



HCC

**DISTRICT BOARD OF TRUSTEES
RETREAT**

MARCH 28, 2025

10:00 AM

LOCATION:

**TAMPA SPORTS AUTHORITY
4201 N. DALE MABRY HWY
TAMPA, FL 33607**

HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES RETREAT
MARCH 28, 2025
TAMPA SPORTS AUTHORITY
4201 N. DALE MABRY HWY
TAMPA, FL 33607

WELCOME TO HCC BOARD OF TRUSTEES RETREAT

1.0 NAME CHANGE

1.01 Update

2.0 BUDGET DISCUSSION

2.01 FY 26 Budget Projections

3.0 LEASING OPPORTUNITIES

3.01 Brightline & New York Yankees

4.0 DEI

4.01 Statutes & Regulations

5.0 CULINARY MOVE

5.01 Update

6.0 BOOKSTORE

6.01 Update

7.0 ACCREDITATION

7.01 Update

8.0 MISC

8.01 Events

**COLLEGE NAME CHANGE
UPDATE**

Initial Bill Filings

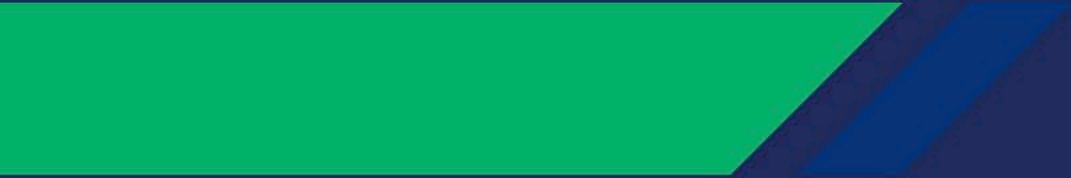
- HB 1307 by Rep. John Temple and SB 1624 by Senator Alexis Calatayud proposed changing HCC's name to "Hillsborough State College".
- HCC was not consulted about the name change proposal by the Legislature or the Department of Education.

Current Bill Positions

- HCC proposed an amendment to both bills changing the college's name from the "Hillsborough State College" suggestion to "Hillsborough College".
- The amendment was supported by Commissioner Diaz, the House sponsor and the Senate sponsor.
- SB 1624 was amended Monday to reflect the "Hillsborough College" change.
- HB 1307 has not been added to a committee agenda.

Potential Name Change Costs

Monolithic Signs	\$	1,050,000.00
Building Mounted Signs	\$	600,000.00
Directional / Local Signage	\$	500,000.00
Estimated Signage Replacement	\$	2,150,000.00
Potential Marketing Costs	\$	5,000,000.00
Total Potential Rebranding Cost	\$	7,150,000.00



HCC

Fiscal Year 2026 Budget Projections
\$200,000,000 - \$100M Floor First & \$100M Index

<u>Revenue</u>	<u>Budgeted</u>
Floor First	21,447,576.10
Index	5,652,683.72
Enrollment	-
Total	27,100,260

Expenses

Costs of Doing Business	
Contractual Increases	1,019,329
Minimum Wage	100,000
Law Enforcement Instructors Salary Increase	320,890
Health Insurance-Estimaed Cost Increase	2,000,000
	<u>3,440,219</u>

Full Time Nursing Program **2,000,000**

Compensation Increases

Staff Salaries	
3%	998,504
Step	564,999
Fringe	<u>390,876</u>
SubTotal	1,954,379

Admin Salaries	
3%	276,566
Step	193,948
Fringe	<u>117,628</u>
SubTotal	588,142

Faculty Salaries	
3%	766,855
Step	378,650
Fringe	<u>286,376</u>
SubTotal	1,431,880

Part Time - 3% 64,057

Adjunct - \$1.00 both CR and Non CR 264,138

Total Base Move and Step **4,302,596**

Presidents Strategic Contingency **1,000,000**

Total **10,742,815**

Total Gain/(Need) **16,357,444**

Fiscal Year 2026 Budget Projections
150000000 - \$75M Floor First & \$75M Index

<u>Revenue</u>	<u>Budgeted</u>
Floor First	16,085,682.07
Index	4,239,512.79
Enrollment	-
Total	20,325,195

Expenses

Costs of Doing Business	
Contractual Increases	1,019,329
Minimum Wage	100,000
Law Enforcement Instructors Salary Increase	320,890
Health Insurance-Estimated Cost Increase	2,000,000
	<u>3,440,219</u>

Full Time Nursing Program **2,000,000**

Compensation Increases

Staff Salaries	
3%	998,504
Step	564,999
Fringe	390,876
SubTotal	<u>1,954,379</u>

Admin Salaries	
3%	276,566
Step	193,948
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SubTotal	<u>588,142</u>

Faculty Salaries	
3%	766,855
Step	378,650
Fringe	286,376
SubTotal	<u>1,431,880</u>

Part Time - 3% 64,057

Adjunct - \$1.00 both CR and Non CR 264,138

Total Base Move and Step **4,302,596**

Presidents Strategic Contingency **1,000,000**

Total **10,742,815**

Total Gain/(Need) **9,582,379**

Fiscal Year 2026 Budget Projections
\$100,000,000 - \$50M Floor First & \$50M Index

<u>Revenue</u>	<u>Budgeted</u>
Floor First	10,723,788.05
Index	2,826,341.86
Enrollment	-
Total	13,550,130

Expenses

Costs of Doing Business	
Contractual Increases	1,019,329
Minimum Wage	100,000
Law Enforcement Instructors Salary Increase	320,890
Health Insurance-Estimated Cost Increase	2,000,000
	<u>3,440,219</u>
Full Time Nursing Program	2,000,000
Compensation Increases	
Staff Salaries	
3%	998,504
Step	564,999
Fringe	390,876
SubTotal	<u>1,954,379</u>
Admin Salaries	
3%	276,566
Step	193,948
Fringe	117,628
SubTotal	<u>588,142</u>
Faculty Salaries	
3%	766,855
Step	378,650
Fringe	286,376
SubTotal	<u>1,431,880</u>
Part Time - 3%	64,057
Adjunct - \$1.00 both CR and Non CR	264,138
	<u>4,302,596</u>
Total Base Move and Step	4,302,596
Presidents Strategic Contingency	1,000,000
	<u>10,742,815</u>
Total	10,742,815
Total Gain/(Need)	2,807,314

Fiscal Year 2026 Budget Projections
\$50,000,000 - \$25M Floor First & \$25M Index

<u>Revenue</u>	<u>Budgeted</u>
Floor First	5,361,894.02
Index	1,413,170.93
Enrollment	-
Total	6,775,065

Expenses

Costs of Doing Business	
Contractual Increases	1,019,329
Minimum Wage	100,000
Law Enforcement Instructors Salary Increase	320,890
Health Insurance-Estimated Cost Increase	2,000,000
	<u>3,440,219</u>

Full Time Nursing Program **2,000,000**

Compensation Increases

Staff Salaries	
3%	998,504
Step	564,999
Fringe	390,876
SubTotal	<u>1,954,379</u>

Admin Salaries	
3%	276,566
Step	193,948
Fringe	117,628
SubTotal	<u>588,142</u>

Faculty Salaries	
3%	766,855
Step	378,650
Fringe	286,376
SubTotal	<u>1,431,880</u>

Part Time - 3% 64,057

Adjunct - \$1.00 both CR and Non CR 264,138

Total Base Move and Step **4,302,596**

Presidents Strategic Contingency **1,000,000**

Total **10,742,815**

Total Gain/(Need) (3,967,750)

Fiscal Year 2026 Budget Projections
\$25,000,000 - \$12.5M Floor First & \$12.5M Index

<u>Revenue</u>	<u>Budgeted</u>
Floor First	2,680,947.01
Index	706,585.47
Enrollment - growth	-
Total	3,387,532

Expenses

Costs of Doing Business

Contractual Increases	1,019,329
Minimum Wage	100,000
Law Enforcement Instructors Salary Increase	320,890
Health Insurance-Estimated Cost Increase	2,000,000
	3,440,219

Full Time Nursing Program **2,000,000**

Compensation Increases

Staff Salaries	
3%	998,504
Step	564,999
Fringe	390,876
SubTotal	1,954,379

Admin Salaries	
3%	276,566
Step	193,948
Fringe	117,628
SubTotal	588,142

Faculty Salaries	
3%	766,855
Step	378,650
Fringe	286,376
SubTotal	1,431,880

Part Time - 3% 64,057

Adjunct - \$1.00 both CR and Non CR 264,138

Total Base Move and Step **4,302,596**

Presidents Strategic Contingency **1,000,000**

Total **10,742,815**

Total Gain/(Need) **(7,355,283)**

HCC LEASING OPPORTUNITIES

Dale Mabry and Ybor Campuses

DALE MABRY CAMPUS

Yankees currently have a ground lease for one-acre which houses their Data Center. 30-year lease at \$25,000 per year with built in escalation.

Interest expressed in an additional ground lease for a three-acres that would house a hotel.

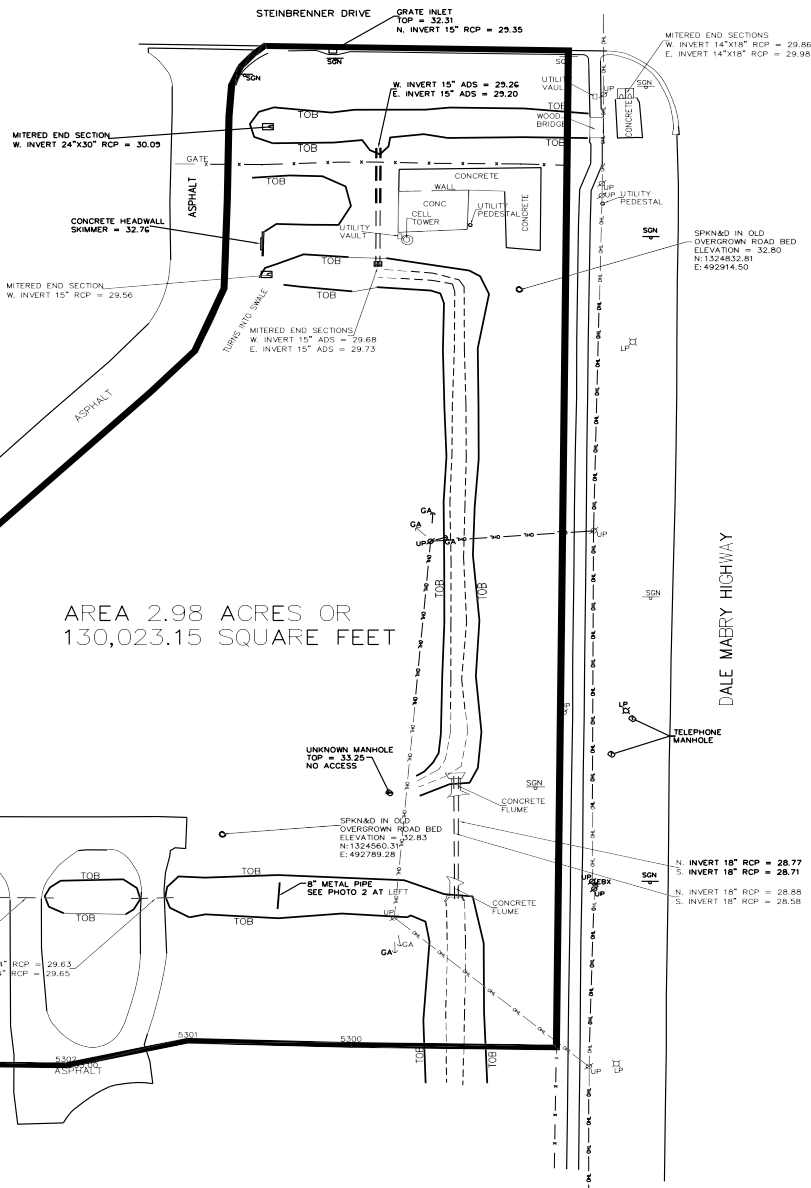
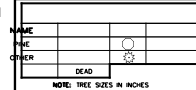
Approximate 60,000 square feet of space including 70 guest rooms.

Keep architectural theme that will support the College motif.

Tree Legend

SYMBOL	NAME	SYMBOL
□	OAK	○
○	PALM	○
△	OTHER	○
	DEAD	○

NOTE: TREE SIZES IN INCHES



AREA 2.98 ACRES OR
130,023.15 SQUARE FEET

ELEVATIONS SHOWN HEREON ARE NAVD 1988

Surveyor's Notes: (AS APPLICABLE)

- 1) BEARINGS SHOWN HEREON ARE BASED ON THE SURVEY BASELINE AS SHOWN HAVING A BEARING OF N 24°10'51" E 129.81 FC
- 2) ELEVATIONS SHOWN HEREON ARE BASED ON HILLSBOROUGH COUNTY BENCHMARK "HY-02 0076" HAVING A BENCHMARK ELEVATION OF 30.858 NAVD88.
- 3) THIS SURVEY HAS BEEN PREPARED WITHOUT THE BENEFIT OF AN ABSTRACT OR TITLE COMMITMENT AND IS SUBJECT TO ANY EASEMENTS, RESTRICTIONS, EASEMENTS, RIGHTS OF WAY, AND/OR OWNERSHIP RECORDS OF RECORD OF THIS COUNTY.
- 4) THERE MAY BE ADDITIONAL EASEMENTS AND/OR RESTRICTIONS AFFECTING THIS PROPERTY THAT MAY NOT BE FOUND IN THE PUBLIC RECORDS OF THIS COUNTY.
- 5) NO INFORMATION ON ADJACENT PROPERTY OWNERS' ADJOINING PROPERTY RECORDING INFORMATION WAS PROVIDED TO THIS SURVEYOR.
- 6) THE SURVEYOR HAS MADE NO INVESTIGATION OR INDEPENDENT SEARCH FOR EASEMENTS OF RECORD, ENCUMBRANCES, RESTRICTIVE COVENANTS, OWNERSHIP TITLE EVIDENCE OR ANY OTHER FACTS THAT AN ACCURATE AND CURRENT TITLE SEARCH MAY DISCLOSE.
- 7) THE BOUNDARY CORNERS AND LINES INDICATED BY THIS SURVEY WERE ESTABLISHED PER INFORMATION AS FURNISHED.
- 8) UNLESS OTHERWISE SHOWN HEREON, NO JURISDICTIONAL WETLAND AREAS OR OTHER PHYSICAL, TOPOGRAPHIC FEATURES HAVE BEEN LOCATED.
- 9) UNDERGROUND ENCROACHMENTS, SUCH AS UTILITIES, STRUCTURES, INSTALLATIONS, IMPROVEMENTS AND FOUNDATIONS THAT EXIST HAVE NOT BEEN FIELD LOCATED EXCEPT AS SHOWN.
- 10) THIS MAP DOES NOT DETERMINE OR REFLECT OWNERSHIP OF PROPERTY, BOUNDARY LINES AFFECTED BY ADVERSE POSSESSIONS OF CONFLICTING DEEDS, OR OTHER LINES THAT MAY BE DETERMINED BY A COURT OF LAW.
- 11) UNDERGROUND UTILITY LOCATIONS AND IDENTIFICATIONS SHOWN HEREON ARE BASED UPON VISIBLE ABOVE GROUND APPEARANCES AND DO NOT NECESSARILY SHOW ALL UTILITY LOCATIONS, NOT SUBTERRANEAN EXCAVATION HAS BEEN MADE TO DETERMINE UNDERGROUND UTILITY LOCATIONS.
- 12) THE MEASURED MATHEMATICAL CLOSURE OF THE SURVEYED BOUNDARY EXCEEDS THE ACCURACY STANDARDS FOR AN URBAN CLASS SURVEY AS DEFINED BY THE AMERICAN SOCIETY OF SURVEYING AND MAPPING AND THE AMERICAN LAND TITLE ASSOCIATION.
- 13) TIES FROM BUILDING CORNERS, FENCE CORNERS, CHUTE CORNERS, ETC., ARE NOT TO BE USED TO REESTABLISH PROPERTY BOUNDARIES.
- 14) ADDITIONS OR DELETIONS TO SURVEY MAPS OR REPORTS MADE BY OTHER THAN THE SIGNING PARTY OR PARTIES IS PROHIBITED WITHOUT WRITTEN CONSENT OF THE SIGNING PARTY OR PARTIES.
- 15) THIS SURVEY HAS BEEN PREPARED EXPRESSLY FOR THE NAMED ENTITIES AND IS NOT TRANSFERABLE. NO TIES TO PERSONS OR LAND IS ENTITLED TO RELY UPON AND/OR REUSE THIS SURVEY FOR ANY OTHER PURPOSE WHATSOEVER WITHOUT THE EXPRESS WRITTEN CONSENT OF HAMILTON ENGINEERING & SURVEYING, LLC.
- 16) THIS SURVEY IS THE PROPERTY OF HAMILTON ENGINEERING & SURVEYING, LLC.
- 17) NOTHING HEREIN SHALL BE CONSTRUED TO GIVE ANY RIGHTS OR BENEFITS TO ANYONE OTHER THAN THOSE CERTIFIED TO ON THIS SURVEY.
- 18) FENCE OWNERSHIP NOT DETERMINED.
- 19) PRINTED DIMENSIONS SHOWN ON THE MAP OF SURVEY OR PERSEDE TO GRAPHICAL DIMENSIONS. THERE MAY BE ITEMS DRAWN OUT OF SCALE TO WITH THE WRITTEN PERMISSION FROM THE SIGNING SURVEYOR.
- 20) REPRODUCTION OF THIS SURVEY IS EXPRESSLY FORBIDDEN WITHOUT THE WRITTEN PERMISSION FROM THE SIGNING SURVEYOR.
- 21) THE WORD "CERTIFIED" IS UNDERSTOOD TO BE AN EXPRESSION OF THE PROFESSIONAL SURVEYOR'S OPINION BASED ON HIS BEST KNOWLEDGE, INFORMATION AND BELIEF THAT IT IS HIS DUTY TO SUBSTITUTES NEITHER A GUARANTEE NOR A WARRANTY, EITHER EXPRESSED OR IMPLIED.
- 22) THIS SURVEY IS A REPRESENTATION OF EXISTING FIELD CONDITIONS AT THE TIME OF THE FIELD SURVEY DATE AND IS BASED ON FOUND EXISTING MONUMENTATION IN THE FIELD.
- 23) THE TREES SHOWN HEREON WERE LOCATED UTILIZING METHODS ADEQUATE FOR THEIR ACCURATE LOCATION IDENTIFICATION. HOWEVER, THIS COMPANY AND THE SIGNING SURVEYOR RESERVES THE RIGHT TO VERIFY THE LOCATION OF CRITICAL TO THE DESIGN OF BUILDINGS, PARKING AND OTHER PERMANENT FEATURES. IT IS THE RESPONSIBILITY OF THE DESIGN PROFESSIONAL TO INFORM THIS COMPANY AND/OR SIGNING SURVEYOR OF ANY TREES CRITICAL TO THEIR DESIGN SO THAT THOSE TREES CAN BE VERIFIED PRIOR TO THE COMPLETION OF THE DESIGN.
- 24) ALL GROUND ELEVATIONS ARE TO BE INTERPRETED TO THE NEAREST ONE TENTH OF A FOOT.
- 25) THE SIGNATURE DATE DOES NOT UPDATE OR SUPERSEDE THE DATE OF SURVEY.

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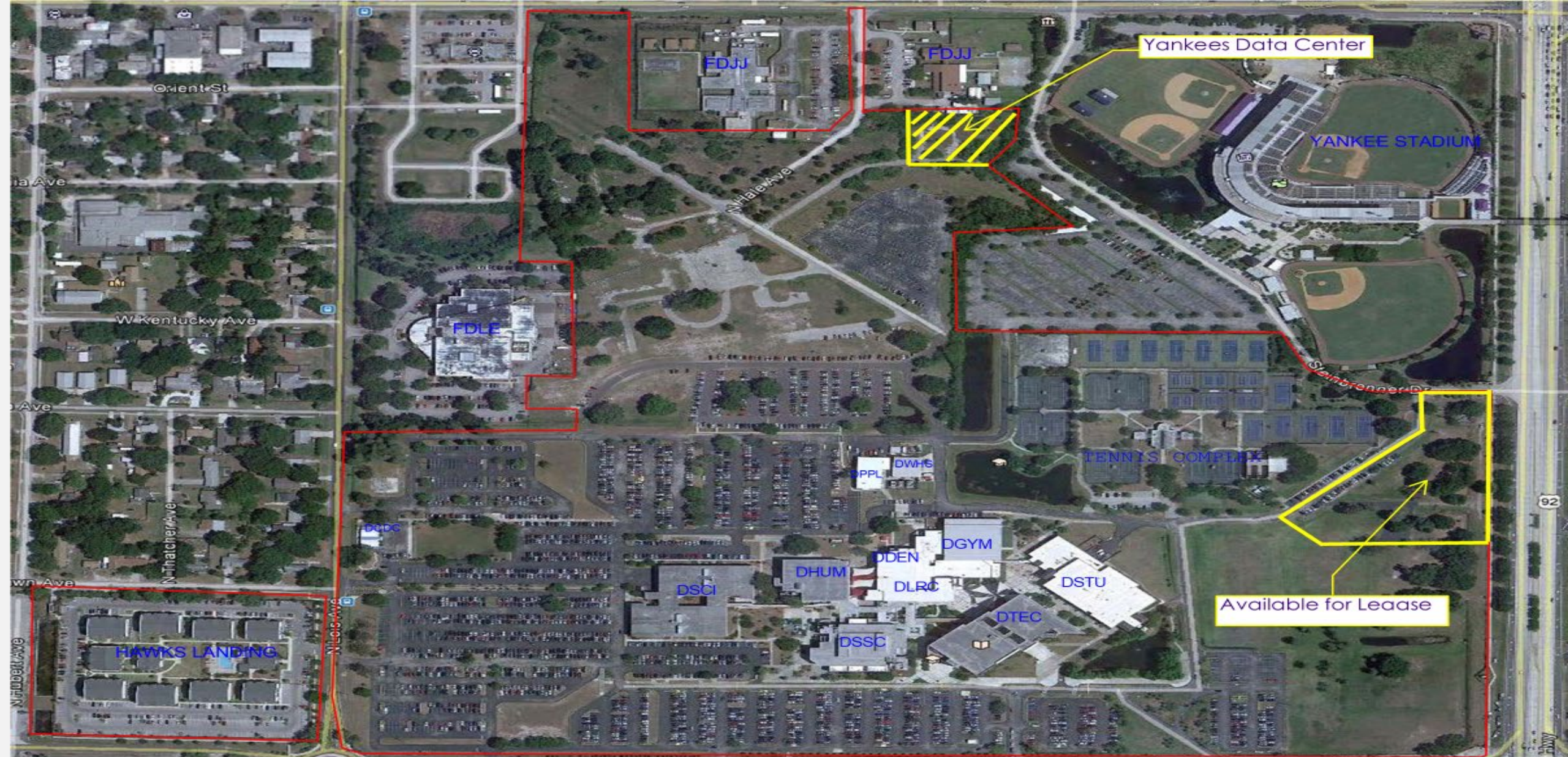
Legend: (AS APPLICABLE)

SCR	SET CAPPED IRON ROD 1/2"	LD	7013	ID	IDENTIFICATION
FOR	FOUND CAPPED IRON ROD	LB		UB	LICENSED BUSINESS
FR	FOUND IRON ROD	CC		CONC	CONCRETE
FDP	FOUND CAPPED IRON PIPE	CLF		CLF	CHAIN LINK FENCE
FDP	FOUND IRON PIPE	BA		BA	BARBED-WIRE
FCM	FOUND CONCRETE MONUMENT	OL		OL	OVERHEAD UTILITY LINE
SPN&D	SET PK NAIL & DISK	UL		UL	UTILITY POLE
FR&D	FOUND PK NAIL & DISK	UP		UP	UTILITY POLE
FHS	FOUND RAILROAD SPIKE	SA		SA	SHINY AND/OR
WM	WATER METER	SON		SON	SON
HYD	FIRE HYDRANT	RCP		RCP	REINFORCED CONCRETE PIPE
WV	WATER VALVE	CP	(C)	CP	CORRODATED METAL PIPE
BFP	BACK FLOW PREVENTER	COP	(C)	COP	CORRODATED METAL PIPE
GI	GRATE INLET	CP	(C)	CP	CORRODATED METAL PIPE

PREPARED FOR	MILITON ENGINEERING & SURVEYING, LLC
PROJECT NO.	01065-0017
DATE	03-15-24
DRAWN BY	DAVID G. WOOD
CHECKED BY	DAVID G. WOOD

I hereby certify that this survey meets or exceeds the Standards of Practice as set forth in the Florida Administrative Code, Chapter 61J, Part 1, Sections 61J2.001 through 61J2.002, Florida Statutes.

Date of Signature
DAVID G. WOOD
DAVID G. WOOD
CERTIFICATE OF AUTHORIZATION # 17013
DAVID G. WOOD
Surveyor and Registrar



DALE MABRY CAMPUS



YBOR CAMPUS

Brightline continues to have interest in our Ybor property, Valasco Building

Recent communications with their leadership stated a commitment on expansion to Tampa / Ybor City.

Delays have happened with FDOT on I-4 through Polk County.

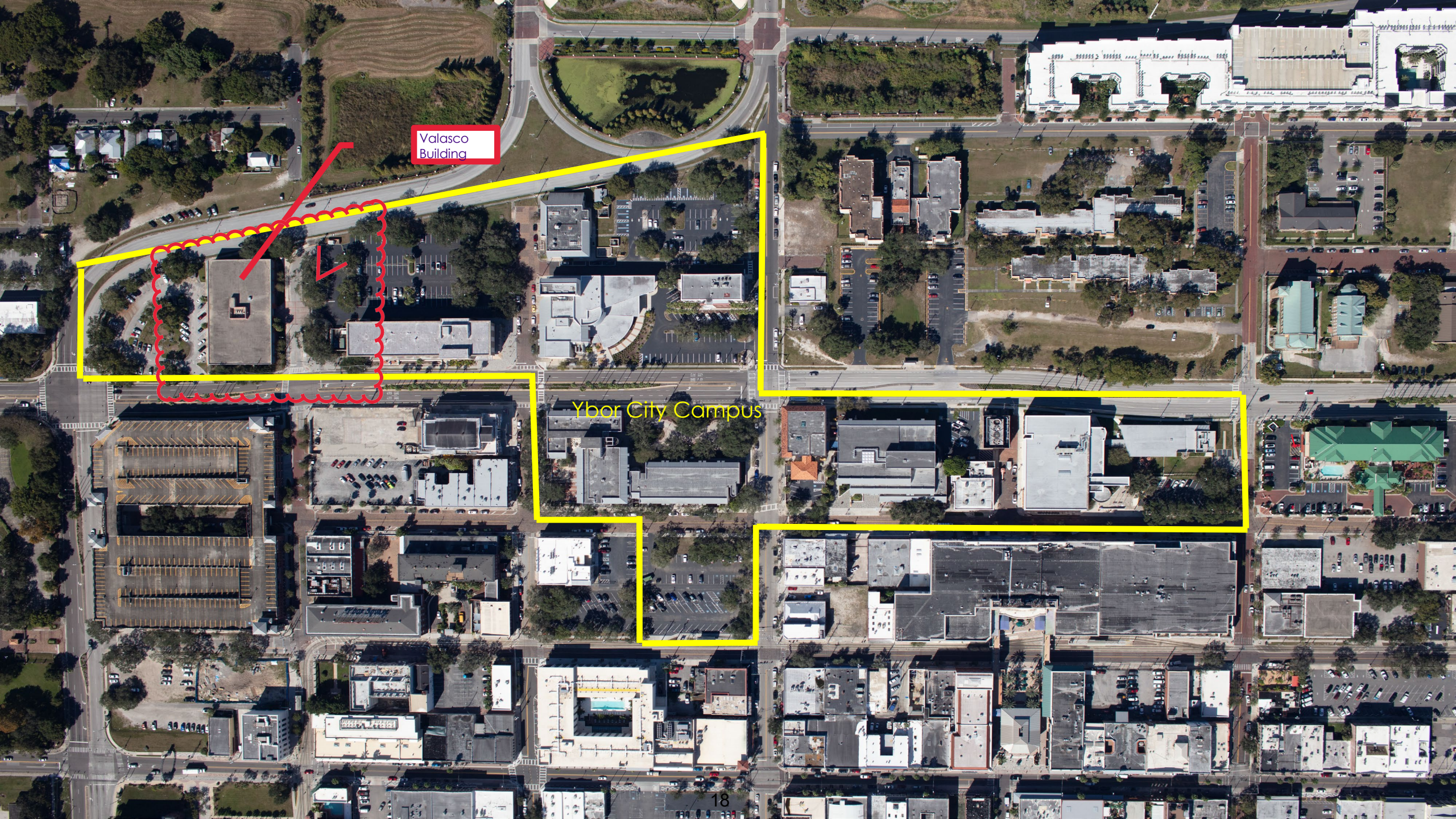
The next announced milestone will be an extension of the rail to Disney; when that happens the next step of I-4 access will happen more quickly.

Based on appraised value of the land, Brightline was offered a long-term lease (99 years) at \$255,000 per year. Escalation was built into the lease.

Should this go forward, an updated appraised value will be attained, and the lease price would be updated (if needed).

Valasco Building

Ybor City Campus





KeyCite Yellow Flag - Negative Treatment

Unconstitutional or Preempted Prior Version Recognized as Unconstitutional by [Pernell v. Florida Board of Governors of State University System](#), N.D.Fla., Nov. 17, 2022



KeyCite Yellow Flag - Negative Treatment

Proposed Legislation

[West's Florida Statutes Annotated](#)

[Title XLVIII. Early Learning-20 Education Code \(Chapters 1000-1013\)](#)

[Chapter 1000. Early Learning-20 General Provisions \(Refs & Annos\)](#)

[Part I. General Provisions](#)

West's F.S.A. § 1000.05

1000.05. Discrimination against students and employees in the Florida K-20 public education system prohibited; equality of access required

[Currentness](#)

(1) This section may be cited as the “Florida Educational Equity Act.”

(2)(a) Discrimination on the basis of race, color, national origin, sex, disability, religion, or marital status against a student or an employee in the state system of public K-20 education is prohibited. No person in this state shall, on the basis of race, color, national origin, sex, disability, religion, or marital status, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any public K-20 education program or activity, or in any employment conditions or practices, conducted by a public educational institution that receives or benefits from federal or state financial assistance.

(b) The criteria for admission to a program or course shall not have the effect of restricting access by persons of a particular race, color, national origin, sex, disability, religion, or marital status.

(c) All public K-20 education classes shall be available to all students without regard to race, color, national origin, sex, disability, religion, or marital status; however, this is not intended to eliminate the provision of programs designed to meet the needs of students with limited proficiency in English, gifted students, or students with disabilities or programs tailored to students with specialized talents or skills.

(d) Students may be separated by sex for a single-gender program, for any portion of a class that deals with human reproduction, or during participation in bodily contact sports. For the purpose of this section, bodily contact sports include wrestling, boxing, rugby, ice hockey, football, basketball, and other sports in which the purpose or major activity involves bodily contact.

(e) Guidance services, counseling services, and financial assistance services in the state public K-20 education system shall be available to students equally. Guidance and counseling services, materials, and promotional events shall stress access to academic and career opportunities for students without regard to race, color, national origin, sex, disability, religion, or marital status.

(3)(a) No person shall, on the basis of sex, be excluded from participating in, be denied the benefits of, or be treated differently from another person or otherwise be discriminated against in any interscholastic, intercollegiate, club, or intramural athletics offered by a public K-20 educational institution; and no public K-20 educational institution shall provide athletics separately on such basis.

(b) Notwithstanding the requirements of paragraph (a), a public K-20 educational institution may operate or sponsor separate teams for members of each sex if the selection for such teams is based upon competitive skill or the activity involved is a bodily contact sport. However, when a public K-20 educational institution operates or sponsors a team in a particular sport for members of one sex but does not operate or sponsor such a team for members of the other sex, and athletic opportunities for that sex have previously been limited, members of the excluded sex must be allowed to try out for the team offered.

(c) This subsection does not prohibit the grouping of students in physical education classes and activities by ability as assessed by objective standards of individual performance developed and applied without regard to sex. However, when use of a single standard of measuring skill or progress in a physical education class has an adverse effect on members of one sex, the educational institution shall use appropriate standards which do not have such effect.

(d) A public K-20 educational institution which operates or sponsors interscholastic, intercollegiate, club, or intramural athletics shall provide equal athletic opportunity for members of both sexes.

1. The Board of Governors shall determine whether equal opportunities are available at state universities.

2. The Commissioner of Education shall determine whether equal opportunities are available in school districts and Florida College System institutions. In determining whether equal opportunities are available in school districts and Florida College System institutions, the Commissioner of Education shall consider, among other factors:

a. Whether the selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes.

b. The provision of equipment and supplies.

c. Scheduling of games and practice times.

- d. Travel and per diem allowances.
- e. Opportunities to receive coaching and academic tutoring.
- f. Assignment and compensation of coaches and tutors.
- g. Provision of locker room, practice, and competitive facilities.
- h. Provision of medical and training facilities and services.
- i. Provision of housing and dining facilities and services.
- j. Publicity.

Unequal aggregate expenditures for members of each sex or unequal expenditures for male and female teams if a public school or Florida College System institution operates or sponsors separate teams do not constitute nonimplementation of this subsection, but the Commissioner of Education shall consider the failure to provide necessary funds for teams for one sex in assessing equality of opportunity for members of each sex.

(e) A public school or Florida College System institution may provide separate toilet, locker room, and shower facilities on the basis of gender, but such facilities shall be comparable to such facilities provided for students of the other sex.

(4)(a) It shall constitute discrimination on the basis of race, color, national origin, or sex under this section to subject any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the following concepts:

1. Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.

2. A person, by virtue of his or her race, color, national origin, or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously.

3. A person's moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, national origin, or sex.

4. Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.

5. A person, by virtue of his or her race, color, national origin, or sex, bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.

6. A person, by virtue of his or her race, color, national origin, or sex, should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.

7. A person, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.

8. Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

(b) Paragraph (a) may not be construed to prohibit discussion of the concepts listed therein as part of a larger course of training or instruction, provided such training or instruction is given in an objective manner without endorsement of the concepts.

(5) Public schools and Florida College System institutions shall develop and implement methods and strategies to increase the participation of students of a particular race, color, national origin, sex, disability, or marital status in programs and courses in which students of that particular race, color, national origin, sex, disability, or marital status have been traditionally underrepresented, including, but not limited to, mathematics, science, computer technology, electronics, communications technology, engineering, and career education.

(6)(a) The State Board of Education shall adopt rules to implement this section as it relates to school districts and Florida College System institutions.

(b) The Board of Governors shall adopt regulations to implement this section as it relates to state universities.

(7) The functions of the Office of Equal Educational Opportunity of the Department of Education shall include, but are not limited to:

(a) Requiring all district school boards and Florida College System institution boards of trustees to develop and submit plans for the implementation of this section to the Department of Education.

(b) Conducting periodic reviews of school districts and Florida College System institutions to determine compliance with this section and, after a finding that a school district or a Florida College System institution is not in compliance with this section, notifying the entity of the steps that it must take to attain compliance and performing followup monitoring.

(c) Providing technical assistance, including assisting school districts or Florida College System institutions in identifying unlawful discrimination and instructing them in remedies for correction and prevention of such discrimination and performing followup monitoring.

(d) Conducting studies of the effectiveness of methods and strategies designed to increase the participation of students in programs and courses in which students of a particular race, color, national origin, sex, disability, or marital status have been traditionally underrepresented and monitoring the success of students in such programs or courses, including performing followup monitoring.

(e) Requiring all district school boards and Florida College System institution boards of trustees to submit data and information necessary to determine compliance with this section. The Commissioner of Education shall prescribe the format and the date for submission of such data and any other educational equity data. If any board does not submit the required compliance data or other required educational equity data by the prescribed date, the commissioner shall notify the board of this fact and, if the board does not take appropriate action to immediately submit the required report, the State Board of Education shall impose monetary sanctions.

(f) Based upon rules of the State Board of Education, developing and implementing enforcement mechanisms with appropriate penalties to ensure that public K-12 schools and Florida College System institutions comply with Title IX of the Education Amendments of 1972 and subsection (3) of this section. However, the State Board of Education may not force a public school or Florida College System institution to conduct, nor penalize such entity for not conducting, a program of athletic activity or athletic scholarship for female athletes unless it is an athletic activity approved for women by a recognized association whose purpose is to promote athletics and a conference or league exists to promote interscholastic or intercollegiate competition for women in that athletic activity.

(g) Reporting to the Commissioner of Education any district school board or Florida College System institution board of trustees found to be out of compliance with rules of the State Board of Education adopted as required by paragraph (f) or paragraph (3)(d). To penalize the board, the State Board of Education shall:

1. Declare the school district or Florida College System institution ineligible for competitive state grants.

2. Notwithstanding the provisions of s. 216.192, direct the Chief Financial Officer to withhold general revenue funds sufficient to obtain compliance from the school district or Florida College System institution.

The school district or Florida College System institution shall remain ineligible and the funds shall not be paid until the institution comes into compliance or the State Board of Education approves a plan for compliance.

(8) A public K-20 educational institution must treat discrimination by students or employees or resulting from institutional policies motivated by antisemitic intent in an identical manner to discrimination motivated by race. For purposes of this section, the term “antisemitism” includes a certain perception of the Jewish people, which may be expressed as hatred toward Jewish people, rhetorical and physical manifestations of antisemitism directed toward a person, his or her property, or toward Jewish community institutions or religious facilities.

(a) Examples of antisemitism include:

1. Calling for, aiding, or justifying the killing or harming of Jews, often in the name of a radical ideology or an extremist view of religion.

2. Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as a collective, especially, but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.

3. Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, the State of Israel, or even for acts committed by non-Jews.

4. Accusing Jews as a people or the State of Israel of inventing or exaggerating the Holocaust.

5. Accusing Jewish citizens of being more loyal to Israel, or the alleged priorities of Jews worldwide, than to the interest of their own nations.

(b) Examples of antisemitism related to Israel include:

1. Demonizing Israel by using the symbols and images associated with classic antisemitism to characterize Israel or Israelis, drawing comparisons of contemporary Israeli policy to that of the Nazis, or blaming Israel for all inter-religious or political

tensions.

2. Applying a double standard to Israel by requiring behavior of Israel that is not expected or demanded of any other democratic nation or focusing peace or human rights investigations only on Israel.

3. Delegitimizing Israel by denying the Jewish people their right to self-determination and denying Israel the right to exist.

However, criticism of Israel that is similar to criticism toward any other country may not be regarded as antisemitic.

(c) Nothing in this subsection shall be construed to diminish or infringe upon any right protected under the First Amendment to the United States Constitution, or the State Constitution. Nothing in this subsection shall be construed to conflict with federal or state discrimination laws.

(9) A person aggrieved by a violation of this section or a violation of a rule adopted under this section has a right of action for such equitable relief as the court may determine. The court may also award reasonable attorney's fees and court costs to a prevailing party.

Credits

Added by Laws 2002, c. 2002-387, § 7, eff. Jan. 7, 2003. Amended by Laws 2003, c. 2003-261, § 1942, eff. June 26, 2003; Laws 2004, c. 2004-357, § 70, eff. July 1, 2004; Laws 2007, c. 2007-217, § 66, eff. July 1, 2007; Laws 2008, c. 2008-26, § 1, eff. July 1, 2008; Laws 2010, c. 2010-78, § 9, eff. July 1, 2010; Laws 2011, c. 2011-5, § 4, eff. July 6, 2011; Laws 2019, c. 2019-59, § 1, eff. May 31, 2019; Laws 2022, c. 2022-72, § 2, eff. July 1, 2022; Laws 2023, c. 2023-105, § 7, eff. July 1, 2023; Laws 2024, c. 2024-160, § 29, eff. July 1, 2024.

Notes of Decisions (14)

West's F. S. A. § 1000.05, FL ST § 1000.05

Current with laws, joint and concurrent resolutions and memorials in effect from the 2024 second regular session. The statutes include changes from the Florida Revisor of Statutes.

End of Document

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 KeyCite Yellow Flag - Negative Treatment
Proposed Legislation

West's Florida Statutes Annotated

Title XLVIII. Early Learning-20 Education Code (Chapters 1000-1013)

Chapter 1004. Public Postsecondary Education (Refs & Annos)

Part I. General Provisions

West's F.S.A. § 1004.06

1004.06. Prohibited expenditures

Currentness

(1) A Florida College System institution, state university, Florida College System institution direct-support organization, or state university direct-support organization may not expend any funds, regardless of source, to purchase membership in, or goods and services from, any organization that discriminates on the basis of race, color, national origin, sex, disability, or religion.

(2) A Florida College System institution, state university, Florida College System institution direct-support organization, or state university direct-support organization may not expend any state or federal funds to promote, support, or maintain any programs or campus activities that:

(a) Violate s. 1000.05; or

(b) Advocate for diversity, equity, and inclusion, or promote or engage in political or social activism, as defined by rules of the State Board of Education and regulations of the Board of Governors.

Student fees to support student-led organizations are permitted notwithstanding any speech or expressive activity by such organizations which would otherwise violate this subsection, provided that the public funds must be allocated to student-led organizations pursuant to written policies or regulations of each Florida College System institution or state university, as applicable. Use of institution facilities by student-led organizations is permitted notwithstanding any speech or expressive activity by such organizations which would otherwise violate this subsection, provided that such use must be granted to student-led organizations pursuant to written policies or regulations of each Florida College System institution or state university, as applicable.

(3) Subsection (2) does not prohibit programs, campus activities, or functions required for compliance with general or federal laws or regulations; for obtaining or retaining institutional or discipline-specific accreditation with the approval of either the State Board of Education or the Board of Governors; or for access programs for military veterans, Pell Grant recipients, first

1004.06. Prohibited expenditures, FL ST § 1004.06

generation college students, nontraditional students, “2+2” transfer students from the Florida College System, students from low-income families, or students with unique abilities.

(4) The State Board of Education and the Board of Governors shall adopt rules and regulations, respectively, to implement this section.

Credits

Added by [Laws 2002, c. 2002-387, § 164, eff. Jan. 7, 2003](#). Amended by [Laws 2011, c. 2011-5, § 43, eff. July 6, 2011](#); [Laws 2023, c. 2023-82, § 4, eff. July 1, 2023](#).

West’s F. S. A. § 1004.06, FL ST § 1004.06

Current with laws, joint and concurrent resolutions and memorials in effect from the 2024 second regular session. The statutes include changes from the Florida Revisor of Statutes.

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Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE TOTAL of ALL STAFF SUPPORT	Position Title(s)	Total Funding	State Funded Portion	Status	Rationale	Notes
Hillsborough Community College	Hope Scholars	The HOPE Scholars Initiative focuses on degree completion by improving persistence, retention and upper-division transfer rates among African American and Latino male students in the program, although the program and its strategies are open to all students. Through academic, personal and motivational support, students are prepared to attain high achievement in academic pursuits, career aspirations and quality of life.	.63 FTE	Executive Director, Executive Staff Assistant, Program Manager, Program Analyst	86,059	74,024	Maintained		#1 - This longstanding program to support student success does not constitute DEI. The program seeks to increase outcomes for all participants and does not compare
Hillsborough Community College	Collegiate 100	Collegiate 100* (C100) is a college-wide initiative open to all students at Hillsborough Community College. The mission of C100 and 100 BMTB is to improve the quality of life within our communities and enhance educational and economic opportunities through mentoring and community service.	.06 FTE	Executive Director, Executive Staff Assistant, Program Manager, Program Analyst	15,832	4,891	Maintained		longstanding program to support student success does not constitute DEI. The program seeks to increase outcomes for all participants and does not compare
Hillsborough Community College	Champions of Diversity	Champions of Diversity Awards recognized outstanding administrators, faculty, staff, and student organizations from across the HCC Community, as well as a corporate partner as an unsung hero who has made exceptional efforts and contributions in the area of equity and diversity.	0.045 FTE	Executive Director, Executive Staff Assistant, Program Manager, Program Analyst	13,039	3,912	Maintained		does not meet the definition of DEI as the components involving faculty and staff do not constitute part of a program or campus activity as defined
Hillsborough Community College	Hope Scholars Summit	A partnership with Hillsborough County School District High Schools and Hillsborough Community College. The purpose of the summit is to motivate and inspire young men to reach their educational goals, enter college and complete their college degrees. The summit, along with the Hope Scholars program, is open to all attendees and the strategies	.07 FTE	Executive Director, Executive Staff Assistant, Program Manager, Program Analyst	46,822	11,882	Maintained		longstanding program to support student success does not constitute DEI. The program seeks to increase outcomes for all participants and
Hillsborough Community College	BBCB	HCC's National Annual Black Brown & College Bound Summit addresses the problem of a lack of student access, retention, and graduation for all students and in particular Black and Hispanic males.	.40 FTE	Executive Director, Executive Staff Assistant, Program Manager, Program Analyst	604,240	41,629	Maintained		a program or campus activity as defined in 6A-14.0718 because it is a national program that is designed to fundraise from community partners and provide strategies and inspiration to attendees who pay to register and attend using their own funds. Additionally, staff time for which state or federal dollars are expended meets
Student Activities**									
Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE - TOTAL OF ALL STAFF SUPPORT	Position Title(s)	Total Funding	State Funded Portion	Status	Rationale	Notes
Hillsborough Community College	Hispanic Heritage Programs	Cultural, Social, and informational programs involving Hispanic Heritage awareness and student retention.	.05 FTE	Coordinators of Student Activities - 5 position	10,885.13	-	Maintained		7
Hillsborough Community College	Black History Programs	Cultural, Social informational activities involving African Americans awareness and student retention.	.05 FTE	Coordinators of Student Activities - 5 position	9,385.13	-	Maintained		7
Hillsborough Community College	LGBTIQA Pride Week	Cultural, Social, informational programs involving LGBTIQA awareness and student retention.	.05 FTE	Coordinators of Student Activities - 5 position	4,882.13	-	Maintained		7
Hillsborough Community College	Women's History Month	Social, informational activities involving awareness supporting women.	.05 FTE	Coordinators of Student Activities - 5 position	10,885.13	-	Maintained		7
Hillsborough Community College	Asian Heritage Programs	Cultural, Social informational activities involving Asian Americans awareness and student retention.	.05 FTE	Coordinators of Student Activities - 5 position	7,151.70	-	Maintained		7
*Hillsborough Community College does not offer Critical Race Theories within our Academic Courses and Programs, and fully complies with House Bill 7 from the 2022 legislative session.									

** Hillsborough Community College Student Activities events are all-inclusive student programs and are not limited to any one based on any applicable characteristics set forth in 1000.05, 6A-14.0718, or other State or Federal law.

Rationale Key	
1	Campus program or activity does not meet the definition of DEI. See notes for details.
2	Determined to be a prohibited expenditure.
3	Campus program or activity does not advocate for DEI because it does not seek to advantage/disadvantage an individual/group based on a classification listed in the regulation to equalize or increase outcomes, participation, or representation as compared to other individuals/groups. See notes for details.
4	Campus program or activity does not advocate for DEI because it does not promote the position that a group or individual is inherently, consciously, or implicitly biased. See notes for details.
7	Campus program or activity is conducted by a student-led organization and funded with student activity fees.
8	Campus program or activity is required to comply with state law.
9	Campus program or activity is required for accreditation purposes.
10	Campus program or activity is required to provide access to programs for military, Pell Grant recipients, first responders.
11	The expenditure of public funds was for ministerial or administrative activity in order to carry out a specific activity funded with private funds.
12	The activity is permitted as authorized government relations.
13	The activity is permitted because it encourages compliance with state or federal law.
14	Does not qualify as a campus program or activity.
15	Course is currently under review pursuant to section 1000.05.
16	Other. See notes for details.



Hospitality and Culinary Program

Overview

The Hillsborough Community College (HCC) Hospitality and Culinary Program equips students with essential skills for careers in hospitality and culinary industries. The program covers management, marketing, and operations in restaurants, hotels, and food service businesses. Accredited by the American Culinary Federation Foundation, the Culinary Program is housed at the Dale Mabry Campus.

Enrollment has steadily increased, with 344 students enrolled for the 2024-25 academic year. The program utilizes 5,430 square feet of space, including two classrooms, a chef's kitchen, and a dining room.

Degrees and Certificates

HCC offers multiple Associate in Science (AS) degrees and an Associate in Arts (AA) degree program, as well as College Credit Certificates (CCC), to prepare students for the workforce or further education.

Associate in Science (AS) Degrees (60 credit hours)

- **Culinary and Dietetic Management:** Provides classroom and field experience to prepare students for roles as dietary managers. Graduates are eligible for the Certified Dietary Manager (CDM) Credentialing Exam and ANFP Professional membership.
- **Culinary Management:** Prepares students for positions as restaurant cooks, chefs, and management roles in commercial and institutional settings. Accredited by the American Culinary Federation Education Foundation.
- **Hospitality and Tourism Management:** Trains students for supervisory roles in hotels, resorts, and restaurants, including positions like catering and sales representatives, guest services specialists, and hospitality supervisors.
- **Restaurant Management:** Prepares students for management roles in restaurants, cafes, bars, catering agencies, and fast-food services.

Associate in Arts (AA) Degree (60 credit hours)

- **Hospitality Administration Management:** Provides a pathway for students to transfer to a four-year university to pursue a bachelor's degree in hospitality administration.

College Credit Certificates (CCC)

- **Chef's Apprentice (12 credit hours):** Trains students for entry-level positions such as pantry or prep cook.
- **Culinary Arts (35 credit hours):** Prepares students for roles as bakers, pantry cooks, and prep cooks.

- **Event Planning Management (24 credit hours):** Covers hospitality event planning, preparing graduates for the Certified Special Events Professional (CSEP) exam.
- **Food and Beverage Management (31 credit hours):** Prepares students for supervisory roles in food and beverage operations.
- **Food and Beverage Operations (18 credit hours):** Provides foundational knowledge in food service, safety, and hospitality law.

Hands-on Experience

Internships

Approximately twenty students per year gain real-world experience through internships with leading hospitality businesses in Tampa, including Hilton, Seminole Hard Rock, Oxford Exchange, and Bern’s Steak House.

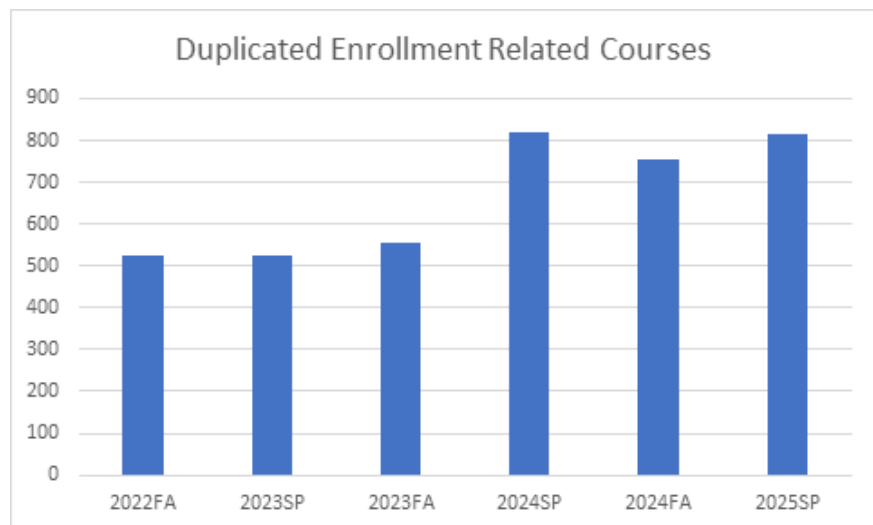
Bistro 118

Located on the Dale Mabry Campus, Bistro 118 offers hands-on experience in a working restaurant. Students gain skills in culinary management, customer service, and restaurant operations. The bistro seats thirty-eight guests per session.

Enrollment Statistics (2024-2025)

- AS - Culinary and Dietetic Management: thirty students
- AS - Culinary Management: 155 students
- AS - Hospitality and Tourism Management: sixty-one students
- AS - Restaurant Management: eighteen students
- AA - Hospitality Administration Management: eighty students
- **Total Enrollment:** 344 students

This table shows the duplicated student enrollment in courses that are a part of the hospitality and tourism cluster (DIE, FOS, FSS, HFT, and HUN course prefixes). In 2023-2024 academic year, there were 136.1 FTE generate by these courses. Course topics include dietetics, hospitality management, food service, safety, and human nutrition.



Program Budget

For the 2024-2025 year, the program generated a net revenue of **\$218,623**. Revenue sources include tuition and fees from students enrolled in technical degree courses. Expenses include salaries for full-time faculty, one part-time staff member, and one full-time staff member.

2023-2024 Annual Revenue				2023-2024 Annual Expenses		
2023 Summer				2023-2024	Salary	W/Benefits
Seats	Seat Hours	Tuition and Fees	Total	Faculty	\$ 54,922.15	\$ 78,481.63
231	670	\$ 104.39	\$ 69,941.30	Faculty	\$ 54,922.15	\$ 78,481.63
2023 Fall				Faculty	\$ 61,171.46	\$ 86,057.04
Seats	Seat Hours	Tuition and Fees	Total	Lab Assistant	\$ 36,326.58	\$ 55,940.08
554	1621	\$ 104.39	\$169,216.19	PT Internship Spec	\$ 26,984.50	\$ 29,048.81
2024 Spring				Annual Expense		
Seats	Seat Hours	Tuition and Fees	Total			\$ 328,009.20
820	2377	\$ 104.39	\$248,135.03			
Annual Revenue				2023-2024 Annual Balance		
				\$ 159,283.32		

2024-2025 Annual Revenue				2024-2025 Annual Expenses		
2024 Summer				2024-2025	Salary	W/Benefits
Seats	Seat Hours	Tuition and Fees	Total	Faculty	\$ 55,471.37	\$ 79,147.39
203	592	\$ 104.39	\$ 61,798.88	Faculty	\$ 55,471.37	\$ 79,147.39
2024 Fall				Faculty	\$ 61,154.16	\$ 86,036.07
Seats	Seat Hours	Tuition and Fees	Total	Lab Assistant	\$ 36,326.58	\$ 55,940.08
756	2222	\$ 104.39	\$231,954.58	PT Internship Spec	\$ 26,984.50	\$ 29,048.81
2025 Spring				Annual Expense		
Seats	Seat Hours	Tuition and Fees	Total			\$ 329,319.76
814	2435	\$ 104.39	\$254,189.65			
Annual Revenue				2024-2025 Annual Balance		
				\$ 218,623.35		

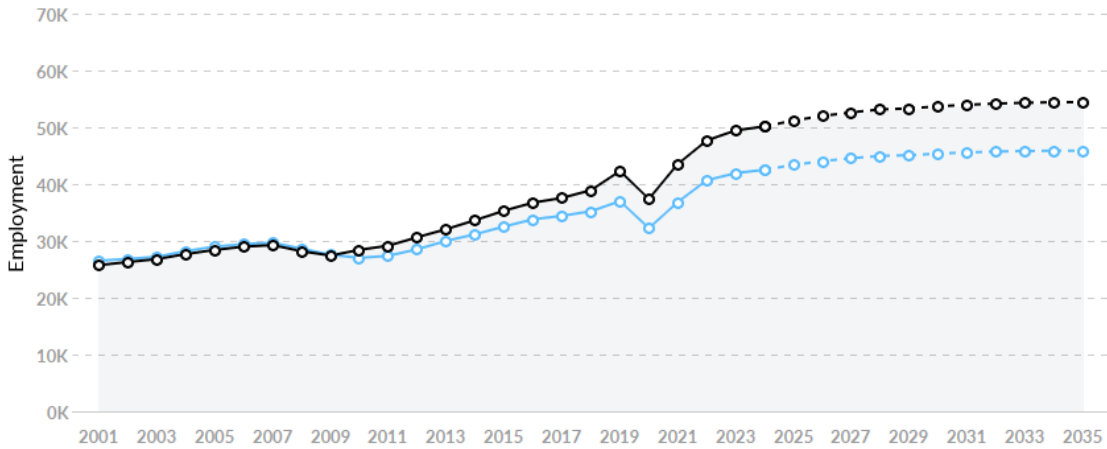
Employment Outlook

The Tampa-St. Petersburg-Clearwater region continues to outpace the national average in hospitality and culinary job availability. The number of job postings in the region exceeds the national median, though average earnings are slightly below the national salary benchmark. Hillsborough County consistently leads the region in job opportunities.

County Name	2019 Jobs	2025 Jobs	2019 - 2025 Change	2019 - 2025 % Change
Pinellas	17,099	19,226	2,127	12%
Hillsborough	22,658	26,379	3,721	16%
Pasco	5,354	7,070	1,716	32%
Hernando	2,107	2,501	394	19%
	47,219	55,176	7,957	17%

Regional Employment Is Higher Than the National Average

An average area of this size typically has 36,996* jobs, while there are 42,297 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2019 Jobs	2035 Jobs	Change	% Change
● Tampa-St. Petersburg-Clearwater, FL	42,297	54,424	12,127	28.7%
● National Average	36,996	45,866	8,870	24.0%

High-Demand Hospitality and Culinary Jobs

- Bakers have experienced a 33% increase in job opportunities. Currently, HCC does not offer a dedicated Baking and Pastry Arts program.
- Jobs in the industry are typically posted for a median duration of 29 days, with over 5,000 employers competing for skilled professionals.

SOC	Description	2019 Jobs	2024 Jobs	2019 - 2024 Change	2019 - 2024 % Change
29-1031	Dietitians and Nutritionists	563	858	294	52%
35-2012	Cooks, Institution and Cafeteria	2,869	4,176	1,308	46%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	9,061	12,464	3,403	38%
51-3011	Bakers	1,344	1,787	444	33%
11-9072	Entertainment and Recreation Managers, Except Gambling	193	227	34	18%
35-1011	Chefs and Head Cooks	1,557	1,777	221	14%
35-2014	Cooks, Restaurant	16,269	18,366	2,097	13%
29-2051	Dietetic Technicians	123	136	13	10%
35-2021	Food Preparation Workers	9,586	10,232	645	7%

Program Expansion and Workforce Demand

HCC aims to expand its facilities and programs to better serve the growing demand for skilled professionals in the hospitality and culinary fields. Plans include:

- **Increased physical space:** Expanding lab and classroom capacity.
- **New specializations:** Introducing programs such as Baking and Pastry Arts, Mixology, and Food Science.
- **Greater industry partnerships:** Enhancing internship and job placement opportunities.

The HCC Culinary Arts program currently operates in a facility that is too small to meet the needs of its students and lacks space for growth. The facility includes a compact chef kitchen with storage and dishwashing areas, a simulated dining room with a beverage service station, two classrooms, and five offices totaling 5,430 square feet.

Current Dale Mabry Facility		
Name	Dimensions	FT2
Classroom DHUM	25x38	950
Classroom DTEC	37x21	777
Dining Room	42x21	882
Kitchen	31x43	1,333
Locker	10x14	140
Office 5@100	10x10	500
Serving Line	10x20	200
Showers-RR	10x10	100
Storage Classroom	6x38	228
Storage Dry	16x10	160
Walk-in Freezer	16x10	160
Total FT2		5,430

HCC ranks second to St. Petersburg College in total completions for 2023, with forty-four completions compared to eighty-five.

Top Schools	Completions (2023)
St Petersburg College	85 
Hillsborough Community College	44 
Pinellas Technical College-Clearwater	32 
University of South Florida	26 
Erwin Technical College	14 
Saint Leo University	13 
Pinellas Technical College-St. Petersburg	9 
Fred K Marchman Technical College	5 

Due to our limited space, the chef kitchen may only accommodate a class size of twelve students, restricting growth and ultimately internships, completion, and job placement. Increasing the program's square footage would expand lab and classroom capacity, creating a pipeline for increased enrollment, internship opportunities, and completions. It would also allow for the introduction of new specialized programs, such as Baking and Pastry Arts.

By expanding physical space, introducing a new specialized program, and strengthening industry partnerships through internships and job placement opportunities, we anticipate doubling program enrollment.

In assessing the College location that would be most suitable for expanded facilities, the Ybor campus, specifically the Ybor Building that once housed the cafeteria along with the adjoining courtyard that abuts to the Ybor Room was chosen. The total area that could be dedicated to an improved Culinary program would be 6,500 square feet and be in an area that is prime for community involvement along with increased visibility. Very preliminary budget estimates would place this renovation, including equipment budget, at approximately \$8,000,000.

Conclusion

The HCC Hospitality and Culinary Program is committed to preparing students for thriving careers in the industry. By expanding facilities, curriculum, and partnerships, HCC aims to strengthen workforce development and contribute to the region's economic growth.



Hawk BOOK Bundle

SPRING 2025 UPDATE

STUDENT ACTION & IMPACTS

80.8% participation rate in the program

53% of physical course material orders
picked up in-store

Over 11,000 units of course materials
provided to students

1639 sections had digital products delivered
to students

30.43% of students took action before classes
began

ORDERS AND OPT-OUT BY CAMPUS

Store #	Orders eligible for pick up/shipping	# of orders picked up	% Picked Up	# of orders shipped	% shipped	Current Opt Out %
HCC Dale Mabry	3890	2304	59%	1664	43%	21.5
HCC Brandon	794	412	52%	426	54%	13.3
HCC Ybor City	943	383	41%	588	62%	17.4
HCC SouthShore	708	344	49%	382	54%	13.1
HCC Plant City	361	125	35%	242	67%	16.1
Total	6696	3568	53%	3302	49%	19.2

**PRELIMINARY
STUDENT
SAVINGS**

\$1,326,373

CAMPUS STORE SALES OUTCOMES

	Total Sales (May – Feb)	LY Sales (May – Feb)	% Var
Course Materials	\$7,261,885	\$5,134,123	41.4%
General Merch	\$953,688	\$813,706	17.2%
Total	\$8,215,573	\$5,947,830	38.1%

IDENTIFIED WINS

- In Store Experience - Students were excited by streamlined process
- Average in-store wait time under 4 minutes
- 95%+ identified digital issues resolved within 24 hours
- Instructors who partnered with bookstore team were able to resolve issues quickly
- Over 99% Physical item availability at time of order. Orders processed within 24 hours of receipt

Agenda Item 7.01 Accreditation

Traditionally, we check in on the status of our annualized FTE (total activity, not “funded” FTE) at three points as we move toward the conclusion of the year. The first follows spring break, the second follows commencement, and the third follows the closure of the reporting year in July. As of today, FTE for summer 2024, fall 2024 and spring 2025 is 22,020 – a 6% increase over same time last year. Headcount approaches 46,000 – a 2.6% increase over STLY.

FTE (total activity based)

- The college is +6.0% over the same-time-last year,
- The college has exceeded its goal by +2.9%,
- All campuses have exceeded their goals for the year.

Unduplicated Headcount

- The college is +2.6% over the same-time-last-year,
- All campuses have exceeded last year’s headcount for the same-time-last year.

Campus ▲	This Year's FTE	Last Year's FTE (STLY)	% Change from Last Year's FTE (STLY)	Target	% of Target	Last Year's Target	% of Last Year's Target
Total	22,020.3	20,775.63	6.0%	20,917.3	105.3%	20,198.50	102.9%
Brandon	3,750.0	3,687.42	1.7%	3,684.0	101.8%	3,523.30	104.7%
Dale Mabry	9,248.7	8,874.02	4.2%	8,992.1	102.9%	8,434.10	105.2%
Plant City	2,423.6	2,240.02	8.2%	2,240.6	108.2%	2,226.90	100.6%
SouthShore	2,710.2	2,583.27	4.9%	2,581.4	105.0%	2,516.10	102.7%
Ybor City	3,887.8	3,390.90	14.7%	3,419.2	113.7%	3,498.10	96.9%

Campus ▲	Today's Headcount	Last Year's Headcount (STLY)	% Change from Last Year's Headcount (STLY)
Total	45,954	44,776	2.6%
Brandon	16,549	16,295	1.6%
Dale Mabry	27,304	26,406	3.4%
Plant City	12,616	11,733	7.5%
SouthShore	13,115	12,586	4.2%
Ybor City	18,360	17,189	6.8%

[Link to the 2024-25 Annualized Enrollment Report](#)

Accreditation Update

BOT Retreat – March 28, 2025

Reaffirmation Overview

- SACSCOC = The Southern Association of Colleges and Schools Commission on Colleges
- Reaffirmation Deliverables:
 1. Compliance Certificate
 2. Quality Enhancement Plan (QEP)
- Approved for “Differentiated Review” – 40 standards vs. 73
- HCC is in the 2027 Reaffirmation cohort
- Our internal process started summer 2024

Major Reaffirmation Dates

- January 22-23, 2026 – SACS Vice President on-site Advisory Visit
- February 2026 – External evaluator reviews QEP
- March 1, 2026 - Compliance Certificate Due
- April 21-24, 2026 – Off-site review of Compliance Certificate
- September 4, 2026 – Submit focused report and QEP to SACS on-site committee
- October 26-29, 2026 – On-site Review
- March 1, 2027 – Institutional response due
- June 2027 – Reaffirmation decision rendered by SACSCOC

HCC Internal Process

Timeframe	Key Tasks
Summer 2024	Cabinet Orientation
Fall 2024	Begin drafting Compliance Certificate Orientation to reaffirmation process at SACS Conference
Spring 2025	First draft of Compliance Certificate Due Internal review of Compliance Certificate Identify QEP topic
Summer 2025	Second draft of Compliance Certificate Due Begin drafting QEP
Fall 2025	Third draft of Compliance Certificate Due Editorial and technical review of QEP
Spring 2026	Finalize QEP after external review Submit Compliance Certificate to SACSCOC



Questions?

Master Calendar – SACSCOC 2027 Reaffirmation
As of March 13, 2025

Key Dates	Task	Complete?
July 30, 2024	Cabinet Orientation to SACSCOC Reaffirmation Process	✓
August 2024	Formation of internal writing teams; Begin drafting Compliance Certificate	✓
December 10, 2024	Official orientation to the reaffirmation process at SACSCOC Annual Meeting	✓
February 2025	Identification of QEP Director and QEP Steering Committee; Begin process of identifying QEP topic	✓
→ April 1, 2025	First draft of Compliance Certificate due	
April 2025	Internal evaluation committee provides feedback on first draft	
June 2025	Final QEP topic identified; Drafting of QEP commences	
August 1, 2025	Second draft of Compliance Certificate due	
August 2025	Internal evaluation committee provides feedback on second draft	
October 15, 2025	Third draft of Compliance Certificate due	
November 2025	Editorial and technical review of Compliance Certificate begins	
January 22-23, 2026	SACSCOC VP on-site advisory meeting	
February 2026	Review of draft QEP by external evaluator	
March 1, 2026	Compliance Certificate due to SACSCOC	
April 21-24, 2026	Off-site SACSCOC review of Compliance Certificate	
May 2026	Finalize QEP	
September 4, 2026	Submit Focused Report and QEP to SACSCOC on-site review committee	
October 26-29, 2026	On-site visit: Review of (1) unresolved compliance issues and (2) QEP	
March 2027	Institutional response to on-site committee recommendations/suggestions due	
June 2027	Reaffirmation decision rendered by SACSCOC	