

BACCALAUREATE PROPOSAL APPLICATION

Form No. BAAC-02

Section 1007.33(5)(d), Florida Statutes (F.S.), and Rule 6A-14.095, Florida Administrative Code (F.A.C.), outline the requirements for Florida College System baccalaureate program proposals. The completed proposal form, incorporated in Rule 6A-14.095, F.A.C., Site Determined Baccalaureate Access, shall be submitted by the college president to the chancellor of the Florida College System at ChancellorFCS@fldoe.org.

CHECKLIST

The proposal requires completion of the following components:

- Institution Information
- Program summary
- Program description
- Workforce demand, supply, and unmet need
- Student costs: tuition and fees
- Enrollment projections and funding requirements
- Planning process
- Program implementation timeline
- Facilities and equipment specific to program area
- Library and media specific to program area
- Academic content
- Program termination
- Supplemental materials

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

Institution Name:	Seminole State College of Florida
Institution President:	Dr. Georgia Lorenz

PROGRAM SUMMARY

1.1	Program name	Public Safety Administration
1.2	Degree type	<input checked="" type="checkbox"/> Bachelor of Science <input type="checkbox"/> Bachelor of Applied Science
1.3	How will the proposed degree program be delivered? (check all that apply)	<input type="checkbox"/> Face-to-face (F2F) (Entire degree program delivered via F2F courses only) <input checked="" type="checkbox"/> Completely online (Entire degree program delivered via online courses only) <input type="checkbox"/> Combination of face-to-face/online (Entire degree program delivered via a combination of F2F and online courses)
1.4	Degree Classification of Instructional Program (CIP) code (6-Digit)	43.9999
1.5	Anticipated program implementation date	May 2022
1.6	What are the primary pathways for admission to the program? Check all that apply.	<input checked="" type="checkbox"/> Associate in Arts (AA) <input checked="" type="checkbox"/> Associate in Science (AS) <input type="checkbox"/> Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: Criminal Justice Technology Emergency Medical Services Fire Science Technology
1.7	Is the degree program a STEM focus area?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
1.8	List program concentration(s) or track(s) (if applicable)	Criminal Justice Fire Science Emergency Medical Services

PROGRAM DESCRIPTION

2.1 This section will serve as an **executive summary of this proposal**. We recommend providing an abbreviated program description including but not limited to the program demand current supply, and unmet need in the college's service district; primary pathways to program admission; overview of program curriculum; career path and potential employment opportunities; and average starting salary. Throughout the proposal, please include in-text references to the supplemental materials for reviewers to reference. We encourage approximately 500 words for a sufficient description.

Seminole State College proposes to offer a Bachelor of Science in Public Safety Administration. This degree prepares students for management level opportunities in the sectors of law enforcement, fire services, corrections, and emergency medical services. The curriculum will provide students with the knowledge and interpersonal skills to enter an in-demand, high skill, workforce-based career.

Concentrations will be offered in Criminal Justice, Fire Science, and Emergency Medical Services (EMS). The curriculum will focus on skills related to public safety policy, disaster preparedness, critical infrastructure protection, emergency planning, and the fundamentals of public safety management. Coursework will include real-world scenarios to heighten students' critical thinking to work in partnership with all areas of public safety. In addition, students will cover topics related to budget, ethics, analytical thinking, regulations, and team building. Graduates of this program will be prepared for employment in local, state, and federal governments, educational institutions, and within the private sector.

Seminole State is a significant contributor to the economic health and prosperity of Central Florida and the State through the awarding of numerous degrees and certificates. Local and regional workforce data informs our decision-making processes beyond just the academic content taught in the classroom. Seminole State is prepared to meet the immediate demand within the workforce with the BS degree. Data from the Florida Department of Economic Opportunity (DEO) was separated in Table 3.1.1 to show the demand specifically within criminal justice fields. The duplicative Table 3.1.1 represents the fire services and First-Line Supervisors of Fire Fighting and Prevention Workers which includes EMT and paramedic professions. For the criminal justice fields, DEO indicated a total of 97 job openings per year in Seminole County with an average hourly wage of \$25.14 for First Line Supervisors of Police and Detectives, (SOC 33-1012), Forensic Science Technicians (SOC 19-4092), Community and Social Service Specialists (SOC 21-1099), Police and Sheriff's Patrol Officers (33-3051), and Probation Officers and Correctional Treatment Specialists (SOC 21-1092). For fire services and First-Line Supervisors of Fire Fighting and Prevention Workers, which includes EMT and paramedic professions, DEO notes a total of 39 job openings per year in Seminole County for Firefighters (SOC 33-2011), and First Line Supervisors of Fire Fighting and Prevention Workers (SOC 33-1021) with an average hourly wage of \$30.97.

The supply of criminal justice professionals and first responders within Seminole County that hold baccalaureate degrees is inadequate to meet the needs of the workforce. Local agencies contacted Seminole State College to develop this degree to address the critical need for professionals to fill leadership roles that are necessary to serve and protect our community. As noted in Section 9.2, conversations regarding the degree were started by Sheriff Dennis Lemma and Chief Dan Purcell from the Seminole County Sheriff's office in 2019. Conversations with local leaders regarding the degree have continued throughout the past two years.

Seminole State recognizes the fact that First-Line Supervisors of Police and Detectives (33-1012), Forensic Science Technicians (19-4092), Police and Sheriff's Patrol Officers (33-3051), Probation Officers and Correctional Treatment Specialists (21-1092), Fire Fighters (33-2011), and First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021) do not require a baccalaureate degree according to DEO data. However, our agency partners have indicated in person and in their letters of support that a baccalaureate degree would assist with finding qualified employees. As recently as September of 2021, during a meeting with Seminole County Fire Chiefs (noted in Section 9.2), it was documented that a baccalaureate degree was an expectation for promotion. Furthermore, Alan Harris, Seminole County Emergency Manager, states the following in his letter of support (see "Supplemental Materials" in appendices), "Seminole County of Emergency Management is honored to support Seminole State College's proposal for a Bachelor of Science in Public Safety Administration. This program will assist with filling a need for qualified employees in the fields of emergency planning, emergency management, criminal justice, fire science technology, and emergency medical services". Harris also states that "the ability to expand baccalaureate degree offerings can only mean an increased opportunity for students to obtain degrees locally in high-demand areas." This baccalaureate degree is critical in creating high-paying jobs within the industry.

Dale Coleman, Oviedo Chief of Police, provided Seminole State with a letter of support (see "Supplemental Materials" in appendices) which expressed the desperate need of a degree that prepares students for administrative and management level opportunities in the public safety sectors of law enforcement, fire services, corrections, and emergency medical services. Chief Coleman was confident that the degree would be delivered to provide baccalaureate graduates with the skills to lead within their field.

Seminole County Sheriff, Dennis Lemma, conveyed support for the degree throughout his letter of support (see "Supplemental Materials" in appendices). He indicated that it was "important to his agency that students have the ability to complete a degree in Public Safety Administration that is affordable, accessible, and workforce oriented." Sheriff Lemma acknowledged that the commitment to excellence through advanced knowledge that students will gain through this needed degree will have a direct impact on our local, state, and federal governments, as well as in the private sector.

Despite DEO data regarding the education level for First-Line Supervisors of Police and Detectives (33-1012), Forensic Science Technicians (19-4092), Police and Sheriff's Patrol Officers (33-3051), Probation Officers and Correctional Treatment Specialists (21-1092), Fire Fighters (33-2011), and

First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021), along with our local agencies, Seminole State believes this baccalaureate degree is necessary to provide our region with graduates that are prepared to effectively lead within these fields. It is the first degree in our region to focus on the three specialization tracks: Criminal Justice, Fire Science, and Emergency Medical Services.

Table 3.1.3 was intentionally left blank due to the fact that there are no institutions in Seminole State College's service district that offer the same or similar CIP code.

Table 3.1.4 demonstrates a total of 136 projected job openings in Public Safety leadership according to DEO, and 109 job openings according to EMSI data. This data supports the claim that Seminole State's B.S. in Public Safety Administration degree is needed to fill leadership job openings in Seminole County for the different Public Safety sectors.

Referencing Table 6.1, the first graduates will be in 2024-2025 with a projected total of 140 graduates. This number represents the students who enrolled in 2021-22 and 2022-2023. Starting in 2024-2025, the number of projected graduates will be 70 students annually. Employment numbers are based on FETPIP data which has documented 90% job placement rates for careers associated with this degree. Although Table 5.1 appears to show that there is a decline in enrollments in 2023-2024 and 2024-2025, that is not the case. With the proposed degree beginning in Summer 2022, students enrolled the inaugural term will graduate in 2023-2024 and students entering the program in 2022-2023 will also finish in 2024-2025, thus decreasing total enrollments. Enrollments are projected to be constant with 70 new students entering the degree annually.

This degree is one of a kind for our region in that it is geared to train future leaders across a variety of agencies. According to the article, [*Five Reasons Police Officers Should Have College Degrees*](#) (Bouffard & Armstrong, 2020), higher education builds better leaders and can enhance the leadership potential of criminal justice professionals and support their promotion through the ranks. Police officers with at least some college experience are more focused on promotion and expect to retire at a higher rank compared to officers with no college. It should come as little surprise, then, that police administrators, including police chiefs, are more likely to hold college and post-graduate degrees.

The primary pathways to admission in the BS will be through an AA or AS degree. Transfer students, as well as graduates from Seminole State's AA or AS programs, will be eligible for the program. Individuals currently working within their respective fields that do not hold a baccalaureate degree are expected to make up a large portion of the enrollment. In order to advance within their field, obtaining this degree will give graduates a competitive advantage as they seek leadership roles within their agencies. Students who plan to complete the EMS specialization must have the appropriate paramedic certifications.

WORKFORCE DEMAND, SUPPLY, AND UNMET NEED

3.1 Describe the workforce demand, supply, and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Sections 3.1.1 to 3.1.4. For proposed programs without a listed Standard Occupational Classification (SOC) linkage, provide a rationale for the identified SOC code(s). If using a SOC that is not on the CIP to SOC crosswalk, please justify why the SOC aligns with the baccalaureate program

The Public Safety Administration degree at Seminole State has been developed to meet the leadership attributes required by a variety of public safety agencies as noted in the Seminole County Law Enforcement Advisory Council meetings which is made up of the Sheriff, police chiefs within the county, and Dr. Alex Toth, Dean of Public Safety. With a comprehensive degree program, our graduates will be able to make a greater impact within our region and surrounding communities. The CIP Code selected (43.9999) for the proposed program does not have a Standard Occupational Classification (SOC) linkage. Faculty from Seminole State's Public Safety programs reviewed the possible SOC codes from DEO and carefully formulated a comprehensive list of occupations impacted by the attainment of a baccalaureate degree. These include those listed in Table 3.1.1:

- First-Line Supervisors of Police and Detectives (33-1012),
- Forensic Science Technicians (19-4092),
- Police and Sheriff's Patrol Officers (33-3051),
- Probation Officers and Correctional Treatment Specialists (21-1092),
- Fire Fighters (33-2011),
- First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021)

The Bachelor of Science, Public Administration degree is designed to span the needs across multiple agencies. For example, although the DEO data does not document the need for a baccalaureate degree for First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021), it is an expectation for promotion by our county's fire chiefs. This expectation for a baccalaureate degree has been made known to Dr. Alex Toth by all four Fire Chiefs in Seminole County as noted in Section 9.2. In addition, the letters of support (see "Supplemental Materials" in appendices) from across all agencies expressed the need for a baccalaureate degree to prepare graduates for administrative and management opportunities within the fields of law enforcement, fire services, corrections, and emergency medical services.

Taking into account the DEO information pertaining to the education levels for First-Line Supervisors of Police and Detectives (33-1012), Forensic Science Technicians (19-4092), Police and Sheriff's Patrol Officers (33-3051), Probation Officers and Correctional Treatment Specialists (21-1092), Fire Fighters (33-2011), First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021), Seminole State carefully evaluated this information along with the urgent needs expressed by local agencies for a Public Safety Baccalaureate degree. Information listed on DEO

regarding education level, did not necessarily align with the standards that are expected to be met by our partners within the public safety sectors in Seminole County. The degree is needed to fill a void within our region as there are no other institutions within our service district that offer this program.

Seminole State is prepared to meet the immediate demand within the workforce with the BS degree. Based on input from the Criminal Justice, Fire, and EMS Advisory Committees (see Advisory Committee Members List in “Supplemental Materials” in the appendices) there is a need for baccalaureate graduates within this field. Seminole State is fortunate to have many active and supportive industry partners who already sponsor internships and hire our graduates. Additionally, survey results of current and former students denoted that 80% (approximately 328 students) were interested in pursuing the degree at Seminole State. The BS will provide students with a broad base of knowledge to obtain employment across several agencies.

Dennis Lemma, Seminole County Sheriff, notes in his letter of support (see “Supplemental Materials” in appendices) and in conversations with Dr. Cheryl Cicotti, AVP of School of Business, Health and Public Safety, in November 2019 and April 2021 (see section 9.2), that our region is in desperate need of a degree that prepares students for administrative and management level opportunities in the public safety sectors of law enforcement, i.e., First-Line Supervisors of Police and Detectives (33-1012), Forensic Science Technicians (19-4092), Police and Sheriff’s Patrol Officers (33-3051), Probation Officers and Correctional Treatment Specialists (21-1092). In fact, the College was originally approached by leadership from Seminole County Sheriff’s Office to develop this degree in November 2019 (see section 9.2).

Seminole County Fire Chief, Otto Drozd, provided a letter of support (see “Supplemental Materials” in appendices) and indicated that the proposed degree directly aligns with the goals of the workforce. In addition, Chief Drozd stated that the degree would prepare students to bring innovative ideas to manage and lead agencies into the future of these ever-changing industries, i.e., Fire Fighters (33-2011) and First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021).

Alan Harris, Seminole County Emergency Manager, writes that this program will assist with filling a need for qualified employees. In addition, the Office of Emergency Management is committed to providing experiential learning opportunities for students enrolled in the program. As a long-standing community partner, the Office of Emergency Management recognizes the fact that Seminole State continues to develop and promote programs that address future workforce needs and current employment opportunities. The letter of support from the Office of Emergency Management can be found in the supporting documentation (see “Supplemental Materials” in the appendices).

Data from the Florida Department of Economic Opportunity (DEO) was separated in Table 3.1.1 to show the demand specifically within criminal justice and fire services fields separately. The first 3.1.1 Table shows the demand in the criminal justice sector. The duplicative Table 3.1.1 represents fire services and First-Line Supervisors of Fire Fighting and Prevention Workers, which

includes EMT and paramedic professions. For the criminal justice fields, DEO indicated a total of 97 job openings per year in Seminole County with an average hourly wage of \$25.14 for First Line Supervisors of Police and Detectives, (SOC 33-1012), Forensic Science Technicians (SOC 19-4092), Community and Social Service Specialists (SOC 21-1099), Police and Sheriff's Patrol Officers (33-3051), and Probation Officers and Correctional Treatment Specialists (SOC 21-1092). For fire services, which includes First-Line Supervisors of Fire Fighting and Prevention Workers who supervise EMT and paramedic professionals, DEO notes a total of 39 job openings per year in Seminole County for Firefighters (SOC 33-2011), and First Line Supervisors of Fire Fighting and Prevention Workers (SOC 33-1021) with an average hourly wage of \$30.97.

EMSI data in Table 3.1.2 show similar demand in both sectors. For the criminal justice fields, EMSI indicated a total of 82 job openings per year in Seminole County with an average hourly wage of \$24.94 for First Line Supervisors of Police and Detectives, (SOC 33-1012), Forensic Science Technicians (SOC 19-4092), Community and Social Service Specialists (SOC 21-1099), Police and Sheriff's Patrol Officers (33-3051), and Probation Officers and Correctional Treatment Specialists (SOC 21-1092). For fire services, EMSI notes a total of 27 job openings per year in Seminole County for Firefighters (SOC 33-2011), and First Line Supervisors of Fire Fighting and Prevention Workers (SOC 33-1021) with an average hourly wage of \$29.23.

The supply of criminal justice professionals and first responders with effective leadership skills within Seminole County is inadequate to meet the needs and demands of the workforce. There are currently no other institutions that offer a similar degree program within our service district. This degree is one of a kind for our region, in that it is geared to train future leaders across a variety of agencies. The BS will be essential to ensuring our local and regional agencies are equipped with qualified graduates that are more fully prepared for an all-hazard approach to the inherent high-risk nature of this industry.

Seminole State has an outstanding reputation for providing our local service area with Associate of Science (AS) graduates that serve in a variety of entry level positions in the public safety field. The AS graduates seeking promotion and leadership positions within their field, will be looking to Seminole State to offer a Public Safety Administration BS degree. The agencies anticipate there to be a great need for graduates with this baccalaureate degree as agencies are looking to promote from within. The graduates will play a vital role in leading and shaping how local and regional agencies implement forward thinking change within the industry.

Table 3.1.3 was intentionally left blank due to the fact that there are no institutions in Seminole State College's service district that offer the same or similar CIP code.

Table 3.1.4 demonstrates a total of 136 projected Public Safety leadership job openings according to DEO and 109 job openings according to EMSI data. This data supports the claim that Seminole State's B.S. in Public Safety Administration degree is needed to fill leadership job openings in Seminole County for the different Public Safety sectors.

Based on conversation with local leaders within public safety agencies, this degree will provide a necessary pathway for promotion for many existing Seminole County Criminal Justice, Fire and EMS employees. These conversations took place during advisory board meetings and one-on-one conversations that are documented in Table 9.2 and throughout the letters of support provided in the Appendices of this proposal.

Additionally, the historical data from Seminole State's latest annual program reviews of the baccalaureate programs in the School of Business, Health and Public Safety have shown significantly higher enrollments (average 56% diversity with a range of 52-63% diverse population) for minority and underserved students (see "Supplemental Materials" for program review data in the appendices). The degree can help to increase diversity in various public safety agencies based on this program review data.

DEMAND: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) EMPLOYMENT PROJECTIONS

3.1.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE DEMAND SECTION

Occupation			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/Region	2020	2028	**Level Change	***Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
First-Line Supervisors of Police and Detectives	33-1012	Seminole County	96	105	9.38	58	37.29	\$ 77,563	A	HS
Forensic Science Technicians	19-4092	Seminole County	46	55	19.57	57	26.07	\$ 54,226	PS	B
Community and Social Service Specialists, All Other	21-1099	Seminole County	203	228	12.32	219	16.60	\$ 34,528	B	B
Police and Sheriff's Patrol Officers	33-3051	Seminole County	618	671	8.58	415	28.59	\$ 59,467	PS	HS
Probation Officers and Correctional Treatment Specialists	21-1092	Seminole County	39	42	7.69	30	17.17	\$ 35,714	PS	B
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
						Total		\$ 25.14	\$ 52,300	

DEMAND: OTHER ENTITY INDEPENDENT OF THE COLLEGE – (EMSI)

3.1.2 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Criminal Justice Occupations			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/ Region	2020	2028	Level Change	Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
First-Line Supervisors of Police and Detectives	33-1012	Seminole County	174	185	6.32	96	35.68	\$ 74,214	HS	HS
Forensic Science Technicians	19-4092	Seminole County	31	35	12.90	32	23.31	\$ 48,485	B	B
Community and Social Service Specialists, All Other	21-1099	Seminole County	80	100	25.00	88	19.02	\$ 39,562	B	B
Police and Sheriff's Patrol Officers	33-3051	Seminole County	613	672	9.62	402	28.06	\$ 58,365	HS	HS
Probation Officers and Correctional Treatment Specialists	21-1092	Seminole County	60	62	3.33	37	18.64	\$ 38,771	B	B
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
						Total	82	\$ 24.94	\$ 51,879	

Fire Science and Emergency Medical Services			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/ Region	2020	2028	Level Change	Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
First-Line Supervisors of Firefighting and Prevention Workers	33-1021	Seminole County	70	76	8.57	39	34.83	\$ 72,446	PS	PS
Firefighters	33-2011	Seminole County	272	300	10.29	173	23.63	\$ 49,150	PS	PS
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
								\$ -		
					Total	27	\$ 29.23	\$ 60,798		

*Please replace the “Base Year” and “Projected Year” headers with the corresponding years reported.

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, IPEDS

3.1.3 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

Program		Number of Degrees Awarded					
Institution Name	CIP Code	2020	2019	2018	2017	2016	5-year average or average of years available if less than 5-years
	Total	0	0	0	0	0	0

*Please replace the “Most Recent Year” through “Prior Year 4” headers with the corresponding years reported.

ESTIMATES OF UNMET NEED

3.1.4 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

CLICK [HERE](#) FOR INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

	Total Job Openings	Most Recent Year	5-year average or average of years available if less than 5 years	Difference (C - B)	Difference (D - B)						
DEO Total	136	0	0	136	136						
Other Totals	109	0	0	109	109						

3.2 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data and information not reflected in the data presented in Sections 3.1.1 to 3.1.4, such as local economic development initiatives, emerging industries in the area, or evidence of rapid growth.

As mentioned in sections 2.1 and 3.1, Table 3.1.3 was intentionally left blank due to the fact that there are no institutions in Seminole State College's service district that offer the same or similar CIP code.

Table 3.1.4 demonstrates a total of 136 projected job openings in Public Safety leadership according to DEO and 109 job openings according to EMSI data. This data supports the claim that Seminole State's B.S. in Public Safety Administration degree is needed to fill leadership job openings in Seminole County for the different Public Safety sectors.

Dr. Toth, Seminole State College's Dean of Public Safety, has met consistently with Seminole County Law Enforcement (see Section 9.2) to discuss the degree program and needs of Seminole Law Enforcement agencies. Based on all of these conversations, and those with local leaders within Seminole County public safety agencies, we have designed this degree to provide a needed pathway for promotion. In addition, based on input from the advisory committees for Criminal Justice, Emergency Medical Services and Fire Science, there was an overwhelming consensus that the BS be offered to meet expanding needs of the workforce. Letters of support (see "Supplemental Materials" in appendices) provided by Seminole County Emergency Management, City of Oviedo Police Department, Seminole County Sheriff, Florida Department of Health in Seminole County, Seminole County Board of County Commissioners, Seminole County Fire Department, Seminole County Public Schools, City of Lake Mary Police Department, Winter Springs Police Department, and University of Central Florida and the Central Florida Higher Education Consortium all express the need for a Public Safety Administration baccalaureate degree to meet the needs of local workforce demands.

As graduates progress throughout their careers, a baccalaureate degree will be required to meet the demands of each industry. Industry partners have shared that they are in desperate need of a degree that prepares students for administrative and management level opportunities in the public sectors of law enforcement, fire services, corrections, and emergency medical services. This need is echoed in the letter of support provided by the Chief of Police for Winter Springs, Chris Deisler. Chief Deisler's letter can be found in the supplemental materials in the appendices. Chief Dale Coleman of Oviedo Police Department and Chief Daniel Smutz of the Altamonte Springs Police Department discussed the need for this program with Dr. Alex Toth, Dean for the Center for Public Safety. The College was originally approached by leadership from Seminole County Sheriff's Office to develop this degree (see Section 9.2). Our agencies have indicated that there are a large number of employees seeking to enroll in this degree. With the degree being the first of its kind in our region with three specializations in criminal justice, fire science, and EMS, it has the ability to impact a large variety of public safety sectors.

According to the most recent Census [data](#), 39.6% of Seminole County residents age 25+ have a Bachelor's degree or higher. The Florida Chamber of Commerce has set 60% as the goal for Floridians 25-64 with a high-value postsecondary certificate, degree, or training experience in the [Florida 2030 Blueprint](#). The approval of this degree will help meet the Florida Chamber's goal.

In addition to the strong support from Seminole County law enforcement administrators, current and former students within the public safety programs were surveyed to determine their interest in enrolling in the baccalaureate degree. The survey was met with an overwhelming positive response:

- Out of the 410 individuals surveyed, 80% (328 students) were interested in pursuing a degree in Public Safety Administration and only 20% were not interested at this time.
- 59% (242 students) responded that the program being offered at Seminole State was an important factor in deciding to pursue the degree.
- 66% (271 students) responded that affordability was a factor in determining whether or not they would enroll.
- 52% (213) indicated that the program being online would be an important factor in determining whether or not they would enroll.

Based upon the survey results, students are excited for the opportunity to enroll in the Public Safety Administration degree. Regarding affordability, [Seminole State Fast Facts](#) notes that the College is ranked among the most affordable colleges in America by the National Center for Educational Statistics. Currently, tuition costs at Seminole State are 85% of university costs. In addition, Seminole State has not raised tuition for our students for the last ten years. [Seminole State Fast Facts](#) also highlights the element that the College consistently receives student satisfaction ratings that exceed national and regional scores. As one of our [Strategic Goals](#) for our students, Seminole State strives to maintain high rates of career placement and improve rates of baccalaureate transition. The opportunity to offer a degree of this caliber to our students, will be a testament to our commitment to meet the needs of our students and our region.

3.3 If the education level for the occupation identified by the Florida Department of Economic Opportunity (DEO) or the Bureau of Labor Statistics (BLS) presented in Sections 3.1.1 to 3.1.2 is below or above the level of a baccalaureate degree, provide justification for the inclusion of that occupation in the analysis.

With the complexity of today's workforce, additional knowledge, skills, and abilities are required in order to succeed in a competitive environment. In the current workforce, advanced skills even outside the minimum job requirements set candidates up for better opportunities and likelihood of hire. As previously noted by Seminole County Sheriff Dennis Lemma there is a need for law enforcement personnel to obtain baccalaureate degrees. This degree offers students an advanced course of study in the administration of public safety fields that are desirable for future growth and expansion in the public sector. For individuals looking to advance within the public safety field beyond an entry level position, pursuing a baccalaureate degree is the next step to catapult into a leadership position. An advanced degree substantially increases the upward mobility options that would otherwise be unattainable.

The following CIP codes included in our analysis did not align with the prescribed baccalaureate education level: First-Line Supervisors of Police and Detectives (33-1012), Forensic Science Technicians (19-4092), Police and Sheriff's Patrol Officers (33-3051), Probation Officers and Correctional Treatment Specialists (21-1092), Fire Fighters (33-2011), and First-Line Supervisors of Fire Fighting and Prevention Workers (33-1021). However, as was documented in section 3.1 of this proposal, Seminole State carefully evaluated this information along with the needs expressed by local agencies for a Public Safety Baccalaureate degree. Information listed on DEO and/or BLS regarding education level, did not necessarily align with the standards that are expected to be met by our partners within the public safety sectors in Seminole County. The degree is needed to fill a void within our region as there are no other institutions within our service district that offer this program.

According to the article, [*Five Reasons Police Officers Should Have College Degrees*](#) (Bouffard & Armstrong, 2020), college educated officers are more problem-solving oriented, have more intercultural awareness, enhanced ethical decision making skills, and have more leadership potential. These views on a need for a college degree have been confirmed by public safety officials throughout Seminole County.

3.4 Describe the career path and potential employment opportunities for graduates of the program.

This degree prepares students for administrative and management level opportunities in the public safety sectors of law enforcement, fire services, corrections, and emergency medical services. Graduates of this program will be prepared for employment opportunities and advancement to leadership roles in currently held positions in local, state, and federal governments, colleges, and universities, and in the private sector. These leadership roles include but are not limited to- sergeant, lieutenant, fire lieutenant, case load managers, and EMS service directors.

Graduates of the Fire Science Specialization will be equipped with the leadership skills to effectively manage those within their command, while also working collaboratively with fellow leaders throughout the region. The degree will highlight the roles and responsibilities that will be required to lead a diverse community with discipline and integrity, while maintaining safety protocols.

The skills developed within the Criminal Justice Specialization will be vital for positions in which caseload management skills and leadership abilities are a required element of the position. In the era of social justice and non-violent de-escalations, astute focused leadership skills are needed to role model change. This degree will provide such abilities.

Upon completion of the EMS Specialization, graduates can work as instructors in the EMS and Paramedic specializations which have critical needs in the state of Florida. Additionally, the pandemic has shown the need for EMS providers to have leadership skills to coordinate the public health initiatives currently in use.

Increasingly, local and state law enforcement agencies are calling for their employees to have a bachelors level education as a requirement of hire or further advancement within the agency.

STUDENT COSTS: TUITION AND FEES

4.1 The Excel spreadsheets in Sections 4.1 - 4.3 are set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the anticipated cost for a baccalaureate degree (tuition and fees for lower-division and upper-division credit hours) at the proposing FCS institution.

	Cost per credit hour	Number of credit hours	Total cost
Tuition & Fees for lower division:	\$ 104.38	81	\$ 8,455
Tuition & Fees for upper division:	\$ 119.91	39	\$ 4,676
Tuition & Fees (Total):		120	\$ 13,131

Select if the program will be designated such that an eligible student will be able to complete the program for a total cost of no more than \$10,000 in tuition and fees. If selected, please indicate below how the institution will make up any difference above \$10,000 (e.g., institutional scholarships).

Students accepted into the program who meet the requirements (outlined in the Supplemental Materials in the appendices) are eligible to earn a bachelor’s degree for a total of no more than \$10,000. Once the student’s total out-of-pocket tuition/fees costs reach \$10,000, the Seminole State Foundation will assume the remaining tuition costs. Out-of-pocket costs include payments to SSC in the form of cash, checks, credit cards, Florida Pre-Paid Tuition Program payments or tuition-based loans. Not considered to be out-of-pocket costs are Federal or State grants, Bright Future Scholarship awards, dual enrollment, institutional or Foundation scholarships, waivers, and/or exemption fees related to parking, labs, non-resident charges, access, books, graduation, transcripts, full cost tuition, costs incurred at other institutions, course work taken more than once and courses taken in excess of 150 total credit hours. A degree audit will be done to ensure continued eligibility in the program.

4.2 Complete the following table with the estimated cost for a baccalaureate degree (tuition and fees) at each state university in the college's service district or at each state university operating on a site in the college's service district. If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution's website. Please complete this section even if institutions in the service district do not offer the same or a comparable baccalaureate program.

Institution Name	Cost per credit hour (Tuition & Fees)	Number of credit hours	Total cost
University of Central Florida	\$ 212.28	120	\$ 25,474
			\$ -
			\$ -
			\$ -
			\$ -

4.3 Complete the following table with the estimated cost for a baccalaureate degree (tuition and fees) at each nonpublic institution in the college's service district or at each nonpublic institution operating on a site in the college's service district. If the institution does not provide the tuition cost per credit hour, please provide the cost information provided on the institution's website. Please complete this section even if institutions in the service district do not offer the same or a comparable baccalaureate program.

Institution Name	Cost per credit hour (Tuition & Fees)	Number of credit hours	Total cost
There are no non-public institutions within our service district.			

PROJECTED BACCALAUREATE PROGRAM ENROLLMENT

5.1 To activate the Excel spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the projected enrollment information for the first four years of program implementation. Unduplicated headcount enrollment refers to the actual number of students enrolled. Full-time equivalent (FTE) refers to the full-time equivalent of student enrollment.

		2021-2022	2022-2023	2023-2024	2024-2025
5.2	Unduplicated headcount enrollment:	70	160	260	220
5.3	Program Student Credit Hours (Resident)	420	3,150	3,360	2,730
5.4	Program Student Credit Hours (Non-resident)	0	0	0	0
5.5	Program FTE - Resident (Hours divided by 30)	14	105	112	91
5.6	Program FTE - Non-resident (Hours divided by 30)	0	0	0	0
5.7	Total Program FTE	14	105	112	91

PROJECTED DEGREES AND WORKFORCE OUTCOMES

6.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the projected number of degrees awarded, the projected number of graduates employed, and the projected average starting salary for program graduates for the first four years of program implementation. Please note the “Year 1” column in the “Count of Degrees Awarded” row (6.2) is not likely to have any graduates taking into account length of time to degree completion.

		2021-2022	2022-2023	2023-2024	2024-2025
6.2	Count of Degrees Awarded	0	0	140	70
6.3	Number of Graduates Employed	0	0	126	61
6.4	Average Starting Salary			\$ 57,658	\$ 60,540

REVENUES AND EXPENDITURES

7.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Complete the following table by entering the projected program expenditures and revenue sources for the first four years of program implementation.

		2021-2022	2022-2023	2023-2024	2024-2025
7.2	Program Expenditures:	\$ 206,791.00	\$ 649,741.00	\$ 684,422.00	\$ 597,393.00
7.2.1	Instructional Expenses	\$ 137,428.00	\$ 166,190.00	\$ 170,382.00	\$ 174,716.00
7.2.2	Operating Expenses	\$ 67,332.00	\$ 468,417.00	\$ 497,843.00	\$ 409,474.00
7.2.3	Capital Outlay	\$ 2,031.00	\$ 15,134.00	\$ 16,197.00	\$ 13,203.00
7.3	Revenue:	\$ 97,177.00	\$ 721,965.00	\$ 764,279.00	\$ 618,187.00
7.3.1	Upper Level - Resident Student Tuition Only	\$ 37,974.00	\$ 284,801.00	\$ 303,788.00	\$ 246,828.00
7.3.2	Upper Level - Nonresident Student Fees				
7.3.3	Upper Level - Other Student Fees	\$ 5,552.00	\$ 41,643.00	\$ 44,419.00	\$ 36,091.00
7.3.4	Florida College System Program Funds	\$ 53,651.00	\$ 395,521.00	\$ 416,072.00	\$ 335,268.00
7.3.5	Other Sources				
7.4	Carry Forward:				
7.4.1	Total Funds Available	\$ 97,177.00	\$ 721,965.00	\$ 764,279.00	\$ 618,187.00
7.4.2	Total Unexpended Funds (carry forward)	\$ 109,614.00	\$ (72,224.00)	\$ (79,857.00)	\$ (20,794.00)

*Please replace the “Year 1” through “Year 4” headers with the corresponding years reported.

ENROLLMENT PROJECTIONS AND FUNDING REQUIREMENTS

8.1 Provide a narrative justifying the estimated program enrollments and outcomes as they appear in Sections 5.1 – 6.1.

A thorough review of the projected enrollments was conducted prior to the decision to move forward with the application for the degree. Each of the public safety related Advisory Committees discussed the need for graduates who would have the skills, knowledge, and leadership style that would be gained from graduating from the proposed Public Safety Administration degree. This need is also captured throughout the letters of support (see “Supplemental Materials” in appendices). In addition, discussions revealed that employers and representatives from a wide variety of public safety sectors unanimously agreed that there was a tremendous need for the degree, thus concurring that the projected enrollments were accurate.

Although Table 5.1 appears that there is a decline in enrollments in 2023-2024 and 2024-2025, that is not the case. With the proposed degree beginning in Summer 2022, students enrolled the inaugural term will graduate in 2023-2024 and students entering the program in 2022-2023 will also finish in 2023- 2024, thus decreasing total enrollments. New enrollments are projected to be constant with 70 new students entering the degree annually. Referring to Table 6.1, the first graduates will be in 2023-2024 with a projected total of 140 graduates. This number represents the students who enrolled in 2021-22 and 2022-2023. Starting in 2024-2025, the number of projected graduates will be 70 students annually. Employment numbers are based on FETPIP data which has documented 90% job placement rates for careers associated with this degree.

Secondly, current students in Associate degrees and certificate programs were surveyed to determine their interest in the degree with results supporting the projected enrollment numbers. Referring back to the survey results as noted in Section 3.2, students are excited for the opportunity to enroll in the Public Safety Administration degree. Regarding affordability, [Seminole State Fast Facts](#) notes that the College is ranked among the most affordable colleges in America by the National Center for Educational Statistics. Currently, tuition costs at Seminole State are 85% of university costs. In addition, Seminole State has not raised tuition for our students for the last ten years. [Seminole State Fast Facts](#) also highlights the element that the College consistently receives student satisfaction ratings that exceed national and regional scores. As of one our [Strategic Goals](#) for our students, Seminole State strives to maintain high rates of career placement and improve rates of baccalaureate transition. The opportunity to offer a degree of this caliber to our students, will be a testament to our commitment to meet the needs of our students and our region.

Lastly, a review of the most current FETPIP Data for our Associate of Science Degrees and certificates that will feed into the baccalaureate show exceptional placement rates. The graduates from our programs are expected to make up a large majority of enrollment within the baccalaureate program.

- Criminal Justice Technology Associate in Science-91% Placement Rate
- Fire Science Technology Associate in Science-90% Placement Rate

- Emergency Medical Services Associate in Science-100% Placement Rate
- Emergency Medical Technician Technical Certificate-86% Placement Rate
- Florida Law Enforcement Academy Career Certificate-88% Placement Rate
- Fire Academy Career Certificate-85% Placement Rate
- Paramedic Technology Technical Certificate-100% Placement Rate

8.2 Provide a brief explanation of the sources and amounts of revenue that will be used to start the program as well as expenditures as they appear in Section 7.1.

This new program will be funded through a combination of student tuition and fee revenue dollars. In the unlikely event that these funds would be inadequate to sustain the program, the College maintains reserves that the Board of Trustees would designate for the first years of the start-up phase of the new program. Program revenue is based on student enrollment tuition and fees. There are no tuition increases projected for the first four years of the program as illustrated in Section 7.1. As noted in Table 7.1., the College projects a deficit of \$109,614 during Year 1 of the program. This assumes a Summer 2022 Term start. With projections for Years 2, 3, and 4 showing a revenue totaling \$172,875 the projected loss for Year 1 will be offset.

PLANNING PROCESS

9.1 Summarize the internal planning process. In timeline format, please describe the steps your institution took in completing the internal review and approval of the baccalaureate program. For example, summarize actions taken by the academic department proposing the degree, any non-academic departments, the college-wide curriculum committee, the college president, the Board of Trustees and any other areas.

Multiple college-wide meetings were held at all levels of the College to discuss the proposed degree. The meetings are documented in the table below.

Engagement Activities	Date(s)	Attendees	Description of Activity
Meeting with Public Safety Faculty and AVP from the School of Business, Health and Public Safety	9/28/2020 11/5/2020 11/19/2020 11/24/2020 1/13/2021 3/18/2021 11/1/2021	Public Safety Dean, faculty, AVP of Business, Health and Public Safety, Public Safety Faculty, and support staff	Initial discussion for curriculum and program admission. Review of AA and AS pathways to BS.

			Review of NOI and Proposal
			Review of curriculum
Meeting with SSC Baccalaureate Advising Office	10/14/2020	Public Safety Faculty and SSC Baccalaureate Advisor	Review of program admissions for each concentration, general education courses and foundation courses.
Meeting with SSC Counseling and Advising	10/16/2020 3/11/2021	Public Safety Faculty and SSC Counseling and Advising Staff	Review of pathways from AA and AS to the BS.
Board of Trustees Meeting	10/19/2020 4/19/2021	BOT and Public Safety Dean	Dean of Public Safety informed the BOT of the BS degree. BOT gave their full support. The BOT gave their full approval of the degree at their April 19 th meeting.
Curriculum Committee	2/23/2021	Curriculum Committee Members comprised of faculty and staff from across the College.	The BS Program was presented and unanimously approved at curriculum committee. Program information will be labeled as "pending" until degree has been approved.
Seminole State Academic Leadership Meeting	3/25/2021 4/22/2021	Academic Leadership Team	Academic Leadership Team gave its full support for pursuing the BSPS
Seminole State Strategic Enrollment Management Meeting	3/27/2021 10/25/2021	Strategic Enrollment Management Team	Review of Academic Affairs short- and long-term plans
Deans Meetings	4/21/2021	Deans from the School of Business, Health & Public Safety	Review of BSPS proposed curriculum, Notice of Intent, and Proposal

Meetings with AVP and VP of Academic Affairs	12/7/2020 1/5/2021 3/13/2021 5/3/2021	Dr. Laura Ross Dr. Cheryl Cicotti	Discussions concerning curriculum, potential enrollments, and community support
Meet with VP of Academic Affairs, AVP of Business, Health and Public Safety, Public Safety Dean and Faculty	9/13/2021	Dr. Laura Ross Dr. Cheryl Cicotti Dr. Sandra Dillard Dr. Alex Toth	Review of Proposal and curriculum
VP of Academic Affairs and FLDOE representative	9/10/2021	Dr. Laura Ross FLDOE	Review of Proposal
Meetings with AVP of Academic Services and AVP of Business, Health, and Public Safety	10/27/2021 11/1/2021 11/5/2021	Dr. Lisa Valentino Dr. Cheryl Cicotti	Review of proposal
Meeting with AVP of Business, Health, and Public Safety and Staff	5/12/2021 8/31/2021 9/2/2021 9/21/2021 11/1/2021 11/5/2021	Dr. Cheryl Cicotti Staff from the School of Business, Health, and Public Safety	Review of proposal and DEO data
Meeting with AVP of Academic Services, newly appointed AVP of Business, Health, and Public Safety, and Public Safety Faculty	12/16/2021	Dr. Lisa Valentino Dr. Molly Kostenbauder Dr. Sandra Dillard	Review of Comments from the Division of Florida Colleges

9.2 Summarize the external planning process with the business and industry community. In timeline format, please describe your institution’s interactions and engagements with external stakeholders, including but not limited to industry advisory boards meetings, discussions with advisory committees, briefings from local businesses, consultations with employers, and conducting paper and online surveys.

As one of the Direct Connect Partners with the University of Central Florida, Seminole State College is one of the founding members of The Consortium for Academic Coordination Committee (CACC). The CACC and its subcommittee, The Regional Workforce Group, are

comprised of representative from UCF, Seminole State College, Valencia College, CareerSource, Lake Sumter State College and Eastern Florida State College. The CACC is charged with planning academic programs from a regional perspective, and it has a particular focus on baccalaureate degrees. As part of the coordinated process, all new baccalaureate degrees are submitted to the Regional Workforce Group, of which Seminole State is a member. If it is demonstrated that there is adequate labor demand for baccalaureate degree, it is forwarded to the full CACC. The CACC was notified of the proposed degree at its annual meeting in March 2021. Additionally, various emails were sent to CACC partners in April 2021 requesting consent for the degree with no negative responses received. We have received a letter of support from UCF for this degree (See Supplemental Materials in appendices).

Engagement Activities	Date(s)	Attendees	Description of Activity
Online Survey	10/2/2020	Current and Former Students	A survey was sent to former and current AA and AS students who had been enrolled in programs affiliated with Public Safety.
Meeting with Seminole County Sheriff's Office	11/4/2019 4/5/2021	Chief Dan Purcell from SCSO, Executive Leadership from SSC including Dr. Georgia Lorenz, Dr. Cheryl Cicotti, and Dr. Laura Ross. Sheriff Dennis Lemma, Dr. Cicotti, and Dr. Alex Toth	SCSO expressed the need for the BS degree and benefit to the community.
Criminal Justice Advisory Board Meeting	6/18/2020	Criminal Justice faculty and Advisory Board Members	Advisory Board members were advised of program implementation
Fire/EMS Advisory Board Meeting	10/13/2020	Fire/EMS Faculty and Advisory Board Members	Advisory board members were made aware of program information and approval process.
Direct Connect Operational Plan	3/30/2021	SSC VP of Academic Affairs provided Valencia with NOI's to be shared with other state colleges	Review from the Consortium, Workforce Deans/Leads

Seminole County Law Enforcement Association Meeting	1/20/2021 2/17/2021 3/17/2021 4/21/2021 5/19/2021 6/16/2021 7/21/2021 8/18/2021 9/15/2021	Dr. Alex Toth Agency Representatives	Dr. Toth discussed program with Seminole County law enforcements administrators
Meeting with Seminole County Fire Chiefs	9/16/2021	Dr. Alex Toth Seminole County Fire Chiefs	Review of education requirements for promotion. It is an expectation for promotion that one must have a baccalaureate degree.

<p>9.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.</p>
<p>9.3.1 Public Universities in College’s Service District</p>
<p>Date(s): 1/14/2021</p> <p>Institution(s): University of Central Florida</p> <p>Activity Descriptions and Outcomes: Discussions were held with UCF regarding Seminole State offering the Public Safety Administration degree. UCF did not object to moving forward with the approval process. UCF, also a member of the above-mentioned CACC, was a part of the discussions about the proposed degree during those meetings and were recipients of emails requesting consent for the degree.</p>
<p>9.3.2 Regionally Accredited Institutions in College’s Service District</p>
<p>Date(s): 2/11/2021</p> <p>Institution(s): 28 State Colleges</p> <p>Activity Descriptions and Outcomes: Discussions held during the Council for Workforce Education (CWE) February 2021 meeting. CWE also was sent an email by the chair in April 2021 about the proposed degree.</p>
<p>9.3.3 Institutions outside of College’s Service District (If applicable)</p>
<p>Date(s): 2/11/2021</p> <p>Institution(s): 28 State Colleges</p> <p>Activity Descriptions and Outcomes: Discussions were held during the Council for Workforce Education (CWE) February meeting.</p>

PROGRAM IMPLEMENTATION TIMELINE

10.1	Indicate the date the notice was initially posted in APPRiSe.	1/20/2021
10.2	Indicate the date of District Board of Trustees approval.	4/19/2021
10.3	Indicate the date the Notice of Intent (NOI) was submitted to DFC.	5/24/2021
10.4	Indicate the date the completed proposal was submitted to DFC.	11/8/2021
10.5	Indicate the date the proposal is targeted for State Board of Education (SBOE) consideration. Please note that from the date the DFC receives the finalized proposal, the Commissioner has 45 days to recommend to the SBOE approval or disapproval of the proposal. Please take into account the date you plan to submit the proposal in accordance with the next SBOE meeting .	2/9/2022
10.6	Indicate the date the program is targeting for SACSCOC approval (if applicable).	SACS Approval pending SBOE approval.
10.7	Indicate the date the program is targeting initial teacher preparation program approval (if applicable).	N/A
10.8	Indicate the targeted date that upper-division courses are to begin.	May 2022

FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA

11.1 Describe the existing facilities and equipment that the students in the program will utilize.

With the BS program being offered entirely online, students may utilize the many available virtual options to enhance their college experience. To meet the needs of our eLearning community, Seminole State's team of baccalaureate specialists provides advising services to help students plan, begin and successfully complete their educational goals. Advising sessions can be completed via phone or Zoom. Self-help videos relating to instructions on how to search and register for courses, accepting and deferring aid, and financial literacy are also available online.

Canvas is the learning management system for Seminole Online. All online courses are administered through Canvas. Students can access a Canvas Student Tour which will be used to help familiarize them with the Canvas tools used within each course. In addition, Canvas Help is available to students 24 hours a day, seven days a week.

Seminole State also provides resources to students who may not be familiar with learning online. The resources provided can help students who may struggle with procrastination, study skills, or stress management. These tools can help students transform a student's learning experience and support success as online learners.

For students who may not have access to Microsoft Office 365, they may access this suite for free once they register for a class with Seminole State College. Students may download the full version of Microsoft Office 365 on up to five devices.

11.2 Describe the new facilities and equipment that will be needed for the program (if applicable).

During the initial startup period (one to four years), no new facilities are needed for this degree. Included in the capital equipment cost for computers and printers for faculty.

LIBRARY AND MEDIA SPECIFIC TO PROGRAM

12.1 Describe the existing library and media resources that will be utilized for the program.

Seminole State College's Libraries provides materials and services online and at all four campuses. The Libraries provide access to over 269,000 total resources, including print books, eBooks, streaming videos, online periodicals, and other online databases. Services include collection development, circulation, instructor reserves, intra-campus, and interlibrary loan, 24/7 access to professional reference service, face-to-face and online class instruction, embedded librarians, and modular videos and tutorials. The campus libraries, open evenings and weekends, provide student access to more than 200 computer workstations, loanable technology, wireless

internet access, and study rooms. Access to resources and services is available via the Library website and includes a discovery service for all library resources and library account access. Within each public safety course in the learning management system there is a link to one of three distinct research guides on Criminal Justice, EMS, and Fire Science, all maintained by subject-specialist librarians. These guides point students to a variety of resources and to a specific librarian that students can contact for assistance.

12.2 Describe the new library and media resources that will be needed for the program (if applicable).

During the planning process for the BS program, current library resources were reviewed, and new resources were identified by faculty and staff. A recommended core library collection to support the BS program has been compiled. There will be \$37,582 allocated to procure the required resources and partially fund a librarian for the first four years of the program. As with all of our degree programs, materials are acquired primarily to directly support the curriculum of the College. The teaching faculty and librarians work collaboratively on both collection development and maintenance to ensure that learning outcomes for the BS program will be fully supported by the collection. This program will be designated as a collection development priority during program startup. The collection development will comply with SACSCOC for library and media support.

ACADEMIC CONTENT

13.1 List the admission requirements for the proposed baccalaureate program and describe the process for each admission pathway as reported in section 1.6, including targeted 2+2 agreements, academic GPA, test scores, fingerprints, health screenings, background checks, signed releases, and any other program requirements (as applicable).

Applications for Seminole State's BS degree will be accepted for Fall, Spring, and Summer Terms. Admission to the program will be open to all applicants who have completed an associate's or bachelor's degree from a regionally accredited institution and have a GPA of 2.0 or higher.

Applicants seeking admission to Seminole State College's bachelor's degree programs must comply with the College's General Admissions procedures. In addition, students must meet the following program-specific requirements listed below prior to being accepted into upper-division coursework:

- Have a 2.0 or higher GPA in previous course work.
- Completion of an Associate degree from a regionally accredited institution.

Associate in Arts degree: Students entering with an AA degree from a regionally accredited institution will be required to complete the foundation courses listed for the degree. Some

foundation courses may be waived if a student possesses a medical industry certificate. This certificate and official transcripts must be submitted to the Registrar's office and reviewed by the department for consideration to the program.

Associate in Science or Associate in Applied Science, Criminal Justice, EMS, or Fire-related area: Students entering with an AS or AAS in an EMS or Fire related area from a regionally accredited institution will be required to complete any additional general education courses to meet the 36-credit hour requirement within the different categories.

Foundation courses specific to each specialization must be completed to ensure students have a fundamental understating of their chosen area of study.

For students who select the Emergency Medical Services Specialization, they must be a certified paramedic prior to beginning any upper level division courses.

13.2 What is the estimated percentage of upper-division courses in the program that will be taught by faculty with a terminal degree?

Faculty with terminal degrees will be teaching 25% of upper-division courses in the program.

13.3 What is the anticipated average student/teacher ratio for each of the first three years based on enrollment projections?

Year 1	Year 2	Year 3
30:1	30:1	30:1

13.4 What specialized program accreditation will be sought, if applicable? What is the anticipated specialized program accreditation date, if applicable?

Not applicable

13.5 If there are similar programs listed in the Common Prerequisites Manual (CPM), list the established common prerequisites courses by CIP code (and track, if any).

There are no specified common prerequisites for this major.

13.6 Describe any proposed revisions to the established common prerequisites for this CIP (and track, if any).

My institution does not anticipate proposing revisions to the common prerequisite manual.

My institution does anticipate proposing revisions to the common prerequisite manual, as summarized below.

[Click or tap here to enter text.](#)

13.7.1 The Excel spreadsheets below are set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to “Worksheet Object”, and then “Open”. To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

For each primary pathway identified in Section 1.6, list all courses required once admitted to the baccalaureate program by term, in sequence. Include credit hours per term and total credits for the program. Please note what courses fulfill general education (ge), program core (pc), elective requirements (elec), and what courses apply to concentrations (conc), if applicable, by including the provided abbreviations in parentheses following each course title.

13.7.1	Program of Study for Students with A.A.Degree- Criminal Justice Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
CCJ 1010	Intro to Criminology (elec)	3
CCJ 1020	Intro to Criminal Justice (elec)	3
	Total Term Credit Hours	12
Term 2	Course Title	Credit Hours
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
CJE 1000	Intro to Law Enforcement (elec)	3
CJL 1130	Criminal Procedure (elec)	3
	Total Term Credit Hours	12
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	Criminal Justice Specialization Course (conc)	3
CJC 2000	Intro to Corrections (elec)	3
	Total Term Credit Hours	12
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
CJL 2100	Criminal Law (elec)	3
	Total Term Credit Hours	12
Term 5	Course Title	Credit Hours
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
CJE 2600	Criminal Law (elec)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	Total Term Credit Hours	12
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.7.1	Program of Study for Students with A.A. Degree-Fire Science Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
FFP 1612	Fire Behavior and Combustion (elec)	3
FFP 2120	Building Construction for Fire Service (elec)	3
	Total Term Credit Hours	12
Term 2	Course Title	Credit Hours
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
FFP 1540	Private Fire Protection Systems (elec)	3
FFP 1505	Fire Prevention Practices (elec)	3
	Total Term Credit Hours	12
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	Fire Science Specialization Course (conc)	3
FFP 2109	Occupational Safety and Health (elec)	3
	Total Term Credit Hours	12
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
FFP 1702	Principles of Emergency Services (elec)	3
	Total Term Credit Hours	12
Term 5	Course Title	Credit Hours
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
FFP 2XXX	Any Lower Divison FFP Prefix (elec)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	Total Term Credit Hours	12
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.7.1	Program of Study for Students with A.A. Degree-EMS Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
	Total Term Credit Hours	6
Term 2	Course Title	Credit Hours
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
	Total Term Credit Hours	6
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	EMS Specialization Course (conc)	3
	Total Term Credit Hours	9
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
	Articulated credit through Intra-Institutional Agreement for students who hold paramedic licensure.	21
	Total Term Credit Hours	30
Term 5	Course Title	Credit Hours
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	Total Term Credit Hours	9
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.7.2	Program of Study for Students with A.S./A.A.S. Degree-CJ Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 2	Course Title	Credit Hours
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	Criminal Justice Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 5	Course Title	Credit Hours
	Criminal Justice Specialization Course (conc)	3
	Criminal Justice Specialization Course (conc)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.7.2	Program of Study for Students with A.S./A.A.S. Degree-Fire Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 2	Course Title	Credit Hours
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	Fire Science Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 5	Course Title	Credit Hours
	Fire Science Specialization Course (conc)	3
	Fire Science Specialization Course (conc)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.7.2	Program of Study for Students with A.S./A.A.S. Degree- EMS Specialization	
Term 1	Course Title	Credit Hours
DSC 3600	Research Methods in Public Safety Administration (pc)	3
DCS 3079	Foundations of Public Safety Management (pc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 2	Course Title	Credit Hours
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
	General Education Course (ge)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 3	Course Title	Credit Hours
DSC 4215	Emergency Planning & Security Measures (pc)	3
DSC 4016	Public Safety Policy and the Law (pc)	3
	EMS Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 4	Course Title	Credit Hours
DSC 4554	Critical Infrastructure Protection (pc)	3
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 5	Course Title	Credit Hours
	EMS Specialization Course (conc)	3
	EMS Specialization Course (conc)	3
DSC 4710	Capstone Experience in Public Safety Admin (pc)	3
	General Education Course (ge)	3
	Total Term Credit Hours	12
Term 6	Course Title	Credit Hours
	Total Term Credit Hours	0
	Program Total Credit Hours:	60

13.8 Indicate whether the program is being proposed as a limited or restricted access program.

- Limited Access
 Restricted Access
 N/A

Provide additional information (e.g., enrollment capacity, admissions requirements, etc.) if the program is being proposed as a limited or restricted access program.

For students who select the Emergency Medical Services Specialization, they must be a certified paramedic prior to beginning any upper level division courses.

PROGRAM TERMINATION

14.1 Provide a plan of action if the program is terminated in the future, including teach-out alternatives for students.

In the unlikely event of program termination, and according to [College Procedure 4.0800](#), Seminole State College will ensure the program is phased out over a gradual time period to allow students who have completed at least 50% of the program the opportunity to complete their degree. In addition, we will work with other colleges to transition the students into similar programs. Valencia College, Lake Sumter State College and University of Central Florida have agreed to assist Seminole State College with a teach out plan and provide opportunities to those who have completed courses but have not achieved 50% completion of coursework.

SUPPLEMENTAL MATERIALS

15.1 Summarize any supporting documents included with the proposal, such as meeting minutes, survey results, letters of support, and other supporting artifacts. Throughout the proposal, please include in-text references to the supplemental materials for reviewer reference.

The following supporting documents are included:

1. Advisory Committee List
2. Letters of Support from the following industry partners:
 - Seminole County Office of Emergency Management
 - Oviedo Police Department
 - Seminole County Sheriff
 - Florida Department of Health in Seminole County
 - Seminole County Board of County Commissioners
 - Seminole County Fire Department

- Seminole County Public Schools
- City of Lake Mary Police Department
- Winter Springs Police Department
- University of Central Florida and the Central Florida Higher Education Consortium

3. Survey results to determine student interest in program.
4. \$10,000 Baccalaureate Degree Requirements
5. Program Review Baccalaureate Enrollment Demographics
4. EMSI Data

15.2 List any objections or alternative proposals for this program received from other postsecondary institutions. If objections or alternative proposals were received, institutions are welcome to submit a rebuttal and include any necessary supporting documentation.

Seminole State College is not aware of any objections or alternative proposals.