

STATE BOARD OF EDUCATION

Update

March 17, 2009

SUBJECT: Florida Community College Employment Equity Accountability Program 2008 Progress Report

PROPOSED BOARD ACTION

For Information/Discussion

AUTHORITY FOR STATE BOARD ACTION

N/A

EXECUTIVE SUMMARY

Pursuant to Section 1012.86, Florida Statutes, each Florida community college shall develop a plan for increasing the representation of females and minorities in specific employment positions: senior level administrative positions, full-time faculty, and employees who have attained continuing contract status for instructional positions. The statute requires that the plans include measurable goals, objectives, strategies and timelines for accomplishing these goals and objectives. The statute also requires that community college presidents and the heads of each college's major administrative divisions be evaluated annually on the progress made toward meeting the goals and objectives of the college's plan. Each college president is also required to annually update their respective employment accountability plan and submit it to the Commissioner of Education and the State Board of Education as part of an annual update to their College Educational Equity Plan. This information is the foundation for the Florida Employment Equity Accountability Program Progress Report. It reflects progress made toward diversity in employment and recruitment that has occurred in Florida's College System during the 2006-07 school year.

The report summarizes the responses of the college presidents and their respective boards of trustees to the requirements of the statute, including summaries of measurable goals and strategies reported by individual colleges. It also includes a summary of the annual evaluations of college presidents and their respective administrators on the progress made toward meeting the goals and objectives of the plan.

Colleges use national labor pool data from the U.S. Census Bureau for comparative purposes and as a national standard for goals to increase employment of females and minorities in each of the three identified position areas. Colleges submitted strategies to achieve goals for the four targeted groups (Female, Black, Hispanic and Other Minorities) in each of the three employment categories. This year, five colleges reached nine of twelve goals: Broward College, Hillsborough Community College, Miami Dade College, Palm Beach Community College, and Valencia Community College. Two colleges reached 8 of 12 goals: Polk Community College and Seminole Community College.

Collectively, Florida's colleges reflected growth in all protected groups over the period from 2003 to 2007. Additionally, Florida's college presidents received excellent and/or satisfactory evaluations for their efforts toward increasing the representation of females and minorities in these areas of employment.

Supporting Documentation Included: Florida Community College Employment Equity Accountability Program 2008 Progress Report

Presenter: Dr. Willis Holcombe, Chancellor, Division of Community Colleges