

STATEMENT OF ACCOMPLISHMENTS
FOR COLLEGE GOALS
2004-2005

1. **Goal #1:** Promote institutional learning through excellence in teaching, support services, and instructional delivery systems.
 - HCC's degrees were ranked in the 2005 Community College Times listing of top 100 Degree Producers as follows:
 - 8th for the number of Nursing Associate Degrees awarded.
 - 11th for the number of AA Degrees awarded [General Ed. L.A. and Sciences].
 - 18th for the number of Allied Health Science Degrees.
 - 19th for the number of Associate Degrees [AA and AS].
 - 35th for the number of Associate Degrees awarded to African American students.
 - 50th for the number of Associate Degrees awarded to Hispanic students.
 - Faculty continue to be recognized for their teaching and scholarship:
 - FACC Faculty Teaching Awards.
 - Who's Who Among American Teachers.
 - Articles published in professional journals.
 - Books Published/
 - Administrators and staff recognitions as routinely highlighted at the month Board meetings.
 - Student accomplishments and awards received as noted at monthly Board meetings.
 - A number of new competitive grant awards have been secured to promote the learning initiative:
 - First Year Expenses [Early Alert Program developed].
 - Achieving the Dream [A+D].
 - NSF/Regional Center for Manufacturing Technology.
 - Literacy Grants.
2. **Goal #2:** Foster partnerships with the local and global communities to position the College as a premier educational institution for college transfer, career workforce and economic development, lifelong learning, and community initiatives.
 - Active involvement with the consortium, Community Colleges for International Development [CCID], has resulted in:

- International travel opportunities for HCC students, faculty and staff:
 - Ecuador
 - Belize
 - Ghana
 - South Africa
 - China
 - Japan
 - Thailand
 - Israel
 - Demark
 - Peru
 - Internationalizing the curriculum in a number of different disciplines.
 - Educational partnerships have been developed with the Hillsborough County School District, University of South Florida [and other SUS institutions], and Florida community colleges:
 - FL/ATE Regional Center for Manufacturing Technology.
 - ENLACE/Kellog Foundation.
 - BioTechnology Program.
 - Adelante [Lumina Foundation].
 - Partnerships with local community groups and organizations:
 - Tampa, Plant City, Brandon, Temple Terrace and Ybor City Chambers of Commerce and Westshore Alliance.
 - Tampa Museum of Arts.
 - Tampa History Center.
 - Tampa Performing Arts Center.
 - United Way.
 - Leadership Tampa and Leadership Florida.
 - Downtown Partnership.
 - American Heart Association.
 - Urban League.
 - Brandon Hospital.
 - Tampa Bay Workforce Alliance.
 - Partnerships with state and national organizations:
 - Association of Community College Trustees [ACCT].
 - Florida Association of Community College [FACC]

- Councils [Trustees, Presidents, Vice Presidents, Deans, Faculty, etc].
 - American Association of Community Colleges [AACC].
 - American Council of Education [ACE].
 - Florida Council of 100.
 - Academic and professional organization participation by faculty and staff.
- Support for local government, business and industry has expanded due to the efforts of The Corporate Training Center [TCTC]:
 - TCTC generated a budget surplus of \$150,000 for the year and is well on its way to achieving self-sufficiency within the designated five (5) year timeframe.
 - TCTC conducted training programs for Hillsborough County, Verizon and numerous other companies.
- 3. **Goal #3:** Enhance access, flexibility, and responsiveness to meet the changing educational needs of students and the community.
 - Increased the number of scholarships awarded to students, through the Foundation, institutional and other public/private funding sources.
 - Financial aid awards were increased by three (3) percent.
 - New academic programs were created in response to local need and demand, as listed:
 - Evening and Weekend Nursing [RN] programs.
 - Educational Professional Institute [EPI].
 - Veterinary Technology [AS].
 - Unix/Linus System Administrator [AS].
 - Database Technology [AS].
 - Food and Beverage [Certificate].
 - Hospitality Administration AA Area of Concentration.
 - Pest Control Operation [Advanced Technical Degree, ATD]
 - Irrigation Technology [Certificate].
 - Gerontology [AS].
 - Distance Learning course offerings were increased to serve 10,000 students and over 800 FTE's [an increase of 3,500 students and 150 FTE/s].
 - FTE Enrollment increased by 1.6% district-wide:

- Dale Mabry increased its FTE enrollment by 128 FTEs.
- Ybor increased its FTE enrollment by 84 FTEs.
- Brandon increased its FTE enrollment by 139 FTEs.
- Plant City had a decrease of 85 FTEs.

4. **GOAL #4:** Provide the resources and skills necessary to prepare students, faculty, and staff to function effectively in a technologically-driven world.

- Invested significant dollars to enhance the College's computer networking capabilities, system security and add OIT staff.
- Provided new computers and software for faculty and staff.
- Updated selected campus computer labs and provided training to technical staff members across the district.
- Implemented two (2) new technologies [Campus Cruiser and IBM/Data Warehouse to assist faculty, staff and students in functioning more effectively with the use of technology.
- Improved the understanding and overall direction and planning of administration and instructional technology by the hiring of a Vice President for Information Technology.
- An on-line tutorial system was provided to help students achieve greater levels of success in their course work.
- An impressive array of student activities were offered on each campus to assist student in developing leadership skills and becoming more actively engaged with the institution, as well as with their fellow students.
- Encouraged greater participation and collaboration by faculty, staff and students in district and campus committees and other College activities:
 - Institutional/Campus Advisory Council
 - Academic Clusters
 - Technology Committees
 - Program Evaluations
 - All College Day
 - Graduation Ceremony

5. **GOAL #5:** Value the individual; foster diversity; and encourage professional development, action, creativity, and risk taking.

- We continue to see improvement in the College's overall enrollment and minority students enrollment [particularly for minority males]:
 - College wide FTE enrollment [16,816] was up by 1.6%.
 - Headcount enrollment [41,945] was up 1.1%.
 - Hispanic enrollment [7,644] was up .7% making it 18.2% of the total enrollment.
 - African American enrollment [7,979] was up .4% making it 19% of the total enrollment.
 - Hispanic male enrollment [3,311] was up by .4% making it 7.9% of the total enrollment.
 - African American male enrollment [2,923] was up .2% making it 7.0% of the total enrollment.

- As the Equity Report noted, our faculty and staff diversity continues to improve but on a more gradual basis. [Our current challenge continues to be with the recruitment of Asian/Pacific Islanders faculty, staff and students.]

- The number of W/MBE awards for the purchase of goods and services continued to increase in 2004-2005.

- The College ranked #1 out of the state's 28 community colleges in the use of W/MBE vendors.

- The College spent almost \$800,000 on professional development activities for faculty and staff [e.g. Tuition reimbursement, sabbaticals, conference participation, speakers on campuses, etc.

- Communications – both between and within the various employee groups and students – continued to be improved upon.
 - The council system, instituted in 2003, continues to mature with growing levels of active participation exhibited by administrators, faculty, staff and students.
 - Campus Open Forums, which were held once a semester at each campus and the District Administrative Office, continued to provide a vehicle for open discussion of issues pertinent to the college community and its various constituents.
 - Three (3) issues of Inside @ HCC, a publication showcasing HCC programs, employees and students, were printed and distributed during the year.

- Marketing efforts were significantly expanded by the creation and distribution of many new career brochures, the addition of a new and aggressive advertising approach with ads placed in most of the local newspapers. [St. Petersburg Times, Tampa Tribune, Florida Sentinel, La Gaceta, Business Journal and Maddox Report]
- The email system was effectively used to communicate important information to all employees about our students, educational issues, College policies and procedures, etc.
- The demographics of our graduation class for 2005 were noteworthy.
 - African American comprised 14% of graduates.
 - Hispanics comprised 16% of graduates.

[Minority male graduates were 41% for all Hispanics but only 18% for all African Americans; while it appeared that the number of minority males who participated in the graduation ceremony was up from previous years.]

6. **GOAL #6:** Continuously improve programs and services while aggressively seeking and effectively managing human, financial, physical, and technological resources.

- A new Program Review Process was implemented by both academic and service delivery units at the College.
- A new Strategic Planning Model [i.e. Institutional Effectiveness Plan] was implemented to support the budget resource allocation process. As needs were identified and operational objectives defined resources were allocated in the 2005-06 budget to address them. A much clearer link between planning and budgeting has evolved with the adoption of the new planning model.
- All full-time employees [administrators, faculty and staff] were evaluated.
- The Southern Association of Schools and Colleges [SACS] reaccreditation process for HCC has been designed. The timeline for the completion of various tasks has been created [we are on schedule].
 - The Quality Enhancement Program [QEP] topic has been identified.
 - The first draft of the Compliance Certification has been completed.
- Salary increases awarded for the year [faculty, administrators and staff] helped to make our salaries more competitive and should enable

HCC to be able to continue to recruit and retain highly qualified individuals

- A three-year agreement [2005-2007] was reached with the SEIU bargaining group.
- The Foundation had a very successful year. It has reported receiving over \$1.5 million from donations and events with administration costs of only \$200,000. The Foundation now reports investments in excess of \$2.5 million and assets of \$5 million for the year.
- The Federal Funding Initiative resulted in the awarding of \$198,000 for the Veterinary Technician Program and \$500,00 for the IT³ program. Alcalde & Fay has provided outstanding support for the College.
- The number of grants received from local, state, federal government and private sources for 2004-2005 was increased to over \$1.6 million.
- Facilities enhancement plans were implemented and remain on schedule and within budget.
 - Dale Mabry Development Project
 - SouthShore Campus
 - Brandon Student Services
 - Brandon Administrative Building Expansion
 - Remodeling facilities at Ybor and Brandon
- The College's property and inventory procedures were significantly enhanced which the auditors recognized by presenting no findings and complementing the institution for implementing sound property control measures.
- Financial resources were effectively managed as evidenced by the exemplary financial audit; the significant year-end unobligated fund balance of over 8%.