



May 25, 2023

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

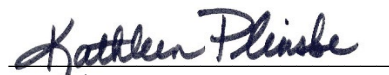
FROM: DR. KATHLEEN PLINSKE
President

RE: VALENCIA COLLEGE ANNUAL EQUITY UPDATE 2022-2023

The Valencia College Annual Equity Update 2022-2023 is attached. It is important to note that the state-mandated template for this Report was received by Valencia College from the State Department of Education on April 11, 2023, thus not affording the College sufficient time to develop and provide the report to the District Board of Trustees for consideration and approval at its April 13th meeting. This prevented the College from submitting a Board-approved Equity Report prior to the May 1, 2023 deadline for submission of part 2 of this Report. As discussed with State officials regarding the circumstances as described and upon Board approval, this Report will be submitted to the State as required.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College approve the College's Annual Equity Update 2022-2023, as presented.



President

Valencia College

College Annual Equity Update

2022-2023

Template for Submission

Deadlines:

**Part II. College Employment Equity Accountability
Plan – May 1, 2023**

Entire College Annual Equity Update – July 3, 2023

Submission Information

Equity Officer: **Ryan Kane**

Email: **rkane8@valenciacollege.edu**

Phone: **407-582-3421**

Date: **5/1/2023**

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General Information and Applicable Laws for Reporting

The purpose of the College Annual Equity Update is to provide updates on efforts to comply with Florida Statutes related to nondiscrimination and equal access to postsecondary education and employment in Florida College System (FCS) institutions. The following Florida Statutes (F.S.) and implementing State Board of Education rules in the Florida Administrative Code (F.A.C.) have specific requirements for the annual update.

- Section 1000.05, F.S., the “Florida Educational Equity Act”
- Section 1012.86, F.S., Florida College System institution employment equity accountability program
- Section 1006.71, F.S., Gender equity in intercollegiate athletics
- Implementing Rule 6A-10.041, F.A.C., Substitution for Requirements for Eligible Students with Disabilities at Florida Colleges and Postsecondary Career Centers
- Implementing Rules 6A-19.001 – 6A-19.010, F.A.C., related to educational equity

The Division of Florida Colleges (DFC) continues to provide certified data in Excel format on the areas of measurement required by statute and rule. Additionally, tables have been created and embedded in the template for inputting data, setting goals, and reflecting on goal achievement. Please use the data supplied by the DFC to complete the tables.

Submission of the College Annual Equity Update is due to the Florida Department of Education, Division of Florida Colleges by **the deadlines**. The update should be submitted by email to FCSInfo@fldoe.org. **Colleges must submit this template in Word format.** PDFs of the report template will not be accepted. Colleges may attach additional documents in PDF or Word format as appendices.

For the 2022-23 report, the factors DFC will review for completeness will be embedded after sections of the report and DFC will use these sections to notify colleges of any omitted required information. These will be marked “Completed by Division of Florida Colleges.” Example:

*Review of Part I: Course Substitutions
(Completed by Division of Florida Colleges)*

Requirement	Response	Comments	Action
Did the college submit the Course Substitution Report?	Select one.		

Compliance with House Bill 7

During the 2022 legislative session, House Bill (HB) 7 amended multiple Florida Statutes related to non-discrimination in the Florida Civil Rights Act (FCRA) and Florida Education Code. At the time of the bill’s passage, the Florida Department of Education advised colleges to take the necessary action to ensure compliance. When completing the 2022-2023 College Annual Equity Update, colleges are expected to include all updates to board and administrative policies and procedures to conform with the provisions of HB 7.

Part I. Policies and Procedures that Prohibit Discrimination

This section relates to processes used to ensure that certain policies and procedures are current, accurate, in compliance and available to all students, employees and applicants as required by statute.

A) Has the governing board updated the college's approved and adopted policy of nondiscrimination?

Make a selection: **No** If yes, provide the following applicable updates.

Date of revision: Click here to enter text.

Description of the revision: Click here to enter text.

Web link(s) to document the revision: Click here to enter text.

B) Has the college updated the procedures used to notify staff, students, applicants for employment and admission, collective bargaining units and the general public of this policy? **Make a selection:** **No** If yes, provide updated information.

Response: Click here to enter text.

C) Has the college changed the person(s) designated to coordinate the college's compliance with section 1000.05, F.S.; Rule 6A-19.001-.010, F.A.C.; Title IX; Section 504; or Title II? **Make a selection:** **No** If yes, provide the following applicable information for each updated contact.

Name/title: Click here to enter text.

Phone number: Click here to enter text.

Address: Click here to enter text.

Email address: Click here to enter text.

Is this contact's information available in the regular notice of nondiscrimination?

Make a selection: Select one.

D) Has the college updated the grievance or complaint procedures for use by the aggrieved person(s)?

Make a selection: **Yes** If yes, provide the following applicable updates.

Date of revision: 11/9/2022

Description of the revision: minor updates as part our internal annual review process

Web link(s) to document the revision: <https://valenciacollege.edu/about/general-counsel/policy/documents/volume2/2-01-discrimination-harassment-related-conduct.pdf>

E) Grievance procedures should address the following, at a minimum. Confirm if the college is meeting these requirements.

- 1) Notifications of these procedures are placed in prominent and common information sources.
Make a selection: **Yes**
- 2) Procedure(s) are designed to encourage prompt and equitable resolution of student, employee and applicant complaints, but do not prohibit individuals from seeking redress from other available sources. **Make a selection:** **Yes**
- 3) Procedures prohibit retaliation against any person filing a complaint alleging discrimination or any person alleged to have committed discrimination. **Make a selection:** **Yes**

If no, provide the college's plan for compliance.

Response: Click here to enter text.

F) Have there been any revisions to nondiscrimination policies or procedures pertaining to:

Title IX?	No
Title II?	No
Section 504?	No
Nondiscrimination policies or procedures pertaining to disability services, including Rule 6A-10.041, F.A.C., that addresses course substitution requirements?	No
Acquired Immune Deficiency Syndrome/Human Immunodeficiency Virus (AIDS/HIV) Infectious Disease?	No
Any additional policies or procedures pertaining to nondiscrimination practices?	Yes
Implementation of HB 7? (If not previously addressed)	No

If yes, address the following for any identified policies or procedures.

Name of the policy and/or procedure(s): Workplace Accommodations for Applicants and Employees

Date of revision: 10/13/2022

Description of the revision: minor updates as part of our internal regular review process

Web link(s) to document the revision: <https://valenciacollege.edu/about/general-counsel/policy/documents/volume2/2-02-workplace-accommodations-for-applicants-and-employees.pdf>

***Review of Part I: Policies and Procedures that Prohibit Discrimination
(Completed by Division of Florida Colleges)***

Requirement	Response	Comments	Action
Have there been any updates to the college's policy of nondiscrimination adopted by the governing board?	Select one.		
If yes, applicable updates provided?	Select one.		
Have there been any updates to person(s) designated to coordinate the college's compliance with section 1000.05, F.S.; Rules 6A-19.001-.010, F.A.C.; Title IX; Section 504; or Title II?	Select one.		
If yes, applicable updates provided?	Select one.		
Have there been any updates to the college's grievance or complaint procedures for use by students,	Select one.		

Requirement	Response	Comments	Action
applicants and employees who allege discrimination?			
If yes, applicable updates provided?	Select one.		
Grievance procedures should address the following at a minimum.	-	-	-
Notifications of these procedures are placed in prominent and common information sources.	Select one.		
Procedure(s) are designed to encourage prompt and equitable resolution of student, employee and applicant complaints, but do not prohibit individuals from seeking redress from other available sources.	Select one.		
Procedures prohibit retaliation against any person filing a complaint alleging discrimination or any person alleged to have committed discrimination.	Select one.		
If no, is a plan for compliance provided?	Select one.		

Part II. College Employment Equity Accountability Plan

Section 1012.86, F.S., Florida College System institution employment equity accountability program, requires that each college include in its annual equity update a plan for increasing the representation of women and minorities in senior-level positions, full-time faculty positions and full-time faculty positions who have attained continuing contract status. The plan must include specific, measurable goals and objectives, specific strategies and timelines for accomplishing these goals and objectives and comparable national standards as provided by the Florida Department of Education.

A. Data, Analysis and Benchmarks

DFC provides colleges with employment data for the last three fall terms to evaluate employment trends for females and minorities in senior-level positions (also referred to as Executive/Administrative/Managerial or EAM positions), full-time instructional staff and full-time instructional staff with continuing contract status. DFC also provides colleges with student enrollment percentages by race and sex to be used as the benchmark for setting employment goals, as colleges continue to strive for alignment between student population and employment demographics.

College Full-Time Executive/Administrative/Managerial Staff

Informed by the EAM tab, complete the following table to analyze the college’s attainment of annual goals and long-range goals for increasing the number of women and minorities in EAM positions.

	2021-22 Reporting Year College Student Population (%)	EAM Actuals (%) Fall 2021	EAM Stated Goals (%) Fall 2022	EAM Actuals (%) Fall 2022	EAM Goal Met (Yes/No)	EAM Goals for Fall 2023
Black Female	12.5	6.3	10.0	5.3	No	5.4
Black Male	7.1	7.9	10.0	10.5	Yes	10.6
Hispanic Female	26.9	9.5	12.0	8.8	No	8.9
Hispanic Male	17.4	3.2	6.0	1.8	No	1.9
Other Minorities Female	4.7	0	3.0	1.8	No	1.9
Other Minorities Male	3.7	1.6	3.0	1.8	No	1.9
White Female	15.5	41.3	N/A	38.6	N/A	38.7
White Male	12.3	30.2	N/A	31.6	N/A	31.7
Total Female	59.5	57.1	57.0	54.4	No	54.5
Total Male	40.5	42.9	43.0	45.6	Yes	45.7

Describe and evaluate strategies for addressing underrepresentation in EAM positions.

Response:The College’s goal will continue to be to recruit and select the most qualified candidates for each position. The goals listed above are provided in accordance with Florida statute and do not in any way represent quotas or any other action that goes against state, federal, or local laws. Valencia College is an equal opportunity institution. We provide equal opportunity for employment and educational opportunities to all. In compliance with these laws and as an equal opportunity employer, our recruitment area is in central Florida, including our service district of Orange and Osceola Counties, which are diverse communities. By focusing on recruitment within these areas, we will likely continue to diversify our applicant pools to assist in reaching our goal of selecting the most qualified candidates.

College Full-Time Instructional Staff

Informed by the INST tab, complete the following table to analyze the college’s attainment of annual goals and long-range goals for increasing the number of women and minorities in full-time instructional positions.

	2021-22 Reporting Year College Student Population (%)	INST Actuals (%) Fall 2021	INST Stated Goals (%) Fall 2022	INST Actuals (%) Fall 2022	INST Goal Met (Yes/No)	INST Goals for Fall 2023
Black Female	12.5	7.5	8.0	7.9	No	8.0

	2021-22 Reporting Year College Student Population (%)	INST Actuals (%) Fall 2021	INST Stated Goals (%) Fall 2022	INST Actuals (%) Fall 2022	INST Goal Met (Yes/No)	INST Goals for Fall 2023
Black Male	7.1	4.7	6.0	5.0	No	5.1
Hispanic Female	26.9	7.5	7.0	6.0	No	6.1
Hispanic Male	17.4	5.9	6.0	5.2	No	5.3
Other Minorities Female	4.7	4.6	5.0	4.2	No	4.3
Other Minorities Male	3.7	2.7	4.0	2.6	No	2.7
White Female	15.5	37.1	N/A	40.1	N/A	40.2
White Male	12.3	30.0	N/A	29.1	N/A	29.2
Total Female	59.5	56.7	55.0	58.2	Yes	58.3
Total Male	40.5	43.3	44.0	41.8	No	41.9

Describe and evaluate strategies for addressing underrepresentation in full-time instructional positions.

Response: The College’s goal will continue to be to recruit and select the most qualified candidates for each position. The goals listed above are provided in accordance with Florida statute and do not in any way represent quotas or any other action that goes against state, federal, or local laws. Valencia College is an equal opportunity institution. We provide equal opportunity for employment and educational opportunities to all. In compliance with these laws and as an equal opportunity employer, our recruitment area is in central Florida, including our service district of Orange and Osceola Counties, which are diverse communities. By focusing on recruitment within these areas, we will likely continue to diversify our applicant pools to assist in reaching our goal of selecting the most qualified candidates.

College Full-Time Instructional Staff with Continuing Contract

Informed by the CONT tab, complete the following table to analyze the college’s attainment of annual goals and long-range goals for increasing the number of women and minorities in full-time instructional staff with continuing contract positions.

	2021-22 Reporting Year College Student Population (%)	CONT Actuals (%) Fall 2021	CONT Stated Goals (%) Fall 2022	CONT Actuals (%) Fall 2022	CONT Goal Met (Yes/No)	CONT Goals for Fall 2023
Black Female	12.5	5.5	6.0	6.0	Yes	6.1
Black Male	7.1	4.7	5.0	4.4	No	4.5
Hispanic Female	26.9	5.8	7.0	5.4	No	5.5
Hispanic Male	17.4	3.8	4.0	4.1	Yes	4.2
Other Minorities Female	4.7	4.1	5.0	3.8	No	3.9
Other Minorities Male	3.7	2.9	4.0	3.3	No	3.4
White Female	15.5	40.2	N/A	42.5	N/A	42.6

	2021-22 Reporting Year College Student Population (%)	CONT Actuals (%) Fall 2021	CONT Stated Goals (%) Fall 2022	CONT Actuals (%) Fall 2022	CONT Goal Met (Yes/No)	CONT Goals for Fall 2023
White Male	12.3	32.9	N/A	30.5	N/A	30.6
Total Female	59.5	55.7	55.0	57.8	Yes	57.9
Total Male	40.5	44.3	44.0	42.2	No	42.3

Describe and evaluate strategies for addressing underrepresentation in full-time instructional positions with continuing contract.

Response: The College’s goal will continue to be to recruit and select the most qualified candidates for each position. The goals listed above are provided in accordance with Florida statute and do not in any way represent quotas or any other action that goes against state, federal, or local laws. Valencia College is an equal opportunity institution. We provide equal opportunity for employment and educational opportunities to all. In compliance with these laws and as an equal opportunity employer, our recruitment area is in central Florida, including our service district of Orange and Osceola Counties, which are diverse communities. By focusing on recruitment within these areas, we will likely continue to diversify our applicant pools to assist in reaching our goal of selecting the most qualified candidates.

New Barriers (Optional)

Are there new barriers affecting the successful recruitment and/or retention of females and/or minorities in any employment category?

Response: No

**Review of Part II (A): Attainment of Annual Goals
(Completed by Division of Florida Colleges)**

Requirement	Response	Comments	Action
Does the report include an analysis and assessment of annual and long-range goals for increasing women and minorities in:	-	-	-
EAM positions?	Select one.		
Full-time instructional positions?	Select one.		
Full-time with continuing contract instructional positions?	Select one.		

B. Evaluations of Employment Practices – Evaluations of Key Personnel and Presidents

2) Provide a summary of the college's board of trustees' annual evaluation of the performance of the president in achieving the annual and long-term goals and objectives of the employment equity plan.

Response: Each Valencia District Board of Trustees member receives a form to be completed for the evaluation of the president. This process takes place in the summer of each year. This evaluation solicits input on the president's leadership toward the achievement of the goals of the College

3) What is the date of the president's most recent evaluation?

Response: Dr. Kathleen Plinske's most recent evaluation took place on June 23, 2022 at the District Board of Trustees Meeting.

***Review of Part II (B): Evaluations of Employment Practices
(Completed by Division of Florida Colleges)***

Requirement	Response	Comments	Action
Does the report include a summary of the results of the annual evaluation of the college president in achieving the annual and long-term goals and objectives?	Select one.		
Does the report include the date of the most recent presidential evaluation?	Select one.		

C. Additional Requirements

The college should complete the following related to additional processes required by section 1012.86, F.S.

1) The college maintains diversity and balance in the sex and ethnic composition of the selection committee for each vacancy. **Make a selection:** [Yes](#)

Include a brief description of guidelines used for ensuring balanced and diverse membership on selection and review committees.

Response: Search committee representation may include a) faculty members representing departments/disciplines, b) academic deans, including representatives from other campuses, c) a representative from the student services area, d) a representative with knowledge of technology as it applies to the department, and e) in addition, the committee should be appropriately representative of the college. In most cases, all members of the search committee will screen applications and participate in all interviews. Prior to serving on a search committee, each representative is required to participate in and successfully pass an online training. The purpose of this training is to assist each person in approaching recruitment and hiring to avoid discriminatory activities. This training must be repeated on an annual basis to continue serving on various search committees.

2) Briefly describe the process used to grant continuing contracts.

Response: It is the policy of the District Board of Trustees to award continuing contracts to full-time faculty in accordance with the law and procedures to be developed and approved by the President or designee, in consultation with the Faculty Council. In order to become eligible to be considered for the award of a continuing contract, a full-time faculty member must: (1) prepare and submit a Portfolio determined to be acceptable by the College in accordance with standards, requirements, and procedures established for the College's Teaching and Learning Academy, (2) complete at least five years of satisfactory service at Valencia College, based on criteria established by the College, during a period not in excess of seven years, and (3) receive the recommendation of the President and approval by the District Board of Trustees for a continuing contract based on successful performance of duties, demonstration of professional competence pursuant to Valencia policies and procedures, and the needs of the College. [College Policy 6Hx28:3E-02]

3) Briefly describe the process used to annually apprise each eligible faculty member of progress toward attainment of continuing contract status for specified populations.

Response: Each tenure-track faculty member is required to create, in collaboration with their dean, an Individual Learning Plan, or ILP. An ILP/Portfolio Review Panel is appointed by the dean and provides, at least annually, formative feedback on the candidate's growth in the Essential Competencies and achievement of the Learning Outcomes. In addition, feedback and guidance are provided to the candidate through classroom observations conducted by the dean or a tenured designee during each term of tenure-track employment or more frequently as deemed appropriate by the dean, student feedback forms for each class section taught at the College, dean evaluations annually or more often as deemed appropriate, and written feedback from the campus community in the second and fifth years of a candidate's pre-tenure period. In the event of a determination of below-acceptable performance on the part of the candidate, the dean will make specific recommendations for improvement and may include recommendations that the candidate work with Teaching and Learning Academy (TLA) facilitators to improve performance and/or quality of the ILP/Portfolio. Evaluations and/or observations will continue each term until an acceptable level is achieved or until it is determined that reappointment will not be recommended.

4) Briefly describe the college's budgetary incentive plan to support and ensure the attainment of employment equity accountability goals. Include how resources will be allocated to support the implementation of strategies and the achievement of goals in a timely manner.

Response: The College will continue to invest in recruitment strategies that diversify our applicant pools in order to allow the College to select the most qualified candidates. In addition, resources (time and financial) will be invested in the continued development and implementation of non-discriminatory selection processes with search teams and hiring managers. Our strategies are implemented in compliance with applicable laws, rules, and College policies.

5) Salary Information: In the following table, include the salary ranges in which new hires were employed compared to the salary ranges for employees with comparable experience and qualifications as required in section 1012.86(2)(b)(5), F.S. Add additional rows if needed.

Note: Salary information is requested only for new hires. New hire information can be found in your Fall Staff Survey IPEDS report. Race and sex information are not required; however, the college may choose to include additional information for purposes of diversity analysis.

Job Classification	# of New Hires*	New Hires* Salary Range	# of Existing Employee(s) with Comparable Experience	Existing Employee* Salary Range
Management Occupations		Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	0	\$30K - \$35K	0	\$30K - \$35K
	0	\$35K - \$40K	0	\$35K - \$40K
	0	\$40K - \$45K	0	\$40K - \$45K
	0	\$45K - \$55K	0	\$45K - \$55K
	0	\$55K - \$65K	0	\$55K - \$65K
	0	\$65K - \$75K	0	\$65K - \$75K
	4	Above \$75K	58	Above \$75K
Business and Financial Operations	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	1	\$30K - \$35K	4	\$30K - \$35K
	13	\$35K - \$40K	46	\$35K - \$40K
	11	\$40K - \$45K	57	\$40K - \$45K
	4	\$45K - \$55K	98	\$45K - \$55K
	10	\$55K - \$65K	109	\$55K - \$65K
	4	\$65K - \$75K	39	\$65K - \$75K
	5	Above \$75K	90	Above \$75K
Computer Engineering and Science	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	0	\$30K - \$35K	0	\$30K - \$35K
	1	\$35K - \$40K	6	\$35K - \$40K
	0	\$40K - \$45K	2	\$40K - \$45K
	0	\$45K - \$55K	19	\$45K - \$55K
	3	\$55K - \$65K	18	\$55K - \$65K
	0	\$65K - \$75K	18	\$65K - \$75K
	1	Above \$75K	28	Above \$75K
Community Service, Legal, Arts, and Media	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	2	\$30K - \$35K	8	\$30K - \$35K
	7	\$35K - \$40K	36	\$35K - \$40K

Job Classification	# of New Hires*	New Hires* Salary Range	# of Existing Employee(s) with Comparable Experience	Existing Employee* Salary Range
	3	\$40K - \$45K	13	\$40K - \$45K
	0	\$45K - \$55K	14	\$45K - \$55K
	0	\$55K - \$65K	1	\$55K - \$65K
	0	\$65K - \$75K	5	\$65K - \$75K
	0	Above \$75K	9	Above \$75K
Librarians	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	0	\$30K - \$35K	0	\$30K - \$35K
	0	\$35K - \$40K	0	\$35K - \$40K
	0	\$40K - \$45K	0	\$40K - \$45K
	0	\$45K - \$55K	0	\$45K - \$55K
	0	\$55K - \$65K	1	\$55K - \$65K
	0	\$65K - \$75K	4	\$65K - \$75K
	0	Above \$75K	9	Above \$75K
Instruction	0	Below \$25K	38	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	0	\$30K - \$35K	0	\$30K - \$35K
	0	\$35K - \$40K	4	\$35K - \$40K
	0	\$40K - \$45K	22	\$40K - \$45K
	4	\$45K - \$55K	74	\$45K - \$55K
	3	\$55K - \$65K	121	\$55K - \$65K
	6	\$65K - \$75K	175	\$65K - \$75K
	0	Above \$75K	197	Above \$75K
Non-Postsecondary Teaching	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	5	\$30K - \$35K	10	\$30K - \$35K
	2	\$35K - \$40K	21	\$35K - \$40K
	1	\$40K - \$45K	17	\$40K - \$45K
	0	\$45K - \$55K	36	\$45K - \$55K
	1	\$55K - \$65K	10	\$55K - \$65K
	0	\$65K - \$75K	0	\$65K - \$75K
	0	Above \$75K	0	Above \$75K
Service Occupations	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	51	\$30K - \$35K	186	\$30K - \$35K
	0	\$35K - \$40K	9	\$35K - \$40K
	1	\$40K - \$45K	5	\$40K - \$45K
	1	\$45K - \$55K	4	\$45K - \$55K

Job Classification	# of New Hires*	New Hires* Salary Range	# of Existing Employee(s) with Comparable Experience	Existing Employee* Salary Range
	1	\$55K - \$65K	0	\$55K - \$65K
	0	\$65K - \$75K	0	\$65K - \$75K
	0	Above \$75K	0	Above \$75K
Sales and Related Occupations	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	0	\$30K - \$35K	8	\$30K - \$35K
	0	\$35K - \$40K	3	\$35K - \$40K
	0	\$40K - \$45K	4	\$40K - \$45K
	5	\$45K - \$55K	10	\$45K - \$55K
	3	\$55K - \$65K	4	\$55K - \$65K
	0	\$65K - \$75K	0	\$65K - \$75K
	0	Above \$75K	0	Above \$75K
Office and Admin Support Occupations	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	36	\$30K - \$35K	131	\$30K - \$35K
	2	\$35K - \$40K	57	\$35K - \$40K
	2	\$40K - \$45K	34	\$40K - \$45K
	0	\$45K - \$55K	16	\$45K - \$55K
	0	\$55K - \$65K	6	\$55K - \$65K
	0	\$65K - \$75K	1	\$65K - \$75K
	0	Above \$75K	0	Above \$75K
Natural Resources, Construction & Maintenance Occupations	0	Below \$25K	0	Below \$25K
	0	\$25K - \$30K	0	\$25K - \$30K
	3	\$30K - \$35K	13	\$30K - \$35K
	0	\$35K - \$40K	9	\$35K - \$40K
	0	\$40K - \$45K	6	\$40K - \$45K
	0	\$45K - \$55K	4	\$45K - \$55K
	0	\$55K - \$65K	0	\$55K - \$65K
	0	\$65K - \$75K	0	\$65K - \$75K
	0	Above \$75K	0	Above \$75K

**IPEDS definition of New Hires: Includes full-time permanent new hires on the payroll of the institution between November 1, 2021, and October 31, 2022, either for the first time (new to the institution) or after a break in service and who are still on the payroll of the institution as November 1, 2022.*

**Review of Part II(C): Additional Requirements
(Completed by Division of Florida Colleges)**

Requirement	Response	Comments	Action
Does the report include a brief description of guidelines used for ensuring balanced and diverse membership on selection and review committees?	Select one.		
Does the report provide a summary of the process utilized to grant continuing contracts?	Select one.		
Does the report include a description of the process used to annually apprise eligible faculty of their progress towards attaining continuing contract status?	Select one.		
Has the college developed a budgetary incentive plan to support and ensure attainment of the goals developed pursuant to section 1012.86, F.S.?	Select one.		
Did the college include a summary of the incentive plan?	Select one.		
Did the summary include strategic resource allocation?	Select one.		
Does the report include a comparison of the salary ranges of new hires to salary ranges for employees with comparable experience and qualifications?	Select one.		

Part VI. Signature Page*

**FLORIDA EDUCATIONAL EQUITY ACT
2022-23 ANNUAL EQUITY UPDATE REPORT
*Signature Page***

Valencia College

The college ensures that section 1000.05, F.S., section 1006.71, F.S., and section 1012.86, F.S., and implementing Rules 6A-6A-10.041 and 6A-19.001-.010, F.A.C., referenced in this report, are properly implemented and that this institution prohibits discrimination against students, applicants for admission, employees or applicants for employment on the basis of race, color, ethnicity, national origin, sex, pregnancy, disability, age, or marital status.

The college has developed policies and procedures for providing reasonable substitutions for admission, graduation, study program admission, and upper-division entry for eligible students with disabilities as required by section 1007.264 and section 1007.265, F.S., and for implementing Section 504 of the Rehabilitation Act of 1973.

The institution is in compliance with the identified components of the athletic programs, as required by Title IX, the Florida Educational Equity Act, section 1006.71, F.S., Gender equity in intercollegiate athletics, and, where not compliant, the college has implemented a corrective action plan. (Applicable for institutions with athletic programs.)

The college actively implements and monitors the Employment Equity Accountability Plan and certifies compliance with all statutory requirements of section 1012.86, F.S.

EQUITY OFFICER

DATE

COLLEGE PRESIDENT

DATE

CHAIR OF DISTRICT BOARD OF TRUSTEES

DATE

This concludes the 2022-23 Annual Equity Update Report, which must be submitted, as a Word document, to FCSInfo@fldoe.org by **May 1, 2023. Colleges may attach additional files (PDF or Word) as appendices.**