Baccalaureate Degree Program Proposal
Recommendations from the Division of Florida Colleges Baccalaureate Review Team
for Consideration by the Commissioner of Education

A collaborative review was conducted by the Baccalaureate Review Team members, including staff from the Division of Florida Colleges and the Florida Colleges Budget Office. Written recommendations were submitted to the college by the review team, college staff revised the proposal, and submitted the final proposal, which is now complete and ready for consideration by the Commissioner of Education.

Direct questions or concerns to Abbey Ivey at 850-245-9492 or abbey.ivey@fldoe.org.

College	Degree Type	Degree Program	Date Submitted to SBOE
Eastern Florida State College	BAS	**Computer Information Systems Technology** *No alternative proposals were received for this program.*	3/18/14

"Within 45 days following receipt of a completed proposal by the Division of Florida Colleges, the Commissioner of Education shall recommend approval or disapproval of the proposal to the State Board of Education."
Section 1007.33(5)(e), F.S.

	Comments	Summary
A	**Planning Process**	Eastern Florida State College (EFSC) proposes a Bachelor of Applied Science (BAS) in Computer Information Systems Technology with concentrations in Networking Systems, Program Development/Software Development and Project Management. This degree is intended to provide graduates with the knowledge and skills to enter a mid-level management position. Planning activities for this program included hiring an external consultant, surveying current students, conducting multiple employer surveys and obtaining input from advisory committees. Survey results, meeting minutes and other planning documents are located in the supplemental materials, as well as letters of support from local agencies. EFSC discussed degree plans with the University of Central Florida (UCF), Daytona State College (DSC) and Florida Institute of Technology (FIT), and DSC and FIT provided letters of support for the program.
B	**Program Implementation Timeline**	The projected implementation date of upper division enrollment is fall 2014. The complete timeline of implementation activities is located in Section B of the proposal.
C	**Workforce Demand/Unmet Need Specific to Program Area**	EFSC cites Economic Modeling Specialists, Inc. (EMSI) and reports 6,934 current jobs in related fields within Brevard County. That total is projected to increase to 7,699 jobs by 2018, representing a projected growth rate of 11 percent. The college states the EMSI report shows 459 regional job openings with 412 regional completers to fill those openings, leading to an immediate gap of 47 employees annually. However, the college notes the 412 completers figure includes associates, bachelors and masters degrees. EFSC reports FIT is the only institution in Brevard County offering a degree in the same Classification of Instructional Programs (CIP) code, and EFSC reports FIT produced 14 graduates in 2012. The only other institution in the state with a program in the same CIP code is the University of South Florida, and the college states the Florida Education and Training Placement Information Program

		(FETPIP) showed five graduates employed. Regionally, UCF offers a program in a similar CIP code, and EFSC reports UCF produced 92 graduates in 2012.
		Based on these data, EFSC states the number of bachelor's degree completers will not be sufficient to meet the employment demands and the projected 11 percent growth in related jobs in Brevard County. In addition, EFSC notes the employment data only reflects openings in areas linked to the occupational code for information systems; however, area employers in the manufacturing and high tech fields have expressed the need for managers with significant technical skills.
D	**Facilities and Equipment Specific to Program Area**	EFSC will require minimal capital outlay for Information Technology equipment, and the college reports initial expenditures will be made to purchase equipment such as integrated routers, LAN switches and servers.
E	**Library/Media Specific to Program Area**	The college has allocated $34,261 for updated library resources for 2014-15. For subsequent academic years, $11,449 is projected for electronic database annual license renewal.
F	**Academic Resources Specific to Program Area**	Upon program approval, EFSC will hire a new full-time faculty member with a doctorate in the field to teach upper division courses and provide overall program leadership. The college anticipates hiring an additional full-time faculty member by 2015. The college also plans to hire an academic advisor, part-time administrative assistant and adjunct librarian to support the program.
G	**Cost to Students**	The cost for four years of study at EFSC and other regional postsecondary institutions, as reported by EFSC: EFSC = $13,951 UCF = $25,268 FIT = $148,960 This program will be part of the Governor's $10,000 Bachelor's Degree Challenge.
H	**Academic Content**	Admission to this program requires an Associate in Science (AS) degree and completion of the common prerequisite courses. Students with an Associate in Arts (AA) degree will be reviewed for admission on a case-by-case basis. The 60 credits of the upper division program include 21 credits of general education courses or technical electives (depending upon if the student enters the program with an AS or AA degree), six credits of upper level core courses, and 33 credits of upper level specialized courses. AA graduates will have the opportunity to complete a college credit certificate through the completion of the 21 technical electives as part of the upper division coursework to compliment the AA and BAS degrees.
I	**Enrollment, Performance and Budget Plan**	EFSC anticipates 125 students enrolled during the first year and projects 25 percent enrollment growth each year for the first four years. The program will be supported primarily through tuition and fees, the Florida College System Program Fund, and the college's unrestricted fund balance.
J	**Plan of Action if Program Must be Terminated**	In the event of program termination, EFSC would implement a timeline for notification and closure consistent with college policy. The college notes students will be given appropriate notice and guidance to complete the program, faculty will be reassigned, and the Southern Association of College and Schools (SACS) would be duly notified of the strategic teach-out plan for program closure.

Recommendation: Approve

Vice Chancellor for Academic and Student Affairs, Division of Florida Colleges

_____   **Date** 2/25/14

Recommendation: Approve

Chancellor, Division of Florida Colleges
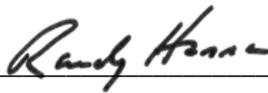
_____   **Date** 2/27/14

THE FLORIDA COLLEGE SYSTEM

BACCALAUREATE PROPOSAL APPROVAL APPLICATION

COVER SHEET

INSTITUTION: Eastern Florida State College (EFSC)

BACCALAUREATE DEGREE CONTACTS:

PRIMARY:
Name: Dr. Linda Miedema
Title: Vice President for Academic Affairs
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SECONDARY

Name: Dr. Katherine Cobb
Title: Provost eLearning
Phone: 321/433-5885
Email: cobbk@easternflorida.edu

DEGREE TYPE (BS, BAS, other): Bachelor of Applied Science

DEGREE TITLE: Computer Information Systems Technology

TOTAL NUMBER OF CREDIT HOURS: 120

PROPOSED DEGREE SIX-DIGIT CIP CODE: 11.0401

PLANNED PROGRAM IMPLEMENTATION DATE: Fall Semester 2014

PROGRAM DESCRIPTION/EMPLOYMENT OPTIONS FOR GRADUATES:

Eastern Florida State College successfully started its first BAS degree (Organizational Management) in August 2013. The College now proposes to offer Brevard County residents another opportunity to earn a Bachelor of Applied Science. The proposed BAS degree will be in Computer Information Systems Technology with three concentrations: Networking Systems, Program Development/Software Development and Project Management. The college will follow its long standing tradition of making learning relevant through "real world" applications of theory. This degree complements the traditional vocational emphasis of EFSC by offering upward mobility into management for two-year Associate in Science degree graduates. The 120 credit hour program includes:

	Credit Hours
General Education Courses	36
Lower Level Core Courses & Specialization Courses	45
Upper Level Common Core Courses	6
Upper Level Specialized Courses based on Concentration	33

The degree is intended to provide students with the skills and knowledge necessary to enter the workforce in a mid-level management position. Graduates will demonstrate mastery of skills needed in the rapidly program field of Information Systems and will lead to employment in public, private, and nonprofit sectors. Concentrations in networking systems, program development/software development and project management will prepare graduates for entry level as well as administrative/managerial positions in business, industry, technical, health care services, and other related industries. The program prerequisites will include an earned Associate in Science degree; students with an earned Associate in Arts degree will be reviewed on a case by case basis. It is important to note that past graduates with an AS degree have limited opportunity to pursue a bachelor's degree. A.S. degrees have limited acceptance to BS degrees at area universities. A BAS in Computer Information Systems Technology at Eastern Florida State College will allow these students to continue their educational pursuits in a seamless transition. This program will also qualify for the $10,000 scholarship benefit for our students which make this program academically and financially accessible.

BOARD OF TRUSTEES APPROVAL DATE: 3/18/2013

PRESIDENT'S SIGNATURE AND DATE:
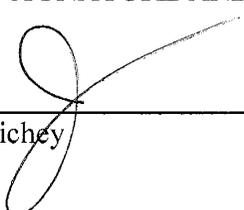
Dr. James H. Richey

2/24/2014

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EXECUTIVE SUMMARY

Institution: Eastern Florida State College (EFSC) Degree Type: Bachelor of
Applied Science (BAS) Degree
Title: Computer Information Systems Technology

The proposed Computer Information Systems Technology BAS program will provide traditional and nontraditional students access to a baccalaureate degree that is both affordable and available within the service district. The degree will provide a smooth transition for current Associate in Science (AS) degree graduates and provides a pathway for transitioning adult workers to advance their career. Students with an earned Associate in Arts (AA) degree will be reviewed for acceptance on a case by case basis and receive intrusive advising to obtain necessary technical skills. EFSC's BAS degree in Computer Information Systems Technology is designed around measurable student learning outcomes vetted by business advisory representatives from a broad cross section of area employers. The learning outcomes serve as a high quality standard to ensure that graduates are prepared as successful information systems entry level employees and managers for careers in small business, industrial/technical, healthcare, government and non-profit sectors of the community. Internships for real world applications will be made available for students in each concentration.

A. Planning Process

EFSC has a 50 year history of building and maintaining partnerships with four-year universities in the service district. The college currently operates articulation agreements with the University of Central Florida (UCF), Florida Institute of Technology (Florida Tech), Daytona State College (DSC) and several on-line delivery schools. In January 2011, the Board of Trustees requested that the college conduct research on the feasibility of offering a baccalaureate degree to accommodate the significant changes in the Brevard workforce due to the retirement of the Space Shuttle. The college administration then engaged in an internal and external analysis by surveying its constituents. From March 21-April 21, 2011, current students were surveyed; 92 percent wanted the College to offer four-year degrees. On January 10, 2012, the EFSC Vice President for Academic Affairs discussed possible areas for four-year degree programs with the Associate Vice President of Regional Campuses-UCF Cocoa. Meetings have continued since that time. The most recent meeting was October 11, 2013.

An initial survey of area employers conducted in January 2012 determined that 51% anticipated a growing need for college graduates, identified degrees in demand, and projected expected salaries. The summary of the discussions, the community and student survey results, review of the Regional Targeted Occupational List (TOL), and employment demand/projections generated by Economic Modeling Specialist, Inc. (EMSI) Strategic Advantage Model were reviewed by Provost Council on April 12, 2011. With results from the employer surveys, TOL, and EMSI research, EFSC returned to discussions with UCF. The outcome of this discussion was UCF's support of EFSC applying to offer a BAS in Computer Information Systems Technology with concentrations in Networking Systems, Program Development/Software Development and Project Management. College leadership also collaborated with DSC and Florida Tech senior officials to gain support of the EFSC BAS degree.

On March 18, 2013, the Board of Trustees stressed the importance of maintaining the strong academic mission that EFSC's long tradition represents as well as the key role it plays as a driver of job creation and economic development in our community, and approved the action to submit a Letter of Intent to the Division of Florida Colleges, Florida Department of Education for a Bachelor of Applied Science degree in Computer Information Systems Technology with three specializations.

B. Program Implementation Timeline

Following the Board of Trustee approval, a letter of intent was filed per Florida Administrative Code 6A-14.095 to offer a BAS in Computer Information Systems Technology on July 30, 2013. On October 24, 2013, the Southern Association of Colleges and School (SACS) onsite review committee indicated verbal approval of EFSC's level change request. Written documentation of the SACS approval is attached as Appendix S. This approval opens the way for the submission of

requests for additional bachelor degrees through SACS substantive change process. The application for substantive change for this BAS program in Computer Information Technology will be submitted to SACS in February 2014. The program timeline is based on offering the initial upper division courses in the fall semester 2014 and therefore contingent upon receiving approval from the State Board of Education in January 2014 and SACS in March 2014. Upon approval by both the State Board of Education and SACS, the college will hire a full-time faculty member in spring 2014 with appropriate credentials in-field to administer and teach in the program. A detailed timeline is outlined in the full application.

C. Workforce Demand/Unmet Need Specific to Program Area

The college conducted an analysis of regional labor market information, economic data on regional business and industry, the number of graduates produced by area educational programs, and survey data from stakeholder groups. According to the most recent Economic Modeling Specialists International Report (EMSI) the Brevard County occupational data for Computer Information Systems Technology and related professions reveals a total of 6,934 jobs in 2012 with current annual job openings in the region of 459 with only 412 regional completers to fill those opening. This same EMSI reports shows an estimated 11.0% growth in jobs to 7,699 in 2018 in Brevard County which is a growth in jobs in the amount of 765.

The only institution in Brevard County with the same program in CIP code 11.0401 is Florida Institute of Technology (Florida Tech). Florida Tech had a total of 14 completers in this program at the Bachelor's level in 2012. (see last page of Appendix N) By adding an affordable and flexible BAS in Computer Information Systems Technology to serve AS degree students in technical fields seeking management positions with Brevard manufacturing, technical, healthcare, and other high tech employers, EFSC will fulfill an unmet need in Brevard County.

Graduates in Program
As stated above, Florida Tech is currently the only institution offering this program in our service area. The only other institution in the state with the same program (CIP 11.0401) is University of South Florida (USF) and while data did not show the number of program completers, the Florida Education and Training Placement Information Program (FETIP) showed a total of 5 students employed full or part time (see Appendix T). Additionally, the University of Central Florida (UCF), offers a program in Information Technology under CIP Code 11.0103 a program similar to this BAS program in Computer Information Systems Technology. The FETIP shows a total of 92 UCF graduates at the Bachelor's level in 2012 (Appendix T).

D. Facilities and Equipment Specific to the Program Area

EFSC will not require any new facilities for this program. Existing classrooms, conference rooms, computer labs, and administrative spaces are sufficient with the exception of minor expenditures for some initial equipment. The college wide learning management system will be used. Two of the buildings on the Cocoa Campus that will be used for BAS courses do not draw power from the general campus electrical grid; therefore, these buildings can be open for operation any day of the week without jeopardizing the college's energy conservation initiative. This allows the College to offer additional scheduling options to accommodate the needs of full-time working students that will include Friday classes and may include a "weekend college" concept.

E. Library/Media Specific to Program Area

EFSC supports the research and educational needs of students, faculty and staff by providing access to library resources and services consistent with the degrees offered. Full-service libraries are available at the Cocoa, Melbourne, Palm Bay, and Titusville campuses. EFSC maintains a partnership with UCF, operating joint-use libraries at the Cocoa and Palm Bay campuses. Additional print books, e-books, and other resources will be needed for the program and will benefit both the current AA/AS degree seeker and the BAS students. The proposed budget for the BAS in Computer Information Systems Technology includes an initial expenditure of $34,261 in updated library resources as approved by the faculty who will be involved in the program

F. Academic Resources Specific to Program Area

EFSC currently employs full and part-time faculty in information systems and related associate degree programs that are credentialed to teach baccalaureate courses for the Computer Information Systems Technology program. Upon program approval, EFSC will hire a new full-time faculty member with appropriate credentials in-field. The primary purpose of the full-time faculty will be to teach upper-division courses and to provide overall program leadership. The college will comply with SACS Comprehensive Standard 3.7.1 credential guidelines for faculty teaching baccalaureate courses and the percentage of discipline course hours taught by faculty members holding the terminal degree. As the program grows, additional faculty members will be hired to comply with this standard of academic excellence. In addition, the college plans to hire an academic advisor and an administrative assistant to support upper-level students.

G. Cost to Students

The estimated cost (tuition and fees) for 120-credit hour program at EFSC is $13,346 based on 2013-14 rates, which is considerably lower than the estimated cost for similar programs that are offered by other institutions in EFSC's geographic region. The fees used for this calculation include financial aid, student activity, capital improvement, technology, and proportionate distance learning fees. The rate at UCF is $25,268 and the rate at Florida Tech is $148,940.

H. Academic Content

The BAS in Computer Information Systems Technology is an open access program and is designed for maximum flexibility for associate degree holders. Admission criteria require that students will have an AS from an accredited institution with a 2.0 GPA. Students with and earned AA degree from an accredited institution will be reviewed for admission on a case by case basis. The Associate in Applied Science degree does not meet the admission criteria for the baccalaureate degree program. Each student will work with a designated BAS advisor to build an individualized program of study based on the degree and the concentration selected. AA graduates will have completed the general education requirements, and will need to complete additional credit hours of technical courses during the third and fourth years. Students will work with the BAS dedicated advisor to select a course of study for all care and specialized courses including any technical electives.

The 60 credits of associate-degree courses include at least 15 credits in general education and 45 credits in lower level core courses and specialized courses. The 60 hours in the upper division course will be comprised of 21 hours of remaining General Education plus 6 hours common core courses and 33 credits in the specialization. Graduates must also satisfy a foreign language requirement through coursework at either the secondary or postsecondary level.

This program will use multiple delivery modes including online, hybrid, and traditional face-to-face classes to serve the full and part-time student. Additionally, flexible, convenient schedules will be developed to respond to employer and student need that include 8 and 12 week mini-mesters.

I. Enrollment, Performance and Budget Plan

The first year enrollment is estimated to be 125 students with a projected 25% enrollment growth each year for the first four years. Estimated third year student enrollment is 195 students generating approximately 4,680 credit hours based on full-time student load of 12 credits per term.

The total first year budget for the BAS degree, including personnel, is $614,922. The anticipated tuition generated is $275,370 plus an allocation of $339,552 from the current Florida College Systems Program Fund appropriation. Revenue will come from current state funding and tuition and fees. Per statutory allowance, our institution may increase tuition up to 5% for students enrolled in BAS programs. This will generate additional revenue and any gaps in needed student tuition dollars will be provided by our college Foundation. The college will receive additional tuition revenue from students needing to complete general education or technical elective courses. This influx is not expected to require additional full-time faculty initially at the 1000 and 2000 level but will better fill current course offerings or require

additional sections to be added. In the event state funds are not available, the college has adequate revenues in its fund balance to ensure full funding of the program.

J. Plan of Action if Program Must be Terminated

In the event the program enrollment, completion, and placement data indicate that the program is not viable and is to be terminated, a timeline for notification and closure consistent with college policy will be implemented. Students will be given appropriate notice and guidance to complete the program, faculty will be reassigned and SACS will be duly notified of the strategic teach-out plan for program closure.

EVALUATION CRITERIA

A. PLANNING PROCESS

EFSC has a 50 year history of building and maintaining partnerships with four-year universities in the service district. The college currently operates articulation agreements with the University of Central Florida (UCF), Florida Institute of Technology (Florida Tech), Daytona State College (DSC) and several online delivery schools. After the retirement of the Space Shuttle and resulting massive area unemployment, the Board of Trustees and college administration considered actions that might serve the community including the feasibility of offering a baccalaureate degree program.

Summary of Internal Processes and Meetings

Initiation of Process
The Board of Trustees charged the administration with researching area demand and supply for baccalaureate degrees in various disciplines that would align with the needs of employers at the January 24, 2011, meeting (Appendix A). Subsequent administrative actions outlined in these minutes include contracting with *Bachelor Degree Access Strategies, LLC,* to design student and employer surveys and assess the results. *Bachelor Degree Access Strategies, LLC,* assists colleges in developing plans to transition from Level I to Level II under their accrediting agency and to begin the process of offering bachelor's degrees as an evolutionary step from the community college mission. Provosts and other executive administrators had opportunities to discuss the proposed transition and the research data relevant to offering a four year degrees at Provost/Executive Council (Appendix B). The minutes of the Board of Trustees, Provost/Executive Council and UCF meetings are located in Appendix A, B and C respectively.

Student Survey
To establish need from the perspective of prospective students the college conducted an online survey of current students from March 21-April 21, 2011. Of an approximate 28,000 possible respondents, 1,986 voluntarily completed the survey. The full student survey is located in Appendix O; the results are summarized in Table 1.

Table 1 Summary of Student Survey

Question	Response
Are you in favor of four year programs?	92% affirmative
Would you continue your education at BCC (now EFSC)? If four-year degrees were available?	85% affirmative
What method of instruction would you prefer?	73% hybrid
How many of the campuses should offer baccalaureate degrees?	66% all four campuses

Dr. Tom Furlong, president of *Bachelor Degree Access Strategies, LLC,* reviewed the results during a presentation on Four-Year Degree Programs Needs Assessment at the June 2011 Board of Trustees meeting. By unanimous vote the Board of Trustees voted to continue to retain Dr. Furlong to assist EFSC with the needs assessment.

Board Review of Occupational Data
College administration researched Florida Research and Economic Database occupational lists in Brevard and recommended to the Board of Trustees that the College choose the new programs based on the projected workforce

placements. Initially, local unmet needs for four-year programs were identified as business, health-care administration, and nursing. Thereafter, local surveys also revealed a need for this BAS in Computer Information Systems Technology (see Appendices P and R).

Board Decision to Seek Permission to Establish BAS Degree
College President James Richey summarized the history of the BAS exploration at the March 18, 2013 Board of Trustees meeting. He noted that the college surveyed the current students to establish interest, identified potential programs, surveyed employers to establish need, and communicated with other area educational institutions to establish lack of competing interests. The research phase established that the Bachelor of Applied Science in Computer Information Systems Technology with the three identified areas of specialization was a good fit for our local community needs. Dr. Richey assessed resources already in place to support the degree such as Florida Department of Education curriculum frameworks and adequate classroom availability. He noted that the initial instructional needs were expected to be one full-time faculty member and two to three adjuncts. College administrative personnel noted that offering a four-year degree that meets local workforce needs aligns with the EFSC mission. The Board of Trustees voted unanimously to apply to SACS and Florida Department of Education for permission to establish the new program (Appendix A).

Summary of External Processes and Meetings

Area Employer Survey
The Office of Planning and Assessment developed two Zoomerang surveys to gauge local business interest in the availability of four-year degree programs. The survey was sent to approximately 3,700 employers through the EFSC online Career Network, Brevard Workforce and direct email from January 11, 2012 to February 2, 2012. Respondents included 109 employers, 26 from the field of healthcare and 83 from companies representing a variety of fields outside of healthcare. The full survey results are located in Appendix P.

Another local 4-Year Business degree survey was sent to local businesses in November-December 2013 (See Appendix R). Individuals form 10 different industries responded with the largest concentration of responses (48.4%) coming from these three areas: Government, Law & Public Safety, Business & Finance, and Manufacturing and Product Development. Over one-half of the respondents were small companies with less than 50 employees. Over 68% of the respondents in this survey indicated that it would be valuable to their company to have employees with technical and analytical skills. In addition, 52% felt that employees with technical skills necessary to "employ data security practices in various business settings" would be valuable. Employers acknowledged they were hiring in this occupation with 62% of the businesses responding to this survey indicated they had up to 10 positions in their companies where someone with such skills could be hired, with 78% indicating they would have 1-10 positions anticipated in the coming year. The survey also indicated that 86% of these companies would hire such skilled workers with a starting salary between $35,000 to 50,000.00. Consequently, 83% of the respondents indicated they presently do not have a pool of qualified candidate in these technical skills related positions.

Documented Employer Interest
In December, 2013, EFSC conducted another survey of local businesses to determine the need for additional BAS degree programs. Over 31 employers from 15 different industry or businesses responded to this survey. Approximately 60% of the respondents were small businesses with less than 100 employees, 35% or 11 of the respondents had an employee base of over 250. (See Appendix R)

Table 2 Future Needs of Companies – Brevard County
Documented Area of Interest in Bachelor's level

Survey Statement	Yes	No

Would the following skills be valuable to your company:
 	
  1. Technical and analytical skills
  2. Technical and analytical skills to oversee all aspects of program related data from design to collection, processing, storage, and retrieval.
	60%
	72%
		40%
		28%

Do you currently have a pool of qualified candidates for these positions?	16.7%	83.3%
Our company would be interested in hiring bachelor degree graduates from Eastern Florida State College.	67.9% Agree	28.6% Strongly Agree

Outcome of Discussions with UCF about Business Degree

The University of Central Florida stated in meeting on October 11, 2013 between Provost Waldrop (UCF), Assistant Provost Jones (UCF) and VP Miedema (EFSC) that it did not oppose EFSC developing a Bachelor of Applied Science degree in Computer Information Systems Technology with three areas of specialization. Discussions to review the planning process began with UCF on January 10, 2012 between the Associate Vice President of Regional Campuses-UCF Cocoa, Dr. Denise Young and the EFSC Vice President for Planning and Assessment, Dr. Linda Miedema. The summary of this meeting is in Appendix C. The meeting focused on the possible areas for four-year degree programs at UCF Brevard.

On March 12, 2012, UCF Provost and Executive Vice President of Academic Affairs, Dr. Tony Waldrop and Interim Vice Provost, Regional Campuses, Dr. Joyce Dorner met with EFSC President Dr. James Richey and Dr. Miedema to discuss the EFSC proposal for the BAS in Computer Information Systems Technology and Healthcare Management. The discussion for the need for health care professionals may also lead to the development of a concurrent nursing program that will serve EFSC nursing students pursuing a bachelor's degree. The outcomes of the meeting resulted in the UCF leadership supporting EFSC's proposed programming. Subsequently, Dr. Richey proceeded to seek EFSC Board of Trustee approval on March 18, 2013(Appendix A). On July 30, 2013 EFSC submitted a formal Letter of Intent to the Florida Division of Colleges to begin the process of offering a baccalaureate program in Computer Information Systems Technology.

EFSC senior leadership also met with the President and Leadership Council from DSC on February 24, 2011. The Presidents addressed the articulation of EFSC's AS degree students to DSC. At that time, DSC offered its support of EFSC pursuing a BAS. College leadership also collaborated with DSC and Florida Tech senior officials to gain support of the EFSC BAS degree by providing research and evidence of the unmet in Brevard.

Subsequently, on October 13, 2013, EFSC's Vice President and Chief Learning Officer, Dr. Linda Miedema, met with Jeff Jones and Tony Walker from UCF to discuss the college's plans to move forward with additional BAS programs including the BAS in Computer Information Systems Technology. On October 15, 2013, Dr. Miedema, sent an email to Mr. Jones and Mr. Walker memorializing the discussions at this meeting (see Appendix C). This document addressed discussions with regard to the previously approved application for the BAS in Organizational Management and Health Care Administration and all "Proposed" BAS degrees at Eastern Florida State College. As set forth in this document and as addressed in the meeting between the individuals from both institutions, EFSC and UCF will endeavor to meet earlier in the process to allow for discussion on areas of potential concerns. No other concerns were addressed for the proposed programs.

Southern Association of Colleges and Schools (SACS)

On April 30, 2012 EFSC submitted a formal Letter of Notification to the SACS with a full substantive change prospectus submitted on September 15, 2012 for SACS Board of Trustee review in December 2012. SACS guidelines require a 12

month notice of action before the program begins and three months advance submission of the fall substantive change prospectus which includes evidence of seeking state application for the BAS designation. Approval to begin offering a BAS degree was provided by SACS in December 2012.

On October 24, 2013, SACS onsite team reviewed the current BAS and approved the Level Change to a 4 year bachelor degree institution. Written documentation of this approval was received in November 2013 (see Appendix S).

B. PROGRAM IMPLEMENTATION TIMELINE

Dates for Program Implementation Activities
The following table illustrates the date or date range for the requested implementation activities.

Table 3

Bachelor of Applied Science in Computer Information Systems Technology-Program Implementation Timeline

Activity	Date or Date Range
Assessment of Need & Demand	March 2013: BOT approval of local research & recommendations
Letter of Intent to SBE	July 30, 2013
Initial Proposal submitted	November 2013
Corrected Proposal submitted	February 2014
SBE Reviews BAS Proposal	March 2014
Letter of Intent to SACS	February 15, 2014
Recruitment of Faculty & Staff	January – March 2014
Begin Course Offerings	Fall 2014

Committee Structure
Following the submission of the Letter of Intent and initial BAS notification to SACS, the College engaged a Steering Committee for program development and implementation. The Steering Committee, comprised of faculty, staff and administration, focused on three activities, curriculum, student services and community input. The committee membership and the program of study are Appendix E. A sample of committee minutes is included in Appendix F & G

C. WORKFORCE DEMAND/UNMET NEED SPECIFIC TO PROGRAM AREA

Geographic Region Eastern Florida State College serves the 72 miles of Florida's Space Coast, Brevard County, Florida. Brevard is designated as Workforce Region 13.

Number of Current Jobs, Projected Jobs, and Annual Job Openings
The college conducted an analysis of regional labor market information, economic data on regional business and industry, the number of graduates produced by area educational programs, and survey data from stakeholder groups. The employment data cited in this proposal for occupations related to the proposed degree in Computer Information Systems Technology were obtained from Economic Modeling Specialists, Inc. (EMSI) Strategic Advantage product. Employment projections were derived using a six-year time period (2012-2018). EMSI data is a compilation of 92 government and private-sector databases, including the Florida Department of Economic Opportunity. According to the most recent Economic Modeling Specialists International Report (EMSI) the Brevard County occupational data for Computer Information Systems Technology and related professions reveals a total of 6,934 jobs in 2012 with current annual job openings in the region of 459 with only 412 regional completers to fill those opening. This leads to an immediate gap of 47

employees annually.

This same EMSI reports shows an estimated 11.0% growth in jobs to 7,699 in 2018 in Brevard County which is a growth in jobs in the amount of 765. Table 4 lists the current and projected employment needs by specific job classification for the next 6 years. Although the job growth does not equate to 765 new job openings annually, it does indicate a job field that is growing at a healthy rate and will continue to provide employment opportunities for years to come.

The only institution in Brevard County with the same program in CIP code 11.0401 is Florida Institute of Technology (Florida Tech). Florida Tech had a total of 14 completers in this program at the Bachelor's level in 2012. (see last page of Appendix N) By adding an affordable and flexible BAS in Computer Information Systems Technology to serve AS degree students in technical fields seeking management positions with Brevard manufacturing, technical, healthcare, and other high tech employers, EFSC will fulfill an unmet need in Brevard County.

The number of current jobs in this area of Computer Information Systems Technology and related fields in Brevard County is 6,934 with an expected growth to 7,699 by 2018, showing a job growth rate in Brevard County of 11%.

Table 4 below demonstrates the continual estimated growth for this occupation category.

Table 4
Employment Data for Occupations Linked to Computer Information Systems Technology
(2012-2018) Brevard County

Occupation Title (SOC Code)	Median Earnings	Employment		6 Year Growth	
		2012	2018	Number	Annual % Change
Computer Systems Analysts (15-1121)	$33.08	855	952	97	11%
Software Developers, Applications (15-1132)	$42.40	1508	1686	178	12%
Computer Network Architects (15-1143)	$28.82	449	479	30	7%
Computer & Information Systems Managers (11-3021)	$53.17	309	368	59	19%
Information Security Analysts (15-1122)	$36.34	42	56	14	33%
Software Developers, Systems Software (15-1133)	$51.21	1159	1294	135	12%
Computer User Support Specialists (15-1151)	$20.18	995	1121	126	13%
Web Developers (15-1134)	$17.45	293	351	58	20%
Computer Network Support Specialists (15-1152)	$28.40	290	322	32	11%
Computer Programmers (15-1131)	$38.83	1032	1069	37	4%
Totals		6,934	7,699	**765**	

Table 4A
Brevard only | Percentile Earnings for Target Occupations

$24.37/hr	$36.93/hr	$53.04/hr
10th Percentile Earnings	**Median Earnings**	**90th Percentile Earnings**
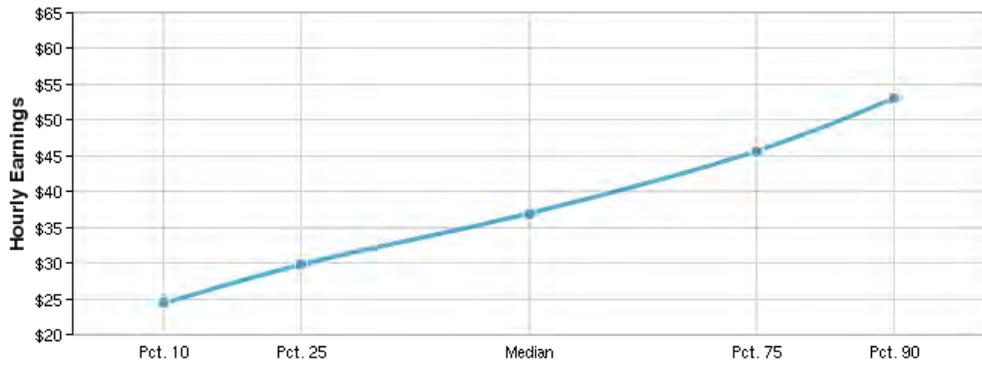
Data Sources and Calculations

Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

State Data Sources

This report uses state data from the following agencies: Florida Department of Economic Opportunity

Graduates in Program

In Brevard County, Florida Institute of Technology (Florida Tech) is the only institution offering a degree program in the 11.0401 CIP code. In 2012, a total of 14 students graduated with a Bachelor's Degree from Florida Tech in this program. The only other institution in the state with the same program (CIP 11.0401) is USF and while data did not show the number of program completers, the Florida Education and Training Placement Information Program (FETIP) showed a total of 5 students employed full time. Additionally, the University of Central Florida (UCF), offers a program in Information Technology under CIP Code 11.0103. The FETIP shows a total of 92 UCF graduates at the Bachelor's level in 2012.

CIP Code	Title	Institution	Award Level	Completions
11.0401	Information Science Studies	Florida Institute of Technology	Bachelors	14 (2012)
11.0401	Information Science Studies	University of South Florida	Bachelors	5*(2012)
11.0103 *(Similar CIP Code in Surrounding Area)*	Computer and Information Sciences General	University of Central Florida	Bachelors	92
TOTALS				**111**

- Indicates number of completers as number employed full or part time

While the EMSI report shows 412 regional completers for these targeted occupations, this number includes Associates, Bachelors, and Masters Degrees. State College FETPIP data shows 5 State Colleges offering programs in CIP code 11.0103- Information Technology, a program similar to this BAS application in Computer Systems Information Technology. Combined, these institutions had 27 completers (see Appendix U). (Daytona State College while listed on the FETPIP report, offers a program with a CIP code of 15.9999 which is identified as an Engineering program.)

Table 5

Regional Institutions	CIP Code	Program Title	2011-12 Enrolled	Completers
Broward College	11.0103	Information Technology	250	15
Fla. St. College at Jacksonville	11.0103	Information Technology Mgt.	205	12
Indian River St. College	11.0103	Information Technology and Security Mgt.	0	0
Palm Beach St. College	11.0103	Information Mgt.	118	0
Seminole St. College of Fl.	11.0103	Information Systems Technology	116	0
TOTAL				27

Based on the EMSI report (Appendix N) indicating 14 completers in this BAS program in Brevard County, combined with the information gleamed from the Florida Department of Education, Community College Technical Center and Florida Training and Placement Information Program (Appendix U) identifying a total of 138 completers from Regional State Colleges and Universities, the number of Bachelor's degree completers will not be sufficient to meet the employment demands. Looking at all regional completers, regardless of degree type, EMSI data reveals 412 completers for the 459 job openings in 2012.   This shows a current gap of 47 job openings. This need will be compounded by the projected 11% growth in related jobs over the next six years. This BAS program in Computer Information Systems Technology will provide Brevard County residents affordable access to a growing and profitable occupation.

Other Measures Considered

- The employment data for the BAS only reflects openings in areas linked to the occupational code for information systems, yet according to the Economic Development Commission of Florida's Space Coast labor market demographics 13% of Brevard's employment is in manufacturing and high tech fields. These area employers, such as Matrix Composites, expressed the need for managers with significant technical skills. The letter of support from the Director of Engineering states, "Matrix Composites is a full service provider to the aviation, military, space and commercial industries with particular emphasis on critical structures fabricated with polymeric composites. The Company applies superior design, analysis, prototyping, development, and manufacturing capabilities to produce vital high performance composite structures for demanding customers. To deal with our high technical demands and complex procedural management requirements, Matrix Composites supports Eastern Florida State College's proposal to offer a Bachelor of Applied Science in Computer Information Systems Technology. We would enjoy having available, exceptionally talented, technically competent individuals as a local resource that has a strong knowledge base related to the curriculum outlined in this program."

- According to the City Manager for the City of Cocoa, the community surrounding the Cocoa Campus, only 15.2% of residents over the age of 25 possess a bachelor's degree. The BAS will provide access to higher education to some of the most economically distressed neighborhoods in Brevard

D. FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA

Existing Facilities/Equipment

This BAS program will use multiple delivery modes including online, hybrid, and traditional face-to-face classes as well as flexible, convenient 8 and 12 week schedules to serve the full and part-time student. Existing classrooms, conference rooms, computer labs, and administrative spaces are sufficient. Initially, the courses will be offered on the Cocoa and Melbourne campuses with the administrative offices located in Cocoa. Both the assigned full time faculty and the advisor will travel to the Melbourne campus to meet students as needed. The Melbourne campus recently completed renovations to a classroom building that includes 30 classrooms and labs with advanced multi-media teaching capabilities. Additionally,

the Cocoa campus opened the Science, Technology, Engineering and Math (STEM) Annex with a 32 seat computer lab and an open, collaborative learning environment. In addition to the STEM Annex, BAS courses will also be offered in Building 1 on the Cocoa Campus. These two buildings are not a part of the general electrical grid for the campus and can be open for operation any day of the week without jeopardizing the college's energy conservation initiative. This will allow the College to explore additional scheduling options to accommodate the needs of full-time working students that may include a "weekend college" concept. The BAS program will have access to these facilities as well as other classroom space on both campuses.

New Facilities/Equipment Needed
EFSC will require minimal capital outlay for Information Technology equipment. Initial expenditures will be made to purchase equipment such as integrated routers, LAN switches, and servers. The college wide learning management system will enrich learning as online companions for traditional face-to-face courses and serve as the platform for the hybrid and full online courses. An annual review of the schedule and the classroom availability will be conducted with the Associate Vice President of Facilities to ensure students have a high quality learning environment as the program grows.

E. LIBRARY/MEDIA SPECIFIC TO PROGRAM AREA

Existing Library/Media Resources
Eastern Florida State College (EFSC) supports the research and educational needs of students, faculty and staff by providing access to library resources and services consistent with the degrees offered. Full-service libraries are available at the Cocoa, Melbourne, Palm Bay, and Titusville campuses. EFSC maintains a partnership with the University of Central Florida, operating joint-use libraries at the Cocoa and Palm Bay campuses. Existing resources relevant to the computer information systems technology systems degree include 64 print books, 351 ebooks from vendors such as Ebsco, Safari and ABC-CLIO, 30 audiovisual items (VHS and DVD), and access to 4,299 periodicals titles available from twelve online databases, as illustrated in Table 6.

Table 6 Count of Current Titles Supporting the BAS

Program	Print & Media (Cocoa)		Electronic		
	Books	VHS / DVD	ebooks	Databases	Online Periodicals
BAS in Computer Information Systems Technology	64	30	351	6	4,299

All students have access to online databases, ebook collections and online library instruction tutorials. Through a statewide reciprocal borrowing agreement, students and faculty also have access to library materials from Florida public colleges and universities, as well as materials from other libraries via interlibrary loan.

New Library/Media Resources Needed
Librarians consulted standard collection development resources (e.g., *Choice*, Basic business library: core resources and services) to identify additional resources needed to support the BAS in Computer Information Systems Technology and acquired recent print and electronic titles. They also consulted EFSC-faculty and librarians at other institutions offering similar programs. Because collection services and resources were selected to support 2-year programs, the EFSC libraries anticipate additional resources, materials, and books will be needed. The proposed budget for the BAS in Computer Information Systems Technology includes $34,261 in updated library resources for 2014-15, to be approved by the newly hired program faculty. For subsequent academic years, $11,449 is projected for annual license renewal for electronic databases and is included in the *Enrollment, Performance, and Budget Plan*, Operating Expense, Library Resources. The needed materials and the initial cost of increasing the collections are illustrated in Tables 7, 8, and 9.

Table 7. Summary of print and electronic titles, in support of BAS in Computer Information Systems Technology Program.						
	Print Books			eBooks		
Program	Current Titles	Titles Needed	Estimated Cost	Current Titles*	Titles Needed	Estimated Cost
BAS in Computer Information Systems Technology	64	100	$10,700	351	25	$2,800

*Note. Vendors: Ebsco, Safari, and ABC-Clio.

Table 8. Summary of audio visual titles, in support of BAS in Computer Information Systems Technology Program			
Program	Current Titles VHS/DVD	New Titles Needed (DVDs)	Estimated Cost
BAS in Computer Information Systems Technology	30	15	$ 1,950

Table 9. Summary of databases, in support of BAS in Computer Information Systems Technology Program		
Current Databases*	Databases Needed	
Titles (via LINCCweb)	Titles	Estimated Cost
▪ Computer Science eJournal Collection (Springer) ▪ Business Full Text (EBSCO) ▪ Business Source Complete (EBSCO) ▪ FMG on Demand (Film Media Group) ▪ GeneralBusinessFile ASAP (Gale) ▪ Safari Business & Tech Books Online (ProQuest) 1. Business Full Text 2. Business Source Complete 3. General BusinessFile ASAP	Applied Science and Technology Source ACM Digital Library Computer and Information System Abstracts **Estimated Total:**	$4,095 $3,630 $3,724 **$11,449**

*Note. Number of periodical titles totals 4,299

An additional adjunct librarian is needed to provide library services and baccalaureate program support beginning August 2014. A complete list of library resources needed for year one and the recurring costs are illustrated below in Table 10.

<table>
<tr><td colspan="2">Table 10. Summary of Year One (AY 2014-2015)
costs for new resources, in support of
BAS Computer Information Systems Technology Program.</td></tr>
<tr><td>New Resources Needed</td><td>Estimated Cost</td></tr>
<tr><td>Print books (Cocoa campus)</td><td>$ 10,700</td></tr>
<tr><td>ebooks</td><td>$ 2,800</td></tr>
<tr><td>DVDs</td><td>$ 1,950</td></tr>
<tr><td>Electronic databases (annual license fees) *</td><td>$11,449</td></tr>
<tr><td>Subtotal:</td><td>$ 26,899</td></tr>
<tr><td>Personnel; Librarian, Masters level; 105 contact hrs. per term *</td><td>$ 7,362</td></tr>
<tr><td>Total Year One Costs</td><td>$ 34,261</td></tr>
<tr><td colspan="2">*Note. Annual, recurring cost.</td></tr>
</table>

F. ACADEMIC RESOURCES SPECIFIC TO PROGRAM AREA

Number of existing full-time faculty

EFSC currently employs full and part-time faculty members in business and related associate degree programs who are credentialed to teach baccalaureate courses for the Computer Information Systems Technology program. Upon program approval, EFSC will hire a new full-time faculty member with a doctorate in Computer Information Systems Technology or related field. The primary purpose of the full-time faculty will be to teach upper-division courses and to provide overall program leadership. The college will comply with SACS Comprehensive Standard 3.7.1 and 3.5.4 guidelines for faculty teaching baccalaureate courses and the percentage of discipline course hours taught by faculty members holding the terminal degree. As the program grows, additional faculty members will be hired to comply with this standard of academic excellence. By 2015, the College projects a need for another full time faculty to support the program growth. In addition, the college plans to hire an academic advisor and a part-time administrative assistant to support upper-level students.

Table 11 lists existing full and part-time faculty who currently are credentialed to teach lower-division courses but who also qualify to teach upper-division coursework for the proposed baccalaureate degree.

Table 11 Existing Full-time and Part-time Faculty

Name	Status	Degree Credentials
Vanderveer, Ronald	Full-time	MS Computer Education-Florida Institute of Technology
Nghiem, Vihn	Full-time	PhD Computer Engineering-University of Florida
Bourke, Carol	Full-time	EDD Curriculum 18 grad semester hours computer science-UCF
Kise, Chuck	Full-time	MS Math Computer Education-Nova Southeastern University
Payne, Beverly	Full-time	MA Computer Resources-Webster University
Cardinale, Nelly	Full-time	EDD education Northeastern University, 18 grad credits computer science
Decker, Ross	Full-time	MS Network Architecture-Capella University
Gallagher, Stephen	Full-time	MS Computer Science-Fairleigh Dickinson University
Garver, Gregory	Full-time	MS Computer Science-Florida Institute of Technology
Johnson, Steven	Full-time	EDS Science education-Florida Institute of Technology, MS computer
Kahler, Richard	Full-time	MS Computer education-Florida Institute of Technology
Rodowicz, Edward	Full-time	MBA Aviation-Embry-Riddle, 24 grad credits computer science
Russo, Claude	Full-time	MBA Business-Florida Institute of Technology, 18 graduate credits computer science
Kern, Linda	Full-time	MS Engineering Industrial & Management Systems-Arizona State University
Shedrow, David	Full-time	MS Computer Science-NY College
Vermuri, Padma	Full-time	MS Computer Science-Florida Institute of Technology

Whitehead, Keith	Full-time	MS Information Technology-Florida Institute of Technology
Hesher, Bruce	Full-time	MS Computer Science-Webster University
DiBartolo, Salli	Full-time	MS Business University of South Florida,19 grad credits computer science
Vanderveer, Ronald	Full-time	MS Computer Education-Florida Institute of Technology
Batista, Amina	Part-time	MS-Computer Education-Florida Institute of Technology
Brandt, Alicia	Part-time	MS-Computer Science-University of California
Daniels, David	Part-time	MS-Computer Science-Florida Institute of Technology
Fischer, Stephen	Part-time	MS-Computer Science -Florida Institute of Technology
Miller-Kermani, Donn	Part-time	PhD Operations Research, MS Computer education-Florida Institute of Technology
Dionne, Marian	Part-time	MS Computer Science-Florida Institute of Technology
Eisler, Andres	Part-time	EDS Computer Technology in Education-Nova SouthEast
Woodrow, Warren	Part-time	MS Science Education, 20 graduate credits in Computer Science-Florida Institute of Technology
Colomberti, Alberto	Part-time	MS Computer Science-Florida Institute of Technology
Dale, Sarah	Part-time	DOMGT-Management, MA Computer Resources Info Management-Webster University
Elder, John	Part-time	MS Computer Information Systems-Florida Gulf
Foster, Delmar	Part-time	MA-Computer Resources Information Management-Webster University
Gravelat, Pierre	Part-time	MS-Computer Information Systems-University of Central Florida
Hrezo, Gary	Part-time	MS Computer Science-Florida Institute of Technology
Johnson, Richard	Part-time	MS Computer Science-University of West Florida
Peterson, Karen	Part-time	MS Computer Science-Rensselaer Polytech Institute
Ray, Kristal	Part-time	DCS-Computer Science-Colorado Technical University
Richardson, Darlene	Part-time	MA Computer Resources Info. Mgmt-Webster University
Sackey, Winifred	Part-time	MS Computer Science-University of Central Florida
Vasquez, Jorge	Part-time	MS Computer Science-West Virginia University
Wilson, Susan	Part-time	MS Computer Science-University of West Florida
Xie, Xin	Part-time	MS Computer Info Systems-Florida Institute of Technology

Anticipated Instructional Support Personnel

As indicated, the college will supplement the new full-time faculty to serve as the Department Chair for the Computer Information Systems Technology program. In this role the faculty will schedule courses, interview adjuncts, and review credentials in coordination with the Vice President of Academic Affairs. The College has hired a full time student advisor dedicated to serving the BAS students from admission through completion. Initially, existing library staff will suffice; as the program grows an adjunct librarian will be hired as outlined in the *Enrollment, Performance and Budget Plan.* In addition, the College will support the BAS department with a part-time Administrative Assistant to work with the Department Chair and the Advisor.

Additional Information Related to Academic Resources
No additional academic resources are needed for this program.

G. COST TO STUDENTS

Estimated Four-year Cost at FCS Institution
The estimated cost (tuition and fees) for 120-credit hour program at EFSC is $13,951.00 based on 2013-14 rates. This cost is based on current tuition and fees for an AS/AA degree and an estimate of tuition and fees for the upper division coursework. The fees used for this calculation include financial aid, student activity, capital improvement, technology, and proportionate distance learning fees. The following is a breakdown of anticipated student tuition for the BAS program.

Lower division:	60 credit hours x $104/credit hour	= $6,240.00
Upper division:	60 credit hours x $128.51/credit hour	= $7,711.00
Total Estimated Cost:		**$13,951.00**

Estimated Cost for State University in Service District

The estimated cost for four years of study at the state university in the service district, UCF-Brevard Campus, is summarized in Table 12. The estimate reflects the 2012-13 tuition and fees posted online by UCF for baccalaureate programs related to the EFSC proposed BAS program.

Table 12 Estimated 2013-14 Four-Year Cost of Study State University in EFSC Service District

	Tuition & Fees (per credit)	Four-year Cost (120 credits)
University of Central Florida	$210.57	$25,268.00

Source: University of Central Florida Tuition and Fees: http://tuitionfees.smca.ucf.edu/

Estimated Cost for Non-public Institution in Service District

The estimated tuition and fees is included in Table 13 for four years of study at one non-public institution with operations in Brevard's service district, Florida Tech. Florida Tech calculates tuition and fees for a full-time student for a semester taking 12-19 credit hours. The tuition and fees below are based on an average of 15 credit hours per term to complete a 120 credit hour program in a non-engineering field at Florida Tech.

Table 13 Estimated 2013-14 Four-Year Cost of Study Nonpublic Institution in EFSC Service District

	Tuition & Fees (per credit)	Four-year Cost (120 credits)
Florida Institute of Technology	$1552.00	$148,960

Source: Florida Institute of Technology Tuition and Fees: http://www.FloridaTech.edu/registrar/registration/tuitionchrgs.php

Note: All Florida residents attending Florida Tech receive a Florida Resident Access Grant. The current grant amount is $2,150 divided over the two main semesters.

H. ACADEMIC CONTENT

Admission Requirements

The BAS in Computer Information Systems Technology is an open access program. Admission criteria require that students will have an AS from a U.S. accredited institution with a 2.0 GPA. Students with and earned AA degree from a U.S. accredited institution will be reviewed for admission on a case by case basis. The Associate in Applied Science degree does not meet the admission criteria for the proposed baccalaureate degree program. Each student will work with the designated BAS advisor to build an individualized program of study based on the degree and the concentration selected. AA graduates will have completed the general education requirements but will work closely with an advisor to complete any and all technical credit hours during the third and fourth years. Students will work with the BAS advisor to select appropriate technical electives.

1. General Admission Requirements:
- Admission to EFSC.
- Submission of a completed application to the baccalaureate program indicating a specialization including a one-time application fee.
- Completion of an AS degree with at least a 2.0 grade point average on a 4.0 scale from a U.S. accredited institution prior to upper division acceptance. AA degree holders will be reviewed for admission on a case by case basis.
- All general education credits fulfilling Gordon Rule requirements must be completed with a grade of "C" or higher.
- Submission of official transcript(s) indicating the coursework taken and the degree(s) awarded.
- Submission of official, final high school transcript or GED with date of graduation.

2. Requirements Related to a Particular Specialization:

General Computer Information Systems Technology
- An AS degree in business or technical related fields similar to the following AS degrees offered by EFSC:

Aerospace Technology, Business Administration and Management, Chemical Technology, Computer Information Technology, Computer Programming and Analysis, Drafting and Design Technology, Engineering Technology, Graphics Technology, and Networking Services Technology.

The proposed BAS in Computer Information Systems Technology will require some identified prerequisites for the CIP code 11.0401. Included is a copy of the latest page from the CPCM for the CIP Index for this program.

The following are listed as lower level courses needed for this degree (see Appendix J).

Course	Title	Credits
COP 2334	C++ Programming	3
COP XXXX		3
MAC X311	(MAC 1311 Calculus 1)	5
MAC X312	(MAC 2312 Calculus 2)	5
PHY X048	(PHY 2048 General Physics 1)	4
PHY X049	(PHY 2049 General Physics 2)	4
	With lab (PHY X049C)	

Faculty credentials
EFSC currently has well qualified faculty to teach current associate degree level courses. The college will follow the SACS Principles of Accreditation 3.5.4 and ensure that at least 25% of the upper-level course offerings in the program are taught by faculty with a terminal degree. Although current faculty may teach some upper-level courses, the College will hire a new full-time lead faculty member with a terminal degree in the discipline to administer and teach in the program. This faculty member will be hired after the College receives State Board of Education and SACS approval and the position will require a terminal degree in the business/management area.

During the first year of the program, full-time faculty will teach at least 50% of the upper-level offerings. In addition, other full-time faculty as part of their load will be scheduled to teach in the BAS program. The College will hire current part-time faculty and recruit additional doctoral level adjuncts. All upper division courses will be taught by faculty who have at least a Master's degree and 18 graduate semester hours in field. A conservative estimate of the percentage of courses that will be taught by faculty with terminal degrees in field is 60% depending on the exact specialization considered. Currently, there are two full-time and two active adjunct faculty that hold appropriate terminal degrees teaching this Computer Information Systems Technology Program.

Anticipated average student/teacher ratio
In the first year based on enrollment projections as stated in the *Enrollment, Performance and Budget Plan* form the average teacher/student ratio will be 1:20.

SACS Accreditation Plan
EFSC submitted the SACS application prospectus for substantive change from a Level I institution to a Level II institution on September 15, 2012 for consideration at the SACS Board of Trustees' meeting in December. Upon approval from the State Board of Education and the SACS Board of Trustees the earliest date the College will be able to offer any upper level courses is fall 2014.

Other Specialized Accreditation Plans
There are no plans at this time to pursue any specialized accreditations for this degree.

Courses by Term for the Final Two Years of the BAS Program
The BAS in Computer Information Systems Technology consists of 120 credit hours, comprised of 36 credit hours of general education courses, 24 credit hours of lower level core and specialized courses, and 36 credit hours of upper level

core courses plus 24 credit hours in the specialization chosen. This information is displayed in Table 14.

Table 14 Credit Hour Breakdown for BAS Degree in Computer Information Systems Technology

Course Type	Number of Credit Hours
General Education Courses	36
Lower Level Specialized Courses	45
Upper Level Common Core Courses	6
Upper Level Specialized Courses based on Concentration	33
Total Credits	120

The BAS in Computer Information Systems Technology is designed for maximum flexibility for associate degree holders. Students entering with an AS degree with 60 credits would articulate from the associate's degree with most students having completed a minimum of 15 credit hours of general education and 45 credit hours of lower level specialized courses. (Once accepted into the BAS program these students would complete an additional 60 credit hours which includes 33 hours of upper level courses in their specific concentration.)

Students who have an AA degree may articulate into this program, but their transcripts will be reviewed on a case by case basis. Once accepted into the program these students may need to complete additional credit hours of lower level specialized courses depending on their specialization.

In addition to the above course requirements, all BAS students will be required to meet the State of Florida foreign language requirement. Students who did not complete the foreign language requirement in high school or before acceptance into the program will need to complete an additional eight credit hours of sequential foreign language before graduation. Internship courses will be made available for new students. Summary Program study is below:

Students with A.A. Degree	Credit Hours
General Education	36
A.A. Electives (Program Prerequisites)	24
Total	**60**
Students with A.S. Degree	**Credit Hours**
A.S. General Education	15
Program Specific	45
Total	**60**

Upper Level	Credit Hours
Upper Level General Education	21
Upper Level Core	6
Upper Level Specialized	33
Total	**60**

Table 15 - List of Upper Level Courses by Common Core & by Specialization

Common Upper Level Core Courses (6 credits)		
COM 3120	Organizational Communication	3 credits
ISM 3013	Introduction to Information Tech Management	3 credits
Specialization in Networking Systems (33 credits) from the following:		

COP 3703	Database Design/Architecture	3 credits
COP 3330	Object Orientated Programming	3 credits
COP 4655	Application Development for Mobil Devices	3 credits
ISM 3113	Information Systems Analysis and Design	3 credits
COP 4425	Web Applications Development	3 credits
COP 4813	Web Applications Programming	3 credits
CNT 3406	Information Security Management	3 credits
ISM 4220	Network Management for Information Professionals	3 credits
COP 3813	Internet Programming	3 credits
ISM 3324	Applications in Information Security	3 credits
ISM 4300	Information Systems Operations Management	3 credits
COP 4930	Internship	3 credits
Specialization in Program Development/Software Development (33 credits) from the following:		
CEN 3024	Software Development 1	3 credits
CEN 4025	Software Development 2	3 credits
COP 4655	Application Development for Mobil Devices	3 credits
CEN 4341	Platform Technology	3 credits
ISM 3320	Information Systems Control	3 credits
ISM 3232	Software Essentials	3 credits
CEN XXXX	Software Configuration	3 credits
CNT 3702	Infrastructure and Facilities Planning	3 credits
ISM 4220	Network Management for Information Professionals	3 credits
CNT 4798	Emerging Information Technologies	3 credits
COP 4930	Internship	3 credits

Table 15 - List of Upper Level Courses by Common Core & by Specialization cont…

Specialization in Computer Project Management (33 credits) from the following:		
COP 3703	Database Design/Architecture	3 credits
CIS 3510	Project Management	3 credits
MAN 4883	Project Management Specialist	3 credits
CEN 4722	Human Computer Interaction	3 credits
ISM 3324	Applications in Information Security	3 credits
ISM 4314	Project and Change Management for Technology	3 credits
ISM 3113	Information Systems Analysis and Design	3 credits
ISM 4300	Information Systems Operations Management	3 credits
MAN 4504	Operational Decision Making	3 credits
COP 4858	Integrative Programming & Technology	3 credits
COP 4930	Internship	3 credits

Relevant Associate in Science Programs at EFSC

The BAS degree is designed for maximum flexibility to move technician trained individuals into mid-management level employment with Brevard's many manufacturing, technical and health employers. The compatible AS degrees aligned for the General Computer Information Systems Technology concentration include Aerospace Technology, Business Administration and Management, Chemical Technology, Computer Information Technology, Computer Programming and Analysis, Digital Television/Digital Media Production, Engineering Technology, Networking Services Technology, Computer Specialist, and Web Development Specialist.

Students wishing to enter the BAS with an earned AA degree will be reviewed on a case by case basis and may be required to take up to 21 credit hours of technical electives selected in collaboration with an advisor. By taking the technical electives from the list of CCC's below, students will have the added benefit of potentially earning a CCC complimenting the AA and BAS degree. However, if the CCC is longer than the prescribed 21 credits, the students will not be required to complete the additional credits to earn the BAS degree. Likewise, if the CCC is shorter than the required 21 credits, the student can select courses from related CCC's to compliment the degree. Using the structure of the CCC's as technical electives for the BAS, provided students with a focused course of study and allows the student to tailor the technical skills to meet their workforce goals. Students will be strongly encouraged to work with the BAS advisor to select technical electives to align with intended career goals.

Table 16
College Credit Certificates approved for Technical Electives

Accounting Technology Management (27 credits)	Cisco CCNA (12 credits)
Accounting Technology Operations (18 credits)	Composite Fabrication and Testing (19 credits)
Accounting Technology Specialist (12 credits)	Drafting (24 credits)
Alternative Energy Systems Specialist (18 credits)	Engineering Technology Support Specialist (20 credits)
Applied Technology Specialist (16 credits)	Entrepreneurship Operations (25 credits)
AutoCad Foundations (12 credits)	Help Desk Specialist (18 credits)
Broadcast Production (24 credits)	Human Resource Administrator (21 credits)
Business-Management Specialization (24 credits)	Information Technology Technician (21 credits)
Business-Marketing Specialization (24 credits)	Oracle Certified Database Administrator (15 credits)
Students will not be required to take all of the courses in the CCC's.	

Limited Access
The proposed BAS program is not a limited access program.

I. ENROLLMENT, PERFORMANCE AND BUDGET PLAN

The first year enrollment is estimated to be 125 students with a projected 25% enrollment growth each year for the first four years. Estimated fourth year student enrollment is 195 students generating approximately 2,592 credit hours based on full-time student load of 12 credits per term.

The total first academic year budget for the BAS degree, including personnel, is $637,081. The anticipated tuition generated is $275,370 plus an allocation of $339,552 from the current Florida College System Program Fund appropriation. The College has committed $26,509 from unrestricted fund balance to cover the first year expenses. Revenue will come from current state funding and tuition and fees. Per statutory allowance, our institution may increase tuition up to 5% for students enrolled in BAS programs. This will generate additional revenue and any gaps in needed student tuition dollars will be provided by our college Foundation. The college will receive additional tuition revenue from students needing to complete general education or technical elective courses. This influx is not expected to require additional full-time faculty initially but will better fill current course offerings or require additional sections to be added. In the event state funds are not available, the college has adequate revenues in its fund balance to ensure full funding of the program.

Table 17
FLORIDA COLLEGE SYSTEM
ENROLLMENT, PERFORMANCE AND BUDGET PLAN

COLLEGE NAME: *EASTERN FLORIDA STATE COLLEGE* **CONTACT NAME:** Cindy Anderson, Controller

DEGREE NAME: Bachelor of Applied Science - Computer Information Systems Technology **PHONE NUMBER:** 321.433.7046

	PROJECTED 2013-14	PROJECTED 2014-15	PROJECTED 2015-16	PROJECTED 2016-17
I. PLANNED STUDENT ENROLLMENT				
A. Student Headcount	0	125	156	195
B. Upper Division Student Credit Hours Generated **(Resident)**	0	3,000	3,744	4,680
Upper Division Student Credit Hours Generated **(Nonresident)**	0	0	0	0
Upper Division Total Student Credit Hours Generated **(Resident and Nonresident)**	**0**	**3,000**	**3,744**	**4,680**
C. Upper Division Student FTE (30 Credit Hours) - **(Resident)**	0.0	100.0	124.8	156.0
Upper Division Student FTE (30 Credit Hours) - **(Nonresident)**	0.0	0.0	0.0	0.0
Upper Division Student FTE (30 Credit Hours) - **(Resident and Nonresident)**	**0.0**	**100.0**	**124.8**	**156.0**
II. PLANNED PERFORMANCE	**2013-14**	**2014-15**	**2015-16**	**2016-17**
A. Number of Degrees Awarded used	0	0	26	26
B. Number of Placements	0	0	0	0
C. Projected Annual Starting Salary	$0	$0	$42,000	$48,000
III. PROJECTED PROGRAM EXPENDITURES	**2013-14**	**2014-15**	**2015-16**	**2016-17**
INSTRUCTIONAL				
1. Faculty Full-Time FTE	0.25	3.1	3.7	5.0
2. Faculty Part-Time FTE	0.00	2.1	2.8	3.0
1. Faculty Full-Time Salaries/Benefits	10,250	117,975	129,975	211,950
2. Faculty Part-Time Salaries/Benefits	0	42,000	54,800	60,000
3. Faculty Support: Lab Assistants, etc	0	0	0	0
OPERATING EXPENSES				
1. Academic Administration	2,858	56,433	67,593	81,633
2. Materials/Supplies	500	1,500	500	500
3. Travel	0	3,000	3,000	3,000
4. Communication/Technology	0	0	0	0
5. Library Support	0	11,449	11,792	12,146
6. Student Services Support	12,901	108,003	123,362	199,671
7. Professional Services	0	0	0	0
8. Accreditation	0	29,000	0	0
9. Support Services	0	192,301	233,853	310,153
CAPITAL OUTLAY				
1. Library Resources	0	34,261	11,449	11,449
2. Information Technology Equipment	0	16,500	12,000	0
3. Other Equipment	0	2,500	2,500	2,500
4. Facilities/Renovation	0	0	0	0
TOTAL PROJECTED PROGRAM EXPENDITURES	**$26,509**	**$614,922**	**$650,824**	**$893,002**
IV. NATURE OF EXPENDITURES				
1. Recurring	26,509	532,661	624,875	879,053
2. Nonrecurring	0	82,261	25,949	13,949
TOTAL	**$26,509**	**$614,922**	**$650,824**	**$893,002**
V. SOURCES OF FUNDS				
A. REVENUE				
1. Special State Nonrecurring	0	0	0	0
2. Upper Level - Resident Student Tuition Only		275,370	343,662	429,577
Upper Level - Nonresident Student Fees Only	0	0	0	0
Upper Level - Other Student Fees	0	0	0	0
3. Contributions or Matching Grants	0	0	0	0
4. Other Grants or Revenues	0	0	0	0
5. College Program Funds	0	339,552	307,162	463,425
6. Unrestricted Fund Balance	26,509	0	0	0
7. Interest Earnings	0	0	0	0
8. Auxiliary Services	0	0	0	0
9. Federal Funds - Other	0	0	0	0
B. CARRY FORWARD	0	0	0	0
TOTAL FUNDS AVAILABLE	**$26,509**	**$614,922**	**$650,824**	**$893,002**
TOTAL UNEXPENDED FUNDS (CARRY FORWARD)	**$0**	**$0**	**$0**	**$0**

Budget Narrative

EFSC's budget expenses in the 2013-14 reflect the April to June expenses for hiring the faculty/department chair ($10,250 and $2,858) and advisor ($12,901) to start the program. EFSC estimates costs of $614,922 for the August 2014 start of the BAS in Computer Information Systems Technology. Salaries and benefits comprise $227,857 with $159,975 devoted to direct instruction; $56,433 for academic administration and support services; and $11,449 for library support.

Nonrecurring startup costs include library resources ($34,261), the full-time instructor/Program Manager's computer system ($2,500), accreditation expenses including consultant services ($29,000), and information technology equipment ($16,500).

Current facilities can accommodate the new program without construction or renovation. EFSC is not charging professional services to the program.

Instructional
Faculty-Full Time and Part Time: The total amount $159,975 budgeted for direct instruction in Year 1 represents an instructional load of 3.1 FTE (the full-time faculty member/Program Manager and 2.1 FTE in full-time faculty overloads) and 2.1 FTE for additional part-time faculty. The full-time faculty member/Program Manager will have a terminal degree. This faculty member in consultation with other college business faculty develops curriculum, makes textbook decisions, and participates in library acquisitions. To accommodate projected growth of 150 students in 2015-16, a second terminal degreed, full-time faculty will be hired.

Operating Expenses

Academic Administration $56,433. The full-time faculty member receives an annual stipend and fringe of $11,433 to manage the program and serve as the Department Chair. Additional support costs of $45,000 were calculated using the Academic Support costs per FTE from the Cost Analysis report.

Materials/Supplies. An initial $500 is budgeted in year 2013-14. Thereafter, $1500 is budgeted for year 2014-15 and reoccurring costs of $500 for subsequent years.

Travel. Recurring expenses of $3,000/year are budgeted for in and out of district mileage and all expenses related to professional development such as conferences.

Library Support. Initially, the college will expend the sum of $34,261 in the 2014-15 academic year for library materials and support of this program. Thereafter, a reoccurring sum of approximately $11,500 will be spent in this area for continued library support for the BAS program in Computer Information Systems Technology.

Student Services Support. Includes recurring salary and benefits for a full-time position in student services devoted to the BAS students are $108,003 in 2014-15 with an increase budgeted each subsequent year. This position provides general advising and student support.

Support Services $192,301. This amount includes Institutional support costs per FTE and the annual Physical Plant costs from the 2011-12 Cost Analysis report. Additionally, this sum includes recurring expenses to support a 20 hour per week administrative support specialist with 3% increase each subsequent year.   By the 2015-16 academic year, this position will convert to full time to support the additional faculty and advisor needed to serve the projected 156 students.

Capital Outlay

Library Resources/Other Equipment. First year nonrecurring library expenses of $34,261 add an estimated 25 e-books, 100 print books, several new databases, and 30 DVD's to the current collection. The nonrecurring other equipment expense of $2,500 provides a computer, printer, and screen for full-time faculty member/program manager. Information technology equipment for $16,500 will be purchased in the first year supplementing EFSC's multimedia classrooms to accommodate additional students.

Sources of Funds

The projected first year enrollment of 125 will generate $275,370 plus an allocation of $339,552 from current Florida College System Program Fund appropriation. The College has committed $26,509 from the unrestricted fund balance for the 2013-14 year to cover the expenses. Revenue will come from current state funding and tuition and fees. The college will receive additional tuition revenue from students needing to complete general education or technical elective courses. Per statutory allowance, our institution may increase tuition up to 5% for students enrolled in BAS programs. This will generate additional revenue and any gaps in needed student tuition dollars will be provided by our college Foundation.

J. PLAN OF ACTION IF PROGRAM MUST BE TERMINATED

In the event the program enrollment, completion, and placement data indicate that the program is not viable and is to be terminated, a timeline for notification and closure consistent with college policy will be implemented. Students will be given appropriate notice and guidance to complete the program, faculty will be reassigned, and SACS will be duly notified of the strategic teach-out plan for program closure.

If a program is recommended and approved for closure by the faculty and the Academic Affairs Council (AAC), the college is committed to providing an opportunity for students currently in the program to complete, or to provide students with the proper guidance to change majors where appropriate. Students making adequate progress in the program who have maintained continuous enrollment and have the approved program as their declared major will be invited to an advisement session to create a plan for completion within the designated time frame. Continuous enrollment is defined as enrollment in at least one credit course in both the fall and spring terms each academic year. Based on the Governing Catalog rule, students making adequate progress will have a maximum of five years to complete the program.

Faculty and staff will be informed of the program closure through email notification including student guidance guidelines and contact information to facilitate a smooth program close out.

Students in the declared major to be closed will be sent a letter and email notification of the impending program closure and outline specific advisement support available. Based on the data analysis, the response from the letters, and the advisement sessions, the college will develop a schedule of the classes or suitable substitutions that will enable students to complete the program in a timely manner.

K. SUPPLEMENTAL MATERIALS

Supplemental materials include labor market reports, student and employer survey results, committee membership, and excerpts of meeting minutes from Board of Trustee, Provost Council and UCF meetings. Complete meeting notes are available upon request but due to space limitations excerpts were compiled. Eastern Florida State College has received many letters of support for the proposed baccalaureate degree program in Computer Information Systems Technology from a variety of constituents. All letters of support are included in Appendix Q; Table 18 provides a list of all letters received.

Table 18 Letters of Support

Agency	Representative	Program
Brevard County Sheriff's Office	Wayne Ivey, Sheriff	BAS Computer Information Systems Technology
Brevard Workforce	Marci Brilley, Vice President	BAS Computer Information Systems Technology
City of Melbourne	Kathleen Meehan, Mayor	BAS Computer Information Systems Technology
City of Palm Bay	William Capote, Mayor	BAS Computer Information Systems Technology
Craig Technologies	Carol Craig, CEO	BAS Computer Information Systems Technology
Daytona State College	Carol W. Eaton, President	BAS Computer Information Systems Technology
Fla. Institute of Technology	T. Dwayne McCay, COO	BAS Computer Information Systems Technology
Kegman Inc.	Steven P. Kelnhofer, Director of Operations	BAS Computer Information Systems Technology
Parrish Medical Center	George Mikitarian, Chief Executive Officer	BAS Computer Information Systems Technology
School Board Brevard Co.	Debra Pace, Assoc. Superintendent	BAS Computer Information Systems Technology
School Board Brevard Co.	Janice Scholz, Career Technical Education	BAS Computer Information Systems Technology

APPENDIX A <u>Excerpts from District Board of Trustees Meeting Minutes</u>

The following are excerpts from Excerpts from the District Board of Trustees Meeting Minutes.

January 24, 2011
Mr. Charpentier made a motion requesting that the administration look into the local demand and supply for Baccalaureate degrees in various disciplines that would be applicable given the economic and vocational need of Brevard County, gather the data necessary to allow for a comprehensive review of the subject by the Board of Trustees, that this be done in concert with UCF and Florida Tech and with input from Eastern Florida State College faculty and students as deemed most accurate by the administration.
Action: motion carried by unanimous vote. Those voting in favor: Charpentier; Sansom; Harris; Landman; and Sibley.

March 21, 2011
Dr. Drake reported the College is finalizing appointments to an ad hoc committee to include one representative from the Florida Institute of Technology and one from the University of Central Florida. The College is also assessing the need as perceived by current BCC students.
Action: No action required.

June 20, 2011
Dr. Furlong delivered a presentation concerning the Four-Year Degree Program Needs Assessment. Mr. Harris moved to continue to retain Dr. Furlong to assist the College with the needs assessment.
Action: motion carried by unanimous vote. Those voting in favor: Sansom; Harris; Landman; and Sibley.

August 15, 2011
Dr. Drake stated he is meeting with Dr. Furlong in the very near future. He also stated that Dr. Furlong was retained, in part, to ensure that as a two year institution BCC is meeting the needs of its students, their current or prospective employers and the economic development of the region. Dr. Drake went on to say he wants to be sure we are giving maximum attention to the strong partnership we have with the University of Central Florida and the Florida Institute of Technology.

October 17, 2011
Dr. Miedema delivered a presentation concerning the prospect of four -year degree programs. Mr. Charpentier indicated that a motion was in order to ask Dr. Miedema, along with the administration, to provide a timeline to the trustees regarding this issue.
Action: Motion carried by unanimous vote. Those voting in favor: Charpentier; Harris; Landman; and Haley.

December 12, 2011
1. Dr. Richey asked Dr. Miedema to provide a timeline from the previous meeting and where the College administration is regarding that timeline. Dr. Miedema stated that after reviewing the most recent targeted occupational list for Brevard County, it was her recommendation that the College should approach any new programs from the basis of workforce placements. Dr. Miedema also reiterated that the College administration is reviewing data and preparing to make recommendations for two-year programs, certificates, and also four-year programs, with the intention of discussing the latter with the University of Central Florida in the context of the Two Plus Two model, as well as with Florida Tech and potentially other providers.
2. To date, the data reviewed suggests unmet local needs for three four-year programs: business, health-care administration, and nursing. The two-year programs for which there are unmet local needs and/or emerging employment opportunities are: aviation maintenance and management; cyber security; food-service management; and physical therapy assistants. The college-credit certificates are: diagnostic medical stenographers; police, fire and ambulance dispatchers; health-care technologists and technicians; manufacturing and machining technicians; audio and visual equipment technicians; and electricians.

3. In response to a question from Mr. Landman, Dr. Miedema that that the data-gathering timeline for the surveys would span approximately one month

March 19, 2012

Dr. Richey stated that on March 21, 2011, the Board of Trustees requested that research be conducted concerning this topic. The objective of the research was to determine what, if any, four year programs would directly benefit the local community by providing educational programs that could lead to local employment.

The first step in the process occurred last spring consisting of a student survey asking five questions, the results of which were tallied from 1,986 responses. The questions and responses were: Are you in favor of four year programs? (92% responded affirmatively.) Would you continue your education at Brevard Community College if four-year degrees were available? (85% responded affirmatively.) What method of instruction would you prefer? (73% were in favor of both on-campus and online delivery methods, similar to what the College is doing now.) How many of the campuses should offer baccalaureate degrees? (66% favored offering the programs at all four campuses.) And, what area should you study at the baccalaureate level? (55% replied in favor of health-related and business programs.)

From there, Dr. Richey continued, the Board of Trustees instructed the administration to look more closely at the possibility of offering bachelor's degrees. Further research that the College conducted regarding targeted occupations for Brevard County indicated that more than 6,100 new management-related jobs are created annually, and that there is an ongoing unmet need for nurses and other health-care workers. The average salary for these jobs is approximately $58,000 annually. The College's research also yielded that approximately 1,700 jobs with annual salaries ranging from $30,000 to over $60,000 are created every year in this demographic area.

Next, the educational preparation for each of those employment opportunities was explored. Based on this research, Dr. Richey stated, three potential bachelor degree programs were presented by the administration to the Board of Trustees. The Board directed further research be conducted for the following programs: Bachelor of Applied Science and Healthcare Management; Bachelor of Applied Science and Supervision Management; and Bachelor of Science in Nursing. The survey results showed that employers are anticipating numerous jobs but do not have qualified employees with the educational background for these jobs at this point in time.

The next step was to determine the best way to meet the demand. In exploring the options, the College reached out to the administration of the University of Central Florida to discuss collaborative efforts toward baccalaureate programs. This approach, Dr. Richey added, is consistent with the spirit of the consortium agreement which the College entered into with UCF several years ago. In response to all of the above, Dr. Richey commented, the following plan is now being recommended to the Board of Trustees:

1. Brevard Community College should consider developing an agreement between Brevard Community College and University of Central Florida to allow students who would enroll in the Associate degree Nursing Program at BCC to concurrently enroll in a bachelor's degree in nursing at UCF.

2. Brevard Community College should develop a Bachelor of Applied Science (BAS) and Information Systems Technology with a general-management concentration and a health-care concentration.

The research does not show any local educational partner is offering, nor has plans to offer, a BAS in Information Systems Technology to the Associate of Science and Associate of Arts students. Both of the initial offerings would share common core courses and take different substantive tracks primarily in the fourth year of study. In the future, the scope of this degree program can be narrowed and tailored to meet the ongoing needs of local employers.

As a result of the findings, Dr. Richey commented, the Board of Trustees should be aware that the College has begun strategic planning in a number of related areas. First in the area of curriculum, the framework for the BAS in Information Systems Technology has been established by the Florida Department of Education and requires 120 credit hours (60 at the associate-degree level, and 60 at the BAS level), none of which will necessitate new classrooms or new laboratories. Dr. Richey supplied to each trustee an outline of the proposed curriculum, and added that students will be surveyed to determine the appropriate time and location of coursework prior to the start of this program.

All BAS graduates will have an internship and will be established in the area of interest to provide the student with real like work experience. Templates for such agreements with local employers have already been established, according to Dr. Richey.

In terms of faculty, it is anticipated that only one additional full-time faculty member will be required and two to three adjunct (part-time) faculty members will be needed initially. In addition, one of the existing full time faculty members will be appointed as the founding department chairperson for the BAS program.

From a management perspective, the new program will have sufficient administrative support and will report to the Department Chair, then to the Chief Learning Officer, and then to the President. In addition, a Community Advisory Committee will be created to review the curriculum and the overall effectiveness of the BAS program.

From the admissions perspective, students will be admitted to the BAS program upon successful completion of an AA or AS degree with a 2.5 GPA along with other requirements.

Future planning will be conducted several areas, one being curriculum development and student learning outcomes. The College is estimating the first classes to have approximately 125 students and will increase the course offerings as the community needs increase. Based on the data from other colleges who have initiated similar programs, the College anticipates a growth of several hundred (and potentially thousands) during the next three to five years.

According to the budget, estimated expenditures should be approximately $175,000 in terms of those initial students on an incremental basis, but the additional revenue will offset the expenses and hence should not have a negative impact from a financial perspective. The tuition-and fees charges are set statutorily, Dr. Richey pointed out, and the initial tuition will be more than the current two-year tuition charge, but less than four-year public university tuition.

If this four-year program is approved today by the Board of Trustees, Dr. Richey said, the College will begin completion of the necessary processes with the Florida Department of Education and the Southern Association of College and Schools. The College will be looking at offering the programs in August 2013.

Also, the College will look at changing its name after the process but will need the Board of Trustees approval and legislative approval. Dr. Richey recommended conducting a student and community survey in the selection of that name. Most importantly, the community and the students should clearly understand that if the College moves forward on the bachelor degree programs, the College will adhere to its mission and continue to provide AA, AS certificate and all other programs it is offering at this time. The bachelor's program will be another option for the students and not a fundamental shift in the workforce-based mission of Brevard Community College.

Dr. Richey asked consultant Dr. Tom Furlong, as well as BCC Vice President Linda Miedema, to come to the lectern to answer any questions the Board of Trustees may have. Mr. Landman opened the floor to the Board of Trustees for questions. Mr. Charpentier asked simply, "Why would the College not go forward with these four-year programs?" Dr. Miedema commented that the Florida Statutes clearly state that the purpose and the reasons for two-year community colleges to become four-year state colleges was to meet local workforce needs. The College will not lose its focus because the College is tailoring this specifically for the needs of the local community.

Mr. Landman asked if there any other questions. Hearing none, Mr. Landman asked if one of the members of Board of Trustees would make a formal motion for the purposes of the Bachelor of Applied Science and Information Systems Technology concentration and a similar motion related to the Healthcare Information Systems Technology concentration. Ms. Haley responded by making the motion as stated; Mr. Harris seconded the motion.

Action: Motion carried by unanimous vote. Those voting in favor: Haley, Harvin, Charpentier, Harris, and Landman. Mr. Landman stated the second motion on the floor is a motion authorizing the College administration to take the necessary steps to enter into an appropriate agreement or agreements with University of Central Florida to establish a concurrent Bachelor of Science in the nursing option for Brevard Community College students. Mr. Harvin made the motion; Ms. Haley seconded the motion. Mr. Harris asked with regard to the concurrent enrollment agreement, would the degree be issued by the University of Central Florida or Brevard Community College. Dr. Richey replied that the student would earn two degrees, one from the College and one from the University of Central Florida. Mr. Harris asked if the AA comes from Brevard Community College; Dr. Richey responded affirmatively.

Mr. Landman asked if there were any other questions. Hearing none, the question was called.

Action: Motion carried by unanimous vote. Those voting in favor: Haley, Harvin, Charpentier, Harris, and Landman.

March 18, 2013
Dr. Richey stated that the College, with the assistance of Brevard Workforce Development, recently completed the 2013 survey of the business and industrial communities regarding the postsecondary educational opportunities that these companies would like for Brevard Community College to consider offering so that the companies can address their employment needs. While reviewing the results, the College found several important factors:
> I. The College had greater participation in the number of businesses and industries compared to last year's survey; and,
> 2. The College had a statistically significant cross-section of the types of industries participating in the survey; and,
> 3. The College had a significant cross-section of the sizes of the businesses, which ranged from very small employers to companies with a workforce exceeding 250 employees.

Ms. Haley asked who participated in the survey, and Dr. Miedema responded that Brevard Workforce Development addressed the survey to all of its member organizations, including the Harris Corporation. Dr. Richey added that this survey represents approximately 15,000 employees who are employed by these organizations. This represents a sample of approximately 6 percent of the workforce in Brevard County, which is slightly larger than last year's sample.

The College researched the Florida Targeted Occupational list for Brevard County for 2012 and 2013, and also searched the College's own data in order to narrow the types of questions which employers would be asked in regard to numerous employment fields, as follows:
> I. Organizational Management with a concentration in Public Safety Management.
> 2. Organizational Management with a concentration in Sales and Marketing Management.
> 3. Applied Health Sciences with an Advanced Allied Health concentration.
> 4. Applied Health Sciences with a Biomedical concentration.
> 5. Applied Information Systems with a concentration in Software Services.
> 6. Applied Information Systems with a concentration in Networking Services.
> 7. Applied Information Systems with a concentration in Program Development.

One of the questions asked of the participants was, "Does your company have jobs that require a minimum of a Bachelor's Degree in anyone of these related fields?" In this facet of the data-gathering process, each of the above fields was set apart separately. The results are as follows:

I. 31 percent - Yes for jobs with a minimum of a Bachelor's degree in Public Safety Management.

2. 40 percent - Yes for jobs with a minimum of a Bachelor's degree in Sales and Marketing Management.

3. 52 percent - Yes for jobs with a minimum of a Bachelor's degree in the combined fields of Applied Health Sciences.

4. 84 percent - Yes for jobs with a minimum of a Bachelor's degree in the combined fields of Applied Information Systems.

The participants were also asked, "What is the number of anticipated annual job openings in these fields?" A significant majority of the respondents (65 percent) stated they do not have a pool of qualified candidates to actually fill these jobs.

Data gathered during the survey process showed that the average annual salary in Public Safety and Applied Health Science is approximately $50.000; Sales and Marketing is slightly higher, $51,625; and Information Systems jobs average $56.333 annually. The data also showed that there will be job growth in all these fields.

The College has in place Associate degrees and other certification programs that align perfectly with these Bachelor's degrees. This alignment will give additional training and educational opportunities to the College's current students, as well as those working adults who wish to advance their careers.

Dr. Richey stated with the approval of the Board of Trustees today, the College will be in position to offer the over needed advanced training in the three fastest-growing segments in the region, state and the nation as follows:

I. Bachelor of Applied Sciences (B.AS.) in Organizational Management with four concentrations. Or tracks, consisting of General Business, Healthcare Management, Public Safety Management, and Sales and Marketing Management.

2. B.AS. in Applied Health Sciences, which would comprise Allied Health Sciences and Biomedical Sciences tracks.

3. B.AS. in Applied Information Systems with Software Services, Networking Services, and Program Development tracks.

All of the proposed degrees are workforce-related, applied-science degrees. The College has reached out to the University of Central Florida and the Florida Institute of Technology in order to inform them and to move these initiatives forward. Dr. Richey stated although the College will need to add a limited number of adjunct (part-time) faculty, as well as a limited number of full-time faculty with doctoral credentials, the necessary personnel are in place to teach and support these programs.

The Applied Health Sciences Degree tracks and the Applied Information System tracks will be developed to meet the Governor's $10,000 challenge. As part of that challenge, the College has secured private scholarship funds that will be used to make the challenge a reality for students. The criteria to be eligible will be developed along the lines of the other Florida College System Institutions. and will be finalized once these degrees are fully developed and have been approved by the State Board of Education and the Southern Association of Colleges and Schools (SACS).

These new degrees will be highly attractive to the students for a number of reasons:

I. There is a substantial employment demand in these fields.

2. The tuition for these programs will continue to be lower than that of any other four-year institution in the region.

3. The degrees will allow students to stay close to their homes and families, reducing the additional cost of housing in another location.

4. The degrees will provide people in the workforce with the chance to learn new skills and increase their earnings in their chosen fields.

5. Students will continue to benefit from small class sizes and personalized instruction that have long been hallmarks of the College.

Dr. Richey concluded his remarks by pointing out that the College will also continue to add Associate degrees and other certification programs, thereby continuing to move the College where the jobs are and the need is. Dr. Richey then asked for the approval of the proposed new baccalaureate programs.

Mr. Landman inquired whether the proposed degrees discussed today will meet the Governor's challenge. Dr. Richey responded that two of the three programs. Applied Health Sciences and the Informational Systems will meet the challenge, but not the Organizational Management.

Mr. Landman then asked how the College plans to inform the students and the public about these new degree programs. Dr. Richey replied the BCC Career Center opened a year and has seen over 16,000 students helping them understand their options and what is needed to achieve their goals.

Mr. Landman asked the other trustees if they had any comments or questions. Mr. Charpentier commented that the addition of the new programs is a sound and workable idea. Ms. Haley stated that the proposal Dr. Richey outlined will enable the College to retain students who may otherwise leave the area to get their Bachelor's degrees, and then remain in that area afterward.

Mr. Harris asked if the College had feeder programs to the new BAS degrees. Dr. Richey responded that every proposed B.AS. degree has feeder programs. Mr. Harvin asked how far $10,000 will take a student if this proposal is approved. Dr. Richey responded that tuition and fees currently average $3,300 per year, so a four-year degree program would cost the student approximately $13,000.

Mr. Landman asked if this cost is for tuition only, or does it also include the cost of text books. Dr. Richey responded that the cost is for tuition only.

Mr. Landman asked if there is a program in which the students utilize online textbooks. Dr. Miedema responded in the affirmative. Dr. Richey stated the College has moved aggressively to keep down the cost of textbooks for students, Mr. Landman asked for a formal motion to approve the proposed new programs. Ms. Haley so moved; Mr. Harvin seconded the motion.
Action: motion carried by unanimous vote. Those voting in favor: Charpentier, Harris, Haley, Harvin and Landman.

**BREVARD COMMUNITY COLLEGE BOARD
OF TRUSTEES REGULAR MEETING**

March 18, 2013   King Center for the Performing Arts
9:00 A.M.   Rehearsal Room 168
                                                                                                    Melbourne Campus

Present: Alan H. Landman, Chair; Stephen G. Charpentier, Vice Chair; Dewey L. Harris; Myra I. Haley; Moses L. Harvin, Sr.; and James H. Richey, Secretary.

I.   **CALL TO ORDER**

The meeting was called to order by Mr. Landman at 9:05 a.m., followed by the recitation of the Pledge of Allegiance and the approval of the agenda published in advance of the meeting.

II.   **APPROVAL OF MINUTES OF PREVIOUS MEETING**

A.   Minutes, Board of Trustees meeting – February 4, 2013

Ms. Haley moved the approval of the minutes of the February 4, 2013, meeting of the Board of Trustees. Mr. Harvin seconded the motion. *Action:* motion carried by unanimous vote. Those voting in favor: Charpentier, Harris, Haley, Harvin and Landman.

III.   **PUBLIC COMMENTS**

None

IV.   **CONSENT AGENDA**

A.   Approval of Summary of Income and Expenditures through February 2013
B.   Approval of update to Board Policy Manual (B.A.S.)
C.   Approval of Guaranteed Maximum Price Construction contract, Bldg. 2. Second Floor, Melbourne Campus

Mr. Landman requested that Item C be removed temporarily from the consent agenda. Mr. Landman asked if anyone wanted to remove Item A or Item B so as to address them individually. Hearing no response, Mr. Landman asked for a formal motion to approve Items A and B on the consent agenda. Mr. Harris so moved to approve the two items; Mr. Harvin seconded the motion. *Action:* motion carried by unanimous vote. Those voting in favor: Charpentier, Harris, Haley, Harvin and Landman.

Regarding Item C, Mr. Charpentier refrained from voting due to a conflict of interest. Mr. Landman asked the four remaining trustees for a motion to approve Item C. Ms. Haley so moved to approve Item C; Mr. Harvin seconded the motion. *Action:* motion carried by unanimous vote from the four remaining trustees. Those voting in favor: Harris, Haley, Harvin and Landman.

V.   **NEW BUSINESS**

A.   WBCC/Digital Convergence Alliance Service Level Agreement

Dr. Richey requested the Board's approval for this item, which will enable the College formally to join nine other public broadcasting stations in Florida and the U.S. by forming a consortium that will build and share a joint master-control facility in Jacksonville, Florida. Brevard Community College's membership will save more than $1 million dollars over ten years and will eliminate the substantial annual cost of upgrading WBCC's aging capital equipment. The Corporation for Public Broadcasting has provided a $7 million-dollar grant to help fund this project.

Dr. Richey explained that the agreement presented to the Board of Trustees today is a five-year agreement with a possible automatic five-year renewal, through which Brevard Community College will agree to fund $241,591 in annual support. Dr. Richey added that an initial startup cost of $153,000 is part of the match of the Corporation for Public Broadcasting grant. Importantly, the annual cost to the College will decrease as more stations join the consortium. At this point, the College is spending approximately $350,000 per year to operate its own master-control center, and has postponed the acquisition of needed capital equipment. By joining the consortium, the College will save at least $100,000 annually, and the College will be sheltered from the ongoing liability of capital-equipment upgrades.

Mr. Landman asked for comments from the trustees. Hearing none, Mr. Landman called for a motion to approve the WBCC/Digital Convergence Alliance Service Level Agreement. Ms. Haley so moved; Mr. Charpentier seconded the motion. _Action:_ motion carried by unanimous vote. Those voting in favor: Charpentier, Harris, Haley, Harvin and Landman.

B.   New Academic Programs

Dr. Richey stated that the College, with the assistance of Brevard Workforce Development, recently completed the 2013 survey of the business and industrial communities regarding the postsecondary educational opportunities that these companies would like for Brevard Community College to consider offering so that the companies can address their employment needs. While reviewing the results, the College found several important factors:

I. The College had greater participation in the number of businesses and industries compared to last year's survey; and,

2. The College had a statistically significant cross-section of the types of industries participating in the survey; and,

3. The College had a significant cross-section of the sizes of the businesses, which ranged from very small employers to companies with a workforce exceeding 250 employees.

Ms. Haley asked who participated in the survey, and Dr. Miedema responded that Brevard Workforce Development addressed the survey to all of its member organizations, including the Harris Corporation. Dr. Richey added that this survey represents approximately 15,000 employees who are employed by these organizations. This represents a sample of approximately 6 percent of the workforce in Brevard County, which is slightly larger than last year's sample.

The College researched the Florida Targeted Occupational list for Brevard County for 2012 and 2013, and also searched the College's own data in order to narrow the types of questions which employers would be asked in regard to numerous employment fields, as follows:

I. Organizational Management with a concentration in Public Safety Management.

2. Organizational Management with a concentration in Sales and Marketing Management.

3. Applied Health Sciences with an Advanced Allied Health concentration.

4. Applied Health Sciences with a Biomedical concentration.

5. Applied Information Systems with a concentration in Software Services.

6. Applied Information Systems with a concentration in Networking Services.

7. Applied Information Systems with a concentration in Program Development.

One of the questions asked of the participants was, "Does your company have jobs that require a minimum of a Bachelor's Degree in any one of these related fields?" In this facet of the data-gathering process, each of the above fields was set apart separately. The results are as follows:

1. 31 percent - Yes for jobs with a minimum of a Bachelor's degree in Public Safety Management.

2. 40 percent - Yes for jobs with a minimum of a Bachelor's degree in Sales and Marketing Management.

3. 52 percent - Yes for jobs with a minimum of a Bachelor's degree in the combined fields of Applied Health Sciences.

4. 84 percent - Yes for jobs with a minimum of a Bachelor's degree in the combined fields of Applied Information Systems.

The participants were also asked, "What is the number of anticipated annual job openings in these fields?" A significant majority of the respondents (65 percent) stated they do not have a pool of qualified candidates to actually fill these jobs.

Data gathered during the survey process showed that the average annual salary in Public Safety and Applied Health Science is approximately $50,000; Sales and Marketing is slightly higher, $51,625; and Information Systems jobs average $56,333 annually. The data also showed that there will be job growth in all these fields.

The College has in place Associate degrees and other certification programs that align perfectly with these Bachelor's degrees. This alignment will give additional training and educational opportunities to the College's current students, as well as those working adults who wish to advance their careers.

Dr. Richey stated with the approval of the Board of Trustees today, the College will be in position to offer the over needed advanced training in the three fastest-growing segments in the region, state and the nation as follows:

1. Bachelor of Applied Sciences (B.A.S.) in Organizational Management with four concentrations, or tracks, consisting of General Business, Healthcare Management, Public Safety Management, and Sales and Marketing Management.

2. B.A.S. in Applied Health Sciences, which would comprise Allied Health Sciences and Biomedical Sciences tracks.

3. B.A.S. in Applied Information Systems with Software Services, Networking Services, and Program Development tracks.

All of the proposed degrees are workforce-related, applied-science degrees. The College has reached out to the University of Central Florida and the Florida Institute of Technology in order to inform them and to move these initiatives forward. Dr. Richey stated although the College will need to add a limited number of adjunct (part-time) faculty, as well as a limited number of full-time faculty with doctoral credentials, the necessary personnel are in place to teach and support these programs.

The Applied Health Sciences Degree tracks and the Applied Information System tracks will be developed to meet the Governor's $10,000 challenge. As part of that challenge, the College has secured private scholarship funds that will be used to make the challenge a reality for students. The criteria to be eligible will be developed along the lines of the other Florida College System Institutions, and will be finalized

once these degrees are fully developed and have been approved by the State Board of Education and the Southern Association of Colleges and Schools (SACS).

These new degrees will be highly attractive to the students for a number of reasons:

1. There is a substantial employment demand in these fields.

2. The tuition for these programs will continue to be lower than that of any other four-year institution in the region.

3. The degrees will allow students to stay close to their homes and families, reducing the additional cost of housing in another location.

4. The degrees will provide people in the workforce with the chance to learn new skills and increase their earnings in their chosen fields.

5. Students will continue to benefit from small class sizes and personalized instruction that have long been hallmarks of the College.

Dr. Richey concluded his remarks by pointing out that the College will also continue to add Associate degrees and other certification programs, thereby continuing to move the College where the jobs are and the need is. Dr. Richey then asked for the approval of the proposed new baccalaureate programs.

Mr. Landman inquired whether the proposed degrees discussed today will meet the Governor's challenge. Dr. Richey responded that two of the three programs, Applied Health Sciences and the Informational Systems, will meet the challenge, but not the Organizational Management.

Mr. Landman then asked how the College plans to inform the students and the public about these new degree programs. Dr. Richey replied the BCC Career Center opened a year and has seen over 16,000 students helping them understand their options and what is needed to achieve their goals.

Mr. Landman asked the other trustees if they had any comments or questions. Mr. Charpentier commented that the addition of the new programs is a sound and workable idea. Ms. Haley stated that the proposal Dr. Richey outlined will enable the College to retain students who may otherwise leave the area to get their Bachelor's degrees, and then remain in that area afterward.

Mr. Harris asked if the College had feeder programs to the new BAS degrees. Dr. Richey responded that every proposed B.A.S. degree has feeder programs. Mr. Harvin asked how far $10,000 will take a student if this proposal is approved. Dr. Richey responded that tuition and fees currently average $3,300 per year, so a four-year degree program would cost the student approximately $13,000. Mr. Landman asked if this cost is for tuition only, or does it also include the cost of text books. Dr. Richey responded that the cost is for tuition only.

Mr. Landman asked if there is a program in which the students utilize online textbooks. Dr. Miedema responded in the affirmative. Dr. Richey stated the College has moved aggressively to keep down the cost of textbooks for students,

Mr. Landman asked for a formal motion to approve the proposed new programs. Ms. Haley so moved; Mr. Harvin seconded the motion. *Action:* motion carried by unanimous vote. Those voting in favor: Charpentier, Harris, Haley, Harvin and Landman.

VI. PRESENTATIONS

A. New Logo

Dr. Richey introduced Mr. John Glisch, Associate Vice President of Communications, to give the presentation for informational purposes at this time, regarding the logo for Eastern Florida State College. Mr. Glisch commented that the logo was designed to reflect the College's expanded regional mission and is an important element for Eastern Florida State College's new identity. The logo will serve as a visual representation of the College's new brand, and it also mirrors the tag line of "Explore, Achieve and Succeed." Mr. Glisch explained that this version of the logo is tailored for the website, with a "bridge line" at the bottom that states, "Building on the Excellence of Brevard Community College," to aid in the transition as current and prospective students as well as community members are directed to the website Easternflorida.edu.

Mr. Glisch concluded his presentation by asking the trustees if they had any questions. Mr. Charpentier asked if the College will be phasing out the "Building on the Excellence of Brevard Community College" theme at some point. Mr. Glisch stated it would be phased out over a period of time. Mr. Harris asked if the old website, brevardcc.edu, can be linked to Easternflorida.edu. Mr. Glisch responded affirmatively.

Mr. Glisch added that the new website is being prepared now and will go "live" on July 1, 2013, after the approval process has been completed by the State Legislature. Mr. Landman asked whether the signage for the campuses and facilities will also be changed on July 1. Dr. Richey responded to Mr. Landman that the installation of new signage would be a transitional issue. Mr. Landman concluded his remarks by thanking Mr. Glisch for the update.

B. Update – Institute of Public Safety

Dr. Richey stated the Florida Legislature last year allocated $14 million dollars for the construction of a new Institute of Public Safety for the College. The new facility will house the Police Academy and will consolidate Criminal Justice programs into one central location. Originally the College considered locating the facility on a proposed new Viera campus, near the Brevard County Government Center. However, a detailed review of the project found that using the Melbourne campus site would save the College millions of dollars that would have otherwise been spent on purchasing land and installing a campus-like infrastructure in Viera. By locating the new facility on the Melbourne Campus, the College will be saving taxpayers' money because the College already owns the property and the infrastructure is already in place. The College will use the savings to provide an additional 15,000 square feet of space in the Institute for a select number of important programs.

Dr. Richey commented that the College has retained BRPH as the architects for the project. Design work is underway and will take several more months to complete. The old facility will likely be razed after the new facility is fully functional. Mr. Landman thanked Dr. Richey for the update.

VII. OLD BUSINESS

None

VIII. DIRECT SUPPORT ORGANIZATION TRUSTEE REPORTS

A. BCC Foundation

Ms. Haley stated the Legal Friend-raiser event was a wonderful event. Mr. Landman and Dr. Richey both responded that is was an excellent event, and that it was well-run, well-funded; and very well attended. Mr. Landman thanked Ms. Haley and congratulated the team for putting together a very important and productive event.

B.   King Center for the Performing Arts

Ms. Haley thanked the trustees for their 100 percent participation in contributions to the 25th Anniversary event. Mr. Charpentier stated through sponsors, the King Center has raised a gross of $150,000 to date. Mr. Charpentier thanked Ms. Haley and Ms. Darcia Jones-Francey for their roles in raising sponsors, and Mr. and Mrs. Phil Farmer for opening their home for this event, and Ms. Christine Lance for the auction held at her home.

Mr. Charpentier offered the following on the financial status of the King Center for the Performing Arts as follows:

1. In 2012, despite the fact the King Center had $319,470 deficit, the overall gain in the endowment was almost $86,000, not including the funds set aside for the capital-improvement fund totaling approximately $600,000.

2. The King Center has $1.4 million dollars that flow from the restricted endowment into the unrestricted endowment. The unrestricted endowment is almost $2.9 million dollars, plus the $1.4 million dollars to be added from the restricted endowment.

3. The King Center has made some adjustments to the investment of the King Center endowment, and these adjustments have been positive. In 2012, the King Center posted a 7.9% return.

4. For 2013 there is a 2.68% return, giving the King Center an appreciation of $136,708 with interest and dividends of almost $14,000.

Mr. Landman asked Mr. Steve Janicki, Executive Director of the King Center for the Performing Arts, how the King Center did with "The Boston Pops" performance for the 25th anniversary event. Mr. Janicki responded there was a shortfall of approximately $30,000 for the performance. Mr. Landman asked if this shortfall had been anticipated. Mr. Janicki replied affirmatively.

Mr. Charpentier reiterated the fact the communication between the BCC Board of Trustees and the King Center for the Performing Arts is the best it has ever been.

IX.   ADJOURNMENT

The meeting adjourned at 9:55 AM.

APPROVED: _____ Chair,
District Board of Trustees

APPROVED: _____
Secretary, District Board of Trustees

Appendix B
Provosts Working Group

Date: March 12, 2013

Time: 9:00 AM

Location: Viera

Attendees: Dr. Ethel Newman, Provost Bev Slaughter, Dr. Kathy Cobb, Dr. Linda Miedema
              Dr. Phil Simpson, Provost Sandy Handfield and Darla Ferguson

Topic- SACS

Discussion: Our SACS report was sent out and we have confirmation of receipt. Dr.
Miedema has approval from Dr. Richey to host a "thank you "reception for all those who
worked on SACS

Topic: Credentialing

Discussion: For A.S. degree courses that now require a Masters or above to teach, we
will advertise for the appropriate credentials to see if we can identify faculty to teach
those courses. If we cannot find credentialed adjuncts we will then require letters of
justification which will include the inability to find instructors with the recommended
academic preparation. Dr. Miedema proposed the following schedule for credentialing
reviews:

Year	AA Disciplines	AS, PSAV Disciplines
2013-2014	Humanities, Religion, Education	Aerospace, Crime Scene Technology, Early Childhood Education, Ems, Fire Science, Paralegal Studies, Officer Administration, CJ Technology, Accounting operations, Low Enforcement, Corrections officer, Public Safety Telecommunication
2014-2015	Social/Behavior, Library	Computer Information Technology, Computer Programming & Analysis, Dibital TV/Digital Media Production, Drafting & Design, Digital Design, Graphics Technology, Interior Design, Networking Service Technology, Customer Services Technician

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2015-2016	Communications, Speech, Foreign Language, Fine Arts, EAP	Health Sciences, Institute of Nursing, HVAC, Automotive Services, Cosmetology, Facial Specialty, Nails Specialty, Culinary, Medical Secretary, Welding
2017-2018	Science, Engineering	Aerospace, Crime Scene Technology, Early Childhood Education, Ems, Fire Science, Paralegal Studies, Officer Administration, CJ Technology, Accounting operations, Low Enforcement, Corrections officer, Public Safety Telecommunication
2018-2019	Mathematics, Business	Health Sciences, Institute of Nursing, HVAC, Automotive Services, Cosmetology, Facial Specialty, Nails Specialty, Culinary, Medical Secretary, Welding

Action Items: Provosts will review this schedule and make any suggestions or additions, once approved; it will be added to the online Credentialing Manual

Topic: Tobacco Free Campus
The Provosts have not received any word from Dr. Paradise regarding no smoking signs. Dr. Paradise did suggest some problems that could arise if students began smoking in the parking lots. The suggestion is to go to a SMOKE FREE CAMPUS and treat any smoking incident as a violation of the student code of conduct.

Action Item: Dr. Newman will work on this new policy and get information and implementation ideas from Parrish Hospital and the American Heart Association.

Topic: Faculty Contracts in Excess of 165
Discussion- Dr. Miedema has reviewed the list of faculty who are on contracts which require a work year of over 165 days. Most of these have been addressed and she will talk to the remaining health science faculty. Many may have to remain above 165 if the extra days are needed for TEACHING time.

Topic: MCC Reimbursement
Discussion: Faculty are requesting the college pay for them to maintain their continuing contract and certifications through continuing education. The college does not pay for such professional development; the faculty member must pay for this training, continuing education themselves. Certain professional development such as conferences and workshops can be compensated based on a case by case basis.

2

Topic: Job Postings
Discussion: Revenue is down and new hires will be limited. Therefore, it is important for Provosts to include detail justifications and documentation when requesting new personnel. All new faculty positions must go through the PAF system with detailed justifications. Requests to continue Temporary Full Time Faculty can be done via email to Dr. Miedema.

Topic: Department Chairs
Discussion: Dr. Miedema circulated the list of department chair cycles. For those being renewed under a 2011-2013 term, the new term which begins August 2013 will be considered their SECOND term under the new contract.

Topic: Fishing On Campus
Discussion: Employees and members of the public have been seen fishing on our properties. This can be a liability issue. Mere use of waters for samples biological or botanical specimens can be allowed if proper safeguards are taken.

Action Item: Darla will talk with Dr. Richey to confirm that we intend to BAN FISHING from any of our campus lakes.

Topic: College wide Faculty Assignments
Discussion: Dr. Miedema shared a list of faculty who have additional assignments outside of their teaching responsibilities.

ACTION ITEM: Dr. Miedema will schedule a meeting to address the roles of program managers, program coordinators, and college wide coordinators. We will review the contract to make sure we follow the process for reappointment or termination.

Topic: Brevard Machinist
Discussion: Dr. Newman inquired as to which provost would be properly assigned to oversee this program. All agreed it should be Provost Slaughter since the program resides on the Cocoa Campus. They have requested more funding.

ACTION ITEM: Dr. Miedema will contact Mildred Coyne to discus alternative methods of funding this program

Topic: Brevard Machinist
Discussion: Dr. Newman inquired as to which provost would be properly assigned to oversee this program. All agreed it should be Provost Slaughter since the program resides on the Cocoa Campus. They have requested more funding.

3

ACTION ITEM: Dr. Miedema will contact Mildred Coyne to discus alternative methods of funding this program

Topic: Overload Approval
Discussion: The list needs to be reviewed and decided upon as a group

ACTION ITEM: Provost bring list of overload requests to NEXT meeting

Topic: Library-Internship and Name Change

Discussion: The library staff has inquired whether they can change their name from Learning Resource Center to Library. It was agreed that we can refer to them as libraries again in keeping with their new mission. In most cases the building where libraries are located will remain- Learning Resource Centers.
Also, it was agreed that we would approve an internship with a student from USF to work in our libraries. He will not be compensated and will have to complete all required paperwork as a volunteer.

Action Item: Dr. Miedema will ask Library Staff to look at hours of operation and make recommendations as to whether hours need to be adjusted to respond to any new student needs as we move to a 4 year institution

Topic: Recognition of Retirees
Discussion: Provost Handfield as whether it was appropriate to recognize 2 retiring math faculty during the May graduation. This is a full graduation and since they do not retire until August, this may not be the best time for any such recognition.

ACTION ITEM: Darla Ferguson will check with Dr. Richey to determine what policy needs to be put in place for faculty and or staff retirement recognitions

Topic: College Access Summit

Discussion: Dr. Miedema encouraged the Provosts to have their Associate Provosts attend the College Access Summit so that the College is represented

The 7th annual College Access Summit, *Integrating Pathways for Student Transition*, will be held on April 1, 2013, hosted by UCF Regional Campuses at the Special Events Center - Valencia West campus. Special topics include:
- How our partnerships and alignment initiatives are the foundation of future work together
- Developing multiple "on ramps" for successful pathways
  - Creating integrated social and academic support pathways

ACTION ITEM: Provosts will provide this information to the Associate Provosts to confirm their attendance

Topic: ABA Certification

Discussion: Provost Handfield requested additional assistance regarding the paperwork needed for the American Bar Association Approval of the Paralegal Program. Dr. Miedema agreed that Debra Sibley could be of assistance and that we can pay stipends to have adjuncts or others work on a non instructional assignment form

Topic: Academic Dean

Discussion: Dr. Barbara Kennedy will commence her new position as Academic Dean for the Center of Teaching Excellence. In this position she will oversee the Assessment and QEP process. She will also look into revisiting the endowed chair position and request a budget for faculty development.

Topic: VPI

Discussion: This department and function needs to be reviewed for determine appropriate personnel utilization, departmental function and overall assessment of effectiveness

Action Item: Dr. Simpson will conduct this review and make recommendations to the Provosts and Dr. Miedema

Topic: Course Mapping

Discussion: We need to review our progress with Course Mapping and Core Ability Assessment.

Action Item: Phil and Kathy will continue to meet on this item and will report back to the Provosts and Dr. Miedema in 2 weeks

Topic: New Programs

Discussion: Dr. Miedema shared the plan to implement the following new 4 year degree programs for fall 2014. These programs will be part of the $10,000 to degree programs and we have secured grant funding to assist with this.

1. Public Safety
2. Sales and Marketing
3. Applied Information Technology with focus on:
   a. Software
   b. Networking
   c. Project Management
4. Applied Health
   a. Advanced Health Science
   b. Biomedical Science

Topic: Chemical Technology Program

Discussion: This program is being closed and there is no need to compensate faculty who are serving as discipline or program coordinators.

Topic: OST
Discussion: The OST programs need to be assessed for effectiveness
Action Item: Sandy will meet with Cathy Beam and Salli DiBartolo to discuss the impact on closing the program and then will make a recommendation to the Provosts and Dr. Miedema

Topic: Hybrid Testing
Discussion: Provost Handfield reiterated a request from a faculty member regarding the ability to use the labs to test for Hybrid classes. The testing component is included in the contact hours and if this needs to be adjusted the course plans need to be rewritten and submitted to AAC.

Meeting Adjourned: 11:40 am

Respectfully Submitted

Dr. Katherine Cobb

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APPENDIX C

University of Central Florida Meeting Minute Excerpts

BACHELORS OF APPLIED SCIENCE DEGREE

Planning Meetings

Date: 01/10/2012

Attendees: Dr. Denise Young, Vice President Regional Campuses-UCF Cocoa

                    Dr. Linda Miedema, Vice President for Planning and Assessment-BCC

Topic: **Update on Bachelor of Applied Science Degree Planning**

Discussion: Dr. Miedema updated Dr. Young on the BAS planning process. Dr. Young indicated that she attends BCC Board of Trustee meetings so she has been apprised that the College has engaged a consultant and conducted surveys to identify potential BAS degrees to offer.

Topic: **Bachelor of Applied Science Degree Options**

Discussion: Dr. Miedema discussed the employer demand from the survey which revealed a need for management degrees in general and occupations in health care, particularly Nursing and healthcare management. Dr. Young suggested that the College consider partnering with UCF to offer the concurrent Nursing Bachelor's degree. It was then suggested that BCC could offer the Organizational Management with a healthcare option.

Topic: Next Meeting

Discussion: It was determined that a follow up meeting with other UCF Executive leadership was needed.

Date: 03/12/2012

Attendees: Dr. Tony Waldrop, Provost and Executive Vice President of Academic Affairs, UCF

                    Dr. Joyce Dorner, Interim Vice Provost, Regional Campuses, UCF

                    Dr. James Richey, President, BCC

                    Dr. Linda Miedema, Vice President for Planning and Assessment-BCC

Topic: **Update on Bachelor of Applied Science Degree Planning**

Discussion: Dr. Richey explained the BAS planning process that BCC has underway including external surveys, hiring a reputable consultant, and discussion with UCF-Brevard, Dr. Denise Young.

Topic: **Bachelor of Applied Science Degree Options**

Discussion: Dr. Miedema reviewed the proposal for BCC to offer a BAS in Organizational Management with a healthcare management option and to work with UCF to offer the concurrent nursing program for Brevard Community College students. Dr. Waldrop concurred with the plan and recognized that the BAS in Organization Management and its applied nature, does not conflict with the Bachelors program offered in UCF's College of Business. It was noted that these programs generally do not accept AS degree students for transfer.

APPENDIX C <u>University of Central Florida Meeting Minute Excerpts</u>

BACHELORS OF APPLIED SCIENCE DEGREE

Date: 01/10/2012
Attendees: Dr. Denise Young, Vice President Regional Campuses-UCF Cocoa; Dr. Linda Miedema, Vice President for Planning and Assessment-EFSC
Topic: Update on Bachelor of Applied Science Degree Planning Discussion: Dr. Miedema updated Dr. Young on the BAS planning process. Dr. Young indicated that she attends BCC Board of Trustee meetings so she has been apprised that the College has engaged a consultant and conducted surveys to identify potential BAS degrees to offer.
Topic: Bachelor of Applied Science Degree Options Discussion: Dr. Miedema discussed the employer demand from the survey which revealed a need for management degrees in general and occupations in health care, particularly Nursing and healthcare management. Dr. Young suggested that the College consider partnering with UCF to offer the concurrent Nursing Bachelor's degree. It was then suggested that EFSC could

Date: 03/12/2012
Attendees: Dr. Tony Waldrop, Provost and Executive Vice President of Academic Affairs, UCF Dr. Joyce Dorner, Interim Vice Provost, Regional Campuses, UCF Dr. James Richey, President, EFSC Dr. Linda Miedema, Vice President for Planning and Assessment-BCC
Topic: Update on Bachelor of Applied Science Degree Planning Discussion: Dr. Richey explained the BAS planning process that BCC has underway including external surveys, hiring a reputable consultant, and discussion with UCF-Brevard, Dr. Denise Young.
Topic: Bachelor of Applied Science Degree Options Discussion: Dr. Miedema reviewed the proposal for BCC to offer a BAS in Information Systems Technology with a healthcare management option and to work with UCF to offer the concurrent nursing program for Eastern Florida State College students. Dr. Waldrop concurred with the plan and recognized that the BAS in Organization Management and its applied nature, does not conflict with the Bachelors program offered in UCF's College of Business. It was noted that these programs generally do not accept AS degree students for transfer.

Date: 10/11/2013
Attendees: Dr. Tony Waldrop, UCF Provost; Dr. Jeff Jones, UCF Assistant Provost; and Dr. Linda Miedema EFSC Vice President Academic Affairs

1. Procedural concerns: EFSC sent the notice of the proposed courses in the proposed BAS degrees after discussion with the Board of Trustees and after the submission of a letter of intent to the Florida Department of Education. There had been some verbal discussions with UCF officials about the proposed programs. A formal meeting with the Provost and Vice Provost was initiated 10/11/2013.
   Follow up: For any future BAS/BS/BA program proposals, EFSC will meet with UCF earlier in the process to allow for discussion on areas of potential concerns. EFSC and UCF will endeavor to meet annually to discuss potential new programs.

2. Program concerns: Dr. Waldrop shared an email with concerns about one area of concentration, health care administration. EFSC asked for clarification as it appeared the concern was related to the Health Care Management track within the already approved BAS in Organizational Management. No other programmatic concerns were addressed for the proposed programs
   Follow up: EFSC was given the contact information for the UCF department chair who expressed the concern and will follow up directly with him.

3. Potential future concern: One faculty member expressed a concern that EFSC could change some of the courses in the proposed programs after approval and then the programs could potentially be a repetition of course work at UCF>
Follow up: Future concerns will be addressed if/when they occur.

Date: 10/15/2013 UCF Department Chair, Dr. Reid Oetjen. and Dr. Linda Miedema, VP Academic Affairs EFSC

1. Program concern: Dr. Oetjen expressed a concern that the current health care management concentration in the existing BAS in Organizational Management was similar to the program at UCF. He was concerned that his department had not seen the course listings before they were approved.
Follow up: This concentration has already received SACS and Florida DOE approval and therefore will not be changed at this time. EFSC will monitor students graduating with this degree and the number of them who find employment in their field. If it appears that there is not a local job market or that the program at UCF is meeting all local need in Brevard County, EFSC will re-evaluate the continuation of the program.
2. Potential future concerns: Dr. Oetjen was invited to become part of the EFSC advisory committee in looking at future health sciences programs.

From:	Miedema, Dr. Linda
Sent:	Tuesday, October 15, 2013 11:15 PM
To:	'Jeff Jones (Jeff.Jones@ucf.edu)'; 'tony.walkdrop@ucf.edu'
Cc:	Miedema, Dr. Linda; Babb, Dr. Kathinka
Subject:	Proposed BAS degrees at Eastern Florida State College

Dr. Waldrop,

I wanted to recap our meeting from Oct. 11, 2013 with you and Dr. Jeff Jones

1. Procedural concerns: EFSC sent the notice of the proposed courses in the proposed BAS degrees after discussion with the Board of Trustees and after the submission of a letter of intent to the Florida Department of Education. There had been some verbal discussions with UCF officials about the proposed programs. A formal meeting with the Provost and Vice Provost was initiated 10/11/2013.
   Follow up: For any future BAS/BS/BA program proposals, EFSC will meet with UCF earlier in the process to allow for discussion on areas of potential concerns. EFSC and UCF will endeavor to meet annually to discuss potential new programs.

2. Program concerns: Dr. Waldrop shared an email with concerns about one area of concentration, health care administration. EFSC asked for clarification as it appeared the concern was related to the Health Care Management track within the already approved BAS in Organizational Management. No other programmatic concerns were addressed for the proposed programs
   Follow up: EFSC was given the contact information for the UCF department chair who expressed the concern and will follow up directly with him.

3. Potential future concern: One faculty member expressed a concern that EFSC could change some of the courses in the proposed programs after approval and then the programs could potentially be a repetition of course work at UCF>
   Follow up: Future concerns will be addressed if/when they occur.

I also wanted to recap the telephone conference I had today with the Department Chair, Dr. Reid Oetjen

1. Program concern: Dr. Oetjen expressed a concern that the current health care management concentration in the existing BAS in Organizational Management was similar to the program at UCF. He was concerned that his department had not seen the course listings before they were approved.
   Follow up: This concentration has already received SACS and Florida DOE approval and therefore will not be changed at this time. EFSC will monitor students graduating with this degree and the number of them who find employment in their field. If it appears that there is not a local job market or that the program at UCF is meeting all local need in Brevard County, EFSC will re-evaluate the continuation of the program.

2. Potential future concerns: Dr. Oetjen was invited to become part of the EFSC advisory committee in looking at future health sciences programs.

Thank you

Linda

Linda L. Miedema, PhD, MSA, BSN
Vice President Academic Affairs
Chief Learning Officer
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Cocoa, Fl 32922
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FX: 321-433-5007
miedemal@easternflorida.edu

Appendix D

Library Resources

Summary of print and electronic titles, in support of BAS in Information Technology Systems						
	Print Books			eBooks		
Program	Current Titles	Titles Needed	Estimated Cost	Current Titles*	Titles Needed	Estimated Cost
BAS in Information Technology Systems	64	100	**$10,700**	351	25	**$2,800**
*Note. Vendors: Ebsco, Safari, and ABC-Clio.						

Summary of audiovisual titles, in support of BAS in Information Technology Systems Program.			
Program	Current Titles VHS/DVD	New Titles Needed (DVDs)	Estimated Cost
BAS in Information Technology Systems	30	15	**$ 1,950**

Summary of databases, in support of BAS in Information Technology Systems Program.		
Current Databases*	**Databases Needed**	
Titles (via LINCCweb)	**Titles**	**Estimated Cost**
▪ Computer Science eJournal Collection (Springer)	Applied Science and Technology Source	$4,095
▪ Business Full Text (EBSCO)		
▪ Business Source Complete (EBSCO)	ACM Digital Library	$3,630
▪ FMG on Demand (Film Media Group)		
▪ GeneralBusinessFile ASAP (Gale)	Computer and Information System Abstracts	$3,724
▪ Safari Business & Tech Books Online (ProQuest)		
	Estimated Total:	**$11,449**
1. Business Full Text 2. Business Source Complete 3. General BusinessFile ASAP		
*Note. Number of periodical titles totals 4,299.		

New Resources Needed	Estimated Cost
Print books (Cocoa campus)	$ 10,700
ebooks	$ 2,800
DVDs	$ 1,950
Electronic databases (annual license fees) *	$ 11,449
Subtotal:	**$ 26,899**
Personnel; Librarian, Masters level;105 contact hrs. per term *	**$ 7,362**
Total Year One Costs	**$ 34,281**
Note. Annual, recurring cost.	

Committee Memberships for BAS Information Systems

Name	Title/Position	Business/Department	Telephone
Steering Committee			
Beam, Cathy	Director, Career & Technical Programs Support Services	Eastern Florida State College	321-433-7139
Burnette, Stephanie	Registrar	Eastern Florida State College	321-433-7271
Cardinale, Nelly	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5671
Cobb, Kathy	Provost	Eastern Florida State College – eLearning	321-433-5885
DiBartolo, Salli	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5047
Dietrich, Dr. John	Vice President, Enrollment Management and Student Success	Eastern Florida State College	321-433-7090
Eichas, Linda	Director, Collegewide Admissions and Advisement	Eastern Florida State College	321-433-7766
Gallagher, Stephen	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5024
Gorham, Dr. Jayne	Associate Vice President, Planning & Assessment	Eastern Florida State College	321-433-5282
Glisch, John	Associate Vice President, Communications	Eastern Florida State College	321-433-7017
Johnson, Steve	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5247
Kise, Chuck	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5279
Palmer, Chuck			321-773-8136
Paradise, Dr. Richard	Associate Vice President, Facilities	Eastern Florida State College	321-433-7202
Russo, Claude	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5802
Simser, Jill	Full-time Faculty	Eastern Florida State College – Learning Resources	321-433-7252
Stahley, Dr. Mem	Dean, Learning Resources	Eastern Florida State College – Collegewide Learning Resources	321-433-7804

APPENDIX E

Committee Memberships for BAS Information Systems

Name	Title/Position	Business/Department	Telephone
Curriculum Committee			
Cardinale, Nelly	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5671
DiBartolo, Salli	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5047
Gallagher, Stephen	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5024
Garver, Greg	Full-time Faculty	Eastern Florida State College	321-433-5663
Johnson, Steve	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5247
Kern, Linda	Full-time Faculty	Eastern Florida State College –Computer Science	321 433-7057
Kise, Chuck	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5279
Miedema, Dr. Linda	Vice President, Academic Affairs and Chief Learning Officer	Eastern Florida State College	321-433-7380
Russo, Claude	Full-time Faculty	Eastern Florida State College – Computer Science	321-433-5802
Simser, Jill	Full-time Faculty	Eastern Florida State College – Learning Resources	321-433-7252
Student Services Committee			
Burnette, Stephanie	Registrar	Eastern Florida State College	321-433-7271
Cady, Cathy	Assoc. Director, Career Planning and Development	Eastern Florida State College	321-433-7744
Dawson, Jacinta	Student Development Specialist	Eastern Florida State College	321 433-7241
Dietrich, Dr. John	Vice President, Enrollment Management and Student Success	Eastern Florida State College	321-433-7090
Dzadovsky, Indira	Director, Financial Aid and Veterans Affairs	Eastern Florida State College	321-433-5687
Eichas, Linda	Director, Collegewide Admissions and Advisement	Eastern Florida State College	321-433-7766
Loufek, Michelle	Associate Director, Collegewide Admissions	Eastern Florida State College	321 433-7765

APPENDIX E

Committee Memberships for BAS Information Systems

Name	Title Position	Business/Department	Telephone
Business Advisory Committee			
Baerst, Tandy		Modus Operandi	321-473-1453
Beasley, Gary		Brevard Public Schools	
Bourke, Carol	Department Chair/Faculty	Eastern Florida State College	321-433-7606
Cardinale, Nellie	Full-time Faculty	Eastern Florida State College	321-433-5681
Ceccio, Philip	Associate Technical Fellow, Systems Engineering	C41SR Systems	321-951-6793
Decker, Ross	Full-time Faculty	Eastern Florida State College	321-433-5158
DiBartolo, Salli	Department Chair/Faculty	Eastern Florida State College	321-433-5047
Gallagher, Stephen	Full-time Faculty	Eastern Florida State College	321-4335024
Glasgow, Susan	President	Kegman, Inc.	321-433-5663
Garver, Greg	Full-time Faculty	Eastern Florida State College	321-242-9874
Grimes, Lewis	Lead Technical Repair IV	Brevard Public Schools	321-633-3588
Hancock, Monte	Chief Scientist	Celestech, Inc	
Harrison, Terry	Sr. Systems Integrator	Ferno Washington, Inc	321-722-0062
Hudson, Jalanda	Career & Technical Program Specialist	Eastern Florida State College	321-433-5174
Johnson, Steve	Department Chair/Faculty	Eastern Florida State College	321-433-5247
Kahler, Richard	Full-time Faculty	Eastern Florida State College	321-433-5676
Kern, Linda	Full-time Faculty	Eastern Florida State College	321-433-7057
Kise, Chuck	Department Chair/Faculty	Eastern Florida State College	321-4335279
Sellers, John	Director Information Technology	Brevard County	321-617-7395
Shaw, Kevin		Sea Ray Boats	321-459-2930
Shedrow, David	Full-time Faculty	Eastern Florida State College	321-433-5356
Tate, Bruce	Sr. Project Manager	Health First	321-434-6087
Vermuri, Padma	Full-time Faculty	Eastern Florida State College	321-433-5291
Wallace, Charles	Sr. Systems Integrator	Health First	321-434-4737

Steering Committee Meeting Minutes
Bachelors of Applied Science Degree
Information Systems

Date: September 26, 2013

Time: 1 PM

Location: Viera Administration Building

Attendees: Dr. Kathy Cobb, Dr. Linda Miedema, Dr. Phil Simpson, Stephen Gallagher, Salli DiBartolo, Sandy Handfield, Chuck Kise

Topic: **BAS Degree in Information Systems Status Report**
Discussion: Dr. Miedema advised that Mildred Coyne had previously been given the responsibility for oversight of implementation of new BAS programs and with her departure from the college Dr. Cobb has been asked to head the BAS in Information Systems.
A letter was sent to Randall Hanna, Chancellor, Division of Florida Colleges stating EFSC would like to begin offering a BAS in Information Systems in the fall of 2014. This process will be simultaneous to the application for the BAS in Advanced Allied Health

Topic: **Program Length**
Discussion: This will be a 120 hour program broken down as follows:
15 credits of general education courses
45 credits of lower division core and specialized courses
60 credits of upper division course
   - 36credits of common core
   - 24 credits in a chosen concentration (networking systems, program development/software development/or project management

The courses in the concentration will have more of an "application "focus

Topic: **Faculty to Add to the Steering Committee**
Discussion: It was suggested that we add Steve Johnson, Nellie Cardinale and Claude Russo to our steering committee to assist with the curriculum development for this BAS program. Additionally, we will need to identify 1 or 2 community representatives for the steering committee

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Action Item: Dr. Cobb will schedule a meeting with the faculty presently on the committee as well as Russo, Johnson and Cardinale and an invitation will be extended to community advisors.

Topic: **Program Information**

Discussion: Dr. Miedema advised that this BAS program will qualify for the Governor's $10,000.00 BAS Tuition Challenge. A review of our AS graduates from 2003 shows that we have over 500 students have degrees in a field related to Information Systems. A review employment trends and local high wage, high demand careers show that Networking, computer Systems Administrators and Software developers are in demand at an average salary of $36.39 per hour.

Dr. Miedema stated that our current administrative structure and facilities can accommodate this new program. One new faculty member with a department chair stipend, two adjuncts and one part time administrative support staff will be needed. The anticipated expense for all new BAS programs for 2014-2015 is $250,000.00

Topic: **Curriculum**

Discussion: Faculty will be asked to develop the curriculum for this program and put it into WIDS. Additionally, a CORE ABILITY will be assigned to each course. The courses will be offered face to face and online. Hybrid format will also be considered.

Meeting Adjourned: 1:40 pm

Respectfully Submitted,

Dr. Katherine M. Cobb

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Date: October 29, 2013

Time: 3 PM

Location: Melbourne Campus Building 10

Attendees: Dr. Kathy Cobb, Stephen Gallagher, Salli DiBartolo, Linda Kern, Steve Johnson, Charles Palmer Nelly Cardinale, Chuck Kise and Claude Russo

Topic: **Review Final Goals for the Steering Committee**
Discussion: The committee reviewed the time table as outlined by Dr. Miedema in the letter to Chancellor Hanna. The committee felt that the timeline would not allow us to complete all three degree options but we could concentrate on the main BAS in Information Systems Technology-Program Development.

Topic: **Lower Level Curriculum**
Discussion: The committee then reviewed the draft of curriculum for the new BAS program in Information Systems Technology. Many of the courses had been pulled from other BAS programs across the state. Dr. Cardinale identified several schools that offered such programs and she shared the websites for curriculum review. It was determined that we would best serve our students if we require completion of 15 hours of General Education and 24 hours of Lower level course classes plus 21 hours for lower level specialization courses. The 21 hours for the specialization courses should mirror our current AS degree programs in Computer Information Technology, Networking Services Technology and Computer Programming and Analysis. AA students can then be required to take a concentration of 21 credits in one of these programs.

Topic: **Upper Division Courses**
Discussion: The committee discussed that it would be prudent to utilize any appropriate existing BAS courses that EFSC currently offers or plans to offer in other programs. A review of the BAS in Business- Organizational Management degree program was conducted and it was determined that a few of those course would in fact be appropriate for this new BAS degree. The following upper division courses were presented as an appropriate course of study for this BAS degree in Information Systems Technology:

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Common Upper Level Core Courses (36 credits)		
ACG 3024	Accounting for Managers	3 credits
BUL 3130	Legal, Ethical, and Social Aspects of Business	3 credits
QMB 3200	Statistics for Business Applications	3 credits
COM 3120	Organizational Communication	3 credits
ISM 3013	Introduction to Information Tech Management	3 credits
CNT 4798	Emerging Information Technologies	3 credits
MAN 4504	Operational Decision Making	3 credits
CNT 3406	Information Security Management	3 credits
ISM 4300	Information Systems Operations Management	3 credits
ISM 3113	Information Systems Analysis and Design	3 credits
CNT 3702	Infrastructure and Facilities Planning	3 credits
ISM 4314	Project and Change Management for Technology	3 credits
Specialization in Information Systems Technology (24 credits)		
COP 3703	Database Design/Architecture	3 credits
COP 3330	Object Orientated Programming	3 credits
COP 4655	Application Development for Mobil Devices	3 credits
COP 4425	Web Applications Development	3 credits
CEN 3XXX	Software Configuration	3 credits
ISM 4220	Network Management for Information Professionals	3 credits
COP 3813	Internet Programming	3 credits
ISM 4320	Applications in Information Security	3 credits

Topic: Curriculum for three Tracks

Discussion: Based on the specific needs for faculty and facilities, especially in the networking track, the committee determined that we would need to reconvene to determine a timeline and a budget for the additional two tracks. Right now the committee determines it is best to devote time and effort into finalization of this one track in Program Development

Topic: Faculty Credentials

Discussion: Dr. Cobb briefly reviewed the faculty credentials for this BAS program. The following is what is proposed:

SACS Comprehensive Standard 3.7.1 Credential Guidelines:
Faculty teaching baccalaureate courses: doctorate or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (minimum of 18 graduate semester hours in the teaching discipline)
At least 25% of the upper-level course offerings in a program must be taught by faculty with a terminal degree
Minimum Faculty Credentials for Courses beginning with the prefix **CET, CIS, CDA, CNT, COP:**

Option 1: Doctorate degree in Information Technology discipline or closely related technical field

Option 1: Master's degree in Information Technology discipline or closely related technical field

Option 2: Master's degree with at least 18 graduate hours in Information Technology discipline or closely related technical field

Course Work May Include:
• Computer Engineering

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- Computer Information Systems
- Computer Science
- Computer Technology
- Information Systems
- Information Technology

Terminal Degree Requirements:
- Doctorate degree in Information Technology discipline or closely related technical field.

For All Options:
- Teaching experience desired.
- Professional Certification desired.

Topic: **Capstone and Internships**

Discussion: Due to the nature of this program and course of study; the steering committee determined that a capstone course was not needed. There are internships available in several of the AS degree programs and this should be sufficient. One can be added as an option to have consistency with other BAS offerings but it will not necessarily be a requirement

Topic: **Library Resources**

Discussion: Dr. Cobb advised that Jill Simser and others from our EFSC Learning Resource Center are reviewing our current holdings to determine what additional items will be necessary to support this BAS program. Both a list of items and proposed budget will be forthcoming.

Topic: **Faculty Staffing Plan**

Discussion: It is anticipated that EFSC will have to hire faculty to support this new program. There are currently 4 full time faculty who have or will have a terminal degree in this area that and as courses are developed and offered, additional faculty will be added.

Topic: **Admissions Criteria and Advising**

Discussion: Dr. Cobb reviewed the general admissions criteria as set forth for the BAS programs at EFSC. They are as follows:

General Admission Requirements

- Completion of Eastern Florida State College B.A.S. Application for Admission.
- One-time, non-refundable $30 application fee.
- Completion of an Associate in Science (A.S.) or Associate in Arts (A.A.) degree from an accredited U.S. college or university with at least a 2.0 grade point average on a 4.0 scale.
- Submission of all official college transcript(s) indicating the course work taken and the degree(s) awarded.

All applicants are encouraged to apply as early as possible. The application and all official supporting documents must be submitted by the posted deadline (TBD) for the requested entry term. Applications received or completed

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after the posted deadline may not be processed for admission into the requested term due to space or time limitations and may be offered admission in the next available term

Foreign Language Requirement:

The Florida Department of Education has identified the demonstration of foreign language competencies as successful completion of two credits of high school foreign language instruction, eight to ten credits in one foreign language at the college level, or passing scores on the College Level Examination Program (CLEP.).

Topic: **Learning Outcomes**

Discussion: Chuck Kise and Salli DiBartolo will prepare a set of Learning Outcomes for this BAS program. They will tie each one to a learning outcome and identify a course wherein the outcome will be covered.

Meeting Adjourned: 4:40 pm

Respectfully Submitted,

Dr. Katherine M. Cobb

Student Services Meeting Minutes
Bachelors of Applied Science Degree
Information Systems

Date: October 29, 2013

Time: 11 AM

Location: Melbourne Campus Building 10

Attendees: Dr. Kathy Cobb, Stephanie Burnette, Jacinta Dawson, Michelle Loufek, and
                 Gloria Meeks

Topic: **BAS Approval process and timeline**
Discussion: Dr. Cobb advised the group that things are moving forward as planned. Our
                 application to the state will be submitted by November 4, 2013 and we plan to
                 begin offering courses in this new program in the fall of 2014.

Topic: **Enrollment**
Discussion: As with most new programs it is difficult to anticipate the likely enrollment.
                 However, we can base our planning on what has happened in our other BAS
                 program roll outs. The BAS in Organizational Management was set for 125
                 students in the first term, however, over 200 students enrolled and all were
                 accommodated. Therefore, we will plan for 125 students in this program for fall
                 2014 and we are certain we can be flexible to accommodate additional students
                 if need be

Topic: **Admission Requirements**
Discussion: The following admissions requirements were reviewed and agreed upon:

General Admission Requirements

- Completion of Eastern Florida State College B.A.S. Application for Admission.
- One-time, non-refundable $30 application fee.
- Completion of an Associate in Science (A.S.) or Associate in Arts (A.A.) degree from an
  accredited U.S. college or university with at least a 2.0 grade point average on a 4.0
  scale.
- Submission of all official college transcript(s) indicating the course work taken and the
  degree(s) awarded.
       Additionally, this new program will now be added to our BAS admissions
       application and we will charge the same $30 fee as we charge for all other

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program applications. The same dates for all other BAS program application deadlines will be maintained.

Topic: **Program Completion Requirements**

Discussion: The following program completion requirements were reviewed and approved:

Completion Requirements:

- Students should maintain contact with an academic advisor to guarantee timely completion of all requirements including Gordon Rule, foreign language and general education.
- Complete a total of 36 hours of General Education credits.
- Complete at least: 25% of program course requirements through traditional coursework at: the College.
- Successfully complete all courses in the program. All Gordon Rule general education courses and upper division courses must be completed with a grade of "C" or higher
- Achieve at least a 2.0 grade point average on a 4.0 scale in all course work attempted at the College.
- Apply for graduation by the posted deadline and pay applicable fees.
- Satisfy all financial obligations to the College.

Topic: **Transfer and Transient Guidelines**

Discussion: **Evaluation of Transfer Credit**

Transfer students are required to submit final, official transcripts from each institution that they previously attended at the time they apply or readmit to EFSC. To be considered official, transcripts must be sent directly to EFSC from the issuing institution. All courses must be completed and graded. Courses are evaluated on the basis of equivalency to the content of EFSC courses and applicability toward the B.A.S. program the student intends to enter.

Topic: **Advising Checklist**

Discussion: Once the curriculum framework is developed by the curriculum committee, Jacinta Dawson will develop an advising checklist specifically for the BAS in Information Systems Technology. The checklist will follow all three tracks: Software Development, Networking and Project Management.

Topic: **Orientation**

Discussion: Students will be required to meet with an advisor to set up their initial program of student. Thereafter, they will be required to attend a program orientation. These will be scheduled beginning in summer 2014 for the fall term. Eventually,

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these orientation sessions will be delivered online for those students unable to come to campus.

Topic: **Next Meeting**
Discussion: A meeting to review the curriculum framework will be held in late November 2013 so that the advising checklist can be developed. Faculty and advisors will continue to work together to make sure that students are properly apprised of program and course requirements.

Meeting Adjourned: 11: 20 am

Respectfully Submitted,

Dr. Katherine M. Cobb

Eastern Florida State College
B.A.S. in Information Systems

General Admission Requirements

- Completion of Eastern Florida State College B.A.S. Application for Admission.
- One-time, non-refundable $30 application fee.
- Completion of an Associate in Science (A.S.) or Associate in Arts (A.A.) degree from a accredited U.S. college or university with at least a 2.0 grade point average on a 4.0 scale.
- Submission of all official college transcript(s) indicating the course work taken and the degree(s) awarded.

All applicants are encouraged to apply as early as possible. The application and all official supporting documents must be submitted by the posted deadline (TBD) for the requested entry term. Applications received or completed after the posted deadline may not be processed for admission into the requested term due to space or time limitations and may be offered admission in the next available term

Foreign Language Requirement:

The Florida Department of Education has identified the demonstration of foreign language competencies as successful completion of two credits of high school foreign language instruction, eight to ten credits in one foreign language at the college level, or passing scores on the College Level Examination Program (CLEP.).

Capstone Course:

- Students must have completed the foreign language requirement, all General Education courses, all core courses, and must: meet with an advisor in order to register for the Capstone course.

Completion Requirements:

- Students should maintain contact with an academic advisor to guarantee timely completion of all requirements including Gordon Rule, foreign language and general education.
- Complete a total of 36 hours of General Education credits.
- Complete at least: 25% of program course requirements through traditional coursework at: the College.
- Successfully complete all courses in the program. All Gordon Rule general education courses and upper division courses must be completed with a grade of "C" or higher
- Achieve at least a 2.0 grade point average on a 4.0 scale in all course work attempted at the College.
- Apply for graduation by the posted deadline and pay applicable fees.
- Satisfy all financial obligations to the College.

Academic Policies:

- Students who change degree programs must adopt the most current catalog at the time they change degrees.
- Students in a B.A.S. degree will follow the same academic policies in effect for all students at EFSC , as these are mandated by Florida Statute. This includes maximum attempts, grade forgiveness, repeating courses and full-cost assessment on the third attempt.
- Students may not be transient in their last 30 hours of the B.A.S at Eastern Florida State College.

EFSC Computer Programs Advisory Committee

MINUTES   OCTOBER 24, 2013   6:00 P.M.   MELBOURNE CAMPUS, 10/111C

MEETING CALLED BY	Dr. Carol Bourke
TYPE OF MEETING	Advisory Committee (Computer Information, Computer Programming & Analysis, Networking Services Technology)
FACILITATOR	Dr. Carol Bourke
NOTE TAKER	Ms. Cathy Beam
TIMEKEEPER	Ms. Jalanda Hudson

ATTENDEES	Industry Representation: Mr. Lewis Grimes, Brevard Public Schools Mr. Steve Kelnhofer, Kegman Inc. Jon Sellers, Brevard County	Eastern Florida State College Representation Dr. Carol Bourke Dr. Nellie Cardinale Mr. Steve Johnson Ms. Padma Vemuri Mr. David Shedrow Mr. Ross Decker Ms. Cathy Beam Ms. Jalanda Hudson Ms. Jacinta Dawson Mr. Stephen Gallagher

Agenda topics

CALL TO ORDER AND WELCOME   MS. JALANDA HUDSON

DISCUSSION	Call to order: 6:30 p.m. Welcoming statement with expressed appreciation for willing participants. Request that all attendees ensure that they signed attendance sheet and partake of provided food. Introduction of Dr. Bourke.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Cathy to send notes to Jalanda to transcribe into minutes with return of draft for prior approval.	Jalanda	October 30

INTRODUCTIONS   ATTENDEES

DISCUSSION	In turn, all attendees introduced themselves to the group.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
None		

OPENING REMARKS & MEETING FACILITATION   DR. CAROL BOURKE

DISCUSSION	Expression of appreciation for attendance, summary of purpose of Advisory Committee, brief over view of agenda planned and estimated meeting time. Requests made to Industry Representatives for Letters of Support for BAS Info Tech. Appeal made to attendees for new Advisory Committee Chairperson.
CONCLUSIONS	Dr. Bourke disclosed imminent retirement and introduced Ms. Padma Vemuri as her successor. Industry representatives agreed to write letters in support of BAS. Mr. Kelnhofer volunteered and was approved without issue by all to become the new chairperson.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
FOLLOW UP WITH LETTERS RECEIPT	CATHY BEAM	

DISCUSSION

David Shedrow spoke about new Cyber Security Courses. Focus of new grant is: Information Technology and Cyber Security. Grant will provide for building expenses for state-of-the-art Cyber Security Lab, equipment and Director of grant position with support services.

Ross Decker contributed that grant monies may be used to build MAC and WINDOWS lab that focuses on mobile devices and Android OS. Mr. Decker stated that there is a plan to work in collaboration with FIT.

Mr. Kelnhofer (K9) spoke about a Texas-based company that his company currently relies on for tools and skills that are important for Cyber Security.

K9 expressed interest in attending Grant Meeting scheduled for 10/28 on the EFSC Palm Bay Campus.

CONCLUSIONS   Faculty present extended verbal invitation to K9 to attend Grant Meeting scheduled 10/28.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Forward Outlook Meeting Invitation to Mr. Kelnhofer	Ms. Jalanda Hudson	10/24

INTERNSHIPS   ROUND TABLE

DISCUSSION

Mr. Kelnhofer recommended exploration of possible internship relationship with AFTAC, however to keep in mind security clearances. He also stated that other companies would consider the size and budget of the organization. Another recommendation was to "seek out larger companies for internships."

Mr. Sellers contributed that Brevard County rarely accepts internships for Programming, however they do accept internships for Help Desk and Networking. No background check is required for most Brevard County IT internships. Brevard Public Schools, however does require background checks before an intern can be placed.

Discussion moved to timing of internships, based upon college term. Dr. Bourke explained that there is flexibility available, if needed. Students may be awarded an "I" for internships that are in progress at the end of a college term.

CONCLUSIONS   Look to larger companies for internship hosts. Bear in mind the need for background checks for Brevard Public Schools. Internships are not exclusively tied to term dates.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Make contact with AFTAC and Brevard County	Jalanda Hudson	11/15/2013

TABLET TECHNOLOGY   LEWIS GRIMES

DISCUSSION

Mr. Grimes introduced the topic of tablet technology. He recommends inclusion of coursework that covers skillsets needed to address this technology.

Mr. Sellers concurs. He points to gaining popularity of tablets. (Windows OS, Android and iOS)

Wireless support must be factored into the equation for available bandwidth and security purposes.

CONCLUSIONS   Tablet usage is soaring, support will be needed.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Investigate how to include supportive skillsets in curriculum for tablet technology	Computer Faculty	

DR. CAROL BOURKE

Dr. Bourke explained the new state requirements for compliance. (Decreasing current 18 credit hours to 16 credit hours)

Beginning and Advanced PC Repair courses were identified as possible courses to be merged into a singular four credit course to assist in meeting the lower credit requirement goal for the CCC.
Review of the computer core for all three AS degrees (Computer Information Tech, Computer Programming and Networking) will also be appropriate.

DISCUSSION

Courses currently listed in the CCC Curriculum were discussed via round table, with points made by the following individuals:
Mr. Sellers validated the skillsets taught within the CCC, and emphasized the customer service component as extremely important/valuable.

Mr. Grimes pointed out that the skills taught in CTSC 1328 (Windows Server OS) may not be a good fit for the certificate. Discussion followed that supported the idea that servers and their functions are covered in CTS 1300 (Windows Client OS) as asserted by Mr. Gallagher and Mr. Shedrow.

CONCLUSIONS

It may be possible to merge the Beginning and Advanced PC Repair courses. CTSC 1328 may be a good candidate for removal from the CCC. Review of the computer core courses for the three degrees should occur.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Align Help Desk CCC with updated requirements	Computer Faculty	

SOFTWARE AND EQUIPMENT RECOMMENDATION

ROUND TABLE

Mr. Sellers asked about the relevance of Visual Basic. He feels the C languages are more important. (Start with Java) He informed group that C# is used in Brevard County. Also Brevard County focuses on HTML for web based applications (tablets). Brevard County utilizes a SQL/PL Database design.

DISCUSSION

Mr. Grimes advocates hands on training for hardware related courses. Mr. Kelnhofer offers surplus items for usage in class experiences.

Mr. Sellers inquired about IP Programming. Mr. Johnson stated that EFSC provides an introductory level of training, however expects that to increase with the offering of Bachelor Degree program coursework.

CONCLUSIONS

Brevard County utilizes C languages predominately. Hands-on training for hardware coursework is recommended.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Mr. Kelnhofer will deliver surplus items to Palm Bay Campus.	Ross Decker/Jalanda Hudson	10/28/2013 delivery

NEXT MEETING GENERAL TIMELINE AND CLOSING REMARKS

DR. CAROL BOURKE

Dr. Bourke asked guided questions to determine an acceptable range of date and times for the next Advisory Committee meeting. It was agreed that early to mid-February (around the 6th) was ideal.

DISCUSSION

Dr. Bourke asked if there were any further items for discussion. Individual expressions of appreciation were made to Dr. Bourke with well wishes.

Meeting adjourned 7:30 p.m.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Follow up email with minutes	Ms. Jalanda Hudson	11/1/13

BCC Computer Programs Advisory Committee

APRIL 10, 2013   3:30 P.M.   MELBOURNE CAMPUS, BLDG. 4

MEETING CALLED BY	Dr. Carol Bourke
TYPE OF MEETING	Advisory Committee (Computer Information, Computer Programming & Analysis, Networking Services Technology)
FACILITATOR	Dr. Carol Bourke
NOTE TAKER	Ms. Jalanda Hudson
TIMEKEEPER	Ms. Jalanda Hudson

ATTENDEES	Industry Representation: Mr. Terry Harrison, Ferno Washington, Inc. Mr. Lewis Grimes, Brevard Public Schools	Brevard Community College Reps Dr. Carol Bourke Mr. Richard Kahler Mr. Greg Garver Ms. Nellie Cardinale Mr. Steve Johnson Mr. Chuck Kise Ms. Catherine Tanner Ms. Padma Vemuri Ms. Salli DiBartolo Ms. Mildred Coyne Mr. David Shedrow Mr. Ross Decker Ms. Jalanda Hudson

Agenda topics

CALL TO ORDER AND WELCOME   MS. JALANDA HUDSON

DISCUSSION   Call to order: 3:37 p.m. Welcoming statement with expressed appreciation for willing participants. Request that all attendees ensure that they signed attendance sheet. Introduction of Dr. Bourke.

CONCLUSIONS

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Jalanda to send minutes to Dr. Carol Bourke for pre-approval.	Jalanda	April 15

INTRODUCTIONS   ATTENDEES

DISCUSSION   In turn, all attendees introduced themselves to the group.

CONCLUSIONS

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
None		

OPENING REMARKS & MEETING FACILITATION   DR. CAROL BOURKE

DISCUSSION   Expression of appreciation for attendance, summary of purpose of Advisory Committee, brief over view of agenda planned and estimated meeting time. Introduction of speaker: Ms. Catherine Tanner, Assessment Specialist.

CONCLUSIONS

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
None		

In-depth discussion of aligned industry certifications. Review of onsite testing locations and days. Explanation of process from class visit to student inquiry, culminating in student assessment. Ms. Tanner stressed that instructors are contacted prior to each student approval for testing. Presenter noted that the five top certifications in the field are not offered at this time in our testing labs.

DISCUSSION   The industry representatives were queried by Dr. Bourke, faculty in attendance and Ms. Tanner for respected industry certifications. Mr. Ferno contributed that the Microsoft Series (MCSA, MCSE) and SQL Server were highly desirable. He emphasized that even if only a portion of the testing series is challenged and passed, there was value/attractiveness added to potential employee. Mr. Grimes concurred that Microsoft examinations carry greater weight. However, he added that in his immediate work experience that experience at times trumps certifications.

CONCLUSIONS   Brevard Community College does not currently test for the discussed industry certifications. Locally, testing sites have diminished due to the closure of a testing site on Sarno Road. There are numerous factors to consider when adding tests available in testing labs. There will be further discussion between faculty and Ms. Tanner, who will in turn consult with leadership in the Career & Technical Programs department at Brevard Community College.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Promote continued dialogue regarding industry certification examination availability	Ms. Catherine Tanner	Continuous

SOFTWARE & EQUIPMENT RECOMMENDATION AND INDUSTY TRENDS   ROUND TABLE

Mr. Johnson asked Mr. Harrison which programming languages were most utilized and preferred in industry. Mr. Harrison responded that due to the growing popularity of tablet applications .NET and C# were the primary programming languages. There was further discussion regarding HTML5 and Java Script.

Mr. Harrison further elaborated that the "cloud" was up and coming. Although many companies express uncertainty about the safety of their information, Mr. Harrison feels that there will still be bounding growth opportunities there. He said directly that "Tablet technology and 'the Cloud' are the trend for the next five years. "

DISCUSSION   Within his own local company, Mr. Harrison said that there is extensive usage of Visual Studio for integrated html/visual. He added that free versions are available.

Mr. Russo contributed that BCC students have access to the full Visual Basic Suite.

Ms. Vemuri pointed out that it would be hard for C# language class to make it, while Advanced Visual basic language is also being offered, since the chance of students taking both classes is slim. *(correction 4/22/2013)* After discussion, Mr. Russo and Ms. Vemuri hypothesized that students weren't being encouraged to move forward into C# with the current lay out of program required courses vs. elective courses.

CONCLUSIONS   Cloud technology and tablet applications are the trend. C# courses are not making capacity for being held.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Investigate opportunities to market C#.	Jalanda Hudson	ongoing
Brainstorm ideas and solutions for the small stream of students available for C# due to program lay out.	Computer Faculty	??

INTERNSHIPS   DR. BOURKE

DISCUSSION   Dr. Bourke explained the value and importance of internships through partnerships with local industry.

CONCLUSIONS

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

None

<div style="text-align:center">**NEW BACHELOR OF APPLIED SCIENCE**</div> MS. MILDRED COYNE

Ms. Coyne gave a thorough introduction to the new Bachelor of Applied Science in Information Systems. She explained that there are three tracks that are relevant to the Computer A.S. degree students: Software Development, Program Project Development and Network Systems.

Ms. Coyne explained the community need for program availability as many residents are location bound.

Broad discussion followed regarding admission to the program, and required number of credits. Particular attention was given to the explanation of the differences in paths of completion for A.S. holding students versus A.A. holding students.

DISCUSSION   Faculty asked questions regarding SACS requirements for faculty credentials. Requirements were explained by Ms. Coyne. She assured the faculty that more information will be forthcoming in the near future.

Mr. Grimes attested to the need for such opportunities locally and voiced his decision to personally apply to the program.

Ms. Coyne informed Mr. Grimes to be sure to make sure that his industry certifications are addressed, as there are standing agreements that BCC honors for credits to be awarded for industry certification.

CONCLUSIONS   Brevard Community College is actively bringing online new educational opportunities for the community.

ACTION ITEMS   PERSON RESPONSIBLE   DEADLINE

None.

<div style="text-align:center">**NEXT MEETING GENERAL TIMELINE AND CLOSING REMARKS**</div> DR. CAROL BOURKE

Dr. Bourke asked guided questions to determine an acceptable range of date and times for the next Advisory Committee meeting. It was agreed that early to mid-September (around the 12th) was ideal.

There will be an email canvassing of members to determine the most desirable time to schedule meetings. Each member will be asked to provide preferences.

DISCUSSION   A follow up email will be sent to absentees to inquire how to better meet their scheduling needs, as many that accepted the meeting invitation were absent.

Dr. Bourke asked if there were any further items for discussion. There were none.

Dr. Bourke thanked all participants and adjourned the meeting.

5:39 pm

CONCLUSIONS   An optimal time for scheduling needs to be determined for future meetings.

ACTION ITEMS   PERSON RESPONSIBLE   DEADLINE

Follow up email   Ms. Jalanda Hudson   Will send with Minutes

71

Program:	Information Sciences and Studies	**CIP:**	11.0401
	Computer Information Systems EN EIF	**Track:**	1
Offered At:	USF	**Program Length:**	120 Cr. Hrs.

REVISED 2/25/09

NOTE: These are the common prerequisites for Computer Information Systems EN EIF. The Computer Science EN BCS program is found in 11.0101 Track 1. the Computer Engineering EN ECP program is under 14.0901 Track 1.

REVISED 10/28/2009

LOWER LEVEL COURSES

	Cr. Hrs.
COPXXXX *(1)*	3
&— MACX311	4
&— MACX312	4
&—— PHYX048/X048L	4
&—— PHYX049/X049L	4
or— PHYX049C	4
&— XXXXXXX *(2)*	6

FOR ALL MAJORS: Students are strongly encouraged to select required lower division electives that will enhance their general education coursework and that will support their intended baccalaureate degree program. Students should consult with an academic advisor in their major degree area.

----

(1) Introductory Programming in C, C++, JAVA, or equivalent language.

(2) Two (2) science courses for science majors.

Universities may have individual specific grade requirements for each prerequisite course. Consult the program for details.

Appendix K

Program of Study-Computer Information Systems Technology
Program Development Specialization

Common Upper Level Core Courses (6 credits)		
COM 3120	Organizational Communication	3 credits
ISM 3013	Introduction to Information Tech Management	3 credits
Specialization in Networking Systems (33 credits) from the following:		
COP 3703	Database Design/Architecture	3 credits
COP 3330	Object Orientated Programming	3 credits
COP 4655	Application Development for Mobil Devices	3 credits
ISM 3113	Information Systems Analysis and Design	3 credits
COP 4425	Web Applications Development	3 credits
COP 4813	Web Applications Programming	3 credits
CNT 3406	Information Security Management	3 credits
ISM 4220	Network Management for Information Professionals	3 credits
COP 3813	Internet Programming	3 credits
ISM 3324	Applications in Information Security	3 credits
ISM 4300	Information Systems Operations Management	3 credits
COP 4930	Internship	3 credits
Specialization in Program Development/Software Development (33 credits) from the following:		
CEN 3024	Software Development 1	3 credits
CEN 4025	Software Development 2	3 credits
COP 4655	Application Development for Mobil Devices	3 credits
CEN 4341	Platform Technology	3 credits
ISM 3320	Information Systems Control	3 credits
ISM 3232	Software Essentials	3 credits
CEN XXXX	Software Configuration	3 credits
CNT 3702	Infrastructure and Facilities Planning	3 credits
ISM 4220	Network Management for Information Professionals	3 credits
CNT 4798	Emerging Information Technologies	3 credits
COP 4930	Internship	3 credits
Specialization in Computer Project Management (33 credits) from the following:		
COP 3703	Database Design/Architecture	3 credits
CIS 3510	Project Management	3 credits
MAN 4883	Project Management Specialist	3 credits
CEN 4722	Human Computer Interaction	3 credits
ISM 3324	Applications in Information Security	3 credits
ISM 4314	Project and Change Management for Technology	3 credits
ISM 3113	Information Systems Analysis and Design	3 credits
ISM 4300	Information Systems Operations Management	3 credits
MAN 4504	Operational Decision Making	3 credits
COP 4858	Integrative Programming & Technology	3 credits
COP 4930	Internship	3 credits

Students wishing to enter the BAS with an earned AA degree will be reviewed on a case by case basis and may be required to take up to 21 credit hours of technical electives selected in collaboration with an advisor. Students may elect to take the seven lower division common prerequisite for CIP 11.0401 (Computer Information Systems Technology) or select focused course from one of the approve EFSC College Credit Certificates (CCC) listed below up to 21 credits. By taking the technical elective from the list of CCC's below, students will have the added benefit of potentially earning a CCC complimenting the AA and BAS degree. However, if the CCC is longer than the prescribed 21 credits, the students will not be required to complete the additional credits to earn the BAS degree. Likewise, if the CCC is shorter than the required 21 credits, the student can select courses from related CCC's to compliment the degree. Using the structure of the CCC's as technical electives for the BAS, provided students with a focused course of study and allows the student to tailor the technical skills to meet their workforce goals. Student will be strongly encouraged to work with the BAS advisor to select technical electives to align with intended career goals.

Accounting Technology Management (27 credits) Accounting Technology Operations (18 credits) Accounting Technology Specialist (12 credits) Alternative Energy Systems Specialist (18 credits) Applied Technology Specialist (16 credits) Auto-Cad Foundations (12 credits) Broadcast Production (24 credits) Business-Management Specialization (24 credits) Business-Marketing Specialization (24 credits) Help Desk Specialist (18 credits) Cisco CNNA (12 credits) Human Resource Administration (21 credits) Composite Fabrication and Testing (19 credits) Information Technology Technician (21 credits) Engineering Technology Support Specialist (20 credits) Oracle Certified Database Administrator (15 credits) Entrepreneurship Operations (25 credits) Computer Programming (24 credits) Computer Specialist (24 credits) Web Development Specialist (24 credits)

Proposed Program Course Development Timeline

Courses to be Developed Spring 2014

COM 3120	Organizational Communication
ISM 3013	Introduction to Information Tech Management
COP 3703	Database Design/Architecture
COP 3330	Object Orientated Programming
COP 4425	Web Applications Development
COP 4655	Application Development for Mobil Devices
CNT 3702	Infrastructure and Facilities Planning
CIS 3510	Project Management

Courses to be Developed Summer 2014

COP 4813	Web Applications Programming
CNT 3406	Information Security Management
COP 3813	Internet Programming
CEN 3024	Software Development 1
CEN 4025	Software Development 2
CEN 4341	Platform Technology
COP 4858	Integrative Programming & Technology
ISM 3320	Information Systems Control
ISM 3232	Software Essentials
CEN XXXX	Software Configuration
CNT 4798	Emerging Information Technologies
MAN 4883	Project Management Specialist
CEN 4722	Human Computer Interaction

Courses to be Developed Fall 2014

ISM 4220	Network Management for Information Professionals
ISM 4300	Information Systems Operations Management
COP 4930	Internship
ISM 3324	Applications in Information Security
ISM 4314	Project and Change Management for Technology
ISM 3113	Information Systems Analysis and Design
ISM 4300	Information Systems Operations Management

Program Learning Outcome #1

Demonstrate the ability to use current techniques, skills, and tools necessary for the design, evaluation, and application of information systems.
Core Ability Supported: Think Critically and Solve Problems Linked Course : CNT 4798 Emerging Information Technologies

Program Learning Outcome #2

Apply techniques for collecting data and analyzing information systematically with the intent to improve organizational input, process and output processes as well as improve the productivity and quality of work for users.
Core Ability Supported: Process Information Linked Course ISM 3013 Introduction to Information Technology Management

Program Learning Outcome #3

Demonstrate comprehensive understanding for information and network security; planning, risk management, security technologies, and personnel
Core Ability Supported: Think Critically and Solve Problems Linked Course CNT 3406 Information Security Management

Program Learning Outcome #4

Demonstrate written and oral communication and presentation skills necessary for the design, application, and administration of computer-based systems at all levels of the organization.
Core Ability Supported: Communicate effectively Linked Course: COM 3120 Organizational Communication

Program Learning Outcome #5

Demonstrate the techniques used to identify and analyze user needs and take them into account in the selection, creation, evaluation and administration of computer-based systems
Core Ability Supported: Process Information Linked Course ISM 3113 Information Systems Analysis and Design

Program Learning Outcome #6

Demonstrate the ability to effectively integrate IT-based solutions into the user environment
Core Ability Supported: Process Information. Linked Course: MAN 4504 Operational
Decision Making

Program Learning Outcome #7

Apply professional, ethical and legal practices in computing processes relating to individuals,
organizations, and society
Core Ability Supported: Model ethical and civic responsibility Linked Course: BUL 3130-
Legal, Ethical and Social Aspects of Business

Program Learning Outcome #8

Apply techniques for collecting data and analyzing information systematically with the intent
to improve organizational input, process and output processes as well as improve quality of
work for users.
Core Ability Supported: Process Information   Linked Course: COP 3703 Database Design and
Architecture

Program Learning Outcome #9

Demonstrate a fundamental understanding of data structures and modern programming
languages, and demonstrate the ability to design and write high quality computer programs that
are well organized and documented.
Core Ability Supported: Think Critically and Solve Problems Linked Course: COP 3330 Object
Orientated Programming

Program Learning Outcome #10

Demonstrate understanding of fundamental hardware and software architecture of computing
systems, including computer processing units, memories, input/output devices, operating
systems, and application software.
Core Ability Supported: Process Information   Linked Course: CNT 3702 Infrastructure and
Facilities Planning

Eastern Florida State College

1519 Clearlake Road
Cocoa, Florida 32922
321.433.7501

Program Report

Brevard only
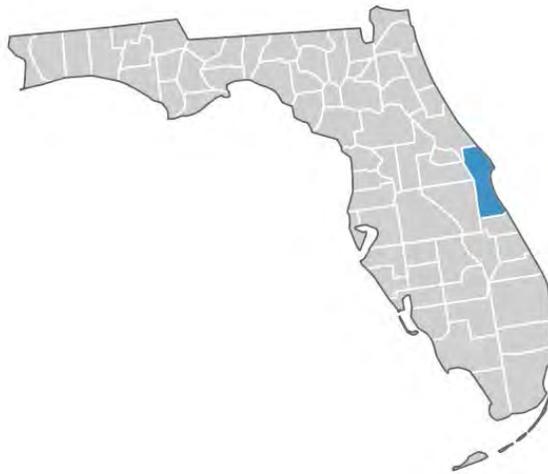
Report Info

Dataset Version	2013.4 Class of Worker
Class of Worker Categories	QCEW Employees + Non-QCEW Employees + Self-Employed + Extended Proprietors
Timeframe	2012 - 2018
Region Name	Brevard only
Counties	
Brevard, FL (12009)	

Program Group

Computer Programming, Specific Applications (11.0202)
Computer Systems Analysis/Analyst (11.0501)
Computer/Information Technology Services Administration and Management, Other (11.1099)
Management Information Systems, General (52.1201)

Target Occupations

Computer and Information Systems Managers (11-3021)

Computer Systems Analysts (15-1121)

Information Security Analysts (15-1122)

Computer Programmers (15-1131)

Software Developers, Applications (15-1132)

Software Developers, Systems Software (15-1133)

Web Developers (15-1134)

Computer Network Architects (15-1143)

Computer User Support Specialists (15-1151)

Computer Network Support Specialists (15-1152)

Target Occupation Performance

6,934	11.0%	$36.93/hr
Jobs (2012)	**Growth (2012-2018)**	**Median Earnings**
National Location Quotient: 1.31	National: 11.9%	National: $36.99/hr

Regional Openings (2012)	459	
Brevard Community College Program Completions (2012)	85	
Regional Program Completions (2012)	262	
All Regional Completions for Target Occupations (2012)	412	

Target Occupations	Regional Openings (2012)	Median Hourly Earnings	Growth (2012-2018)
Computer Systems Analysts (15-1121)	65	$33.08	11.3%
Software Developers, Applications (15-1132)	92	$42.40	11.8%
Computer Network Architects (15-1143)	26	$28.82	6.7%
Computer and Information Systems Managers (11-3021)	27	$53.17	19.0%
Information Security Analysts (15-1122)	7	$36.34	33.2%
Software Developers, Systems Software (15-1133)	71	$51.21	11.6%
Computer User Support Specialists (15-1151)	68	$20.18	12.6%
Web Developers (15-1134)	24	$17.45	19.7%
Computer Network Support Specialists (15-1152)	20	$28.40	11.1%
Computer Programmers (15-1131)	60	$38.83	3.6%

Brevard only | Growth for Target Occupations

6,934	7,699	765	11.0%
2012 Jobs	**2018 Jobs**	**Change (2012-2018)**	**% Change (2012-2018)**
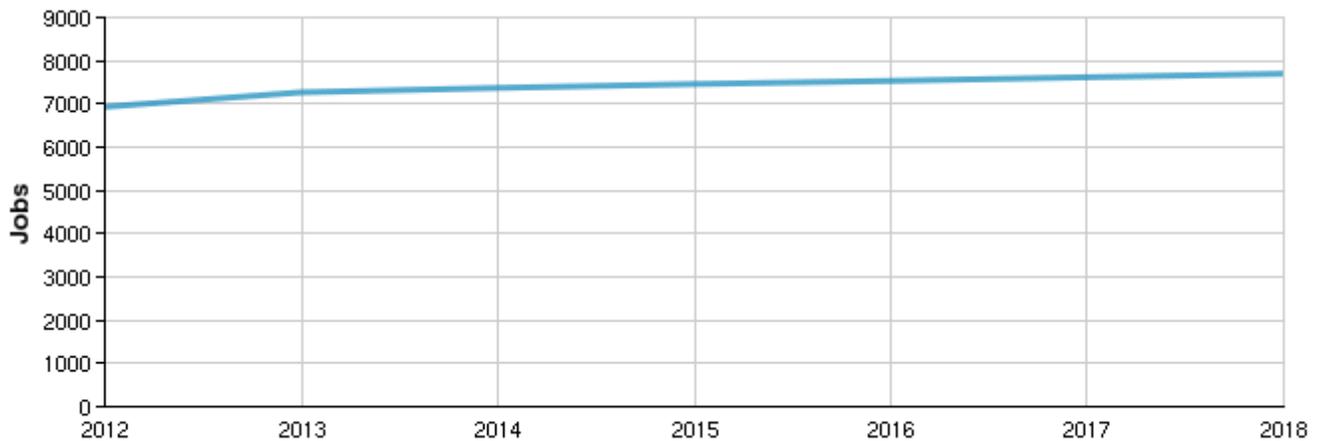
Occupation	2012 Jobs	2018 Jobs	Change	% Change
Computer Systems Analysts (15-1121)	855	952	97	11%
Software Developers, Applications (15-1132)	1,508	1,686	178	12%
Computer Network Architects (15-1143)	449	479	30	7%
Computer and Information Systems Managers (11-3021)	309	368	59	19%
Information Security Analysts (15-1122)	42	56	14	33%
Software Developers, Systems Software (15-1133)	1,159	1,294	135	12%
Computer User Support Specialists (15-1151)	995	1,121	126	13%
Web Developers (15-1134)	293	351	58	20%
Computer Network Support Specialists (15-1152)	290	322	32	11%
Computer Programmers (15-1131)	1,032	1,069	37	4%

Brevard only | Percentile Earnings for Target Occupations

$24.37/hr	$36.93/hr	$53.04/hr
10th Percentile Earnings	**Median Earnings**	**90th Percentile Earnings**
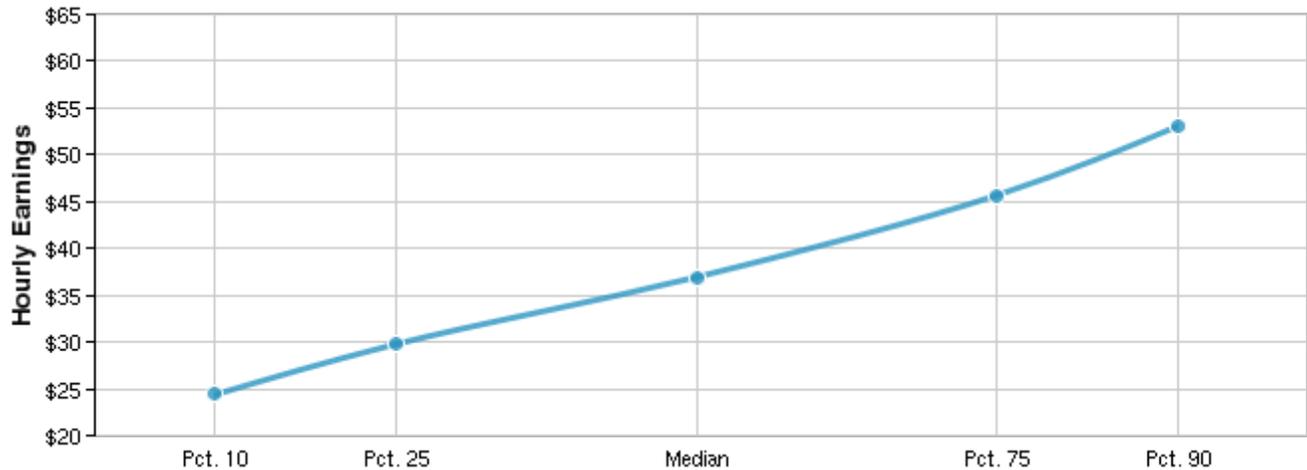
Occupation	10th Percentile Earnings	Median Earnings	90th Percentile Earnings
Computer Systems Analysts (15-1121)	$22.89	$33.08	$49.97
Software Developers, Applications (15-1132)	$28.44	$42.40	$57.60
Computer Network Architects (15-1143)	$18.72	$28.82	$43.93
Computer and Information Systems Managers (11-3021)	$34.18	$53.17	$79.02
Information Security Analysts (15-1122)	$25.73	$36.34	$52.20
Software Developers, Systems Software (15-1133)	$32.79	$51.21	$70.29
Computer User Support Specialists (15-1151)	$12.27	$20.18	$32.37
Web Developers (15-1134)	$13.83	$17.45	$27.00
Computer Network Support Specialists (15-1152)	$17.72	$28.40	$45.01
Computer Programmers (15-1131)	$26.21	$38.83	$55.39

Training Providers

3	262
Institutions	**Completions (2012)**
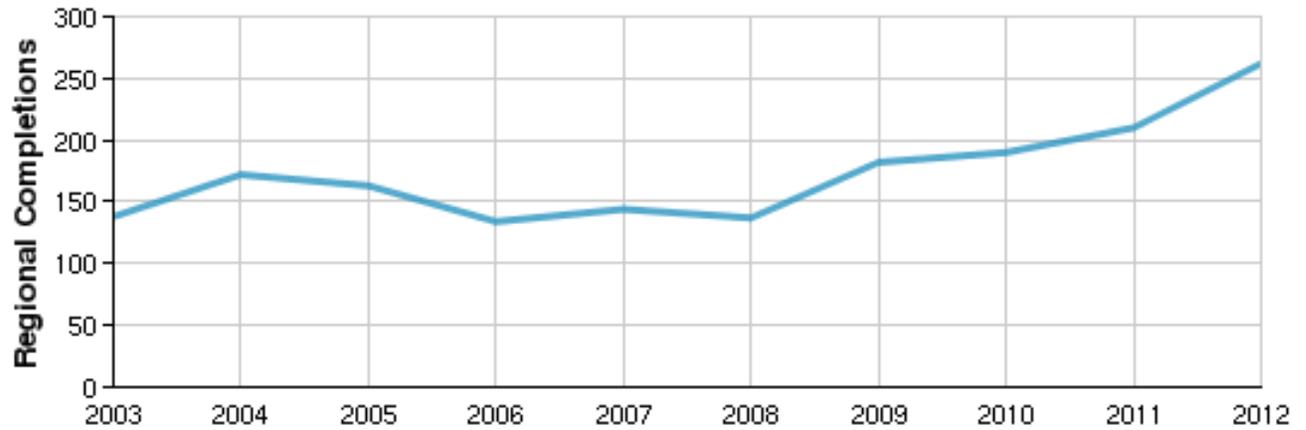
Institution	Degrees	Certificates	Total Completions
Brevard Community College	65	20	85
Florida Institute of Technology-Florida Tech Online	154	0	154
Florida Institute of Technology	23	0	23

Job Postings by Occupation

Occupation	Job Postings
Software Developers, Systems Software	62
Web Developers	53
Software Developers, Applications	50
Computer User Support Specialists	29
Computer and Information Systems Managers	19
Computer Systems Analysts	14
Computer Programmers	2
Computer Network Architects	0

State Data Sources
This report uses state data from the following agencies: Florida Department of Economic Opportunity

Institution Data
The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Completers Data
The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Occupation Data
EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

Appendix N

Institution Completions

Florida Institute of Technology-Florida Tech Online | Completions
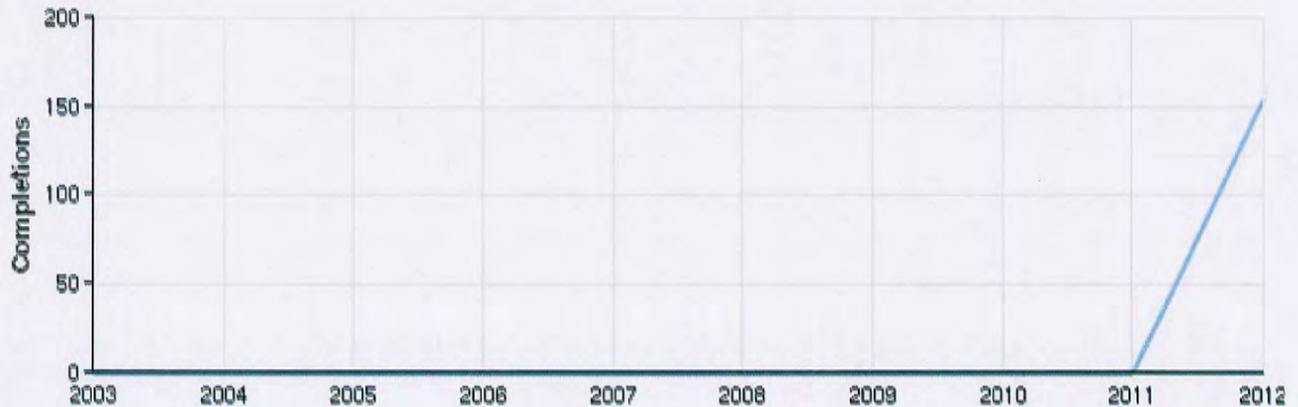
Award Level	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Award of less than 1 academic year	0	0	0	0	0	0	0	0	0	0
Award of at least 1 but less than 2 academic years	0	0	0	0	0	0	0	0	0	0
Award of at least 2 but less than 4 academic years	0	0	0	0	0	0	0	0	0	0
Postbaccalaureate certificate	0	0	0	0	0	0	0	0	0	0
Post-masters certificate	0	0	0	0	0	0	0	0	0	0
Associates degree	0	0	0	0	0	0	0	0	0	0
Bachelors degree	0	0	0	0	0	0	0	0	0	14
Masters degree	0	0	0	0	0	0	0	0	0	140
Doctors degree	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	154

2/11/2014 12:17 PM

BREVARD
COMMUNITY COLLEGE
WORLD-WIDE, WORLD-CLASS

Four-year Degree Student Survey

A five-question survey was developed by the Office of Enrollment Management and Student Success, to gage student perceptions about offering four-year degrees at Brevard Community College (BCC). The delivery of the survey was facilitated via BCC's online student system, MyBCC. The survey was available to all BCC students during the dates of March 21 through April 21, 2011. Based on 1,986 responses:

1) Should Brevard Community College offer four-year degrees?
    Yes   **1,831**   **(92%)**
    No   119   (6%)
    No response   8   (2%)

2) Would you continue your education at Brevard Community College if four-year degrees were available?
    Yes   **1688**   **(85%)**
    No   192   (10%)
    No response   106   (5 %)

3) If four-year degrees were available at Brevard Community College, what method of instruction would you prefer?
    On-campus instruction   320   (16%)
    Online instruction   117   (6 %)
    Both On-campus and Online instruction   **791**   **(73%)**
    No response   98   (5%)

4) How many Brevard Community College campuses should offer four-year degrees?
    One campus   63   (3%)
    Two campuses   138   (7%)
    One North-based campus <u>and</u> one South-based campus   373   (19%)
    All campuses   **1302**   **(66%)**
    No response   110   (5%)

5) In what area of study should Brevard Community College offer four-year degrees?
    Arts and Humanities   150   (8%)
    Business   322   (16%)
    Health and Social Services   **764**   **(39%)**
    Technology   346   (17%)
    Other   279   (14%)
    No response   126   (6%)

APPENDIX P

Business Survey Results

Four-year Degree Business Survey

A survey was developed by the Office of Planning and Assessment to gage local business perceptions about offering four-year degrees at Eastern Florida State College (EFSC). Two surveys were sent out to represent the areas of business and health. The delivery of the survey was facilitated via Zoomerang an online survey system used by EFSC. The survey was sent out to approximately 3700 employers through our online Career Network, Brevard Workforce and email during the dates of January 11, 2012 through February 2, 2012.

Business Survey: 83 Responses

1. Please indicate the Industry sector that best represents your company.		
Architecture & Construction	5	6%
Arts, Audio/Video Technology & Communications	6	7%
Business Management & Administration, Finance, Marketing	3	4%
Education & Training	7	9%
Government & Public Administration	6	7%
Health Science & Human Services	7	9%
Hospitality & Tourism	2	2%
Information Technology, Science, Technology, Engineering & Mathematics	8	10%
Law, Public Safety, Corrections & Security	7	9%
Manufacturing	6	7%
Transportation, Distribution & Logistics	1	1%
Other, please specify 1. Maritime communications 2. Non-profit housing ministry 3. Fire Service 4. Diesel Mechanic and Tire Specialist 5. Engineering, Technical Services, Manufacturing, Defense Contractor 6. Work with age 55+ low income helping them to transition back into the workforce 7. Humane Society 8. Defense Gov't Contractor 9. Shelter 10. Aerospace 11. Automotive Dealership 12. Marketing 13. Interior Design 14. APPLIANCE REPAIR 15. Food sale 16. Retail sales 17. Non-profit (Animal Welfare) 18. Veterinary Science 19. Veterinary 20. Veterinary 21. Veterinary Hospital 22. Veterinary 23. Sales 24. Event planning	24	29%

1-50	47	57%
50-100	7	8%
100-150	8	10%
150-200	4	5%
200-250	1	1%
Over 250	16	19%
Total	83	100%

3. Does your company have jobs that require a minimum of a bachelor's degree in supervisory related field? If no, skip to question number 9.

Yes	37	48%
No	40	52%
Total	77	100%

4. If yes, how many positions do you currently have?

1-4	12	28%
5-9	11	26%
10-14	6	14%
15-19	1	2%
20 or more	13	30%
Total	43	100%

5. Please list the job titles of the Management or Supervisory positions in your company that require a bachelor's degree.

37 Responses

1. n/a
2. Supervisor, Manager, Senior Manager, Director, VP
3. Director, North American Operations Business Manager Operations Manager
4. Accounting Manager Creative Director
5. Senior Controller Account Receivable Manager Financial Planning & Analysis Manager Employee Network Services Mgr. Director Network Engineering Chairman AP Manager Assistant Controller Chief Financial Officer Chief Technical Officer CS Supervisor Director of Sales-Americas Hardware Engineer Manager HR Manager Installation Operations Manager Interim VP of Product Management Logistics Manager Operations Supervisor President Quality Assurance Director Regional Sales Mgr.-Americas Regional Install Supervisor Regulatory Director Senior VP Engineering Ship Admin Manager Site Manager Sr VP of Customer Service Training & Documentation Mgr. VP of Operations VP Software Development VSAT Manager
6. It isn't necessarily a "requirement" as much as it is a "guideline". Budget Manager, HR Manager, Administrative Services Manager, Family Court Manager, Court Operations Manager, Trial Court Administrator, Trial Court Law Clerk, Senior Trial Court Law Clerk, Mediation Coordinator, General Magistrate/Hearing Officer, Director of Digital Court Reporting, Court Reporter, Director of Alternative Dispute Resolution, Drug Court Manager, Court Program Specialist II, Senior Court Program Specialist, and Senior Court Analyst II
7. Assistant Fire Chief Fire Chief
8. Assistant Fire Chief Deputy Fire Chief Fire Chief
9. Operations Commander Fire Chief
10. Chief Administrative Officer Chief Operating Officer Chief Financial Officer Site Supervisor
11. Engineer
12. None
13. All Coordinators Nursing Directors Etc.
14. All Coordinators Nursing Directors Etc.
15. Engineering Manager, Marketing Manager, Sales Manager

Brevard Community College-BAS in Organizational Management

16. Media Buyer Business Manager Art Director
17. 1. Marketing Account Manager; (BSEE) req'd. 2. Bookkeeper.
18. HR Director Engineering Manager Manufacturing Manager Warehouse Manager Program Manager Quality Manager Training Manager
19. Vice President positions All managers Project managers Leads (working for Project Managers)
20. COO/General Manager CFO/Secretary Treasurer Club Manager Residential Manager Golf Course Superintendent
21. President & CEO; Treasurer; Chief Financial Officer; Chief Operating Officer; Vice President; Director of Government Relations; Contracts Manager; Engineering & Safety Manager; Deputy Director; Accounting Manager; Project Manager
22. Vice Presidents Managers Project Managers Lead Custodians
23. Subject Matter Expert
24. Administrator Case Manager
25. Chemist
26. Teacher, Resource Teacher, Dean, Principal, Technical Support Specialist, Network Administrator
27. Account supervisor, producer, senior artist, creative director
28. President CFO Interior Design Director CEO Operations Director Accounting
29. Engineering Manager Engineering Supervisor Fabrication Manager Assembly Manager Production Manager Operations Manager Lamination Manager
30. All of the Directors of the various departments
31. President - a degree or significant business & production experience is very helpful, but not required.
32. Executive Director Shelter Manager Media Relations Manager Thrift Shop Manager (4 positions) Volunteer Coordinator Clinic Coordinator Office Manager Kennel Manager
33. Practice Manager
34. Project Director Group Manager Leads
35. Veterinarian Medical Technologist
36. Researcher
37. There are hundreds of positions which require a degree. Most are technical/specialist related degrees

6. How many openings for such positions do you anticipate having each year?

1-4	29	76%
5-9	3	8%
10-14	2	5%
15-19	0	0%
20 or more	4	11%
Total	38	100%

7. Do you currently have a pool of qualified candidates for these positions?

Yes	20	47%
No	23	53%
Total	43	100%

8. What is the average starting salary for such positions?

$40,000-$50,000	16	42%
$51,000-$60,000	8	21%
$61,000-$70,000	3	8%
$71,000-$80,000	6	16%
more than $80,000	5	13%

Brevard Community College-BAS in Organizational Management

Total		38	100%

9. Do you have any employees you would encourage to pursue a bachelor's degree?

Yes	66	82%
No	13	18%
Total	80	100%

10. When thinking about positions that would require a bachelor's degree in Management and Supervision, how would you rate the importance of each of the following area?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Not Important				Highly Important
Administration/Business	2	5	10	26	35
	3%	6%	13%	33%	45%
Research	13	9	21	17	13
	18%	12%	29%	23%	18%
Management	1	4	10	30	31
	1%	5%	13%	39%	41%
Personnel Management	3	5	14	23	29
	4%	7%	19%	31%	39%
Technology	3	3	12	30	28
	4%	4%	16%	39%	37%
Communications	3	1	11	30	29
	4%	1%	15%	41%	39%
Legal/Ethics	6	1	17	19	32
	8%	1%	23%	25%	43%
Other, please specify	3	1	4	2	3
	23%	8%	31%	15%	23%

11. The following statements relate to the future growth of your company.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly Disagree				Strongly Agree
The need for college graduates will grow in the next 5 years.	4	9	27	20	22
	5%	11%	33%	24%	27%
We have difficulty finding applicants with the knowledge, expertise and educational background needed.	10	11	26	18	17
	12%	13%	32%	22%	21%
Our company recruits/hires recent college graduates for specific supervisory positions.	23	22	18	11	5
	29%	28%	23%	14%	6%
In the next 3-5 years, a 4 year degree in Management & Supervision, as offered by Brevard Community College will be an important consideration in our hiring decisions.	17	12	26	21	5
	21%	15%	32%	26%	6%
Our company would be interested in hiring graduates of the Brevard Community College Management & Supervision program.	14	10	24	26	5
	18%	13%	30%	33%	6%
Our company would be willing to offer internship opportunities or other mentoring relationships.	18	13	18	14	18
	22%	16%	22%	17%	22%

12. Brevard Community College welcomes any other information related to Bachelor's degrees you'd like to provide.

4 Responses

Brevard Community College-BAS in Organizational Management

1.	I would hire someone in pursuit of a 4-year degree, especially in business or marketing. As a business owner, those are degrees needed on the administrative end of the business, but not in my day-to-day requirements. (I own a pottery studio - I need "waitresses" for the most part, but believe college students can easily learn the fundamentals of running a business, cost v. sales, overhead, etc. even in a business that doesn't require its' employees be degreed.
2.	Our positions are either promotional opportunities or hires from other fire departments
3.	Our degree is service specific for applied behavior analysis
4.	We currently have two interns that are being paid. One helps with purchasing and product management and is going to BCC's UCF Campus as a junior and we just hired a freshman from BCC as sales support assistance. Would love a part time intern that knows Photo Shop.
5.	We are also looking for trade skills. Welding carpentry etc.

13. In addition to the four year programs, Brevard Community College is planning in increase the number of two year and other shorter term programs. Please indicate below how important your feel each of these programs would be to our local community.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Not Important				Highly Important
Audio & Video Equipment Technicians	16	9	24	21	8
	21%	12%	31%	27%	10%
Aviation Maintenance & Management	10	13	21	21	11
	13%	17%	28%	28%	14%
Cyber Security / Information Assurance Technician	9	3	10	29	25
	12%	4%	13%	38%	33%
Diagnostic Medical Sonographers	13	6	14	25	18
	17%	8%	18%	33%	24%
Electrician	10	4	26	23	13
	13%	5%	34%	30%	17%
Food Service Managers	14	7	31	16	8
	18%	9%	41%	21%	11%
Health Technologists & Technicians	12	6	11	20	26
	16%	8%	15%	27%	35%
Helicopter Pilot	19	18	22	13	4
	25%	24%	29%	17%	5%
Pharmacy Technician	13	4	17	27	15
	17%	5%	22%	36%	20%
Physical Therapist Assistant	13	3	21	18	21
	17%	4%	28%	24%	28%
Manufacturing/Machining	12	6	30	16	12
	16%	8%	39%	21%	16%
Police, Fire & Ambulance Dispatchers	11	7	20	24	15
	14%	9%	26%	31%	19%
Systems Technician	9	4	23	27	14
	12%	5%	30%	35%	18%

14. Brevard Community College welcomes any additional suggestions for two year or shorter term programs.

4 Responses

1.	Human Resources-related program
2.	Human Resources
3.	Medical, Technology (web...back end coding) and Hospitality are industries that we need quality education in.
4.	If you do not have it: Graphic Arts, Sales management for the new sales rep.

Brevard Community College-BAS in Organizational Management

5.	Trades like electrician welder fence installer security technician would be important to our company.

Health Care Survey: 26 Responses

1. Please indicate the number of employees that work for your company.

1-50	8	32%
50-100	3	12%
100-150	3	12%
150-200	1	4%
200-250	2	8%
Over 250	8	32%
Total	25	100%

2. Does your company have jobs that require a minimum of a bachelor's degree in either Nursing or Health Care Administration? If no, skip to question number 9.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Yes	No
Nursing	9	16
	36%	64%
Health Care Administration	6	17
	26%	74%

3. If yes, how many positions do you currently have?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	1-4	5-9	10-14	15-19	20 or more
Nursing	6	1	0	0	2
	67%	11%	0%	0%	22%
Health Care Administration	5	0	0	0	2
	71%	0%	0%	0%	29%

4. Please list the job titles of the positions in your company that require a bachelor's degree in Nursing.

11 Responses

1. Soon to be Nursing Manager, Nursing Director
2. Manager, Director, Exec Director, VP
3. Infection Control Practitioner Nurse Manager
4. Director of Nursing
5. none
6. Practical Nursing Program Instructor
7. RN
8. Director of Nursing
9. N/A
10. RN
11. Registered Nurse

5. Please list the job titles of the positions in your company that require a bachelor's degree in Health Care Administration.

10 Responses
1. Nursing Director can also have a HC Admin degree
2. Manger, Director, Exec Director, VP
3. All Leadership positions require a minimum of a BS - not necessarily in HCA.
4. nursing home administrator
5. none
6. Biller
7. Campus Administrator Health center Administrator
8. N/A
9. Assisted Living Administrator Assisted Living Manager
10. None

6. How many openings for such positions do you anticipate having each year?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	1-4	5-9	10-14	15-19	20 or more
Nursing	4	1	0	0	1
	67%	17%	0%	0%	17%
Health Care Administration	5	0	0	0	0
	100%	0%	0%	0%	0%

7. Do you currently have a pool of qualified candidates for these positions?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Yes	No
Nursing	5	5
	50%	50%
Health Care Administration	3	5
	38%	62%

8. What is the average starting salary for such positions?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	$40,000-$50,000	$51,000-$60,000	$61,000-$70,000	$71,000-$80,000	More than $80,000
Nursing	5	2	1	0	1
	56%	22%	11%	0%	11%
Health Care Administration	1	1	3	1	1
	14%	14%	43%	14%	14%

9. Do you have any employees you would encourage to pursue a bachelor's degree?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Yes	No
Nursing	11	9
	53%	45%
Health Care Administration	9	8
	53%	47%

Brevard Community College-BAS in Organizational Management

10. When thinking about positions that would require a bachelor's degree in Health Care, how would you rate the importance of each of the following areas?

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Not Important				Highly Important
Administration/Business	3	0	4	2	11
	15%	0%	20%	10%	55%
Research	3	3	6	3	2
	18%	18%	35%	18%	12%
Management	2	1	3	5	9
	10%	5%	15%	25%	45%
Health Care	1	0	3	4	11
	5%	0%	16%	21%	58%
Technology	1	4	2	6	5
	6%	22%	11%	33%	29%
Communications	3	1	2	6	6
	17%	6%	11%	33%	35%
Legal/Ethics	1	1	4	6	6
	6%	6%	22%	33%	33%
Other, please specify	2	0	1	2	1
	33%	0%	17%	33%	17%

11. The following statements relate to the future growth of your company.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly Disagree				Strongly Agree
The need for college graduates will grow in the next 5 years.	3	0	9	9	4
	12%	0%	36%	36%	16%
We have difficulty finding applicants with the knowledge, expertise and educational background needed.	5	3	6	7	2
	22%	13%	26%	30%	9%
Our company recruits/hires recent college graduates for specific supervisory positions.	6	8	5	4	2
	24%	32%	20%	16%	8%
In the next 3-5 years, a 4 year degree in Nursing, as offered by Brevard Community College will be an important consideration in our hiring decisions.	8	2	4	6	3
	36%	9%	17%	26%	13%
In the next 3-5 years, a 4 year degree in Health Care Administration, as offered by Brevard Community College will be an important consideration in our hiring decisions.	8	1	5	7	1
	36%	5%	23%	32%	5%
Our company would be interested in hiring graduates of the Brevard Community College Nursing program.	5	2	4	2	7
	25%	10%	20%	10%	35%
Our company would be interested in hiring graduates of the Brevard Community College Health Care Administration program.	7	1	7	4	3
	32%	5%	32%	18%	14%
Our company would be willing to offer internship opportunities or other mentoring relationships.	10	2	2	2	7
	43%	9%	9%	9%	30%

12. Brevard Community College welcomes any other information related to Bachelor's degrees you'd like to provide.

5 Responses	
1.	I would like to hire only BSN's but due to the shortage that is not possible
2.	didn't know BCC had a 4 year degree program
3.	We look for criminal justice education and/or training. We have also experienced great success in the hiring of general studies or liberal arts graduates with a track record of successfully learning. In short the critical thinking skills are as important as training in a specific fie
4.	Got to love BCC. Programs they offer and their low costs
5.	Our Registered Nurse position requires a person to have a degree before even being considered and we only have one position so some of the questions above are an N/A answer

13. In addition to the four year programs, Brevard Community College is planning to increase the number of two year and other shorter term programs. Please indicate below how important you feel each of these programs would be to our local community.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Not Important				Highly Important
Audio & Video Equipment Technicians	7	2	6	6	3
	29%	8%	25%	25%	12%
Aviation Maintenance & Management	9	0	7	5	3
	38%	0%	29%	21%	12%
Cyber Security / Information Assurance Technician	2	1	6	11	4
	8%	4%	25%	46%	17%
Diagnostic Medical Sonographers	7	0	7	9	1
	29%	0%	29%	38%	4%
Electrician	8	3	5	8	0
	33%	12%	21%	33%	0%
Food Service Manager	6	3	9	5	1
	25%	12%	38%	21%	4%
Health Technologists & Technicians	6	0	5	10	3
	25%	0%	21%	42%	12%
Helicopter Pilot	10	2	8	4	0
	42%	8%	33%	17%	0%
Pharmacy Technician	7	0	7	6	4
	29%	0%	29%	25%	17%
Physical Therapist Assistant	7	1	5	7	4
	29%	4%	21%	29%	17%
Manufacturing/Machining	7	2	8	3	5
	28%	8%	32%	12%	20%
Police, Fire and Ambulance Dispatchers	9	1	5	5	4
	38%	4%	21%	21%	17%
Systems Technician	4	1	9	6	4
	17%	4%	38%	25%	17%

14. Brevard Community College welcomes any additional suggestions for two year or shorter term programs.

4 Responses	
1.	Need more qualified CNAs with a strong work ethic and knowledge base
2.	My comments would be similar to those expresses previously
3.	please consider a fast track for CNA
4.	Forensics, Fingerprint Technician

Appendix Q

Letters of Support

Agency or Business	Representative	Program
Brevard County Sheriff's Office	Wayne Ivey, Sheriff	BAS Info. Systems Tech.
Brevard Workforce	Marci Brilley, Vice President	BAS Info. Systems Tech.
City of Melbourne	Kathleen Meehan, Mayor	BAS Info. Systems Tech.
City of Palm Bay	William Capote, Mayor	BAS Info. Systems Tech
Craig Technologies	Carol Craig, CEO	BAS Info. Systems Tech.
Daytona State College	Carol W. Eaton, President	BAS Info. Systems Tech.
Fla. Institute of Technology	T. Dwayne McCay, COO	BAS Info. Systems Tech.
Kegman Inc	Steven P. Kelnhofer, Dir. Of Operations	BAS Info. Systems Tech
Parrish Medical Center	George Mikitarian, Chief Executive Officer	BAS Info. Systems Tech.
School Board Brevard Co.	Debra Pace, Assoc. Superintendent	BAS Info. Systems Tech.
School Board Brevard Co.	Janice Scholz, Career Technical Education	BAS Info. Systems Tech.

Emails:

ADVANCED MAGNET LAB

Yes. The AML supports this program.

Best regards, Mark Senti Advanced Magnet Lab msenti@magnetlab.com 321.514.4661 www.magnetlab.com

BRPH, AEC

BRPH Architects/Engineers/Constructors has been in business in Brevard County for 48 years. In that time, we have supported EFSC and benefited from the education received by many of our employees as well as the enhanced education level of our community as a whole. BRPH enthusiastically supports EFSC's proposal to offer bachelor degree of Applied Science in Information Systems Technology.

Best regards,
Brian

BRIGHT HOUSE NETWORKS

I would like to express my support of the effort of Eastern Florida State College to offer a four year degree program in Information Systems Technology. There is a need in the business community for such a program. It would strengthen our community's ability to attract and retain talented leaders.

Paul Hanson Vice President of Operations and General Manager Bright House Networks Melbourne, FL 321-259-3762

THE FLORIDA SOLAR ENERGY CENTER

The Florida Solar Energy Center supports the Eastern Florida State College proposal to offer a bachelor degree of Applied Science in Information Systems Technology. In my experience with workforce development and training efforts in this region, my knowledge of gaps in certifications and degrees that are valued by area employers, as well as my own personal family and friend's needs in terms of professional development, this degree would be in great demand in this region. Please do not hesitate to contact me if I can provide additional justification for this degree.

Colleen McCann Kettles, JD Florida Solar Energy Center 1679 Clearlake Road, Cocoa FL 32922 321-638-1004 ckettles@fsec.ucf.edu

HRSS CONSULTING GROUP, LLC

HRSS Consulting supports the Eastern Florida State College proposal to offer a bachelor degree of Applied Science in Information Systems Technology.

Thanks, Karen J. Gregory, SPHR President & Owner HRSS Consulting Group, LLC Merritt Island, FL PH: 321-427-7984 www.hrssconsultinggroup.com

L2 AEROSPACE, LLC

In response to your request, please accept this email as confirmation that L2 Aerospace supports Eastern Florida State College's proposal to offer a bachelor degree of Applied Science in Information Systems Technology. We consider this addition to EFSC's current offerings to be a great step forward in support of your students and our business community.

George Hauer President, Engineering Services L2 Aerospace, LLC
(321) 806-3527 (office), (321) 806-3528 (fax)
(321) 749-2544 (cell) www.L2aerospace.com

MATRIX COMPOSITES, INC

Matrix Composites is a full service provider to the aviation, military, space and commercial industries with particular emphasis on critical structures fabricated with polymeric composites. The Company applies superior design, analysis, prototyping, development, and manufacturing capabilities to produce vital high performance composite structures for demanding customers. To deal with our high technical demands and complex procedural management requirements, Matrix Composites has an interest in supporting Eastern Florida State College's proposal to offer a bachelor degree of Applied Science in Information Systems Technology. We would enjoy having available, exceptionally talented, technically competent individuals, as a local resource that has a strong knowledge base related to the curriculum outlined in this program.

Best Regards Dan Simpson Director of Engineering Matrix Composites, Inc. 275 Barnes Boulevard Rockledge, FL 32955 Phone (321) 633-4480 ext. 162, Fax: (321) 633-4490 Email d.simpson@matrixcomp.com

THE MELBOURNE REGIONAL CHAMBER OF COMMERCE

The Melbourne Regional Chamber of Commerce supports the Eastern Florida State College proposal to offer a bachelor degree of Applied Science in Information Systems Technology. We believe this program offers vital and relevant curriculum to the participants. This will enable our businesses, especially our manufacturers, to hire or promote qualified managers with the skills needed to grow their companies, and therefore the economy of Brevard County.

Christine Michaels President & CEO Melbourne Regional Chamber of East Central Florida 1005 E. Strawbridge Ave. Melbourne, FL 32901 321-724-5400 www.melbourneregionalchamber.com www.TheMelbourneCoast.com

MOLECULAR POWER SYSTEMS/JOI SCIENTIFIC

Molecular Power Systems supports the Eastern Florida State College proposal to offer a bachelor degree of Applied Science in Information Systems Technology.

Sincerely, Ward Young, VP, Human Resources Molecular Power Systems / Joi Scientific

PEAK CONTRACTING, INC

We at PEAK Contracting are delighted that EFSC is showing great leadership by introducing a Bachelor of Applied Science Degree in Organizational Science. We are confident that this will benefit our local community greatly and help advance a stronger business community here in Brevard County.

James Roberts, Jr President and CEO PEAK Contracting, Inc PO Box 3068 Cocoa, Fl 32924-3068 PH 321.633.4788, FX 321.633-4657 jroberts@peakgc.com www.peakgc.com

S.T.E.P.S., INC

S.T.E.P.S., Inc. supports the Eastern Florida State College proposal to offer a bachelor degree of Applied Science in Information Systems Technology. We hope this course will give future students more opportunity to further their success.

Tina Livanos

SMALL BUSINESS DEVELOPMENT CENTER AT EFSC

The Small Business Development Center at EFSC supports the proposal to offer a bachelor degree of Applied Science in Information Systems Technology.

Victoria Peake | CBA Director Small Business Development Center at EFSC EFSC, Building 10, Room 117 3865 N. Wickham Road Melbourne, FL 32935 321.433.5573/f: 321.433.5708 peakev@brevardcc.edu www.brevardcc.edu/workforce

Brevard County
Jail Complex
860 Camp Road
Cocoa, FL 32927
(321) 690-1500
(321) 635-7800 fax

Canaveral Precinct
111 Polk Avenue
Cape Canaveral, FL 32920
(321) 868-1113
(321) 784-8340 fax

Criminal Investigative
Services
340 Gus Hipp Boulevard
Rockledge, FL 32955
(321) 633-8499
(321) 633-8403 fax

East Precinct
2575 N. Courtenay Pkwy.
Merritt Island, FL 32953
(321) 454-6652
(321) 454-6631 fax

North Precinct
750 S. Park Avenue
Titusville, FL 32780
(321) 264-5208
(321) 264-5359 fax

Operational Services
2575 N. Courtenay Pkwy.
Merritt Island, FL 32953
(321) 454-6643
(321) 454-6642 fax

South Precinct
1515 Sarno Road, Bldg B.
Melbourne, FL 32935
(321) 253-6658
or (772) 664-1015
(321) 253-6686 fax

West Precinct
2725 Judge Fran Jamieson
Way, Bldg. E
Viera, FL 32940
(321) 633-2123
(321) 633-1965 fax

October 22, 2013

Dr. James H. Richey
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey,

I would like to take this opportunity to provide my agency's full support of the proposed Bachelor of Applied Science degrees in Advanced Allied Health, Information Technology and two new areas of concentration (Public Safety and Sales & Marketing) in the current Bachelor of Applied Science program in Organizational Management at Eastern Florida State College (EFSC).

I believe that if EFSC offered a bachelor's program that is convenient and cost effective, many of our Brevard County Sheriff's Office employees would choose to pursue a degree and further develop their skills as future leaders of our agency.

I believe the convenience of having a local bachelor degree program in Brevard County is an incredible service for not only our agency, but our entire community, as well.

If I can be of any further assistance to you, please do not hesitate to call on me.

Sincerely,
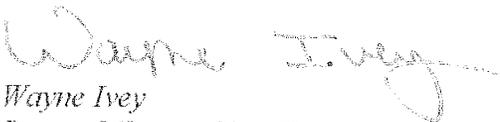
Wayne Ivey
Brevard County Sheriff

c: Chief Deputy Doug Waller
      Commander Mike DeMorat, Administration

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BREVARD
WORKFORCE

October 16, 2013

Dr. James H. Richey
President
Brevard Community College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

Brevard Workforce is pleased to support Eastern Florida State College's decision to pursue the addition of a Bachelor of Applied Science (BAS) in Advanced Allied Health and a BAS in Information Technology. Within the Advance Allied Health BAS there will be two areas of specialization, Health Science and Biotechnology. Within the Information Technology BAS there will be three areas of specialization, Software Development, Networking and Project Management.

Brevard Workforce administers the Workforce Investment Act programs in the county and provides employment support activities for both businesses and job seekers. Private business CEO's comprise 51% of the Brevard Workforce board. We oversee the county One Stop operations and during fiscal year 2012-2013 served 76,077 customers. Four-year degrees in Advance Allied Health and Information Technology will offer our customers and other county residents new career options.

The college is one of the most significant providers of career preparation in the county, and, definitely, the most affordable. Over the years thousands of our customers have enhanced their skills through Eastern Florida State College's programs and entered employment.

We are pleased to support your application to offer these additional four-year degree programs.

Sincerely,

Marci Brilley
Vice President of Operations

Titusville Career Center
3880 S. Washington Ave.
Titusville, FL 32780
504-7600 Toll Free

Rockledge Career Center
295 Barnes Blvd.
Rockledge, FL 32955
504-7600 Toll Free

Palm Bay Career Center
5275 Babcock St. NE
Palm Bay, FL 32905
504-7600 Toll Free

Executive Offices
297 Barnes Blvd.
Rockledge, FL 32955

TTY/TDD 1-800-955-8771. Voice 1-800-955-8770

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October 10, 2013

Dr. James H. Richey, President
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

On behalf of the City of Melbourne, I support the efforts of Eastern Florida State College to offer Bachelor of Applied Science degrees in Advanced Allied Health, Information Technology and two new areas of concentration within the current Bachelor of Applied Science degree in Organizational Management. Approximately 75% of the Melbourne population over the age of 25 does not have bachelor degrees. This is an excellent proposal that will increase affordable options for the residents of Melbourne to attain bachelor degrees.

The Melbourne City Council has established incentives to encourage economic development by supporting the growth of existing businesses and attracting new ones. The proposed bachelor degree programs with a focus on business, technology and health aligns with the City's goals in this effort.

Convenient and affordable opportunities to advance are limited in Brevard County. Eastern Florida State College's proposed program will both strengthen the workforce available to area industry and increase career opportunities for the residents of Melbourne and Brevard County.

Sincerely,

Kathleen H. Meehan
Mayor

KHM:cw

Dr. James H. Richey
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL   32922

Dear Dr. Richey:

The City of Palm Bay expresses its support of Eastern Florida State College's intent to offer   Bachelor of Applied Science degrees in Advanced Allied Health, Information Technology and two new areas of specialization in Organizational Management. The City realizes that offering a strong educational foundation will provide local residents an opportunity to expand their knowledge within the city limits. Palm Bay is home to some of the most diverse neighborhoods in our county and many have not had the opportunity to advance their education.   Offering a bachelor's degree locally will benefit the residents and, ultimately, the City of Palm Bay. With less than 28% of all county residents over the age of 25 possessing a bachelor's degree, new programs such as these will open the door to greater possibilities for the citizens of Brevard County.

Eastern Florida State College is the most affordable option for postsecondary education in our county. The College is part of the high-tech educational corridor with the University of Central Florida and The Florida Solar Energy Center. The addition of new advanced degree options by Eastern Florida State College will enhance the educational corridor's status in Palm Bay and in Central Florida.

The City of Palm Bay wishes only the best for Eastern Florida State College as it embarks on this new endeavor. The opportunities provided to our citizens are valuable to their overall quality of life and their pursuit of education.

Sincerely,

CITY OF PALM BAY,
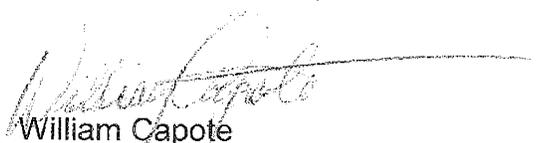
William Capote
Mayor

Legislative Department

120 Malabar Road SE ◦ Palm Bay, FL 32907-3009
Phone: 321.952.3414 ◦ Fax: 321.953.8971
Visit our website: www.palmbayflorida.org

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CRAIG
TECHNOLOGIES

October 28, 2013

Dr. James H. Richey
President
Eastern Florida State College
1519 Clearlake Road
Cocoa, Fl. 32922

Dear Dr. Richey,

Craig Technologies supports Eastern Florida State College's (EFSC) decision to pursue the addition of a Bachelor's of Applied Science (BAS) in Information Systems. It is our understanding that there will be three areas of concentration with this degree: Project Management, Software Development and Networking. Craig Technologies is a US-Owned, Women-Owned, Minority-Owned and Service-Disabled Veteran-Owned company that offers a wide scope of engineering and technical solutions to companies. These services include Software Design and Development, Systems Engineering and Integration, Modeling and Simulation and Information Technology Support to name a few. As our business grows and expands we are continually looking for highly trained individuals to become members of our team so that Craig Technologies can continue to support our customers in these areas.

The offering of this affordable bachelor's degree program will not only benefit Brevard County residents, it will benefit the many technology companies of the Space Coast such as Craig Technologies, by strengthening the workforce available in the area of Computer and Information Technologies.

Sincerely,

Carol M Craig

Carol Craig
Founder/CEO
Craig Technologies

ISO9001/AS9100 Certified | www.craigtechinc.com | ITAR Registered

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October 15, 2013

Dr. James H. Richey, President
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

Daytona State College supports the Eastern Florida State College application to offer Bachelor of Applied Science programs (BAS) in Advanced Allied Health, Information Technology and two new areas of concentration in the current BAS in Organizational Management. While Daytona State does offer some BAS programs, the distance from anywhere except the northernmost section of Brevard County can be a barrier to your service area accessing our program. Daytona State College has worked cooperatively in the past with Eastern Florida State College to meet the educational needs of our communities and will continue to do so as both colleges advance their educational opportunities.

The degrees align well with the community college mission mandated by Florida Statute to respond to "community needs for postsecondary academic education and career degree education." By offering the proposed BAS degrees, Eastern Florida State College is providing convenient and affordable access to programs that will provide upward mobility for mid-level managers currently employed. In addition, the proposed degree programs will complement current Eastern Florida State College associate degrees by providing students a means to move into management and supervisory positions.

The Eastern Florida State College application offers great promise to area residents. We look forward to the successful establishment of the proposed program.

Sincerely,

Carol W. Eaton
President
Daytona State College

Daytona State College
1200 W. International Speedway Boulevard / Daytona Beach, Florida 32114
(386) 506-3000 • www.DaytonaState.edu

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Florida Institute of Technology

Office of the Executive Vice President
Chief Operating Officer

October 1, 2013

Dr. Linda Miedema
Vice President Academic Affairs
Chief Learning Officer
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

RE: Addition of two Bachelor of Applied Science degrees

Dear Dr. Miedema:

Thank you so much for providing Florida Institute of Technology the opportunity to
review the application to add two Bachelor of Applied Science degrees and add two areas
of concentration to your existing BAS in Organizational Management. Although Florida
Tech views these degrees and areas of concentration as somewhat competitive, we find
no justification to oppose the application.

Please let me know if I can be of further assistance.

Sincerely,

T. Dwayne McCay, Ph.D.
Executive Vice President and Chief Operating Officer

cc: Dr. Donn Miller-Kermani, Deputy Chief Operating Officer, Florida Tech
        Dr. Ed Moore, President, Independent Colleges and Universities of Florida
        Dr. James Richey, President, Brevard Community College

KEGMAN

29 October 2013

Dr. James H. Richey
President
Eastern Florida State College
1519 Clearlake Road
Cocoa, Fl. 32922

Dear Dr. Richey,

On behalf of Kegman Inc., of Brevard County, Florida, I herewith provide my support to Eastern Florida State College's (EFSC) pursuit of approval to offer a Bachelor's of Applied Science (BAS) in Information Systems. Our company provides Government Services, Sensor Systems Integration, and Commercial and Residential Security Solutions. Therefore, we are well aware of the need for a well- trained and prepared workforce to assist with Information Technology needs.

Eastern Florida State College, formerly known as Brevard Community College, provides a long legacy of meeting the workforce needs of our community. Once again they are supporting our economy by preparing students for employment in the emerging fields of Information Systems Technology. As with all other EFSC programs, this BAS degree will be both affordable and accessible to meet the needs of our adult workers seeking to be retrained for higher paying jobs.

Therefore, our company fully supports the application for EFSC to be able to offer this new Bachelor's degree program.

Sincerely,

Steven P. Kelnhofer, Director of Operations
Kegman Inc.

October 10, 2013

Dr. James H. Richey, President
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

Parrish Medical Center is pleased and honored to support your proposal to offer Bachelor of Applied Science degrees in Advanced Allied Health, Information Technology and two new areas of concentration in the current Bachelor of Applied Science degree in Organizational Management.

Founded in 1958, Parrish Medical Center is a full service hospital recognized in 2012 with an "A" rating for patient safety by the leapfrog Group and named a Health Grades Distinguished Hospital for Clinical Excellence' in 2011 for the second consecutive year. As you know, having a strong cadre of employees, including those in management, are keys to any organization's success. This initiative promises to strengthen the capabilities of the Brevard County workforce for all organizations and certainly supports our constant commitment to excellence.

Convenient, affordable and high caliber opportunities to receive this type of management training, needed for individuals to advance in Brevard County and for organizations to succeed, are limited at this time. The proposed program will help to "open the doors" to success for both our employees and all residents of Brevard County and the surrounding area. I applaud you for pursuing this program.

Sincerely,

George Mikitarian
Chief Executive Officer

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School Board of Brevard County

2700 Judge Fran Jamieson Way • Viera, FL 32940-6601

Brian T. Binggeli, Ed.D., Superintendent
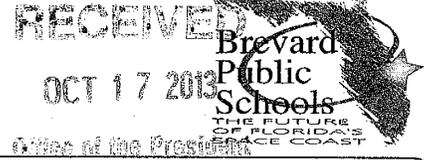
October 10, 2013

Dr. James H. Richey, President
Eastern Florida State College
1519 Clearlake Road
Cocoa, Florida 32922

Dear Dr. Richey:

Brevard County School Board represents the county's largest employer with over 9,000 employees. The prospective bachelor of applied science degrees in Advanced Allied Health, Information Technology and two more areas of concentration within the existing Organizational Management program promises to strengthen mid-level management skills of our workforce as well as that of other area employers.

We encourage our employees to continue their professional growth, and we support our staff earning college degrees by offering a tuition reimbursement program. Due to the affordability and convenience of Eastern Florida State College, we anticipate that some staff members will be interested in the new program.

The new program will develop a trained corps of mid-level managers and serve Brevard County and the Brevard Public School District well.

Sincerely,

Debra Pace
Associate Superintendent
Human Resources Services

Debra P. Pace
Associate Superintendent of Human Resources Services
Phone: (321) 633-1000, ext. 200 • Fax: (321) 633-3565

An Equal Opportunity Employer

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School Board of Brevard County

2700 Judge Fran Jamieson Way • Viera, FL 32940-6601
Brian T. Binggeli, Ed.D., Superintendent

October 10, 2013

Dr. James H. Richey, President
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

Brevard County students are going to benefit from the Eastern Florida State College's (EFSC) plan to offer Bachelor of Applied Science degrees in Advanced Allied Health, Information Technology and two new areas of concentration in the current Bachelor of Applied Science degree in Organizational Management. The school district's goal is "Every student will graduate from high school prepared to enter and be successful in the workplace, in further career education, and/or in postsecondary degree opportunities." The proposed EFSC degrees align with our goal. Since dual enrollment is an option, many students will be able to complete their AS degree while still enrolled in the public schools and seamlessly enter the last two years of a Bachelor's degree at Eastern Florida State College.

Brevard Public Schools Career and Technical Education offers over 30 programs of study. The proposed bachelor programs will enhance the credentials of students who have pursued a variety of fields prior to high school graduation.

We are glad to learn of this initiative.

Sincerely,
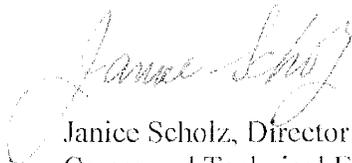
Janice Scholz, Director
Career and Technical Education
Brevard Public Schools

Janice Scholz, Director
Office of Career & Technical Education
Phone: (321) 633-1000, ext. 380 • FAX: (321) 633-3520

An Equal Opportunity Employer

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Appendix R

PAGE: FOUR-YEAR DEGREE BUSINESS SURVEY

1. Please indicate the Industry sector that best represents your company.

	Response Percent	Response Count
Agriculture & Natural Resources	3.2%	1
Architecture, Construction & Building Trades	6.5%	2
Arts, Media & Entertainment	0.0%	0
Business & Finance	12.9%	4
Education, Child Development & Family Services	6.5%	2
Energy & Utilities	0.0%	0
Fashion & Interior Design	0.0%	0
Government, Law & Public Safety	**19.4%**	**6**
Health Science & Human Services	12.9%	4
Hospitality, Tourism & Recreation	6.5%	2
Information Technology	0.0%	0
Manufacturing & Product Development	16.1%	5
Marketing, Sales & Service	9.7%	3
Research & Development	0.0%	0
Science, Technology, Engineering & Design	3.2%	1
answered question		31
skipped question		0

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1. Please indicate the Industry sector that best represents your company.

Transportation, Distribution & Logistics	3.2%	1
	answered question	**31**
	skipped question	**0**

2. Please indicate the number of employees that work for your company.

	Response Percent	Response Count
1-50	**51.6%**	16
50-100	9.7%	3
100-150	0.0%	0
150-200	0.0%	0
200-250	3.2%	1
Over 250	35.5%	11
	answered question	**31**
	skipped question	**0**

3. Would the following skills be valuable to your company? If none of these skills are valuable to your company, please skip to question 9.

	answered question	**26**
	skipped question	**5**

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3. Would the following skills be valuable to your company? If none of these skills are valuable to your company, please skip to question 9.

	Yes	No	Rating Count
Have the technical and analytical skills to sort through massive amounts of company, organizational, or industry data to find patterns and insights used to make better management and strategic decisions.	60.0% (15)	40.0% (10)	25
Have the communication skills to present data-driven findings across an organization's leadership structure that tells a narrative applicable to the values of an organization.	72.0% (18)	28.0% (7)	25
Be inquisitive and ask questions in data, exploring "what if" scenarios to question existing assumptions, make predictions, and optimize for the values of the organization.	84.6% (22)	15.4% (4)	26
Have the technical and analytical skills to oversee all aspects of program-related data, from design and framework to collection, processing, storage, retrieval, to ensure compliance with state and federal regulations.	68.0% (17)	32.0% (8)	25
Have the technical skills necessary to employ data security practices in various business settings.	52.0% (13)	48.0% (12)	25
Have the ability to demonstrate data management techniques through	40.0% (10)	60.0% (15)	25
		answered question	26
		skipped question	5

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3. Would the following skills be valuable to your company? If none of these skills are valuable to your company, please skip to question 9.

the logical design of data information repositories such as data warehouses, data mines, and master databases for structured and unstructured data.

answered question	**26**
skipped question	**5**

4. If any of the above skills are valuable to your company, how many positions do you currently have that would require these skills?

	Response Percent	Response Count
1-4	**41.7%**	10
5-9	20.8%	5
10-14	4.2%	1
15-19	8.3%	2
20 or more	25.0%	6
answered question		**24**
skipped question		**7**

5. How many openings for this type of position do you anticipate having each year?

	Response Percent	Response Count

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5. How many openings for this type of position do you anticipate having each year?

1-4	69.6%	16
5-9	8.7%	2
10-14	0.0%	0
15-19	4.3%	1
20 or more	17.4%	4
answered question		23
skipped question		8

6. Do you currently have a pool of qualified candidates for these positions?

	Response Percent	Response Count
Yes	16.7%	4
No	83.3%	20
answered question		24
skipped question		7

7. What is the average starting salary for such positions?

answered question		22
skipped question		9

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7. What is the average starting salary for such positions?

	Response Percent	Response Count
$35,000-$40,000	45.5%	10
$41,000-$50,000	40.9%	9
$51,000-$60,000	9.1%	2
$61,000-$70,000	4.5%	1
$71,000-$80,000	0.0%	0
more than $80,000	0.0%	0
	answered question	22
	skipped question	9

8. Please list the job title or titles for this position in your company?

	Response Count
Show replies	14
answered question	14
skipped question	17

9. Does your company or organization have positions that require a bachelor degree in any of the following fields? You may select more than one.

	Response	Response

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9. Does your company or organization have positions that require a bachelor degree in any of the following fields? You may select more than one.

	Percent	Count
Accounting	**100.0%**	**16**
Finance	75.0%	12
Cyber Security/Information Security	37.5%	6
answered question		**16**
skipped question		**15**

10. If you answered yes to both Accounting & Finance degrees, which degree is preferred by your company?

	Response Percent	Response Count
Accounting	26.7%	4
Finance	0.0%	0
Both are equally acceptable	**73.3%**	**11**
answered question		**15**
skipped question		**16**

11. How many openings for these positions do you currently have?

answered question		**24**
skipped question		**7**

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11. How many openings for these positions do you currently have?

	Accounting	Finance	Cyber Security/Information Security	Rating Count
NA	85.0% (17)	85.0% (17)	95.0% (19)	20
1-4	100.0% (7)	71.4% (5)	42.9% (3)	7
5-9	0.0% (0)	0.0% (0)	0.0% (0)	0
10-14	0.0% (0)	0.0% (0)	0.0% (0)	0
15-19	0.0% (0)	0.0% (0)	0.0% (0)	0
20 or more	0.0% (0)	0.0% (0)	100.0% (1)	1
			answered question	24
			skipped question	7

12. How many openings for these positions do you anticipate having each year?

	Accounting	Finance	Cyber Security/Information Security	Rating Count
NA	73.3% (11)	100.0% (15)	86.7% (13)	15
1-4	92.3% (12)	46.2% (6)	61.5% (8)	13
			answered question	23
			skipped question	8

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12. How many openings for these positions do you anticipate having each year?

5-9	0.0% (0)	0.0% (0)	0.0% (0)	0
10-14	0.0% (0)	0.0% (0)	0.0% (0)	0
15-19	0.0% (0)	0.0% (0)	0.0% (0)	0
20 or more	0.0% (0)	0.0% (0)	0.0% (0)	0
			answered question	23
			skipped question	8

13. Do you currently have a pool of qualified candidates for these positions?

	Accounting	Finance	Cyber Security/Information Security	Rating Count
NA	76.5% (13)	88.2% (15)	**94.1% (16)**	17
Yes	66.7% (2)	33.3% (1)	**100.0% (3)**	3
No	**72.7% (8)**	54.5% (6)	54.5% (6)	11
			answered question	24
			skipped question	7

14. What is the average starting salary for such positions?

answered question	24
skipped question	7

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14. What is the average starting salary for such positions?

	Accounting	Finance	Cyber Security/Information Security	Rating Count
NA	61.1% (11)	83.3% (15)	94.4% (17)	18
$35,000-$40,000	75.0% (3)	25.0% (1)	75.0% (3)	4
$41,000-$50,000	100.0% (6)	50.0% (3)	50.0% (3)	6
$51,000-$60,000	100.0% (1)	100.0% (1)	0.0% (0)	1
$61,000-$70,000	100.0% (2)	50.0% (1)	0.0% (0)	2
$71,000-$80,000	0.0% (0)	0.0% (0)	0.0% (0)	0
more than $80,000	0.0% (0)	0.0% (0)	0.0% (0)	0

answered question	24
skipped question	7

15. How do the following statements relate to the future growth of your company?

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Count
The need for college graduates will grow in the next 5 years.	3.6% (1)	14.3% (4)	39.3% (11)	42.9% (12)	28

answered question	29
skipped question	2

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15. How do the following statements relate to the future growth of your company?

We have difficulty finding applicants with the knowledge, expertise and educational background needed.	3.6% (1)	10.7% (3)	**53.6% (15)**	32.1% (9)	28
In the next 3-5 years, a 4 year degree in these fields, as offered by Eastern Florida State College, will be an important consideration in our hiring decisions.	11.5% (3)	7.7% (2)	**61.5% (16)**	19.2% (5)	26
Our company would be interested in hiring bachelor degree graduates from Eastern Florida State College.	3.6% (1)	0.0% (0)	**67.9% (19)**	28.6% (8)	28

answered question	29
skipped question	2

16. Would your company be willing to offer internship opportunities or other mentoring relationships?

	Response Percent	Response Count
Yes	**67.7%**	21
No	32.3%	10
answered question		31
skipped question		0

17. Would your company willing to participate in an Industry Advisory Board to support the identification of necessary skills and competencies and to review curriculum and program design?

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17. Would your company willing to participate in an Industry Advisory Board to support the identification of necessary skills and competencies and to review curriculum and program design?

	Response Percent	Response Count
Yes	67.7%	21
No	32.3%	10
answered question		31
skipped question		0

18. Please fill in the following information if you answered yes to either question 16 or 17 and would like to be contacted when the opportunity arises. This information will be kept confidential. No specific business names or identifiers will be used. Data from this survey will be presented without company names.

	Response Percent	Response Count
Name: Show replies	95.5%	21
Name of Company: Show replies	100.0%	22
Address: Show replies	90.9%	20
City/Town: Show replies	90.9%	20
ZIP: Show replies	90.9%	20
Phone Number: Show replies	90.9%	20
answered question		22
skipped question		9

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19. Eastern Florida State College welcomes any other information related to Bachelor's degrees you'd like to provide.

	Response Count
Show replies	9
answered question	**9**
skipped question	**22**

SACS COC

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
COMMISSION ON COLLEGES

November 19, 2013

Dr. James H. Richey
President
Eastern Florida State College
1519 Clearlake Road
Cocoa, FL 32922

Dear Dr. Richey:

Thank you again for the hospitality and assistance extended to the Substantive Change Committee during its recent visit to Eastern Florida State College on October 22-24, 2013. Enclosed is the final report prepared by the Committee.

The report represents the professional judgment of the Substantive Change Committee made in accordance with the *Principles of Accreditation: Foundations for Quality Enhancement* and subject to review by the Board of Trustees of the Commission on Colleges and its standing review committees – the Committees on Compliance and Reports. The Commission on Colleges and its Committees on Compliance and Reports meet officially in June and in December. Final decisions on accreditation are made public following each meeting. The report of the committee which visited Eastern Florida State College will be reviewed in **June 2014**. Since this report includes no formal recommendations indicating areas of non-compliance, no written response to the report is required. However, if you would like to submit a letter assessing your experience with the process, please feel free to do so.

An institution may release its visiting committee report; however, release of this report in its entirety or in part must be accompanied by the following statement: "The findings of this visiting committee represent a preliminary assessment of the institution at this time; final action on the report rests with the Commission on Colleges." If the institution releases part of its report, that part must contain a note stating: "A copy of the entire report can be obtained from the institution."

Please express my sincere appreciation to all members of your faculty and staff for their cooperation and assistance during the review process.

Sincerely,

Robin W. Hoffman, Ph.D.
Vice President
Commission on Colleges

RWH:sf

Enclosure

![SACSCOC logo]

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
COMMISSION ON COLLEGES

REPORT OF THE SUBSTANTIVE CHANGE COMMITTEE
- Level Change -

Statement Regarding the Report

The Board of Trustees of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) is responsible for making the final determination on reaffirmation of accreditation based on the findings contained in this committee report, the institution's response to issues contained in the report, other assessments relevant to the review, and application of the Commission's policies and procedures. Final interpretation of the Principles of Accreditation and final action on the accreditation status of the institution rest with SACSCOC Board of Trustees.

Name of the Institution: **Eastern Florida State College**

Nature of the Substantive Change: **Level I to Level II to offer the Bachelor of Science in Organizational Management**

Date of the Review: **October 22-24, 2013**

SACSCOC Staff Member: **Dr. Robin W. Hoffman**

Chair of the Committee   **Dr. Jacqueline Claunch**
President
Northwest Vista College
San Antonio, TX

Form Updated: MAR 2012

2011-12 Florida Public University Graduates

	Grads	Employed		Employed Full Time		Full Time Average Qtrly Earnings	Continuing Education	
Communication Disorders General 510201								
Total	13	9	(69%)	7	(54%)	$**,***	6	(46%)
Communication Studies/Speech Comm and Rhetoric 090101								
Bachelor's								
FAU	145	97	(67%)	75	(52%)	$8,201	8	(6%)
UCF	207	142	(69%)	101	(49%)	$8,116	18	(9%)
Total	352	239	(68%)	176	(50%)	$8,152	26	(7%)
Communications and Media Studies 090199								
Bachelor's								
FSU	303	173	(57%)	118	(39%)	$7,880	38	(13%)
Total	303	173	(57%)	118	(39%)	$7,880	38	(13%)
Doctoral								
FSU	****	2	(50%)	2	(50%)	$**,***	0	(0%)
Total	****	2	(50%)	2	(50%)	$**,***	0	(0%)
Master's								
FAU	****	3	(100%)	3	(100%)	$**,***	0	(0%)
FSU	75	40	(53%)	35	(47%)	$9,422	5	(7%)
Total	78	43	(55%)	38	(49%)	$9,245	5	(6%)
Community Health 512208								
Bachelor's								
FGCU	27	16	(59%)	8	(30%)	$**,***	15	(56%)
UF	167	92	(55%)	51	(31%)	$6,561	76	(46%)
Total	194	108	(56%)	59	(30%)	$6,559	91	(47%)
Master's								
UF	27	16	(59%)	14	(52%)	$8,633	7	(26%)
UNF	10	6	(60%)	5	(50%)	$**,***	2	(20%)
Total	37	22	(59%)	19	(51%)	$11,089	9	(24%)
Community Health Liaison 511504								
Bachelor's								
UWF	14	8	(57%)	6	(43%)	$**,***	5	(36%)
Total	14	8	(57%)	6	(43%)	$**,***	5	(36%)
Master's								
UWF	****	5	(71%)	4	(57%)	$**,***	0	(0%)
Total	****	5	(71%)	4	(57%)	$**,***	0	(0%)

	Grads	Employed		Employed Full Time		Full Time Average Qtrly Earnings	Continuing Education	
Community Psychology 422802								
Master's								
FAMU	10	2	(20%)	2	(20%)	$**,***	1	(10%)
Total	10	2	(20%)	2	(20%)	$**,***	1	(10%)
Comparative Law 220206								
Master's								
UF	****	0	(0%)	0	(0%)	$**,***	0	(0%)
Total	****	0	(0%)	0	(0%)	$**,***	0	(0%)
Computational Biology 261104								
Bachelor's								
FSU	****	2	(67%)	2	(67%)	$**,***	0	(0%)
Total	****	2	(67%)	2	(67%)	$**,***	0	(0%)
Computational Science 303001								
Bachelor's								
FSU	****	0	(0%)	0	(0%)	$**,***	1	(100%)
Total	****	0	(0%)	0	(0%)	$**,***	1	(100%)
Doctoral								
FSU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
Total	****	0	(0%)	0	(0%)	$**,***	0	(0%)
Master's								
FSU	11	0	(0%)	0	(0%)	$**,***	4	(36%)
Total	11	0	(0%)	0	(0%)	$**,***	4	(36%)
Computer & Information Science 110101								
Bachelor's								
FAMU	16	8	(50%)	7	(44%)	$**,***	4	(25%)
FAU	65	46	(71%)	39	(60%)	$14,646	11	(17%)
FGCU	11	6	(55%)	6	(55%)	$**,***	3	(27%)
FIU	57	39	(68%)	38	(67%)	$13,561	11	(19%)
FSU	49	18	(37%)	18	(37%)	$13,905	11	(22%)
UCF	109	69	(63%)	65	(60%)	$13,102	23	(21%)
UF	****	5	(63%)	4	(50%)	$**,***	0	(0%)
UNF	57	46	(81%)	43	(75%)	$13,760	4	(7%)
USF	53	42	(79%)	40	(75%)	$13,361	5	(9%)
UWF	42	23	(55%)	22	(52%)	$10,168	11	(26%)
Total	467	302	(65%)	282	(60%)	$13,241	83	(18%)

Grads are displayed when there are 10 or more.

Employment outcomes are based on the 4th quarter (October to December) of 2012.

Full time/full quarter defined as earning at least minimum wage for 13 weeks ($3,988).

Full time earnings displayed only when 10 or more graduates are employed full time/full quarter.

Source: Florida Education & Training Placement Information Program

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10/8/2013

2011-12 Florida Public University Graduates

	Grads	Employed		Employed Full Time		Full Time Average Qtrly Earnings	Continuing Education	
Computer & Information Science 110101								
Doctoral								
FAU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
FIU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
FSU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
UCF	16	1	(6%)	1	(6%)	$**,***	0	(0%)
Total	30	1	(3%)	1	(3%)	$**,***	0	(0%)
Master's								
FAMU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
FAU	27	13	(48%)	13	(48%)	$25,534	2	(7%)
FIU	22	9	(41%)	7	(32%)	$**,***	4	(18%)
FSU	21	6	(29%)	6	(29%)	$**,***	3	(14%)
UCF	22	11	(50%)	11	(50%)	$15,783	3	(14%)
UF	****	2	(67%)	2	(67%)	$**,***	0	(0%)
UNF	****	2	(67%)	2	(67%)	$**,***	0	(0%)
UWF	38	21	(55%)	21	(55%)	$16,902	6	(16%)
Total	139	64	(46%)	62	(45%)	$18,059	18	(13%)
Computer Engineering 140901								
Bachelor's								
FAMU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
FAU	18	12	(67%)	10	(56%)	$13,522	5	(28%)
FIU	50	29	(58%)	27	(54%)	$11,658	7	(14%)
FSU	13	8	(62%)	8	(62%)	$**,***	1	(8%)
UCF	57	37	(65%)	37	(65%)	$13,537	10	(18%)
UF	122	61	(50%)	57	(47%)	$13,066	15	(12%)
USF	38	25	(66%)	22	(58%)	$14,547	6	(16%)
UWF	****	1	(33%)	1	(33%)	$**,***	0	(0%)
Total	303	173	(57%)	162	(53%)	$13,061	44	(15%)
Doctoral								
FAU	****	1	(33%)	1	(33%)	$**,***	0	(0%)
UCF	****	2	(40%)	2	(40%)	$**,***	0	(0%)
UF	26	4	(15%)	4	(15%)	$**,***	0	(0%)
USF	****	1	(13%)	1	(13%)	$**,***	0	(0%)
Total	42	8	(19%)	8	(19%)	$**,***	0	(0%)
Master's								
FAU	****	4	(44%)	4	(44%)	$**,***	4	(44%)
FIU	****	0	(0%)	0	(0%)	$**,***	0	(0%)
UCF	23	13	(57%)	13	(57%)	$18,399	4	(17%)

	Grads	Employed		Employed Full Time		Full Time Average Qtrly Earnings	Continuing Education	
UF	135	29	(21%)	23	(17%)	$18,016	6	(4%)
USF	29	15	(52%)	14	(48%)	$16,511	4	(14%)
Total	200	61	(31%)	54	(27%)	$17,708	18	(9%)
Computer Science Other 110199								
Master's								
UCF	43	27	(63%)	27	(63%)	$18,667	1	(2%)
Total	43	27	(63%)	27	(63%)	$18,667	1	(2%)
Computer Systems Analysis/Analyst 110501								
Master's								
USF	40	26	(65%)	26	(65%)	$16,803	0	(0%)
Total	40	26	(65%)	26	(65%)	$16,803	0	(0%)
Conservation Biology 261307								
Doctoral								
UCF	****	1	(33%)	1	(33%)	$**,***	0	(0%)
Total	****	1	(33%)	1	(33%)	$**,***	0	(0%)
Master's								
UCF	****	1	(100%)	1	(100%)	$**,***	0	(0%)
Total	****	1	(100%)	1	(100%)	$**,***	0	(0%)
Construction/Building Tech. 151001								
Bachelor's								
FAMU	****	2	(25%)	2	(25%)	$**,***	0	(0%)
FIU	67	52	(78%)	42	(63%)	$12,799	9	(13%)
UF	83	50	(60%)	49	(59%)	$14,318	6	(7%)
UNF	71	54	(76%)	50	(70%)	$10,917	3	(4%)
Total	229	158	(69%)	143	(62%)	$12,635	18	(8%)
Master's								
FIU	65	35	(54%)	33	(51%)	$11,863	0	(0%)
UF	45	24	(53%)	23	(51%)	$12,932	3	(7%)
Total	110	59	(54%)	56	(51%)	$12,302	3	(3%)
Counseling Psychology 422803								
Doctoral								
UF	****	2	(22%)	2	(22%)	$**,***	0	(0%)
Total	****	2	(22%)	2	(22%)	$**,***	0	(0%)
Master's								

Grads are displayed when there are 10 or more.
Employment outcomes are based on the 4th quarter (October to December) of 2012.
Full time/full quarter defined as earning at least minimum wage for 13 weeks ($3,988).
Full time earnings displayed only when 10 or more graduates are employed full time/full quarter.

Source: Florida Education & Training Placement Information Program

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Appendix T - Florida Education & Training Placement Information Program
2011-12 Florida Public University Graduates

	Grads	Employed	Employed Full Time	Full Time Average Qtrly Earnings	Continuing Education
Humanities 240103					
Total	****	5 (71%)	5 (71%)	$**,***	2 (29%)
Independent/Interdisc./Comparative Studies 309999					
Bachelor's					
UF	69	18 (26%)	13 (19%)	$9,740	22 (32%)
Total	69	18 (26%)	13 (19%)	$9,740	22 (32%)
Doctoral					
FAU	****	4 (80%)	4 (80%)	$**,***	1 (20%)
Total	****	4 (80%)	4 (80%)	$**,***	1 (20%)
Master's					
UF	****	4 (57%)	1 (14%)	$**,***	0 (0%)
Total	****	4 (57%)	1 (14%)	$**,***	0 (0%)
Industrial & Systems Engineering 142701					
Bachelor's					
FIU	****	1 (100%)	1 (100%)	$**,***	0 (0%)
UF	95	34 (36%)	32 (34%)	$12,179	10 (11%)
Total	96	35 (36%)	33 (34%)	$12,243	10 (10%)
Doctoral					
UF	****	2 (22%)	2 (22%)	$**,***	0 (0%)
Total	****	2 (22%)	2 (22%)	$**,***	0 (0%)
Master's					
UF	97	43 (44%)	43 (44%)	$21,173	6 (6%)
Total	97	43 (44%)	43 (44%)	$21,173	6 (6%)
Industrial and Organizational Psychology 422804					
Master's					
UCF	15	7 (47%)	6 (40%)	$**,***	2 (13%)
Total	15	7 (47%)	6 (40%)	$**,***	2 (13%)
Industrial/Manufacturing Engineering 143501					
Bachelor's					
FAMU	****	2 (33%)	1 (17%)	$**,***	2 (33%)
FSU	23	7 (30%)	6 (26%)	$**,***	5 (22%)
UCF	49	36 (73%)	34 (69%)	$12,795	12 (24%)
USF	37	25 (68%)	22 (59%)	$12,064	5 (14%)
Total	115	70 (61%)	63 (55%)	$12,272	24 (21%)

	Grads	Employed	Employed Full Time	Full Time Average Qtrly Earnings	Continuing Education
Doctoral					
FSU	****	1 (100%)	1 (100%)	$**,***	0 (0%)
UCF	****	1 (17%)	1 (17%)	$**,***	0 (0%)
USF	****	2 (22%)	2 (22%)	$**,***	0 (0%)
Total	16	4 (25%)	4 (25%)	$**,***	0 (0%)
Master's					
FAMU	****	1 (50%)	1 (50%)	$**,***	0 (0%)
FSU	****	2 (40%)	2 (40%)	$**,***	0 (0%)
UCF	87	40 (46%)	37 (43%)	$17,377	16 (18%)
USF	****	0 (0%)	0 (0%)	$**,***	1 (50%)
Total	96	43 (45%)	40 (42%)	$16,965	17 (18%)
Information Sciences & Studies 110401					
Bachelor's					
USF	****	5 (71%)	5 (71%)	$**,***	0 (0%)
Total	****	5 (71%)	5 (71%)	$**,***	0 (0%)
Information Systems Technology 151202					
Bachelor's					
FAU	****	4 (57%)	3 (43%)	$**,***	1 (14%)
Total	****	4 (57%)	3 (43%)	$**,***	1 (14%)
Information Technology 110103					
Bachelor's					
FAMU	****	0 (0%)	0 (0%)	$**,***	0 (0%)
FIU	131	97 (74%)	90 (69%)	$10,913	18 (14%)
FSU	108	60 (56%)	49 (45%)	$9,198	14 (13%)
UCF	92	61 (66%)	56 (61%)	$11,089	10 (11%)
USF	69	56 (81%)	48 (70%)	$10,576	7 (10%)
UWF	50	28 (56%)	26 (52%)	$9,308	11 (22%)
Total	451	302 (67%)	269 (60%)	$10,422	60 (13%)
Master's					
FAU	****	2 (50%)	2 (50%)	$**,***	0 (0%)
Total	****	2 (50%)	2 (50%)	$**,***	0 (0%)
Insurance & Risk Mgmt 521701					
Bachelor's					
FSU	50	39 (78%)	37 (74%)	$10,708	0 (0%)
Total	50	39 (78%)	37 (74%)	$10,708	0 (0%)

Grads are displayed when there are 10 or more.
Employment outcomes are based on the 4th quarter (October to December) of 2012.
Full time/full quarter defined as earning at least minimum wage for 13 weeks ($3,988).
Full time earnings displayed only when 10 or more graduates are employed full time/full quarter.

Source: Florida Education & Training Placement Information Program

College	Program Type	10 Digit CIP	6-Digit CIP	Program Title	Program Approval Date	Total Enrollments 2009-10	Graduated 2009-10 (FETPIP)	# 09-10 Cont Ed.	% 09-10 Cont Ed.	# 09-10 Employed
Broward College	BAS	1101101032	11.0103	Information Technology	1/21/09					
Daytona State College	BS	1101599991	15.9999	Engineering Technology	5/18/10					
Florida State College at Jacksonville	BAS	1101103014	11.0103	Information Technology Management	1/21/09	34				
Indian River State College	BS	1101101034	11.0103	Information Technology and Security Management	5/10/12					
Palm Beach State College	BAS	1101103014	11.0103	Information Management	6/15/10					
Seminole State College of Florida	BS	1101103014	11.0103	Information Systems Technology	9/21/10					

Source: Florida Department of Education, Community College Technical Center and Florida Education Training and Placement Information Program (FETPIP)

College	% 09-10 Employed	2009-10 Completers Estimated Annual Full-Time Earnings	2010-11 Enrollments	2010-11 Completions	2011-12 Enrollments	2011-12 Completions
Broward College					250	15
Daytona State College					306	17
Florida State College at Jacksonville					205	12
Indian River State College						
Palm Beach State College					118	0
Seminole State College of Florida					116	0

Source: Florida Department o

**Appendix V
Sample Program of Study
Computer Project Management**

Year 3

Semester 1

Course	Title	Credit Hours
COM 3120	Organizational Communication	3
ISM 3013	Introduction to Information Tech Management	3
MAN 4504	Operational Decision Making	3
	Upper Level General Education or Elective	6
	Total	15

Semester 2

Course	Title	Credit Hours
ISM 3324	Applications in Information Security	3
ISM 4314	Project and Change Management for Technology	3
CEN 4722	Human Computer Interaction	3
	Upper Level General Education or Elective	6
	Total	15

Year 4

Semester 1

Course	Title	Credit Hours
ISM 3113	Information Systems Analysis and Design	3
ISM 4300	Information Systems Operations Management	3
MAN 4883	Project Management Specialist	3
	Upper Level General Education or Elective	6
	Total	15

Semester 2

Course	Title	Credit Hours
COP 4930	Internship	3
COP 4858	Integrative Programming & Technology	3
COP 3703	Database Design/Architecture	3
	Upper Level General Education or Elective	6
	Total	15

Appendix V cont…
Sample Program of Study
Networking Systems

Year 3

Semester 1

Course	Title	Credit Hours
COM 3120	Organizational Communication	3
ISM 3013	Introduction to Information Tech Management	3
COP 3703	Database Design/Architecture	3
COP 3330	Object Orientated Programming	3
	Upper Level General Education or Elective	3
	Total	15

Semester 2

Course	Title	Credit Hours
ISM 3113	Information Systems Analysis and Design	3
COP 4425	Web Applications Development	3
COP 4813	Web Applications Programming	3
	Upper Level General Education or Elective	6
	Total	15

Year 4

Semester 1

Course	Title	Credit Hours
ISM 4220	Network Management for Information Professionals	3
CNT 3406	Information Security Management	3
COP 4655	Application Development for Mobil Devices	3
	Upper Level General Education or Elective	6
	Total	15

Semester 2

Course	Title	Credit Hours
COP 4930	Internship	3
ISM 4300	Information Systems Operations Management	3
ISM 3324	Applications in Information Security	3
COP 3813	Internet Programming	3
	Upper Level General Education or Elective	3
	Total	15

Year 3

Semester 1

Course	Title	Credit Hours
COM 3120	Organizational Communication	3
ISM 3013	Introduction to Information Tech Management	3
CEN 3024	Software Development 1	3
	Upper Level General Education or Elective	6
	Total	15

Semester 2

Course	Title	Credit Hours
CEN 4341	Platform Technology	3
COP 4655	Application Development for Mobil Devices	3
CEN 4025	Software Development 2	3
	Upper Level General Education or Elective	6
	Total	15

Year 4

Semester 1

Course	Title	Credit Hours
CEN XXXX	Software Configuration	3
ISM 3232	Software Essentials	3
ISM 3320	Information Systems Control	3
	Upper Level General Education or Elective	6
	Total	15

Semester 2

Course	Title	Credit Hours
COP 4930	Internship	3
CNT 4798	Emerging Information Technologies	3
ISM 4220	Network Management for Information Professionals	3
CNT 3702	Infrastructure and Facilities Planning	3
	Upper Level General Education or Elective	3
	Total	15