

Summary of Administrator Qualifications

EDUCATION

A review of Hillsborough Community College's Administrator qualifications has resulted in a determination that all Administrators have the appropriate educational degrees required for their positions except in two instances where either professional certificates or experience has been substituted for the degree.

- Vonda Melchior, Director of Purchasing, has a Bachelor's degree supplemented by professional certification as a Certified Purchasing Manager (CPM) and a Certified Professional Public Buyer (CPPB).
- Charlotte Johns, Director of Financial Aid, has a Bachelor's degree and came to HCC with 13 years of directly related, prior, experience from sister institutions.

In addition to the two instances mentioned above, John Huerta, Executive Director of Marketing & Public Relations, has achieved the status of All But Dissertation (ABD) towards a Doctorate degree; this status more than meets the requirements for a Master's.

Forty-seven percent (47%) of HCC's Administrators possess higher degrees than what is required for their positions.

EXPERIENCE

Consistent with the educational portion of this review, it was found that all Administrators met the required experience levels for their positions. Further, it was determined that prior experience actually exceeding that which is required is fairly significant. The following information reflects those findings:

Prior Experience Exceeding Required Level	# Administrators	Percentage
Up to 10 years	10	22%
10 – 15 years	7	15%
16 – 20 years	11	24%
20 + years	18	30%

Name	Job Title	Yrs in Current Job	Other HCC Experience	Other Prior Experience	Required Experience	Actual Degree Held	Degree Required	Other Qualifications, Experiences
Alejandro, Daniel	Dean of Associate of Arts Degree Programs	3	0	18	5	Doctorate	Masters	
Alford, Emery E	Dean of Academic Affairs	4	0	26	5	Doctorate	Masters	
Allen, Donna M	Director of Marketing and Creative Services	21	0	5	7	Masters	Masters	
Babcock, Franklin K	Dean of Student Services	6	0	31	5	Doctorate	Masters	
Barger, Marilyn	Executive Director, FL-ATE	1	0	14	7	Doctorate	Masters	
Bendickson, Mary M	Dean of Arts & Sciences	5	1	10	5	Doctorate	Masters	
Bentrovato, Joseph	Dean of Student Services	0	7	4	5	Masters	Masters	
Brennan, Michael F	Director of International Education	3	3	15	5	Masters	Masters	
Cangi, Ellen	Dean of Academic Affairs	2	2	11	5	Doctorate	Masters	
Carley, Sylvia M	Vice President for Education/Student Development	7	26	2	10	Doctorate	Masters	
Carr, Bonnie J	Controller	2	0	23	7	Bachelors	Bachelors	
Chunn, Robert P	Campus President	6	12	13	7	Doctorate	Masters	
Clark, Maridru Arango	Director of Management Information Systems	7	18	0	5	Masters	Masters	
Clark, William F	Dean of Health, Wellness & Sports Technologies	2	0	19	5	Doctorate	Masters	
De Vries, Barbara T	Director of Financial Services	18	0	14	5	Masters	Masters	
Dix, Patsy	Assistant to the President	0	0	25	5	JD	Masters	
Evans, John	Dean of Assoc of Science Degree Programs	8	2	16	5	Masters	Masters	
Flaig, Suzanne M	Director of Human Resources	8	0	20	5	Masters	Masters	
Garcia, Adrienne M	Director of Foundation	3	0	21	7	Doctorate	Bachelors	
Gaston, Lois J	Campus President	6	7	20	7	Doctorate	Masters	
Gilder, Eleanor L	Director of Institutional Advancement/Special Programs	21	0	6	5	Masters	Masters	
Goff, Donald Gary	Vice President for Administration/CFO	2	3	27	10	Doctorate	Masters	
Goldstein, Barbara B	Dean of Associate of Arts Degree Programs	2	15	0	5	Doctorate	Masters	
Gorham, Steve	Director, Networking & Telecommunications	0	0	7	7	Masters	Masters	
Griffin, Karen L	Director of Associate in Arts Programs	3	14	0	7	Masters	Masters	
Haynes, Felix T	Campus President	6	0	26	7	Doctorate	Masters	

Heglar, Pamela M	Director of Student Services	4	20	0	5	Masters	Masters	
Huerta, John L	Exec Dir of Marketing & Public Relations	7	0	27	5	Masters	Masters	ABD
Hyatt, Chad	Director of Academic Technologys	0	0	9	7	Masters	Masters	
Johns, Charlotte D	Director of Financial Aid	6	0	13	5	Bachelors	Masters	Prior related experience.
Johnson, Elizabeth R	Dean of Associate in Science	2	23	0	5	Masters	Masters	
Joiner, Anthony J	Dean of Student Services	1	0	18	5	Masters	Masters	
Judd, Robert B	Vice President of Information Technology	1	0	21	5	Doctorate	Masters	
Vacant	Executive Director of Economic Development				7		Masters	
Koehler, Martha Kaye	College Attorney	20	0	0	5	JD	Masters	
Mann, Brian W	Director of Technical Programs	1	0	10	7	Doctorate	Masters	
Melchior, Vonda F	Director of Purchasing	3	6	5	7	Bachelors	Masters	Certified Professional Public Buyer (CPPB) and Certified Purchasing Manager (CPM)
Miller, Sharon E	Dean of Community Services Program	6	10	7	5	Doctorate	Masters	
Nagy, Paul D.	Executive Director of Strategic Planning & Research	2	0	20	5	Doctorate	Masters	
Schwartz, Jan	Director, Institutional Research (listed as Director for Planning, Research and Evaluation)	5	0	15	7	Doctorate	Masters	
Shapiro, Sabrina	Dean of Assoc of Science Degree Prog	1	0	11	5	Masters	Masters	
Shields, Steve	Director, Risk Management/Safety/Auxiliary Services	0	5	8	5	Masters	Masters	
Soto, Carlos M	Campus President	6	0	21	7	Doctorate	Masters	
Thomas, Gregory A	Dean of Student Services	3	0	5	5	Masters	Masters	
vacant	Director of Facilities				5		Masters	
Webb, Frederick J	Dean of Environmental & Technical Programs	30	0	18	5	Masters	Masters	
Wolf, Robert M	Sr VP for Operations	6	14	15	15	Masters	Masters	