between math faculty at Tallahassee Community College is an ideal model for other higher education institutions," said Kim Thanos, CEO of Lumen Learning, which provides curated open content, faculty training and technical support for the TCC program.

For TCC, using OERs has been a win-win proposition. In addition to freedom and flexibility in the course content, instructors appreciated being able to start teaching on the first day of class because they know students have access to the materials. Students liked not having to buy a pricey textbook and being able to access course content right inside the College's learning management system. TCC's District Board of Trustees, when they saw how much money open educational resources save students, approved a small course fee to ensure the program's sustainability.

After experiencing the tremendous impact of OERs in gateway math courses at TCC, Stringer sees great potential for OER-driven course redesign.

"This is an opportunity for faculty from different institutions and disciplines to work together to create something that is hugely valuable to our entire state," she said. "Many Florida students jump from institution to institution. Using state standards and course objectives, we can design a better-aligned curriculum that ensures students are learning the same information across the board."

For more on this story, visit [lumenlearning.com](http://lumenlearning.com).

For information contact Julie Curtis at (503) 840-5569 or [julie@lumenlearning.com](mailto:julie@lumenlearning.com), or Calandra Stringer at (850) 201-6036 or [STRINGEC@tcc.fl.edu](mailto:STRINGEC@tcc.fl.edu).

## TCC garners major gifts

GADSDEN COUNTY TIMES

Tallahassee Community College has recently received three separate major gifts, including one with a value of \$1 million. All three gifts are part of the TCC Foundation's "TCC. We Rise." campaign.

According to Heather Mitchell, executive director of the TCC Foundation, the gifts will significantly enhance the opportunities TCC is able to offer its students in both academic and career programs.

The Pensacola Street Partners group has committed to a gift valued at \$1 million to support programming at TCC's Advanced Manufacturing Training Center. The partnership includes Kim B. Williams, president of Marpan supply and recycling company, William E. Boyette, chair of construction company PSBI, and architect Kenneth A. Sweeney.

The facility will be renamed in honor of Williams, who was a leader of the original private/public partnership that created the manufacturing center in 2010.

Karen Moore, CEO of Moore Communications Group and a member of the TCC District Board of Trustees, called Williams a visionary.

"He recognized early on that for our community to have a vibrant manufacturing sector, we needed a place where manufacturers could train their workforce."

Williams was chair of the Economic Development Council of Tallahassee/Leon County when the original work on developing the Advanced Manufacturing Training Center was done.

"Having worked on this project from the outset and walked through the building when it was an abandoned warehouse, and now to see the wonderful classrooms and training space in the building, it makes me really proud," said Williams. "There's no building that I'd more appreciate having named after me."

Nobles Consulting Group made a gift of \$25,000 to establish a scholarship for students who are enrolled in or have completed a surveying class at TCC. Nobles Consulting Group, headed by Allen K. Nobles, provides land surveying, mapping, civil engineering and structural engineering throughout the southeastern United States.

"I am in a profession that not a lot of people understand or even know about. TCC has been great at helping prepare students that fit our needs and the hope is that this donation will help let students know something about our profession," said Nobles.

TCC's Mitchell agreed that the scholarship will help meet a need in the business community and help students prepare for in-demand jobs.

"This scholarship has the potential to help students in a variety of programs because surveying skills can be used by engineers and other professionals, but those skills can also provide job opportunities for students who want to earn a two-year degree or certificate and get right to work," said Mitchell.

Finally, Lei Wang, TCC's associate vice president for institutional effectiveness, donated an undisclosed amount to support renovation of TCC's STEM Center. The center, which focuses on science, technology, engineering and mathematics, is scheduled for a \$100,000 renovation. Wang's donation will be matched by the TCC President Circle, of which she is a member.

Wang was born in a labor camp in China, where her parents were forced to live because of their anti-communist activities.

"As a first-generation immigrant, I can never repay what America has done for me," Wang said. "I want to give something back to my adopted country in a humble way. I cannot think of a better place to give than TCC."

Wang said she chose to support the STEM Center in particular because STEM jobs are growing rapidly and offer important opportunities for the region and for TCC's students. The center will be renamed the Lei Wang STEM Center.

"Dr. Wang has demonstrated a deep commitment to the development of our best and brightest students. This gift will do much for generations of students who will attend this college to gain jobs in a variety of STEM fields," said Jim Murdaugh, TCC president.

All three gifts were presented at TCC's District Board of Trustees meeting on May 16.

## Union vote could be nearing for TCC faculty

TOM FLANIGAN  
WFSU NEWS

Back in April, Tallahassee Community College Provost Felecia Moore-Davis proposed a heavier workload for the school's teachers.

T.C.C. Faculty Senate President Dr. Frank Baglione now says the stage could be set for those teachers to approve a union bargaining unit.

"They did not consult with us before the fact and now they expect we are going to have faith that this after-the-fact task force is going to do anything other than supply the data they need to go forward with the proposal that the provost originally offered."

On Thursday of this week (6/2) T.C.C. President Dr. Jim Murdaugh sent an e-mail to all faculty and staff urging them not to unionize, saying that would hurt the "culture of the campus". He also promised a task force would examine the workload issue and report to the school's board of trustees. Baglione said if attorneys for the school and United Faculty of Florida can move quickly, a faculty vote to accept the union as their collective bargaining agent could come as early as the start of the fall semester.

## Teamwork is key for TCC grad and his dog

TALLAHASSEE DEMOCRAT (50 FOR 50)

In December 2015, students in the Tallahassee Community College library got a break from the stress of final exam week when several human/canine teams from Tallahassee Memorial HealthCare's Animal Therapy Program stopped by to visit.

One of the teams, Bryan Wimberly and his golden retriever Bella, has a special connection to TCC. Wimberly is a TCC alumnus, and 4-year-old Bella is a large part of the reason he was able to graduate from TCC.

Wimberly is a Navy veteran who served more than 20 years. After returning from Iraq in 2007, he was diagnosed with post-traumatic stress disorder, which manifested itself as anger, confusion and memory loss and affected his life as a student at TCC. With the assistance of a TCC adviser, Wimberly sought help for his PTSD. That led him to Bella, who was donated in 2012 with the sole purpose of becoming a service dog for a veteran in need.

Wimberly credits advisers and professors at TCC for helping him graduate with honors. But he credits Bella for getting him through each day, matching him step for step.

"Bella pulled me from the darkest, darkest corners of PTSD," said Wimberly.

Wimberly and Bella have become a familiar presence in the community. After graduating from TCC, Wimberly earned a bachelor's degree in psychology from St. Leo University, which has a branch on TCC's campus.

Wimberly was so impressed by Bella's effect on his life that he wanted to share some of those positive results with others. So two years ago, he and Bella began volunteering with the TMH "Dogtors." They also spend time in TCC's Disability Support Services office.

Bella is both a service dog and a therapy dog. When she is wearing her blue vest, Bella is Bryan's service dog and focuses on him. She can call 911, alert him to take his medication, wake him from nightmares and support him in other ways. But when Bryan takes off her vest, Bella goes into "therapy dog mode," comforting and connecting with those struggling with mental or physical illness.

However, in 2014, it was Bella who needed help. She had torn ligaments in both her rear legs and needed surgery. Wimberly's friends at TCC helped set up a fundraising campaign and attract media attention. Those efforts were successful, and Bella has fully recovered from surgery, enjoying her "dog's life" with Bryan.

Wimberly is now enrolled in the Master of Social Work program at Florida State University.

## TCC offers higher education for all

Meeting the academic and workforce development needs of Leon, Wakulla and Gadsden Counties

ROSANNE DUNKELBERGER

850 MAGAZINE

As it celebrates its 50th anniversary serving the Leon, Wakulla and Gadsden tri-county area, just about the only thing that hasn't changed about Tallahassee Community College since its inception is its commitment to affordable, accessible higher education for all. Today, TCC boasts 14,000 students; six campuses; a 75 percent success rate for A.A. degree students moving on to universities; exceptional passing rates for graduates of its professional education programs; a burgeoning commitment to local workforce development; and a plethora of awards and accolades for the college, its students and faculty.

"It's a remarkable story. Everywhere I go in this community, the reputation of the college is strong," said TCC President Jim Murdaugh. "It's an exciting time. Is the college where I want it to be? Yes. Would I change things? Of course. Anybody who's satisfied needs to move out of this office. Your job is to push and to continue to look for ways to improve what we do for students and how we meet the needs of our community. I'm happy where we are (and) excited with the plans that we have to do those things."

Technology and the new breed of millennial student have transformed the college, said Monte S. Finkelstein, who has spent his almost 35-year professional career there as a history professor and dean of the division of history and social sciences.

"When I taught, we had a chalkboard and an overhead projector," he explained. "Now, you've got to be ready to put videos up there. (Students) want PowerPoints. We've got smart boards; we have smart podiums.

"It used to be 'the sage on the stage,'" he said. "You can (still) impart your knowledge, but you have to do it in such a way that you keep your kids' attention — and that's, I think, the biggest change in the classroom.

"You want to know what has changed? In '84, things changed so slowly. If we needed to do something on campus, we were all relaxed. Now," he said, snapping his fingers, "that fast, things change on the campus. We pick up a new initiative now, we run with it, (and) we keep picking up new initiatives. We work at the speed of light around here sometimes."

In November 2012, Florida Gov. Rick Scott challenged the state's colleges to offer baccalaureate degrees that would cost just \$10,000. With tuition less than half the cost-per-credit-hour of Tallahassee's two state universities, Murdaugh said that goal is doable for TCC.

Even within Florida's state college system, TCC's \$98.83-per-credit-hour tuition is one of the lowest, and it hasn't increased in five years.

"We're very proud of our affordability," Murdaugh said.

That said, it doesn't necessarily mean the road to success for all students is paved with academic bachelor's degrees. With a laser-like focus on workforce education, the president suggests that four years of schooling isn't the ideal path for many students.

"I believe college isn't for everyone, but education is," Murdaugh said. "People come here who've been told that the only way to a better life is through a degree and, quite frankly, I don't believe that. I don't think that serves our students well, and I don't think it serves our employers well."

What Murdaugh considers ideal are "stackable" credentials — everything from "microcredentials" that require only a few hours of study, to a work-related certificate, to a two-year A.A. or A.S. degree.

"All of this stuff ought to count toward something. It shouldn't be a certificate to nowhere," Murdaugh said. "You can take that certificate and go to work. Later, if you wanted to come back and work on your degree, you'd get credit for that as part of your degree program."

TCC has an entire department dedicated to job-related education and training.

"I'm directly aligned with business," said Kim Moore, TCC's vice president for workforce development. "We are not job placement, though we play an important role in getting people into jobs."

Starting in January, for the first time, TCC is offering its own four-year degree program leading to a Bachelor of Science degree in nursing. In the past, TCC was training nurses who were awarded a two-year A.S. degree.

## TCC offers higher education for all....

*continued*

Today, a BSN is becoming the preferred credential for nurses at local hospitals and other facilities.

"A number of health care providers indicated to us that their demand for baccalaureate-prepared nurses isn't being met by FSU or FAMU or other providers," Murdaugh explained. Even though there are BSN programs at the two universities, "students who come here to FSU and FAMU come from other communities, and many of them go home when they graduate." TCC anticipates that many of the program's first enrollees will be working nurses seeking to upgrade their A.S. degrees.

Despite the excitement of a newly minted four-year nursing degree, Murdaugh is in no hurry to expand TCC's bachelor's degree offerings — unlike most of the other 28 institutions comprising the Florida College System. As far as he's concerned, Florida State University, Florida A&M University and the college's four university partners get first dibs.

"(There are) no additional four-year degree programs that we are actively talking about, and the only way we will consider them is if the provosts from the three institutions meet and talk about a demonstrated need in our community," he said. "(If) the other institutions either cannot meet the need or . . . they don't want to, then we will step in. We want to be not the first choice but the last choice with regard to four-year degrees."

Also in the works is a reimagining of what used to be the Brogan Museum building at downtown Tallahassee's Kleman Plaza. (As part of a three-way agreement with the city of Tallahassee and Leon County Schools, TCC holds a long-term lease on the property.) Part of the first floor is already occupied by the glass-walled studios of WTXL-TV. Below the street level, the college has rooms for conferences, training and events, and envisions turnkey business cubicles and offices for lease in the future.

The building's top floor is home to the new Institute for Nonprofit Innovation and Excellence (INIE). TCC took a lead role in creating INIE and funds its executive director position. The center's mission is to provide a training center and resources to local charitable organizations, and so far, said Moore, more than 80 of the area's 600 nonprofits have signed on as members.

"I have a passion for nonprofits," Murdaugh said when the center was launched in June 2014. "They are a vastly underappreciated and underrepresented component of local economic growth, and I believe you cannot have a vibrant economy without them."

TCC is tasked with serving Wakulla and Gadsden counties in addition to Leon and has broken ground on two major brick-and-mortar projects in them.

TCC currently operates the TCC Wakulla Center, offering basic college classes more conveniently located for local residents in Crawfordville. But an even more ambitious project is also underway — the Wakulla Environmental Institute.

While programs have been in operation for the past few years, a Wakulla Environmental Institute facility opened in January. Its focus is offering environmentally focused degrees and certificate programs, including programs in environmental science technology, hospitality and tourism, aquaculture management and agribusiness.

One of its high-profile offerings is oyster aquaculture. The first class of nine students is now producing its first harvests of farmed oysters, the second class is about to begin, and the program has a six-year waiting list.

"I've eaten the oysters, and they're remarkable," Murdaugh said. "The oyster aquaculture effort down there is a new industry, and it's going to change the economy of Wakulla County. That's our goal — to make Wakulla a world-class destination for ecotourism."

The goal in Gadsden County, the president said, "is to create programs that move people out of poverty."

The new Gadsden Center also opened in January. It houses programs that were already offered in Gadsden, including GED preparation and English instruction for speakers of other languages, a computer lab for the community, and after-school and summer programs for school-age children.

## TCC offers higher education for all....

*continued*

"TCC has had a physical presence in Gadsden County for a decade, but this new facility (is) built to fit the types of programs we want to offer, so it will help us better serve the community, especially as far as job training," said Eugene Lamb, a TCC board member and Gadsden County resident, when ground was broken on the project in November 2014.

The first job training to be offered there will relate to HVAC installation and repair, one of the top 10 job needs in the area, said Heather Mitchell, TCC's vice president for resource development.

Although its name isn't on the building, TCC also operates the Florida Public Safety Institute, also located in Gadsden County. On its nearly 1,500-acre campus, you'll find training for law enforcement, probation corrections officers and firefighters, as well as training for state law enforcement agencies and advanced and other specialized training.

While some might fret about the workforce issues taking away from the purpose of a community college, "That's not the case," Murdaugh said. "I don't think you have to diminish one part of the operation to grow another."

"When I describe where we're going (and) broadening, the one thing I want to make sure I emphasize is that we are not deviating from our core mission of producing associate of arts degrees that send people on to higher education," he continued. "That's our core mission, and we will continue to invest heavily in it. We celebrate it. We do it well. This is an expansion and an addition to that effort."

## TCC gets million dollar gift, renames center after donor

STEPHEN JIWANMALL

WTXL

Tallahassee Community College has received a million dollar donation to help train students in manufacturing.

Thursday morning, the college renamed the Advanced Manufacturing Training Center after Kim Williams, a TCC alum and one of the donors.

The TCC Foundation says the center will use the gift to buy equipment, expand programs and fund scholarships.

Williams, the president of Marpan supply and recycling, went to TCC in the 70's. He says he's honored that his name will be a part of the center and hopes the gift will keep building manufacturing talent that stays in Tallahassee.

"A lot of what Tallahassee needs is to create a manufacturing sector," Williams said. "It'll make all the manufacturers that are here healthier. There'll be more trained employees that can change from one job to the other. And I think, if our children and graduates would learn that those opportunities exist up here, they might not leave Tallahassee, which is really what I want to see happen."

This is the third-largest gift in TCC's 50-year history. The foundation says it's raised \$7.2 million towards its \$10 million "TCC. We Rise" campaign.

## TCC renames manufacturing center for Kim B. Williams

NOODLS-USA

Tallahassee Community College has renamed its Advanced Manufacturing Training Center for Kim B. Williams, president of Marpan supply and recycling company and a long-time TCC supporter.

At a renaming event held today, representatives of the College described Williams' commitment to economic and workforce development over the many decades he has been a business leader in North Florida.

'When I think of economic development in this community, I hear Kim Williams' name,' said Jim Murdaugh, TCC president. 'Generations of people will come through this building, and Kim's name will always be at the center of this conversation.'

Attendees included Chris Eldred, CEO of TeligentEMS, who spoke about the growing demand for employees with highly specialized skills in processes such as robotic assembly. The training AMTC provides allows TeligentEMS and other manufacturing businesses to compete globally, Eldred said.

Kim B. Williams was a leader of the original private/public partnership that created the manufacturing center in 2010. He is also an alumnus of TCC, having attended the College in the 1970s.

The Kim B. Williams Advanced Manufacturing Training Center provides training for high-skill and emerging manufacturing processes. The 24,000-square-foot facility also offers customized training and an incubator/process development area for new and existing businesses.

Attendees at the renaming event toured the AMTC and enjoyed demonstrations of equipment used in programs such as computer numerical control machining and computer-aided design. Many guests also tried out the AMTC's welding simulator.

Williams and the two other members of the Pensacola Street Partners group, William E. Boyette, chair of construction company PSBI, and architect Kenneth A. Sweeney, recently made a gift valued at \$1 million to boost TCC's advanced manufacturing programs. The gift is part of the TCC Foundation's 'TCC. We Rise.' campaign.

'Having worked on this project from the outset and walked through the building when it was an abandoned warehouse, and now to see the wonderful classrooms and training space in the building, it makes me really proud,' said Williams. 'There's no building that I'd more appreciate having named after me.'

## **WEI to offer 'drones' summer course**

WAKULLA NEWS

Wakulla Environmental Institute's Unmanned Systems Technology (Drones) course is offered this summer!

The course begins July 12, and ends Sept. 29. Course number WEI0101; Reference number 169859; Tuesdays and Thursdays from 6-9 p.m. Classes include lecture and hands-on time operating aerial, underwater and ground vehicles.

For more information or instructions on how to register visit: [wei@tcc.fl.edu](mailto:wei@tcc.fl.edu)

## TCC names manufacturing center for Marpan CEO

TALLAHASSEE DEMOCRAT (CAMPUS NOTES)

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The Kim B. Williams Advanced Manufacturing Training Center provides training for high-skill and emerging manufacturing processes. The 24,000-square-foot facility also offers a business incubator. Attendees toured the AMTC and enjoyed demonstrations of equipment used in programs such as computer numerical controlled machining and computer aided design. Chris Eldred, CEO of TeligentEMS, was guest speaker at the event.

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## TCC faculty helped Green conquer math, believe in self

TALLAHASSEE DEMOCRAT (50 FOR 50)

As senior associate of finance and donor information, Swanzetta Green ensures contributions to the United Way of the Big Bend are properly recorded and donors' questions are addressed. Green joined the UWBB in 2001 as a receptionist and rose to her current position through the hard work, determination and positivity that she applies to all aspects of her life.

Green initially attended Tallahassee Community College after graduating from Wakulla High School in 1994. She took a break in 1996 when her first child was born. Although Green was not sure what she wanted to study, she continued taking classes occasionally through the years.

"School for me has not always been the easiest thing, but it has always been on the top of my list where goals are concerned," said Green, who ramped up her efforts in 2010 and earned her Associate in Arts degree in December 2012. "I never doubted I would finish. I just had to make up my mind to do this."

Green credits TCC faculty members such as Jim Smart for helping her complete her math requirements.

"Even though I crunch numbers all day, math has never been my strong suit," Green said. "Those teachers made such a difference about my attitude towards math and my perception of myself. They helped me believe that I could do anything because if I could conquer math, my biggest fear about school, I could do anything."

Green is now pursuing a bachelor's degree in psychology through St. Leo University, attending classes two nights a week at the university's satellite campus at TCC. She is on track to graduate in December 2016 while continuing to work full-time.

"I'd love to work at the university level in a counselor capacity," Green said.

"TCC has served as one of the stepping stones for where I want to be," said Green, a mother of two. "Without TCC and the great experience, people and environment, I wouldn't be where I am today."

"I strive to be a role model," she continued. "My No. 1 goal and motivation every day is to set an example that my children will be proud to follow."

## A revolution in Southern farmed oysters

WYATT WILLIAMS  
PACIFIC STANDARD

On a recent Tuesday morning, Brian Rackley ate oysters for breakfast. He slipped a little knife into the neck and popped the shell, cut the foot. He took in a long, deep breath, quietly considering the bivalve's aromatics, and slurped the thing out of the shell. After a moment's thought, he scribbled a couple of words in a Moleskine notebook: "Driftwood, Shrimp Bisque."

Rackley runs the oyster program at Kimball House, a restaurant that occupies a former train station in Atlanta, Georgia. It is a fine place, where diners sit in tufted leather booths and order caviar service and cocktails that arrive in chilled, antique glassware. The oyster menu that Rackley maintains is suitably elaborate, an ever-changing list of 20-odd varieties of oysters sourced from across the continent: Puget Sound, Washington, to Edgecomb, Maine.

Rackley eats oysters for breakfast, before even a cup of coffee, so that his palate will be unadulterated when he writes his tasting notes, those subtle distinctions of flavor and aroma that help his customers navigate the qualities of oysters. His notebook is filled with little phrases and lists of words: "citrus, lettuce & cucumber"; "celery salted wild mushroom"; "cedar and spinach"; "rich clay & minerals, perfect with Muscadet."

Oysters are a finicky business. Those subtle distinctions in flavor can be erased into blandness by a heavy rain. They can take years to produce but days to spoil. The vagaries of water and air temperatures, the complicated seasonal intersections of rainfall and tides, all the uncontrollable whims of nature conspire to affect oyster production. Rackley is constantly changing his menu to accommodate new oysters, removing unavailable ones.

The most notable change on Rackley's menu, though, is the growing presence of farmed oysters from the Gulf of Mexico. High-end oyster bars have long depended on well-known oyster farms like Hama Hama, Island Creek, and others where oyster farming techniques go back decades, if not longer.

Around 100 years ago, pollution and marked population decline among wild oyster colonies began encouraging the development of oyster farms on both coasts. Unlike the old-fashioned way of harvesting in the wild—which

can require as little as a skiff and a rake and a knowledge of the beds—oyster farming developed a sophisticated infrastructure: hatcheries where oyster seed can be cultivated, line and basket cultivation techniques that shape the oyster's shell, distribution chains that rapidly move the shells cross-country. Rackley drives to the Atlanta airport once a week, where he picks up oysters flown in overnight from across the country. Less than 48 hours after they're pulled from the water, he's got the oysters on the table—no matter where they're from.

Populations of wild oysters persisted along the Gulf Coast for much longer than they did on the coasts, but even that has changed dramatically in recent years. Whether that's the result of fallout from environmental disasters like the BP Horizon spill, the devastation of storms including Hurricane Katrina, or the fight for river water that has entangled Florida, Georgia, and Alabama, the results are indisputable: The ground catch of oysters has declined as much 70 percent in certain areas of Louisiana. The end-of-season oyster population in Apalachicola Bay has been estimated to be as little as 10 percent of what it was a decade ago.

Farming oysters requires more work and investment than harvesting wild populations, of course, but it also allows for more control of the final product. Wild Gulf oysters are known for being big, unwieldy, meaty things, the kind of oyster that might need a heavy douse of cocktail sauce and a Saltine cracker to help it down. Next to the dainty, smooth cups served at Kimball House, they can appear a little unsophisticated. "For me, it's too much texture," Rackley says. "Not to mention, you eat with your eyes first. If it looks big and ugly, it might taste that way."

In this way, the vanguard of farmed Gulf oysters represents both a re-making of the supply chain, and also something like a culinary re-invention. Bill Walton, an associate professor at the Auburn University School of Fisheries who worked with shellfish in the northeast before moving to Alabama, started seeing more interest in farmed Gulf oysters among commercial oyster companies and restaurants after 2009. That's when Point aux Pines, a Bayou la Batre-based oyster farm, started producing plump, teardrop-shaped oysters, as refined as any oyster coming from the coasts.

## A revolution in Southern farmed oysters....

*continued*

"We just said, 'let's not re-invent the wheel.' We brought in four types of gear from around the world and figured out which ones worked best for the farmer on the Gulf," Walton says. "In the Gulf, we have very productive waters. Oysters want to grow, but so does everything else."

The persistence of the Gulf oyster is a clue to the crop's economic virtues. Oysters raised in the cold water of Canadian Maritimes can take as many as five years to reach market weight. Those warm, productive Gulf waters, on the other hand, can produce the same market weight in less than a year—but it can also clog up farming gear designed for cooler climates. Walton took a combination of techniques and gear common in Canada and Australia and helped develop new approaches to Gulf oysters, which spurred farmed populations in the Gulf; since 2009, 13 oyster farms, two gear suppliers, and an oyster nursery have opened in Alabama alone. The Auburn University Shellfish Laboratory runs a hatchery that keeps millions of oyster seeds in the supply chain each year. Farms like Murder Point, Point aux Pins, and Mobile Island Co. have seen national attention from restaurateurs, from connoisseurs, from the press.

Which is not to say the problems with Gulf oysters have been resolved. "This winter sucked," Walton says. "In October, we had a red tide—a harmful algal bloom—that came over from Florida." Between rainfall closures and safety concerns about the algae, oyster farmers were only able to harvest three weeks over a period of six months. "I'm hoping this is one of those 'once every 15 years' situations," Walton says.

Lane Zirlott, who runs Murder Point Oysters with his family, says, "We're growing them in cages, but they're still a wild animal." The family, he says, has so far invested roughly a million dollars. The months of closure were tough. "We took everything we had and put it into something we love, but we had the brakes put on us by mother nature." That hasn't shaken Zirlott's confidence, though. They've got 800,000 oysters in the water now and expect to put in 1.6 million oyster seeds next year.

**The model adopted in Alabama is spreading throughout the region. As Rackley explains it: "Alabama was out in front, but Florida is about to explode." The Wakulla Environmental Institute**

**has been training and helping outfit a wave of new oyster farmers in Apalachee Bay, just east of the much-storied oyster beds of Apalachicola. In Louisiana, a cluster of oyster farms in Grand Isle are doing much the same.**

**The results in the coming years could be a re-imagining of what a Gulf Oyster means, in terms of both the production chain and the final oyster on the plate. Further, if the growing abundance of farmed oysters can relieve the pressure of demand, those wild populations of big, meaty Gulf oysters could have a chance to recover. Everyone wins.**

I had assumed that, at the end of this chain, at the bar in Kimball House where Rackley was getting ready to shuck open oysters from Isle Dauphine for \$2.85 a piece, would represent a tidy profit for the restaurant too. I was wrong.

"Oh, no," Rackley says. "We don't make much money on the oysters, but they do help sell cocktails."

## Rural students learn about drones during summer vacation

WTLX

Forty students from across rural areas of the big bend got a chance to learn all about drones Tuesday, thanks to a STEM challenge hosted by TCC.

Participants use iPads, computers, and phones to create a map for a drone and then fly it.

Organizers say it will teach them problem solving skills and give them a chance to try something they may not have had the chance to otherwise.

"We want to introduce these kids to that technology and hopefully peak their interest in perusing either post secondary education opportunities or workforce opportunities that will involve the use of drones," said Curtis Richardson, the STEM Coordinator for Gadsden District Schools and Tallahassee City Commissioner.

The challenge is organized by the Panhandle Area Educational Consortium, as part of a partnership between Embry-Riddle Aeronautical University and Tallahassee Community College.

The students will be attending the challenge over three days at the Florida Public Safety Institute.

## TCC offering customer service training

The Tallahassee Community College Gadsden Center now offers customer service certification classes to help individuals reach their goals of job security and economic prosperity in Gadsden County and beyond.

The program aims to enhance employees' customer service skills, which are vital to the success of employees and businesses alike. TCC has packaged stackable, nationally recognized professional certifica-

tions in customer service to support this initiative.

The benefits to employers include a talented workforce, worksite training and soft skills development. Students will also learn how to understand and meet customer needs.

Individuals working in all sectors can also use the stackable customer service credentials to advance their careers, according to Jynelle Robinson, TCC's Retail Career Pathways program coordinator.

Gadsden County employers are able to adopt this customer service training as a standard by requiring existing employees and new-hires to hold a credential available through the courses. Employers can also partner in the program by hiring credentialed individuals or offering internships.

Employers interested in getting involved with the program may contact Jynelle Robinson at (850) 201-9644 or [sneedj@tcc.fl.edu](mailto:sneedj@tcc.fl.edu).

## TCC adult education commencement June 16

TALLAHASSEE, Fla. — Tallahassee Community College will host its Summer 2016 GED and English for Speakers of Other Languages Commencement Thursday, June 16, in the Fine and Performing Arts Center on TCC's main campus.

The commencement program will take place in the Turner Auditorium from 6 to 7 p.m., with a reception to follow immediately in the FPAC lobby. Both events are free and open to the pub-

lic.

Tallahassee Mayor Andrew Gillum will serve as the keynote speaker. GED graduate Jawan Moore will be the student speaker.

In addition, Richard and Karen Moore will present the Dream Big Scholarship Award on behalf of Moore Communications Group.

TCC President Jim Murdaugh will also provide remarks. The Rickards High School Color Guard will perform

the processional and recessional.

TCC is now accepting applications for Summer B Term GED test preparation classes at both the main campus and the Gadsden Center, located in Quincy. The classes run from June 27 to August 4.

For information or to sign up for GED or ESOL classes, visit [www.tccadulthoodeducation.com](http://www.tccadulthoodeducation.com) or contact the Adult Education office at (850) 201-8760 or [ae@tcc.fl.edu](mailto:ae@tcc.fl.edu).

## TCC garners \$8K grant for adult literacy

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

Karen Hill, TCC's Adult Education Program coordinator, said the funds will be used to enable the College to offer more adult education classes for the community. "We are honored to receive this award to strengthen the educational programs that we are offering in the TCC service area."

TCC offers day, evening and online GED preparation courses at the main campus. Day courses are also offered in Quincy at the TCC Gadsden Center.

"It is always so exciting to see the true

and meaningful impact the Dollar General Literacy Foundation has on both children and adults looking to improve their lives through literacy," said Todd Vassos, Dollar General's CEO.

According to its website, since its inception in 1993 the Dollar General Literacy Foundation has awarded more than \$120 million in grants to nonprofit organizations, helping more than 7.3 million individuals take their first steps toward literacy or continued education.

For information about the Dollar General Literacy Foundation, visit [www.dgliteracy.org](http://www.dgliteracy.org).

For information about adult education at TCC, contact Karen Hill at 850-201-6104 or [hillka@tcc.fl.edu](mailto:hillka@tcc.fl.edu).

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

## Tempers and rhetoric flare with TCC faculty union drive

### Email exchanges over union proposal shows campus divide

BYRON DOBSON

TALLAHASSEE DEMOCRAT

A movement by Tallahassee Community College faculty to unionize has unleashed a flurry of heated email exchanges and conversations on campus, prompting President Jim Murdaugh to issue a call for civility.

Murdaugh, who has made it clear that he opposes faculty unionization, said he is troubled by messages contained in a barrage of emails directed at him and his leadership team and distributed to faculty by key supporters of unionization.

But now that union organizers have filed for the United Faculty of Florida to represent them in collective bargaining, Murdaugh says he can't send messages that he is trying to thwart those efforts. Some faculty members maintain that he is doing just that, with emails that "clarify" what unionization would mean at TCC and with reminders that any new direction for faculty ultimately comes at the hands of the administration and TCC's board of trustees.

"We've gotten four or five emails in the past five years (from Murdaugh), now we've gotten four to five emails in the past two weeks," said Martin Balinkski, a former Faculty Senate chair and key supporter of the union movement. "We want civil discourse, but we also don't want our college changed for the worse. We are still proud of TCC and want to stay proud."

TCC faculty in May filed a petition with the Florida Public Employees Relations Commission asking for a vote at the beginning of the fall semester. The commission now must verify each of the signatures and then inform the college of the election request.

About 70 percent of faculty signed cards indicating their interest in calling for a union vote, with about 50 percent of them agreeing to join the union if the collective bargaining proposal passed.

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

A non-bargaining chapter was established at TCC in 1995, but a majority of faculty voted against an attempt to include collective bargaining in 2009.

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

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

The proposal turned the campus upside down. Some Faculty Senate members said it was another clandestine effort by the administration to subvert a spirit of "shared governance" when it comes to major policy decisions.

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

"We feel we have been misled on so many issues," Balinsky said. "We don't feel the college is on the same course as in the past."

"It's a very awkward time," Murdaugh told members of the Democrat's editorial board last week. "I'm against the union because it has been my experience that it doesn't improve the experience for faculty, students or administration."

Murdaugh said "internal communications have been ugly," and that he is not going to tolerate it. But at the same time, he has to be careful in his responses, at the risk of being accused of stymieing the union movement.

Some faculty members say that is exactly what Murdaugh is doing.

In a June 9 email to faculty, Murdaugh writes, "A number of questions related to the faculty unionization election process and related issues continue to be raised. I want to be sure that as you consider a decision about how

## Tempers and rhetoric flare with TCC faculty union drive....

*continued*

to vote, that you are able to see the facts through all of the falsehoods, rhetoric and often baseless accusations perpetuated by a vocal minority.”

Murdaugh tells faculty that “the TCC community is relying on every faculty member to educate themselves on what it means to be unionized.” He says once a union is approved, it stands and there is no backing out. He also reminded faculty of the dues commitment they would be paying if a vote is successful.

“Let me be clear that I am not standing in the way of your right to unionize, but I do want you to know that you also have the right not to unionize.”

Murdaugh then gets to the subject that troubles him the most.

“I want you to be aware that we have tolerated more than we should have,” he wrote. “The uncivil behavior, innuendo, and fear-mongering employed by a few individuals has gone on long enough and is not representative of the faculty excellence our institution is known for. The false accusations regarding our motives and personal attacks on character are over the line, especially considering these attacks are often coming from those who are, at the same time, complaining about a contentious atmosphere at the College.”

Murdaugh continues by saying, “next-day apologies to various employees that a few faculty members have offered are insufficient. We will not continue to tolerate any actions – via email, phone or personal visits – that create a hostile work environment for our employees.”

Murdaugh also reminds faculty that he stepped in and announced at an emergency town hall meeting that the plan by Moore-Davis had been shelved, and that a committee with faculty representation would be formed to address workloads.

“I left the April Town Hall meeting with faculty assuming that we would work together,” he wrote. “I was disappointed that I had to hear about the vote to unionize from the Tallahassee Democrat rather than from faculty.”

Later that same day, Frank Baglione, immediate past chair of TCC Faculty Senate and union organizer, fired back at Murdaugh over the contents of his letter.

“In response to your call for a civil discourse, let me say that we all hope that the union campaign will be conducted in a professional and civil manner,” he wrote. “As you have made statements that apparently oppose unionization of the faculty, I hope that your administration will adhere to these standards.”

Baglione goes on to write, “Now, in my opinion, a good deal of your letter takes positions against the union which are disingenuous at best, but these portions I have just now quoted from your letter seem to go into an area that could be perceived as defamatory, threatening, and (to use your words) fear mongering. I truly hope that was not your intention.”

Brenden Diamond, an assistant professor of physical sciences, also responded to Murdaugh’s email, complete with a list of questions and his own commentary.

“Perhaps it is because of your position of authority that I hold your communication to a higher standard, but I have found your emails to be the most troubling and hostile in the lead up to a possible unionization...” Diamond wrote. “Let’s not forget we have unions to thank for eight-hour days and 40-hour work weeks, even though our salaried faculty and staff all work well beyond this. Hmm... maybe they should unionize?”

Ginny Wagner, associate professor and program chair in the Dental Health Programs, sent an email the day after Murdaugh’s.

“This is challenging for me because I am voicing only my opinion, and it does not seem to be the popular faculty point of view,” she wrote. “I do not support unionization.”

Wagner went on to say she believes in having direct communication with the administration rather than having her views represented by a union.

“Yes, we have some very real miscommunications, and even some trust issues, but I don’t believe for a minute that bringing in a third party that will eliminate this direct communication will solve any of the problems,” she wrote.

## Tempers and rhetoric flare with TCC faculty union drive....

*continued*

This prompted a response from Tomas Berger, who explained to Wagner that a "third party" would not speak for faculty if a union is declared, but rather members of TCC's faculty.

"I am greatly troubled with the tone the administration has taken and with its attempts to silence the conversation," wrote Berger, a chemistry professor. "Therefore, I can no longer keep quiet. This likely means my name has been added to the list of 'trouble makers.' I'm OK with that, just so I could have this conversation with you. I am not asking you to change your mind, just wanted to clear up a misconception as to who would represent us."

Murdaugh's June 9 email was precipitated by one sent to him June 2 by communications faculty member Malcolm Armstrong, who criticized both Murdaugh and Moore-Davis.

"Dr. Murdaugh – You do realize that if you'd just fired your mouth-piece Provost, things probably would have stabilized," he wrote. "You brought all of this upon the Administration with your "invisible act" that actually continues to this day ("I wasn't in town, I wasn't in town..."). No one believes you'll be interpersonal at this time. Your Provost is a sad embarrassment to TCC .... Again, I blame you for NOT being at TCC when it needed a President who was here dealing with this stuff directly from the get-go. You weren't, and that's a shame. Hence, this union garbage is what you're having to deal with now."

Armstrong later sent two emails of apology to Murdaugh saying that he was responding to what is becoming a stressful situation.

During Monday's board of trustees meeting, newly elected Faculty Senate President Patrick McDermott said he will submit a resolution outlining the faculty's concerns with the administration.

McDermott said that he understands that the back and forth with emails has been intimidating to some faculty and useful to others.

But last week, he, along with Moore-Davis, agreed on creating an online portal where all communications could flow freely, giving faculty a chance to review what is being said.

"This would give faculty the opportunity to write their opinions without bombarding co-workers and administration with emails," he wrote. "This would also give me an opportunity to hear everyone's opinions and better equip me to fully encompass the various points of view when I interact with the administration. I want to make sure EVERYONE has a voice."

## Our opinion: TCC administration, faculty need to listen

TALLAHASSEE DEMOCRAT (EDITORIAL)

You know how people like to permanently append biblical verses, profound quotations of great historical figures, or little witticisms at the bottom of their e-mail formats? Well, a Tallahassee Community College professor uses a quote from Winston Churchill that would be good advice for everyone involved in the current campus controversy over faculty members forming a union.

"Courage is what it takes to stand up and speak," Britain's wartime prime minister advised. "Courage is also what it takes to sit down and listen."

Viewed from afar, the TCC's labor pains seem to have been avoidable — a boiling-over of faculty resentment sparked by a seemingly unilateral change in class loads. No change in "reassigned time" policies was going to make instructors happy, but having it spring forth fully formed, as from the forehead of Zeus, was disrespectful to the workers affected by it.

TCC President Jim Murdaugh recalled the rule for further retooling, admonishing the provost who so cavalierly tossed it out there. He came away from a staff "town hall" meeting convinced he and the faculty had improved their communication.

So he was rudely awakened by a Tallahassee Democrat inquiry about a Public Employees Relations Commission petition for a union election on campus. Details of how PERC will conduct the election are being worked out and, although a previous unionization drive failed, there's no telling how this one might work out.

In a meeting with the newspaper's editorial board, Murdaugh said state law requires college faculty to teach 15 hours a week, but that can be reduced by using "reassigned time" for other, non-classroom services to the institution. He said 81 percent of faculty at TCC have some reassigned time, teaching four classes instead of five, but many of those instructors teach a fifth class — known as "overload" — on overtime.

Murdaugh said one use of reassigned time that is hard to justify is "mentoring adjuncts." TCC figures a lot of time spent coaching part-time instructors could be put to better use in front of students.

That's the sort of internal personnel stuff any big business or government agency would like to work out on its own, without lawyers or, in this case, unions getting involved. Murdaugh makes no bones about it — he doesn't want

the United Faculty of Florida, or any other union — and some of the union activists on faculty are equally adamant that the instructors, librarians and other workers will never be respected unless they can muster a united force.

It's often said that academic politics is so fierce because its stakes are so small. The money involved for employees is not small change, nor is time allocation a trivial detail in the efficient operation of the college, but this is not an epic labor-management struggle. Murdaugh is not running some South Carolina textile sweatshop, and the UFF organizers are not some mobbed-up labor goons right out of "On the Waterfront."

"I want you to be aware that we have tolerated more than we should have," Murdaugh wrote in a "Dear Colleagues" open letter on June 9. "The uncivil behavior, innuendo, and fear-mongering employed by a few individuals has gone on long enough and is not representative of the faculty excellence our institution is known for."

Union supporters say they fear retaliation for bucking Murdaugh and the TCC board of trustees. They are well aware that Florida is a "right to work" state, meaning no one can be compelled to join a labor organization or pay dues for representation. Also, while state law allows public employees the right of collective bargaining, they are forbidden to strike — and the college trustees and, ultimately, state Legislature hold all the bargaining chips.

But the union can advocate for the faculty, as a whole, and provide legal advice and advocacy for members who are unjustly fired or otherwise disciplined.

"I am greatly troubled with the tone the administration has taken with its attempts to silence the conversation," a union supporter wrote to a colleague — the woman using the Churchill quote on her messages — who said she won't vote for a union. "Therefore, I can no longer keep quiet. This likely means my name has been added to the lit of 'troublemakers.' I'm OK with that."

The union organizers have accomplished one thing. They have Murdaugh's attention.

Whether they need a union to keep him engaged is debatable, but it's sad to see a rising level of vitriol in the groves of academe. It would be wise for both sides to take Churchill's advice and listen — actually listen — before they resume shouting at each other.



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