



UF | Institute of Higher Education
UNIVERSITY *of* FLORIDA

Program Recommendations for the Association of Florida College's Certified College Professional Program

Council of Presidents
October 29, 2014

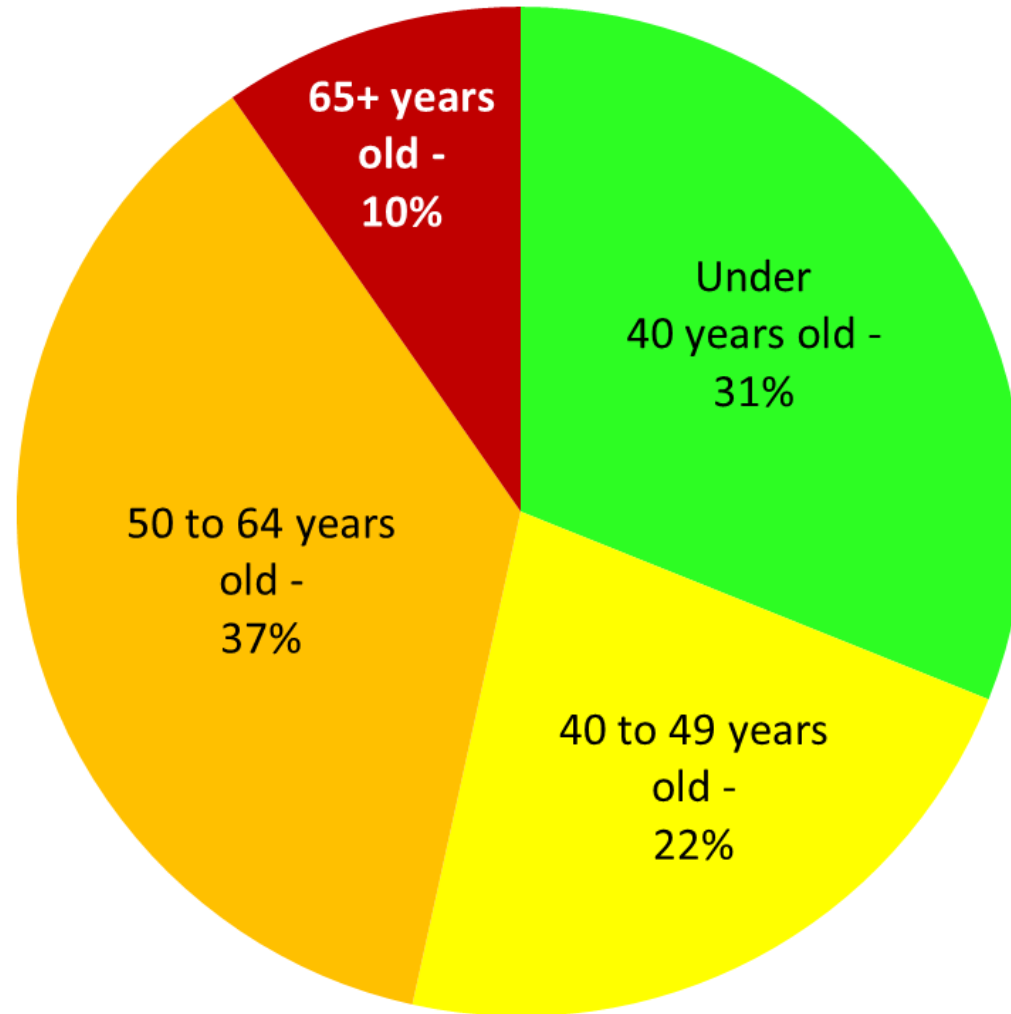
Introduction

- ▶ Critical Issues
- ▶ FSC & AFC Population Data
- ▶ Program Evaluation
- ▶ Recommendations

Critical Issues

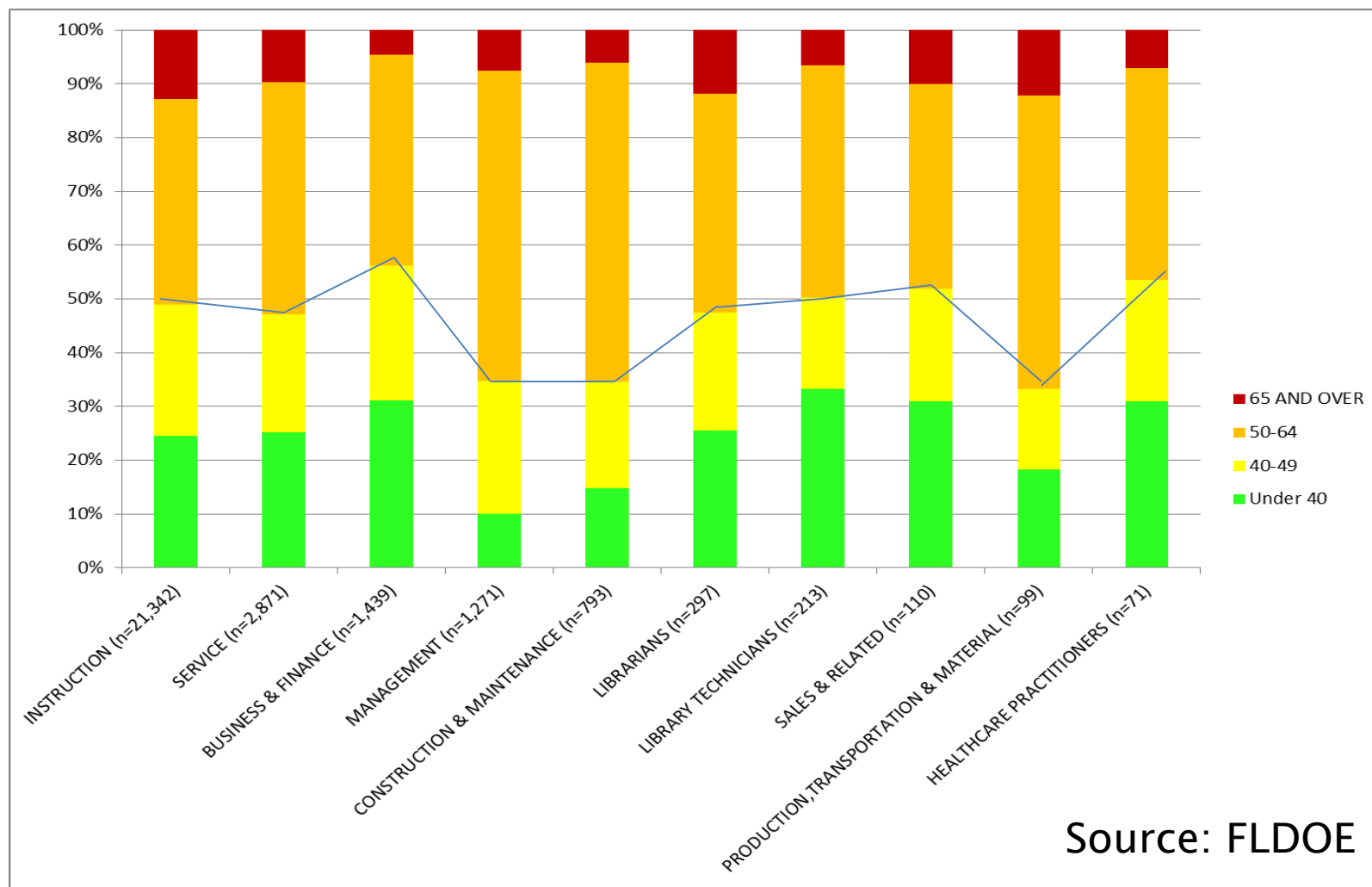
- ▶ Average Age of CEO = 58 years old
- ▶ Impending Retirements
 - **75%** of President's are planning to retire
- ▶ Lack of Leadership Pipeline
 - **146** first time presidents hired in 2012–2013

Overall FSC Employee Age Distribution



Source: FLDOE

Immediate Issues for FCS



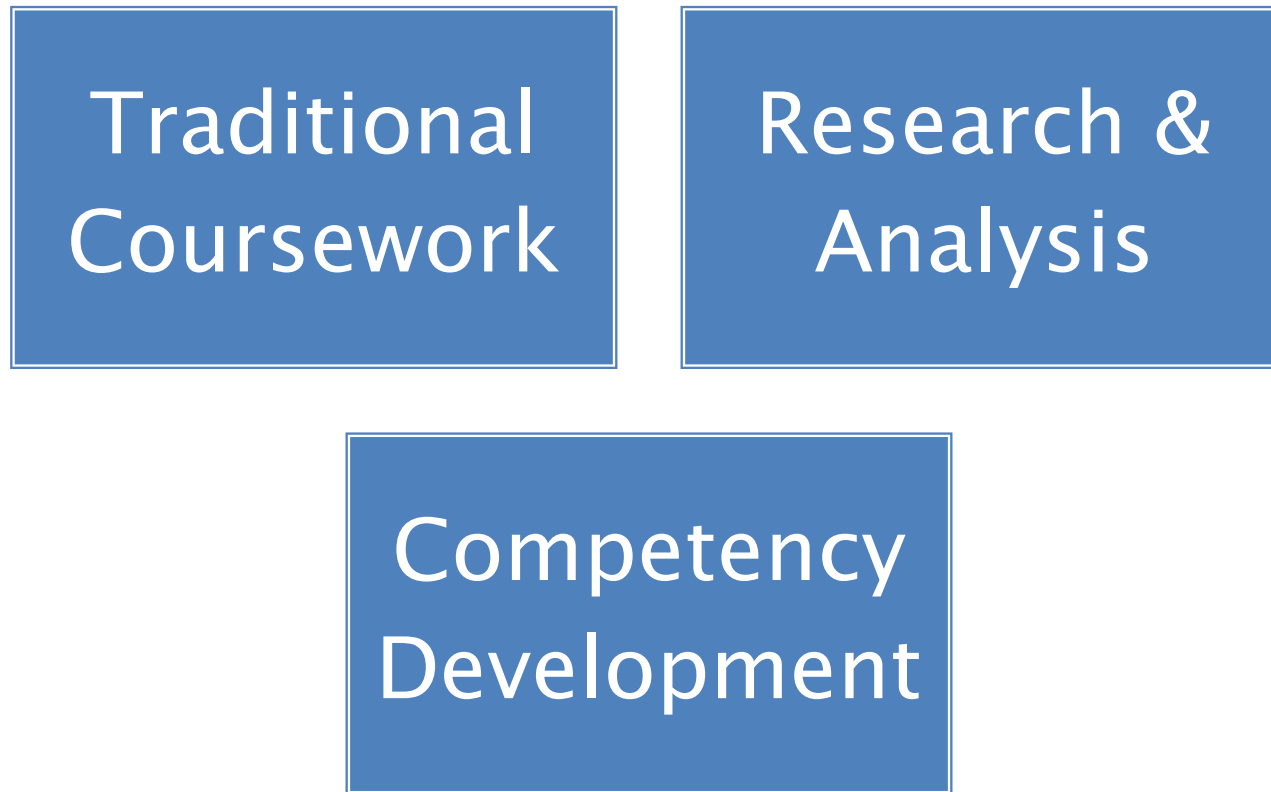
Source: FLDOE

*Not Shown, $\geq 40\%$ are under 40 years old:

OFFICE & ADMINISTRATIVE SUPPORT (n=9,631)
 OTHER TEACHING & INSTRUCTIONAL SUPPORT (n=4,153)
 COMMUNITY SERVICE, LEGAL, ARTS & MEDIA (n=2,006)
 COMPUTER & SCIENCE (n=1,505)
 ARCHIVISTS, CURATORS & MUSEUM (n=24)

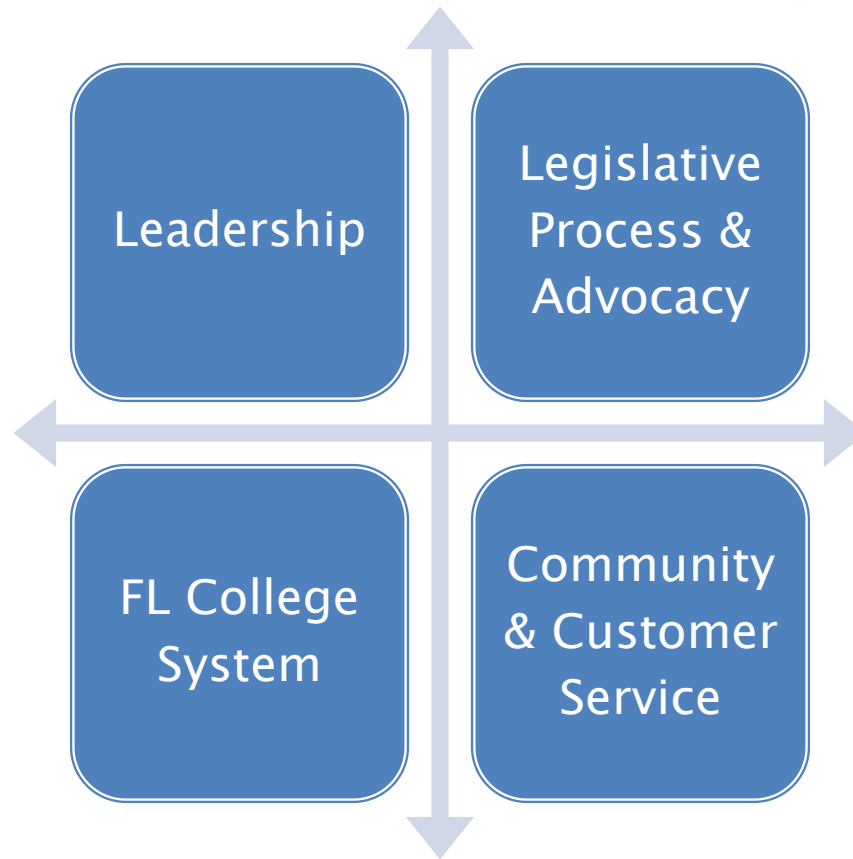
Professional Development

- ▶ Intentional & Strategic Choices

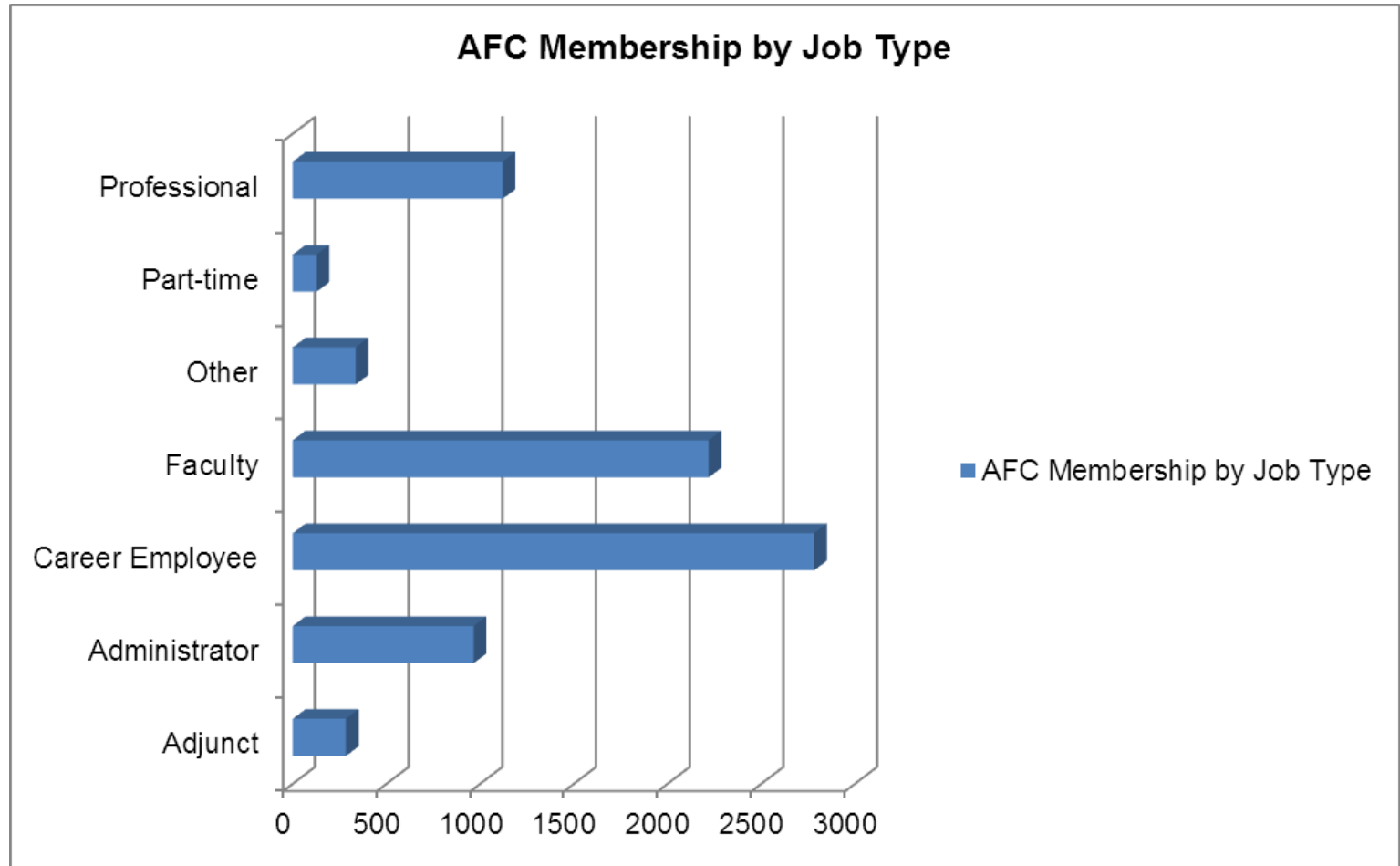


(Campbell, D. F., Syed, S., & Morris, P.A., 2010)

AFC Certified College Professional Program



AFC Membership by Category

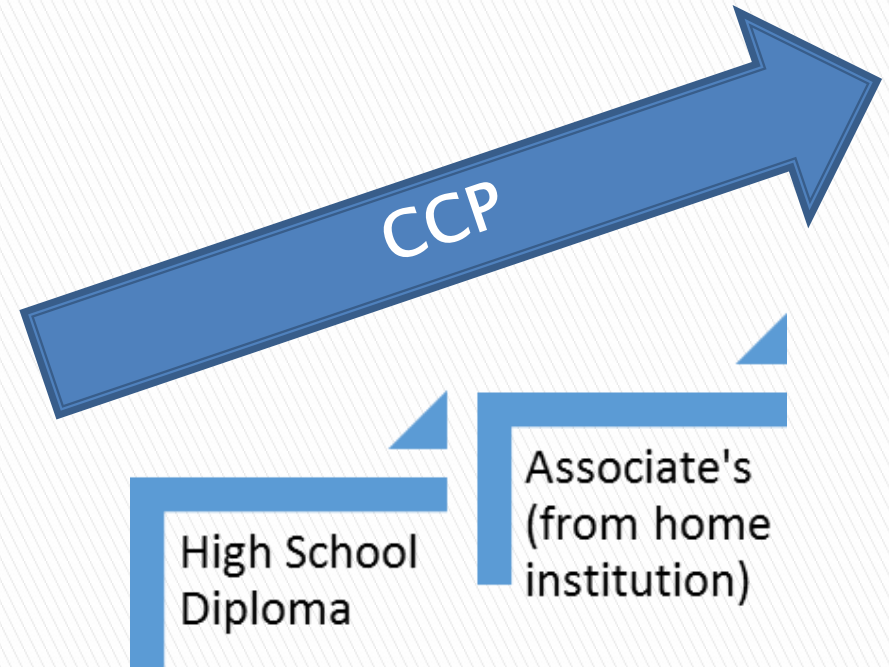


Total does not include the following member types: Trustees, College Presidents, Retirees (344 members)

Leveraging AFC Strengths

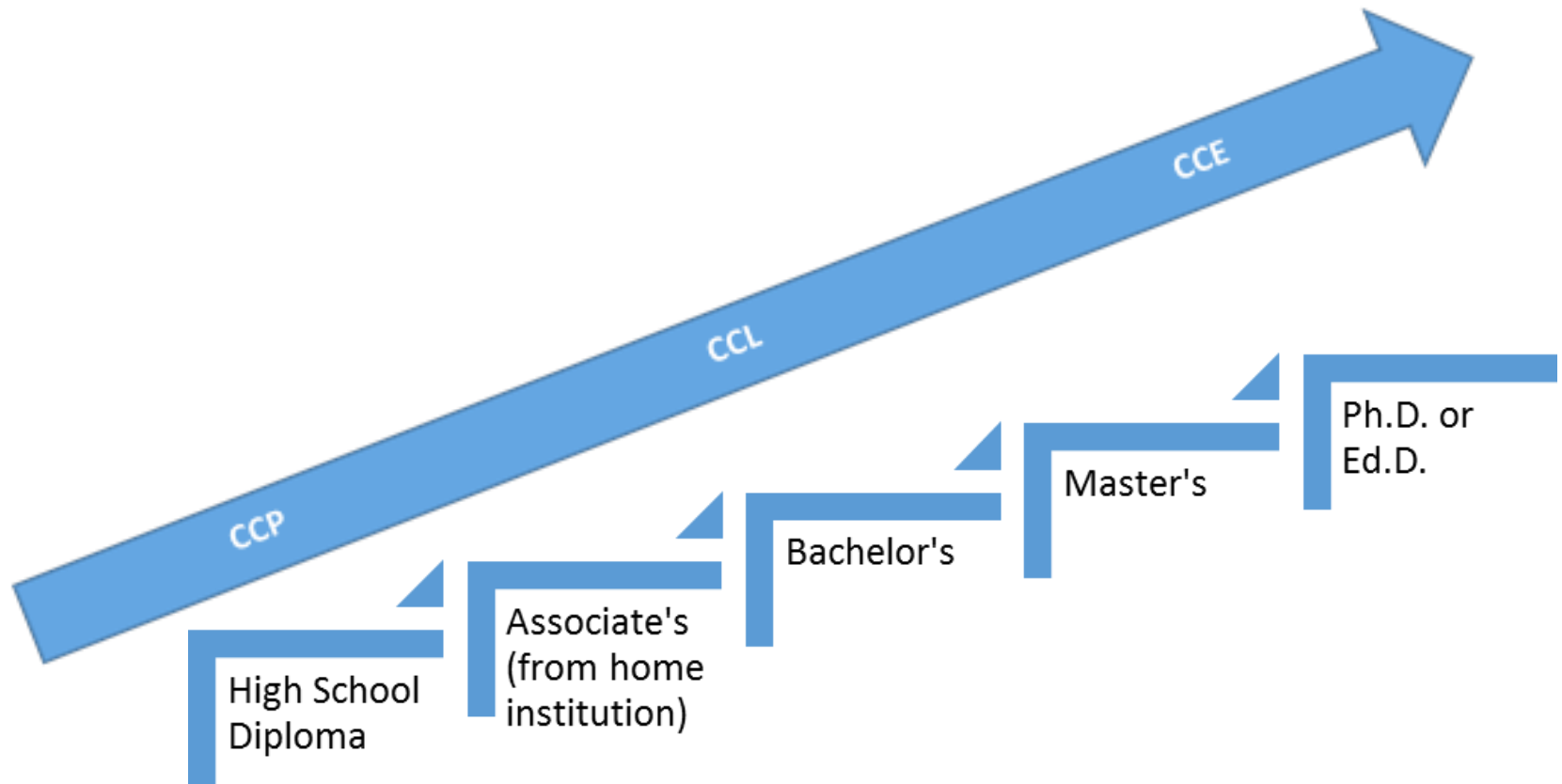


Current CCP Model



New Stepping Stone Model

Stepping Stone Model



AACC Competency Based Framework



Competency Progression

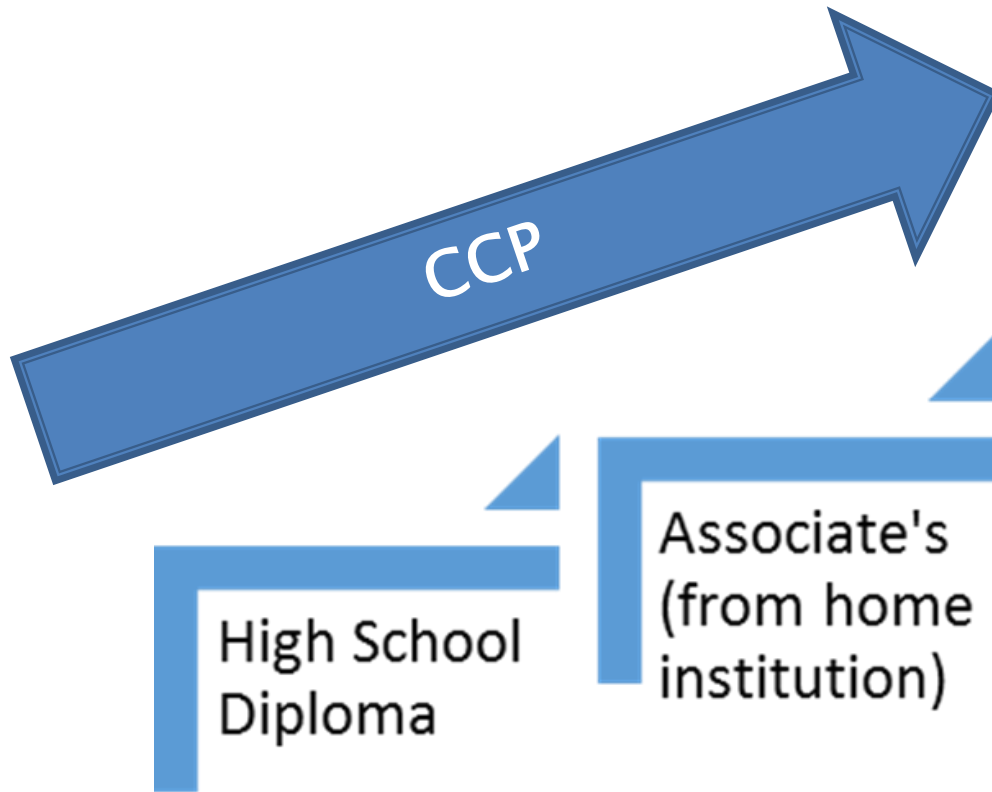
Competency Domain: Collaboration

Description: “An effective community college leader develops and maintains responsive, cooperative, mutually beneficial, and ethical internal and external relationships that nurture diversity, promotes the success of all students, and sustains the community college mission.” (AACC Competencies, 2013)

Demonstration of Collaboration by Level

CCP (Professional)	CCL (Leader)	CCE (Executive)
Understand that we are all working together to ensure student access and success. Recognize that this goal is achieved through respect and collaboration.	Develop a culture of collaboration within your department or division. Recognize and value the contributions and challenges of the internal and external stakeholders.	Break down organizational silos and internal politics within the institution. Lead by example and take care not to reward those who inhibit risk taking and innovation.

Piloted Implementation – Career Services Employees

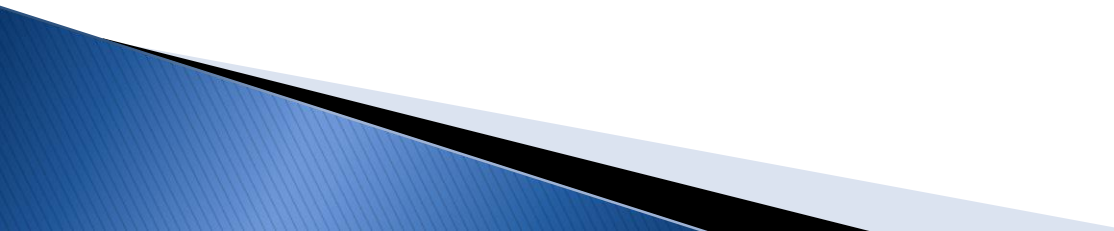


- 36% of AFC Membership
- 50% of all FSC non-instructional employees
- Articulation agreements with pilot institutions to award credit towards associate's degree

Future Implementations to Build the Comprehensive Model

- ❑ Level 2 – CCL implemented followed by Level 3 – CCE
- ❑ Train the Trainer Model to increase Florida participation
- ❑ Articulation Agreements towards degree programs at all levels

Other Considerations

- ▶ Curriculum Development
 - ▶ Formalized Partnerships & Agreements
 - ▶ Pre and Post Test Assessments
 - ▶ Credentialing Examinations
 - ▶ Mentoring Networks
 - ▶ Shared Talent Pipeline
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Thank you for considering
our ideas and
recommendations