

# PRESIDENT'S UPDATE

from President Gregory Adam Haile, J.D.



*Together we serve.*

## COLLEGE NEWS

### Town Hall Focuses on COVID-19 Medical Update and Fall 2020 Reopening Plans

The 13th town hall on COVID-19, held on July 24, provided information on the latest developments related to the pandemic and details of the College's reopening plans for fall. There were special presentations from two Broward College alumni, Dr. Joshua Lenchus, regional chief medical officer, Broward Health; and Jeanne Findley-Barnes, who is a nurse at Broward Health. Dr. Lenchus, who participated in the first COVID-19 town hall in March, provided an overview of the pandemic at the global, national, and state levels. He shared new information learned about how it is spread and recommended safety precautions, including the use of face coverings. Ms. Findley-Barnes, who works in an area of the hospital dedicated to caring for COVID-19 patients, shared her experience with helping patients and their families, how her training at Broward College prepared her for the challenge, and coping strategies she uses as a frontline healthcare worker. During the second hour of the town hall, Deborah Czubkowski, associate vice president, Facilities Design and Construction, presented the College's reopening plan.

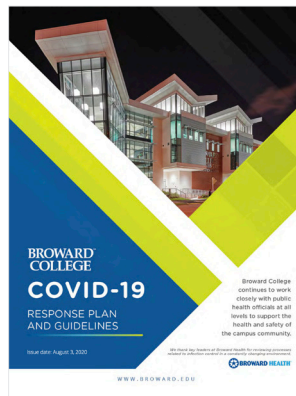


*Click above to view the recording*

### Broward College COVID-19 Response Plan and Guidelines Available

The Broward College COVID-19 Response Plan and Guidelines, which was reviewed by Broward Health and the Florida Division of Colleges, was shared with employees by email during the first week of August. It details the College's action plans for various stages of operation as follows:

- Action Plan One - Remote work and learning with only essential workers on campus
- Action Plan Two - Remote work and learning except when impossible
- Action Plan Three - Resume face-to-face at or nearly 100 percent



### Honoring a Legend - President Haile Pays Tribute to Congressman John Lewis

On July 24, during the town hall, President Haile paid tribute to John Lewis, civil rights icon, congressman, and author, who dedicated his life to protecting human rights. Congressman Lewis served in the United States House of Representatives for Georgia's 5th congressional district from 1987 until his death on July 17. He was the last surviving member of the "Big Six" group of prominent leaders of the Civil Rights era.



In his tribute, President Haile recalled meeting Congressman Lewis who signed one of his books for his daughters. Quoting from the children's book "March," he said, "it closes with the following three lines: 'The universe is with us. Walk Together, Children. Don't get weary.'" He encouraged employees that the greatest homage to Congressman Lewis is to teach children to live by this quote and let his contributions serve as an inspiration in their work to ensure students and residents achieve the American Dream of equality.

The plan is a living document and will be updated as necessary. A complete copy of the plan can be found at [broward.edu/coronavirus](http://broward.edu/coronavirus).

## Leadership Updates Announced to the Broward College Financial Team

The College recently updated two administrative positions as part of efforts to improve its financial stewardship. In a message to staff on Monday, August 3, President Haile announced the restructuring of the Financial team and lifting internal talent while saving on personnel expenses.

John Dunnuck, who for the past year served as the chief operating officer and the interim chief financial officer, is now named senior vice president, Finance and Operations. He will now oversee Finance, in addition to Facilities, Information Technology, Safety, Security and Emergency Preparedness, Procurement, Risk Management, Auxiliary Services, BCEduventures, and Material Services. Caleb Cornelius, who served as senior associate vice president, Student Financial Services, is now vice president, Finance. For over seven years, he has served in several roles at Broward College, including manager of credit and collections, where he focused on improving processes by leveraging technology, expanding student self-service options, and removing barriers by challenging industry and institutional norms.



John Dunnuck



Caleb Cornelius

## Broward UP™ Gains Another Municipal Partner



CITY OF FORT LAUDERDALE

Residents across the City of Fort Lauderdale now have improved access to post-secondary programs and certifications through a recent partnership between the city and Broward College through Broward UP.

The Fort Lauderdale City Commission overwhelmingly supported the Memorandum of Understanding (MOU) on July 7, 2020. Broward UP, the UP meaning “unlimited potential,” is the College’s community-centric approach that aims to raise education access and attainment levels and drive economic mobility across Broward County. Through the partnership, Broward College will provide residents with direct support through:

- On-site and remote programs and certifications
- Workshops on financial literacy, college readiness, and career development
- Entrepreneurial programming and the development of an internship program for the City of Fort Lauderdale
- Access strategy for City of Fort Lauderdale employees to earn Broward College degrees and certifications

The City of Fort Lauderdale is the ninth municipality to sign an MOU with Broward UP.

## Broward College Receives More than One Million Dollars in Job Corps Scholars Grant to Offer Post-Secondary Support in Broward UP Communities

The U.S. Department of Labor has awarded Broward College a \$1.187 million grant through the Job Corps Scholars Program. The grant will provide support to more than 80 Job Corps-eligible youth and young adults 16 to 24 years of age across Broward County that reside in Broward UP communities. Broward College is one of 20 institutions awarded to serve Job Corps-eligible youth and young adults. In addition to supporting tuition and other education associated costs, the three-year program will provide funding for two success coaches and two employment specialists to ensure participants’ success. Participants must be enrolled in an industry certification or technical certificate program. Other criteria for the program include youth affected by skills deficiency, homelessness, those in foster care, and those in need of additional career and technical education.



## New Grant Supports College Success for Single Mothers

Broward College is one of eight community colleges selected through a competitive application process to participate in College Success for Single Mothers. As a result, the College will receive a \$10,000 stipend to convene a cross-functional task force of decision-makers, practitioners, and stakeholders to carry out the project’s activities. Over eight to ten months, the College’s task force will serve as the foundation for action and planning to address the need of single mothers. Working from the data collected and analyzed, the College will identify goals with measurable outcomes that can be achieved in the second phase of the project, scheduled to last over 18 months.

Funded by ECMC Foundation and led by the National College Transition Network (NCTN), the goal of the three-year project is to identify the needs of single mother students on campus and develop a plan to expand key practices and services to enhance their college and career success. The College’s commitment to addressing single mothers and student-parents’ needs is essential to equity and student success goals.

## Isabel Gonzalez Named 2020 Hispanic Woman of Distinction

Chief of Staff and Vice President of Communications and Community Relations, Isabel Gonzalez, has been named a 2020 Hispanic Woman of Distinction. She was selected as one of 12 recipients from more than 70 nominations. The Hispanic Woman of Distinction honors inspiring and hard-working Latinas whose talents and contributions have positively impacted the South Florida Community. The awards luncheon and charity event is scheduled for November 20, 2020.



## Legacy Magazine Honors Three Broward College Employees as South Florida’s “40 Under 40: Black Leaders of Today and Tomorrow”

The exceptional work of Broward College employees continues to be recognized across South Florida. Joevania Alexandre, district director, TRIO; Rudy Jean-Bart, assistant professor, History and Political Science, and Fortin Jean-Pierre, district director, Career Services, were named by Legacy magazine as South Florida’s “40 Under 40: Black Leaders of Today and Tomorrow” for 2020. They were featured in the “40 Under 40” August edition of Legacy magazine, and will be honored at a reception to be announced at a later date.



Joevania Alexandre



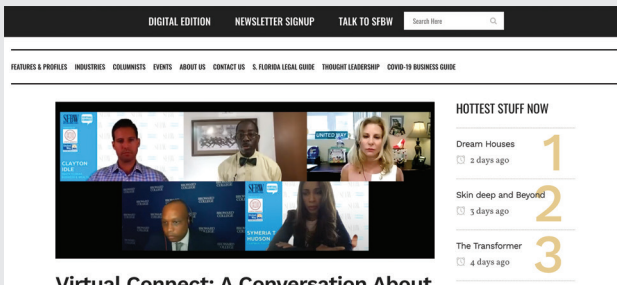
Rudy Jean-Bart



Fortin Jean-Pierre

## Broward College in the Media

### President Haile Participates in South Florida Business and Wealth Panel Discussion on Race



Virtual Connect: A Conversation About Race  
Click to watch the discussion

On July 1, President Haile participated in South Florida Business and Wealth Virtual Connect webinar discussion, “A Conversation About Race.” Speakers also included Dr. Gregory A. Salters from The SALT Mine Leadership and Training Institute and Symeria T. Hudson, from Chapman Partnership. The discussion was moderated by Kathleen Cannon of United Way of Broward County and focused on best practices for a diverse workplace, how diversity can impact your bottom line, and how businesses can address the racial inequity in higher education and the workplace.

### Broward College Expert Featured in NBC6 Interview



Click to watch the full interview

On July 28, Robert Donato, assistant professor, and program manager for Hospitality and Tourism Management, was featured in an interview on NBC6. Dr. Donato shared his expertise on the future of the hospitality and tourism industry. A business professional with more than 20 years of hospitality experience in customer service, hotel operations, food and beverage, and catering sales, Dr. Donato holds a Doctor of Business Administration degree with a concentration in International Business from Walden University.

## Pre-college Summer Leadership Institute Recognizes 2020 Graduates

Through a virtual ceremony hosted on July 24, the Pre-college Summer Leadership Institute (PSLI) for minority high school males, recognized 26 graduates from its annual program. PSLI, which started five years ago, is one of several programs offered by the Broward College Minority Male Initiative to connect minority male high school students to the institution. The program provides dual-enrolled, minority males with the opportunity to earn three elective credits in Student Life Skills 1001 (SLS 1001), emphasizing leadership development, career exploration, and workplace skills. “The pandemic arrived right in the midst of program recruitment,” said Dr. Billy Jones, program coordinator, and assistant professor, English. “But that didn’t stop us. The students and parents embraced a remote-live, synchronous learning experience. The 2020 PSLI was a success.” Over the past five years, PSLI has graduated 169 students, several of whom have continued their post-secondary education at Broward College.

## Broward College Enhances Aviation Training with Airbus Training Software



To give students an even greater competitive edge with workforce-ready skills, the College purchased Airbus’ ACT Academy A320 maintenance training software program. The software is designed to build specific skills and competencies required to support the Airbus

A320 fleet of aircraft and is used by leading commercial airlines to train their technical crews. Broward College is one of only three Aviation schools in the country to have partnered with Airbus to bring this software to students. This aircraft-specific training curriculum and software will enhance the College’s existing Aviation Maintenance program, with an emphasis on Avionics.

## Aviation Students Receive Prestigious Scholarship

Four Broward College students were among 16 recipients of a prestigious scholarship offered by the Airbus Training Center (ATC) in Miami. The scholarship was launched as part of ATC’s ongoing efforts to support the aerospace community during the COVID-19 pandemic. The students who were recruited for the program through their professors received the opportunity to improve their workforce readiness through the Airbus A320 NEO course approved by the European Aviation Safety Agency (EASA) earlier this summer. Jeremy Cobb, Chase Fillgrove, Rafael Guerra Manjarres, and Amal Khan, gained on-the-job training for one week and a certificate that positions them as desirable candidates for future employment opportunities. They also utilized training devices like the Airbus Competence Trainer recently purchased by the College. These students now have the opportunity to become candidates for entry-level maintenance positions with Airbus’ airlines.



Scholarship recipients show their certificate of completion at the end of the program. (L to R) Jeremy Cobb; Jimmy Torres, instructor, Airbus; Rafael Guerra Manjarres; Victor Liviano, maintenance director, Airbus; Amal Khan, and Chase Fillgrove.

## FOUNDATION NEWS

### The Office of Advancement Appoints New Chief Financial Officer

Hector E. Ramos has joined the Office of Advancement as its new chief financial officer, Direct Support Organizations. With more than 20 years of hands-on experience in strategic planning, overview and operating budget preparation, Mr. Ramos comes to Broward College from Vizcaya Museum and Gardens, where he served as controller for the past three years, playing a pivotal role in the transition of the agency from a county department to a nonprofit entity.



Hector E. Ramos

### Broward College Alumni and Friends Network Hosts Interactive Events Through Zoom



The Alumni and Friends Network has continued to find ways to connect students with graduates of the institution. In July, the Network offered two virtual interactive events to encourage graduates, enrolled students, and engage alumni. The first event on July 8, “Rewarding Relationships: Three Keys to Success,” had more than 70 registered participants. Panelists were Broward College alumni and licensed clinical social workers Dr. Jameson Mercier, and his wife Herdyne Mercier, of Mercier Wellness and Consulting. The couple met while they were students at the College. On July 22, the Alumni and Friends Network hosted a Zoom Room, which provided participants opportunity to hear from four inspiring alumni: Brenda Morrison, president of the Young Professional Network of the Urban League of Broward County and former staff assistant to Senator Bill Nelson; Rosa Fabiola Vicent, and her husband Andersen Zapata, owners of Lighting of Tomorrow; and Samuel Phanor, a police officer with the Margate Police Department working in the Community Service Division.

## Chair and Vice Chair of the Broward College District Board of Trustees Elected

During the August meeting, Gloria Fernandez was elected to serve another year as chair of the Broward College Board of Trustees, and Matthew Caldwell was selected as vice chair.



Gloria Fernandez



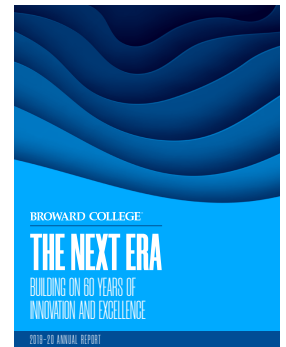
Matthew Caldwell

## Update of CARES Act Funding Distribution to Students

More than 5,500 students have received funding from the first round of applications which opened in May for the CARES Act funding. The College received close to \$29 million of which \$13.6 million is designated to go directly to students who have been impacted by the pandemic. Reporting to the Board, Caleb Cornelius, vice president, Finance, explained that \$3.3 million was disbursed and that a second application period opened on July 31 and will close on August 20. He said the College expects to have a third application period to benefit students enrolled this fall. VP Cornelius added that the funds are very restrictive based on rules from the federal government. As part of the criteria, students must have completed their federal application for financial aid (FAFSA).

## President Haile Receives Exceptional Reviews from the Board of Trustees for his 2019-20 Annual Performance Evaluation

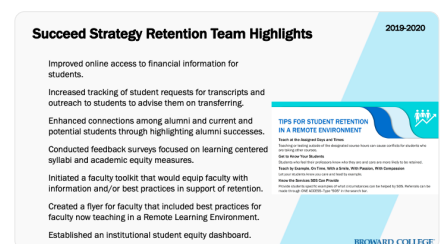
The Board accepted the final results of the eleven measures within and outside the strategic plan evaluated for the 2019-20 performance evaluation results for President Haile. The results were presented by Isabel Gonzalez, chief of staff and vice president, Communications and Community Relations. The trustees gave President Haile an overall rating of 97.3 percent. Within the Strategic Plan, President Haile was assessed by the trustees on all four goals — Start, Succeed, Soar, and Synergize. For achievements outside the Strategic Plan, the Board evaluated the President under seven categories — leadership, communication; community involvement; strategic decision-making; values and leverages diversity; planning and budgeting; and statutory requirements. The Board also approved the extension of President Haile’s contract by one year. The results of the evaluation will be submitted to the State Board of Education. For a synopsis of the College’s achievements during President Haile’s second year, review the Broward College 2019-20 Annual Report.



[Click above to view the report](#)

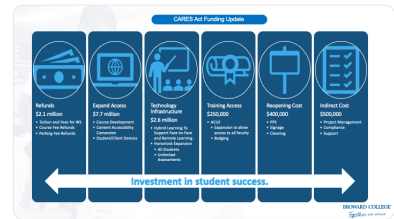
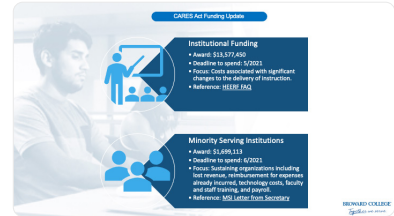
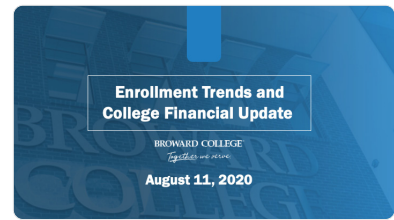
## 2019-2020 Strategic Plan Results Overview

Broward College exceeded the targets for three of the four goals — Succeed, Soar and Synergize — under the objectives of the 2019-20 Strategic Plan. Renee Law, associate vice president, Institutional Planning and Effectiveness, who provided the year in review during the Board meeting, explained that the Broward College 2017-22 Strategic Plan is centered around transforming students’ lives and engaging staff and faculty to help lead the transformation. The Start goal, which focuses on recruitment and access, achieved 92.4 percent of this year’s target. She said the achievements were impacted by several factors, including a declining enrollment trend and the current pandemic. Under the Succeed goal, which focuses on the number of awards earned by students, the College realized a 110.3 percent achievement rate; under the Soar goal, centered on post-completion placements, there was a 124.9 percent realization of this year’s target. The Synergize goal, newly added to the plan for this year, targets a ten percent increase in generating non-traditional revenue over three years. The College realized a 4.13 percent achievement rate, which was higher than the 3.3 percent target for the year. She credited the work of the faculty and staff who serve on each goal’s strategy and retention teams for these accomplishments.



## Board Receives Update on Enrollment Trends

Janice Stubbs, vice provost, Student Services, gave an overview of the current enrollment trends at the College for the fall 2020 term. She explained that according to the American Association of Community Colleges, on average, college enrollment had declined steadily since peaking in 2010. At Broward College, she said there had been a decline in enrollment since 2016. As of August 11, compared to fall 2019, paid and unpaid full-time equivalent (FTE) was down 12.4 percent; paid FTE was down 19.2 percent, and paid and unpaid headcount was down 15.3 percent. VP Stubbs said this is representative of what institutions across South Florida and the state are experiencing, with some showing steeper declines. She also provided a detailed breakdown of the enrollment status by student categories and shared strategies the College uses to keep prospective and returning students engaged. She also discussed some of the feedback received from students on challenges to enrollment. These include being unmotivated, the uncertainty their career choice will remain viable, remote learning, technology, WIFI access, and lack of private space at home to attend classes and complete homework. She explained mitigation efforts to address some of these challenges, including faculty training, marketing efforts, a laptop loan program, and offering WIFI access on campus.



## First Collective Bargaining Agreement with Service Employees International Union (SEIU) - Florida Public Services Union; Broward College Chapter Approved

The Board of Trustees has approved the College’s inaugural agreement with SEIU, which represents adjunct faculty. The collective bargaining agreement contains 18 articles, and addresses the grievance procedure, participation in college-wide meetings, academic freedom, teaching assignments, and re-assignments, fixed-term assignments, compensation, and evaluation. Further, the agreement establishes a better level of predictability in each term’s schedule for adjunct faculty, making it easier for them to plan.

## Policy Revisions

During the August Board meeting, the following policy revisions were approved:

- [6Hx2-3.28](#)                      [6Hx2-3.34](#)
- [6Hx2-4.23](#)                      [6Hx2-5.02](#)
- [6Hx2-5.23](#)                      [6Hx2-5.39](#)