

From: [Aaron Ellerman](#)
To: [Pamela Nadolski](#)
Subject: Fw: PHSC Reply to Request for Comment
Date: Monday, February 6, 2023 9:36:53 AM

Good morning Pam,

I hope you had an enjoyable weekend and are off to a great start to the week. Here is the email traffic regarding Dr. Beard's public comment that I sent to the requesting media outlet.

The published article can be found here: <https://www.tampabay.com/news/education/2023/01/20/national-professors-group-appalled-by-floridas-stand-critical-race-theory/>

V/R,

Aaron Ellerman

Public Information Officer
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New Port Richey, FL 34654
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From: Aaron Ellerman
Sent: Friday, January 20, 2023 3:45 PM
To: dkumar@tbtimes.onmicrosoft.com <dkumar@tbtimes.onmicrosoft.com>
Subject: PHSC Reply to Request for Comment

Good afternoon Divya,

I hope you are off to a great start to the new year. Below you will find comment from Pasco-Hernando State College President Dr. Timothy L. Beard in response to the AAUP statement made today. Please feel free to reach me for future inquiries at the contact information listed below. Have a great day.

-For more than 50 years our institution has driven transformational change by providing affordable and accessible educational experiences to a diverse student body, empowering them to achieve academic success, personal enrichment, and socio-economic advancement. Our success in these endeavors is a direct testament to upholding our core values of equity and academic excellence while maintaining adherence to State and Federal educational requirements. The council of

presidents' statement reflects the direction of PHSC as we continue to uphold governmental guidelines while promoting a positive climate of academic freedom and thought throughout our institution.

V/R,

Aaron Ellerman

Public Information Officer

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In a statement Friday, the American Association of University Professors condemned Florida's college presidents for **committing this week** to root out course content promoting "critical race theory or related concepts" by Feb. 1.

"The hypocrisy is glaring, as has been the case so often recently in Florida," the statement said. "But the danger is very real. Censorship of ideas has absolutely no place in a democracy."

The national organization, founded in 1915, stated it was "appalled at the blatant violation of academic freedom" and said it was exploring options, including an investigation and possible censure.

"In a democracy, higher education is a common good which requires that instructors have full freedom in their teaching to select materials and determine the approach to the subject," the statement said. "Instead, the (Florida College System) presidents, while giving lip service to academic freedom, have announced their intention to censor teaching and learning by expunging ideas they want to suppress. By dictating course content, they are also usurping the primary responsibility for the curriculum traditionally accorded the faculty under principles of shared governance."

The presidents of Florida's 28 state colleges — including Hillsborough Community College, St. Petersburg College and Pasco-Hernando State College — released a statement on Wednesday that said in part they would not support "any institutional practice, policy or academic requirement that compels belief in critical race theory or related concepts such as intersectionality."

Intersectionality is a recognition that discrimination and oppression in society are often interwoven, overlapping and complex. The concept aims to convey, for example, how Black men and white women can experience discrimination in ways that are both similar and different.

The college presidents further stated that any course material or instruction that includes discussion of critical race theory will present it as "one of several theories and in an objective manner."

Their statement came as Gov. Ron DeSantis steps up his effort to rid Florida higher education of “trendy ideologies,” as he described it in his inaugural speech earlier this month.

His budget office has required the state’s colleges and universities to report how much they spend on activities related to critical race theory and diversity, equity and inclusion. And in a separate request, the office told universities to provide details on all the gender-affirming care they have provided since 2018.

In its response to the state, Hillsborough Community College stated that they don’t offer critical race theory courses and that student programs are inclusive to all. In a statement to the Tampa Bay Times on Thursday, an HCC spokesperson said the college supports the system statement and remains “committed to the values that are foundational to our mission.”

St. Petersburg College wrote in its response that it was “actively auditing” its website, programs and initiatives for changes that need to be made. In December, SPC President Tonjua Williams, who leads the council of college presidents, penned a letter to the Department of Education saying the colleges would support the ideas behind Florida’s new “Stop WOKE Act,” which is facing legal challenges.

Pasco-Hernando State College President Timothy L. Beard said in a statement he believed the presidents’ letter reflected “our core values of equity and academic excellence while maintaining adherence to state and federal educational requirements.”

Irene Mulvey, president of the national professors group, said college presidents should act as firewalls against outside influence on their institutions.

“This is a move toward authoritarianism, totalitarianism,” she said. “The fact that the Florida college presidents have, seemingly unprompted, gone along with this kind of move toward authoritarianism has raised the alarm bell to a five-alarm fire.”

Her organization is considering an investigation that could result in censure or sanctions against an administration or a system. In the past five years, six colleges and universities have been added to the group's [censure list](#).

She described the designation as “sort of like a public black eye” in the higher education community.

From: [Sonia Thorn](#)
To: [Pamela Nadolski](#); [Andrea Brvenik](#)
Subject: Fw: DEIB article in NACCE publication
Date: Monday, February 6, 2023 6:32:46 PM
Attachments: [NACCE_FallWinter_2022_web.pdf](#)

I have a few and will forward.



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

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New Port Richey, FL 34654

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From: Sonia Thorn
Sent: Tuesday, January 10, 2023 12:26 PM
To: Luther T. Buie <lthorn@phsc.edu>; Davina Jones <jonesdav@phsc.edu>
Subject: DEIB article in NACCE publication

Davina and Luther,
I submitted this for PALT as PHSC is mentioned but I thought you would like the piece on DEIB on page 18 and 19 given the current climate in FL.

Sonia

Sonia R. Thorn

Assistant Vice President of Academic Affairs, Marketing and Communications

Pasco-Hernando State College

West Campus

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From: [Sonia Thorn](#)
To: [Pamela Nadolski](#)
Subject: Fw: DeSantis Seeks to End "DEI" Spending in Higher Ed
Date: Monday, February 6, 2023 6:33:28 PM



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

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From: Sonia Thorn <thorns@phsc.edu>
Sent: Wednesday, February 1, 2023 6:16 AM
To: Stanley Giannet <giannes@phsc.edu>
Subject: Fwd: DeSantis Seeks to End 'DEI' Spending in Higher Ed

FYI

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From: Timothy Beard <beardt@phsc.edu>
Sent: Wednesday, February 1, 2023 6:06:58 AM
To: Sonia Thorn <thorns@phsc.edu>
Cc: Andrea Brvenik <brvenia@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Don't worry about a deadline per se, the 2/1 is a date the Colleges were shooting for to complete necessary changes...not necessarily a do or die situation...But the quicker we can complete, probably the better...Yes, let's change to Education Access and Equity...My goal is to ensure this political issue does not become a distraction to the work our College does everyday to decrease achievement gaps in our student body

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From: Sonia Thorn <thorns@phsc.edu>
Sent: Tuesday, January 31, 2023 11:09:31 PM
To: Timothy Beard <beardt@phsc.edu>
Cc: Andrea Brvenik <brvenia@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Good evening, Dr. Beard,
This is the first I'm hearing the name of the actual title to change on the website and that there is a deadline of tomorrow.

So, I'm confirming with you that this is the new title so I can mobilize my team to make the changes by end of day tomorrow.

For items that include Davina and Luther's title changes need to be made in the HR system as that is how it's populated in the web.

Please advise.

Thanks.

Sonia

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From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:07 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Sonia Thorn

<thorns@phsc.edu>

Subject: Fwd: DeSantis Seeks to End 'DEI' Spending in Higher Ed

FYI, let's be wise and go ahead and ensure we re-brand our programs, job descriptions, etc...to be named "Office of Educational Access and Equity"

We had indicated that we would like to complete by Feb 1, 2023

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From: Karen Moore <KarenM@themooreagency.com>

Sent: Tuesday, January 31, 2023 4:19 PM

To: Williams.Tonjua@spcollege.edu <Williams.Tonjua@spcollege.edu>; Timothy Beard <beardt@phsc.edu>; Thomas Leitzel - South Florida State College (Thomas.Leitzel@southflorida.edu) <thomas.leitzel@southflorida.edu>; jeff.allbritten@FSW.edu <jeff.allbritten@FSW.edu>; Jim Murdaugh (MURDAUGHJ@tcc.fl.edu) <murdaughj@tcc.fl.edu>

Cc: Kendra Parson <kendrap@themooreagency.com>; Karen Moore <KarenM@themooreagency.com>

Subject: FW: DeSantis Seeks to End 'DEI' Spending in Higher Ed

WARNING: This email originated from a sender outside of Pasco-Hernando State College. Please use caution when opening links and attachments.

DeSantis Seeks to End 'DEI' Spending in Higher Ed

Gov. Ron DeSantis on Tuesday rolled out a slate of higher-education proposals that included eliminating spending on diversity, equity and inclusion initiatives, a move the governor said would lead such programs to “wither on the vine.”

DeSantis also announced proposals involving the frequency of post-tenure reviews for faculty members and the state setting new “core course requirements” at colleges and universities.

DeSantis’ announcement came weeks after his administration directed leaders of the college and university systems to collect information from schools about diversity, equity and inclusion-related expenditures.

During an appearance Tuesday at State College of Florida, Manatee-Sarasota in Bradenton, DeSantis criticized what he called “DEI (diversity, equity and inclusion) bureaucracies.”

“This is basically a component of the administration within universities that are imposing a political agenda, sometimes things like critical race theory,” DeSantis said. “The bureaucracies are hostile to academic freedom, and really they constitute a drain on resources and end up contributing, certainly around the country, to higher costs as the bureaucracies metastasize.”

After his administration directed collection of the information, the state released a report about expenditures related to diversity, equity and inclusion. The report outlined some universities spending millions of dollars on programs and staff positions, in some cases with much of that funding coming from the state. Some universities also listed specific courses that involve diversity, equity and inclusion concepts.

With DeSantis’ proposal Tuesday, the Republican-dominated Legislature could put such expenditures in the crosshairs during the legislative session that will start in March.

“No funding, and that will wither on the vine. And I think that that’s very important because it really serves as an ideological filter, a political filter,” DeSantis said, adding that he plans to try to prohibit universities from requiring prospective employees to sign diversity, equity and inclusion statements.

Andrew Gothard, president of the United Faculty of Florida union, slammed the governor’s proposal.

“The words themselves, ‘diversity, equity, and inclusion,’ show that these programs are not just about race; they are about ensuring that everyone has fair and equal access to Florida’s higher education classrooms,” Gothard said in a statement provided to The News Service of Florida.

Rep. Anna Eskamani, D-Orlando, also criticized the governor’s plan.

“Diversity, equity and inclusivity programs will also include disability and accessibility services — I guess DeSantis wants to abolish those too,” Eskamani said in a Twitter post.

DeSantis also touted proposed legislation that would allow college and university officials to have more control over reviewing faculty members’ tenure.

Under a controversial measure passed last year, university faculty members are required to undergo a “comprehensive post-tenure review” every five years. DeSantis’ announcement Tuesday suggested the governor wants to give power to university trustees and presidents to perform the reviews more often.

DeSantis said schools might need to do reviews “more aggressively” than every five years.

“I’ve talked with folks around the country who have been involved in higher-ed reform, and the most significant dead-weight cost at universities is typically unproductive tenured faculty. So, why would we want to saddle you as taxpayers with that cost if we don’t have to do that?” DeSantis said.

Another prong of the governor’s proposals would deal with academic content. An infographic released by the governor’s office said the proposal would “specify standards and content for general education core course requirements to ensure higher education is rooted in the values of liberty and the western tradition.”

University system Chancellor Ray Rodrigues, a former state senator who joined DeSantis at Tuesday’s appearance, backed the proposal.

“We will be focused on academic excellence at all of our institutions. We pursue the goal of education, and we reject indoctrination,” Rodrigues said.

Gothard, however, called the proposal dealing with classroom instruction part of an effort to “curtail speech, belief and association” on campuses.

“Florida’s students and families don’t need their government to tell them which classes they can take, which degrees they can complete, or what kinds of campus activities they can engage in,” Gothard said. “The constitutional rights promised to all Americans do not come with an asterisk that says ‘unless Gov. DeSantis disagrees with you.’”

Meanwhile, as the governor prepares to release his 2023-2024 state budget recommendations, he said he plans to ask the Legislature to approve \$100 million to recruit new faculty at universities.



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[DeSantis Seeks to End 'DEI' Spending in Higher Ed](#)

By Ryan Dailey | 1 sec ago



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From: [Sonia Thorn](#)
To: [Pamela Nadolski](#)
Subject: Fw: DeSantis Seeks to End "DEI" Spending in Higher Ed
Date: Monday, February 6, 2023 6:34:01 PM
Attachments: [Outlook-0cueqvj.png](#)

FYI



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

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From: Sonia Thorn <thorns@phsc.edu>
Sent: Wednesday, February 1, 2023 10:12 AM
To: Courtney Boettcher <boettcc@phsc.edu>; Aaron Ellerman <ellerma@phsc.edu>
Subject: Fwd: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Courtney, I and Aaron,

Sharing this with you two only. I will let you know when the name is finalized and to change the website.

Sonia

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From: Luther T. Buie <buiel@phsc.edu>
Sent: Wednesday, February 1, 2023 10:03:59 AM
To: Andrea Brvenik <brvenia@phsc.edu>; Timothy Beard <beardt@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Greetings all.

Dr. Jones made an excellent suggestion in the College not using the word "Equity". I would like to propose for consideration "Education Access and Engagement".

Luther Buie

Luther T. Buie
Associate Dean
Diversity, Equity, Inclusion and Multicultural Student Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

Tel: 727-816-3192
Email: buiel@phsc.edu



From: Andrea Brvenik <brvenia@phsc.edu>
Sent: Tuesday, January 31, 2023 8:46 PM
To: Timothy Beard <beardt@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

I'm thinking Education Access and Equity.

Andrea Brvenik, Esq.
Chief of Staff and General Counsel
Pasco Hernando State College
10230 Ridge Road
New Port Richey, FL 34654
727-816-3126
Brvenia@phsc.edu



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Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Or Education Access and Equity?

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From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:07:17 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
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To: [Pamela Nadolski](#)
Subject: Fw: DeSantis Seeks to End "DEI" Spending in Higher Ed
Date: Monday, February 6, 2023 6:34:20 PM



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

Pasco-Hernando State College
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New Port Richey, FL 34654

thorns@phsc.edu | www.phsc.edu
p: 727-816-3213 f: 727-816-3300

From: Sonia Thorn <thorns@phsc.edu>
Sent: Thursday, February 2, 2023 6:57 AM
To: Timothy Beard <beardt@phsc.edu>
Cc: Luther T. Buie <buiel@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Teresa Montanez <montant@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Good morning, Dr. Beard,

So to confirm we are changing to title to -- Education Access and Engagement.

Is this the same for Davina and Luther's titles? If so, I have included Teresa as that change must be made in the HR system to update our website.

Please advise.

Thanks!

Sonia



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

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To: Luther T. Buie <buiel@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

I am ok with the recommendation from Dr. Jones

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From: Luther T. Buie <buiel@phsc.edu>
Sent: Wednesday, February 1, 2023 10:03:59 AM

To: Andrea Brvenik <brvenia@phsc.edu>; Timothy Beard <beardt@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
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From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:27 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buie@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Or Education Access and Equity?

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From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:07:17 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buie@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Fwd: DeSantis Seeks to End 'DEI' Spending in Higher Ed

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We had indicated that we would like to complete by Feb 1, 2023

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Sent: Tuesday, January 31, 2023 4:19 PM
To: Williams.Tonjua@spcollege.edu <Williams.Tonjua@spcollege.edu>; Timothy Beard <beardt@phsc.edu>; Thomas Leitzel - South Florida

State College (Thomas.Leitzel@southflorida.edu) <thomas.leitzel@southflorida.edu>; jeff.allbritten@FSW.edu <jeff.allbritten@FSW.edu>; Jim Murdaugh (MURDAUGJ@tcc.fl.edu) <murdaugj@tcc.fl.edu>

Cc: Kendra Parson <kendrap@themooreagency.com>; Karen Moore <KarenM@themooreagency.com>

Subject: FW: DeSantis Seeks to End 'DEI' Spending in Higher Ed

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DeSantis Seeks to End 'DEI' Spending in Higher Ed

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“No funding, and that will wither on the vine. And I think that that’s very important because it really serves as an ideological filter, a political filter,” DeSantis said, adding that he plans to try to prohibit universities from requiring prospective employees to sign diversity, equity and inclusion statements.

Andrew Gothard, president of the United Faculty of Florida union, slammed the governor’s proposal.

“The words themselves, ‘diversity, equity, and inclusion,’ show that these programs are not just about race; they are about ensuring that everyone has fair and equal access to Florida’s higher education classrooms,” Gothard said in a statement provided to The News Service of Florida.

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From: [Sonia Thorn](#)
To: [Pamela Nadolski](#)
Subject: Fw: DeSantis Seeks to End "DEI" Spending in Higher Ed
Date: Monday, February 6, 2023 6:32:52 PM

FYI



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

Pasco-Hernando State College
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Sent: Tuesday, January 31, 2023 11:09 PM
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Cc: Andrea Brvenik <brvenia@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Good evening, Dr. Beard,
This is the first I'm hearing the name of the actual title to change on the website and that there is a deadline of tomorrow.

So, I'm confirming with you that this is the new title so I can mobilize my team to make the changes by end of day tomorrow.

For items that include Davina and Luther's title changes need to be made in the HR system as that is how it's populated in the web.

Please advise.

Thanks.

Sonia

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• ANNUAL CONFERENCE HIGHLIGHTS •

Community College **Entrepreneurship**

A Publication of NACCE

FALL/WINTER 2022

**Revolutionary
E-ship
in Action**



2023 SAVE THE DATES

#NACCE2023

Annual Conference

October 29 -
November 1, 2023
Nashville, TN





Revolutionary E-ship in Action

Companies like TOMS, Janji, and Grain4Grain are great examples of social entrepreneurship and the impact they can have on local and global communities. Closer to home here in Iowa, we have social entrepreneurs like Billie Asmus, founder of Silicone Studios, which creates reusable silicone paint tray liners and lids. This helps cut overall cost and time to the consumer while also reducing landfill waste and build-up. Another student, Josh Jeski, started Terraform Tillage, which provides innovative and sustainably focused technologies to farmers.*

These are just two examples of the abundant opportunities in social entrepreneurship. Each of us can bring ideas to market and discover new customers by applying the entrepreneurial mindset and modeling solutions that benefit others. This is where social entrepreneurship intersects with opportunity: the opportunity to create products that create global or regional benefits.

Creating something to solve a problem is part of the entrepreneurial process. Entrepreneurs ask themselves, *Is it marketable? Is it doable?* Social entrepreneurs echo the same concerns. The difference is that students today are increasingly thinking about ways to solve current and future problems and are nurturing these ideas into entrepreneurial social ventures.

National Leadership

As a national association dedicated to entrepreneurship education and awareness, NACCE has an important role to play. NACCE is known for its ability to convene like-minded thinkers to share best practices. This creates synergy on campus and fuels innovation. Social entrepreneurship is the by-product of bringing together problem-solvers who aren't afraid of taking risks. Social entrepreneurship will increasingly grow, and NACCE will continue to support programs and efforts that benefit regions and communities in the social entrepreneurship space.

We as institutional leaders can also help aspiring social entrepreneurs put these new revolutionary ideas into action. By sharing models that are replicable and scalable and putting people with similar interests or goals together, we can create a pathway and shine a light on it.

Community Leadership

The timing is right to thoughtfully provide "greenhouses" or incubator space to address community problems, to innovate in that space, and help and encourage students to connect to a bigger cause. This is an area of growing opportunity for community colleges, and it doesn't require a significant financial investment.

This is an area of growing opportunity for community colleges, and it doesn't require a significant financial investment.

Most community colleges already have some business coursework in the social entrepreneurship space. By applying the problem-solving nature of the entrepreneurial mindset across these courses, the culture of social entrepreneurship will grow. If you have an advocate at your college, then you can do it. Culture drives the need.

Where you have a culture that celebrates entrepreneurs who are contributing to the local community in important ways, you have an opportunity to solve issues by tapping the innovative minds and hearts of nascent social entrepreneurs in our midst, perhaps unknown to us at the moment, but nonetheless there. We just have to look for them. ●

Steven Schulz, Ph.D.
Board Chair, NACCE
President, North Iowa Area Community College

*Both are graduates of Venture School, offered through NIACC's John Pappajohn Entrepreneurial Center in partnership with the University of Iowa.

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Letter from the Publisher

This issue of *CCE* celebrates “revolutionary thinking,” the theme of NACCE’s annual conference held in Boston, 90 miles from where the organization was founded 20 years ago on the campus of Springfield Technical Community College in Springfield, Massachusetts.

Since its start, NACCE has sought to place entrepreneurship curriculum and programming at the forefront of community colleges throughout the country to encourage new ways of thinking and problem-solving in our communities while also improving access and economic equality for all students. Looking back over the past two decades, NACCE’s commitment has remained steadfast, and support for its mission has been enjoined by leading companies and organizations nationally and globally.

This commitment continues to bear fruit. We see abundant evidence in the pitch competitions and the maker spaces that have proliferated in NACCE member community colleges, alongside innovation hubs and entrepreneurship centers that provide students with places to explore and expand their horizons. We also see it in the nascent but ever-growing emergence of social entrepreneurship where entrepreneurs are using problem-solving skills and creativity to find solutions to some of society’s most pressing issues.

We invite you to read about NACCE’s milestone celebration and more in this issue and encourage you to share your ideas for future articles.

Rebecca Corbin, NACCE president and CEO

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Community College Entrepreneurship serves a wide range of audiences, including college administrators and board members, faculty, directors of entrepreneurship centers, SBDCs, makerspaces, and more. It also provides timely information for philanthropic leaders about new, innovative programs related to success mindset and entrepreneurship curriculum.

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Entrepreneurship as an Essential Social Force

When people think of entrepreneurship, they may envision a successful startup generating significant revenues. For social entrepreneurs though, starting a business is about more than just profit; it's about their impact on people and their communities.

Social startup businesses focus on creating positive solutions to common issues at the local and global level. When effectively executed, social entrepreneurship empowers consumers and positively affects society while also generating revenue. This blend of business goals with community and environmental needs is a driving force of growth for small and large businesses. Social entrepreneurship is growing rapidly and will continue to accelerate in the years ahead.

Who Are Social Entrepreneurs?

According to a study by the *Global Entrepreneurship Monitor*, social entrepreneurship is often associated with young changemakers who are idealistic in nature. The GEM results show that among 18-34-year-olds, there is a greater representation of nascent social entrepreneurs than nascent commercial entrepreneurs in many of the world's major economic regions. Of the world's social entrepreneurs, an estimated 55 percent are male, and 45 percent are female.

Impact of Social E-ship

One of the emerging themes in social entrepreneurship is measuring social impact. The GEM study found that approximately half of individuals who fit the broad definition of social entrepreneurs report that they put substantial effort into measuring the social and environmental impact of their social venturing activities. About five in every 10 individuals involved in broad social entrepreneurship activity reinvest profits towards social goals set by the organization. While social impact can often be difficult to measure, there are noticeable benefits, ranging from consumer empowerment to the actual effects that money can have on communities.

Many business professionals have been trying to solve community and societal issues with innovation for decades. Bill Drayton, who founded Ashoka, an organization that supports social entrepreneurs, famously said, "Where do solutions come from? They come from entrepreneurs. Entrepreneurs committed to the good of all."

As consumers are empowered and more companies begin supporting community causes, the possibility of businesses having a significant role in social and environmental change will grow. Through social innovation, organizations are no longer tethered to profit only, but also to greater ideas that consumers and employees embrace more than ever before. By creating jobs and giving back, companies can create a cycle of social impact that is sustainable and replicable. ●



The Role of Community Colleges: Views from College Leaders

"Community colleges can play a critical role in grounding students in social issues and finding ways for them to think entrepreneurially to solve these issues," said Joseph Konopka, vice president for Academic Affairs at Ocean County College (OCC) in Toms River, New Jersey.

"Being an entrepreneur often means facing rejection in pitching new ideas, which could lead to discouragement," he said. "Steeping our students and our cultures in ideation, entrepreneurial thinking, and problem-solving is now more critical than ever because nurturing this as a mindset will lead to a continuous flow of ideas and innovation. We can create different student forums for fostering such an approach."

Planting the Seeds

A few years ago, OCC hosted a series of entrepreneurial events, where high school and college students pitched new ideas for a chance to win monetary prizes to fund a new project or service, according to Konopka. "The groups were small, and the program was minimally funded. However, if we expanded this approach by creating more events that bring students together to think and then encouraged them to apply an entrepreneurial mindset to solving issues in our communities, we could bring social entrepreneurship to a whole new level," he said.

Sonia Thorn, assistant vice president of Academic Affairs, Marketing & Communications at Pasco-Hernando State College in New Port Richey, FL, believes that events like the college's "Bobcat Hunt

Entrepreneurship Pitch Contest” are the best way to support social entrepreneurship going forward.

“We hosted our first competition in a hybrid format last year, and our faculty worked very closely with students to build their products and concepts,” Thorn said. “We are working with our K-12 partners, sister colleges, and local universities to explore how we can forge even more alliances that will increase talent development. Sometimes seeing the results up close and personal in your own community drives the energy and excitement. Seeing how we can do more is very motivating.”

“Seeing how we can do more
is very motivating.”

**SONIA THORN,
PASCO-HERNANDO STATE COLLEGE**

Best Entrepreneurial Thinking

Anthony Wise, president of Pellissippi State Community College in Knoxville, Tennessee, has observed several different types of entrepreneurial students at his college, including social entrepreneurs.

“This group comes to a community college with a commitment to solving a social problem and a desire to develop the leadership skills and entrepreneurial mindset to do so,” said Wise. “We have a graduate in social work whose intent is to start a non-profit to address the needs of the homeless in our community. Another graduate in teacher education wants to establish a housing unit for young people aging out of foster care. I have also spoken to a music student who hopes to create a non-profit that would enable him to provide music therapy to veterans on campus and in the community. These students represent the very best of entrepreneurial thinking at our colleges because they help us, our institutions, and our communities become better versions of ourselves.”

Sonia Thorn believes social entrepreneurship will grow in the years ahead. “Sometimes the benefits of helping others are intangible but you know you made a difference,” she said. “Though sometimes difficult to measure, social entrepreneurship is fulfilling because you get to see a community problem addressed by your organization’s efforts. By helping to solve a need, you become a better person and contribute to improving your community.” ●



Sonia Thorn



Anthony Wise



Joseph Konopka

SOCIAL ENTREPRENEURSHIP LEADERS

Following are some growing social entrepreneurship organizations:

BANGS Shoes – The company invests 20 percent of its net profit to help people start their own businesses, handpicking business owners (mostly from Africa) and loaning them capital to start their businesses.

AtlasGo – It encourages users to do yoga, meditate, run, and exercise as an online app, and also raises money for its non-profit partners and donates money to plant trees. To date, the app has helped millions of users to engage in physical activity while giving back to the planet.

HELPSY – This company strives to change how people view recycling clothing by providing a wide array of services, from collection and sorting to the recycling of clothes and fabric.



StartSomeGood – As a coaching service, the project builds networks between brands and startup figures through marketing and resource programs that help startups create an impact in their fields.

Cotsworld Fayre – With its sustainable supply of raw goods, the platform offers a wide range of fair trade and healthy options – from gluten-free and organic to vegetarian and vegan. It also helps retailers achieve their food quality goals and helps other businesses by connecting their suppliers with owners to promote green and organic food to the public. ●



Left to right: Brenda Brombacher, her mother, Sandra Leos, and her sister, Jessica Rios Hoang.

Coming Full Circle: How a Scholarship Recipient Gives Back to Her Community

Brenda Rios Brombacher earned a full scholarship from Verizon as a teenager; now she pays it forward by providing middle school students with access to Verizon Innovative Learning STEM Achievers.

Full Transparency

In October 2019, Brenda Rios Brombacher was looking to make her next move professionally. After presenting at the National Association for Community College Entrepreneurship (NACCE) conference, Brombacher, who was director of entrepreneurial initiatives and community relations at Houston Community College (HCC), had her eye on other sessions to attend. As luck would have it, Verizon had a workshop that fit neatly into her schedule.

Curious to see what the company was up to, she grabbed a seat in the back of the room to learn about Verizon Innovative Learning STEM Achievers, an immersive educational program that helps middle school students across the country build STEM and entrepreneurship skills. It was immediately clear to Brombacher that the initiative would greatly benefit HCC. After all, she knew firsthand how life-changing Verizon's outreach could be.

Brombacher's decades-long connection with Verizon began when she

and her family emigrated from Mexico to Houston, Texas in 1998. She was 10 years old at the time. Her mother, Sandra Leos, began working in a local call center for a phone company that was later acquired by Verizon.

When Brombacher and her sister, Jessica Rios Hoang, took a tour for employees' children, she noticed the myriad of resources available in multiple languages as part of Verizon's cultural outreach. "They showed us all these different kinds of [marketing] channels and flyers in different languages," Brombacher recalls. "I was like, 'Oh my gosh! I know Spanish.' I felt like if Verizon could learn different languages and cultures then I could, too."

When it was time to think about college years later, Brombacher decided she wanted to study international relations. Attending university was mandatory in her household. "My parents would say, 'We came to America; this is the work,'" Brombacher says. "The expectation for us kids was to study really hard. It almost felt like double the work because

I was learning English, the [educational] system and how to apply to different universities.”

As Brombacher researched college funding, she discovered a Verizon scholarship opportunity designated for employees and their children. She applied for and was granted the scholarship: a full ride that covered her entire tuition at University of Houston-Downtown (UHD).

For an immigrant family who worked tirelessly for their new life in the United States, the scholarship was a game-changer — and gave Brombacher relief. “Having my tuition covered was a weight relieved; I remember crying with my family,” she explains. “I didn’t have to worry about that little piece anymore. I could just worry about class, getting good grades and thriving in my degree.”

When Brombacher, years later at the NACCE conference, heard about Verizon Innovative Learning, the opportunity felt like it was meant to be. “I wanted to give back to my community,” she explains. “Verizon has given me so much, and so much to our family. I wanted to...give that

“I saw this platform as a way to close that digital divide in our community for those who don’t consider themselves techies.”

BRENDA RIOS BROMBACHER

back to our middle school students here.”

In March 2020, after many calls and conversations, Brombacher learned HCC received a grant to host Verizon Innovative Learning STEM Achievers, an honor that was only given to 49 college institutions across the country. The global pandemic forced the college to change plans that year, but when Verizon Innovative Learning STEM Achievers kicked off in 2021, the four-week program was well-received by parents and students alike. In fact, it was so popular that the program expanded into two distinct sessions at HCC for the 2022 season, with 150 students registered. Across the country, Verizon estimates over 2,000 students will be impacted by Verizon Innovative Learning STEM Achievers in 2022.

“You could see through the [students’] progression how it sparks [their] interest,” Brombacher says. “The fact that these students could use that type of technology boosts their confidence.” Research supports Brombacher’s observations. Following the program: 98% of Verizon Innovative Learning STEM Achievers students reported increased interest and proficiency in STEM subjects, according to a 2019 survey.

With four tracks to choose from — Immersive Media, Smart Solutions, Digital Product Innovations and Artificial Intelligence/Robotics — Verizon Innovative Learning STEM Achievers opens its students to endless possibilities, just like it did for Brombacher when she was in middle school decades ago.

“I saw this platform as a way to close that digital divide in our community for those who don’t consider themselves techies,” she shares. “I think it gives them hope, exposure and access to careers they might be interested in pursuing.”

Throughout Brombacher’s educational journey — be it her own or paying it forward by helping her community years later — she cannot help but feel immense gratitude for Verizon, its programs and its commitment to closing the digital divide. “It was all coincidental, but I feel so thankful and blessed,” she shares. “I just want to thank Verizon for giving so much to the community for so many years.”

“I saw this platform as a way to close that digital divide in our community for those who don’t consider themselves techies...I think it gives them hope, exposure and access to careers they might be interested in pursuing.” ●

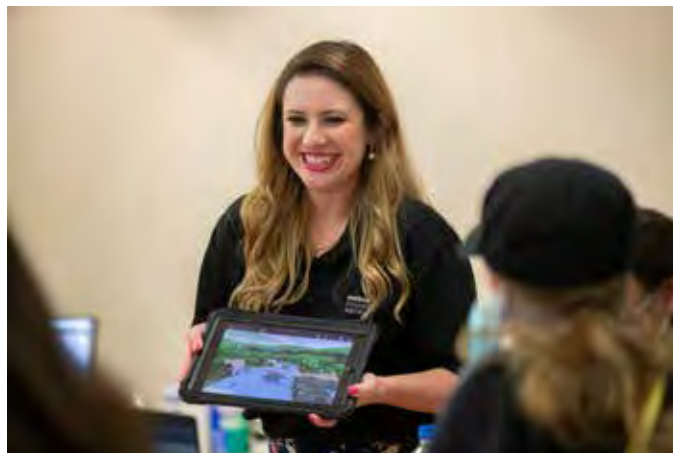
Contact: calabrese@nacce.com



Brombacher received a full ride to University of Houston-Downtown through a Verizon scholarship program geared toward employees and their children.



As kids, Brombacher and her sister visited their mother at the Verizon call center.



Brenda Rios Brombacher welcomes Verizon Innovative Learning STEM Achievers to the classroom.

#NACCE2022 attracted 336 in-person and 47 remote attendees. The conference, "Revolutionary Thinking," was held in Boston October 2-5. Entrepreneurship faculty, administrators, presidents, and other leaders from 46 states celebrated NACCE's 20th Anniversary at the conference.



NACCE President and CEO Rebecca Corbin welcomed attendees to #NACCE2022.



(Left to right): John Diffley, professor at Springfield Technical Community College; Judy Fox, program manager at the Michelson 20 MM Foundation; Diane Sabato, professor at Springfield Technical Community College; and Rebecca Corbin, president and CEO of NACCE, celebrate the Entrepreneurial Educator of the Year Award, sponsored by the Michelson Foundation. Both Diffley and Sabato shared the award.



With support from the Kauffman Foundation, 25 college and community leaders ideated about resources needed to ignite entrepreneurship in communities.



(Left to right): April Caldwell of fay/Ven, Tracey Quimby, artist, and Rebecca Corbin celebrated NACCE's 20th Anniversary by unveiling a commissioned artwork for the occasion, created by Quimby.



**REVOLUTIONARY
THINKING** NACCE
BOSTON
2022



(Ascending left to right): Amy Bouvier, NACCE vice president of Finance and Administration, and Rebecca Corbin, NACCE president and CEO, with NACCE Board of Directors: Brenda Hellyer, chancellor of the San Jacinto Community College District; Carlos Turner-Cortez, chancellor of the San Diego Community College District; Chris Whaley, president of Roane State Community College; Steve Schulz, board chair and president of North Iowa Area Community College; Sharon Pierce, president of Minneapolis College; Jen Worth, sr. vice president of Workforce Development for AACCC; Jee Hang Lee, president and CEO of ACCT; and, Jim Murdaugh, president of Tallahassee Community College.



Bunker Hill Community College's Jazz Quartet entertained guests at the opening reception, sponsored by the Singleton Foundation.



Students from Modesto Junior College in California, presented their winning community solutions on the main stage at #NACCE2022.



On the final day of the conference, Chris Whaley, president of Roane State Community College, and John Rainone, president of Mountain Gateway Community College, kicked off the program with a group "Soul Train" dance.



Carlene Cassidy, CEO of the Ratcliffe Foundation, thanked fellow sponsors, including Verizon. She later announced the Pitch for the Skilled Trades and Pitch for the Foundation winners.



Team members from the Tennessee College for Applied Technology pitched and won \$50,000 for a "Frankenstein Electric Car" program.



Attendees traveled from 46 states to attend the annual conference.



**REVOLUTIONARY
THINKING** NACCE
BOSTON
2022

Entrepreneur Creates Commemorative Artwork

By Carol Savage, editor, *Community College Entrepreneurship*, NACCE

“Every artist is an entrepreneur, but not every entrepreneur is an artist,” observed Andrew Gold, who teaches business and entrepreneurship at Hillsborough Community College (HCC) in Tampa, Florida. Gold is also a co-leader of the InLab@ICC, an innovation hub where he helped create a plan with April and Aaron Caldwell of fay/Ven to help artists sell their artwork during the pandemic.

Earlier this year, fay/Ven, which is an online marketplace where mobile and home-based vendors and artisans can find and book temporary retail space at local venues, helped commission artist Tracey Quimby to create artwork commemorating NACCE’s 20th anniversary. Titled, “Creation,” it was unveiled in October at NACCE’s 2022 Annual Conference.

Quimby was among several artists who displayed their art during the Susie Steiner Award Ceremony at HCC. Her work drew the interest of NACCE President and CEO Rebecca Corbin who commissioned the artist. “Tracey’s work caught my attention because it reminded me of the transformative power of entrepreneurship,” said Corbin.

Entrepreneurial Opportunity

The result was a highly integrated and visually striking 3’x 4’ canvas that incorporates elements of NACCE’s book, *ImpactED, How Community College Entrepreneurship Creates Equity and Prosperity*. “She created individual images, shapes, colors, and strokes that blend into a cohesive tableau that resonates strongly with how entrepreneurship works,” Corbin said.

“I’m self-taught and enthusiastically try different mediums and encourage others to express themselves through art,” said Quimby. “I was honored for the chance to make a piece of art for NACCE and thoroughly enjoyed working with everyone in the organization.”

“Making something out of nothing is really what entrepreneurs do and what we as entrepreneurship educators encourage



Artist Tracey Quimby created artwork commemorating NACCE’s 20th anniversary. It was unveiled at this year’s annual conference in Boston.

students to do,” said Andrew Gold. “Tracey found a way to artistically highlight the principles put forward in NACCE’s book and capture the feelings of transforming lives through entrepreneurship.”

Getting from Point A to Point B

It was Tracey’s involvement with fay/Ven that resulted in her collaboration with NACCE to create the commemorative artwork. “There is a greater need than ever to connect mobile vendors without storefronts to local venue owners who have spare room for pop-ups,” said April Caldwell, co-founder and CEO of fay/Ven. “We bring the two together, maximizing the potential for increased revenue and market opportunity for the artisan.”

A veteran-owned organization, fay/Ven was founded in 2018 by United States Air Force

veterans April Caldwell and her husband Aaron Caldwell. The company is also a grant recipient of the Everyday Entrepreneur Venture Fund and has won several local and regional business pitch competitions. “We are entrepreneurial in every way and understand the power of connecting entrepreneurs,” said April Caldwell. “We are the Airbnb for retail space! The model is successful because it offers creative solutions for helping each other out as a community.” ●

For more information, visit fayven.com.



Contact: editor@nacce.com

Vance-Granville CC and Tallahassee CC President Honored



Vance-Granville Community College (VGCC) in Henderson, North Carolina, has been named NACCE's 2022 "Heather Van Sickle Entrepreneurial College of the Year." James Murdaugh, president of Tallahassee Community College, (TCC) in Tallahassee, FL, was selected as NACCE's 2022 "Entrepreneurial President of the Year." The awards were announced at NACCE's Annual Conference in Boston where NACCE celebrated its 20th anniversary in October.

Vance-Granville Community College's selection as NACCE's 2022 Entrepreneurial College of the Year attests to the leadership of President Rachel Desmarais, who has steadily expanded the college's entrepreneurial initiatives.



(Left to right): Celebrating the Entrepreneurial College of the Year award for Vance-Granville Community College (VGCC) are: Katie Gailes, senior director of membership & DEIB, NACCE; Jerry Edmonds, vice president, VGCC; Rachel Desmarais, president VGCC; Chris Whaley, president of Roane State Community College; and NACCE's Rebecca Corbin.



Pictured (from left to right) are members of the TCC team: Renee Gordon, professor, Biological Science; Angela Long, chief engagement officer; James Murdaugh, president, and his wife Sara Murdaugh; Kimberly Moore, vice president, Workforce Innovation; Jessica Griffin, vice president, Workforce Development; and TCC Trustees Karen Moore and Albert Wynn.

In 2021, President Desmarais signed NACCE's *Presidents for Entrepreneurship Pledge (PFEP)*, committing the college to five action steps designed to create economic vitality through entrepreneurship. The college also hosted an innovative entrepreneurship youth camp called "Be a 'Trep'" (short for entrepreneur) for area middle school students aspiring to be entrepreneurs.

"Through innovative events hosted by Vance-Granville's Small Business Center and other entrepreneurial programming, the college has demonstrated its commitment to promoting entrepreneurship throughout the region it serves," said Rebecca Corbin, president and CEO of NACCE. "It is a pleasure to recognize this outstanding college, which was selected by an independent judging panel, as the winner of NACCE's 2022 Entrepreneurial College of the Year Award."

2022 Entrepreneurial President Award

James Murdaugh was named NACCE's 2022 Entrepreneurial President of the Year for his leadership in entrepreneurial endeavors at Tallahassee Community College.

Under his leadership, the college created "TCC Spark," a program that focuses on equipping student entrepreneurs with the skills, tools,

and connections needed to start and grow successful businesses. TCC also launched the Wakulla Environmental Institute that spurred the creation of the Oyster Aquaculture Industry in Florida. The program is responsible for the startup of over 100 businesses and the creation of more than 300 new jobs in the local area.

"We are proud to honor President Murdaugh with NACCE's Entrepreneurial President of the Year Award for 2022," said Corbin. "Through his steadfast commitment to infusing entrepreneurial thinking and action through innovative programs at TCC, he shines a national spotlight on the value of entrepreneurial curriculum and programming among community colleges and beyond."

"I am humbled by this recognition," said Murdaugh. "Community colleges are the workforce engines for the regions they serve, and I am proud that Tallahassee Community College has been able to stay nimble in providing innovative programs for our students. This requires a tolerance for taking calculated risks, but more importantly, it requires a hard-working and dedicated team. None of our successes would be possible without the amazing faculty, staff, and administrators at TCC. This award is a credit to all." ●

Two Foundation Leaders Share Lifetime Achievement Award

The Fish Family Foundation and the Herb and Maxine Jacobs Foundation were selected to receive NACCE's 2022 Lifetime Achievement Award. The award recognizes both foundations' entrepreneurial mindset and commitment to equity, demonstrated through their respective roles in the expansion of the "Learn & Earn" program (L&E) at Bunker Hill Community College (BHCC) in Boston, MA.

About Learn & Earn

BHCC's Learn and Earn Program promotes equity in the types of internships offered to students, how they are recruited and placed, and which students can participate. In 2017, the Fish Family Foundation approached BHCC to consider expanding the L&E program to non-profits. The program had been successful but was limited in terms of student participation and corporate involvement. The foundation funded a pilot with a commitment to further fund the program based on the results, including sustainable funding from other philanthropic sources.

The Herb and Maxine Jacobs Foundation expressed interest in funding a program that would lead community college graduates to meaningful jobs and careers. Together, these two funders enabled BHCC to establish a program that increases opportunities for all students. With funding secured, the L&E staff expanded and refined its recruitment efforts, changing the model to be more proactive and including personal email outreach to students who took courses with skills aligned to specific jobs. In addition to promoting equity in the types of internships offered and how students are recruited, the program exposes BHCC students to a broad segment of businesses, especially those that could not otherwise afford to pay intern salaries.

"The inclusion of students and access to education and entrepreneurial pursuits is one of NACCE's founding principles, and we



President of Bunker Hill Community College, Pam Eddinger (center), presented NACCE's Lifetime Achievement Award to the Fish Family Foundation and the Herb and Maxine Jacobs Foundation. Representing the Fish Family Foundation was Jennie Segel (left), director of Strategic Programs. Representing the Herb and Maxine Jacobs Foundation was Austin Gilliland (right), dean of Professional Studies, BHCC.

wholeheartedly embrace and acknowledge the diligence and generosity of both of these prestigious foundations," said Rebecca Corbin, president and CEO of NACCE.

"I want to congratulate the Herb and Maxine Jacobs Foundation and the Fish Family Foundation on this well-deserved recognition. We are honored to partner with both foundations to bring high-quality, equitable, and living-wage earning internships to community college students," said Pam Eddinger, president of BHCC. "These foundations recognize that the chance to learn and earn provides a critical boost to our students and employers seeking skilled, motivated, and educated workers." ●

Four Colleges Win Pitch for the Skilled Trades Competition

What do a 3D Lab, electrical vehicles, truck driving, and welding all have in common? Each concept was represented by the winners of the 4th Annual NACCE "Pitch for the Skilled Trades," competition hosted in partnership with the Philip E. and Carole R. Ratcliffe Foundation.

Kudos to the dozens of teams that competed with gusto for a share of the \$150,000 in prizes generously provided by the Philip E. and Carole R. Ratcliffe Foundation!

"The 2022 Pitch for the Skilled Trades competition was a major highlight of this year's annual conference," said Rebecca Corbin, NACCE president and CEO. "The conference theme, Revolutionary Thinking, was evident in all of the submissions, and the judges were impressed by the creative approaches that competing faculty took to infuse entrepreneurial approaches into a wide range of skilled trades." Congratulations to the four winning colleges in the 2022 Pitch for the Skilled Trades competition:

\$50,000 College: Laramie County Community College (WY)
Project: "Z-Lab - AR/VR Experience"
Lead: Minden Fox

This initiative involved creating a computer lab using ZSpace to introduce manufacturing students to internal equipment functionality. ZSpace systems introduce students to a real-world environment while remaining safely in a classroom. ZSpace software and viewers expand specific areas of equipment to look at fine details and inner workings of equipment and how it works when functioning properly. Software can be expanded to include multiple programs across campus. This lab will be the first of its kind in the region.

\$50,000 College: Tennessee College of Applied Technology (TN)
Project: "The Ride of Frankenstein (Electrical Car)"
Lead: Andy Smith

TCAT will purchase an electric vehicle to use as a training aid for TCAT Knoxville Automotive, Diesel, and Collision Repair students, including dual-enrollment locations. The installation of a level 2 charging station will be used as a training aid for TCAT Knoxville Industrial Electrical Students. TCAT was also tasked with creating a program that is focused on the installation and repair of the charging stations.



Pictured with Ratcliffe Foundation CEO Carlene Cassidy (center, back row) are winning teams from Laramie County Community College, TCAT, Vance-Granville Community College, and Tallahassee Community College.

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Five Winning Colleges Named in the Pitch for the Foundation Competition

Concepts about oysters, drones, childcare, makeovers, and reducing student debt were presented by the winners of NACCE's "Pitch for the Foundation" competition hosted in partnership with the Philip E. and Carole R. Ratcliffe Foundation.

This year, NACCE celebrated its 20th anniversary by hosting the first competition for Pitch for the Foundation. "The competition's goal is to create and support ongoing programs that serve the different colleges' service areas," said Carlene Cassidy, CEO of the Ratcliffe Foundation. "This was a very competitive event that represents the Ratcliffe Foundation's mission to support area residents in gaining knowledge in career paths that are expanding along with new and cutting-edge career opportunities."

"The five winning colleges teams demonstrated outstanding creativity and ability to 'think outside the box,' in their respective pitches," said Rebecca Corbin, NACCE president and CEO. "All of the initiatives have the potential to positively impact local communities and help improve opportunities for people living in those areas. Congratulations to each of the 2022 Pitch for the Foundation winning teams!"

\$50,000 College: Tallahassee Community College (FL)
Project: "Oyster Seed Nursery Training for Aquaculture"
Lead: Albert Wynn

Aquaculture is the number one source of seafood in the world today, and to feed a growing global population with supply chain issues, we need to be able to turn to our oceans for reliable food sources. In Florida there is a shortage of nurseries and hatcheries that produce the seed needed by our farmers to grow more product. By providing training for our Oyster Aquaculture Farmers, we help them start their own nursery businesses and grow more seed. The increase in product will yield an economic impact of more than \$35 million annually in the Tallahassee area.

\$50,000 College: Vance-Granville Community College (NC)
Project: "VGCC Red Tails Aviation"
Lead: Kenneth Wilson

The purpose of VG Red Tails Aviation is to introduce, train, and support participation in the emerging UAV/Drone sector. VG Red Tails is a comprehensive program designed to train and prepare individuals to learn to fly, become certified (FAA/NC), start a business, or participate in sectors using drone technology. VGCC will become a regional leader in the UAV sector. Components of the training will include aerial photography, topographical imaging, infrared technology, 3D imaging, entrepreneurship, crop inspection, crop treatments, and other



Winning teams from Houston Community College, Pellissippi State Community College, Pima Community College, Vance-Granville Community College, and Tallahassee Community College celebrated winning a combined \$150,000 from the Ratcliffe Foundation.

agricultural UAV applications. The initiative is supported by the college president and the endowment foundation.

\$40,000 College: Pellissippi State Community College (TN)
Project: "Grow Strong: Enterprising Early Childhood Development"
Lead: Aneisa Rolan

Walt Disney once said, "If you can visualize it, if you can dream it, there's some way to do it." Pellissippi State's dream is on-campus childcare. "Grow Strong: Enterprising Early Childhood Development" is a new partnership of Pellissippi State Community College, the YMCA of East Tennessee, and the United Way of Greater Knoxville and is designed to create a shared service micro-center model to support quality childcare in the region. A micro-center is a one-classroom childcare program in an existing school or business. Pellissippi State's "Grow Strong" will serve as the micro-center host site for the YMCA's administration and delivery of childcare services for infants and toddlers. In addition, Pellissippi State's Early Childhood Education program will enhance the partnership by providing expertise, curriculum input, assessment tools, professional

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The Multiple Dimensions of Diversity

By Katie Gailes, senior director, Membership and Diversity, Equity, Inclusion & Belonging, NACCE

The world we live in is a diverse ecosystem of cultures, ethnicities, values, perspectives, identities, and abilities, just to name a few. While technological advances continue to remove barriers of time and distance in the physical world, they have not had the same impact on the barriers to full acceptance of diversity, equity, inclusion, and belonging (DEI&B). Barriers to full acceptance of DEI&B are anchored in long-held traditions, stereotypes, beliefs, and perceptions that we use to make decisions about each other, often subconsciously.

The Power of Observation

Research indicates that 80-85 percent of what we perceive is based on what we see. Our perception of our similarities and differences is usually based on how others look compared to us. The most common difference people recognize is race and skin color because skin color is easy to see. However, skin color carries with it a social, historical, and systemic context of perceived human value. There are many words for this perceived value: colorism, tonism, or shadeism. But the most common is racism.

Dimensions of Diversity

Racism is the most prevalent form of discrimination and continues to be used to separate and divide society in the United States and beyond. Race as a way to value human life and as a 'differentiator' has a long history. While progress is being made, in many ways, it continues to divide us today. Yet, there are numerous other perceived differences that we can see with our eyes and even more that we cannot see. Understanding all dimensions of diversity illustrates how much we have in common.

In preparation for a recent workshop, I identified 19 differences; only six are completely not visible. Most are both visible and not visible. Each dimension could represent something to consider when creating programs and spaces to serve diverse audiences, where everyone has equitable access to offerings and feels included and a sense of belonging. Being aware of all the different ways diversity can show up can help create a more equitable and inclusive culture in which differences can be celebrated and everyone can hopefully gain a sense of belonging.

Choosing to Elevate or Divide

Every difference also represents a way that two people could be alike. It is likely that when all boxes are checked, two people of different skin colors have more common dimensions of diversity than two people with the same skin color. We get to choose what we let divide us. And we get to choose to elevate those things that we share in common.

The accompanying table illustrates many dimensions of diversity and whether they are typically visible or not visible. You may not agree with my opinion of what is visible and what is not visible. *Which one of these dimensions is visible about you? What assumptions might people make about you based on the visible ones?* Take a look at it with members of your own team to spur deeper conversations about all the ways you think you are different and all the ways you think you are alike. If you would like to explore a *Multiple Dimensions of Diversity* discussion for your team, please contact us at gailes@nacce.com. ●



Contact: gailes@nacce.com

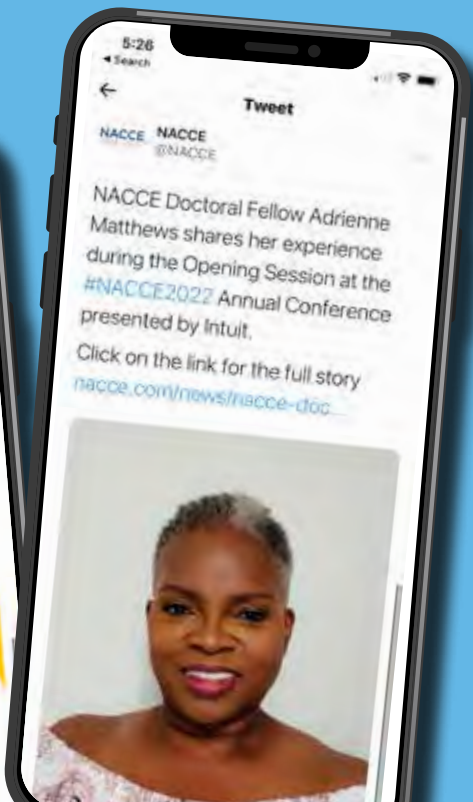
DIMENSION		VISIBLE	NOT VISIBLE
1	RACE: If you think in terms of black and white, you cannot always identify African American because many have light skin, eyes, and straight hair.	X	X
2	SKIN TONE: Very easy to see, unless the person is exposed to a lot of sun or cosmetically alters their skin tone.	X	
3	ETHNICITY: We can equate certain ethnicities with race. Sometimes, dress or cultures indicate ethnicity.	X	X
4	AGE: This is probably the easiest thing to see within a range of years.	X	
5	GENDER: Because men and women usually dress differently, wear different hair styles and accessories, we can make assumptions based on what we see.	X	
6	GENDER IDENTITY: Appearance and gender identity do not always coincide. We cannot make assumptions based on what we see unless individuals openly show their preference in their grooming and dress.	X	X
7	WEIGHT: A lot of us would like to hide this dimension. However, it is usually very visible.	X	
8	HEIGHT: Wearing high-heeled shoes does not mask height. And it is very difficult for a tall person to appear short.	X	
9	INCOME: External trappings may give us an indication of income level if they are present.	X	X
10	RELIGION: When religion dictates hair style, dress, visible customs, or the person openly declares their religion, this is visible.	X	X
11	LANGUAGE: This is most visible when the person is not bilingual.	X	X
12	ACCENT: Unless fluent to the level of native-born people, accent is hard to hide.	X	
13	OCCUPATION: Unless the occupation requires a uniform and you see that person in uniform, you may not be able to see occupation.	X	X
14	PHYSICAL ABILITY: Depending upon the type and level of ability or disability, this may not be visible.	X	X
15	MENTAL ABILITY: Certain mental disabilities like PTSD or bipolar disorder are not usually visible. Nor is genius. However, Down syndrome and autism, depending upon where they are on the spectrum, may be visible.	X	X
16	MARITAL STATUS: When people wear their wedding bands, this status is visible.	X	X
17	PARENTAL STATUS: If they appear with their children or a woman is pregnant, parental status may not be visible.	X	X
18	EDUCATION LEVEL: Behavior and how they introduce themselves may give us a clue, however; this is not usually visible.	X	X
19	GEOGRAPHY/LOCATION: Unless we are interacting with them in a location that has a certain reputation, this may not be visible.	X	X





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The Birth and Evolution of NACCE

In 1995, Andy Scibelli, president of Springfield Technical Community College in Springfield, MA, commissioned a feasibility study to determine if a small business incubator aligned with the expertise of the college could foster business growth in the region. This was the pivotal first step in the evolution of NACCE. Several years after undertaking that study, planning began for NACCE's first conference. A total of 149 college faculty and educators across the nation attended the conference in 2002.

In 2022, NACCE hosted its annual conference in Boston, Massachusetts celebrating 20 years of leading entrepreneurial initiatives across the nation. The conference's theme was appropriately themed, "Revolutionary Thinking." Congratulations to NACCE and all of its members for two decades of entrepreneurial leadership and innovation! ●





Greg Hodges, president of Patrick & Henry Community College (P&HCC), signed NACCE's *Presidents for Entrepreneurship Pledge*. Joining him during signing ceremonies are Rebecca Corbin (seated right). Standing left to right are: Tiffani Underwood, director of Development/P&HCC Foundation executive director; John Rainone, president of Mountain Gateway Community College; Anthony Wise, president of Pellissippi State Community College; Eva Bagg, president, Barstow Community College; and Shelira Morrison, director of P&HCC Workforce Development.



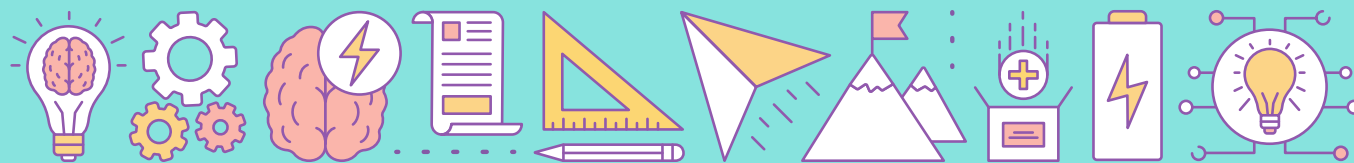
Jason Ryner, (left) and Anthony Reisen of ReEnvision Ag, were awarded \$5,000 in the John Pappajohn Entrepreneurial Center Venture Competition.



Pictured (left to right) at #NACCE2022: Carol Savage, editor, *Community College Entrepreneurship*; Angela Long, chief engagement officer, Tallahassee Community College; Rebecca Corbin, president and CEO, NACCE; and Amber Hicks, membership coordinator, NACCE.



Candi Karsjens (left), director of the NIACC Pappajohn Entrepreneurial Center, congratulated Jill Ihrke of Easy2Show on receiving an honorable mention in the Venture Competition.



Colleges Shine at Lemelson-MIT Summit

Why is invention and entrepreneurship education so important? According to Steve Meyer, manager of STEM Education at Fox Valley Technical College, they are critical subjects for 4 - 12th grade students to help assure their success in the years ahead. Meyer was one of the presenters at a June summit, entitled "Invention and Entrepreneurship at Community Colleges," sponsored by the Lemelson-MIT Program and held during its EurekaFest celebration for young inventors.

The summit was offered in person on the MIT campus as well as virtually. Participants connected directly with Invention Education (IvE) leaders, educators, and students and enjoyed the interactive "minds on and hands-on" sessions that demonstrated the power and accessibility of IvE in keeping with MIT's motto, "Mens et Manus" (Mind and Hand).

Meyer, a former STEM teacher, gave a presentation on the impact of technology and the future of work that has dramatically enhanced dairy farming in Northeast Wisconsin and across the world. Many family-operated dairy farms are able to stay in business and be profitable through the use of automation and robotics.

"Innovations such as robotic milking machines, health monitoring systems (think Fitbit), food sweeping robots, and data analysis software have changed the skills, knowledge, and ways of thinking needed throughout the industry," said Meyer. "Imagine what it will be like when our elementary school students are entering the workforce in the future!"

Transforming Approaches to Teaching

"The pathway of invention education has many deviations, detours, and mergers," said

NACCE's Rebecca Corbin, who also presented at the summit. "NACCE's role is to bring different entities together so that members can explore the critical intersections between invention and entrepreneurship and identify opportunities for students in their colleges and communities to solve real-world problems."

The panel discussion included leaders from NACCE, Modesto Junior College (CA), and Fox Valley Technical College (WI). NACCE shared its member resource offerings and examples of how it is uniting community college presidents, educators, administrators, and center directors to ignite interest in entrepreneurship on campus and in their communities. Modesto Junior College faculty shared their experiences developing workshops and courses as a pilot program for Invention and Inclusive Innovation (i3). Fox Valley Technical College outlined its success as a leader in entrepreneurship across business disciplines and integrations with STEM.

Inspire, Engage, and Energize

"Our evidence-based model, backed by published research and case studies provided attendees with tools to evolve the teaching and facilitating of K-14 student learning," said Invention Education Officer Leigh Estabrooks, of Lemelson-MIT. "Attendees experienced activities and shared techniques that help diverse student populations develop confidence in their ability to pursue STEM college and career pathways as we seek to be even more inclusive."

The Lemelson-MIT Program leads in preparing the next generation of inventors and entrepreneurs. Its work focuses on the expansion of opportunities for young people to



Steve Meyer, of Fox Valley Technical College presented at the Lemelson-MIT summit.

learn ways to solve problems that matter. It is committed to diversity, equity, and inclusion, aiming to remedy historic inequities among those who developed inventions, protect their intellectual property, and commercialize their creations. One of the country's most prolific inventors, Jerome Lemelson, with his wife Dorothy, founded the Lemelson-MIT program in 1994. The family continues to support this vision through the Lemelson Foundation and grant funding administered by MIT's School of Engineering.

These presenters shared their expertise during the summit:

- **Chad Redwing**, professor, Humanities & Faculty Coordinator of the Applied Creativity & Community Transformation (ACCT) Institute, Yosemite Community College/Modesto Junior College
- **Deborah Gilbert**, English professor, Modesto Junior College
- **Jeremy Wilson**, Engineering professor, Modesto Junior College

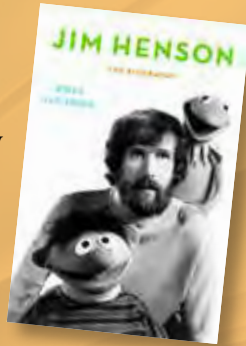
For more information visit: lemelson-mit.edu.



Jim Henson: The Biography
By Brian Jay Jones
(Ballantine Books, 2016)

I've been reading a really captivating biography about Jim Henson who was an incredible maker and entrepreneur! It's super inspiring and reminds me how important it is to work on the things that give you the most joy and meaning out of life. I highly recommend it!

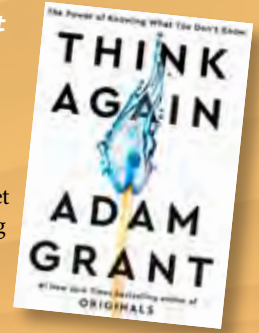
Stephanie Santoso
Co-Founder and President, MakerUSA



Think Again: The Power of Knowing What You Don't Know
By Adam Grant
(Viking, 2021)

In this book, the author blends research and storytelling to help readers build the skills to meet the challenges of the future. In a rapidly changing world, the ability to rethink and unlearn is possibly more important than other cognitive skill sets. This book examines the critical art of rethinking and questioning your assumptions, which can position you for more mindfulness and creativity in your assumptions at work and in everyday life.

Joseph Konopka
Vice President of Academic Affairs, Ocean County College



Skilled Trades continued from page 16

\$40,000 College: Tallahassee Community College (FL)
Project: "Breaker-Breaker One-Nine"
Lead: Jessica Griffin

"Breaker-Breaker One-Nine" is a project that places returning citizens on the road to employment, self-sufficiency, and empowerment. This project provides the training needed for returning citizens to become a CDL driver, owner-operator, and contributor to the Florida economy.

\$10,000 College: Vance-Granville Community College (NC)
Project: "Welding Expansion Project"
Lead: Stephanie Tolbert

Award funds will be used to expand the evening program in the Welding Department. This serves as a pathway for students from continuing education to obtain relevant curriculum, allowing working adults to get a basic welding certificate and help solve the shortage of welders in the workforce in our four-county service area. ●

Foundation continued from page 17

development, and field experiences for students. The shared-service model of a micro-center allows each partner to bring resources and manpower to the project.

\$5,000 College: Houston Community College (TX)
Project: "Makeover for Life"
Lead: Maya Durnovo

HCC has developed an innovative enterprise and feminine approach to build new lives for homeless women of color. Students from three HCC programs, Fashion, Cosmetology and Culinary, will work as interns to provide a "Makeover for Life" aimed at supporting low income, homeless women, and those disenfranchised to experience a makeover, nutrition counseling, and career direction. Students will consult with these

women on their appearance, flattering hair styles, and good nutrition to transform their physical appearance and well-being to restore hope. We will introduce these women to career pathways to build a life of economic self-sufficiency and growth. HCC Student Services will join this enterprise with career counseling.

\$5,000 College: Pima Community College (AZ)
Project: "Earn to Learn"
Lead: Marcy Euler

Student debt has crippled a generation of learners who secured high-interest loans in order to complete their studies. With post-secondary education costs outpacing inflation over the past several decades, some students were left with no choice but to take out loans. Long horizon repayment periods coupled with high-interest rates make educational loans a heavy burden for many who have turned to this option to finance their degree. To address these issues, Pima Community College (PCC) became the first community college in the country to partner with Earn to Learn (ETL), the largest matched-savings scholarship program in the nation. This partnership is having a dramatic and positive impact. Reducing or eliminating student loan debt while increasing completion rates are the two primary objectives of the partnership. Involved in this project are the PCC Office of Financial Aid & Scholarships as well as the Pima Foundation. Support from the chancellor and the provost has been critical to the success of the partnership. ●



Follow us on social media @NACCE

North Iowa Entrepreneurs Win at Venture Competition

The sixteenth annual John Pappajohn Iowa Entrepreneurial Venture Competition awarded \$100,000 in cash prizes to nine Iowa ventures in August. The \$100,000 in seed funding consists of a \$50,000 contribution from John Pappajohn and a \$50,000 match from the Iowa Economic Development Authority (IEDA). The goal of this competition is to support Iowa's entrepreneurial ecosystem.

Iowa businesses that have been in operation for four years or less or are not yet cash-flow positive were eligible to apply. The competition is open to businesses including, but not limited to, technology, biotechnology, green technologies, medical, advanced manufacturing, agriculture, engineering, and education industries.

Participants were judged on written submissions, and those who advanced to the final round of the competition presented to a panel of judges. A total of \$40,000 was awarded to first-place winner Mitchell Hora of Continuum Ag; \$25,000 to second-place winner Ray Schmidt & Jessica Vlastaras of Farm Story Meats; and \$15,000 to third-place winner, Kyle Gernhofer and Charlie Hubbard of DenScore.

Honorable mention awards amounting to \$20,000 were given to: Jayson Ryner of ReEnvision Ag Inc.; Sandeep Laroia of Juggernaut Life Sciences LLC; Shan Jiang and Yifan Li of Janas Materials Inc.; Jill Ihrke of Easy2Show; Emily Steele of The Hummingbirds; and Dakota Hoben of Farmers Risk.

The NIACC John Pappajohn Entrepreneurial Center, in partnership with North Iowa's Small Business Development Center, provides tools, support, and resources to Iowa's entrepreneurs. Applications for the 2023 John Pappajohn Iowa Entrepreneurial Venture Competition will open in Spring 2023. For more information or to apply, visit pappajohncompetition.com. ●



Left to right: Brook Boehmler, regional director, North Iowa SBDC; Candi Karsjens, director, NIACC Pappajohn Entrepreneurial Center; Mitchell Hora, Continuum Ag, first-place winner; and Tim Moore, director of Innovation, NIACC Pappajohn Entrepreneurial Center.

Gailes Named 2022 Leader in Diversity

Congratulations to Katie Gailes, NACCE's senior director, Membership and Diversity, Equity, Inclusion, and Belonging, for winning the *Triangle Business Journal's* "2022 Leaders in Diversity" award! She received the award during ceremonies on October 12 in Raleigh, NC. Gailes was selected for her work on "Our Stories on Race," a non-profit that provides a safe space for facilitated small group conversations on race among diverse groups of 10 people. With three chapters, over 300 graduates, and a corporate edition under development, "Our Stories on Race" is poised for significant growth and impact.

The "Leaders in Diversity" awards recognize businesses, individuals, and nonprofits that have demonstrated respect for inclusive treatment of others, advocacy for underrepresented groups, and multicultural marketing. This year, 10 individuals and 10 organizations were selected to receive this prestigious award.

"It is a credit to Katie Gailes, her co-founder Matthew Kane, and the rest of the geographically dispersed team to win this award, which represents a wide cadre of talented individuals who are committed to seeing and honoring our combined humanity," said Rebecca Corbin, NACCE president and CEO. "Her work in the community and here at NACCE continues to increase our awareness of and appreciation for the power of diversity, equity, inclusion, and belonging." ●



NACCE's Katie Gailes, (right) received a 2022 "Leaders in Diversity" award.



The Power of Art on Entrepreneurial Thinking

By Caron Sada, Ph.D., residential faculty, Psychology,
Paradise Valley Community College, Phoenix, AZ

Editor's Note: Several decades into the community college national entrepreneurship movement, the author explores how the arts can lead to the next iteration of entrepreneurship, social entrepreneurship, and positive social change.

Learning, problem solving, expressing, and influencing are all examples of change behaviors that we can experience individually and together. *How might the arts power your efforts beyond the status quo and toward your organizational and community vision?*

Learn Art can help us notice and understand complex concepts through the simplicity of imagery and experience. The way you see and interpret the world and certain situations impacts your creativity. What you choose to create and how you do it is affected by your observations, thoughts, and conclusions. Changing your perspective changes the way you create.

Problem Solve Engaging in an art process (i.e., making) can help us figure things out and solve problems as we also experience well-being. Keeping your mind in a positive gear encourages creativity and a welcoming environment. A recent study found that 75 percent of people in a positive frame of mind were able to successfully complete a creative task while only 13 percent of people in the control group could not complete it.

Express and Influence We can express our hopes and plans through art; stick figures, crayons, paints, clay and all other media used by novices and/or experts can represent incremental and breakthrough thinking. As a result, a work of art can become a call to action. Being willing to change your perspective can help you develop a growth mindset – a mindset that encourages positive change and the ability to express yourself creatively.

About the Author

Caron Sada teaches psychology at Paradise Valley Community College and leads Innovation and Entrepreneurship programming for the Maricopa Center for Learning and Innovation for the Maricopa County Community College District. As a social entrepreneur, Caron is the Creator of the Z Model and The Art and Science of Culture Change. She also currently serves as a Crayola Ambassador for the National Art Education Association.



Contact: caron.sada@paradisevalley.edu



Caron Sada

"Art can help us
notice and understand
complex concepts
through the simplicity of
imagery and experience."

**CARON SADA,
PARADISE VALLEY
COMMUNITY COLLEGE**

The Lens, a magazine produced by **Tarrant County College's** (TCC) Department of Corporate Solutions & Economic Development, received the 2022 Award of Excellence in the category of "Corporate Identity – Print Collateral" and the Award of Distinction in the category of "Public Relations/Communications" during the 28th Annual Communicator Awards competition. Shannon Bryant, TCC's executive vice president for Corporate Solutions & Economic Development, serves as editor-in-chief. TCC is located in Fort Worth, TX.

In July, **Anne Arundel Community College's** (AACC) EXCELL Performance Coaching Conversation Model received the College and University Professional Association for Human Resources (CUPA-HR) 2022 HR Innovation Award. The HR Innovation Award recognizes innovative thinking in higher education HR, especially models that can be adapted for use on other campuses.

The EXCELL Performance Coaching Conversation Model was created as an alternative to a previously used performance evaluation process. Staff were evaluated once at the end of each fiscal year with a process involving a cumbersome online performance management system. The workplace pivot with the onset of COVID-19 opened the door for process evaluations, including the pilot for the EXCELL performance coaching conversation model. CUPA-HR made a \$5,000 contribution to Anne Arundel Community College in recognition of the award. AACC is in Arnold, MD. **Congratulations!**

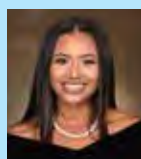


Seated are members of the Anne Arundel Community College HR team.

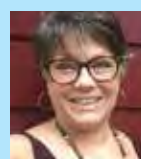
Over the course of three days in late August, **Middlesex Community College's Center for Truth, Racial Healing and Transformation** (CTRHT) hosted a series of events to offer MCC and Greater Lowell community members opportunities to learn about leadership for racial equity and racial healing circles. "At Middlesex, we are committed to the necessary collaborative and intentional work it takes to build meaningful relationships and partnerships, and to create a racially equitable community," said Phil Sisson, MCC's president. **Middlesex Community College** is located in Bedford, MA.

Our Community, Our Money (The Entrepreneur In You), is a show produced with the Entrepreneurial Initiatives department and **Houston Community College TV**. The show focuses on topics related to business and the community and promotes a variety of activities developed by HCC's Entrepreneurial Initiatives Department, Centers of Excellence, students, partners, and business owners in the local community. The Office of Entrepreneurial Initiatives was established to build and sustain the Houston business community through effective and relevant educational initiatives to help businesses grow in revenue, personnel, and business opportunities. The show airs three times per week and reaches more than 700,000 basic cable television subscribers daily in Houston's city limits and beyond. Creators of the show hope it will drive more engagement to HCC programs and highlight the success of the college's students, small business owners, and the local community.

NACCE welcomed two new members of its team this summer! Both are working out of NACCE's Cary, NC headquarters.



Amber Hicks joined NACCE in July as the new Membership Coordinator, reporting to Senior Director of Membership & DEIB Katie Gales. She will assist the team in managing the membership database, tracking membership engagement, and performing administrative tasks. Amber graduated from Spelman College in 2020 with a degree in sociology. You can reach Amber at (984) 206-1330 or hicks@nacce.com.



Patricia Wigington joined the NACCE team in early August as the Project Coordinator for the NACCE main office. Reporting to NACCE President and CEO Rebecca Corbin, she works on the sponsorship and event logistics for the NACCE annual conference and is the lead scheduler for all executive meetings and events. Patricia worked for the Wake County Public Schools, serves as vice president of her local swim club, and is a certified yoga instructor. You can reach Patricia at (984) 206-1329 or wigington@nacce.com.



Stephanie Goldenberg



Member Spotlight shines a light on outstanding individuals, teams, projects, or programs that exemplify and promote entrepreneurial mindset or action at institutions associated with the NACCE network.

Organization

Anne Arundel Community College (aacc.edu)

Occupation

Associate Professor and Academic Chair, Entrepreneurial Studies Institute

First Job

Retail Associate at The Gap

Philosophy

Do more of what you love.

Favorite Music

Reggae and 80's music

Favorite TV Show Or Movie

Any John Hughes movies

Favorite Book

Reach Out by Molly Beck

Social Media Handles

- [linkedin.com/in/stephanie-goldenberg-50b1a672/](https://www.linkedin.com/in/stephanie-goldenberg-50b1a672/)
- @aacc_esi Instagram
- @AACCESI Facebook

Success Is...

Seeing the light spark in someone's eyes. I love when there is hope, progress, and motivation to push forward. When I can inspire that in others, that is success.

What Got You Interested in Your Work?

As an undergraduate college student, I served as Student Government Association president and advocated for students. After working in marketing for several years, I started my

own marketing consultancy business, which I owned for 10 years. I learned the hard way about being an entrepreneur. It was a lonely business, so I wanted to help others with resources and support. Combining my passion for education, helping others, and entrepreneurship has led me to my current role.

Pet Peeve

Redoing something I have already done.

Favorite Quote

"To the world you may be one person, but to one person you may be the world."

Current Project(s)

2023 marks the 20th anniversary of the Entrepreneurial Studies Institute at AACCC. We will celebrate by hosting sponsors, alumni, current students, faculty, and staff. It will be an exciting showcase of our student entrepreneurs.

What Benefits Have You Gained Since Becoming a NACCE Member?

NACCE has connected us to a wonderful network of professionals to share ideas, get feedback, and tap into resources. The Michelson IP resources have helped supplement our learning materials in our courses. The ideas shared at the NACCE conferences have helped with new learning activities, new resources for students, and enhancements to our program. Personally, Becky Corbin has offered support and resources as I work through my Ph.D. program in Community College Leadership at Old Dominion University. ●



If you have someone in mind to be featured or would like your program or team to be included, please contact Trish Truitt at: truitt@nacce.com.

#NACCE2023

2023 SAVE THE DATES

Entrepreneurial Resource Development
(ERD) & Veterans Entrepreneurship

May 4 - 6, 2023
Coeur d'Alene, ID

NACCE
THE IMPACT OF ENTREPRENEURSHIP



make/SHIFT
the Makerspace Ecosystem Summit

June 14 - 16, 2023
Boston, MA

LEMELSON-MIT
Center for Entrepreneurship





THE OFFICE OF THE PRESIDENT

January 11, 2023

Executive Office of the Governor
The Capitol
Tallahassee, FL 32399-0001

RE: Executive Office of the Governor Memorandum #23-021

In response to Memorandum # 23-021, Pasco Hernando State College has done a thorough review of its expenditures to ensure compliance with (HB7) Fla. Stat. 1000.05 and Fla Stat. 1007.25. Pasco Hernando State College in its review believes zero dollars are allocated to the values as understood in HB7. We have two positions with Diversity, Equity, and Inclusion (DEI) in the titles listed in the enclosed memorandum and spreadsheet. After a review of the job descriptions and employee performances, a determination has been made that no expenditure went to support critical race theory in the supported activities, courses, or programs at Pasco-Hernando State College.

There are two identified positions with DEI in the titles and job descriptions. The mission and purpose of both positions with DEI as the title are to ensure that PHSC practices equity (as required by Florida Law) in all its courses, programs, and activities, and all remain non- exclusive as to such offerings. We have also reviewed our academic programs and found no programs have learning objectives espousing the prohibitive values of HB7.

Dr. Davina Jones serves as the full-time Provost at the Porter Campus at the Wire Grass Ranch, and Special Assistant to the President for Equity, Diversity, and Inclusion. Mr. Luther Buie serves as the Associate Dean for Diversity, Equity, Inclusion, and Multicultural Student Affairs. As required by Florida Law, College records indicate Mr. Buie is listed as the Equity Officer for the institution. As evident in the job descriptions, you will find the primary focus of both positions is to support equity values in all aspects of the College. Please accept our submission as a complete review and feel free to let us know if any additional information is needed.

Sincerely,

Timothy L. Beard, Ph.D. , President

Documents enclosed: Response to Memorandum #23-021
2 Job Descriptions- Dr. Devina Jones and Dr. Luther Buie
Survey Spreadsheet,

District Office • 10230 Ridge Road • New Port Richey, FL 34654 • 855.NOW.PHSC • phsc.edu

Brooksville • Dade City • New Port Richey • Spring Hill • Wesley Chapel

An equal access/equal opportunity institution.

JOB TITLE	Associate Dean, Diversity, Equity, Inclusion, and Multicultural Student Affairs	
REPORTS TO	Senior Vice President and Chief Student Affairs and Enrollment Officer	
HOURS	40 hours	
CLASSIFICATION / SALARY RANGE	ADMIN - 2	\$82,000 - \$86,100
FLSA	Exempt	

Pasco-Hernando State College is an equal opportunity and equal access higher education institute that promotes diversity and inclusion in the workplace.

JOB GOAL

Oversees and provides District-wide management and oversight of programs reporting to the office of Multicultural Student Affairs. Responsible for district-wide oversight of minority student recruitment, retention, and **College's pre-collegiate** programs, including College Reach Out program, Center of Excellence, LIFE, and the Student Success Academy. (Co-chairs with the Special Assistant to the President completing district -wide Equity Act reports).

ESSENTIAL DUTIES AND RESPONSIBILITIES

The following duties are not exhaustive but illustrate the general duties required of the position. Management may require personnel to perform duties other than those contained in this document.

1. Prepares accountability, evaluation, and progress reports for all programs in the office of Multicultural Student Affairs.
2. Serves as the College resource for Diversity, Equity, Inclusion and Multicultural Student Affairs and maintains appropriate files.
3. Provides input and **collaborate with the College Administrators relative to monitoring the College's compliance with the Equity Act.**
4. Serves as Co-chair of the Equity Committee along with the Special Assistant to the President.
5. Serves on the **President's** Administrative Leadership Team (PALT).
6. Responsible for assisting the Senior Vice President and Chief Student Affairs with strategic planning relative to minority student recruitment, retention, and completion activities.
7. Responsible for programs such as the Martin Luther King Lecture Series and Black History Program.
8. Serves on screening committees for exempt level staff and faculty positions.
9. Serves on student discipline committees.
10. Provides guidance when requested for students in the student grievance process.
11. Keeps up-to-date and informs College about relevant federal and state policies regarding student equity and inclusion matters.
12. **Provides input, and updates to the student Equity portion of the College's Strategic Plan.**
13. Provides oversight of the Linking in Faith and Education (LIFE) program designed to provide faith communities with educational opportunities.
14. Supervises pre-collegiate programs and provides assistance and information relative to grant management.
15. Serves as a member of the Council on Student Affairs & Enrollment Management.
16. Performs other duties as assigned.

Associate Dean, Diversity, Equity, and Inclusion & Multicultural Student Affairs (*Previously Director of Global Multicultural Student Affairs & Equity Services / Special Assistant to the President*)

Pasco-Hernando State College

Created: 7/1/98; 4/1/01; 7/1/02; 1/16/07; 1/15/08; title change: 7/1/12; 3/22/2021; 9/16/21; 5/17/2022

MINIMUM REQUIREMENTS

These requirements are a representation of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as an exhaustive list of specific duties and responsibilities. Management may direct employees to perform job-related tasks other than those specifically presented in this description.

EDUCATION REQUIREMENTS / QUALIFICATIONS

- Master's degree from a regionally accredited institution.

KNOWLEDGE, SKILLS, & ABILITIES

- Ability to interact with diverse populations
- Excellent communication skills; effective communication with a variety of students
- Advanced organizational skills
- Ability to establish and maintain working relationships with all stakeholders
- Ability to establish and implement strategic plans

SUPERVISORY RESPONSIBILITIES

- Yes

PREFERRED QUALIFICATIONS

- Doctor's Degree from a regionally accredited institution.

PHYSICAL REQUIREMENTS

The physical expectations of this job are listed below. Terms and descriptions are as defined by the US Department of Labor.

<input checked="" type="checkbox"/>	Sedentary Work	Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
<input type="checkbox"/>	Light Work	Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and / or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.
<input type="checkbox"/>	Medium Work	Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.
<input type="checkbox"/>	Heavy Work	Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	Very Heavy Work	Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

Associate Dean, Diversity, Equity, and Inclusion & Multicultural Student Affairs (*Previously Director of Global Multicultural Student Affairs & Equity Services / Special Assistant to the President*)

Pasco-Hernando State College

Created: 7/1/98; 4/1/01; 7/1/02; 1/16/07; 1/15/08; title change: 7/1/12; 3/22/2021; 9/16/21; 5/17/2022

Management may assign or reassign duties and responsibilities to this job at any time. Salary and benefits will be assigned as determined by PHSC's Board approved compensation plan. Duty days and assigned hours shall be determined by PHSC. Please contact Human Resources for questions relating to salary determination or benefit eligibility.

Applicants must have a satisfactory background check, and Veteran's preference documentation must be provided to prove eligibility.

Associate Dean, Diversity, Equity, and Inclusion & Multicultural Student Affairs (*Previously Director of Global Multicultural Student Affairs & Equity Services / Special Assistant to the President*)

Pasco-Hernando State College

Created: 7/1/98; 4/1/01; 7/1/02; 1/16/07; 1/15/08; title change: 7/1/12; 3/22/2021; 9/16/21; 5/17/2022

JOB TITLE	Special Assistant to the President for Equity, Diversity and Inclusion	
REPORTS TO	College President	
CLASSIFICATION / SALARY RANGE	SUPPLEMENT ONLY	\$20,000
FLSA	Exempt	

Pasco-Hernando State College is an equal opportunity and equal access higher education institute that promotes diversity and inclusion in the workplace.

JOB GOAL

Serves as Equity, Diversity, and Inclusion special assistant to the College President including assisting in district-wide monitoring of compliance with the Equity Act; Co-owns with Associate Dean of Equity, Diversity and Inclusion in completing district-wide Equity Act reports.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The following duties are not exhaustive but illustrate the general duties required of the position. Management may require personnel to perform duties other than those contained in this document.

1. Serves as the contact person and resource to the Equity Officer in the Division of Florida Colleges – Department of Education and disseminates all information to responsible parties.
2. Serves as a College resource person for Equity, Diversity, and Inclusion; and maintains appropriate files.
3. Provides input and collaborate with the College Administrators relative to monitoring of the College's compliance with the Equity Act.
4. Serves as Co-Chairs of the Equity Committee along with the Associate Dean of Equity, Diversity and Inclusion.
5. Serves on the President's **Administrative Leadership Team (PALT)**.
6. Supports the Associate Dean of Equity, Diversity, Inclusion and Multicultural Student Affairs with minority student recruitment, retention and completion relative to strategic planning activities.
7. Supports the Associate Dean of Equity, Diversity, Inclusion, and Multicultural Student Affairs, helps plan and coordinate programs such as the Martin Luther King Lecture Series and Black History Program.
8. Serves on screening committees for faculty and exempt level positions.
9. Serves on student discipline committees.
10. Provides guidance when requested for employees in the grievance process.
11. Keeps up-to-date and informs College about relevant federal and state policies regarding equity.
12. Maintain and update the Equity portion of the College's Strategic Plan.
13. Supports the Associate Dean of Equity, Diversity and Inclusion with the Linking in Faith and Education (LIFE) program designed to provide faith communities with educational opportunities.
14. Supports activities relative to the development and implementation of the College's Pre-Collegiate and Collegiate Success Academies.
15. Supervise office staff assigned.
16. Co-Chairs with the Associate Dean of Equity, Diversity and Inclusion the coordination of the preparation of required reports for the college to the Division of Florida Colleges - Department of Education.
17. Performs other duties as assigned.

MINIMUM REQUIREMENTS

These requirements are a representation of the types of duties and responsibilities that will be required of positions given this title and shall not be construed as an exhaustive list of specific duties and responsibilities. Management may direct employees to perform job-related tasks other than those specifically presented in this description.

EDUCATION REQUIREMENTS / QUALIFICATIONS

- Master's degree from a regionally accredited institution.

KNOWLEDGE, SKILLS, & ABILITIES

- Ability to interact with diverse populations
- Excellent communication skills; effective communication with a variety of students
- Advanced organizational skills
- Ability to establish and maintain working relationships with all stakeholders
- Ability to establish and implement strategic plans

SUPERVISORY RESPONSIBILITIES

- Yes

PREFERRED QUALIFICATIONS

- Doctor's Degree from a regionally accredited institution.

PHYSICAL REQUIREMENTS

The physical expectations of this job are listed below. Terms and descriptions are as defined by the US Department of Labor.

<input checked="" type="checkbox"/>	Sedentary Work	Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
<input type="checkbox"/>	Light Work	Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and / or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.
<input type="checkbox"/>	Medium Work	Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.
<input type="checkbox"/>	Heavy Work	Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	Very Heavy Work	Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

Management may assign or reassign duties and responsibilities to this job at any time. Salary and benefits will be assigned as determined by PHSC's Board approved compensation plan. Duty days and assigned hours shall be determined by PHSC. Please contact Human Resources for questions relating to salary determination or benefit eligibility.

Applicants must have a satisfactory background check, **and Veteran's preference documentation** must be provided to prove eligibility.

Higher Education Program and Activity Survey

[illegible]

From: [Bob Bade](#)
To: [Pamela Nadolski](#); [Andrea Brvenik](#)
Subject: Public Records Request - Executive Office of the Governor Memorandum #23-021
Date: Monday, February 6, 2023 10:44:59 AM

Pam,
Please see e-mail string below. I believe these are the only communications pertinent to the Public Records Request - However, If I find any others, I will send.

Bob

Bob Bade, Ed.D.
Senior Vice President
Chief Student Affairs & Enrollment Management Officer
(727) 816-3413

From: Andrea Brvenik <brvenia@phsc.edu>
Sent: Wednesday, January 4, 2023 10:59 AM
To: Bob Bade <badeb@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Jessica White <whitej@phsc.edu>
Subject: Re: Executive Office of the Governor Memorandum #23-021

Bob, I would assume it would follow the budget year.

Andrea Brvenik, Esq.
General Counsel and Chief of Staff
Pasco Hernando State College
10230 Ridge Road
New Port Richey, FL 34654
727-816-3126
Brvenia@phsc.edu



From: Bob Bade <badeb@phsc.edu>
Sent: Tuesday, January 3, 2023 4:18 PM
To: Luther T. Buie <buiel@phsc.edu>; Jessica White <whitej@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>
Subject: Re: Executive Office of the Governor Memorandum #23-021

Andrea - I do not see a time span referenced for the activities and programs. Should we base this on activities and programs that took place in the 2022 calendar year, or do you

recommend a different frame of time?

Bob

Bob Bade, Ed.D.

Senior Vice President

Chief Student Affairs & Enrollment Management Officer

(727) 816-3413

From: Bob Bade <badeb@phsc.edu>

Sent: Tuesday, January 3, 2023 3:54 PM

To: Luther T. Buie <buiel@phsc.edu>; Jessica White <whitej@phsc.edu>

Cc: Andrea Brvenik <brvenia@phsc.edu>

Subject: Fw: Executive Office of the Governor Memorandum #23-021

Luther, Jessica,

Please see attached. We need to provide to the State a list, description and amount of funding toward campus activities related to diversity, equity and inclusion.

The attached EXCEL spreadsheet can be utilized.

Please compile the list for Student Affairs activities by next Tuesday (January 10th) and send to me.

After I review, I will send to Andrea who is compiling the College-wide report for PHSC.

Please let me know if you have any questions.

Bob

Bob Bade, Ed.D.

Senior Vice President

Chief Student Affairs & Enrollment Management Officer

(727) 816-3413

From: Andrea Brvenik <brvenia@phsc.edu>

Sent: Tuesday, January 3, 2023 9:37 AM

To: Stanley Giannet <giannes@phsc.edu>; Sonia Thorn <thorns@phsc.edu>; Bob Bade <badeb@phsc.edu>; Brian Horn <hornb@phsc.edu>; Teresa Montanez <montant@phsc.edu>; Darrell Clark <clarkda@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Davina Jones <jonesdav@phsc.edu>

Cc: Timothy Beard <beardt@phsc.edu>; Pamela Nadolski <nadolsp@phsc.edu>; Rhonda Dodge <dodger@phsc.edu>

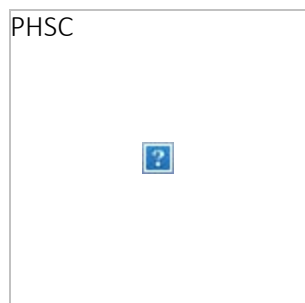
Subject: FW: Executive Office of the Governor Memorandum #23-021

Hello Team

Dr. Beard would like for you to review the memo and attend a call at 3pm via zoom.

Pam, can you send out the Zoom meeting, please thank you.

Andrea Brvenik, Esq.
General Counsel and Chief of Staff
Pasco Hernando State College
10230 Ridge Road
New Port Richey, FL 34654
727-816-3126
Brvenia@phsc.edu



From: Timothy Beard <beardt@phsc.edu>
Sent: Thursday, December 29, 2022 4:05 PM
To: Brian Horn <hornb@phsc.edu>; Luther T. Buie <buiel@phsc.edu>; Darrell Clark <clarkda@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>
Subject: Fwd: Executive Office of the Governor Memorandum #23-021

Please see attached.... I would like to discuss the week returned

Get [Outlook for iOS](#)

From: Hebda, Kathy <Kathy.Hebda@fldoe.org>
Sent: Thursday, December 29, 2022 3:59 PM
To: agarciafalconetti@polk.edu <agarciafalconetti@polk.edu>; parkera@palmbeachstate.edu <parkera@palmbeachstate.edu>; probstc@scf.edu <probstc@scf.edu>; emeadows@pensacolastate.edu <emeadows@pensacolastate.edu>; cflax-hyman@gulfcoast.edu <cflax-hyman@gulfcoast.edu>; CLEMMONSS@CHIPOLA.EDU <CLEMMONSS@CHIPOLA.EDU>; dstephenson@nwfsc.edu <dstephenson@nwfsc.edu>; lorenzg@seminolestate.edu <lorenzg@seminolestate.edu>; ghaile@broward.edu <ghaile@broward.edu>; bigardh@lssc.edu <bigardh@lssc.edu>; henningj@cf.edu <henningj@cf.edu>; jeff.allbritten@FSW.edu

<jeff.allbritten@FSW.edu>; Jim.Murdaugh@tcc.fl.edu <Jim.Murdaugh@tcc.fl.edu>;
richeyj@easternflorida.edu <richeyj@easternflorida.edu>; joepickens@sjrstate.edu
<joepickens@sjrstate.edu>; John.Avendano@fscj.edu <John.Avendano@fscj.edu>;
grosskopfj@nfc.edu <grosskopfj@nfc.edu>; JHoldnak@gulfcoast.edu <JHoldnak@gulfcoast.edu>;
jonathan.gueverra@cfk.edu <jonathan.gueverra@cfk.edu>; kplinske@valenciacollege.edu
<kplinske@valenciacollege.edu>; katwater@hccfl.edu <katwater@hccfl.edu>;
Lawrence.Barrett@fgc.edu <Lawrence.Barrett@fgc.edu>; mpumarie@mdc.edu
<mpumarie@mdc.edu>; Paul.broadie@sfcollege.edu <Paul.broadie@sfcollege.edu>;
leitzelt@southflorida.edu <leitzelt@southflorida.edu>; Timothy Beard <beardt@phsc.edu>;
TimMoore@irsc.edu <TimMoore@irsc.edu>; thomas.lobasso@daytonastate.edu
<thomas.lobasso@daytonastate.edu>; Williams.Tonjua@spcollege.edu
<Williams.Tonjua@spcollege.edu>

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios
<Anastasios.Kamoutsas@fldoe.org>; Cook, Lisa <Lisa.Cook@fldoe.org>; Henderson, Carrie
<Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette
<Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

WARNING: This email originated from a sender outside of Pasco-Hernando State College.
Please use caution when opening links and attachments.

Dear Presidents:

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Budget (OPB) Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodrigues, as well as each Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided directly from each institution to the Commissioner, who will collect the information and provide it to OPB on January 13, 2023. We request that you submit this information to me for the Commissioner **no later than close of business on January 11, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, which may apply in full or in part to the topics in the request, it will be important for you to explain each program and the position responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 4, 2023, for any of you who wish to join and ask clarifying questions about the report. Meeting information is at the bottom of this email.

Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)

850-559-2269 (mobile)

www.fldoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents

Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJOWkM4dz09>

Meeting ID: 813 4106 7150

Passcode: 9eRky9

One tap mobile

+13052241968,,81341067150#,,,,*485740# US

+13017158592,,81341067150#,,,,*485740# US (Washington DC)

PHSC



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Good Morning ☺

Per your request.

Uf.

Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Davina Jones <jonesdav@phsc.edu>

Fri 2/3/2023 6:41 AM

To: Timothy Beard <beardt@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Sonia Thorn <thorns@phsc.edu>

Cc: Luther T. Buie <buiel@phsc.edu>; Teresa Montanez <montant@phsc.edu>

Thank you!

AVP Thorn, let us know when the marketing team might be ready to add our Vision & Mission info we created fall 21 and the incorporation of our employee focus next to our student focus.

Luther, we might need to revise it slightly.

Regards,

Dr. Davina Jones

Sent from iPhone

From: Timothy Beard <beardt@phsc.edu>

Sent: Thursday, February 2, 2023 8:12:23 PM

To: Andrea Brvenik <brvenia@phsc.edu>; Sonia Thorn <thorns@phsc.edu>

Cc: Luther I. Buie <buiel@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Teresa Montanez <montant@phsc.edu>

Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Yes, to your question Sonia regarding the job titles.....TLB

Timothy L. Beard, Ph.D.

President

Pasco-Hernando State College

10230 Ridge Road

New Port Richey, FL 34654

727-816-3400

727-816-1815 (Fax)

From: Andrea Brvenik <brvenia@phsc.edu>

Sent: Thursday, February 2, 2023 7:03 AM

To: Sonia Thorn <thorns@phsc.edu>; Timothy Beard <beardt@phsc.edu>

Cc: Luther T. Buie <buiel@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Teresa Montanez <montant@phsc.edu>

Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Yes, we want the titles to reflect their responsibilities as they do not align.

Andrea Brvenik, Esq.

Chief of Staff and General Counsel

Pasco Hernando State College

10230 Ridge Road

New Port Richey, FL 34654

727-816-3126

Brvenia@phsc.edu



From: Sonia Thorn <thorns@phsc.edu>
Sent: Thursday, February 2, 2023 6:57 AM
To: Timothy Beard <beardt@phsc.edu>
Cc: Luther T. Buie <buiel@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Teresa Montanez <montant@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Good morning, Dr. Beard,

So to confirm we are changing to title to -- Education Access and Engagement.

Is this the same for Davina and Luther's titles? If so, I have included Teresa as that change must be made in the HR system to update our website.

Please advise.

Thanks!

Sonia



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

thorns@phsc.edu | www.phsc.edu
p: 727-816-3213 f: 727-816-3300

From: Timothy Beard <beardt@phsc.edu>
Sent: Wednesday, February 1, 2023 2:01 PM
To: Luther T. Buie <buiel@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

I am ok with the recommendation from Dr. Jones

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From: Luther T. Buie <buiel@phsc.edu>
Sent: Wednesday, February 1, 2023 10:03:59 AM
To: Andrea Brvenik <brvenia@phsc.edu>; Timothy Beard <beardt@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Greetings all.

Dr. Jones made an excellent suggestion in the College not using the word "Equity". I would like to propose for consideration "Education Access and Engagement".

Luther Buie

Luther T. Buie
Associate Dean
Diversity, Equity, Inclusion and Multicultural Student Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

Tel: 727-816-3192
Email: buie@phsc.edu



From: Andrea Brvenik <brvenia@phsc.edu>
Sent: Tuesday, January 31, 2023 8:46 PM
To: Timothy Beard <beardt@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buie@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

I'm thinking Education Access and Equity.

Andrea Brvenik, Esq.
Chief of Staff and General Counsel
Pasco Hernando State College
10230 Ridge Road
New Port Richey, FL 34654
727-816-3126
Brvenia@phsc.edu



From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:27 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buie@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Or Education Access and Equity?

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From: Timothy Beard <beardt@phsc.edu>
Sent: Tuesday, January 31, 2023 8:07:17 PM
To: Andrea Brvenik <brvenia@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Luther T. Buie <buie@phsc.edu>; Sonia Thorn <thorns@phsc.edu>
Subject: Fwd: DeSantis Seeks to End 'DEI' Spending in Higher Ed

FYI, let's be wise and go ahead and ensure we re-brand our programs, job descriptions, etc...to be named "Office of Educational Access and Equity"

We had indicated that we would like to complete by Feb 1, 2023

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From: Karen Moore <KarenM@themooreagency.com>
Sent: Tuesday, January 31, 2023 4:19 PM

To: Williams.Tonjua@spcollege.edu <Williams.Tonjua@spcollege.edu>; Timothy Beard <beardt@phsc.edu>; Thomas Leitzel - South Florida State College (Thomas.Leitzel@southflorida.edu) <thomas.leitzel@southflorida.edu>; jeff.allbritten@FSW.edu <jeff.allbritten@FSW.edu>; Jim Murdaugh (MURDAUGJ@tcc.fl.edu) <murdaugj@tcc.fl.edu>
Cc: Kendra Parson <kendrap@themooreagency.com>; Karen Moore <KarenM@themooreagency.com>
Subject: FW: DeSantis Seeks to End 'DEI' Spending in Higher Ed

WARNING: This email originated from a sender outside of Pasco-Hernando State College. Please use caution when opening links and attachments.

DeSantis Seeks to End 'DEI' Spending in Higher Ed

Gov. Ron DeSantis on Tuesday rolled out a slate of higher-education proposals that included eliminating spending on diversity, equity and inclusion initiatives, a move the governor said would lead such programs to “wither on the vine.”

DeSantis also announced proposals involving the frequency of post-tenure reviews for faculty members and the state setting new “core course requirements” at colleges and universities.

DeSantis’ announcement came weeks after his administration directed leaders of the college and university systems to collect information from schools about diversity, equity and inclusion-related expenditures.

During an appearance Tuesday at State College of Florida, Manatee-Sarasota in Bradenton, DeSantis criticized what he called “DEI (diversity, equity and inclusion) bureaucracies.”

“This is basically a component of the administration within universities that are imposing a political agenda, sometimes things like critical race theory,” DeSantis said. “The bureaucracies are hostile to academic freedom, and really they constitute a drain on resources and end up contributing, certainly around the country, to higher costs as the bureaucracies metastasize.”

After his administration directed collection of the information, the state released a report about expenditures related to diversity, equity and inclusion. The report outlined some universities spending millions of dollars on programs and staff positions, in some cases with much of that funding coming from the state. Some universities also listed specific courses that involve diversity, equity and inclusion concepts.

With DeSantis’ proposal Tuesday, the Republican-dominated Legislature could put such expenditures in the crosshairs during the legislative session that will start in March.

“No funding, and that will wither on the vine. And I think that that’s very important because it really serves as an ideological filter, a political filter,” DeSantis said, adding that he plans to try to prohibit universities from requiring prospective employees to sign diversity, equity and inclusion statements.

Andrew Gothard, president of the United Faculty of Florida union, slammed the governor’s proposal.

“The words themselves, ‘diversity, equity, and inclusion,’ show that these programs are not just about race; they are about ensuring that everyone has fair and equal access to Florida’s higher education classrooms,” Gothard said in a statement provided to The News Service of Florida.

Rep. Anna Eskamani, D-Orlando, also criticized the governor’s plan.

“Diversity, equity and inclusivity programs will also include disability and accessibility services — I guess DeSantis wants to abolish those too,” Eskamani said in a Twitter post.

DeSantis also touted proposed legislation that would allow college and university officials to have more control over reviewing faculty members’ tenure.

Under a controversial measure passed last year, university faculty members are required to undergo a “comprehensive post-tenure review” every five years. DeSantis’ announcement Tuesday suggested the governor wants to give power to university trustees and presidents to perform the reviews more often.

DeSantis said schools might need to do reviews “more aggressively” than every five years.

“I’ve talked with folks around the country who have been involved in higher-ed reform, and the most significant dead-weight cost at universities is typically unproductive tenured faculty. So, why would we want to saddle you as taxpayers with that cost if we don’t have to do that?” DeSantis said.

Another prong of the governor’s proposals would deal with academic content. An infographic released by the governor’s office said the proposal would “specify standards and content for general education core course requirements to ensure higher education is rooted in the values of liberty and the western tradition.”

University system Chancellor Ray Rodrigues, a former state senator who joined DeSantis at Tuesday’s appearance, backed the proposal.

“We will be focused on academic excellence at all of our institutions. We pursue the goal of education, and we reject indoctrination,” Rodrigues said.

Gothard, however, called the proposal dealing with classroom instruction part of an effort to “curtail speech, belief and association” on campuses.

"Florida's students and families don't need their government to tell them which classes they can take, which degrees they can complete, or what kinds of campus activities they can engage in," Gothard said. "The constitutional rights promised to all Americans do not come with an asterisk that says 'unless Gov. DeSantis disagrees with you.'"

Meanwhile, as the governor prepares to release his 2023-2024 state budget recommendations, he said he plans to ask the Legislature to approve \$100 million to recruit new faculty at universities.

News Service FLORIDA



HEADLINES

DeSantis Seeks to End 'DEI' Spending in Higher Ed

By Ryan Dailey | 1 sec ago



TALLAHASSEE — Gov. Ron DeSantis on Tuesday rolled out a slate of higher-education proposals that included eliminating spending on diversity... [Read more](#)

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Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

Davina Jones <jonesdav@phsc.edu>

Thu 2/2/2023 9:57 AM

To: Andrea Brvenik <brvenia@phsc.edu>; Sonia Thorn <thorns@phsc.edu>; Timothy Beard <beardt@phsc.edu>

Cc: Luther T. Buie <buiel@phsc.edu>; Teresa Montanez <montant@phsc.edu>

Thank you, Dr. Beard, for accepting this language recommendation.

Dean Buie,

I'm pretty sure our IMPACT vision and mission statements that were approved Fall 2021 (not yet on website as we intended) still apply. We can review that material and elaborate on "engagement" being an intention for "all people".

Dr. Davina A. Jones

Provost for the Porter Campus at Wiregrass Ranch and IPAC

Special Assistant to the President for Equity

PHSC - Porter Campus A411

o-813-527-6620; c-904-485-2873

jonesdav@phsc.edu

From: Andrea Brvenik <brvenia@phsc.edu>

Sent: Thursday, February 2, 2023 7:03 AM

To: Sonia Thorn <thorns@phsc.edu>; Timothy Beard <beardt@phsc.edu>

Cc: Luther T. Buie <buiel@phsc.edu>; Davina Jones <jonesdav@phsc.edu>; Teresa Montanez <montant@phsc.edu>

Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

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Andrea Brvenik, Esq.

Chief of Staff and General Counsel

Pasco Hernando State College

10230 Ridge Road

New Port Richey, FL 34654

727-816-3126

Brvenia@phsc.edu



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Please advise.

Thanks!

Sonia



Sonia Rodriguez Thorn
Associate Vice President of Academic Affairs

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p: 727-816-3213 f: 727-816-3300

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Luther Buie

Luther T. Buie
Associate Dean
Diversity, Equity, Inclusion and Multicultural Student Affairs

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

Tel: 727-816-3192
Email: buiei@phsc.edu



From: Andrea Brvenik <brvenia@phsc.edu>
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Subject: Re: DeSantis Seeks to End 'DEI' Spending in Higher Ed

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Andrea Brvenik, Esq.
Chief of Staff and General Counsel

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Cc: Kendra Parson <kendrap@themooreagency.com>; Karen Moore <KarenM@themooreagency.com>
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"Diversity, equity and inclusivity programs will also include disability and accessibility services — I guess DeSantis wants to abolish those too," Eskamani said in a Twitter post.

DeSantis also touted proposed legislation that would allow college and university officials to have more control over reviewing faculty members' tenure.

Under a controversial measure passed last year, university faculty members are required to undergo a "comprehensive post-tenure review" every five years. DeSantis' announcement Tuesday suggested the governor wants to give power to university trustees and presidents to perform the reviews more often.

DeSantis said schools might need to do reviews "more aggressively" than every five years.

"I've talked with folks around the country who have been involved in higher-ed reform, and the most significant dead-weight cost at universities is typically unproductive tenured faculty. So, why would we want to saddle you as taxpayers with that cost if we don't have to do that?" DeSantis said.

Another prong of the governor's proposals would deal with academic content. An infographic released by the governor's office said the proposal would "specify standards and content for general education core course requirements to ensure higher education is rooted in the values of liberty and the western tradition."

University system Chancellor Ray Rodrigues, a former state senator who joined DeSantis at Tuesday's appearance, backed the proposal.

"We will be focused on academic excellence at all of our institutions. We pursue the goal of education, and we reject indoctrination," Rodrigues said.

Gothard, however, called the proposal dealing with classroom instruction part of an effort to "curtail speech, belief and association" on campuses.

"Florida's students and families don't need their government to tell them which classes they can take, which degrees they can complete, or what kinds of campus activities they can engage in," Gothard said. "The constitutional rights promised to all Americans do not come with an asterisk that says 'unless Gov. DeSantis disagrees with you.'"

Meanwhile, as the governor prepares to release his 2023-2024 state budget recommendations, he said he plans to ask the Legislature to approve \$100 million to recruit new faculty at universities.



DeSantis Seeks to End 'DEI' Spending in Higher Ed

By Ryan Dailey | 1 sec ago



TALLAHASSEE — Gov. Ron DeSantis on Tuesday rolled out a slate of higher-education proposals that included eliminating spending on diversity... [Read more](#)

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Re: DeSantis puts college diversity and CRT funding under the microscope

Davina Jones <jonesdav@phsc.edu>

Thu 1/5/2023 7:07 AM

To: Timothy Beard <beardt@phsc.edu>

Received.

Dr. Davina A. Jones

Provost for the Porter Campus at Wiregrass Ranch and IPAC

Special Assistant to the President for Equity

PHSC - Porter Campus A411

o-813-527-6620; c-904-485-2873

jonesdav@phsc.edu

From: Timothy Beard <beardt@phsc.edu>

Sent: Wednesday, January 4, 2023 7:06 PM

To: Timothy Beard <beardt@phsc.edu>

Subject: Fwd: DeSantis puts college diversity and CRT funding under the microscope

FYI....See article below.. If the Accreditation agency gets involved in this, there is no telling how all of this will end....Although the law around accreditation has changed in Florida as of July 1, 2022, all of our institutions (Colleges and Universities) are still accredited by SACSCOC and have to abide by their guidelines, which is critical relative to our students receiving federal financial aid... One of the SACSCOC standards deal with undo influence by political parties, government, or other outside entities.... which could make our institutions vulnerableStay tune.

TLB

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From: Timothy Beard <beardt@phsc.edu>

Sent: Wednesday, January 4, 2023 6:43 PM

To: Williams.Tonjua@spcollege.edu <Williams.Tonjua@spcollege.edu>; Palm Beach State College Ava Parker <avaparker@palmbeachstate.edu>; Haile Gregory <greghaile13@gmail.com> <greghaile13@gmail.com>

Subject: Fwd: DeSantis puts college diversity and CRT funding under the microscope

FYI....I guess we must get ready and be ready for a lot of questions.....

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From: Timothy Beard <beardt@phsc.edu>

Sent: Wednesday, January 4, 2023 6:38 PM

To: Darrick McGhee <darrick@teamjb.com>

Subject: Re: DeSantis puts college diversity and CRT funding under the microscope

Thanks Darrick....I was informed an article was out. There is also an article in the Chronicle of Higher Education as well....TLB

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From: Darrick McGhee <darrick@teamjb.com>
Sent: Wednesday, January 4, 2023 4:39:17 PM
To: Timothy Beard <beardt@phsc.edu>
Subject: Fwd: DeSantis puts college diversity and CRT funding under the microscope

You don't often get email from darrick@teamjb.com. [Learn why this is important](#)

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Good afternoon, Mr. President
Happy Wednesday! Great seeing you yesterday in Tallahassee. Wanted to make sure you saw this article from Politico.

Sent from Darrick D. McGhee Sr's iPhone

Begin forwarded message:

From: POLITICO Pro Florida <alert@email.politicopro.com>
Date: January 4, 2023 at 4:36:09 PM EST
To: Darrick McGhee <darrick@teamjb.com>
Subject: DeSantis puts college diversity and CRT funding under the microscope
Reply-To: "POLITICO, LLC" <reply-fe8a1d7277620d7b76-553241_HTML-639838516-1376319-477987@politicoemail.com>

POLITICO

DeSantis puts college diversity and CRT funding under the microscope

BY ANDREW ATTERBURY | 01/04/2023 04:32 PM EST

TALLAHASSEE, Fla. — Gov. Ron DeSantis' administration could be gearing up to propose possible higher education budget cuts this year based on college and university programs delving into diversity, equity and inclusion, and critical race theory.

DeSantis officials on Wednesday revealed that Florida's Republican governor has asked every state college and university — 40 institutions — for a "comprehensive list" of all programs and initiatives that broach those topics as he prepares his policy and

budget proposals for the upcoming Legislative session. State funding may be on the line as DeSantis and Florida conservatives continue to rail on “wokeness” in schools, particularly surrounding how lessons on race and gender are taught.

“We reject this woke ideology,” DeSantis said Tuesday during his inaugural address. “We seek normalcy, not philosophical lunacy. We will not allow reality, facts, and truth to become optional. We will never surrender to the woke mob.”

The DeSantis administration last week sent a memo to top education officials probing for data on how much state funding flows to college diversity, equity and inclusion programs, commonly referred to as DEI, as well as critical race theory. Seeking “a full understanding” of college operational expenses, DeSantis wants information on all programs tied to these subjects by Jan. 13, including how many positions are funded, regardless of whether that money comes from the state or university.

DeSantis is expected to release a budget proposal sometime in February ahead of the upcoming Legislative session, which begins March 3.

Efforts by DeSantis to get an accounting on how much state cash these programs receive comes after he and other conservatives backed new laws in 2022 restricting lessons on race and gender identity.

Notably, Florida’s Republican-led Legislature passed the “Stop WOKE” Act expanding Florida’s anti-discrimination laws to prohibit schools and companies from leveling guilt or blame to students and employees based on race or sex, taking aim at lessons over issues like “white privilege.” The legal battle over this legislation is still playing out in appeals court after a federal judge blocked it from being enforced in higher education, calling it “positively dystopian.”

DeSantis’ move to put college and university programs under the microscope drew praise from conservatives and commendation from Democrats.

“Gov. DeSantis is going to lay siege to university ‘diversity, equity, and inclusion’ programs,” conservative activist Christopher Rufo wrote in a tweet.

Democrats, meanwhile, contend the memo was an effort to “censor” and “attack” higher education institutions.

“In the so-called free state of Florida under Gov. DeSantis, the freedom to run DEI programs at public colleges and universities appears next on the radar for destruction,” state Rep. Angie Nixon (D-Jacksonville) wrote in a tweet. “Nothing is safe and it’s sickening.”

[View this article online.](#)

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Re: DEI Job Description Update

Davina Jones <jonesdav@phsc.edu>

Wed 2/8/2023 12:25 PM

To: Teresa Montanez <montant@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>

Cc: Patricia McGee <mcgeep@phsc.edu>; Pamela Nadolski <nadolsp@phsc.edu>

Good afternoon, Teresa and Andrea.

Was there a revised description created for the SP to President role for Educational Access and Engagement?

Dr. Davina A. Jones

Provost for the Porter Campus at Wiregrass Ranch and IPAC

Special Assistant to the President for Educational Access and Engagement

PHSC - Porter Campus A411

o-813-527-6620; c-904-485-2873

jonesdav@phsc.edu

From: Teresa Montanez <montant@phsc.edu>

Sent: Wednesday, January 11, 2023 11:18 AM

To: Timothy Beard <beardt@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>

Cc: Darrell Clark <clarkda@phsc.edu>; Patricia McGee <mcgeep@phsc.edu>; Brian Horn <hornb@phsc.edu>; Davina Jones <jonesdav@phsc.edu>

Subject: Re: DEI Job Description Update

With attachment this time.

Cordially,

Teresa Montanez, MS, SHRM-SCP

Executive Director, Human Resources

Pasco-Hernando State College

p: 727-816-3358 **f:** 727-816-3315

montant@phsc.edu



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From: Teresa Montanez

Sent: Wednesday, January 11, 2023 11:17 AM

To: Timothy Beard <beardt@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>

Cc: Darrell Clark <clarkda@phsc.edu>; Patricia Mcgee <mcgeep@phsc.edu>; Brian Horn <hornb@phsc.edu>; Davina Jones <jonesdav@phsc.edu>

Subject: DEI Job Description Update

Good morning! Per Andrea's request, the job description for DEI was updated to reflect as a supplement position. Only the header was modified, no other content was touched. You will note a revision date of 6/30/2022, as this was the date the official announcement was sent out for Davina's Provost assignment effective 7/1/22, and at which time the position would have shifted to a supplement position. Should you have questions or concerns with the dates selected or any of the content, please feel free to contact me.

Cordially,



Teresa Montanez, MS, SHRM-SCP
Executive Director, Human Resources

Pasco-Hernando State College
10230 Ridge Road
New Port Richey, FL 34654

montant@phsc.edu | www.phsc.edu
p: 727-816-3358 **f:** 727-816-3315



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Fw: Amazing MLK Speaker!

Davina Jones <jonesdav@phsc.edu>

Wed 1/18/2023 12:41 PM

To: Andrea Brvenik <brvenia@phsc.edu>

Cc: Luther T. Buie <buiel@phsc.edu>

.....Greetings! In addition to the wonderful message that I saluted below and Dean Buie's selection for this year's MLK speaker, I desire to share from a brief exchange I had with Dean Buie yesterday. For long term support of this type of meaningful work, it is perhaps not an overreach that we consider calling this work something altogether different than Diversity or Equity or Inclusion. Something like: Dean / Officer / Chief Officer/ Director of PEOPLE ENGAGEMENT. At the end of the day, we are working on how we engage one another.

Just my thoughts. Have a wonderful day. 😊

Dr. Davina A. Jones
Provost for the Porter Campus at Wiregrass Ranch and IPAC
Special Assistant to the President for Equity

PHSC - Porter Campus A411
o-813-527-6620; c-904-485-2873
jonesdav@phsc.edu

From: Davina Jones <jonesdav@phsc.edu>
Sent: Wednesday, January 18, 2023 12:35 PM
To: Timothy Beard <beardt@phsc.edu>
Cc: Luther T. Buie <buiel@phsc.edu>; Bob Bade <badeb@phsc.edu>; Andrea Brvenik <brvenia@phsc.edu>; John Mitten <john.mitten@cfafranchisee.com>
Subject: Amazing MLK Speaker!

Dr. Beard,

Thank you for video greetings today. Dean Buie's speaker selection today for the MLK Series was one of our best since I became a member of the PHSC community in January of 2014. Colonel Dr. Anthony Mitchell was the light we needed. reminding our students, staff, faculty and community guests that WE THE PEOPLE is dangerously inclusive; WE THE PEOPLE have a responsibility to struggle together, climb mountains together and love together. It was a great moment in this great day.

Kind regards,

Dr. Davina A. Jones
Provost for the Porter Campus at Wiregrass Ranch and IPAC
Special Assistant to the President for Equity

PHSC - Porter Campus A411
o-813-527-6620; c-904-485-2873
jonesdav@phsc.edu

Re: Webpage update

Davina Jones <jonesdav@phsc.edu>

Mon 2/6/2023 5:45 PM

To: Sonia Thorn <thorns@phsc.edu>; Luther T. Buie <buiel@phsc.edu>

Cc: Courtney Boettcher <boettcc@phsc.edu>

This is fantastic!!!

Thank you!! No worries on who was in the email threads and who was not....we appreciate the opportunity in this moment. Yeah!!

Dean Buie,

We need to edit our vision and mission info for this. We are now on the docket. Yippie!!

Dr. Davina A. Jones

Provost for the Porter Campus at Wiregrass Ranch and IPAC

Special Assistant to the President for Educational Access and Engagement

PHSC - Porter Campus A411

o-813-527-6620; c-904-485-2873

jonesdav@phsc.edu

From: Sonia Thorn <thorns@phsc.edu>

Sent: Friday, February 3, 2023 7:55 AM

To: Luther T. Buie <buiel@phsc.edu>; Davina Jones <jonesdav@phsc.edu>

Cc: Courtney Boettcher <boettcc@phsc.edu>

Subject: Webpage update

Davina and Luther,

We did find the marketing request and it was marked as "complete" Neither Courtney nor I was involved with this request in November 2021, but we are committed to making this right.

Courtney will be in touch with you both to schedule a time to meet.

We appreciate your patience.

Many thanks,

Sonia

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DeSantis Seeks to End 'DEI' Spending in Higher Ed

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FYI, let's be wise and go ahead and ensure we re-brand our programs, job descriptions, etc...to be named "Office of Educational Access and Equity"

We had indicated that we would like to complete by Feb 1, 2023

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...

i You forwarded this message on Tue 1/31/2023 8:07 PM

KM

Karen Moore



<KarenM@themooreagency.com>

To: Williams.Tonjua@spcollege.edu; Tue 1/31/2023 4:19 PM

Cc: Kendra Parson <kendrap@them

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DeSantis Seeks to End 'DEI' Spending in Higher Ed

Gov. Ron DeSantis on Tuesday rolled out a slate of higher-education proposals that included eliminating spending on diversity, equity and inclusion initiatives, a move the governor said would lead such programs to "wither on the vine."

DeSantis also announced proposals involving the frequency of post-tenure reviews for faculty members and the state setting new "core course requirements" at colleges and universities.



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<div> Letter from
FIRE and NCAC
to Pasco-
Hernando
State College,
January 25,
2023

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<div> 4 <div> <div> <div>

AS

<div> Adam Steinbaugh <div> <div> <div> <div>

<div> To: <div> Timothy Beard

<div> Wed 1/25/2023 1:01 PM

<div> FIRE Letter to Florida College... <div>
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<div> Dear President Beard:

<div> Please see the attached letter from the
Foundation for Individual Rights and Expression
(FIRE) and the National Coalition Against
Censorship (NCAC). A copy of this letter was
sent via U.S. Mail today.

<div> Sincerely,

<div> Adam B. Steinbaugh
Attorney*

📧

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👤

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DeSantis puts college diversity and CRT funding under the microscope

diversity and CRT funding under the microscope

Reply-To: "POLITICO, LLC" <reply-fe8a1d7277620d7b76-553241_HTML-639838516-1376319-477987@politicoemail.com>

POLITICO

DeSantis puts college diversity and CRT funding under the microscope

BY ANDREW ATTERBURY | 01/04/2023 04:32 PM EST

TALLAHASSEE, Fla. — Gov. Ron DeSantis' administration could be gearing up to propose possible higher education budget cuts this

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Timothy Beard



To: 📧 Timothy Beard

Wed 1/4/2023 7:06 PM

Bcc: PHSC DBOT; PALT; 📧 Rho

FYI....See article below.. If the Accreditation agency gets involved in this, there is no telling how all of this will end....Although the law around accreditation has changed in Florida as of July 1, 2022, all of our institutions (Colleges and Universities) are still accredited by SACSCOC and have to abide by their guidelines, which is critical relative to our students receiving federal financial aid... One of the SACSCOC standards deal with undo influence by political parties, government, or other outside entities.... which could make our institutions vulnerableStay tune.

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Speaker Contract



You forwarded this message on Tue 10/25/2022 11:52 AM

DJ

Davina Jones



To: Timothy Beard

Tue 10/25/2022 8:47 AM

Cc: Lucy Miller

FYI 😊

Dr. Davina A. Jones

Provost for the Porter Campus at Wiregrass Ranch and IPAC
Special Assistant to the President for Diversity Equity and
InclusionPHSC - Porter Campus A411
o-813-527-6620; c-904-485-2873
jonesdav@phsc.edu**From:** Davina Jones <jonesdav@phsc.edu>**Sent:** Tuesday, October 25, 2022 8:38 AM**To:** Lucy Miller <millerl@phsc.edu>; Sonia Thorn
<thorns@phsc.edu>; Luther T. Buie <buiel@phsc.edu>**Cc:** Laura Raposa <raposal@phsc.edu>; Marissa Binder
<binderm@phsc.edu>; Jessica White <whitej@phsc.edu>**Subject:** Re: Speaker Contract

Good morning, team.

Payment sent to AVP Thorn's office was a misdirect. Dean Buie and I had already agreed to share the cost of our speakers. Dr. Wendy's contract was to be covered by Dean Buie DEI / Multicultural Affairs budget, and Dr. Monica's contract was to be covered by my DEI budget. I'm grateful for Lucy and Dr. Beard's agreement to cover the speaker, but I wish to be honest here and responsible. 😊

Dr Davina A. Jones

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FOR THE NORTHERN DISTRICT OF FLORIDA
TALLAHASSEE DIVISION**

LEROY PERNELL, DANA THOMPSON
DORSEY, SHARON AUSTIN, SHELLEY
PARK, JENNIFER SANDOVAL, RUSSELL
ALMOND, MARVIN DUNN, and JOHANA
DAUPHIN,
Plaintiffs,

v.

Case No.: 4:22

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THE STATE UNIVERSITY SYSTEM,
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MATEER, STEVEN M. SCOTT, WILLIAM
SELF, AND KENT STERMON, in their
official capacities as members of the Florida
Board of Governors of the State University
System, MANNY DIAZ JR., in his official
capacity as the Commissioner of the Florida
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UNIVERSITY BOARD OF TRUSTEES.

February Updates from Professional Associations for Customer Engagement

NobelBiz on behalf of PACE <info@nobelbiz.com>

Mon 2/20/2023 10:36 AM

To: Timothy Beard <beardt@phsc.edu>

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Happy February! As we celebrate Black History Month, we are incredibly excited to start 2023 just as we began 2022 - with optimism, strength, and focus. Returning to in-person events, adding to our membership base, and expanding the membership benefits were goals of our first year with this newly-formed mission. Although we are incredibly proud of our accomplishments, there is still more work to do.

We are jumping into full swing as we plan our upcoming Washington Summit in May and the annual ACX event in Charlotte this October. We are also enhancing our Government Affairs/Compliance Officer Forum value, improving our Diversity, Equity, Inclusion, and Accessibility offering, and re-tooling our CECP (and other) certification tools for our members. These additional items are part of our commitment to our membership and the industry.

We are currently looking for volunteers to participate in our sub-committees. Our Compliance Officer's Forum sub-committee is looking for a new chair. Isaac Shloss has taken over the reins of our Government Affairs sub-committee and Reid Houser has stepped into our Chairman of the Board role.

If you are looking for a rewarding experience, you can join our Face of Pace sub-committee and participate in our Diversity, Equity, Inclusion, and Accessibility efforts. There's something for everyone!

We can't wait to get to know you better and share the incredible value of the largest and most active performance marketing, contact center, and customer engagement association worldwide!

 Rob Seaver motivating_PN_2-23

Over 113 million people tuned in to watch the Super Bowl on Sunday, which generated an estimated 1 billion dollars in revenue for Phoenix. Football is a serious business for many fans and equally important to the stakeholders. Despite the fanfare, rivalries, and “armchair quarterbacking” that goes into the game, football *is* big business. If you think about it, there are many similarities between the Super Bowl and corporate America. Let’s look at how it compares:

1. **Strategic planning:** Both a successful Super Bowl and a successful business require careful planning and preparation. Teams and companies must set goals, allocate resources, and develop a game/business plan to achieve success.
2. **Competition:** Just like in the Super Bowl, businesses face competition in the marketplace. They must stay ahead of the competition by continuously improving their products and services.
3. **Execution:** In both the Super Bowl and in business, it's not enough to have a good plan: teams and companies must execute their plans effectively to achieve success.
4. **Adaptability:** Both the Super Bowl and business are constantly changing and evolving. Teams and companies must be able to adapt quickly to changes in the environment and stay ahead of the curve.
5. **Teamwork:** Success in the Super Bowl and in business requires teamwork. Teams and companies must work together effectively to achieve their goals.

Overall, the Super Bowl can be seen as a microcosm of the business world, where strategic planning, competition, execution, adaptability, and teamwork all play important roles in determining success. Use this analogy as a helpful way to communicate and motivate your team.

 Joe Laskowski



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INSIGHT Into Diversity |
February 17, 2022: SD House
Approves Diversity Teaching
Ban; U of Minnesota
Committee Seeks Campus
Police Reform; More Students
Seeking Peer Counseling Due
to COVID; and more.



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INSIGHT Into Diversity



<info@insightintodiversity.ccsend.com>

To: Timothy Beard

Thu 2/17/2022 11:07 AM

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Featured Careers

Agnes Scott College

Executive Director, Center for Sustainability

A.T. Still University of Health SciencesAssistant or Associate Professor,
Prosthodontics and
Advanced Restorative Dentistry**Grand Valley State University**Deputy Title IX Coordinator &
Lead Civil Rights Investigator**Marion Technical College**

TRIO Talent Search Advisor



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Eliminate biased syllabi for 2022



based on faulty assumptions about them, or focus on a c
backgrounds.

The first introduction students have to your course is you
lose students' interest if those materials include languag
are not a part of your course. It would help if you let stud
valued, acknowledged, and studied.

- What is equitable language and pedagogy?
- How do you recognize biased and harmful langua
- How do you create equitable syllabi?
- How do you create equitable assignments?
- What specific resources can you draw on for any
- How can you build your awareness and knowledg
- How should you sustain your efforts and assess y

Learn answers to these questions and more during our t

Beyond Inclusion: Transforming Syllabi

Thursday, Februa**1:00 PM Eastern; 12:00 PM Central; 11:00 AM**

Award-winning educator Bridget Turner Kelly will help yc
pedagogy in your syllabi and assignments as you prepar
will learn how to transform your course to draw in studer
and keep them engaged through culturally relevant prac

Please join us!

[REGISTER NOW](#)

Presented by:

Dr. Bridget Turner Kelly

- Associate Professor and Graduate Program Direc
Affairs, and International Education Policy Program
- Diversity Officer and Chair of the Council on Raci
Education
- Master's degree and PhD in Social Foundations o
Maryland at College Park
- Focuses on marginalized populations in higher ed



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Innovations Conference

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Sessions Focus on Diversity,
Equity, and Inclusion

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DIVERSITY, EQUITY, AND
INCLUSION

A major theme at this year's virtual [Innovations Conference](#), February 28-March 3, 2022, is diversity, equity, and inclusion (DEI). Community colleges continue to take the lead in developing innovative programs and practices to address the needs of all students, particularly those from nontraditional student populations.

Find these sessions and others in the [conference program draft](#) to learn more about ways community colleges are addressing DEI and social justice issues.

- Advancing Diversity, Equity, and Inclusion Through Entrepreneurial Education - San Diego Community College District
- Building a Culture of Accessibility Across Campus: Bristol's Accessibility Academy - Bristol Community College
- Building an Inclusive Active Learning Classroom Using Visual Manipulatives - Johnson County Community College
- Collaborating for Change: How Leadership



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First Gen American, Black Entrepreneur Chelsea C. Williams, Fostering DEI Globally



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GlobalMindED

As COVID kept us inside and productive, we co-constituted, colleges, and the students we serve.

- **Second Year Virtual - 2021 GlobalMindED leaders.** Launched with Earth Week in April, sessions the majority of which were led by students, averaged 100 virtual registrants each and
- **Conducted 41 Virtual Equity Sessions monthly** in Health, Tech, STEM, K-12 High School, and College. Sessions averaged 80 registrants each, with 100+ viewers including students, staff, faculty, a culturally responsive, direct and positive re-orientation to the disciplines. Sessions averaged 80 registrants each.
- **2021 Inclusive Leader Awards (virtual).** on YouTube. These dynamic, diverse, inclusive winners are the mega role models for the :
- **Served 400+ First Gen students nationwide** college specific collaboratives (4 Hispanic Native American Serving college, and 2 students). Some colleges selected the Str self-directed *KEYS to SUCCESS* content, GlobalMindED professional mentors to guide. Several college partners leveraged all these freshmen virtually during COVID. The baseline 2022, delivering colleges the option of an i leadership training, freshmen year success leaders serving as mentors.
- **Published our First Gen Student Leader May. 25 First Gen GlobalMindED Ambassadors** makers and CEO's – their needs, COVID i services they want.
- **Published 365 daily newsletters** of the d

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2022 Examples of Excelencia - Call for Nominations

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KC

KEVIN CHRISTIAN <KC >



Tue 2/15/2022 4:12 PM



EXAMPLES IN EDUCATION
EXAMPLES EXCELENCIA

<http://bit.ly/2022examplesnomination>

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Hernando State College. Please use caution when opening links and
attachments.

Colleagues:

FYI only.

Please feel free to submit a nomination for 2022.

The programs recognized this year through Examples of
Excelencia will join a national network of Latino student
success advocates who are transforming institutions to more
intentionally serve Latino students.

Nomination Link: <https://bit.ly/2022ExamplesNomination>

Thank you for your consideration.

Respectfully,

Kevin



Dr. Kevin A. Christian
Director
Diversity, Equity and Inclusion
1 Dupont Circle, NW
Suite 700
Washington, DC 20036
(202) 728-0200 ext. 262

kchristian@aacc.nche.edu
www.aacc.nche.edu

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February Updates from Professional Associations for Customer Engagement

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NobelBiz on behalf of I To: Timothy Beard Mon 2/20/2023 10:36 AM

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Happy February! As we celebrate Black History Month, we are incredibly excited to start 2023 just as we began 2022 - with optimism, strength, and focus. Returning to in-person events, adding to our membership base, and expanding the membership benefits were goals of our first year with this newly-formed mission. Although we are incredibly proud of our accomplishments, there is still more work to do.

We are jumping into full swing as we plan our upcoming Washington Summit in May and the annual ACX event in Charlotte this October. We are also enhancing our Government Affairs/Compliance Officer Forum value, improving our Diversity, Equity, Inclusion,



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Diversity, Equity, and Inclusion 101: Best Practices

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To: Timothy Beard

Mon 2/6/2023 12:30 PM

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Live

Diversity Equity and Inc

Wednesday, F

10:00 AM PS

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Universities Spend Millions on Diversity, Equity, Inclusion

TB
Timothy Beard
Get Outlook for iOS

Thu 1/19/2023 5:44 AM

i You forwarded this message on Thu 1/19/2023 5:44 AM

KM

Karen Moore <KarenM@themooreagency.com>      ...
To: O Williams.Tonjua@spcollege.edu;  Timothy Beard
Cc: O Karen Moore <KarenM@themooreagency.com> Wed 1/18/2023 5:50 PM

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Article FYI -- This is the story Madeline mentioned. Karen

Universities Spend Millions on Diversity, Equity, Inclusion
By Ryan Dailey

TALLAHASSEE — Some Florida universities are spending millions of dollars on programs and other expenses related to diversity, equity and inclusion — as Gov. Ron DeSantis and his administration target “trendy ideology” on campuses.

Chris Spencer, director of DeSantis’ Office of Policy and Budget, in a Dec. 28 memo directed

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Timothy Beard

Thanks ColonelTo my recollection, I thought I had shared it previously, but I will f...

Fri 2/17/2023 10:24 AM

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JH

Jeffrey Harrington

To: Timothy Beard

Cc: Michelle Spreadbury <MSpreadbury@pascosheriff.org>

Fri 2/17/2023 10:00 AM

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Dr. Beard,

I will not be able to attend the next board meeting on 21 February. I have a PSO commitment that will conflict with the DBOT meeting. For informational purposes, I would like to make sure that all at the meeting (or prior) get an opportunity to read the FDOE Press Release of 18 January 2023. The release clearly provides added context from the Florida College System (FCS) presidents and their support of the Governor's vision on education.

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<https://www.fl DOE.org/newsroom/latest-news/florida-college-system-presidents-reject-woke-diversity-equity-and-inclusion-dei-critical-race-theory-ideologies-and-embrace-academic-freedom-stml>

Colonel Jeff Harrington

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The donation builds on bp's aim for greater diversity, equity and inclusion for its workforce and customers. The company has taken steps in recent years to develop a global framework for action to guide its efforts in the areas of talent, accountability, and

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[New post] FAMU Receives
\$1.35M from bp to Invest in
Future Talent with HBCU
Fellowship Program



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FAMU Forward

FAMU Receives \$1.35M from bp to Invest in Future Talent with HBCU Fellowship Program

Andrew Skerritt

Feb 20

Tallahassee – Florida A&M University is one of three Historically Black Colleges and Universities (HBCUs) who each received \$1.35 million from



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Thank you for letting me listen....

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Dean Henderson,

Thank you so much for the feedback. This is great synergy in the document. Thank you also for the recommendation in the email below regarding each campus and Provost. I'm an advocate that the work of DEI is rooted in racial disparities, and at its core is the value of inclusion and the skill of listening to all stakeholders.

Dr. Bade and Dean Buie,

I wish to be respectful of "lanes" and follow your guidance. My time with the Porter team was based on the convenience of me working on site and down the hall from Dr. O'Farrell as Provost. You and/or Dean Buie may have some other responses to such opportunities already in the making. However, if you find it helpful, I'm willing to team up with Dean Buie and ask the other Provosts if they are open to us listening to their teams.

May I also confess that I really like your Thursday Call concept with your leadership team and think it is a model to build on. Those calls set a pattern for another thought that Dean Henderson shared with me and that I favor also: a once-a-month college-wide hour for these teams to share across campuses their practices, procedures, changes, updates, etc. Perhaps it may become a model for other sections of the college as well. Example: at Florida State College At Jacksonville, every Thursday from 11-12 (??) there were now classes and many faculty groups held meetings and workshops during this time.

I'm open to collaborate. If your current projects already address these thoughts - carry on. 😊

Kind regards,

Dr. Davina A. Jones

Special Assistant to the President for Diversity, Equity and Inclusion
Professor - Speech Communication: Civic Engagement, Public Address & Interpersonal Development

PHSC - Porter Campus A426

o-813-527-6810; c-904-485-2873

jonesdav@phsc.edu



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INSIGHT Into Diversity | Available Now: 2021 Inspiring Programs in STEM Award Nominations and 2021 HEED Award Applications



2021 Inspiring Progra

Recognizing Programs i Promote Diversity in

INSIGHT Into Diversity magazine is currently Inspiring Programs in STEM Award, which recognizes individual schools and colleges that inspire un science, technology, engineering, and mathen These programs include, but are not limited to focused on K-12 recruitment, mentorships, in community and corporate partnerships. This a commitment to encourage and support the re underrepresented students.

[Click here to nominate](#)

The deadline to submit your nomination for th Programs in STEM Award is **June 30, 2021**. July 15, 2021, and will be featured in the Sep of *INSIGHT Into Diversity* magazine. If you ha lpearlstein@insightintodiversity.com.

The *INSIGHT Into Diversity* Higher Educ (HEED) Award and the Health Professio national awards that honor individual in examples of colleges, universities, or he committed to making diversity, equity, a their campuses.

Applications are free and open to all coll U.S. and Canada. The 2021 HEED Award our November 2021 issue. The 2021 He recipients will be announced in our Dece

Applications for the HEED Award and He



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Two 19th Century Inclusive Activists and Our Continued Pursuit of Equality: Frederick Douglass and Susan B. Anthony



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The Future of Work is Diverse

GlobalMindED closes the equity gap by creating a variety of models, mentors, internships for low-income students and leaders who teach them.

Frederick Douglass and Susan B. Anthony portrayed in

Celebrating Two 19th Century Activists

Today we share the stories of two incredible, foundational figures in the fight for equality. Frederick Douglass celebrated his birthday on February 12, 1818. Susan B. Anthony's birthday is today, February 15, 1837.

Douglass is known for his incredible work as an abolitionist, his noteworthy autobiographies, speeches and texts that he wrote himself. He taught himself how to read and write, then began teaching others. He faced increasingly harsh and brutal treatment from slaveholders as he began his life as a free man in New York. It was here where he began to speak publicly about his experiences. We encourage you to read his famous autobiography [Narrative of the Life of Frederick Douglass, an American Slave](#).

Douglass was a strong advocate for women's rights and was a key figure at the [Seneca Falls Convention](#), where he met with Susan B. Anthony and

[Elizabeth Cady Stanton](#). Stanton was one of the most famous women's suffrage leaders. In 1848, she co-founded the Woman Suffrage Association in 1869 with [Elizabeth Cady Stanton](#) (AERA). Anthony and Stanton lobbied for increased women's rights and stated that they, "worked to secure equal rights to all Americans, regardless of race, color or sex". In 1870 this organization was dissolved. A disagreement stemmed from concern with the Amendment as a step towards equity while others saw this as detrimental to the cause.

During the 1860's and 70's, Anthony was reviled for her role in the flow of racist actions and thoughts that persist in our society. She worked alongside many Black men and women, including Ellen Walker Harper. At the same time, she worked with white leaders. She [represents the struggles](#) that still exist today in the active pursuit of antiracist actions, policies, and thought.

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Faith Leading to Action

#ItTakesUs



Luther T. Buie



To: EC Mailing List; NC Mailing List; Mon 2/14/2022 2:25 PM

Black History Month continues at PHSC with a great ecumenical panel. These faith leaders and scholars will share how their faith leads them to action on a number of issues. This event is part of the #ItTakesUs Series. For speaker biographies click on the link <https://phsc.edu/ittakesus/speaker>

Tuesday, February 15th at 11 am

Join Zoom Meeting

<https://phsc.zoom.us/j/84407141552>

Dr. Ansel Augustine, Director of Black Catholic Ministries for the Archdiocese of New Orleans

Dr. Damien Contessa, Associate Professor of Sociology, University of Tampa

Ms. Laureen Jaffe, Third Opinion Podcast Host

Imam Junaid Khan, Islamic Society of New Tampa

Rev. Douglas Walker, Pastor of Tyer Temple UMC.

Luther T. Buie

Associate Dean

Equity, Diversity, Inclusion and Multicultural Student Affairs

Pasco-Hernando State College

10230 Ridge Road

New Port Richey, FL 34654

Tel: 727-816-3192

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