Chancellor’s Welcome

It is truly an honor and privilege to welcome each of you to the 2013 installment of the Alabama Community College Association Conference. Additionally, it is my sincere pleasure to recognize and congratulate the entire Alabama Community College System family for 50 years of educational excellence. This is our occasion to celebrate and commemorate our Golden Anniversary, about which I am very excited! To that end, our program committee has worked tirelessly to provide conference attendees with inspiring speakers, exciting and educational exhibits, thought-provoking panels, and the chance to meet some amazing people from all around our state and nation.

Community colleges were created in part to provide accessible and cost effective higher education aimed at providing a highly trained workforce for America’s booming economy. Fifty years later, the Alabama Community College System is better positioned than ever to exceed this lofty goal. Today, the Alabama Community College System family can celebrate the fact that we offer high-quality, low-cost access to state-of-the-art education, cutting-edge workforce development, and progressive adult education. I am absolutely convinced that we are extremely well positioned to deliver exactly what the citizens of Alabama need and expect as they navigate their educational and training needs. As long as the Alabama Community College System plans and works together, no goal is unattainable. Please know that I am committed to working with each of you to make our community college system world class.

Again, welcome, and have a great conference as we learn more about celebrating Golden Opportunities for Excellence.

Barbara Anne Spears
ACCA President
## Conference at a Glance

### Sunday, November 24, 2013

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00 – 5:00 p.m.</td>
<td>Registration</td>
<td>BJCC East 3rd Floor</td>
</tr>
<tr>
<td>1:00 – 2:00 p.m.</td>
<td>Facilitator Training</td>
<td>East Meeting Room D</td>
</tr>
<tr>
<td>12:30 – 4:50 p.m.</td>
<td>Special Topics Workshops</td>
<td>(See information on pgs. 16-21)</td>
</tr>
<tr>
<td>1:30 – 3:30 p.m.</td>
<td>Association Meetings</td>
<td>(For locations see pg. 6)</td>
</tr>
<tr>
<td>4:00 – 5:00 p.m.</td>
<td>Chancellor’s Awards</td>
<td>BJCC East Ballroom B</td>
</tr>
<tr>
<td>5:00 – 6:00 p.m.</td>
<td>Chancellor’s Awards Reception</td>
<td>BJCC East Ballroom A</td>
</tr>
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### Monday, November 25, 2013

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:15 – 8:15 a.m.</td>
<td>Facilitator Training</td>
<td>East Meeting Room A</td>
</tr>
<tr>
<td>8:00 a.m. – 5:00 p.m.</td>
<td>Registration</td>
<td>BJCC East 3rd Floor</td>
</tr>
<tr>
<td>8:00 – 8:45 a.m.</td>
<td>Light Breakfast</td>
<td>BJCC East 3rd Floor and Forum Lobby 2nd Floor</td>
</tr>
<tr>
<td>8:30 a.m. – 5:00 p.m.</td>
<td>Special Topics Workshops</td>
<td>(See information on pgs. 16-21)</td>
</tr>
<tr>
<td>8:00 a.m. – 5:00 p.m.</td>
<td>Vendor Area Open</td>
<td>East Meeting Room M</td>
</tr>
<tr>
<td>8:20 – 8:50 a.m.</td>
<td>ACCA Newcomers’ Session</td>
<td>East Meeting Room B</td>
</tr>
<tr>
<td>9:00 – 10:00 a.m.</td>
<td>Concurrent Workshops</td>
<td>(See outlines on pgs. 8 &amp; 9)</td>
</tr>
<tr>
<td>10:00 – 10:30 a.m.</td>
<td>Vendor Expo</td>
<td>East Meeting Room M</td>
</tr>
</tbody>
</table>

### Tuesday, November 26, 2013

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 – 8:30 a.m.</td>
<td>Light Breakfast</td>
<td>BJCC East 3rd Floor and Forum Lobby 2nd Floor</td>
</tr>
<tr>
<td>8:00 a.m. – 12:00 p.m.</td>
<td>Special Topics Workshops</td>
<td>(See information on pgs. 16-21)</td>
</tr>
<tr>
<td>8:00 – 10:00 a.m.</td>
<td>Vendor Expo</td>
<td>East Meeting Room M</td>
</tr>
<tr>
<td>8:30 – 9:30 a.m.</td>
<td>Concurrent Workshops</td>
<td>(See outlines on pgs. 14 &amp; 15)</td>
</tr>
<tr>
<td>9:30 – 10:00 a.m.</td>
<td>Coffee Break</td>
<td>BJCC East 3rd Floor and Forum Lobby 2nd Floor</td>
</tr>
<tr>
<td>10:00 – 11:45 a.m.</td>
<td>Second General Session/ACCA Business Meeting</td>
<td>BJCC East Ballrooms A &amp; B</td>
</tr>
</tbody>
</table>
**Keynote Speakers**

**Monday, November 25 - 10:30 a.m.**

**Mark C. Perna** is the founder of Tools for Schools in Cleveland, OH, a full-service strategic marketing and consulting firm that specializes in the workforce development education field. He has partnered with schools, colleges, and statewide organizations of all sizes nationwide to help them experience significant gains in enrollment, retention, and graduation rates.

Mark has over 16 years of experience in marketing for Fortune 500 companies and has devoted the last 14 years to workforce development education. As an expert in the field, Mark has published numerous articles on enrollment and retention in national publications and has started writing his first book. He frequently delivers dynamic keynote speeches across the country, including a special invitation to speak at Harvard University.

**Light at the End of the Tunnel** - Dynamic workforce development expert Mark C. Perna will reveal the secrets to attracting and retaining more of the right students, in the right programs, for the right reasons. You’ll discover how to increase your enrollment, retention, and graduation rates through the effective “Light at the End of the Tunnel” strategy. With powerful insights on the millennial generation, Mark will share the decisive best practices you can implement immediately for proven success in today’s competitive educational marketplace!

**Tuesday, November 26 - 10:00 a.m.**

**Dr. Tommy Bice**, Alabama State Superintendent of Education and **Dr. Mark Heinrich**, Chancellor of the Alabama Community College System will conduct a joint presentation at the second General Session.

**ACCS and K12: A Healthy Partnership for the Future** -

Business leaders, government officials, and educators are increasingly concerned about the growing skills gap and increasing workforce needs in Alabama. Nowhere is this more evident than in areas of science, technology, engineering, and mathematics (STEM). The Alabama Community College System and K12 have developed a close working relationship to better serve the academic and workforce needs of Alabamians. Dr. Heinrich and Dr. Bice will share current and ongoing initiatives along with their vision for the future.
Commission on Administration
Margaret Sarmiento, Consultant, ITK Consultants
Margaret Sarmiento designs, develops and delivers customized training programs for public, non-profit and for-profit organizations. These programs focus on improving performance and increasing profits by capitalizing on the diversity of the workforce, and engaging participants in thought-provoking, interactive workshops. An experienced speaker, Margarita has the ability to intuitively connect with people by sharing her expertise through real-life stories and hands-on experiences. In her prior career, Margarita worked in corporate and not-for-profit management and training, with Progressive Companies and Busch Entertainment Corporation, as well as serving as the Director of Corporate Initiatives for the National Conference for Community and Justice.

Commission on Faculty
Jonathan E. Taylor, Ph.D., Assistant Professor and Coordinator of Postsecondary and Adult Education Graduate Programs, Troy University
Jonathan Taylor is an Assistant Professor and the Coordinator of Postsecondary and Adult Education Graduate Programs at Troy University, Montgomery, AL. He earned his Ph.D. in Educational Psychology and Research with a cognate in Cultural Anthropology from the University of Tennessee. His areas of scholarship are cognitive learning, learning resistance, and conceptual change theory, particularly in workplace learning contexts. He received an M.A. in Human Sciences, General and Experimental Psychology at Hood College, and a B.S. from Towson University in Political Science and Economics.

Commission on Students
Gary Branch, President, Faulkner State Community College
Gary Branch is President of Faulkner State Community College. Branch attended Lee University in Tennessee before attending the University of Alabama where he earned his undergraduate and graduate degrees. He received an LLD from Livingston University. Branch served as Dean of Men at Abraham Baldwin College; Director of Student Personnel Services at Thomas Area Tech; Director of Student Services at Floyd College; and as Assistant Dean of Men at the University of Georgia before returning to Alabama to become Associate Dean of Student Affairs at Troy State University and later Dean of Enrollment and Counseling Services. He then became President of Brewer State Junior College. In 1981, he became President of Faulkner State.

Commission on Support
John Hudson, President, Alabama Power Foundation
John O. Hudson III is an attorney who serves as Vice President of Public Relations and Charitable Giving at Alabama Power Company, an electric utility that provides reliable, affordable electricity to more than 1.4 million customers across Alabama. He also serves as President of the Alabama Power Foundation, one of the state's largest corporate philanthropic organizations, and Executive Director of the Alabama Business Charitable Trust. Prior to joining Alabama Power, Hudson served as Senior Vice President for Corporate Diversity and Public Affairs at Regions Financial Corporation. Hudson continues to have an association with Regions as chairman of the organization's Diversity Advisory Council.

Commission on Workforce Development
Russell DuBose, Director of Human Resources, Phifer, Inc.
Russell Dubose has been an HR practitioner for more than 23 years, with government, private industry and corporate experience. For 10 years, he worked for the Alabama Department of Industrial Relations as an employment specialist and employment service manager concentrating in recruitment, testing, employment counseling, and labor market analysis. Joining the Phifer team in 2000 as a Human Resources Specialist, Russell focused on recruitment, progressive discipline, federal contract compliance, and affirmative action planning. Promoted to Employment Manager in 2005, he was entrusted with managing all staffing actions, compensation analysis and all HR practices for Phifer Asia in Ningbo, China. In 2012, Russell was promoted to Director of Human Resources and was assigned additional responsibilities for corporate training, workers’ compensation and SAP Human Capital Management Project Management.
All conference attendees must register at the registration desk located on the third floor of the East Meeting Rooms in the BJCC. When you register, you will receive a name badge and conference materials. The name badges are required to access all conference events and meals. Announcements and conference updates can be found on the message board within the registration area. Lost and found items should be reported at the conference registration desk.

Association meetings are scheduled for Sunday, November 24 from 1:30 to 3:30 p.m. The locations of the meetings are as follows:

- ACCSPRA
- Adult Education Directors
- AAWCC
- Correctional Association
- Deans of Students Association
- Financial Management Association
- HRMA
- Information Services Association
- Instructional Officers Association
- Library Association
- Presidents Association

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After each session, conference attendees will have the opportunity to complete an evaluation card and return it to session facilitators. Evaluations for the conference as a whole will be conducted online after the conference is completed. Attendees will be emailed instructions to complete these evaluations.

Maps are located on the back of this program. Event locations include the BJCC East Meeting Rooms, the Forum Meeting Rooms, and the Sheraton Ballroom. Student Ambassadors from Jefferson State and Lawson State will be on hand to assist you in finding locations and conference activities.

Your name tag is your ticket for conference meals and refreshment breaks. Your conference registration includes the following meals:

- **Monday**
  - Light Breakfast - 8:00 to 8:45 a.m.
  - *BJCC East 3rd Floor/Forum Lobby 2nd Floor*
  - Coffee Break - 10:00 to 10:30 a.m.
  - *BJCC East 3rd Floor/Forum Lobby 2nd Floor*
  - Plated Lunch - 12:00 to 1:30 p.m.
  - *Sheraton Birmingham Ballroom*
  - Refreshment Break - 3:30 to 3:50 p.m.
  - *BJCC East 3rd Floor / Forum Lobby 2nd Floor*

- **Tuesday**
  - Light Breakfast - 8:00 to 8:30 a.m.
  - *BJCC East 3rd Floor / Forum Lobby 2nd Floor*
  - Coffee Break - 9:30 to 10:00 a.m.
  - *BJCC East 3rd Floor / Forum Lobby 2nd Floor*

**Newcomers’ Meeting**

New to ACCA this year? Want to learn how to get the most from the conference? Be sure to attend the Newcomers’ Meeting scheduled for Monday morning at 8:20 a.m. in East Meeting Room B. All newcomers who attend the meeting receive a special gift.

**Internet Cafe**

Visit the Internet Cafe during conference breaks to check email and access the web. The cafe, provided by the Alabama Technology Network, is located in the Vendor Expo area in East Meeting Room M.

**Door Prizes**

Door prizes will be awarded during the conference’s general sessions. Winners must be present to win and must wear their name badge to confirm conference registration.

**ACCA Dance**

The ACCA Dance is scheduled for Monday night 8:00 p.m. to midnight in the Sheraton Birmingham Ballroom. Performing this year is Glow, an eight-piece performance dance band.
Conference App

Attendees at the conference can use the Guidebook App this year for all conference information. The app includes conference schedules, exhibitor lists, maps, and other interactive and social features and can be used on smart phones and tablets. To download the app, open your device’s web browser and visit guidebook.com/getit, or search for “Guidebook” in the Apple, Google, or Amazon app stores. Once you have downloaded the app, search for “ACCA 2013” and begin to enjoy all its features.

Social Media Contest

To encourage involvement through its social media outlets, ACCA is offering attendees a chance to be rewarded for their participation. Make a post on ACCA’s Facebook page (facebook.com/AlabamaCCA), send a Tweet via Twitter, or upload a photo via Instagram using #acca13. The best post, tweet, and photo will each be recognized with a special prize. Anyone needing assistance in participating in the social media contest can check at the registration desk.

ACCA Service Project

To demonstrate the commitment the Alabama Community College System shares with K12 education, a special community service project will be part of this year’s ACCA Conference. Attendees have been asked to bring items needed by the K12 system. Suggested items included reams of copy paper, paper towels, hand sanitizer, and children’s books. A drop-off area is located on the third floor of the East Meeting rooms near the escalators.

Chancellor’s Awards

The 2013 Chancellor’s Awards will be held at 4:00 p.m., Sunday, November 24 in the BJCC East Ballroom B. The awards recognize an outstanding Academic and Technical Instructor, Administrator, and Support Staff Member. In addition to these awards, the Chancellor’s Art Exhibition awards recognize students and faculty members in a number of artistic categories. Show your support to all our recipients and nominees by attending the awards ceremony. A reception will be held immediately following the awards in the BJCC East Ballroom A.

Affiliates and Exhibitors

Vendor Expos are scheduled throughout the conference in the East Meeting Room M. This year’s conference exhibitors offer a wide variety of products and services for ACCA’s membership. Please help thank our affiliate members and vendors for supporting the conference by visiting their booths and seeing what they have to offer you and your institution. Affiliate members and exhibitors include the following:

- ACT, Inc.
- Aho Architects, LLC*
- Alabama Controls/Wholesale Controls*
- Alabama Education Association
- Alabama Education Retirees Association
- Alabama Supercomputer Authority
- Alliant Data Systems, Inc.*
- Ameresco, Inc.
- The Armistead Group*
- Athens State University*
- BayCare Health System*
- Business Systems and Consultants, Inc.*
- Canvas by Instructure*
- Charles Williams and Associates, Inc.
- Crosby Electric Co., Inc.*
- Dasher Technologies
- Davis Architects*
- Drake State Welding Department
- EBSCO
- Epson America, Inc.
- eScience Labs
- Exford Architects*
- Fastenal
- GradesFirst*
- Huntingdon College*
- KI
- Learning Labs, Inc.
- Marianna Industries Marketing Works*
- New College Life Track
- Ovid Technologies, Inc.
- PAVES
- PCDA Architecture*
- PH&J Architects*
- PCH Hotels and Resorts*
- ProctorU
- Quest Construction Products*
- Rittenhouse Book Distributors
- Sain Engineering Associates, Inc.*
- Samford University Evening College*
- Schneider Electric
- The Silver Trunk
- Smarthinking*
- Technical Training Aids*
- Terracon Consultants, Inc.
- Training Consultants, Inc.*
- Ward Scott Architecture*

*ACCA Affiliate Member
The Blended Workplace
Suggested Track: Leadership Development
Location: East Meeting Room A
Presenter(s): Coreetta L. Boykin, Reid State Technical College
This presentation will discuss personality and generational differences experienced in the workplace. The topic emphasizes teambuilding and enhancing workplace relationships.

The Tweet Life—How Twitter Can Help You Connect to Colleagues, Students, and the World
Suggested Track: Leadership Development
Location: East Meeting Room B
Presenter(s): Dr. Chris Franklin, Alabama Technology Network
From news to networking to marketing, Twitter can help you connect, inform, and learn. This workshop offers an introduction to Twitter and helps beginners learn its benefits.

Tips, Tools, and Techniques for Assessing Learning
Suggested Track: Teaching and Learning
Location: East Meeting Room C
Presenter(s): Dave Laton, Ted Davis, and Linda Cater; Department of Postsecondary Education
This session will discuss testing, grading procedures, item analysis and validation of text items. Development of a rubric will also be discussed.

Skype Testing for Online Students
Suggested Track: Teaching and Learning
Location: East Meeting Room D
Presenter(s): April Cookson and Rita Thorne, Northwest-Shoals Community College
Learn about a low cost alternative for proctoring live exams for online students.

Finding the Right Fit: Factors to Consider When Advancing in Administrative Careers
Suggested Track: Leadership Development
Location: East Meeting Room E
Presenter(s): Dr. Bruce Crawford and Dr. Cynthia Anthony, Lawson State Community College
Participants will learn factors impacting advancement in administrative and leadership roles. Topics will include education experience, collegiality, senior level leadership experiences, team and relationship building.

Creating the Best Environment for Residential Students
Suggested Track: Staff Development
Location: East Meeting Room F
Presenter(s): Danielle Brown, Faulkner State Community College
This session will provide a discussion on the issues and resources available for housing staff members to promote a safe, educational, enriching, and fun residential environment for students.
Community Outreach Through Event Planning
Suggested Track: Student Success
Location: East Meeting Room N
Presenter(s): Susan Barron and Heather Rice, Northeast Alabama Community College
This presentation will demonstrate how events and activities can engage the community in being involved and supporting the college, while providing opportunities for marketing and promotions.

A Look at Education Equity in the Classroom
Suggested Track: Teaching and Learning
Location: East Meeting Room O
Presenter(s): Dr. Joyce A. Dallas and Robert McWilliams, Bishop State Community College
Participants will learn how educational equity components (access, instruction, materials, attitudes, interactions, language, and assessment) can be employed to extract students’ perspectives on equity in the classroom.

Multi-Faceted Approach to Advance the Completion Agenda
Suggested Track: Student Success
Location: Forum G
Presenter(s): Dr. David Campbell, Dr. Joe Burke, and Sherry Whitten; Northeast Alabama Community College
This session will provide practical approaches to student success and meeting the completion agenda. NACC has achieved national recognition by using a data-driven system of assessment to improve academic and student support services.

Meeting Students Where They Are: Implementing a Supplemental Instruction Program to Boost Student Persistence
Suggested Track: Student Success
Location: Forum H
Presenter(s): John D. Glasscock, Jr., Dr. David M. Brooking, and Deanne Fann, Enterprise State Community College
Come learn about Supplemental Instruction (SI), an economical, student-led academic support program that can boost GPAs by up to a letter grade. Practical application will be provided with examples from SI's implementation in Intermediate Algebra and Pre-Calculus Algebra.

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Get the App!
ACCA
See page 7 for details.
Commission on Administration  
**Location:** East Meeting Room N  
**Speaker:** Margarita Sarmiento, Consultant, ITK Consultants  
**Bridging the Gap** - We are all shaped by different life experiences. Nowhere is this more obvious than those experiences influenced by the world around us. These generational experiences and circumstances help determine our values and perceptions, shaping our “reality.” By better understanding others’ “reality,” we position ourselves to better interact and communicate with them. As we acknowledge that work style and opinion differences often stem from generational differences, it becomes easier to be aware of and work with one another, requiring us to challenge our own preconceptions and realities.

Commission on Faculty  
**Location:** East Meeting Room O  
**Speaker:** Jonathan E. Taylor, Ph.D., Assistant Professor and the Coordinator of Postsecondary and Adult Education Graduate Programs, Troy University  
**Starting with the Learner: Dealing with Learning Resistance in the Classroom** - This session will provide practical information related to learning resistance that faculty often experience in the classroom. The information is drawn from many years of experience and research but the focus of this session is to provide a clear understanding of exactly what learning resistance is (and is not), what causes it, and, most importantly, how faculty can learn to recognize resistance for what it is, meet the learner where he is, and help him past it so that effective learning can take place. Engagement is an absolute necessity for effective learning to take place and understanding the learner’s social, psychological, and emotional dynamics in the classroom can provide the educator with an enhanced ability to reach learners and facilitate positive engagement in the classroom. Participants will leave this session with specific knowledge and practical skills to deal with learning resistance in their learning contexts.

Commission on Students  
**Location:** East Meeting Room C  
**Speaker:** Gary Branch, President, Faulkner State Community College  
**Adopting an Entrepreneurial Approach to Serving Students** - Gary Branch will focus on the key elements necessary to render exceptional student services within a community college setting. Based on his years of experience in student services and administration and his extensive educational background, he will provide an engaging presentation on the vital role that student services plays in student success and retention. He will offer simple yet profound philosophies that will transform the manner in which student services are provided - from great to exceptional!

Commission on Support  
**Location:** East Meeting Room A  
**Speaker:** John Hudson, President, Alabama Power Foundation  
**Be the Best** - Do you blend in with the crowd or stand out from it? What is your strategy for getting noticed and getting ahead? Learn the value of developing your specialities and strengths. Build a reputation for being the go-to expert – because being the best at what you do gives you ownership of your career.

Commission on Workforce Development  
**Location:** East Meeting Room D  
**Speaker:** Russell DuBose, Director of Human Resources, Phifer, Inc.  
**Ready-To-Work and WorkKeys...The Bottom Line** - Learn why combining the WorkKeys system and Ready-To-Work program is a recipe for success. By reviewing a case study spanning seven years at Phifer, Inc., DuBose will discuss how an employer can successfully integrate RTW graduates with WorkKeys competencies in a contemporary manufacturing working environment. Through benchmarking of key success indicators such as organizational leadership, ROI analytics, partnerships, effective communication and commitment, it becomes possible to develop a blueprint that other employers can adopt as a roadmap for implementation. In addition, Dubose will discuss how employers utilize metrics to determine profitability. The presenter will complete the session by reviewing pitfalls, results of continuous improvement Lean Six Sigma Kaizen events and resources needed for program sustainability.
Tablet Computing in and out of the Classroom  
**Suggested Track:** Teaching and Learning  
**Location:** East Meeting Room A  
**Presenter(s):** Dr. John C. Jones and Chuck Holbrook, Calhoun Community College  
This presentation will explore workflows for using a tablet computer in preparation for class, engagement with students, and communications after class.

DAX for Deans (and other college leaders)  
**Suggested Track:** Staff Development  
**Location:** East Meeting Room B  
**Presenter(s):** Randy Bowman, Department of Postsecondary Education  
Learn how Deans, Department Chairs, and other leaders can utilize data and reports in the DAX System to make data-driven decisions.

Prior Learning Assessment - A Fast Track to Success  
**Suggested Track:** Student Success  
**Location:** East Meeting Room C  
**Presenter(s):** Ted Davis, Department of Postsecondary Education and Susan Peek, Wallace State Community College  
Prior Learning Assessment is a little used recruitment tool coming of age. Hear how the program can be used to increase enrollment.

Setting Our Students Up for Success: Soft Skills Development  
**Suggested Track:** Student Success  
**Location:** East Meeting Room D  
**Presenter(s):** Dr. Erin Arnold and Ashley Kitchens, Jefferson State Community College  
Attendees will come away from this workshop with ideas and materials for developing soft skills in their student populations.

Faculty Qualifications: Before, During, and After Reaffirmation  
**Suggested Track:** Leadership Development  
**Location:** East Meeting Room E  
**Presenter(s):** Dr. Timmy James and John McIntosh, Northwest-Shoals Community College  
This session focuses on how to document faculty qualifications for review by SACS reviewers (both off-site and on-site).

Lessons Learned: Implementing Student Activities at an Alabama Community College  
**Suggested Track:** Student Success  
**Location:** East Meeting Room F  
**Presenter(s):** Tori Jones, Alabama Southern Community College  
Attendees will learn and share ideas of how to offer budget-friendly student activities on their community college campus.
Concurrent Sessions, Workshop Outlines - Monday, November 25, 4:00 - 5:00 p.m.

**Conflict Resolution through Principles of Aiki**
**Suggested Track:** Leadership Development
**Location:** East Meeting Room O
**Presenter(s):** Dr. Herbert Riedel, Lurleen B. Wallace Community College

Learn to apply Japanese principles of Aiki to resolve interpersonal conflicts and contribute to a more harmonious workplace and a balanced state of mind.

**Scholars’ Bowl**
**Suggested Track:** Teaching and Learning
**Location:** Forum Auditorium
**Presenter(s):** Glenn Allen Bobo, Bevill State Community College

What is Scholars’ Bowl, how does my college participate, what is involved, and what will it cost? This presentation will answer those questions.

**The Invisible Student: How to Engage and Retain First-Generation, Low Income and At-Risk Students**
**Suggested Track:** Student Success
**Location:** Forum F
**Presenter(s):** Richard Collie and Docquinn N. Taylor, J. F. Drake State Community & Technical College

This presentation will provide the insight needed to engage and retain our most challenged group of students: first generation, at risk and low income students.

**The Canvas LMS: It’s All About the Cloud!**
**Suggested Track:** Teaching and Learning
**Location:** Forum G
**Presenter(s):** Dee Bohne, Canvas by Instructure

Does your current LMS have you down? Learn how teaching in the cloud with Canvas LMS allows teachers to create rich content in a flash.

**iQM? iBloom, iAlign, iAssess with iTools so iLearn**
**Suggested Track:** Teaching and Learning
**Location:** Forum H
**Presenter(s):** Dr. Suhana Chikatla and Dr. Teresa Ray-Connell, Wallace State Community College

The presentation will discuss quality matters standards that dictate better learning environments using online tools and strategies to address learning outcomes that assess and align.

**Using the Flipped Classroom**
**Suggested Track:** Leadership Development
**Location:** Forum I
**Presenter(s):** Joshua Bearden, Gadsden State Community College and Dr. Bobbi Jo Carter, Calhoun Community College

This presentation explores how the flipped classroom enables college instructors to develop assignments and assessments that strengthen critical thinking and writing skills.
Congratulations to the Alabama Community College Association

Alabama Southern Community College  
Bevill State Community College  
Calhoun Community College  
Chattahoochee Valley Community College  
Drake State Community and Technical College  
Faulkner State Community College  
Ingram State Technical College  
Lawson State Community College  
Northeast Alabama Community College  
Reid State Technical College  
Snead State Community College  
Trenholm State Technical College  
Wallace Community College Selma

Alabama Technology Network  
Bishop State Community College  
Central Alabama Community College  
Enterprise State Community College  
Gadsden State Community College  
Jefferson Davis Community College  
Lurleen B. Wallace Community College  
Marion Military Institute  
Northwest-Shoals Community College  
Shelton State Community College  
Southern Union State Community College  
Wallace Community College - Dothan  
Wallace State Community College

We support your efforts in continuing the professional development of our employees through our 50 years!
Happy, Happy, Happy Student Customer Service: Everyone’s Job  
**Suggested Track:** Staff Development  
**Location:** East Meeting Room A  
**Presenter(s):** Martha Key, Holly Elliott, and Debbie Barton; Shelton State Community College  
Re-energize your customer service skills with a refresher to keep a smile on your face, show some empathy, and promote student success often during some difficult situations.

Navigating the Underprepared Student  
**Suggested Track:** Student Success  
**Location:** East Meeting Room B  
**Presenter(s):** Annette Cook and Sophia Everett, Shelton State Community College  
Navigators at the SOAR Institute are making a difference as advisors. Come hear the philosophy of SOAR, practices of Navigators, and stories from their students.

How Can I Teach when Everyone is Texting? Learning Styles and Your Incoming Freshmen  
**Suggested Track:** Teaching and Learning  
**Location:** East Meeting Room C  
**Presenter(s):** Isabelle Eaton, Calhoun Community College  
This session will introduce you to the mind-sets of today’s freshmen and provide you with tools to reach them despite their different learning styles.

Successfully Training and Certifying Online Instructors on a Tight Budget  
**Suggested Track:** Teaching and Learning  
**Location:** East Meeting Room D  
**Presenter(s):** Dr. Vicky Ohlson, Trenholm State Technical College  
In this session you will learn how your college can successfully train, certify, and mentor online instructors, even on a very tight budget.

Virtual Alabama and Emergency Preparedness  
**Suggested Track:** Leadership Development  
**Location:** East Meeting Room E  
**Presenter(s):** Lamar Davis, Auburn University Montgomery, Center for Government  
This session will show how Virtual Alabama can be used to share information among agencies in planning, response, and recovery from incidents.

Top Leadership Tips for New Administrators  
**Suggested Track:** Leadership Development  
**Location:** East Meeting Room F  
**Presenter(s):** Dr. Sherri Davis, Lawson State Community College  
This presentation is designed for new or emerging administrators. The focus centers on successful strategies that all leaders should know and implement.
A New Classroom Paradigm--Rethinking Classroom Design Through an Evidence-Based Design Approach

**Suggested Track:** Teaching and Learning  
**Location:** East Meeting Room N  
**Presenter(s):** Kimberly Newton McMurray, Ward Scott Architecture and Angela Turner, DeKalb Office Birmingham

This presentation will challenge the realm of thinking about today’s classroom design and envision what the classroom of the future looks like.

The Relationship Between Self-Efficacy and Mathematics Achievement Among African-American Males

**Suggested Track:** Student Success  
**Location:** East Meeting Room O  
**Presenter(s):** Calvin Briggs, Lawson State Community College

The purpose of this study was to examine the relationship between self-efficacy and mathematics achievement of African-American ninth grade males in the HSLS of 2009.

CAREing for Students: Using a Behavioral Assessment Model to Increase Student Retention and Success

**Suggested Track:** Student Success  
**Location:** Forum E  
**Presenter(s):** Dr. Joy Hamm, Chattahoochee Valley Community College

Learn best practices in implementing a behavioral assessment team approach to prevent violence and provide response to disruptive student behavior.

Using Psychology to Enhance Student Motivation and Success

**Suggested Track:** Student Success  
**Location:** Forum G  
**Presenter(s):** Dr. Kit Nast, Bishop State Community College

The goal of this session is to teach participants how to increase student motivation through study skills enhancement, behavior modification, and career choice.

Offering a Little TLC in the Technology Learning Center

**Suggested Track:** Teaching and Learning  
**Location:** Forum H  
**Presenter(s):** Judith Lea and Brent Satterfield, Northeast Alabama Community College

The Technology Learning Center training offers faculty and students a stronger foundation in technology enabled learning, leading to more instructionally sound course materials, lectures, and computer-based instruction.

Meeting Your Students on Cloud 9

**Suggested Track:** Teaching and Learning  
**Location:** Forum I  
**Presenter(s):** Amy Wise, Enterprise State Community College

This session will share some examples of tools that promote communication, collaboration, and productivity in the classroom—all FREE and cloud-based.
These sessions will be for Adult Education Directors and staff who would like to hear about how best practices are being incorporated in programs across the state. Topics will include, but not be limited to, effective student recruiting, orientation, retention, instruction, assessment, GED completion, financial management, and personnel issues. Panel discussions and individual presentations will be provided with a high level of audience participation expected. Adult Educators will leave the sessions with a greater knowledge of what other programs are doing in these important areas and what they can do to continue to improve.

### Special Topics Workshops - HVAC

**Monday, November 25**

**Condensing Furnaces**

**Presenter(s):** Jeff Marquess, Air Engineers

This class will describe the application and installation procedures for 90%+ condensing gas furnaces. It will also identify the sequence of operation and troubleshooting techniques that technicians must know in order to service these type systems in the field.

**Monday, November 25**

**Break**

**Monday, November 25**

**Alabama Power Training Center Teaching Techniques**

**Presenter(s):** Joel Owen, Alabama Power Training Center

Mr. Owen brings over three decades of experience to the table with 20-plus years in industry education. Participants are sure to learn valuable teaching techniques in one or more HVAC subject matters.

**Monday, November 25**

**Lunch**

**Monday, November 25**

**The Hows and Whys of Lightning Analysis**

**Presenter(s):** Harold Nelson, Mingledorffs

In this course you will develop and understand the field/lab analysis of HVAC equipment and controls that may have been damaged due to lightning strikes.

**Monday, November 25**

**Break**

**Monday, November 25**

**Teaching Load Calculations**

**Presenter(s):** DeWayne Jenkins, Alabama Power Training Center

Develop industry accepted knowledge and skills of sizing residential heating and cooling equipment through a classroom setting based on the Manual J approach to load calculations.
### Special Topics Workshops - Cosmetology

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Registration and Welcome</strong></td>
<td><strong>Sunday, November 24</strong></td>
<td><strong>12:30 - 1:00 p.m.</strong></td>
</tr>
<tr>
<td><strong>Real Colors NCTI</strong></td>
<td><strong>Sunday, November 24</strong></td>
<td><strong>1:00 - 3:50 p.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Dr. Camille Wright</td>
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<tr>
<td>Over 2300 years ago, Hippocrates wrote that human beings could be divided into four distinct personality types. Matrixx System Real Colors® by NCTI is a research-based methodology for helping people understand human behavior. It is grounded in the personality theory of Carl Jung, and validated in the research of Myers-Briggs and Keirsey-Bates. It combines this experience-based research into an exciting approach to understand the four basic temperament or personality types. It helps people recognize, accept, and learn to value the differences in others. It is a tool to increase understanding, empathy and communication by reducing prejudice and bigotry. These techniques are extremely accurate and easy to apply in everyday life.</td>
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<tr>
<td><strong>Product Knowledge from “Your New School”</strong></td>
<td><strong>Sunday, November 24</strong></td>
<td><strong>4:00 - 4:50 p.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Amber VanKirk</td>
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<tr>
<td>This presentation will give product knowledge for OPI Products, Guest Vision software, Aloxxi hair care, and Chella brow &amp; eye collection. Also the wonderful benefits for customers and kit selections will be shared.</td>
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<tr>
<td><strong>Registration and Welcome</strong></td>
<td><strong>Sunday, November 24</strong></td>
<td><strong>8:00 - 8:25 a.m.</strong></td>
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<tr>
<td><strong>Virgin Hair Extensions 101</strong></td>
<td><strong>Monday, November 25</strong></td>
<td><strong>8:30 - 9:55 a.m.</strong></td>
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<tr>
<td><strong>Presenter(s):</strong> Kneglesia Cobb</td>
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<tr>
<td>This presentation focuses on hair extensions that can be used with any ethnic background. The presenter will discuss the styling and the care of virgin extensions. There will also be a presentation on the application of virgin hair extensions.</td>
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<tr>
<td><strong>Associated Hair Professionals</strong></td>
<td><strong>Monday, November 25</strong></td>
<td><strong>10:00 - 10:50 a.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Jenny Flanagan</td>
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<tr>
<td>AHP works to educate licensed professionals about the importance of liability insurance, a topic not frequently discussed in the cosmetology world. Insurance is such a confusing subject so they’ve put together a presentation that makes it very simple to understand. This presentation will take the attendees through the ins and outs of liability insurance in as little as 30 minutes.</td>
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<tr>
<td><strong>Retirement 101: What You Don’t Know Can Hurt You</strong></td>
<td><strong>Monday, November 25</strong></td>
<td><strong>11:00 - 11:50 a.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Ada Griffin</td>
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<tr>
<td>This workshop will focus on the essentials needed to plan and prepare for a successful retirement from the Retirement System of Alabama. Planning should begin the first day one goes to work.</td>
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<tr>
<td><strong>Lunch</strong></td>
<td><strong>Monday, November 25</strong></td>
<td><strong>12:00 - 1:00 p.m.</strong></td>
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<tr>
<td><strong>Blue Brands: Barbicide-Infection Control Today</strong></td>
<td><strong>Monday, November 25</strong></td>
<td><strong>1:00 - 3:15 p.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Leslie Roste</td>
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<tr>
<td>This session will present infection control in a new and interesting way looking at it from a healthcare perspective. Using real life examples from the salon and providing real solutions, this class will make you think twice about the importance of infection control in the salon! Topics covered will include current risks, prevention and Alabama state law.</td>
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<tr>
<td><strong>Registration and Welcome</strong></td>
<td><strong>Tuesday, November 26</strong></td>
<td><strong>8:00 - 8:25 a.m.</strong></td>
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<tr>
<td><strong>Skills USA</strong></td>
<td><strong>Tuesday, November 26</strong></td>
<td><strong>8:30 - 9:55 a.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Jennifer Adams</td>
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<tr>
<td>This presentation will provide all cosmetology, nail care, esthetics and barbering instructors the latest updates on the Skills USA State competition.</td>
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<tr>
<td><strong>Salon and School Sanitation: From the State Board Perspective</strong></td>
<td><strong>Tuesday, November 26</strong></td>
<td><strong>10:00 - 11:50 a.m.</strong></td>
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<tr>
<td><strong>Presenter:</strong> Bob McKee</td>
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<tr>
<td>This session will include a discussion of the latest health and sanitation issues seen by our ABOC inspectors while performing their duties. In addition, attendees will be made aware of any changes by the Alabama Board of Cosmetology and Mr. McKee will also allow time for questions/answers.</td>
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<tr>
<td><strong>Closing Remarks and Evaluation</strong></td>
<td><strong>Tuesday, November 26</strong></td>
<td><strong>11:50 a.m. - 12:00 p.m.</strong></td>
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</tbody>
</table>
### Special Topics Workshops - Library

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Date and Time</th>
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<tbody>
<tr>
<td>Librarians in Black: Protecting Students Against Corrupt Information</td>
<td>Sunday, November 24</td>
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<tr>
<td><strong>Presenter(s):</strong> La Shannon Hollinger, Alabama Southern Community College</td>
<td>1:30 - 2:30 p.m.</td>
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<tr>
<td>Discover innovative ways to promote information literacy on your campus and gain creative techniques to develop community college lifelong learners in the classroom and beyond.</td>
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<tr>
<td>Lending Devices at Your Library</td>
<td>Sunday, November 24</td>
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<tr>
<td><strong>Presenter(s):</strong> Michelle Wimbish, Southern Union State Community College</td>
<td>2:30 - 3:30 p.m.</td>
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<tr>
<td>Wondering if your library technology plan is completely serving the needs of your users? See how you can lend and secure equipment to users.</td>
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<tr>
<td>Library Association Meeting</td>
<td>Sunday, November 24</td>
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<tr>
<td><strong>Presenter(s):</strong></td>
<td>3:30 - 4:00 p.m.</td>
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<tr>
<td>Interactive Anatomy and Physiology</td>
<td>Monday, November 25</td>
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<tr>
<td><strong>Presenter(s):</strong> Kathi Grainger, CPLP, Ovid Technologies</td>
<td>8:45 - 9:45 a.m.</td>
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<tr>
<td>This workshop provides a demonstration that brings to life 3D images of 19 body systems – rotate and peel away layers as you discover interactive Anatomy &amp; Physiology.</td>
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<tr>
<td>Testing the Waters - eReaders and eBooks: Hot or Cold</td>
<td>Monday, November 25</td>
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<tr>
<td><strong>Presenter(s):</strong> Tracy Williams, Shelton State Community College</td>
<td>9:45 - 10:30 a.m.</td>
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<tr>
<td>This workshop provides an overview of Shelton’s experience with eBooks and eReaders.</td>
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<tr>
<td>EBSCO Discovery Service and Community Colleges</td>
<td>Monday, November 25</td>
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<tr>
<td><strong>Presenter(s):</strong> Lori McGill, EBSCO</td>
<td>1:00 - 2:00 p.m.</td>
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<tr>
<td>The EBSCO Discovery Service: What is it? How does EBSCO’s Discovery service search and return highly relevant results? Learn how other libraries have benefited with Discovery.</td>
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<tr>
<td>Impact of Quality Nursing Content</td>
<td>Monday, November 25</td>
</tr>
<tr>
<td><strong>Presenter(s):</strong> Kathi Grainger, CPLP, Ovid Technologies</td>
<td>2:00 - 3:00 p.m.</td>
</tr>
<tr>
<td>This workshop includes a demonstration of Ovid’s Community College Nursing Solution highlighting OvidSP platform skills including browsing and searching full-text resources, working with presentation graphics, and scheduling alerts/eTOCS.</td>
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<tr>
<td>Building Relationships with Faculty and Staff</td>
<td>Monday, November 25</td>
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<tr>
<td><strong>Presenter(s):</strong> Paul Blackmon, Trenholm State Technical College</td>
<td>3:00 - 4:00 p.m.</td>
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<tr>
<td>A successful library begins with building a working relationship with faculty. Every librarian can build successful working relationships with the faculty at his or her institution.</td>
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<tr>
<td>Embedded Librarian: Increasing Information Literacy in the Classroom</td>
<td>Monday, November 25</td>
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<tr>
<td><strong>Presenter(s):</strong> Dusty Folds and Derrick Griffey, Gadsden State Community College</td>
<td>4:00 - 5:00 p.m.</td>
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<tr>
<td>Find out how to increase the information literacy of students by bringing the library to them. Discover how to make students better researchers.</td>
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<tr>
<td>Customer Service: Whose Business Is It?</td>
<td>Tuesday, November 26</td>
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<tr>
<td><strong>Presenter(s):</strong> Tyrone Webb, Bevill State Community College</td>
<td>8:00 - 9:00 a.m.</td>
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<tr>
<td>In this session, participants will explore the concept of customer service and the keys to providing good customer service in the library.</td>
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<tr>
<td>SACS Preparation for the Community College Library</td>
<td>Tuesday, November 26</td>
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<tr>
<td><strong>Presenter(s):</strong> Sandra Henderson, Lawson State Community College</td>
<td>9:00 - 10:00 a.m.</td>
</tr>
<tr>
<td>What should librarians do to prepare for SACS? What are measurable outcomes, where can one get them, and how does a library ensure the onsite visit is successful?</td>
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</tbody>
</table>
The Unity of ARC and Education: Alabama Access for Higher Education  Monday, November 25  9:00 - 10:00 a.m.
**Location:** Forum F
**Presenter(s):** Saderia Morman, Bevill State Community College
In this session attendees will learn how this joint venture is working together to increase the college going rate in Appalachian Alabama and strengthen relationships between secondary and postsecondary institutions.

A Boot Camp Model that Works
**Location:** Forum B
**Presenter(s):** Byron Dunn and Dr. Audrey Kennedy, Alabama Technology Network
Learn how one group trained workers for employment by using an accelerated training model that resulted in 100% employment of completers.

Industry Panel to Identify Workforce Trends and Needs  Monday, November 25  4:00 - 5:00 p.m.
**Location:** Forum B
**Presenter(s):** Roger Fortner, Department of Postsecondary Education
**Industry Panel Members:** Larry Anthony, Employee Services Representative, US Steel Corporation
Tim Beasley, Senior Human Resources Manager, Briggs & Stratton Corporation
Ronnie Boles, President, General & Automotive Machine Shop
George Clark, President, Manufacture Alabama
Gene Dudley, Director, Career and Technical Education, DPE
Dale Greer, Assistant Director of the Cullman County Economic Development Agency
Tom McNeal, Workforce Development Specialist, Alabama Power
Ronnelle Stewart, Chief Human Resources Officer, Brookwood Medical Center
Victor Vernon, Vice President for Public Policy, BCA
In this session attendees will hear directly from industry representatives what they need (and do not need) in the way of a skilled labor pool.

What Does the Future Hold for CTE?  Tuesday, November 26  8:30 - 9:30 a.m.
**Location:** Forum B
**Presenter(s):** Gene Dudley, Department of Postsecondary Education
Learn about the future direction of CTE: initiatives, instructional programs, professional development and technical updates, funding, and many more tools to assist colleges!

Workforce Council Best Practices
**Location:** Forum F
**Presenter(s):** Sarah Horton, Department of Postsecondary Education
The presentation will cover best practices in the following areas: grant review, incorporation, and the 501c3 process. The session will also cover grant opportunities outside of state funding.
Special Topics Workshops -Healthcare  
Forum A,D,&E

**The Future of Nursing Education**  
**Location:** Forum A  
**Presenter:** Dr. Marsha Howell Adams, President, National League for Nursing, The University of Alabama  
This session will discuss the future of nursing education. Healthcare reform and the Future of Nursing recommendations will serve as the basis for discussion.

**EMS Program Director Forum-AEMT Curriculum**  
**Location:** Forum D  
**Presenter:** Bret McGill, Calhoun Community College  
This session will discuss the Advanced EMS Curriculum, best practices, and possible changes.

**Lunch**  
**Location:** Forum D  
**Presenter:** Bret McGill and Mark Branon, Calhoun Community College  
This session will share best practices for dual enrollment in the health care programs along with selection criteria for these students to be successful.

**Respiratory Therapy 2015 & Beyond**  
**Location:** Forum E  
**Presenters:** Riva McAlpine and Glenn Pippen II, Shelton State Community College  
The presenters will identify potential new roles of RTs in 2015 and beyond, and suggest the elements of education and training to assure safe patient care.

**Sharing Our Cultural Diversity in Nursing Education**  
**Location:** Forum A  
**Presenter:** Dr. Deborah Miller, Calhoun Community College  
This session will identify strategies that incorporate cultural diversity into the curriculum utilizing a flipped classroom.

**Ebooks & iPad Technology in the Classroom**  
**Location:** Forum D  
**Presenter:** Scott Throneberry, Calhoun Community College  
This session will discuss the use of Ebooks and iPad technology for the health programs classroom.

**Integrating Electronic Charting in the Nursing Curriculum**  
**Location:** Forum E  
**Presenter:** Dr. Julie Jones, Shelton State Community College  
The purpose of this presentation is to provide an overview of one nursing program’s journey toward implementation of electronic medical records into the nursing curriculum.
Assessing Student Exam Performance: Is Faculty Making the Grade?  
**Location:** Forum D  
**Presenter:** Sandy Spann, Southern Union State Community College  
Assessing student success reflects the integrity of the educational institution as well as the nursing profession. In this session, participants will discuss the construction and evaluation of exams.

**Nursing 200 Curriculum Changes**  
**Location:** Forum E  
**Presenter:** Dr. Lynn Hogan, Calhoun Community College  
This session will review the admission criteria, examine curriculum changes and share ideas for student success from nursing educators across the system.

**80 by ’20 Taskforce Update**  
**Location:** Forum A  
**Presenter:** Dr. Michelle Cheshire, University of Alabama and Kim Smith, Shelton State Community College  
In 2010 the Institute of Medicine suggested nurses achieve higher levels of education and training. In this workshop, the presenters will discuss challenges and results as colleges across Alabama collaborate.

**Utilization of Unfolding Case Studies in Nursing Education**  
**Location:** Forum D  
**Presenter:** Sandra Bryant, Wallace Community College  
Learn how to implement contextualized, inexpensive learning strategies based upon the principles of learning in your course, to lead to successful student outcomes.

**Comparison of Academic Performance Criteria in Predicting Nursing Students’ Success in an Associate Degree Nursing Program**  
**Location:** Forum E  
**Presenter:** Jimmy Galbreath, Calhoun Community College  
During this presentation, there will be information provided concerning current Associate Degree nursing entrance criteria, current student data, and possible predictors for nursing program success.

*CEUs will be awarded for healthcare workshops, depending on the session. Attendees should check with workshop leaders about procedures for earning CEUs and the amount of CEU credit available for each session.*

**Temperatures may vary by meeting room and may be difficult to adjust. Please dress in a manner that will allow addition or removal of a jacket or sweater in order to ensure an enjoyable conference experience.**