1. Within the Business Administration and Accounting Programs, many of the course descriptions are extremely generic and do not illustrate the specific nature of the course, thus hindering Goal 1 of the 2007 – 2009 College Goals and Strategic Initiatives. Recommendation – Review and update all course descriptions at the Cluster level.

**Progress** – All course descriptions have been updated and submitted to Academic Affairs for approval.

2. A vast number of students are program coded erroneously which is inconsistent with College Goal 1 of the 2007 – 2009 College Goals and Strategic Initiatives. Recommendation – Suggest faculty review / verify program codes with students at the beginning of term and Advisors verify program code with every student they see.

**Progress** – Educated faculty on necessity of program codes and requested they recommend to their students to verify.

3. Florida Four-year State Universities do not accept the following courses, other than as elective credits: Intermediate Accounting I (ACG 2100), Intermediate Accounting II (ACG 2110), Cost Accounting I (ACG 2340), Cost Accounting II (ACG 2350), Federal Tax Accounting I (TAX 2000), Federal Tax Accounting II (TAX 2010), and Small Business Management (SBM 2000). Recommendation – Revisit Articulation Agreements so that courses can be accepted as equivalent credit courses.

**Progress** – Currently revising the Accounting Program which will not include Cost Accounting I (ACG 2340), Cost Accounting II (ACG 2350); Federal Tax Accounting II (TAX 2010).

4. ACG 2021 Financial Accounting requires no general business courses as prerequisites, however; it’s assumed the students have prior knowledge on basic business concepts. This assumption sets the students up for failure because they are not coming into the course with the proper business knowledge thus hindering Goal 1 of the 2007 – 2009 College Goals and Strategic Initiatives which refers to the advancement of student success. Recommendation – Require Introduction to Business (GEB 1011) or equivalent as a prerequisite to ACG 2021 Financial Accounting.

**Progress** – Decided not to include GEB 1011 as a prerequisite, however, currently revising the Accounting Program which will have a suggested sequence of courses and GEB 1011 will be listed as a course that should be taken before ACG 2021. In addition, ACG 2021 will be listed as an Intermediate level course.
5. The AAS Accounting Technology Program description is inconsistent with the course offerings. Specifically the description mentions coursework to include a focus on Business Law however a Business Law course is not required.
Recommendation - Include Business Law I (BUL 2241) and Business Law II (BUL 2242) as program required courses

Progress – Currently revising the Accounting Program which will include Business Law I (BUL 2241) and Business Law II (BUL 2242) as program required courses

6. Within the AAS Accounting Technology Program the following courses insufficiently prepare students for subsequent program courses and a career in accounting as a CPA Para-professional: Programming Logic (COP 1000), Business Communications (OST 1335), and Speech Improvement (SPC 1006) which is inconsistent with College Goals 1 and 2 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation – Replace the above courses with GEB 1011, BUL 2241, and BUL 2242 and revise program to be more in line with workforce needs.

Progress – Currently revising the Accounting Program which will include GEB 1011, BUL 2241, and BUL 2242

7. Current Accounting and Business Administration certifications do not fully support workforce needs, which is inconsistent with College Goals 2 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation – Create additional Accounting and Business Administration certifications to better align with community and workforce needs.

Progress – A new Business Development and Entrepreneurship Certificate has been created.
Progress – Currently developing a new Accounting Certificate which will be more aligned with the workforce needs

8. Early Childhood Development Program requires students to take Small Business Management (SBM 2000) without any prior business courses. This sets most of the students up for potential failure which does not align with College Goal 1 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation - Develop a separate SBM course designed specifically for the Early Childhood Development Program.

Progress – ENT 1000 has been developed as an introductory entrepreneurship course. Cluster 10 is working with the Childhood Development Program to switch their requirements to ENT 1000.
9. The AS International Business Program does not fully support workforce needs, which is inconsistent with College Goals 2 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation – Review all program requirements, specifically the Humanities, Math, Economics, Speech, and Internship requirements as well as the necessity of a foreign language requirement.

Progress – The International Business Program has been redesigned to incorporate all of the recommendations and is currently with Academic Affairs for approval.

10. Hillsborough Community College does not offer an Entrepreneurship program which therefore does not satisfy Goals 2 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation – Review the community and workforce needs and if such a program would be advantageous, develop a program within the AS Business Administration Program.

Progress – A new Business Development and Entrepreneurship Certificate has been created.

11. HCC conducts minimal marketing efforts for the Business Administration and Accounting Programs which hinders our students and the community from recognizing available programs, thus not satisfying College Goals 1 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives
Recommendation - Invest more into marketing the Business Administration and Accounting Programs.

Progress – Certain funds have been allocated to marketing the business and accounting programs.

12. Not enough Business Administration and Accounting courses are offered online which ultimately does not satisfy College Goals 3 and 4 of the 2007 – 2009 College Goals and Strategic Initiatives and leaves the institution behind the competition in regards to online course offerings.
Recommendation - Offer more online courses in both Business Administration and Accounting to better serve the community.

Progress – Online Accounting courses are currently being developed. Most of the foundation business courses are now offered online with the last few currently being developed or explored for online validity.

13. Students are unable to view a course sequence guide which suggests a recommended course plan for each term through graduation thus failing in the achievement of College Goal 1 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation - Design a flexible course sequence for each Business and Accounting Degree Program.

Progress – A course sequencing guide has been developed along with suggested courses to take each term. This has been shared with Cluster 10 and faculty will disseminate the information as and when they advise students on course selection and degree options.
14. Hillsborough Community College does not provide students with literary aids describing courses as “Basic, Intermediate, and Advanced” which would allow students to better understand the complexity of a respective course.
Recommendation – Based on the State required course numbering system, incorporate a notation depicting courses as “Basic, Intermediate, or Advanced” as part of the course sequencing design.

**Progress** – Literary aids have been assigned to each Business and Accounting course and will be used when advising students on course selections.

15. Business Ethics is not a required course in either Business Administration or Accounting. This is not in line with community needs and does not satisfy College Goals 2 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation - Make Business Ethics a required course in all Business and Accounting Two-Year Programs.

**Progress** – A liberal arts Ethics course is currently used and Cluster 10 is exploring the validity and feasibility of a business specific ethics course.

16. The AS Business Administration Program does not offer a Real Estate Certification which therefore does not satisfy Goals 2 and 3 of the 2007 – 2009 College Goals and Strategic Initiatives.
Recommendation - Review the community and workforce needs and if such a program would be advantageous, develop a certification program within the AS Business Administration Program.

**Progress** – A Real Estate Certificate Program is currently offered at TCTC and thus a new certificate would cannibalize the program. Therefore, it has been determined not to move forward with the development of such a certificate within Cluster 10.