

# Academic Program Viability Report

## Upper Division Programs 2019-20



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## **Introduction**

The Academic Program Viability Report (APVR) was designed as an abbreviated yearly summative evaluation of a program's viability and productivity. It provides key College stakeholders such as the President's Cabinet a snapshot of relevant program-specific information in order to highlight program trends and issues. The publication of this report begins the process of making critical decisions regarding the continued sustainability of a program.

Reports indicating positive program trends may be used to identify and document best practices that can be utilized by programs throughout the College. Programmatic issues can be further investigated through the Comprehensive Academic Program Review (CAPR) process. Normally occurring on a four-year cycle, the CAPR process may also be initiated at the President's request.

This 2019-20 Academic Program Viability Report contains detailed measure descriptions as well as individual program reports for all upper division programs designated by the active seventeen academic organization levels.

## ***Program Viability Process***

The program viability process begins with the drafting of trend charts for each of the programs in each of the fourteen main measure areas: Student Count by year, SSH by campus, Success Rate by year, Student Count by ethnic group, Success Rate by course, Retention, Graduates, Graduates by ethnic group, Retention trend, Percent Full, Internship Enrollment, Industry Certification, Placement, and Employment Trends. [Note: the 14<sup>th</sup> area, employment trend information, is not charted and cannot be directly impacted by program performance].

To enhance the program viability report process, a committee consisting of deans and faculty decided in 2020 that program specific data would be extracted from both SPC's Power/Business Intelligence and Pulse/Business Intelligence. Due to the pandemic, Institutional Effectiveness extracted all program trend charts and uploaded them to SharePoint in 2020, instead of conducting training sessions for program administrators to extract their own as usual.

As in prior years, Institutional Effectiveness conducted individualized program meetings for each lower division program, though in 2020 the meetings were held virtually rather than in person. Meeting attendees included the respective dean and program administrators,

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Career Connections, Academic Services, and Triad representatives. The meetings consisted of reviewing trend data charts and discussing goals and strategies that could be implemented to improve upon prior performance metrics.

#### ***Program Goals and Strategies***

Beginning in 2020, program Goals and Strategies were submitted by deans/program administrators to capture detailed information about improvements expected to be completed during the following twelve months. These are completed using an automated form, after the program viability meeting and agreement by appropriate parties, and are added to each program's APVR. Similarly, in prior years deans/program administrators completed action plans.

#### ***Follow-up Reports***

Viability meetings also include a discussion regarding the previous year's performance improvement status. A second form, program Goals and Strategies follow-up, is used to capture the results for the previous year. This completed form is also added to the program's APVR.

## 2019-20 Viability Report Measure Descriptions

Individual program reports include fourteen measures which are designed to evaluate a program's viability. The source of the information for the first nine measures is the Viability Report Dashboard in Power BI; and for the next two measures it is the SPC Pulse/Business Intelligence system. Measures are extracted in October and November. Each measure is described in detail below.

### Power BI Dashboards

#### I. Enrollment Tab

##### *Measure #1: Student Count by Academic Year*

Student Count by Academic Year is the total number of unduplicated students enrolled in courses within the specified Academic Organization during the selected academic years.

##### *Measure #2: SSH by Campus*

SSH enrollment by Campus is defined as the total number of student semester hours in the specified Academic Organization during the selected academic years. The overall SSH values and campus-specific values are provided.

##### *Measure #3: Success Rate by Academic Year*

The performance graph displays the percent of students successfully completing a course with a grade of A, B, or C (success rate), divided by the total number of students enrolled in courses within the Academic Organization during the selected academic years.

##### *Measure #4: Student Count by Ethnic Group and Academic Year*

Student Count by Academic Year is the total number of unduplicated students enrolled in courses within the specified Academic Organization during the selected academic years broken down by Asian, Black/African American, Hispanic/Latino, and White students.

##### *Measure #5: Success Rate by Course*

The Performance Table displays the student count, enrollment count, and percent of students successfully completing a course with a grade of A, B, or C (success rate), divided by the total number of students enrolled in courses within the Academic Organization during the selected academic years.

The filters for the Enrollment Tab measures are as follows:

- **Term:** All
- **Program:** All

- Plan: All
- College School Department: All
- Academic Organization: Academic Organization
- All other filters: All

## II. Retention Tab

### Measure #6: *Retention (by Semester)*

The Retention Table displays the Academic Plan ID, Student Count, Enrollment Count, Units Taken, Success Rate, Retention Count, and Retention Rate within the Academic Organization during the selected academic years.

The filters for the Retention Tab measures are as follows:

- Academic Program: All
- Academic Plan: All
- College School Department: All
- Academic Organization: Academic Organization
- All other filters: All

## III. Graduates Tab

### Measure #7: *Number of Graduates and Number of Awards by Academic Year*

The graduates measure depicts the total number of graduates and awards within the specified program plan(s) associated with the Academic Organization, for the selected academic years.

### Measure #8: *Student Count by Ethnic Group and Academic Year*

The graduates measure depicts the total number of awards within the specified program plan(s) associated with the Academic Organization broken down by Asian, Black/African American, Hispanic/Latino, and White students, for the selected academic years.

The filters for the Graduates Tab measures are as follows:

- Term: All
- Program: All
- Plan: Academic Plan
- All other filters: All

## IV. Retention Trend Tab

### Measure #9: *Retention Trend (by Semester)*

The Retention Table displays the Retention Trend Rate during the selected academic years.

The filters for the Retention Tab measures are as follows:

- **History Program Plan:**
- **Academic Plan:** All
- **College School Department:** All
- **Academic Organization:** Academic Organization
- **All other filters:** All

### Pulse BI Dashboards

#### **Measure #10: *Percent Full***

The percent full metric is calculated by dividing the actual enrollment count of the specified Academic Organization, by the Standard Course Load (SCL) for selected the academic terms. The filters for the Percent Full metric are as follows:

- **Term Desc - Multi:** 2019-20 Fall, Spring, Summer; 2020-21 Fall
- **College - Group - Acad Org - Subject:** Academic Organization
- **Class Status:** Active, Full, Stop Further Enrollment
- **All other filters:** All

#### **Measure #11: *Internship Enrollment (Course Groups)***

The Internship Enrollment measure reports the number of students enrolled in clinical, practicum, or internship courses within the program plan during the selected academic years. The filters for the Internship Enrollment measure are as follows:

- **Academic Year - Term Desc - Multi:** 2019-20 Fall, Spring, Summer;2020-21 Fall
- **Career - Program - Plan - Subplan - Multi:** Program Plan
- **All other filters:** All

### Sources for the remaining metrics are provided below

#### **Measure #12: *Industry Certification Attainment***

The Industry Certification Attainment measure reports the number of students in the program plan that have attained an industry certification or have passed a licensing exam. *Source:* Career Pathways Department Database, and SPC Fact Book.

#### **Measure #13: *Total Placement***

Total Placement is the percentage of students who are continuing their education or are employed in their field within the first year of graduation. The source of the information is: Florida Department of

Education <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-vocational-reports.stml>.

**Measure #14: National, State, and County Trends**

Employment trend information is reported by country, state, and county. The source of the information is: Florida Department of Economic Opportunity (DEO) <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>.

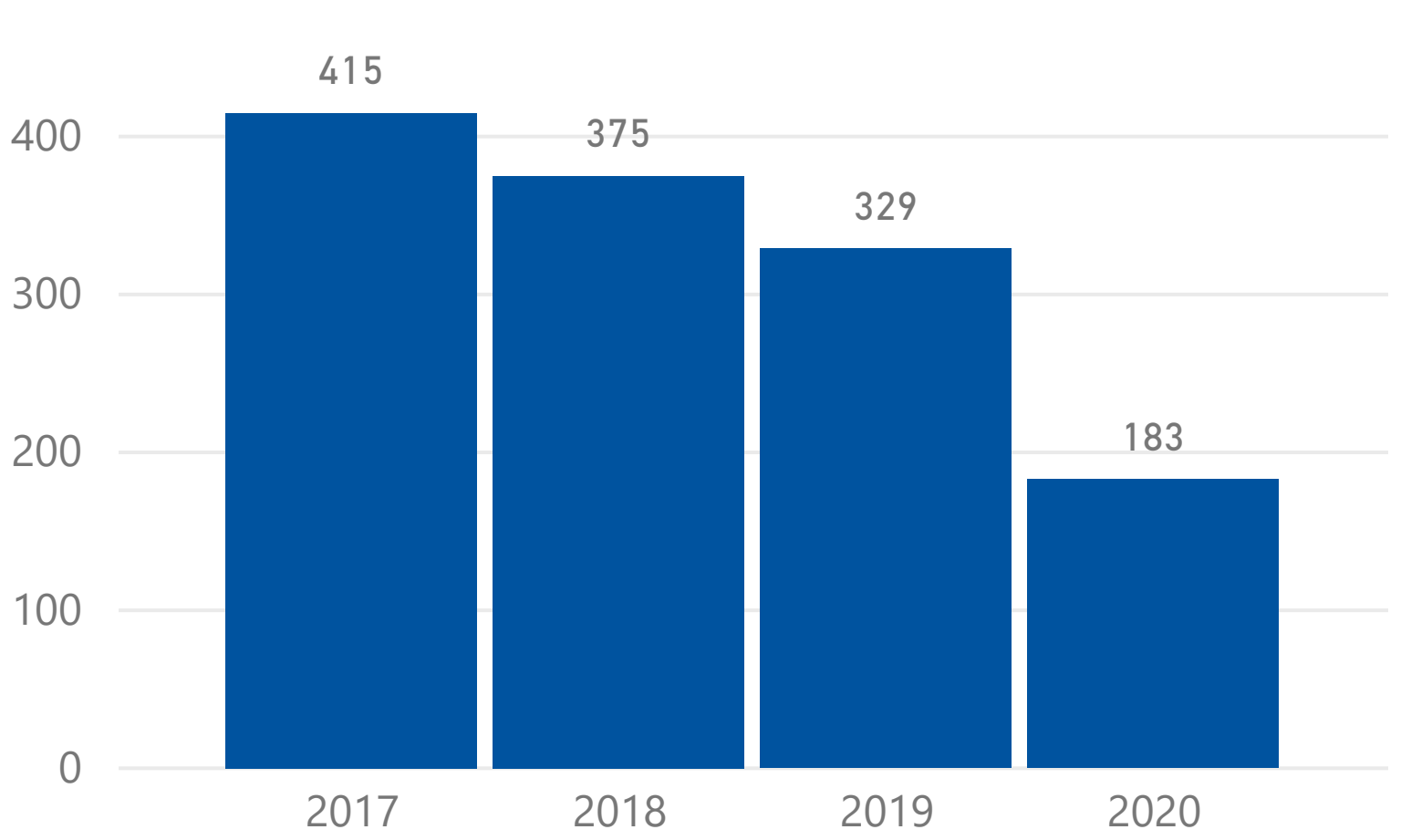
Jobs (2019) refers to the average annual job openings due to growth and net replacement; % Change (2019-2027) depicts the percent change in the number of annual job openings during the eight-year period; and Median Earnings refers to the average earnings for the specified job title.

[Note: the 14th area, employment trend information, is not charted and cannot be directly impacted by program performance. Trend data by job title(s) will be provided to each program].

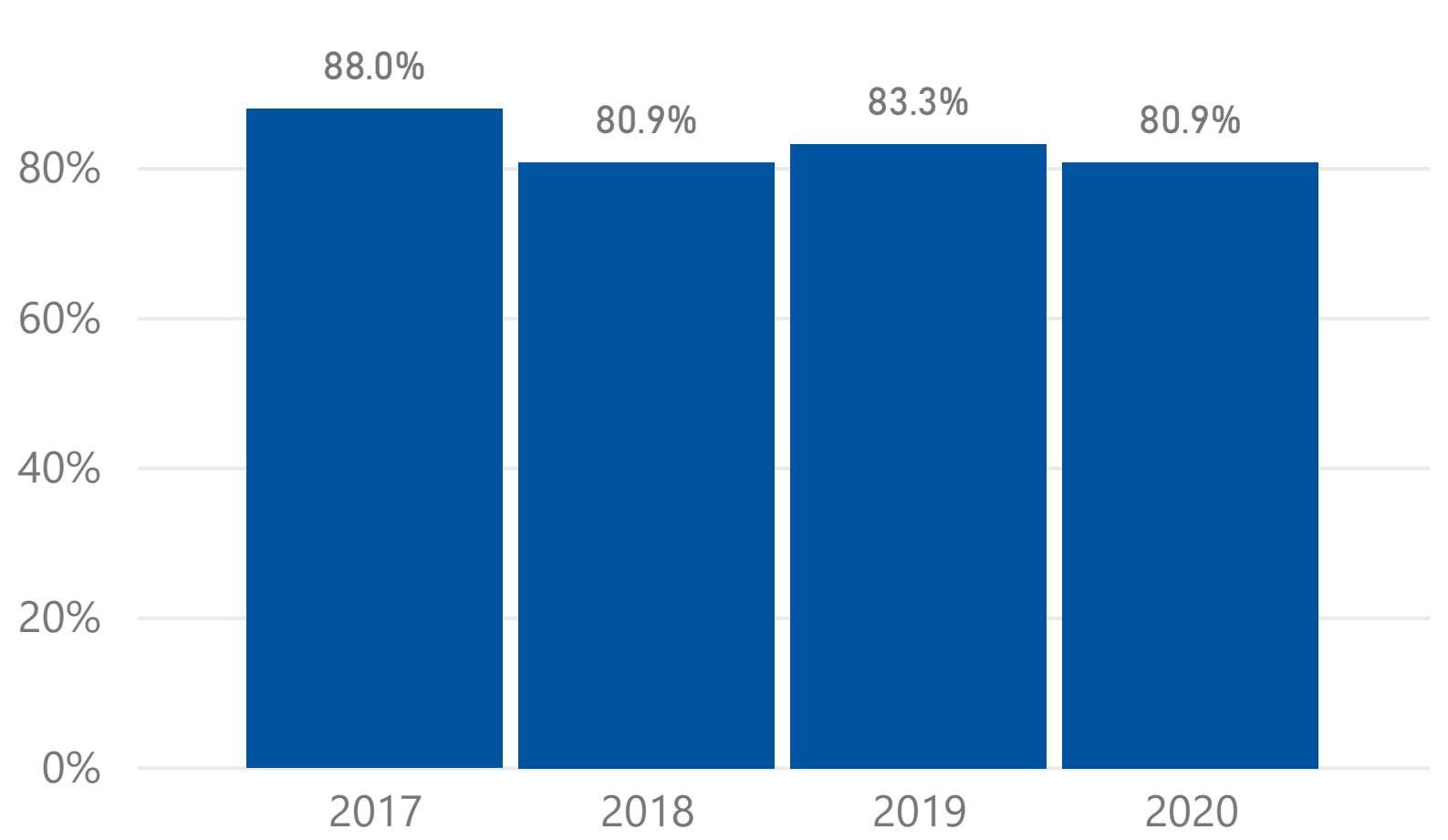


- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Business Adm-UD
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



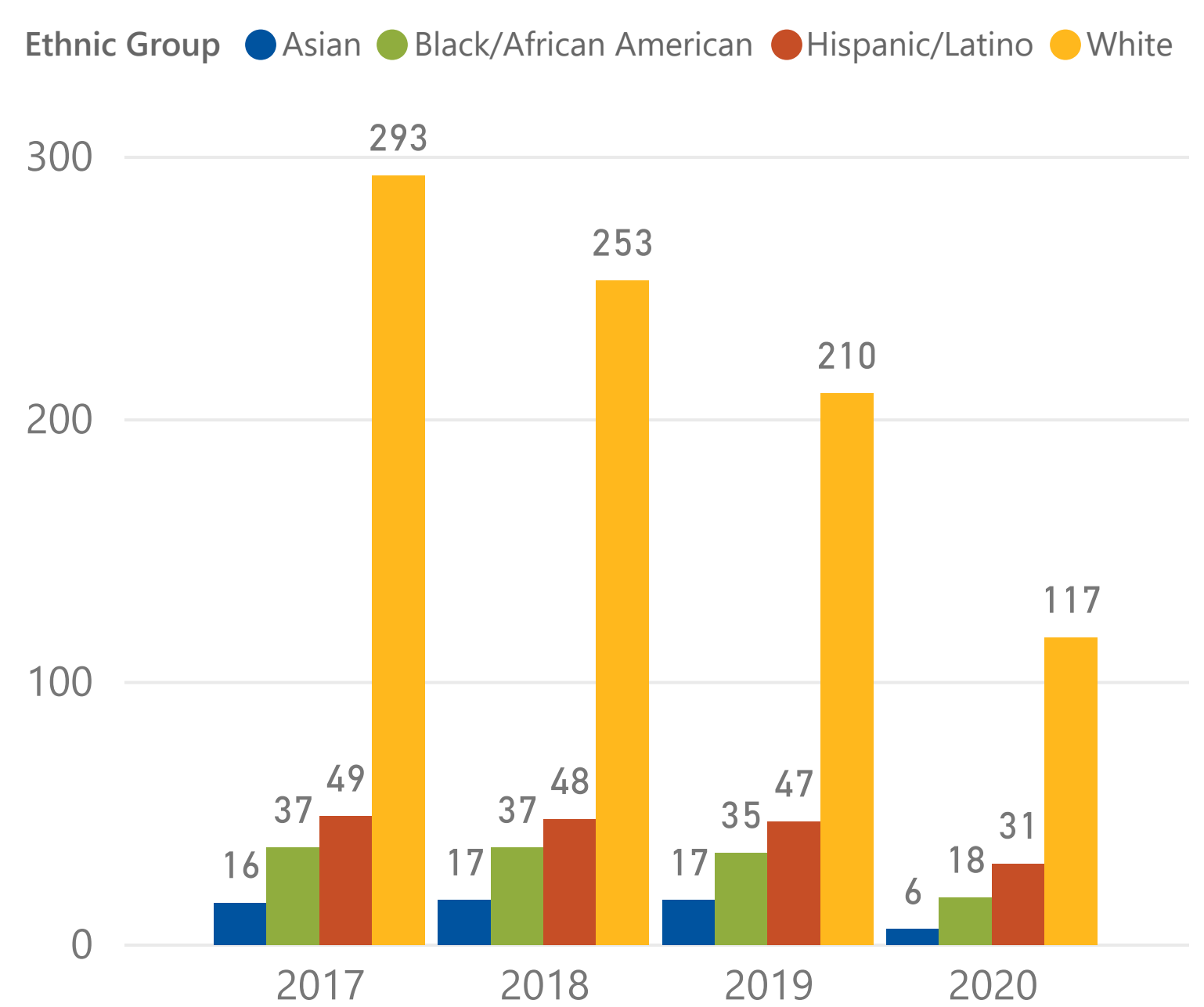
### Success Rate By Course

Academic Year	2017	2018	2019	2020
Subject	Student Count	Enrollment Count	Success Rate	Success Rate
ACG3103	52	54	80.0%	80.0%
FIN4414	52	53	80.0%	80.0%
MAN4725	135	135	80.0%	80.0%
MAN4940	16	16	80.0%	80.0%
MAR3334	53	54	80.0%	80.0%
MAR4841	40	40	80.0%	80.0%
QMB3200	194	206	70.0%	70.0%
<b>Total</b>	<b>415</b>	<b>558</b>	<b>80.0%</b>	<b>80.0%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	3			
Electronic Campus	1,152	1,272	1,122	594
EpiCenter	519	312	186	66
<b>Total</b>	<b>1,674</b>	<b>1,584</b>	<b>1,308</b>	<b>660</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

193

Student Count Fall 2019-20

85.3%

Success Rate Fall 2019-20

108

Enrolled in Fall 2020-21

66

Grads Count 2019-20

86.5%

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

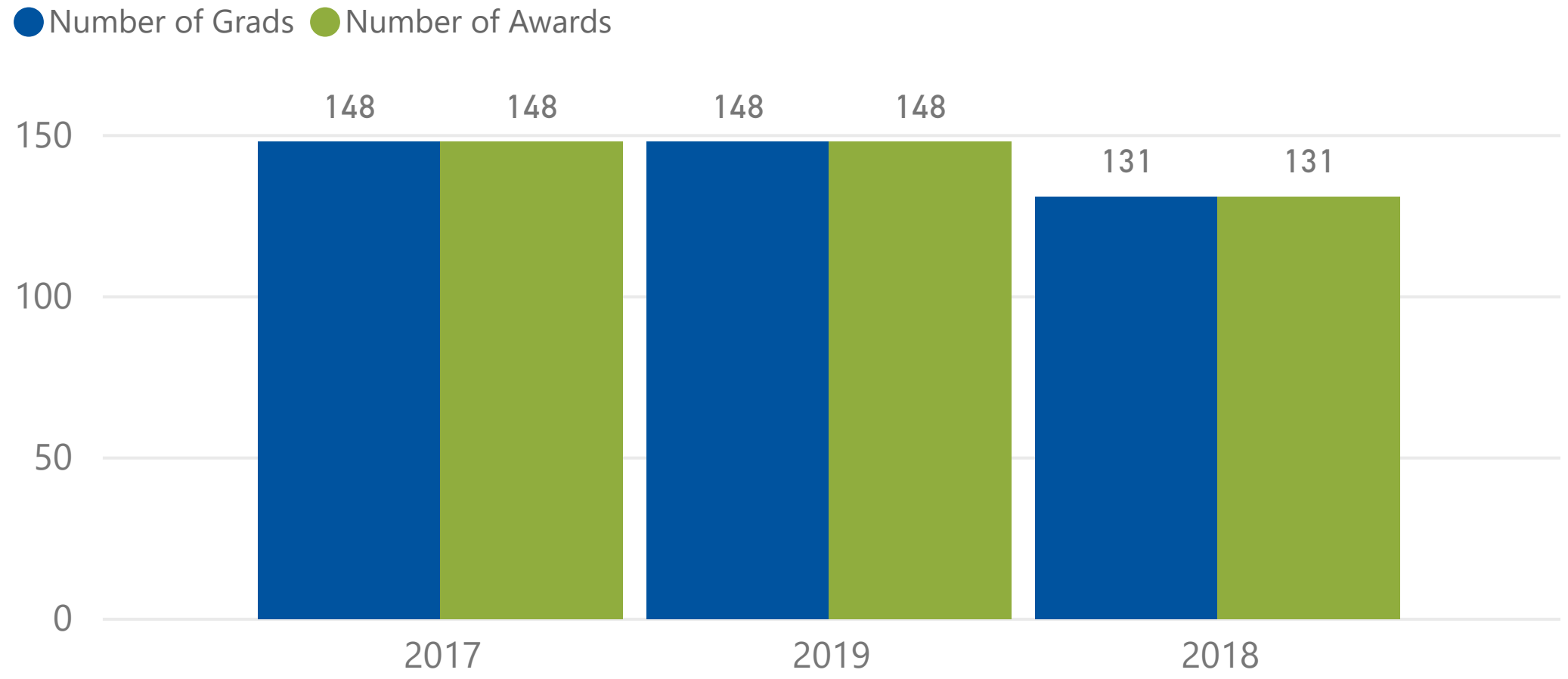
Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
BUS-BS	173	1,229	3,903	85.7 %	56	106	89.6 %
MGTORG-BAS	11	83	264	81.9 %	8	1	81.8 %
SUSMGT-BAS	3	33	99	75.8 %	1	1	66.7 %
BUS-AS	1	16	48	93.8 %			
ENRCH-NO		12	32	75.0 %			
BACCAPP-NO	1	6	18	100.0 %			
FSPFIN-TR		6	18	83.3 %			
INTBUS-BAS		6	18	83.3 %			
TMGT-BAS	1	5	15	100.0 %	1		100.0 %
CIT-AS		4	12	100.0 %			
ELEDR-BS		4	11	100.0 %			
HSA-AS		4	8	50.0 %			
BUS-TR		2	6	100.0 %			
ENTR-CT	1	2	6	100.0 %			
MGT/LDR-CT		2	6	100.0 %			
WEBDS-CT	1	2	6	100.0 %			
ACTAP-CT		1	3	100.0 %			
GEN-AA		1	3	100.0 %			
ITSC-CT		1	3				
TRANS-NO	1	1	3				
<b>Total</b>	<b>193</b>	<b>1,420</b>	<b>4,482</b>	<b>85.3 %</b>	<b>66</b>	<b>108</b>	<b>86.5 %</b>

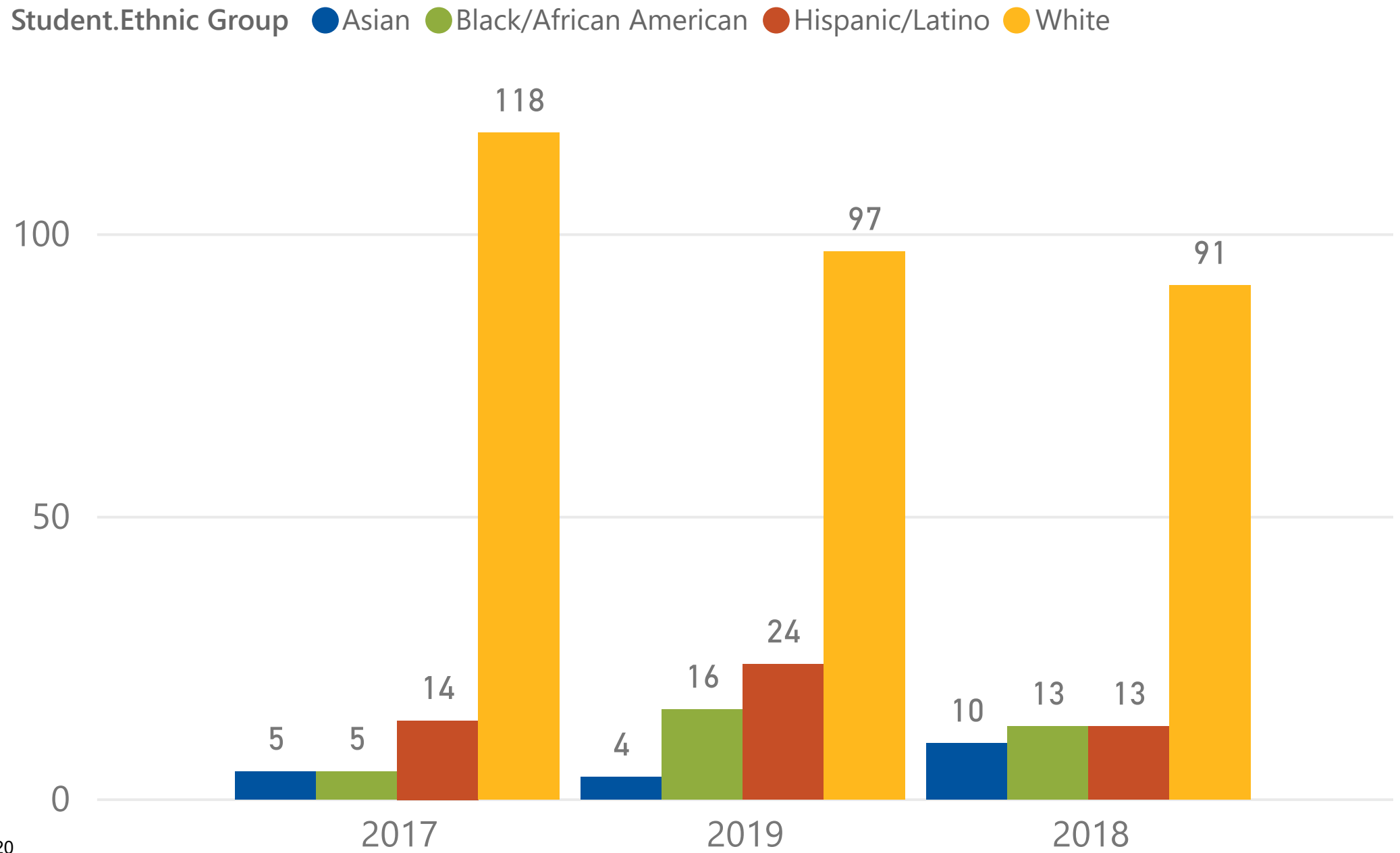


**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019
Degree	Number of Grads	Number of Awards	Number of Grads
<b>BS</b>	<b>148</b>	<b>148</b>	<b>131</b>
BUS-BS	148	148	131
<b>Total</b>	<b>148</b>	<b>148</b>	<b>131</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: BUS-BS

Gender: All

Academic Program

All

<b>236</b>	<b>90.8%</b>	<b>102</b>	<b>114</b>	<b>88.6%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550

Academic Plan

All

<b>221</b>	<b>89.3%</b>	<b>110</b>	<b>79</b>	<b>82.8%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565

College School Depart...

All

<b>193</b>	<b>85.3%</b>	<b>108</b>	<b>66</b>	<b>86.5%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Organization...

BUS-UD

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
------------------	-----------------------------	-----------------------------	-----------------------------

BACCAPP-NO	100.0 %		
BUS-BS	88.5 %	82.9 %	89.6 %
INTBUS-BAS	50.0 %	100.0 %	
MGTORG-BAS	92.5 %	80.0 %	81.8 %
SUSMGT-BAS		100.0 %	66.7 %
TMGT-BAS			100.0 %
<b>Total</b>	<b>88.6 %</b>	<b>82.8 %</b>	<b>86.5 %</b>

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

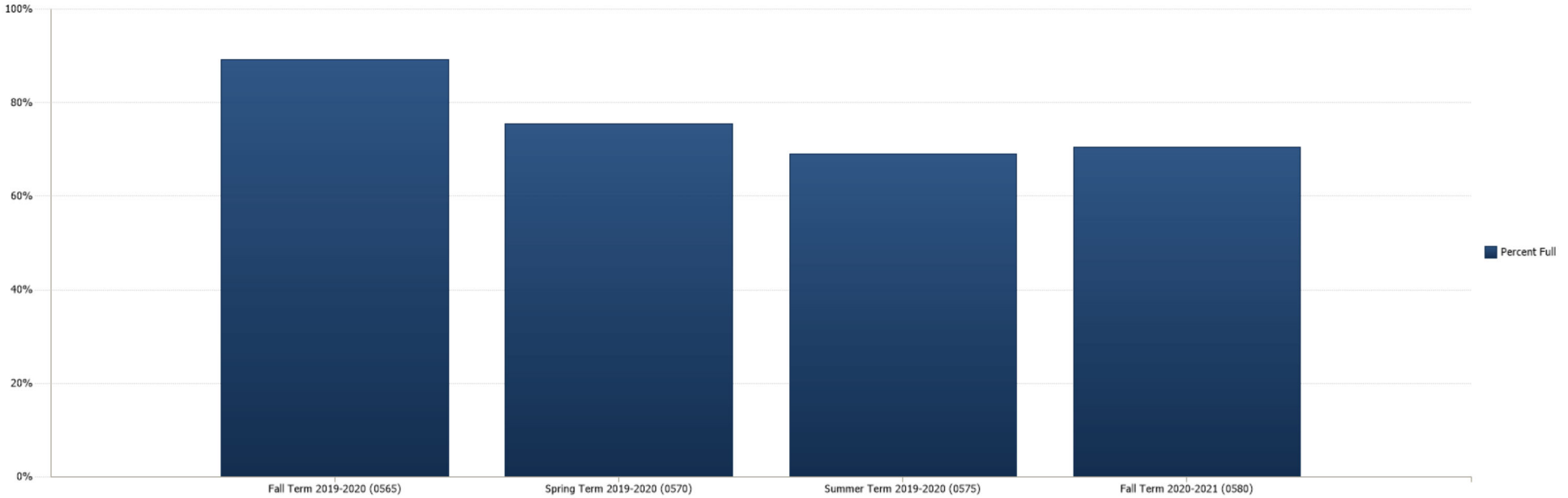


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **BUS-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **BUS-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	214	13	13	6
Fall Term 2019-2020 (0565)	Standard Course Load	240	14	24	10
Fall Term 2019-2020 (0565)	Percent Full	89.2%	92.9%	54.2%	60.0%
Spring Term 2019-2020 (0570)	Enrollment Count	181	14	10	6
Spring Term 2019-2020 (0570)	Standard Course Load	240	14	24	10
Spring Term 2019-2020 (0570)	Percent Full	75.4%	100.0%	41.7%	60.0%
Summer Term 2019-2020 (0575)	Enrollment Count	40			40
Summer Term 2019-2020 (0575)	Standard Course Load	58			58
Summer Term 2019-2020 (0575)	Percent Full	69.0%			69.0%
Fall Term 2020-2021 (0580)	Enrollment Count	169	17		4
Fall Term 2020-2021 (0580)	Standard Course Load	240	38		10
Fall Term 2020-2021 (0580)	Percent Full	70.4%	44.7%		40.0%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Business Administration - BS**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
GEB2940			1	1				
MAN4725	6	1	8	1			3	1
MAN4900	72	1	68	1			80	1
MAN4940	2	1	1	1	1	1	2	1

## Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

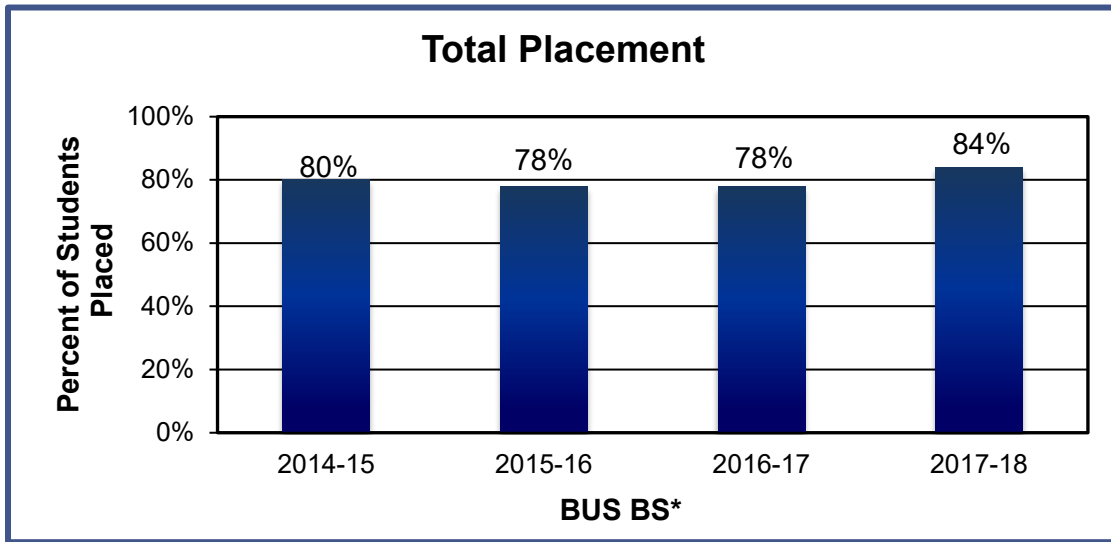
Custom Cohort

Student Group

## **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the College of Business: Business Administration, BS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time

BUS BS		
	Pool Count	Percent Placed
2014-15	86	80%
2015-16	103	78%
2016-17	126	78%
2017-18	153	84%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>



Table 1 Growth for Project management specialists and business operations specialists, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	1,279,390	\$35.37/hr
Florida	86,800	\$29.35/hr
Pinellas County	14,430	\$30.21/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Administrative services and facilities managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	307,280	\$46.61/hr
Florida	15,970	\$38.72/hr
Pinellas County	2,510	\$40.43/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Business, Upper Division

Date Completed: August 2020

Prepared By: Marta Przyborowski

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Develop a financial innovation center to align with the financial services subplan.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	Job Placement	Not Completed	The scope and focus of this project have changed.

### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	Develop a financial innovation center to align with the financial services subplan.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	N/A	The scope and focus of this project have changed.  This action plan will not be moved forward.

### III. Evaluation of the Impact of Action Plans on Program Quality

The above action item pertained to a planned initiative for the Downtown Center. The proposed 'Financial Innovation Center' has changed in scope and focus. We are now offering our lower division Risk Management and Insurance program at the Downtown Center.

**Program Goals and Strategies**

Program: Business, Upper Division

Date Completed: 2/2/2021

Due Date: August 2021

Prepared By: Marta Przyborowski

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Explore the possibility of developing a Business Analytics course. The course will be added to Major Core requirement for the program.	Academic Excellence
2	Review trends pertaining to the reduced program enrollment and determine strategies to improve enrollment.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Develop a Business Analytics course that will highlight the importance of analysis in decision making, understanding of metrics, and the tools used in the analysis process.	SSH Enrollment: The addition of the course to the Major Core will result in additional SSH for the COB.	1	Dean, Academic Chair, and Faculty
2	Ensure program is promoted and highlighted during college-wide and community wide recruitment events. Survey students who have 'stopped-out' to determine causes/challenges of finishing program. Ensure program transfer pathways are visible to prospective students (AA/AS).	Unduplicated Headcount: Increase unduplicated headcount by 25 students.	2	Dean, Academic Chair, and Faculty

**III. Special Resources Needed:**

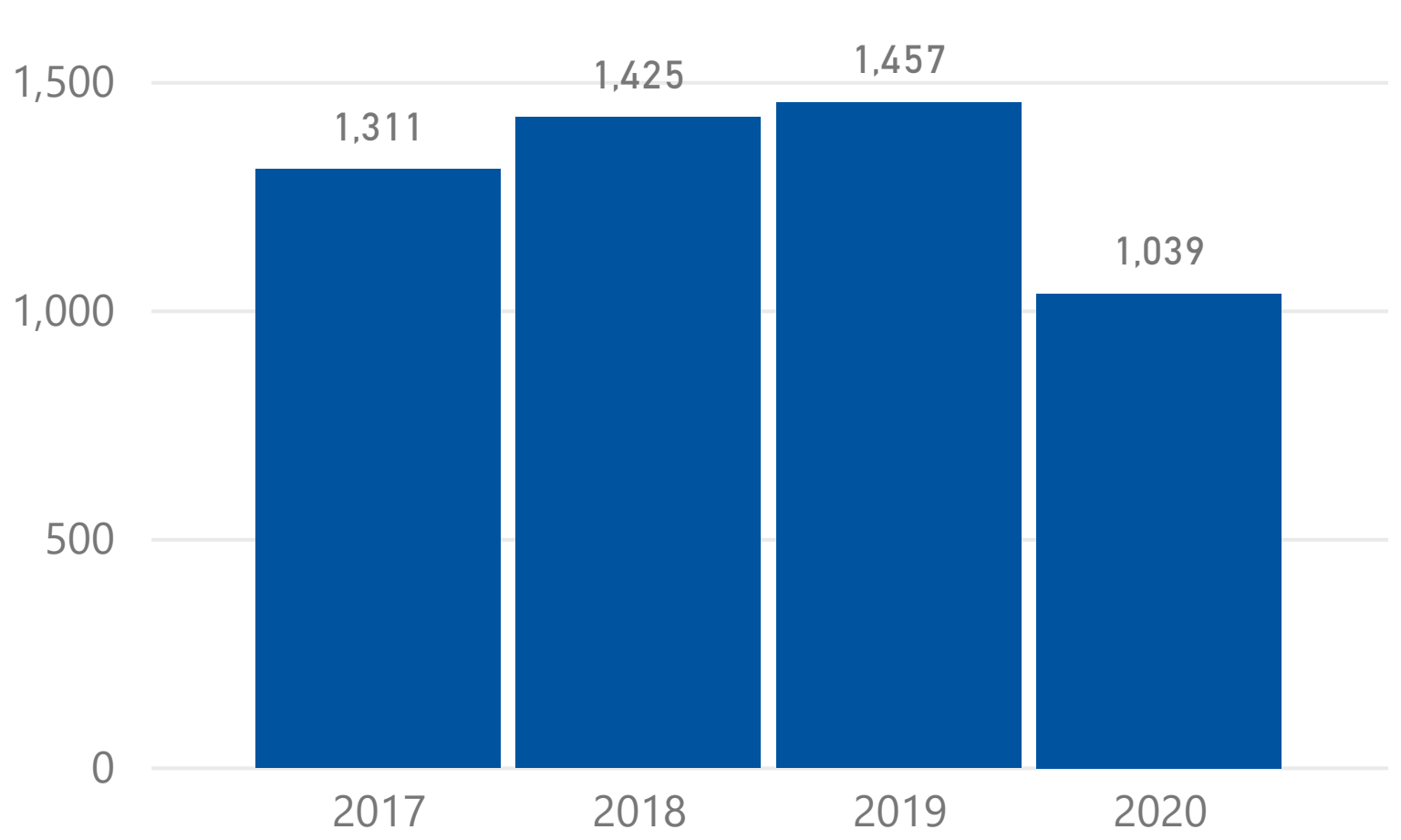
Marketing funds for added program promotion. Course development funds.
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**IV. Area(s) of Concern/Improvement:**

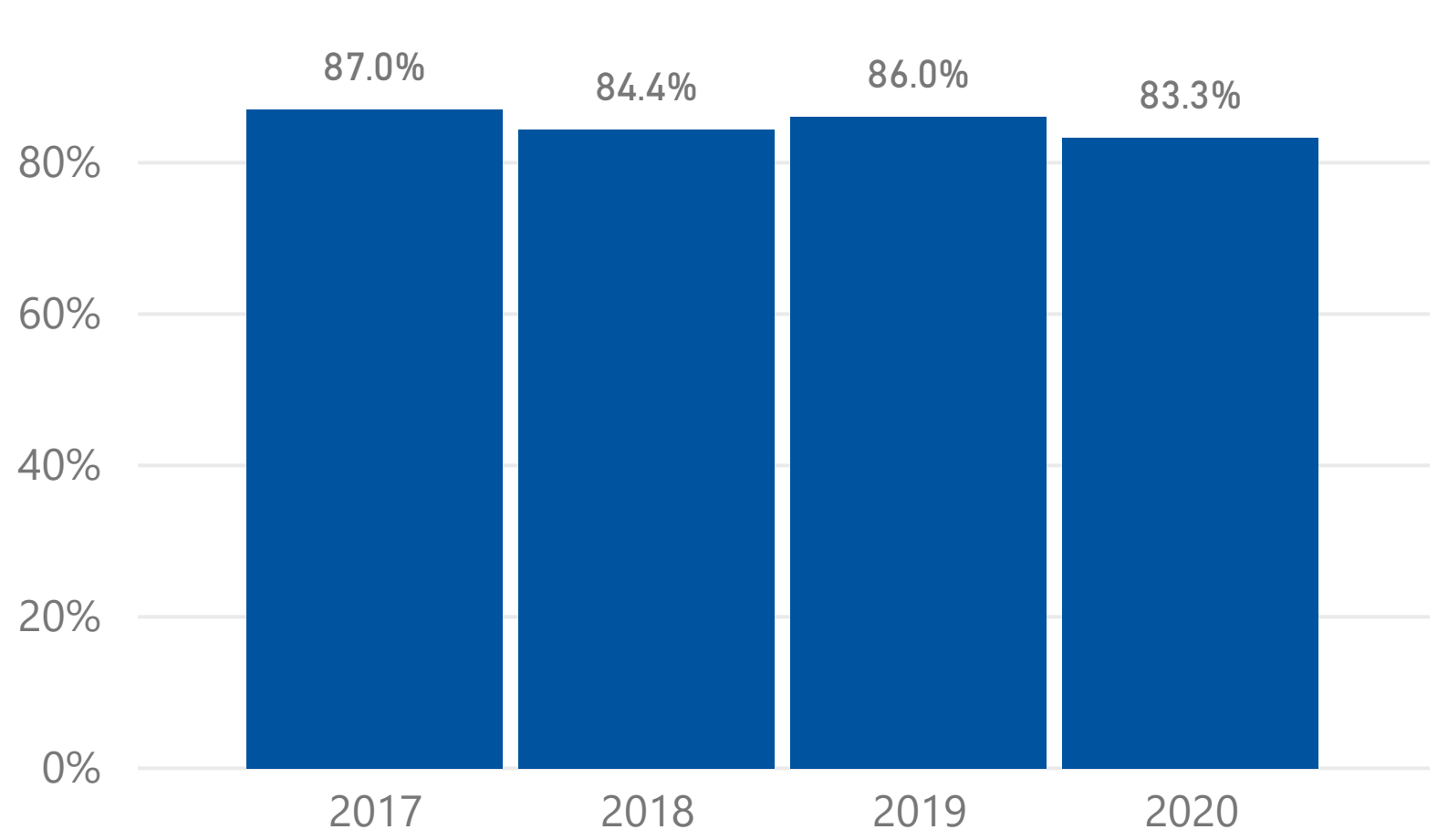
N/A
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- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



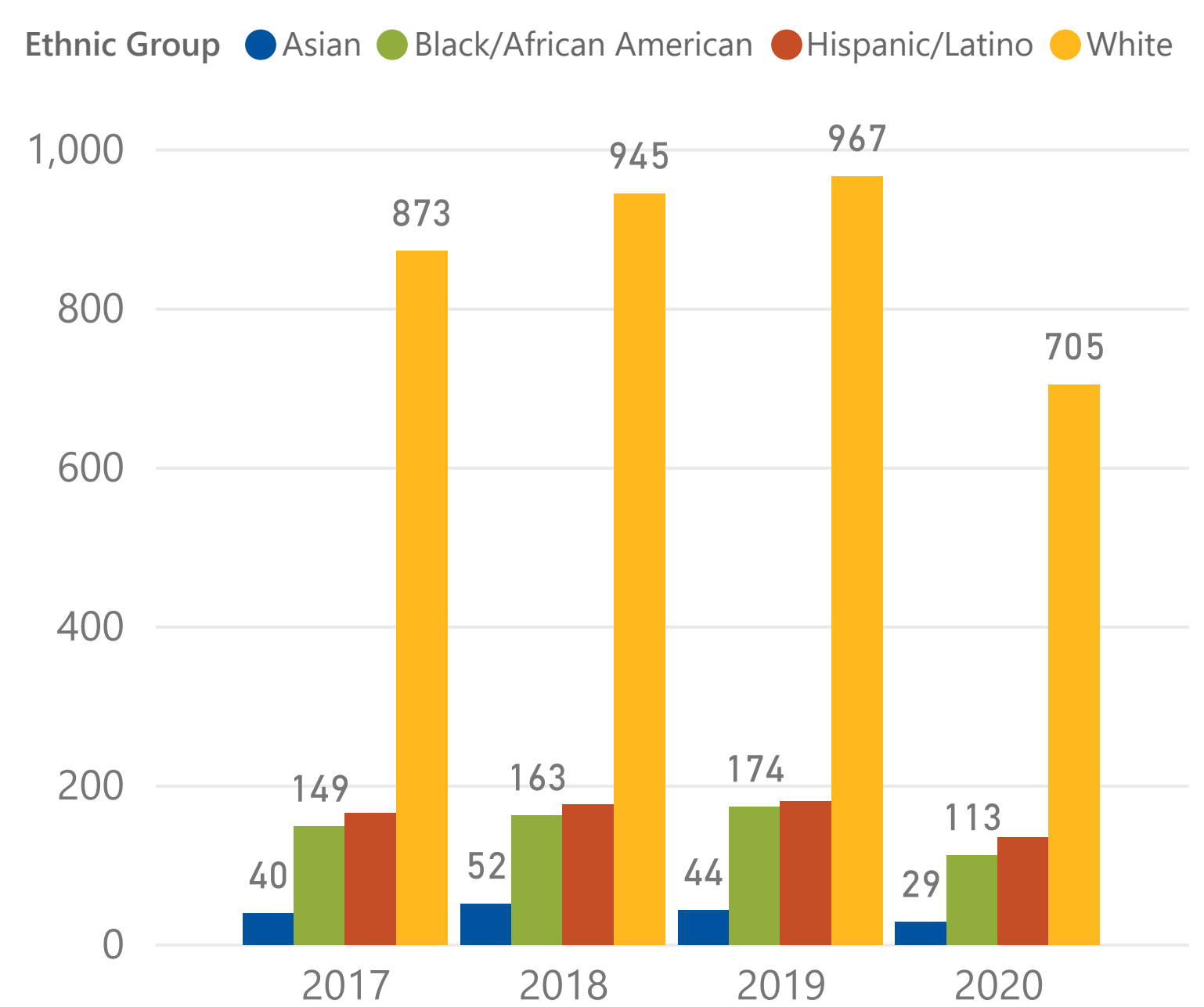
### Success Rate By Course

Academic Year	2017	2018	2019	2020
Subject	Student Count	Enrollment Count	Success Rate	
FIN4470	44	44	100%	
MAN3503	626	646	84%	
MAN3786	94	95	79%	
MAN3802	247	251	83%	
MAN4061	43	47	77%	
MAN4583	401	414	80%	
MAN4584				
MAN4787	54	57	79%	
MAN4788	10	11	55%	
MAN4801	45	47	83%	
MAN4881	151	152	93%	
MAN4883	77	78	90%	
MAN4885	73	80	83%	
MAN4900	221	223	90%	
MAR4836	86	88	85%	
SPM3154				
SPM4104				
<b>Total</b>	<b>1,311</b>	<b>2,233</b>	<b>83.3%</b>	

### SSH By Campus

Campus	2017	2018	2019	2020
Electronic Campus	5,658	6,240	5,892	3,660
EpiCenter	1,641	2,079	2,466	1,797
Seminole Campus	69			
<b>Total</b>	<b>7,368</b>	<b>8,319</b>	<b>8,358</b>	<b>5,457</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**859**

**86.0%**

**408**

**385**

**85.8%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
MGTORG-BAS	402	1,897	6,014	82.9 %	186	183	82.6 %
BUS-BS	257	1,299	4,123	85.1 %	124	114	91.1 %
TMGT-BAS	95	906	2,741	92.9 %	42	57	92.6 %
SUSMGT-BAS	50	303	909	84.8 %	10	31	78.0 %
GEN-AA	2	75	221	94.7 %	2		100.0 %
HSA-BAS	7	50	149	90.0 %	1	6	85.7 %
DENH-BAS	8	49	151	100.0 %	5	3	100.0 %
PRJMGT-CT	27	48	144	79.2 %	8	11	70.4 %
BUS-TR	3	41	122	90.2 %	3		100.0 %
BUS-AS	1	40	120	97.5 %		1	100.0 %
ARCH-AS		13	32	100.0 %			
ITSC-AS		13	39	84.6 %			
ENRCH-NO		12	33	91.7 %			
BACCAPP-NO		11	33	90.9 %			
CIT-AS		11	33	90.9 %			
CWPA-AS		11	33	90.9 %			
COMSC-TR	1	10	30	50.0 %		1	100.0 %
HSA-AS		10	23	50.0 %			
FSPMGT-TR		8	24	87.5 %			
LEGAL-AS		8	22	100.0 %			

<b>Total</b>	<b>859</b>	<b>4,925</b>	<b>15,325</b>	<b>86.0 %</b>	<b>385</b>	<b>408</b>	<b>85.8 %</b>
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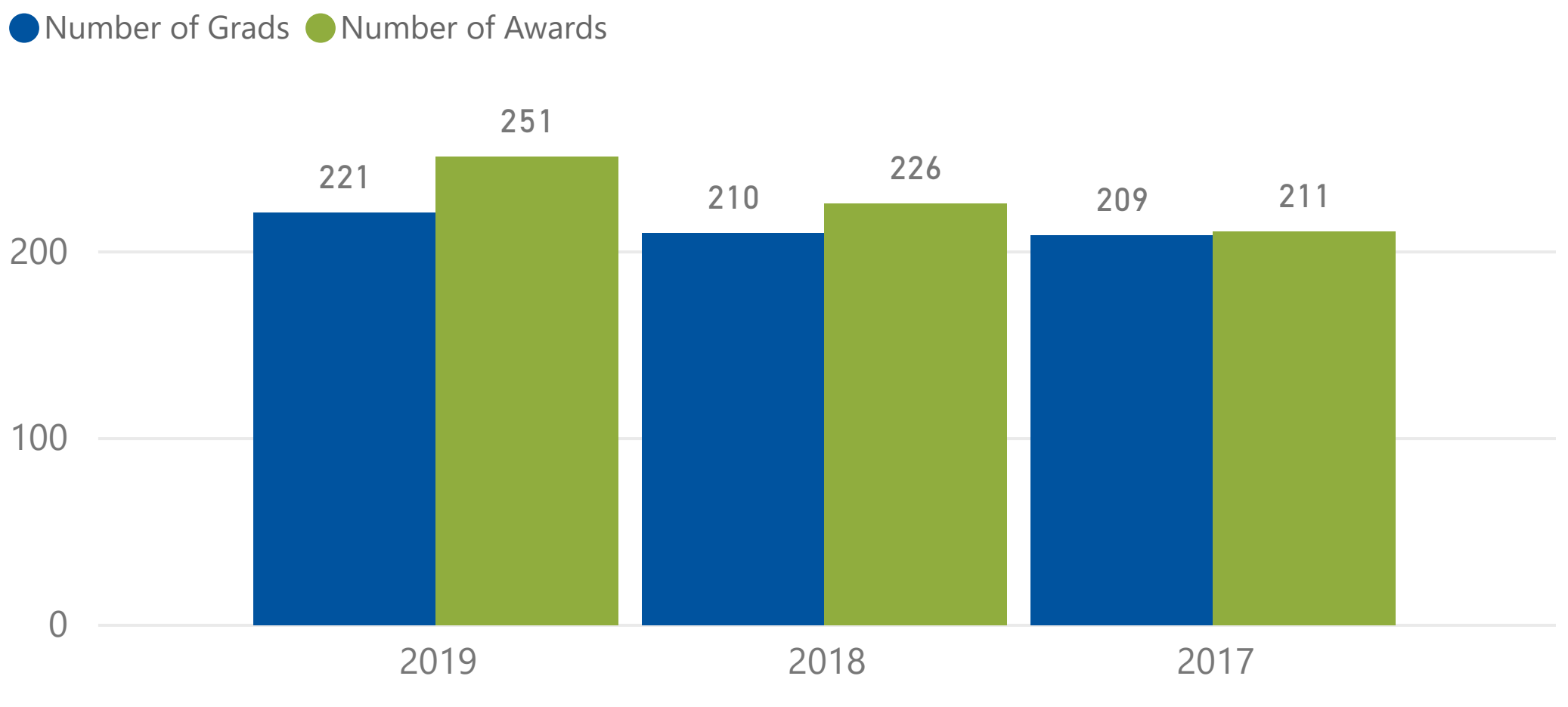
Term  
All

Program  
All

Plan  
Multiple selections

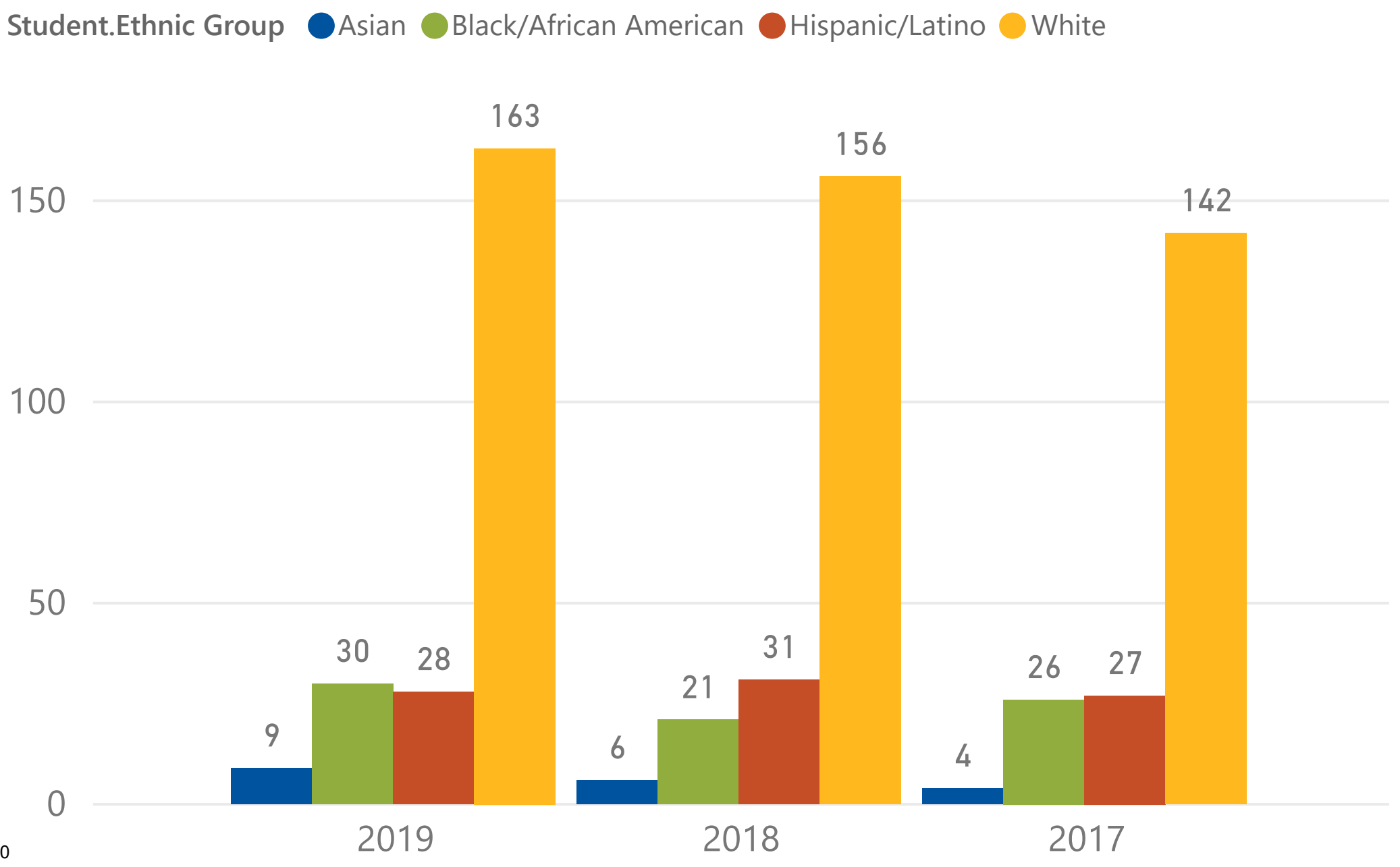
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>193</b>	<b>193</b>	<b>176</b>	<b>176</b>	<b>190</b>	<b>190</b>
MGTOrg-BAS	193	193	176	176	190	190
<b>CERT</b>	<b>18</b>	<b>18</b>	<b>50</b>	<b>50</b>	<b>61</b>	<b>61</b>
PRJMGT-CT	18	18	50	50	61	61
<b>Total</b>	<b>209</b>	<b>211</b>	<b>210</b>	<b>226</b>	<b>221</b>	<b>251</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

All

**828**      **87.4%**      **422**      **328**      **85.6%**

Student Count Fall 2017-18      Success Rate Fall 2017-18      Enrolled in Fall 2018-19      Grads Count 2017-18      Retention Rate 0535 to 0550

Academic Plan

All

**808**      **86.5%**      **408**      **319**      **84.8%**

Student Count Fall 2018-19      Success Rate Fall 2018-19      Enrolled in Fall 2019-20      Grads Count 2018-19      Retention Rate 0550 to 0565

College School Depart...

All

**859**      **86.0%**      **408**      **385**      **85.8%**

Student Count Fall 2019-20      Success Rate Fall 2019-20      Enrolled in Fall 2020-21      Grads Count 2019-20      Retention Rate 0565 to 0580

Academic Organization...

MGTORG-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BUS-AS			100.0 %
BUS-BS	88.2 %	87.8 %	91.1 %
BUS-TR			100.0 %
COMSC-TR			100.0 %
DENH-BAS	50.0 %		100.0 %
GEN-AA			100.0 %
HMGT-AS			100.0 %
HSA-BAS	100.0 %	50.0 %	85.7 %
INTBUS-BAS	100.0 %	100.0 %	100.0 %
LEGAL-BAS	100.0 %		
MGTORG-BAS	85.9 %	84.0 %	82.6 %
PPA-BS	50.0 %		
PRJMGT-CT	70.4 %	72.7 %	70.4 %
SUSMGT-BAS	74.6 %	79.2 %	78.0 %
<b>Total</b>	<b>85.6 %</b>	<b>84.8 %</b>	<b>85.8 %</b>



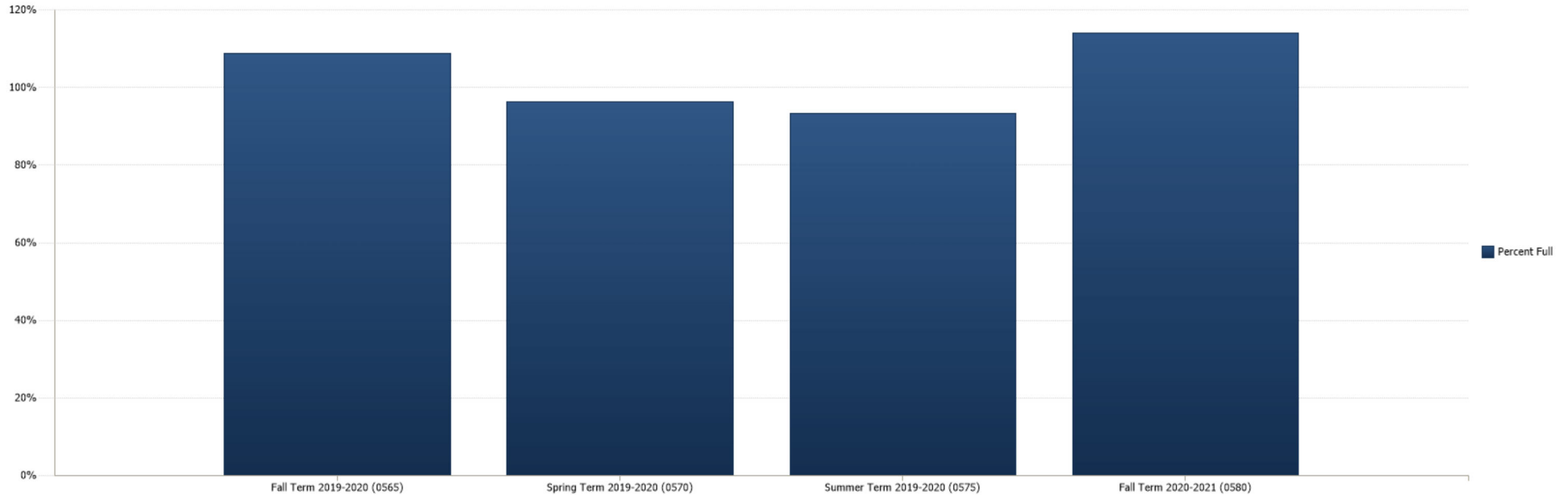


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MGTORG-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MGTORG-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	1,071	175	57	839
Fall Term 2019-2020 (0565)	Standard Course Load	984	24	72	888
Fall Term 2019-2020 (0565)	Percent Full	108.8%	729.2%	79.2%	94.5%
Spring Term 2019-2020 (0570)	Enrollment Count	1,018	162	67	789
Spring Term 2019-2020 (0570)	Standard Course Load	1,056	24	96	936
Spring Term 2019-2020 (0570)	Percent Full	96.4%	675.0%	69.8%	84.3%
Summer Term 2019-2020 (0575)	Enrollment Count	358		5	353
Summer Term 2019-2020 (0575)	Standard Course Load	384		24	360
Summer Term 2019-2020 (0575)	Percent Full	93.2%		20.8%	98.1%
Fall Term 2020-2021 (0580)	Enrollment Count	1,150	279		871
Fall Term 2020-2021 (0580)	Standard Course Load	1,008	120		888
Fall Term 2020-2021 (0580)	Percent Full	114.1%	232.5%		98.1%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Mgmt & Orgntl Leadership**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
GEB2940			2	1				
HFT2942	1	1						
MAN4725	7	1	6	1			4	1
MAN4900	100	1	93	1			125	1
MAN4940	1	1	2	1	1	1		

## Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

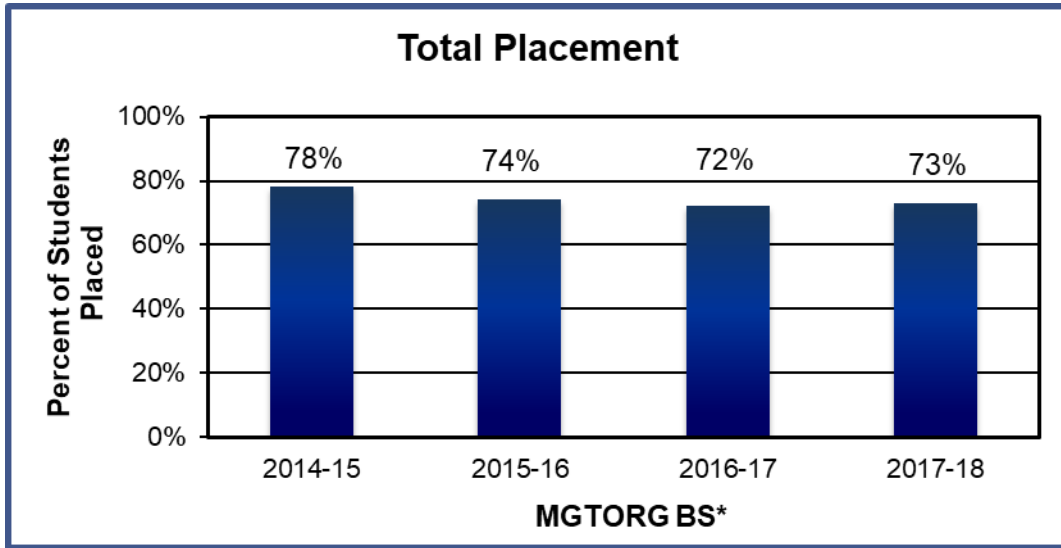
Custom Cohort

Student Group

### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the College of Business: Management and Organizational Leadership, BAS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

MGTORG BAS		
	Pool Count	Percent Placed
2014-15	113	78%
2015-16	120	74%
2016-17	132	72%
2017-18	200	73%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Management analysts

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	709,750	\$40.99/hr
Florida	48,910	\$32.24/hr
Pinellas County	8,710	\$35.26/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Managers, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National		\$/hr
Florida		\$/hr
Pinellas County		\$/hr

Note: No data were found for this employment title.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Management and Organizational Leadership, Upper Division

Date Completed: August 2020

Prepared By: Marta Przyborowski

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Revisit the development of an HR track in the Management and Organizational Leadership program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Not Completed	The feasibility of an HR track is still being reviewed. The COVID pandemic has impacted our enrollment and we are in the process of reviewing additional program options that will benefit our students.
2	Increase program visibility and marketing outreach via a comprehensive marketing plan.	Unduplicated Headcount	Not Completed	We are in the process of developing a communication to current SPC students (AA/AS) related to our upper division programs. An overall COB programs flyer was developed to assist with program promotion.

### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	Revisit the development of an HR track in the Management and Organizational Leadership program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	Spring 2021	The feasibility of an HR track is still being reviewed. The COVID pandemic has impacted our enrollment and we are in the process of reviewing additional program options that will benefit our students.

	Action Item	Completion Date	Plan for Completion
2	Increase program visibility and marketing outreach via a comprehensive marketing plan.	Spring 2021	We are in the process of developing a communication to current SPC students (AA/AS) related to our upper division programs. An overall COB programs flyer was developed to assist with program promotion.

**III. Evaluation of the Impact of Action Plans on Program Quality**

Both action items are important to program growth. The COVID pandemic has impacted our enrollment. However, additional strategies are being developed to enhance program visibility and promotion. Our Management & Organizational Leadership BAS program presents many great career opportunities to students. Further program options will be reviewed to determine their feasibility and benefit to our students.



## Program Goals and Strategies

Program: Management and Organizational Leadership, Upper Division

Date Completed: 2/2/2021

Due Date: August 2021

Prepared By: Marta Przyborowski

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Increase program enrollment by promoting the program to current & prospective students (AA/AS).	Economic Mobility
2	Increase the number of relevant program options. Develop a new Strategic Communication concentration/subplan.	Academic Excellence

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Increase marketing efforts related to program promotion and visibility. Share program information with business partners.	SSH Enrollment: Increase program enrollment by 1%.	1	Marta Przyborowski (COB)
2	Submit new program proposal. Develop 4-5 courses as part of the new concentration.	Unduplicated Headcount: This target aligns with the overall goal of increasing program enrollment (increase program enrollment by 1%).	2	Marta Przyborowski (COB)

### III. Special Resources Needed:

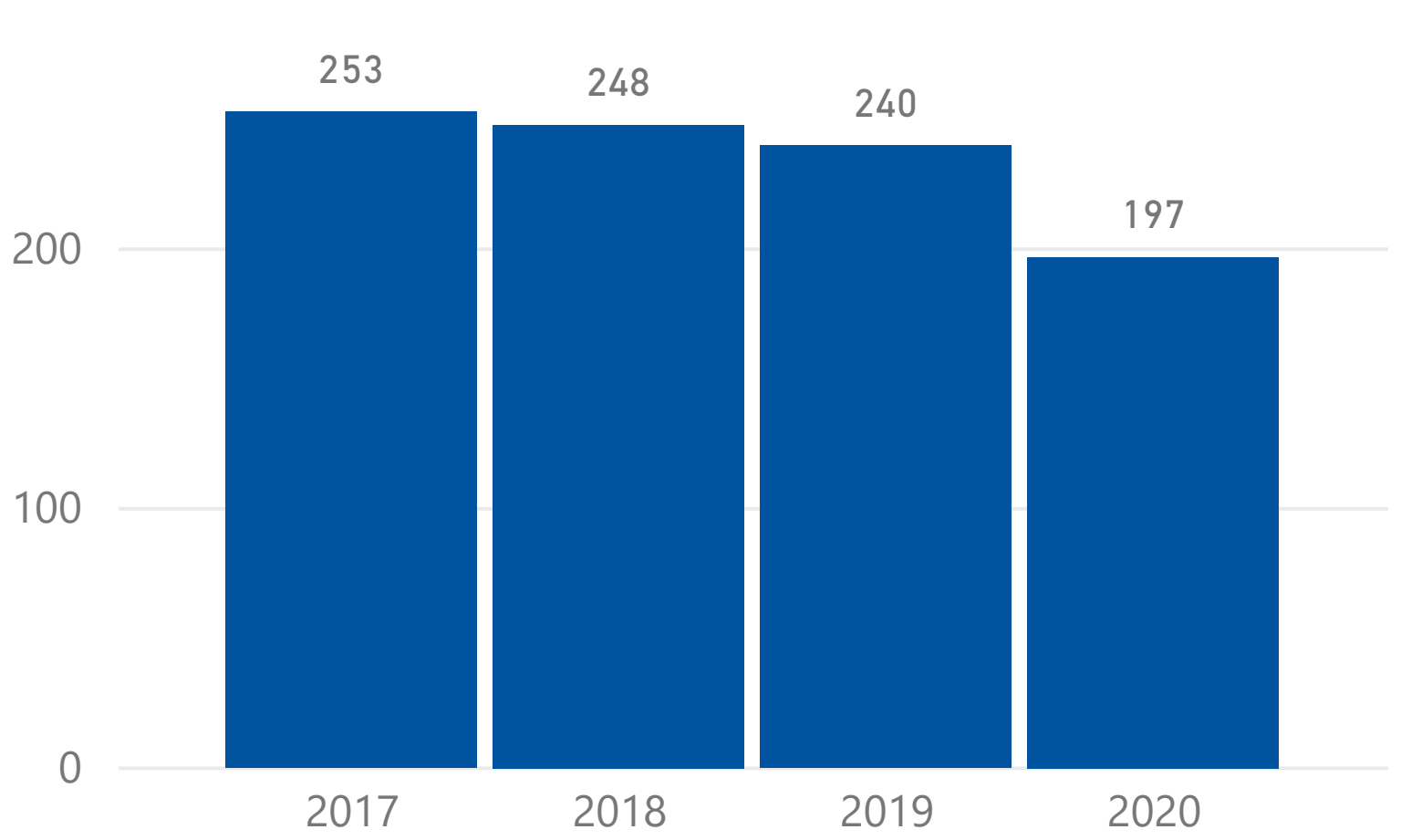
Marketing funds. Course development funds.
--

### IV. Area(s) of Concern/Improvement:

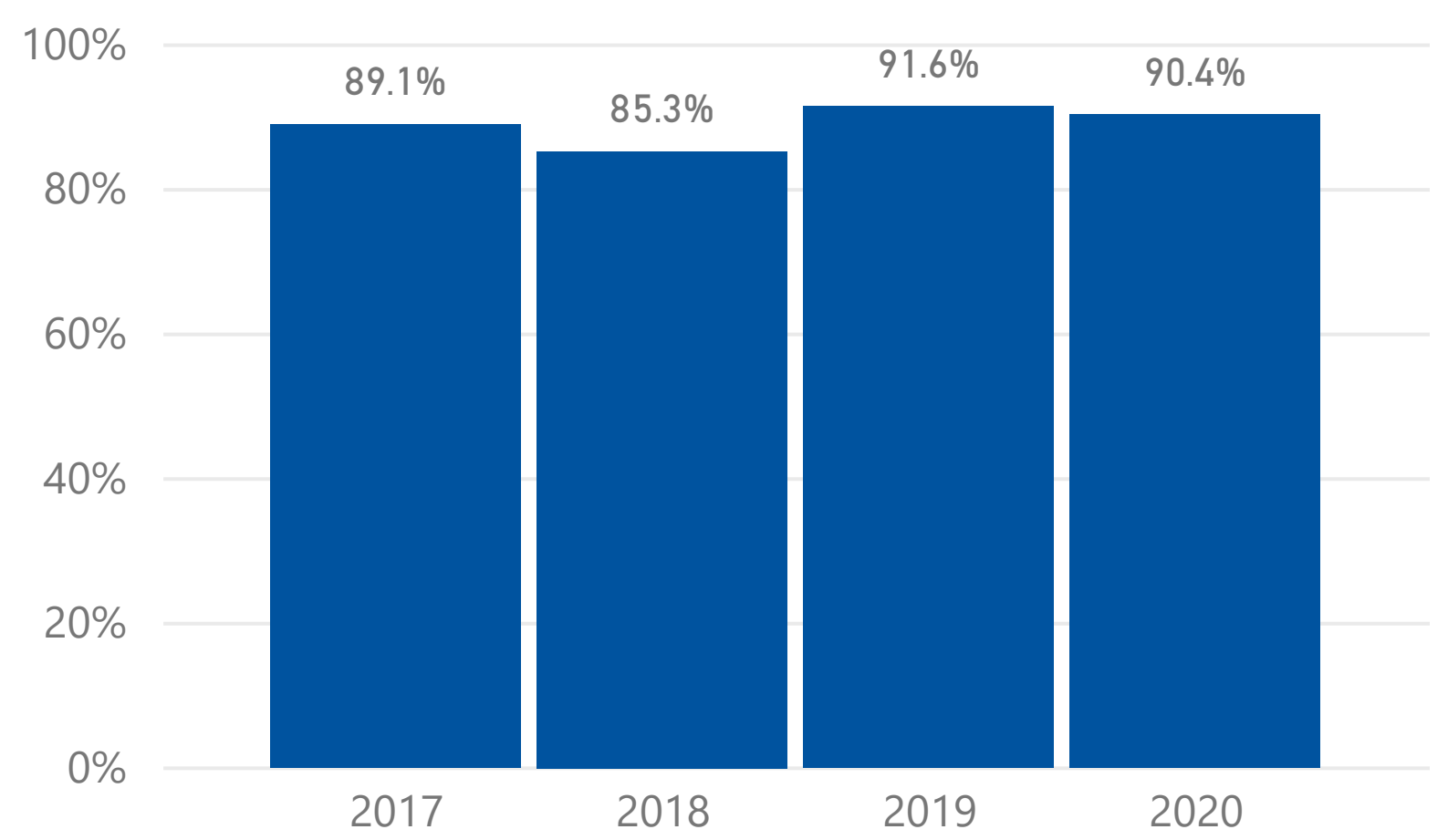
N/A
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- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Sustainability Manag...
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



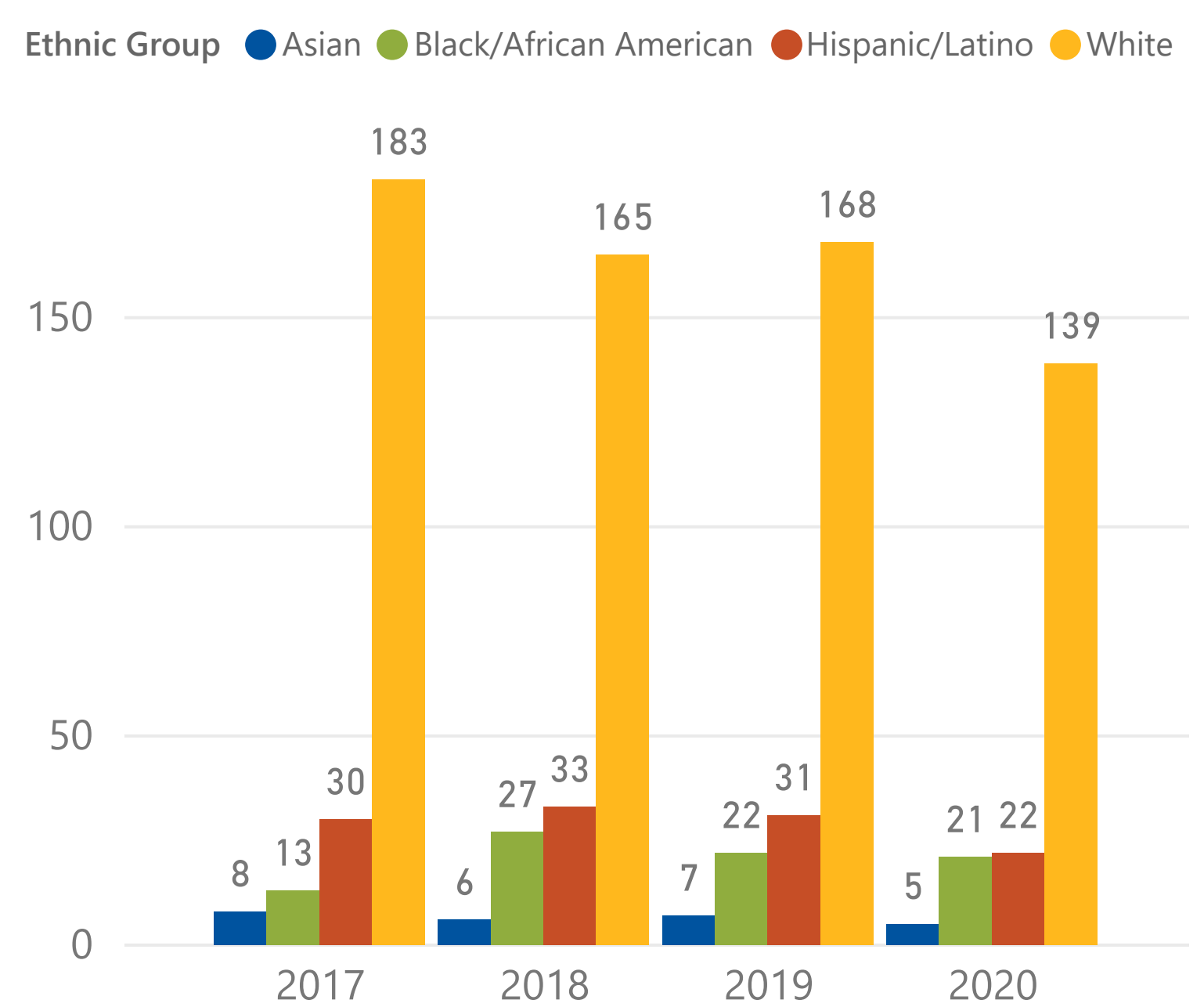
### Success Rate By Course

Subject	Academic Year 2017 Student Count	Enrollment Count	Success Rate
MAN3784	59	60	8
MAN4741	158	162	8
MAN4781	45	46	9
MAN4783	33	34	9
MAN4902	34	36	7
<b>Total</b>	<b>253</b>	<b>338</b>	<b>8</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Electronic Campus	774	705	618	456
EpiCenter	240	297	306	249
<b>Total</b>	<b>1,014</b>	<b>1,002</b>	<b>924</b>	<b>705</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**135**

Student Count Fall 2019-20

**90.3%**

Success Rate Fall 2019-20

**60**

Enrolled in Fall 2020-21

**74**

Grads Count 2019-20

**87.4%**

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

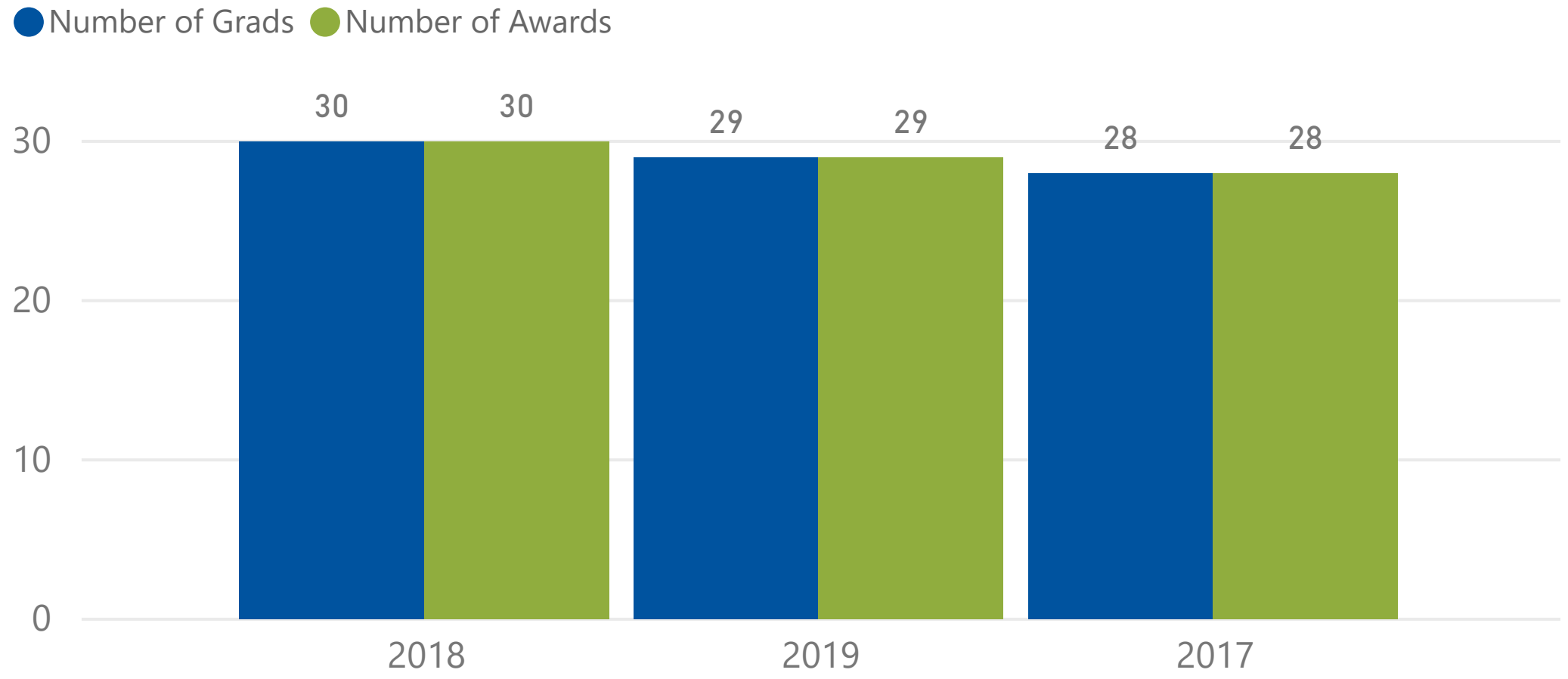
FTIC Flag

Ethnic Group

Gender

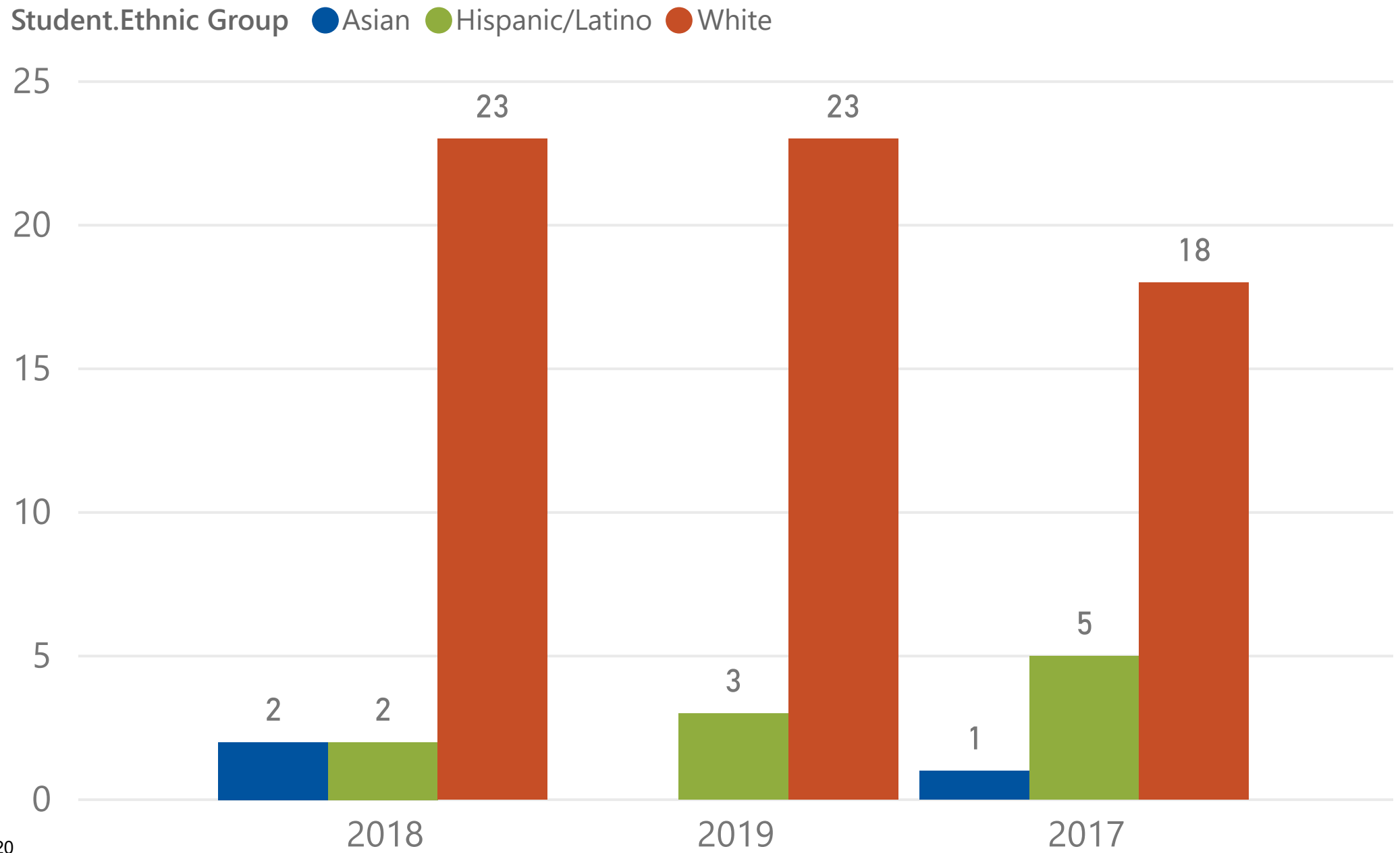
Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
MGTORG-BAS	36	354	1,135	92.9 %	20	24	91.7 %
SUSMGT-BAS	57	256	772	86.7 %	30	20	84.2 %
BUS-BS	19	211	702	89.6 %	13	7	100.0 %
TMGT-BAS	13	120	364	91.7 %	7	7	92.3 %
PRJMGT-CT	10	41	123	82.9 %	4	2	60.0 %
BIOLOGY-BS		7	15	100.0 %			
ENVSC-AS		6	18	100.0 %			
BUS-TR		4	12	100.0 %			
FUNAT-ATC		3	6	100.0 %			
BACCAPP-NO		2	6	100.0 %			
ENRCH-NO		2	7	100.0 %			
EDST-BS		1	4	100.0 %			
<b>Total</b>	<b>135</b>	<b>1,007</b>	<b>3,164</b>	<b>90.3 %</b>	<b>74</b>	<b>60</b>	<b>87.4 %</b>

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>28</b>	<b>28</b>	<b>30</b>	<b>30</b>
SUSMGT-BAS	28	28	30	29
<b>Total</b>	<b>28</b>	<b>28</b>	<b>30</b>	<b>29</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: SUSMGT-BAS

Gender: All

Academic Program

All

<b>126</b>	<b>90.1%</b>	<b>51</b>	<b>68</b>	<b>87.3%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550

Academic Plan

All

<b>144</b>	<b>88.1%</b>	<b>59</b>	<b>64</b>	<b>80.6%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565

College School Depart...

All

<b>135</b>	<b>90.3%</b>	<b>60</b>	<b>74</b>	<b>87.4%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Organization...

SUSMGT-UD

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
------------------	-----------------------------	-----------------------------	-----------------------------

BUS-BS	92.6 %	87.5 %	100.0 %
MGTORG-BAS	95.0 %	90.9 %	91.7 %
PRJMGT-CT	85.7 %	60.0 %	60.0 %
SUSMGT-BAS	83.6 %	79.7 %	84.2 %
TMGT-BAS	90.0 %	77.8 %	92.3 %
<b>Total</b>	<b>87.3 %</b>	<b>80.6 %</b>	<b>87.4 %</b>

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

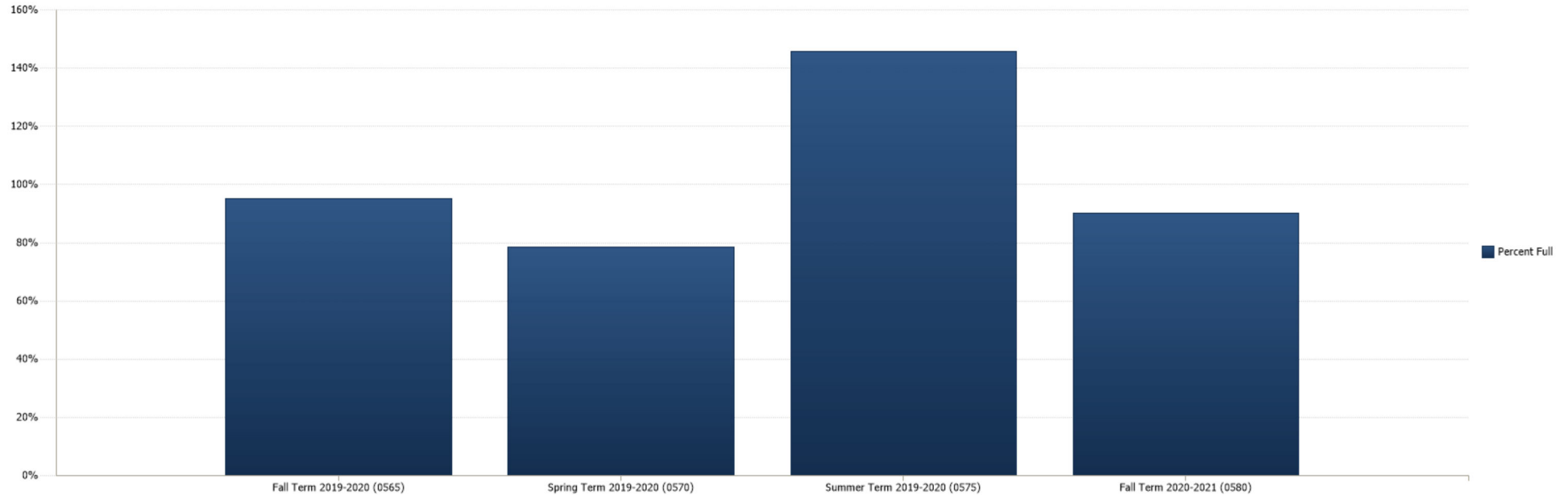


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **SUSMG-T-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **SUSMG-T-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Online
Fall Term 2019-2020 (0565)	Enrollment Count	160	116
Fall Term 2019-2020 (0565)	Standard Course Load	168	120
Fall Term 2019-2020 (0565)	Percent Full	95.2%	96.7%
Spring Term 2019-2020 (0570)	Enrollment Count	113	84
Spring Term 2019-2020 (0570)	Standard Course Load	144	96
Spring Term 2019-2020 (0570)	Percent Full	78.5%	87.5%
Summer Term 2019-2020 (0575)	Enrollment Count	35	35
Summer Term 2019-2020 (0575)	Standard Course Load	24	24
Summer Term 2019-2020 (0575)	Percent Full	145.8%	145.8%
Fall Term 2020-2021 (0580)	Enrollment Count	173	130
Fall Term 2020-2021 (0580)	Standard Course Load	192	144
Fall Term 2020-2021 (0580)	Percent Full	90.1%	90.3%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Sustainability Management BAS**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
BCN1940			1	1				
EVR2949							1	1
MAN4902	15	1	18	1			20	1
MAN4940	3	1	2	1	2	1	1	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

Custom Cohort

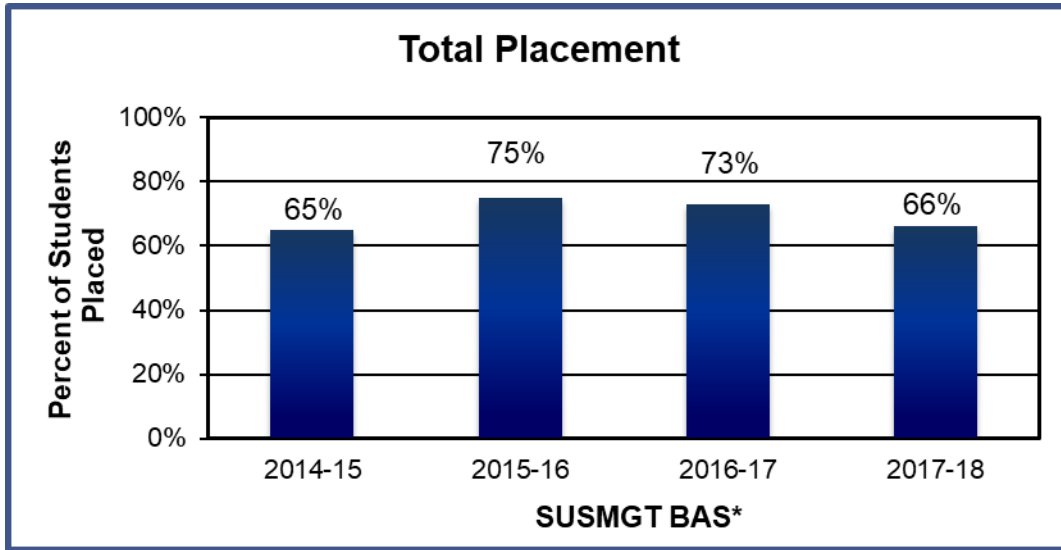
Student Group

## **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the College of Business: Sustainability Management, BAS program for evidence of certification attainment at the baccalaureate level.



## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time

SUSMGT BAS		
	Pool Count	Percent Placed
2014-15	20	65%
2015-16	28	75%
2016-17	22	73%
2017-18	29	66%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Management analysts

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	709,750	\$40.99/hr
Florida	48,910	\$32.24/hr
Pinellas County	8,710	\$35.26/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Training and development managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	38,510	\$54.50/hr
Florida	1,840	\$41.55/hr
Pinellas County	350	\$47.30/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for General and operations managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	2,400,280	\$48.45/hr
Florida	147,680	\$40.52/hr
Pinellas County	23,110	\$44.11/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Managers, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National		\$/hr
Florida		\$/hr
Pinellas County		\$/hr

Note: No data were found for this employment title.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Sustainability Management, Upper Division

Date Completed: August 2020

Prepared By: Marta Przyborowski

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase program enrollment. <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Not Completed	The COVID pandemic has impacted our program enrollment. We are in the process of developing additional strategies to drive enrollment growth.
2	Increase program visibility and marketing outreach via a comprehensive program marketing plan.	Unduplicated Headcount	Not Completed	A program promotional video was developed to assist with program promotion. Additional visibility and outreach strategies will be implemented.

### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	Increase program enrollment. <i>This item was carried forward from the 2017-18 Action Plan.</i>	Summer 2021	We are in the process of developing additional strategies to drive enrollment growth.
2	Increase program visibility and marketing outreach via a comprehensive program marketing plan.	Spring 2021	As per above, we are in the process of developing additional marketing strategies to increase program visibility.

### III. Evaluation of the Impact of Action Plans on Program Quality

Both action items are connected in scope. The COVID pandemic has impacted our enrollment. However, additional strategies are being developed to enhance program visibility and promotion. Our Sustainability Management BAS program is a one of kind program within the state of Florida.

**Program Goals and Strategies**

Program: Sustainability Management, Upper Division

Date Completed: 2/2/2021

Due Date: August 2021

Prepared By: Marta Przyborowski

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Increase program enrollment.	Academic Excellence
2	Increase program outreach, promotion and visibility.	Community Engagement

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Increase program visibility and promotion to current and prospective students (AA/AS). Consistently reach out to program students who are not enrolled in current term but were enrolled in prior semesters (good standing, have not completed program, etc.).	SSH Enrollment: Increase program enrollment by 1%.	1	Marta Przyborowski
2	Attend industry-wide sustainability events to highlight program offering.	Unduplicated Headcount: Attend at least 1 industry-wide sustainability event each semester.	2	Marta Przyborowski

**III. Special Resources Needed:**

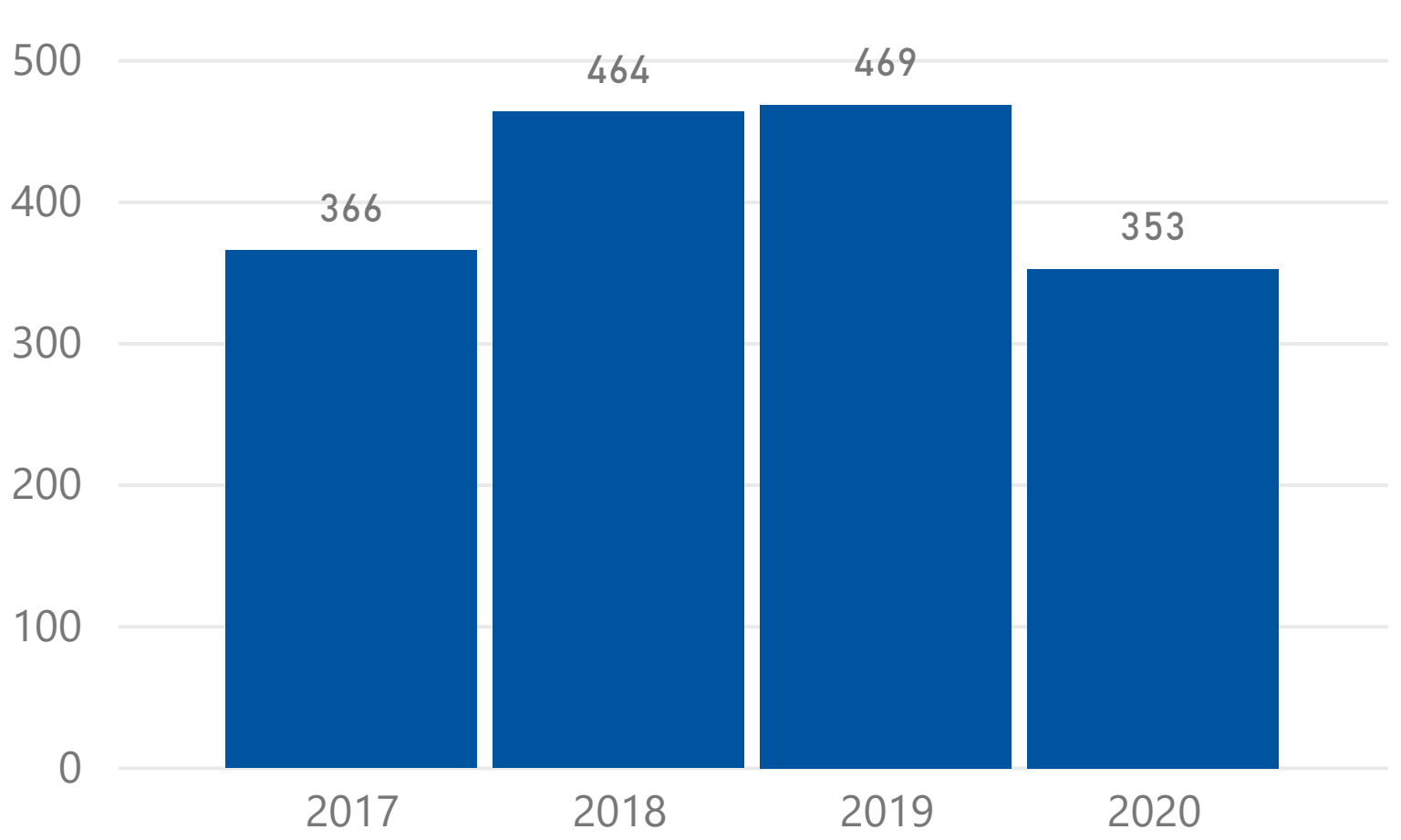
Marketing funds for program promotion. Marketing resources for video and flyer development.
---

**IV. Area(s) of Concern/Improvement:**

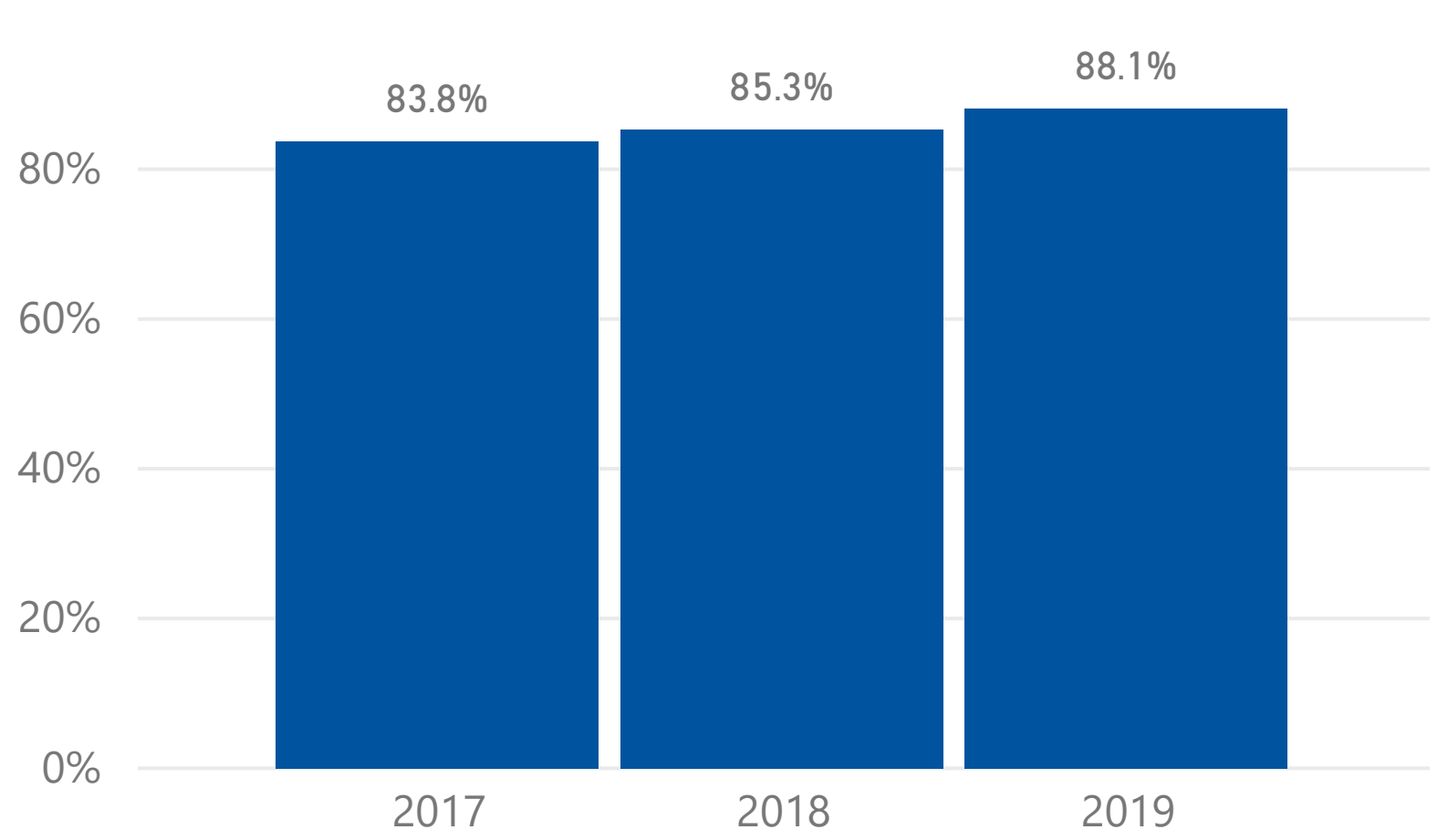
N/A
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- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Educational Studies-...
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



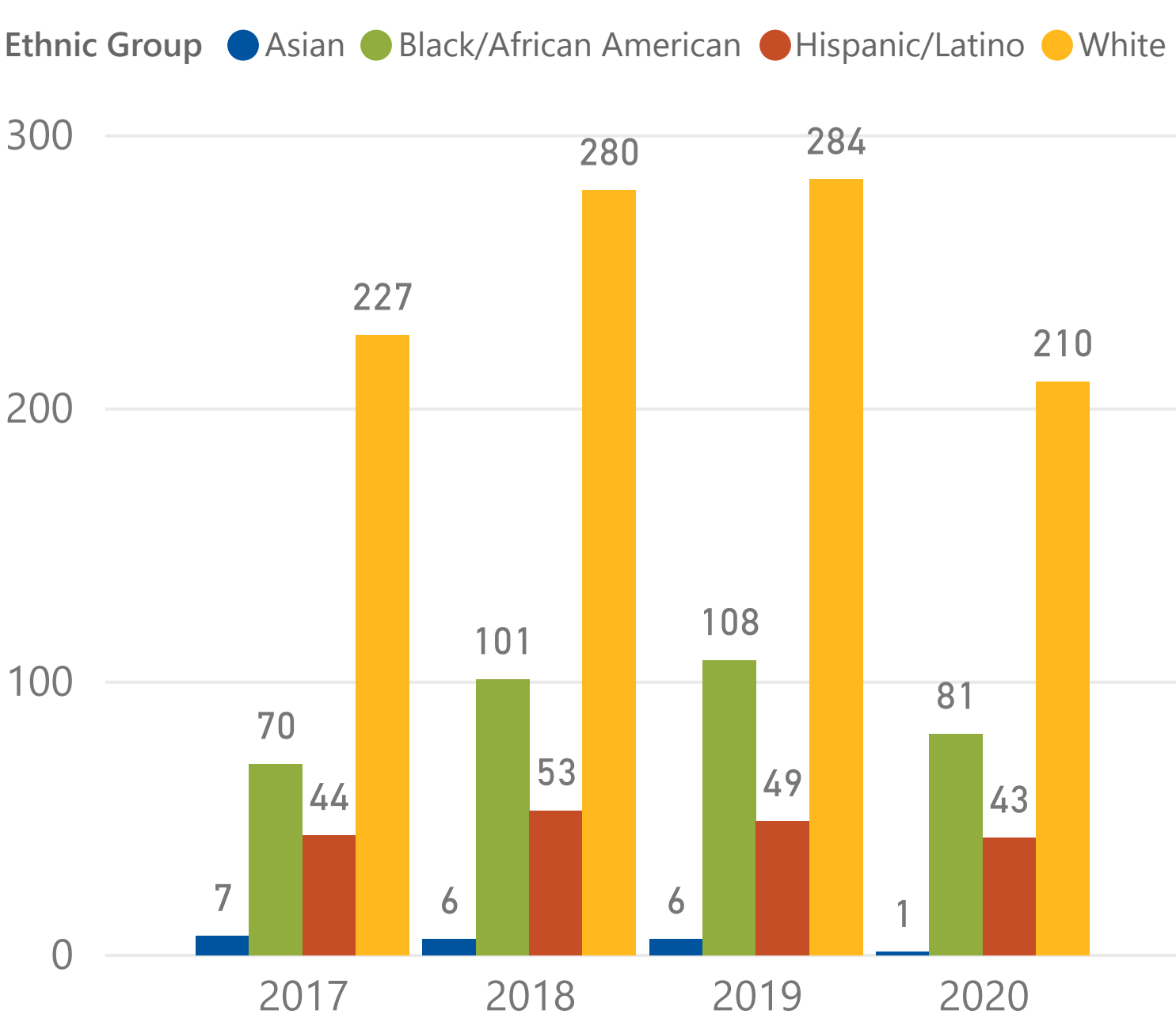
### Success Rate By Course

Subject	Academic Year 2017 Student Count	Enrollment Count	Success Rate
EDF3152	48	48	
EDF3660	179	183	
EDF4084			
EDF4123	56	56	
EDF4490	87	89	
EDF4604			
EDF4632	163	168	
EDF4650			
EDF4731			
EDF4754			
EDF4810	79	81	
EDF4932	6	6	
EDG4940	42	42	
EEC3005	44	45	
EEC3009	30	30	
EEC3204	26	26	
EEC3266			
EEC3403	28	28	
EEC3413	8	8	
EEC3731	12	12	
EEC4207	22	23	
EEC4212	16	16	
FFC4227	24	24	
<b>Total</b>	<b>366</b>	<b>973</b>	

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	1,213	1,232	735	468
Seminole Campus		60		
St Petersburg/Gibbs Campus	329	1,343	1,720	1,116
Tarpon Springs Campus	1,390	1,716	1,607	792
<b>Total</b>	<b>2,932</b>	<b>4,351</b>	<b>4,062</b>	<b>2,376</b>

### Student Count by Ethnic Group and Academic Year





Academic Program

291

85.6%

164

82

82.8%

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
EDST-BS	273	1,258	3,767	83.9 %	73	158	83.5 %
PPA-BS	15	123	369	95.9 %	9	6	86.7 %
GEN-AA		25	74	84.0 %			
EDU-TR		23	73	95.7 %			
ELEDR-BS	1	17	49	100.0 %			
HSA-AS		15	34	80.0 %			
MGTORG-BAS		11	33	54.5 %			
ESEDR-BS		9	27	100.0 %			
CHDEV-AS		6	18	100.0 %			
EAM-AS		6	18	100.0 %			
ARCH-AS		5	9	100.0 %			
RCERT-NO	2	5	15	100.0 %			
BACCAPP-NO		4	13	100.0 %			
HUS-AS		4	12	100.0 %			
INTRP-AS		4	11	100.0 %			
SOCIAL-TR		4	12	75.0 %			
CHDEV-CT		3	9	100.0 %			
LEGAL-BAS		3	9	100.0 %			
PSA-BAS		3	9	100.0 %			
BIO-TR		2	6	100.0 %			
<b>Total</b>	<b>291</b>	<b>1,538</b>	<b>4,589</b>	<b>85.6 %</b>	<b>82</b>	<b>164</b>	<b>82.8 %</b>

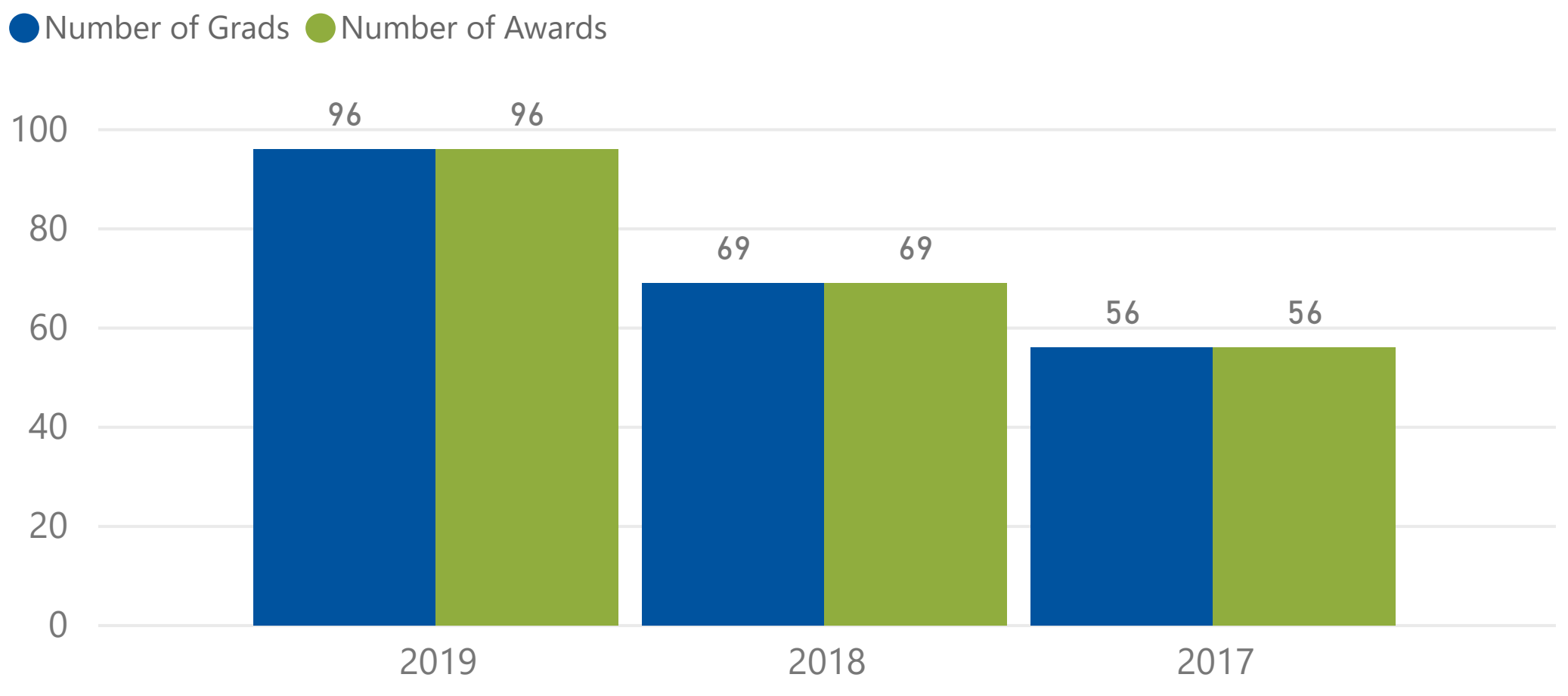
Term  
All

Program  
All

Plan  
EDST-BS

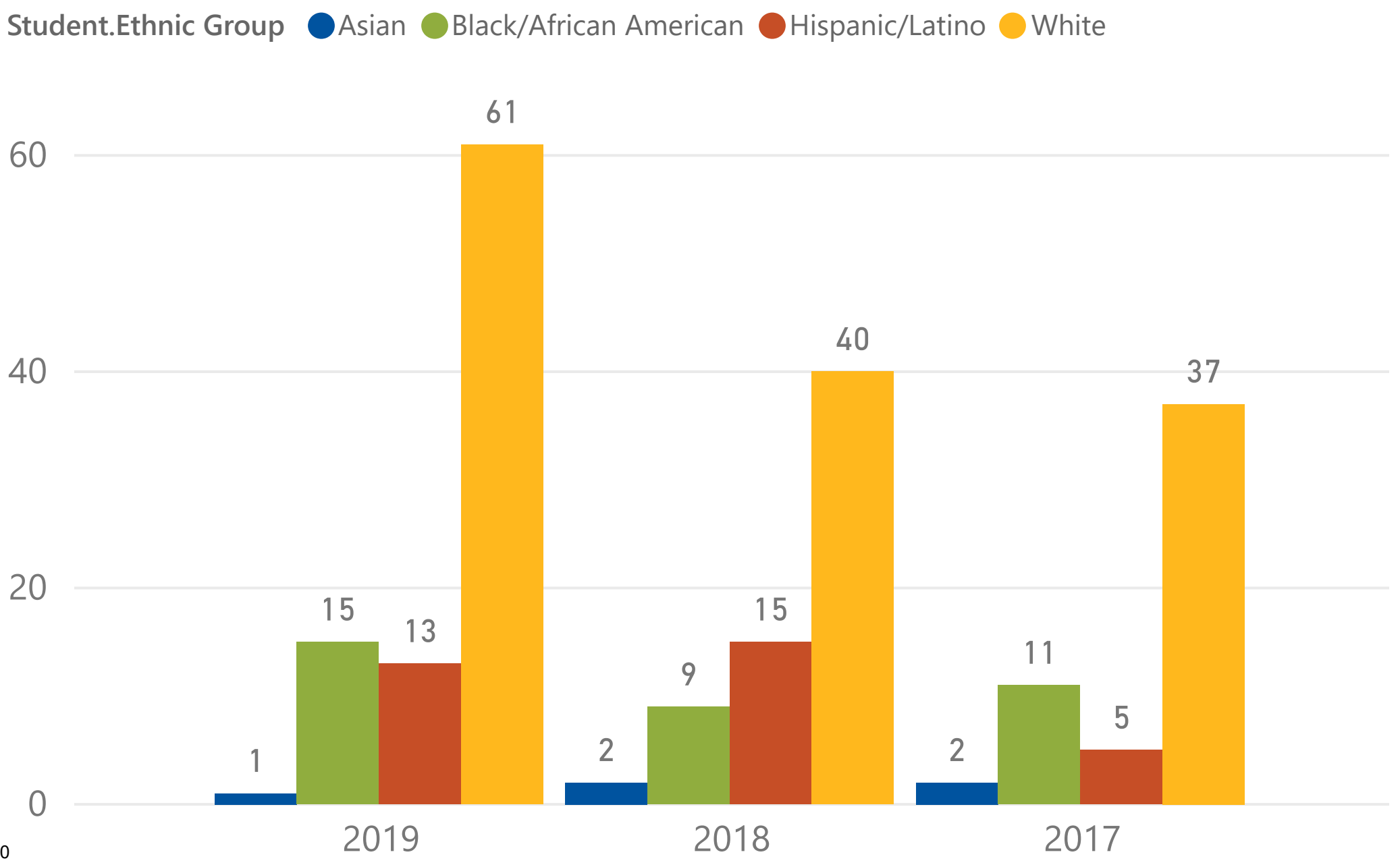
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
<b>Degree</b>	<b>Number of Grads</b>	<b>Number of Awards</b>	<b>Number of Grads</b>	<b>Number of Awards</b>
<b>BS</b>	<b>56</b>	<b>56</b>	<b>69</b>	<b>69</b>
<b>EDST-BS</b>	<b>56</b>	<b>56</b>	<b>96</b>	<b>96</b>
<b>Total</b>	<b>56</b>	<b>56</b>	<b>96</b>	<b>96</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

<b>157</b>	<b>84.8%</b>	<b>91</b>	<b>43</b>	<b>82.8%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
<b>274</b>	<b>84.5%</b>	<b>154</b>	<b>70</b>	<b>80.7%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
<b>291</b>	<b>85.6%</b>	<b>164</b>	<b>82</b>	<b>82.8%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
EDST-BS	86.1 %	81.1 %	83.5 %
ELEDR-BS		100.0 %	
PKPED-BS	50.0 %		
PPA-BS	100.0 %	90.0 %	86.7 %
RCERT-NO	16.7 %		
<b>Total</b>	<b>82.8 %</b>	<b>80.7 %</b>	<b>82.8 %</b>

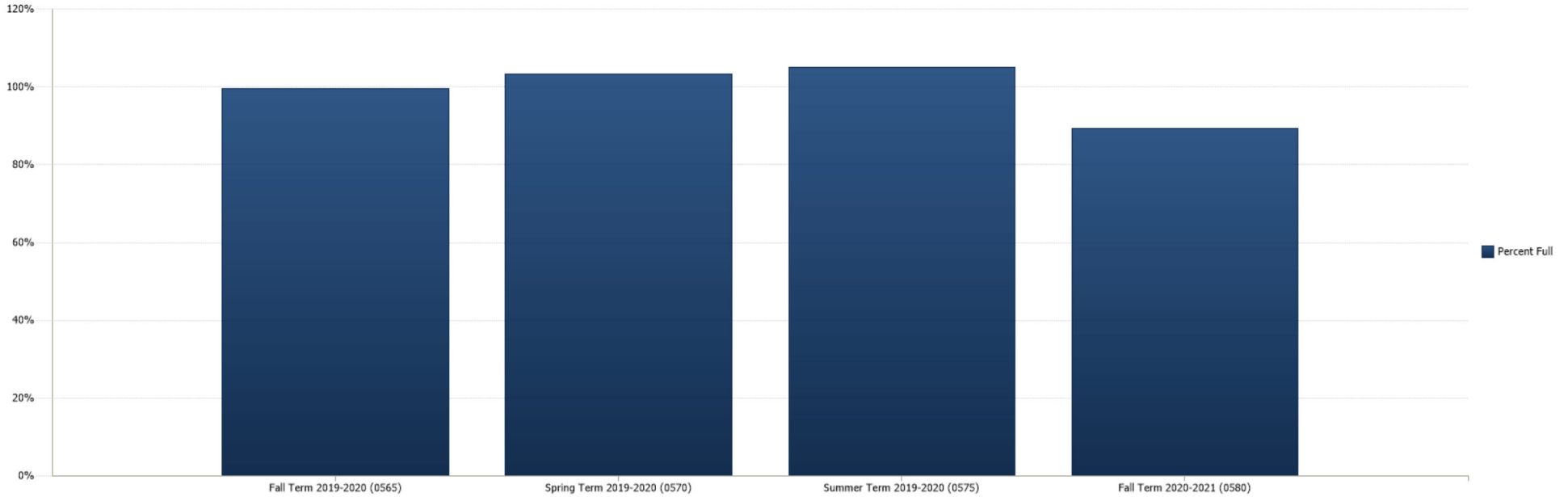


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **EDST-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **EDST-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All		
		Face-to-Face	Online	
Fall Term 2019-2020 (0565)	Enrollment Count	502	29	473
Fall Term 2019-2020 (0565)	Standard Course Load	504	40	464
Fall Term 2019-2020 (0565)	Percent Full	99.6%	72.5%	101.9%
Spring Term 2019-2020 (0570)	Enrollment Count	518	30	488
Spring Term 2019-2020 (0570)	Standard Course Load	502	30	472
Spring Term 2019-2020 (0570)	Percent Full	103.2%	100.0%	103.4%
Summer Term 2019-2020 (0575)	Enrollment Count	355	10	345
Summer Term 2019-2020 (0575)	Standard Course Load	338	10	328
Summer Term 2019-2020 (0575)	Percent Full	105.0%	100.0%	105.2%
Fall Term 2020-2021 (0580)	Enrollment Count	506	31	475
Fall Term 2020-2021 (0580)	Standard Course Load	567	30	537
Fall Term 2020-2021 (0580)	Percent Full	89.2%	103.3%	88.5%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Ed Studies & Community Leader**, Class Academic Career: **UGRD**, Filter empty rows

	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
Class Course Group - Subject Catalog Nbr	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
EEC2907	1	1						

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Ed Studies & Community Leader**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

Student Group **All**



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Ed Studies & Community Leader**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
EDG4940	26	2	30	3	10	1	31	3
EEC4945	11	1						

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Ed Studies & Community Leader**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

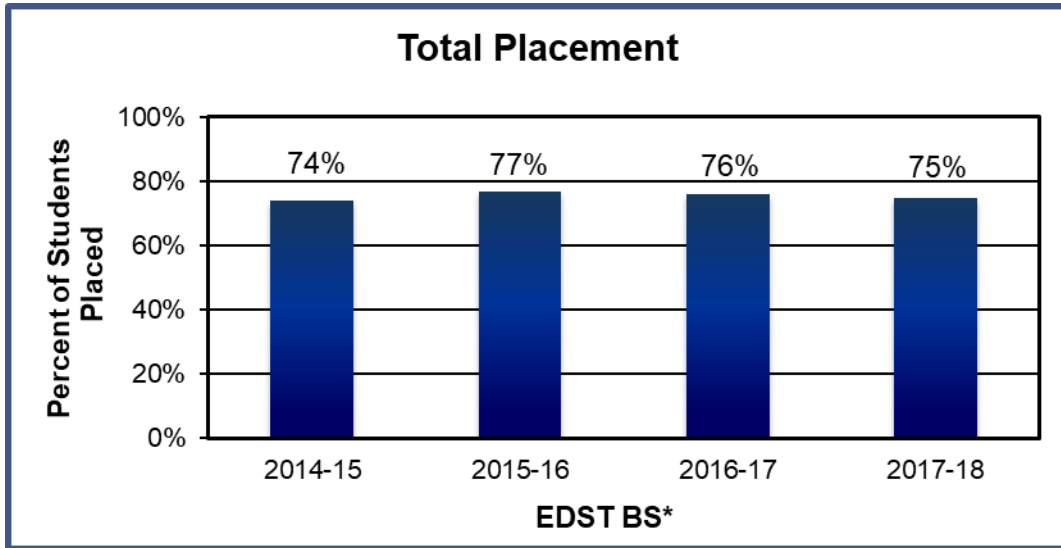
Custom Cohort **All**

Student Group **All**

<b>Certifications</b>	<b>Earned</b>
<b>Bachelor of Science Educational Studies and Community Leadership</b>	<b>2019-20</b>
National Interpreter Certification: Knowledge	7

*Source: Career Connections Certification Testing Center Records (2019-20).*

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

EDST BS		
	Pool Count	Percent Placed
2014-15	31	74%
2015-16	39	77%
2016-17	42	76%
2017-18	53	75%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>



Table 1 Growth for Education Administrators, Elementary and Secondary School

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	271,020	\$/hr
Florida	N/A*	\$/hr
Local	N/A*	\$/hr

\*Estimates not released.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Education Administrators, All other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	44,550	\$41.08/hr
Florida	1,430	\$34.53/hr
Local	220	\$39.45/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for Education Administrators, Preschool and Childcare Center/Program

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	52,360	\$23.18/hr
Florida	N/A*	\$20.65/hr
Local	270	\$22.10/hr

\*Estimates not released.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

# Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

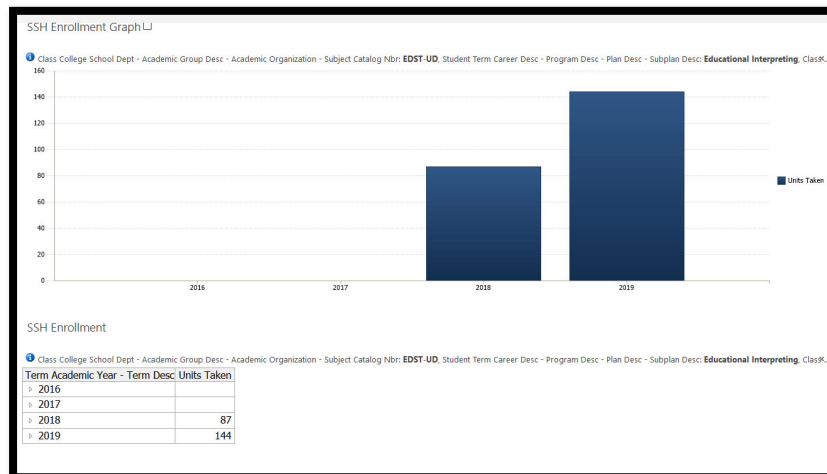
Program: Educational Studies, Upper Division

Date Completed: August 2020

Prepared By: Dr. Kimberly Hartman and Ms. Margaret Bowman

## I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase enrollment in the new Educational Interpreting Track. <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Completed	COE faculty and staff partnered with SLIP faculty and staff to market the program and recruit students through events such as CAC Week and targeted advising.



## II. Non-Completed Action Plan Items and Plan for Completion

All action items were completed.

## III. Evaluation of the Impact of Action Plans on Program Quality

Over the past two years, SSH within the Educational Interpreting track has increased by 66% as a result of targeted marketing, recruitment, and advising. We expect enrollment

and SSH to continue to increase as the program matures and we will continue to use similar strategies since they have proven to be successful.

## Program Goals and Strategies

Program: Educational Studies, Upper Division

Date Completed: 1/21/2021

Due Date: August 2021

Prepared By: Michael Poulin, COE Academic Chair

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Improve student success by customizing some of the content within our courses for the students within the specific tracks within the Educational Studies major.	Academic Excellence
2	Develop a new Development & Training Track within the Ed Studies program.	Community Engagement

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Meet with course instructors to contextualize assignments in core classes for students enrolled in specific tracks in Ed Studies.	Course Success/W-WF-F Rates: A 1% increase in program course success.	1	Michael Poulin will meet with Melissa McAllister, course coordinator.
2	Create 5 new courses for the new track with a concentration on Development & Training.	Job Placement: Enrollment in the new track will begin in Fall 2021 with graduates entering the workforce beginning in Fall 2023.	2	Michael Poulin & Margaret Bowman

### III. Special Resources Needed:

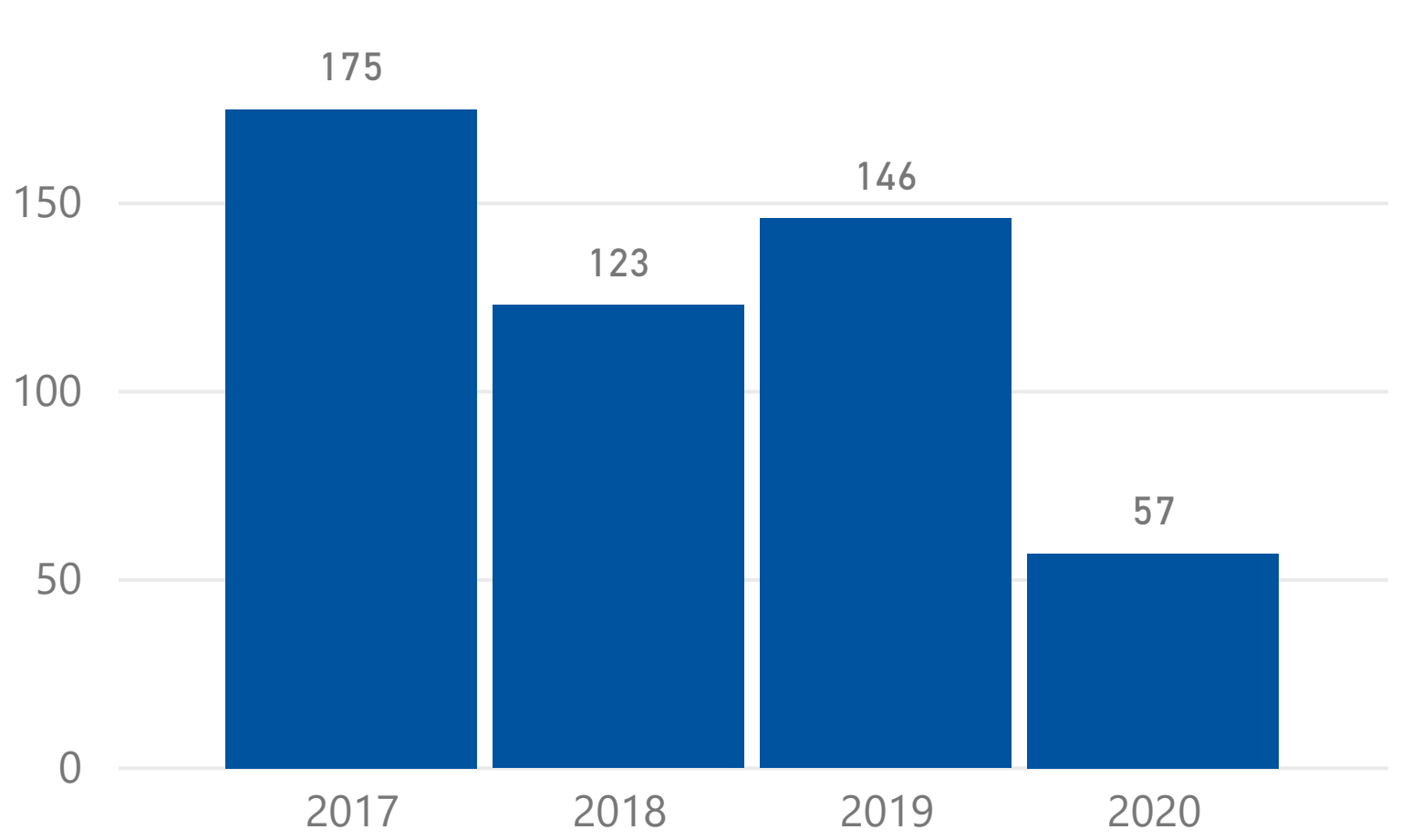
N/A

### IV. Area(s) of Concern/Improvement:

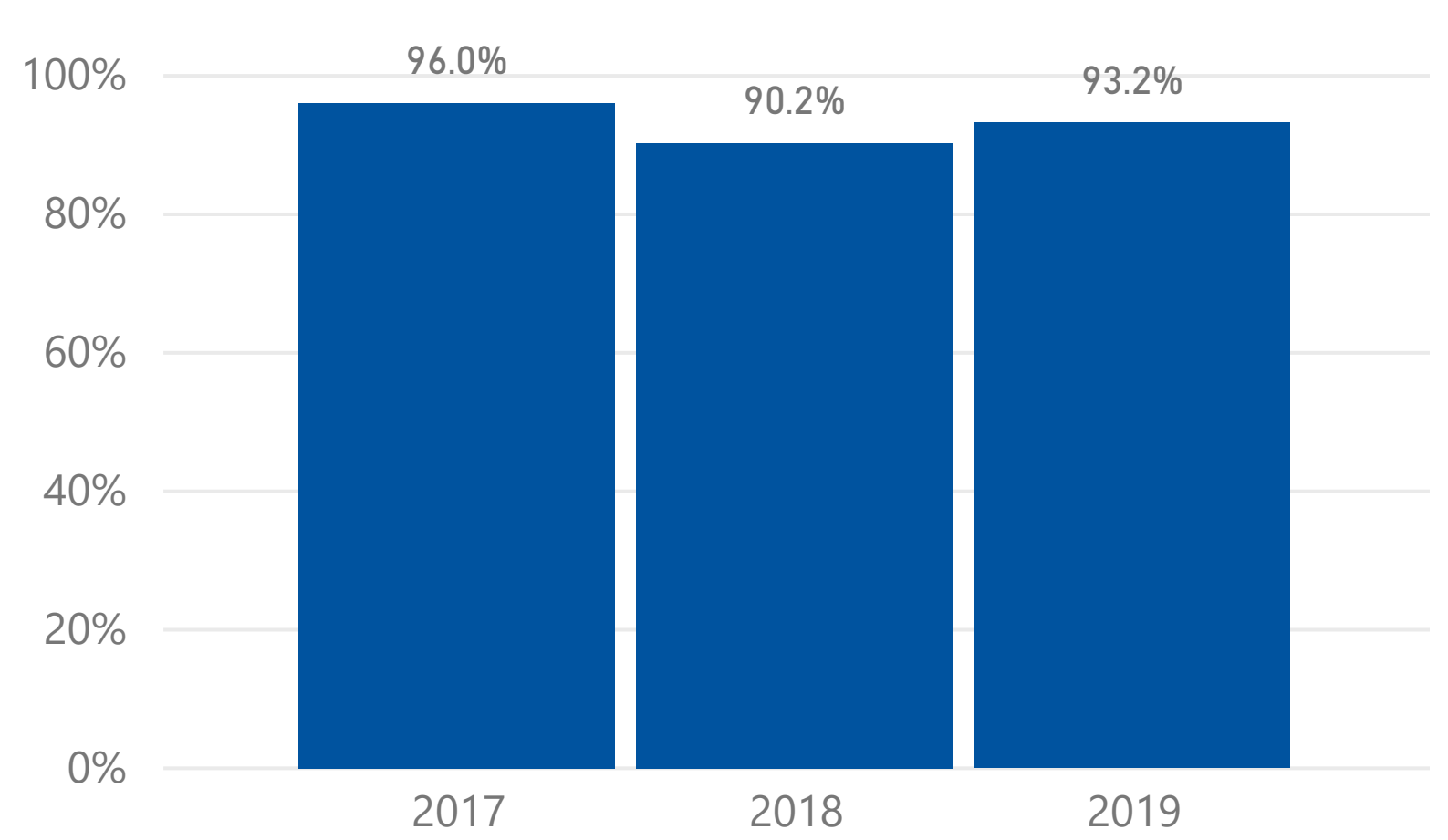
N/A

- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



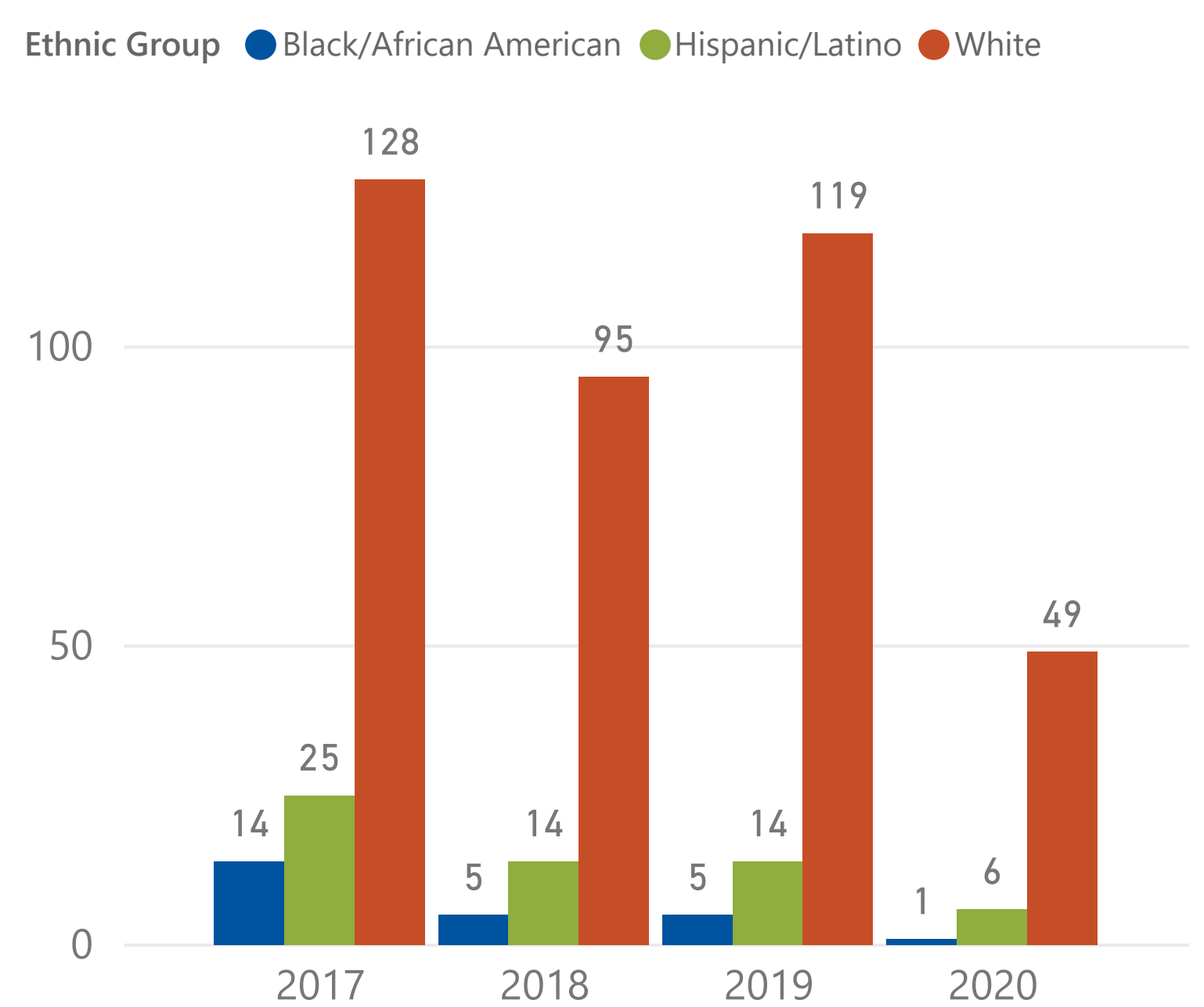
### Success Rate By Course

Academic Year	2017	2018	2019
Subject	Student Count	Enrollment Count	Success Rate
EDE4940	56	56	100%
EDG3620	119	121	98%
<b>Total</b>	<b>175</b>	<b>177</b>	<b>93%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	108	63		
St Petersburg/Gibbs Campus	45	66	45	
Tarpon Springs Campus	882	690	912	315
<b>Total</b>	<b>1,035</b>	<b>819</b>	<b>957</b>	<b>315</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

74

Student Count Fall 2019-20

93.1%

Success Rate Fall 2019-20

36

Enrolled in Fall 2020-21

23

Grads Count 2019-20

79.7%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

ELEM ED-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
ELEDR-BS	70	466	1,528	94.4 %	23	35	82.9 %
EDST-BS	1	52	158	90.4 %		1	100.0 %
GEN-AA		21	63	90.5 %			
EDU-TR		11	33	100.0 %			
ICERT-NO	2	10	30	100.0 %			
BUS-AS		4	12	75.0 %			
BUS-BS		4	12	100.0 %			
CHDEV-AS		4	12	25.0 %			
ITSC-CT		3	9				
BACCAPP-NO		2	6	100.0 %			
CST-AS		2	6	100.0 %			
ENRCH-NO	1	2	6	100.0 %			
ESEDR-BS		1	3	100.0 %			
<b>Total</b>	<b>74</b>	<b>582</b>	<b>1,878</b>	<b>93.1 %</b>	<b>23</b>	<b>36</b>	<b>79.7 %</b>

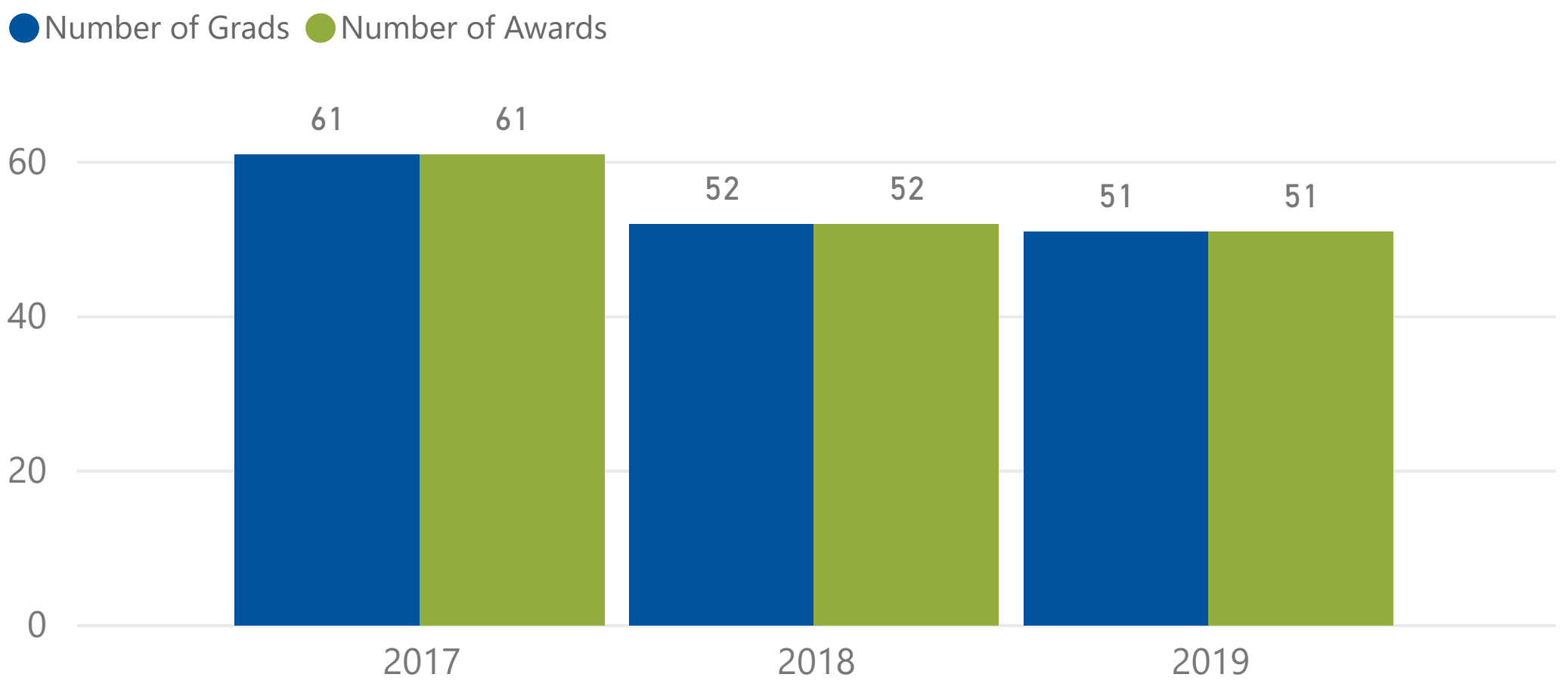
Term  
All

Program  
All

Plan  
ELEDR-BS

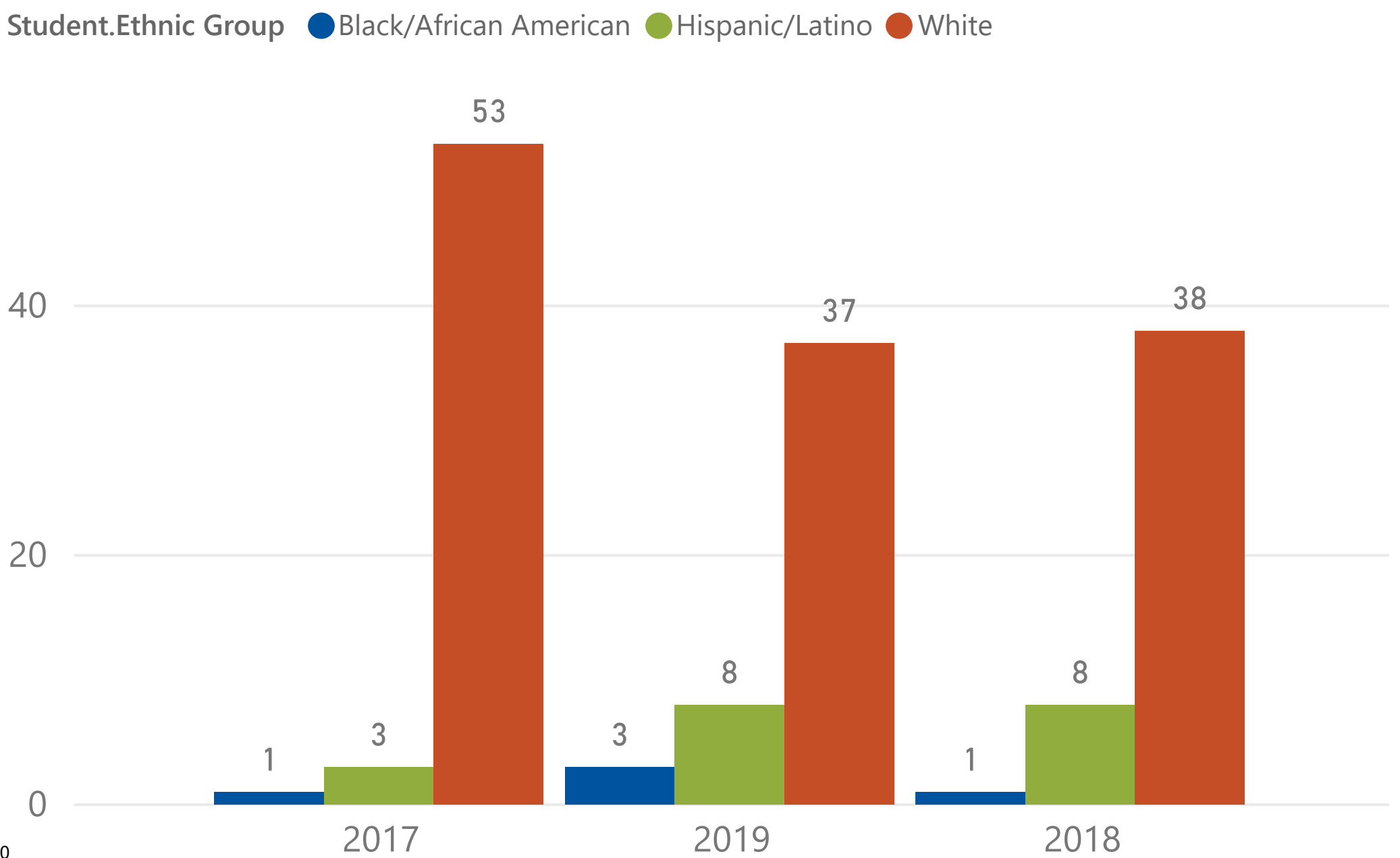
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BS</b>	<b>61</b>	<b>61</b>	<b>52</b>	<b>52</b>	<b>51</b>	<b>51</b>
ELEDR-BS	61	61	52	52	51	51
<b>Total</b>	<b>61</b>	<b>61</b>	<b>52</b>	<b>52</b>	<b>51</b>	<b>51</b>

**Student Count by Ethnic Group and Academic Year**





Academic Program

All

Academic Plan

All

College School Depart...

All

Academic Organization...

ELEM ED-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

<b>96</b>	<b>94.6%</b>	<b>45</b>	<b>39</b>	<b>84.4%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
<b>65</b>	<b>91.5%</b>	<b>36</b>	<b>17</b>	<b>81.5%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
<b>74</b>	<b>93.1%</b>	<b>36</b>	<b>23</b>	<b>79.7%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
EDST-BS	92.9 %	75.0 %	100.0 %
ELEDR-BS	90.4 %	89.1 %	82.9 %
ICERT-NO	25.0 %	20.0 %	
<b>Total</b>	<b>84.4 %</b>	<b>81.5 %</b>	<b>79.7 %</b>

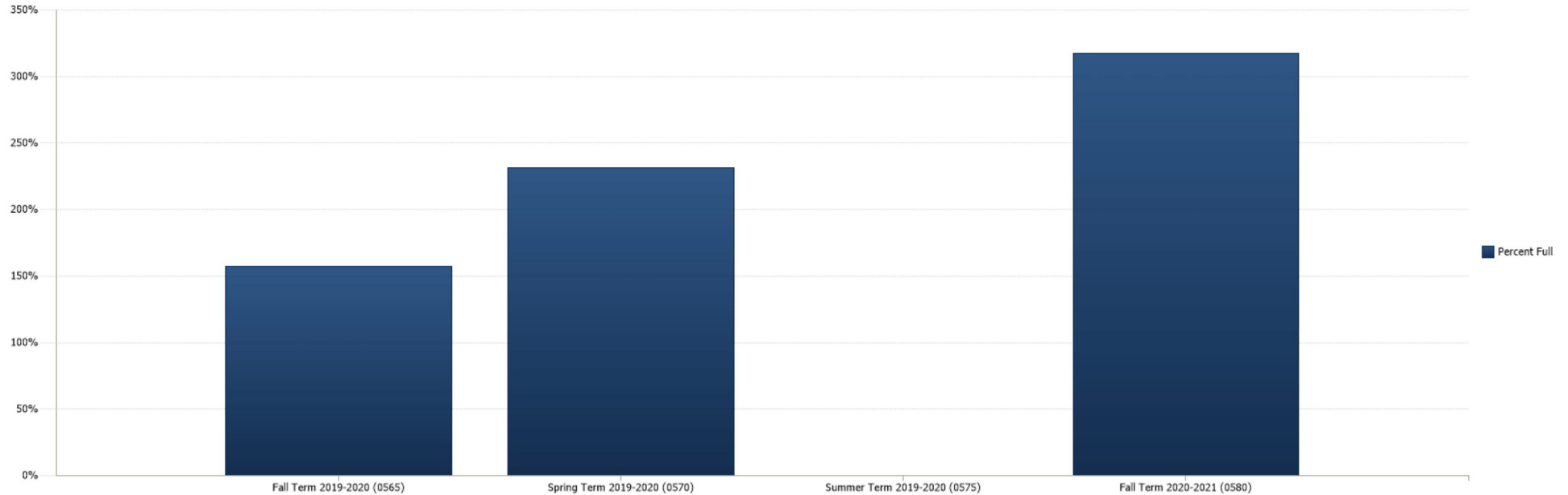


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **ELEM ED-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **ELEM ED-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All		
		Face-to-Face	Online	
Fall Term 2019-2020 (0565)	Enrollment Count	74	56	18
Fall Term 2019-2020 (0565)	Standard Course Load	47	32	15
Fall Term 2019-2020 (0565)	Percent Full	157.4%	175.0%	120.0%
Spring Term 2019-2020 (0570)	Enrollment Count	74	33	41
Spring Term 2019-2020 (0570)	Standard Course Load	32	2	30
Spring Term 2019-2020 (0570)	Percent Full	231.3%	1,650.0%	136.7%
Fall Term 2020-2021 (0580)	Enrollment Count	54	16	38
Fall Term 2020-2021 (0580)	Standard Course Load	17	2	15
Fall Term 2020-2021 (0580)	Percent Full	317.6%	800.0%	253.3%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Student System Cube Refresh

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Elem Ed with Reading Endorseme**, Class Academic Career: **UGRD**, Filter empty rows

Last Refresh: 9/25/2020 7:31:09 AM

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
EDE4940	24	1	33	1			16	1
RED4940	24	1	33	1			16	1

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

Custom Cohort

Student Group

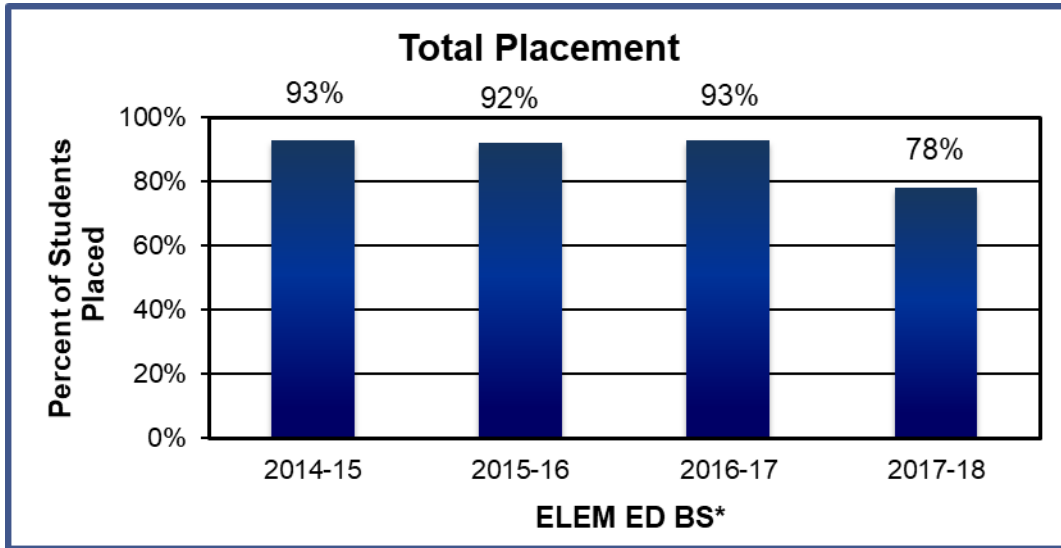
**Industry Certification Attainment**

In the College of Education, programs the Florida Teacher Certification Examinations (FCTE) are used to evaluate the students. The exams are required for certification within the State of Florida.

<b>Education State Licensure Exam Passing Rates</b>						
<b>Elementary Education BS</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
State Exam	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*Source: 2019-20 Factbook, Table 9*

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

ELEM ED BS		
	Pool Count	Percent Placed
2014-15	61	93%
2015-16	60	92%
2016-17	59	93%
2017-18	58	78%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>

Table 1 Growth for Elementary school teachers, except special education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	1,430,480	\$/hr
Florida	77,170	\$/hr
Local	11,630	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Kindergarten teachers, except special education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	124,290	\$/hr
Florida	9,180	\$/hr
Local	1,770	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

# Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

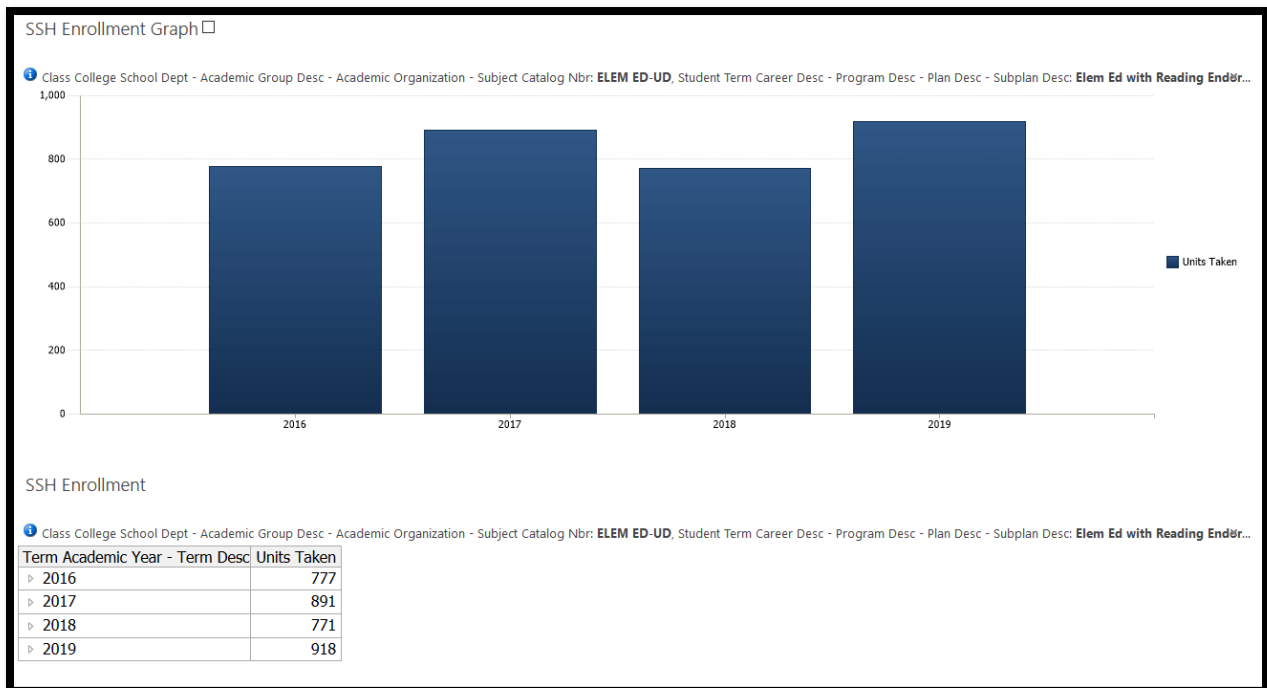
Program: Elementary Education, Upper Division

Date Completed: August 2020

Prepared By: Dr. Kimberly Hartman and Ms. Margaret Bowman

## I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase enrollment in ELEM ED-UD BS licensure program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Completed	SSH Enrollment in ELEM ED-UD BS increased by 19% over the last academic year and is higher than the previous three years (2016 - 2018). This is the result of changes made to curriculum (e.g., adding reading endorsement) and offering the full program online.





## **II. Non-Completed Action Plan Items and Plan for Completion**

All action items were completed.

## **III. Evaluation of the Impact of Action Plans on Program Quality**

The addition of an online option for this teacher certification program has had a positive impact on the growth of the program, as expected. Our online program is enabling us to reach teacher preparation and in-service teachers in districts where access to affordable, high-quality teacher certification programs was limited. We expect this growth to continue.

**Program Goals and Strategies**

Program: Elementary Education, Upper Division

Date Completed: 2/18/2021

Due Date: August 2021

Prepared By: Margaret Bowman

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Improve job placement rate by a minimum of 5% by collaborating with school districts.	Economic Mobility
2	Improve efforts to attract and retain underserved students by implementing additional outreach and marketing strategies.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Invite new district partners to participate and present at practicum and internship seminars and to share anticipated job vacancies with students.	Job Placement: 5%	1	Office of School Partnerships
2	Implement additional methods, such as an encouraging email, to engage FTIC students within their first semester of the program. This could be done in EDF 1005 and in first semester courses in COE. We anticipate this will have a positive impact on underrepresented students.	Retention: 5%	2	ELED Faculty

**III. Special Resources Needed:**

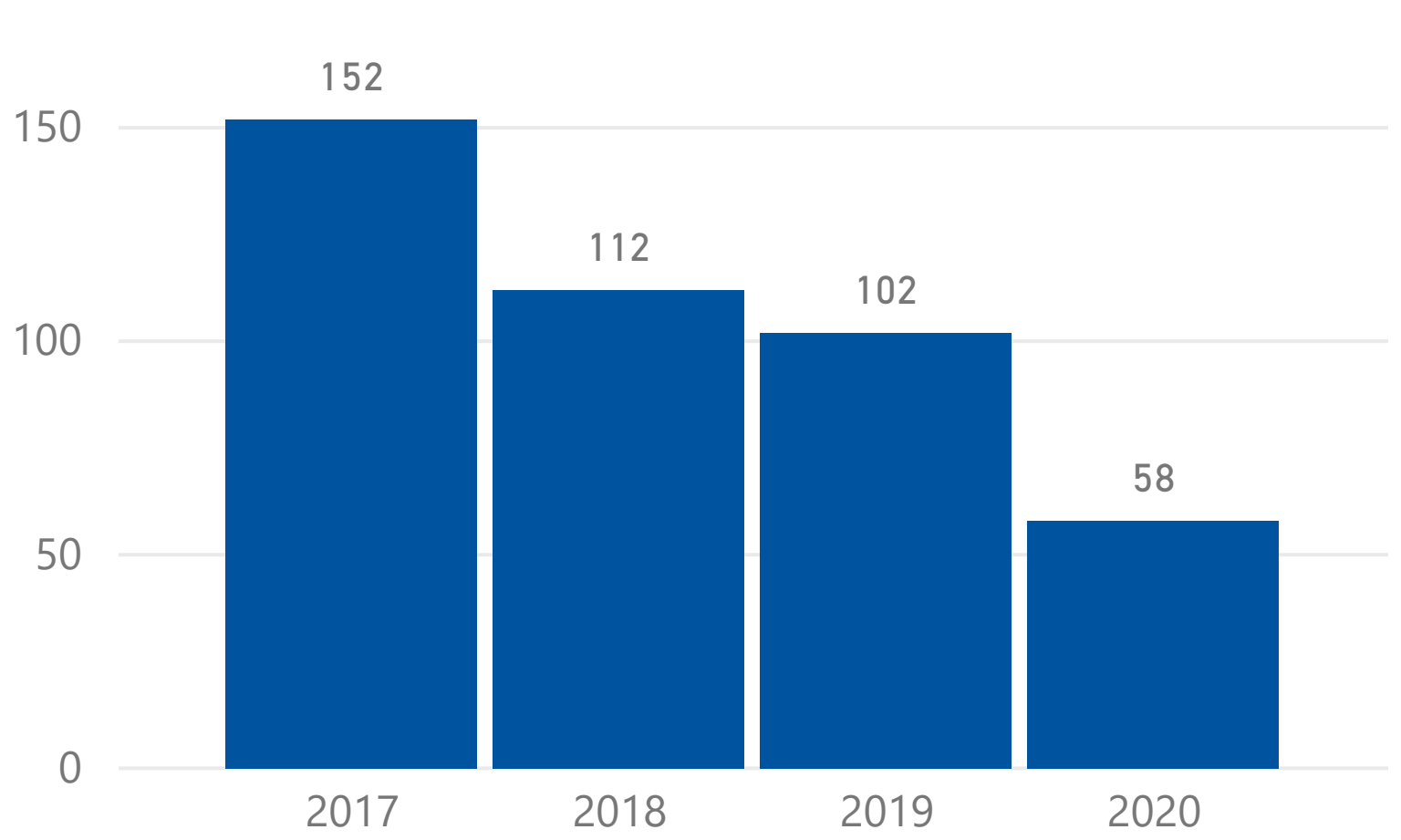
Will need the support of the Marketing Department to develop marketing materials.

**IV. Area(s) of Concern/Improvement:**

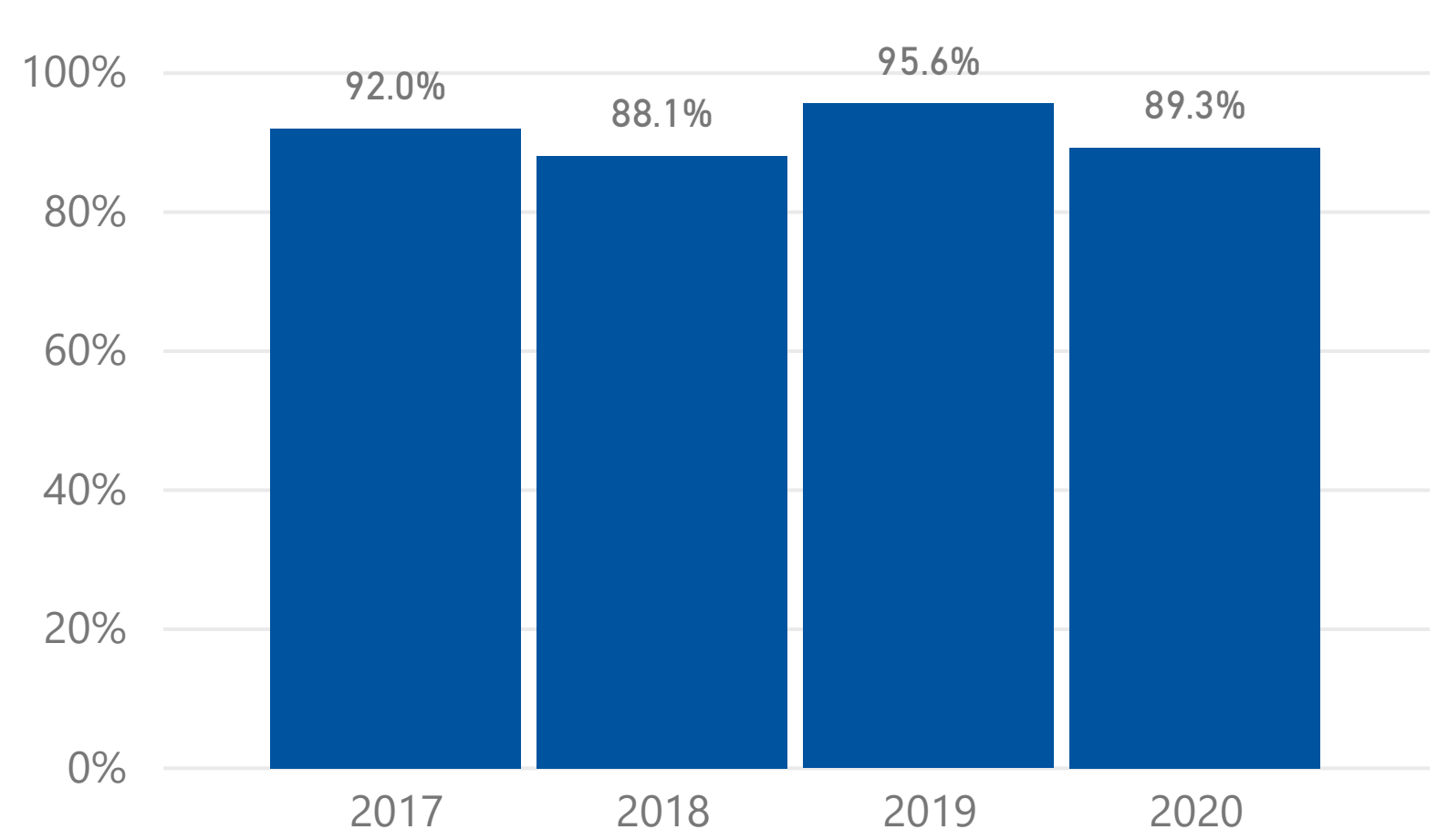
COVID-19 continues to impact enrollment.

- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Exceptional Student ...
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



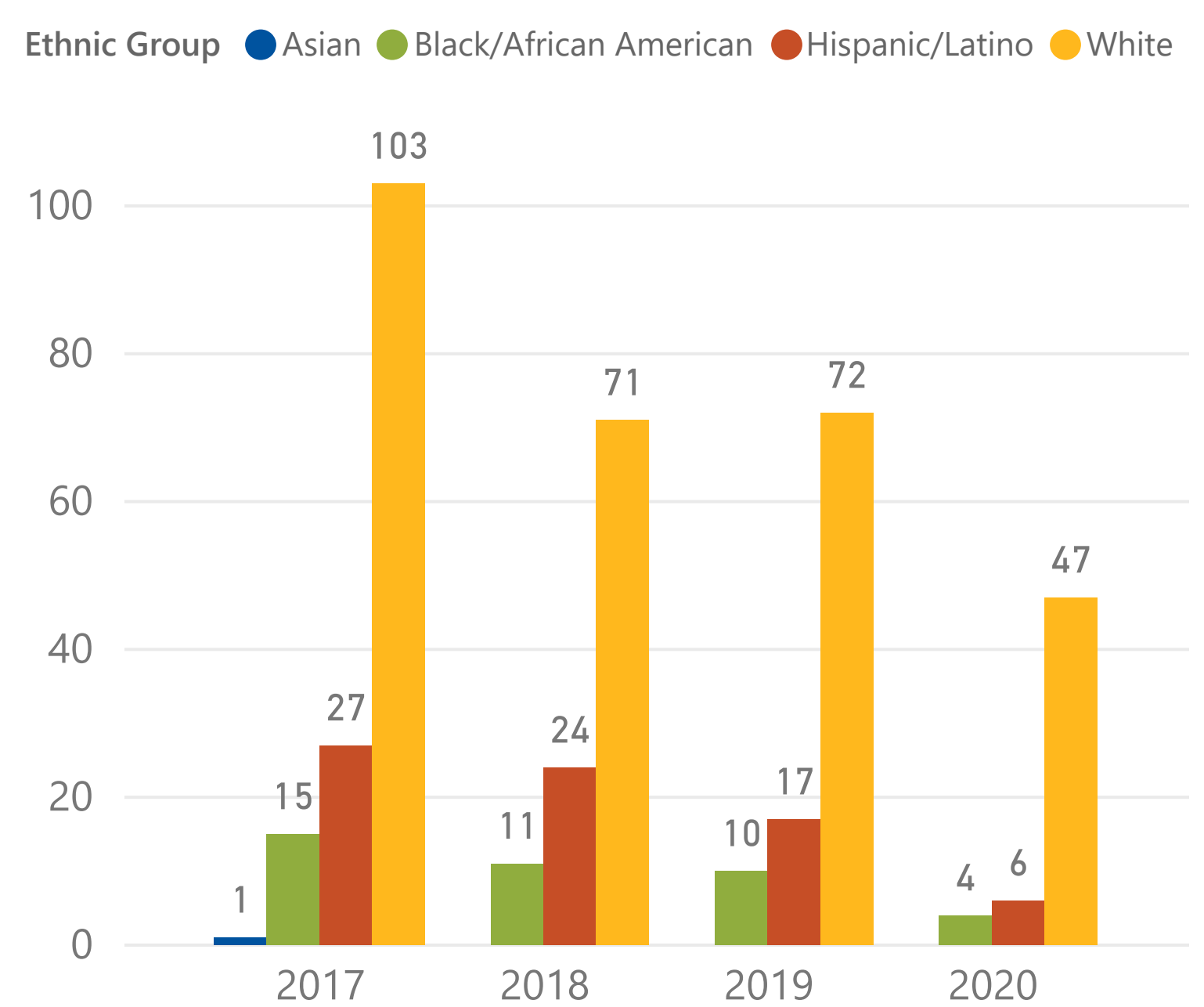
### Success Rate By Course

Subject	Academic Year 2017 Student Count	Enrollment Count	Success Rate
EEX3241	9	9	7
EEX3280	4	4	10
EEX4094	56	56	9
EEX4221	13	13	10
EEX4261	15	15	10
EEX4291	59	59	9
EEX4761	47	48	9
EEX4940	18	19	9
EEX4941	47	47	8
EEX4942	54	54	9
EEX4943	38	38	9
<b>Total</b>	<b>152</b>	<b>362</b>	<b>9</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	72	111	81	
Downtown/Midtown	561			
St Petersburg/Gibbs Campus	39	167	39	
Tarpon Springs Campus	299	296	438	279
<b>Total</b>	<b>971</b>	<b>574</b>	<b>558</b>	<b>279</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

59

Student Count Fall 2019-20

91.9%

Success Rate Fall 2019-20

12

Enrolled in Fall 2020-21

7

Grads Count 2019-20

32.2%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

EXCP ED-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
ESEDR-BS	17	80	236	98.8 %	6	9	88.2 %
AUTISM-NO	21	39	87	84.6 %		2	9.5 %
RCERT-NO	19	22	66	95.5 %			
EDST-BS	1	19	58	78.9 %		1	100.0 %
ELEDR-BS		5	14	100.0 %			
HIT-AS	1	4	9	75.0 %	1		100.0 %
ENG-AS		2	6	100.0 %			
EDU-TR		1	4	100.0 %			
NURSE-AS		1	9				
<b>Total</b>	<b>59</b>	<b>173</b>	<b>489</b>	<b>91.9 %</b>	<b>7</b>	<b>12</b>	<b>32.2 %</b>

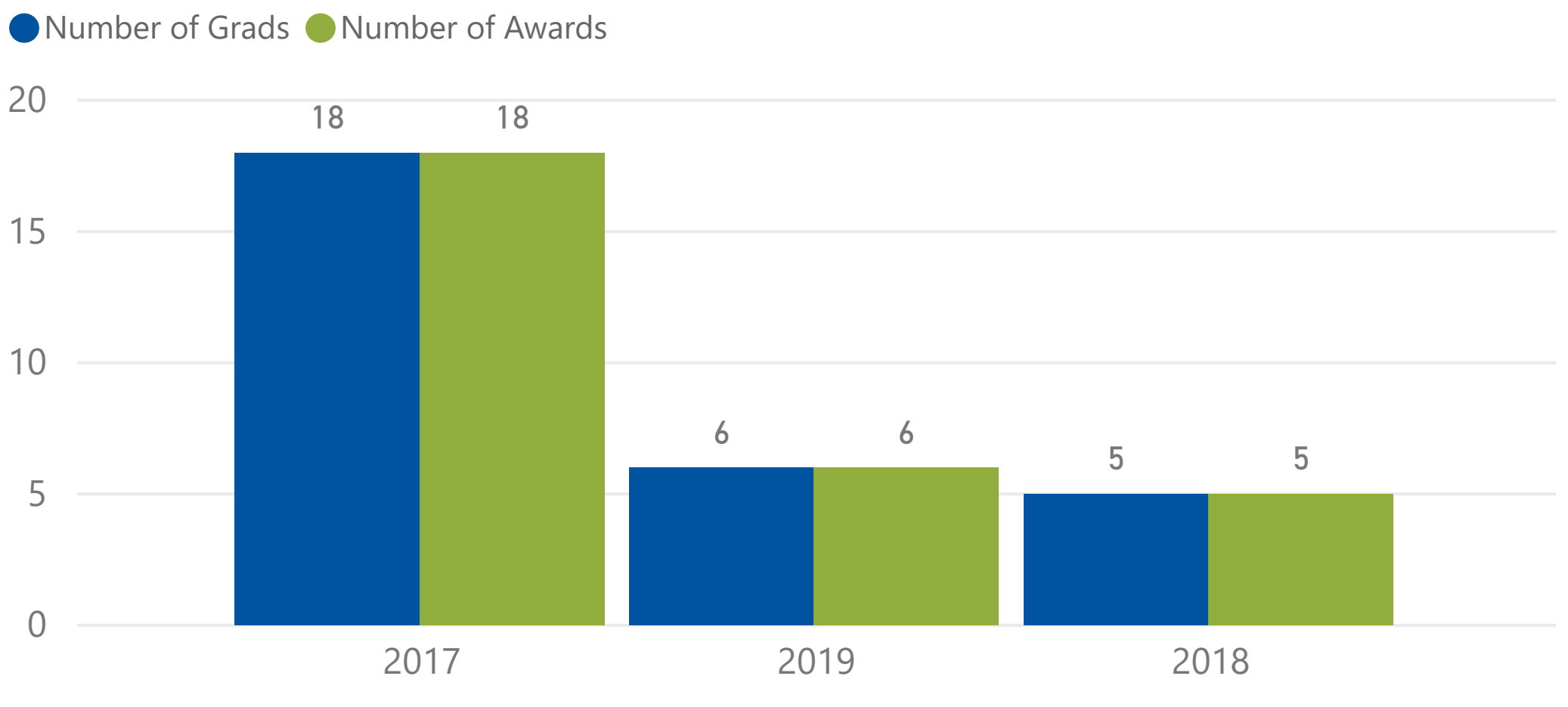
Term  
All

Program  
All

Plan  
ESEDR-BS

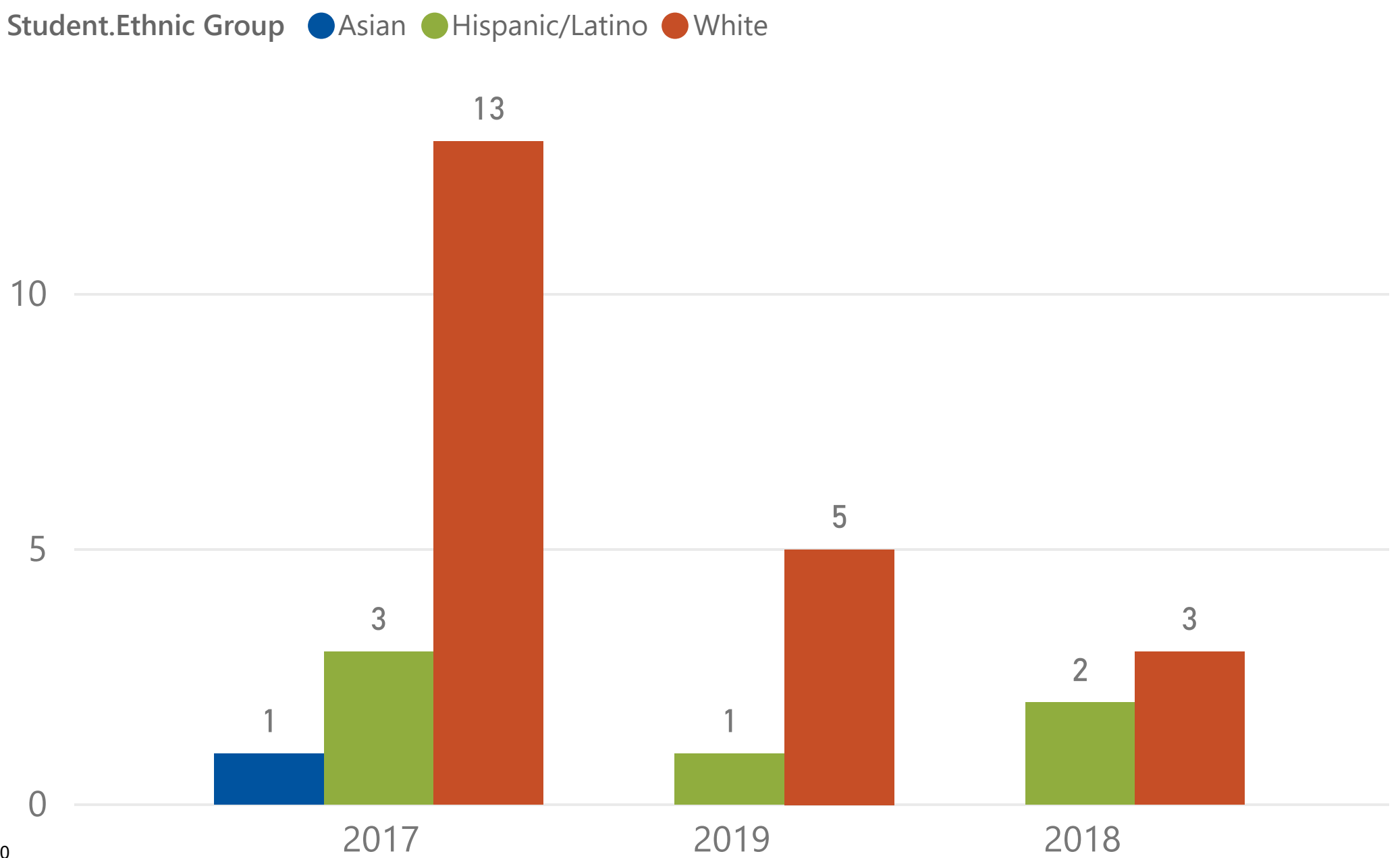
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019
Degree	Number of Grads	Number of Awards	Number of Grads
<b>BS</b>	<b>18</b>	<b>18</b>	<b>6</b>
ESEDR-BS	18	18	6
<b>Total</b>	<b>18</b>	<b>18</b>	<b>6</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

92

Student Count Fall 2017-18

90.9%

Success Rate Fall 2017-18

17

Enrolled in Fall 2018-19

17

Grads Count 2017-18

35.9%

Retention Rate 0535 to 0550

Academic Plan

65

Student Count Fall 2018-19

86.9%

Success Rate Fall 2018-19

9

Enrolled in Fall 2019-20

4

Grads Count 2018-19

20%

Retention Rate 0550 to 0565

College School Depart...

59

Student Count Fall 2019-20

91.9%

Success Rate Fall 2019-20

12

Enrolled in Fall 2020-21

7

Grads Count 2019-20

32.2%

Retention Rate 0565 to 0580

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
AUTISM-NO	8.9 %		9.5 %
EDST-BS	75.0 %	100.0 %	100.0 %
ESEDR-BS	92.3 %	92.3 %	88.2 %
HIT-AS			100.0 %
PRSP-CT	100.0 %		
RCERT-NO	12.5 %		
<b>Total</b>	<b>35.9 %</b>	<b>20.0 %</b>	<b>32.2 %</b>

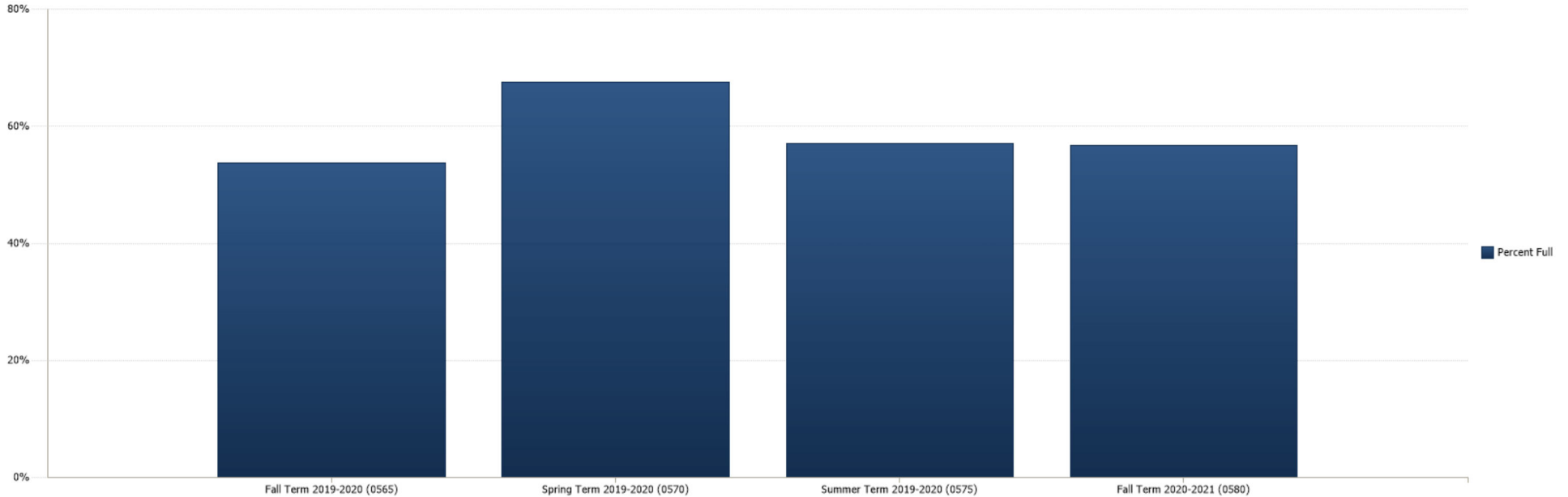


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **EXCP ED-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **EXCP ED-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Face-to-Face	Online
Fall Term 2019-2020 (0565)	Enrollment Count	78	7	16	55
Fall Term 2019-2020 (0565)	Standard Course Load	145	20	45	80
Fall Term 2019-2020 (0565)	Percent Full	53.8%	35.0%	35.6%	68.8%
Spring Term 2019-2020 (0570)	Enrollment Count	71		27	44
Spring Term 2019-2020 (0570)	Standard Course Load	105		45	60
Spring Term 2019-2020 (0570)	Percent Full	67.6%		60.0%	73.3%
Summer Term 2019-2020 (0575)	Enrollment Count	57		20	37
Summer Term 2019-2020 (0575)	Standard Course Load	100		40	60
Summer Term 2019-2020 (0575)	Percent Full	57.0%		50.0%	61.7%
Fall Term 2020-2021 (0580)	Enrollment Count	68		15	53
Fall Term 2020-2021 (0580)	Standard Course Load	120		45	75
Fall Term 2020-2021 (0580)	Percent Full	56.7%		33.3%	70.7%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | **Course Groups**

## Course Groups

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Exceptional Ed with Reading**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
EEX4940	1	1	5	1			5	1
RED4940	1	1	5	1			5	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Exceptional Ed with Reading**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

Student Group **All**



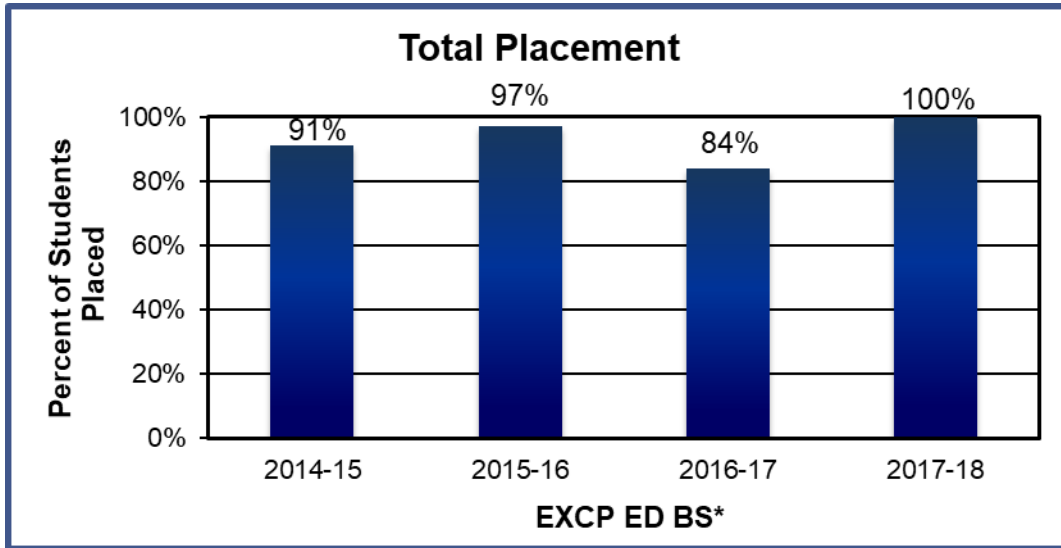
## Industry Certification Attainment

In the College of Education, programs the Florida Teacher Certification Examinations (FCTE) are used to evaluate the students. The exams are required for certification within the State of Florida.

<b>Education State Licensure Exam Passing Rates</b>						
<b>Elementary Education BS</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
State Exam	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*Source: 2019-20 Factbook, Table 9*

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

EXCP ED BS		
	Pool Count	Percent Placed
2014-15	22	91%
2015-16	36	97%
2016-17	32	84%
2017-18	18	100%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Special education teachers, middle school

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	85,840	\$/hr
Florida	3,120	\$/hr
Local	360	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Special education teachers, secondary school

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	143,170	\$/hr
Florida	4,920	\$/hr
Local	870	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for Special education teachers, kindergarten, and elementary school

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	193,830	\$/hr
Florida	6,910	\$/hr
Local	370	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Special education teachers, preschool

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	22,340	\$/hr
Florida	1,040	\$/hr
Local	NA	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

# Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

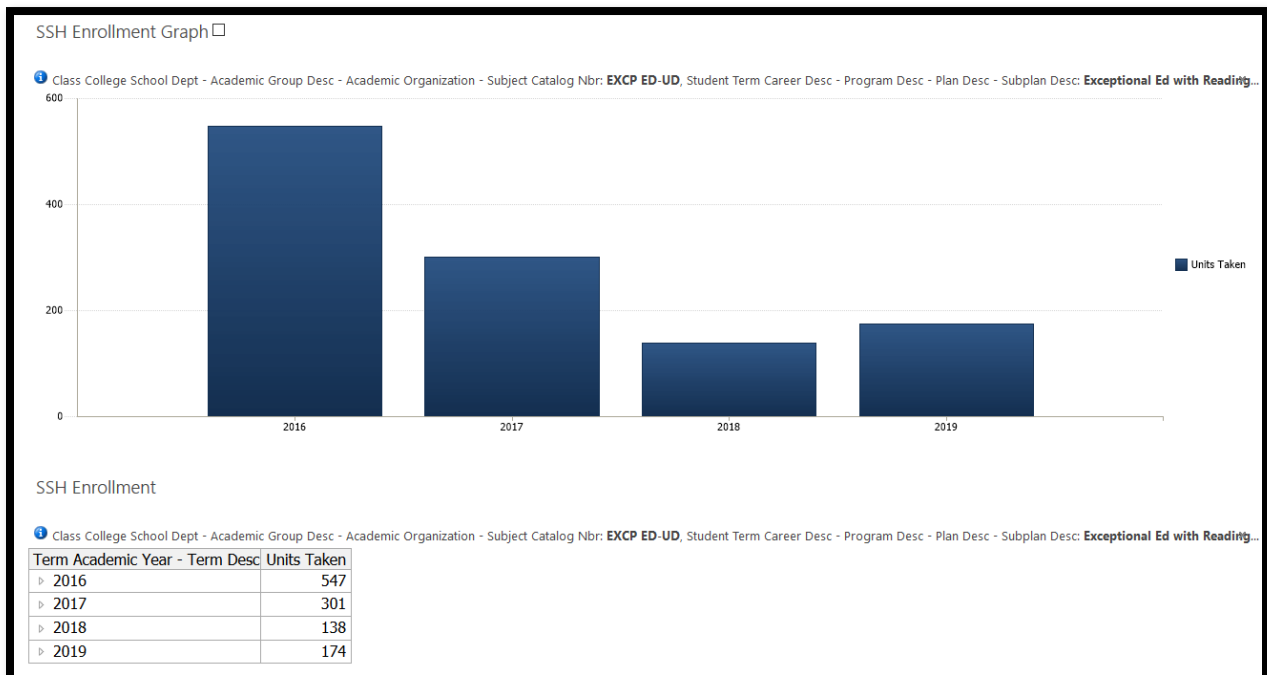
Program: Exceptional Student Education, Upper Division

Date Completed: August 2020

Prepared By: Dr. Kimberly Hartman and Ms. Margaret Bowman

## I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase enrollment in EXCP-UD BS licensure program. <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Completed	SSH Enrollment in EXCEP ED-UD BS increased by 26% over the last academic year. This is the result of changes made to curriculum (e.g., adding reading endorsement) and offering the full program online.



## **II. Non-Completed Action Plan Items and Plan for Completion**

All action items were completed.

## **III. Evaluation of the Impact of Action Plans on Program Quality**

The addition of an online option for this teacher certification program has had a positive impact on the growth of the program, as expected. Our online program is enabling us to reach teacher preparation and in-service teachers in districts where access to affordable, high-quality teacher certification programs was limited. We expect this growth to continue.

**Program Goals and Strategies**

Program: Exceptional Student Education, Upper Division

Date Completed: 2/18/2021

Due Date: August 2021

Prepared By: Margaret Bowman

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Improve efforts to attract and retain underserved students by identifying barriers and implementing strategies to overcome them.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Review national trends and local need to determine appropriate strategies. Send encouraging emails to FTIC students in EDF 1005; include information about FFMT scholarship. We anticipate this will have a positive impact on underrepresented students.	Unduplicated Headcount: 2%	1	ESE Faculty

**III. Special Resources Needed:**

Assistance from Marketing Department to develop marketing materials.
--

**IV. Area(s) of Concern/Improvement:**

Covid-19 continues to negatively impact enrollment and retention.
---



Term: All

Program: All

Plan: All

College School Depart...: All

Academic Organization: Multiple selections

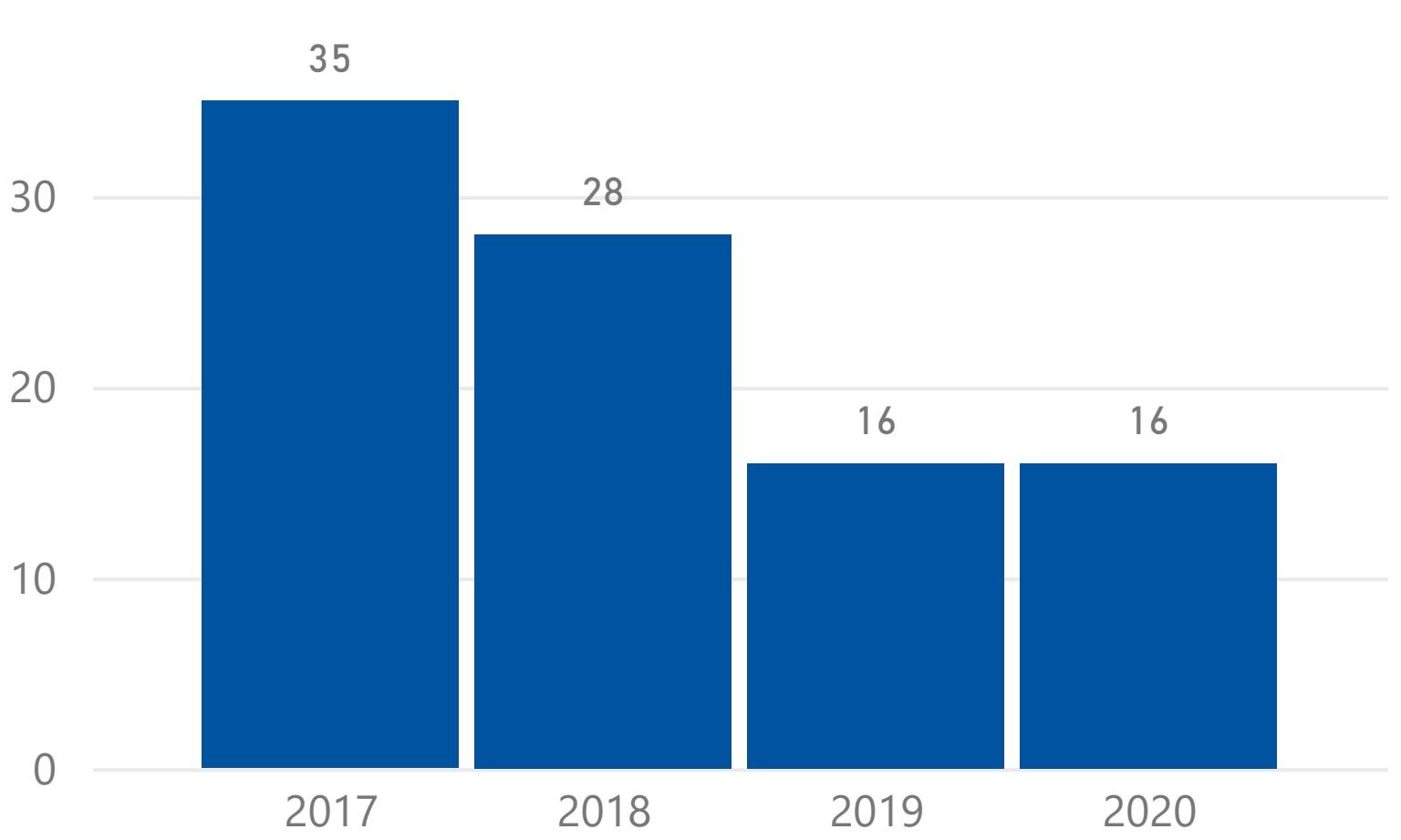
Community: All

FTIC Flag: All

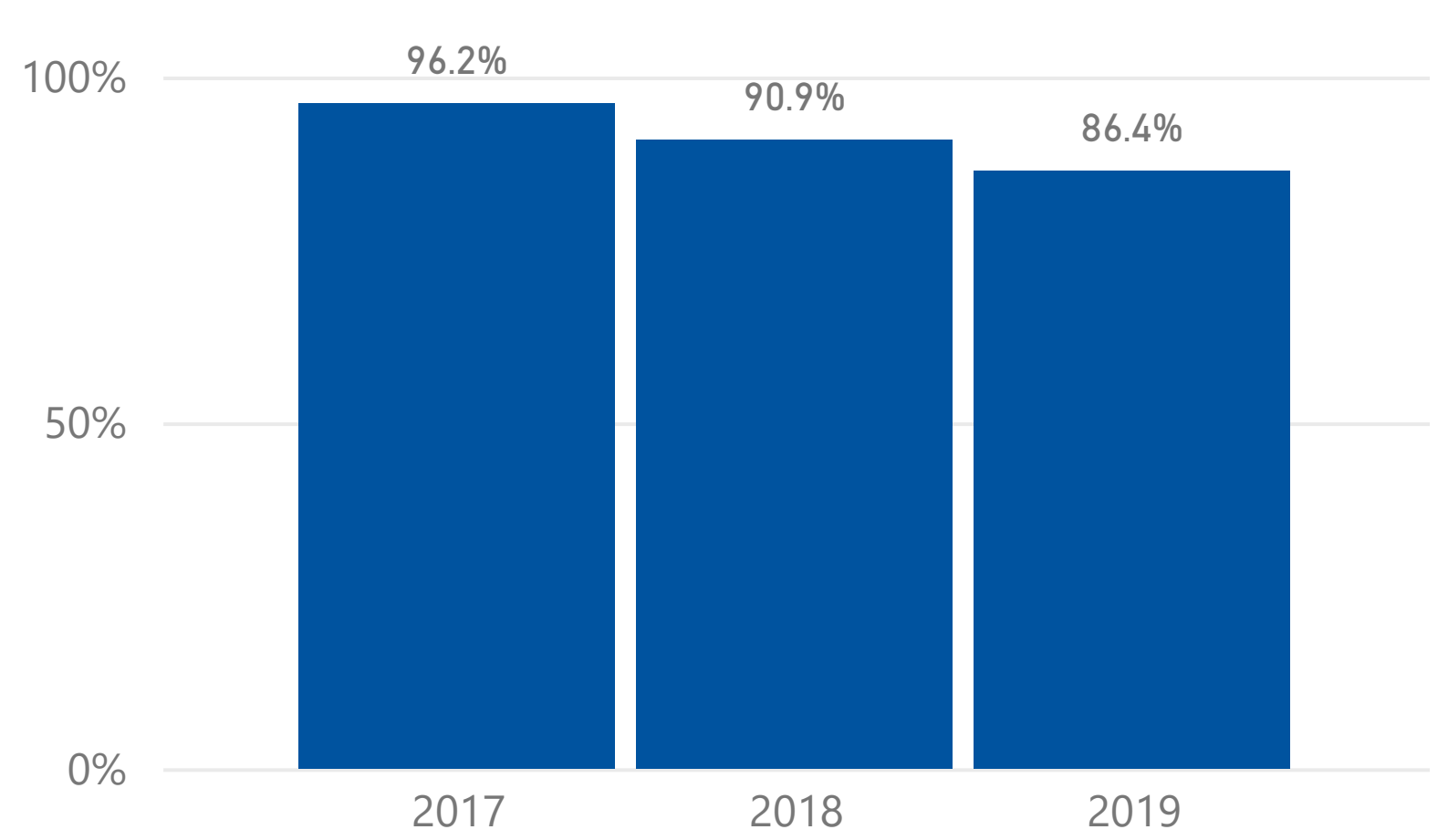
Part Full Time: All

Gender: All

### Student Count by Academic Year



### Success Rate by Academic Year



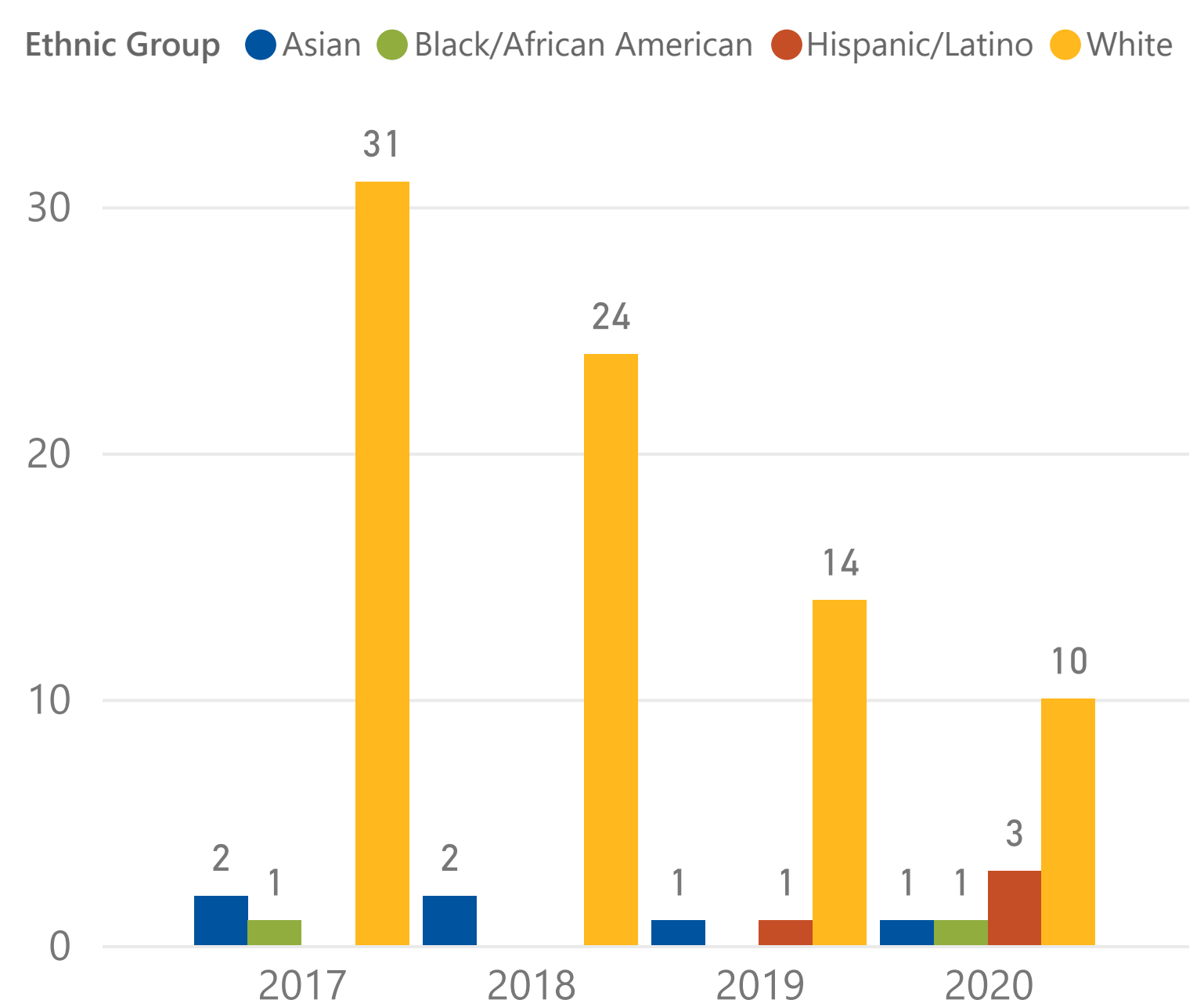
### Success Rate By Course

Academic Year	2017	2018	2019
Subject	Student Count	Enrollment Count	Success Rate
MAD3107	14	14	100%
MAE3320	12	12	100%
MAE3823	10	10	100%
MAE3941	12	12	100%
MAE4330	13	13	100%
MAE4642	12	12	100%
MAE4940	5	5	100%
MAE4942	13	13	100%
MAE4943	8	8	100%
MAS3105	7	7	100%
MAS4203	4	4	100%
MAS4301	6	6	100%
MGF4301	5	5	100%
MHF4404			
MTG3212	9	9	100%
<b>Total</b>	<b>35</b>	<b>130</b>	<b>96.2%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	447	311	180	89
Tarpon Springs Campus	24	20	18	32
<b>Total</b>	<b>471</b>	<b>331</b>	<b>198</b>	<b>121</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

10

Student Count Fall 2019-20

91.1%

Success Rate Fall 2019-20

6

Enrolled in Fall 2020-21

2

Grads Count 2019-20

80%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

Multiple selections

Community

All

FTIC Flag

All

Ethnic Group

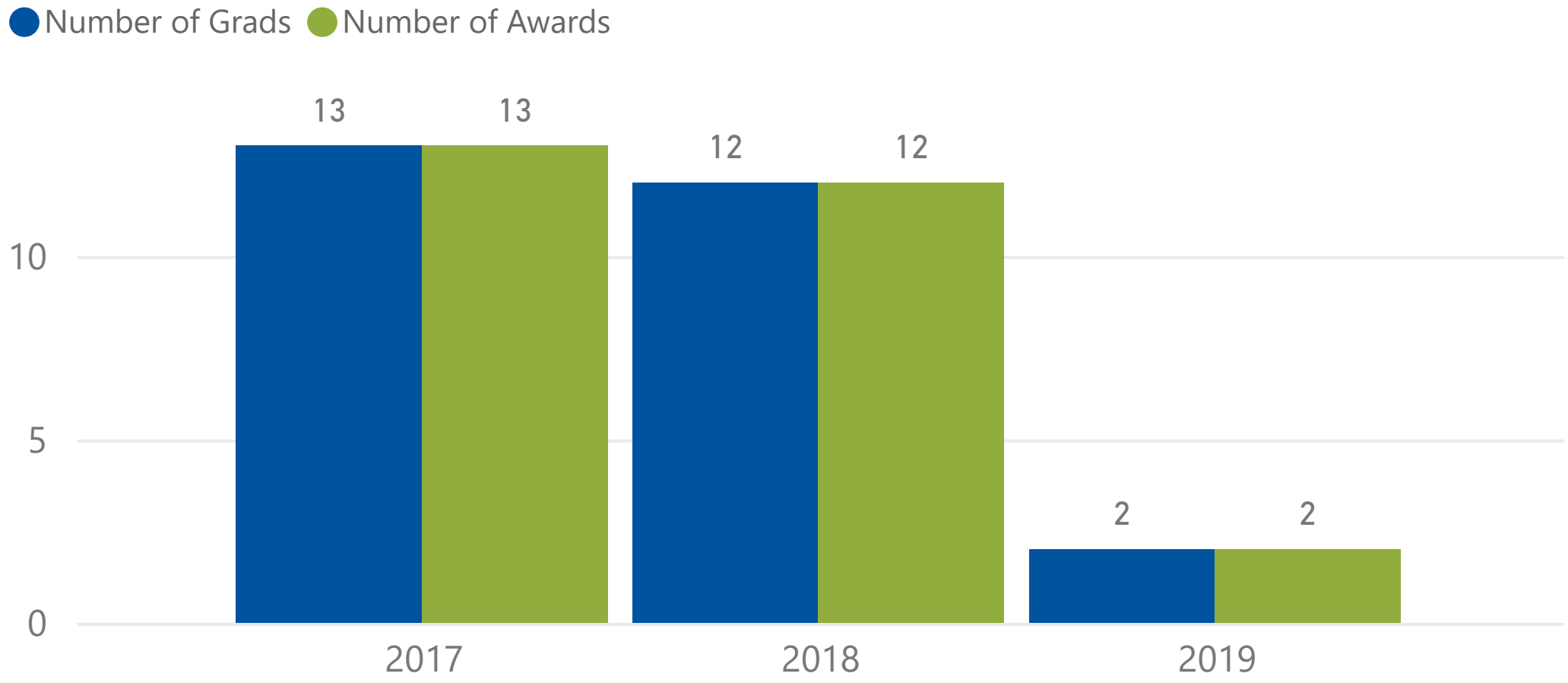
All

Gender

All

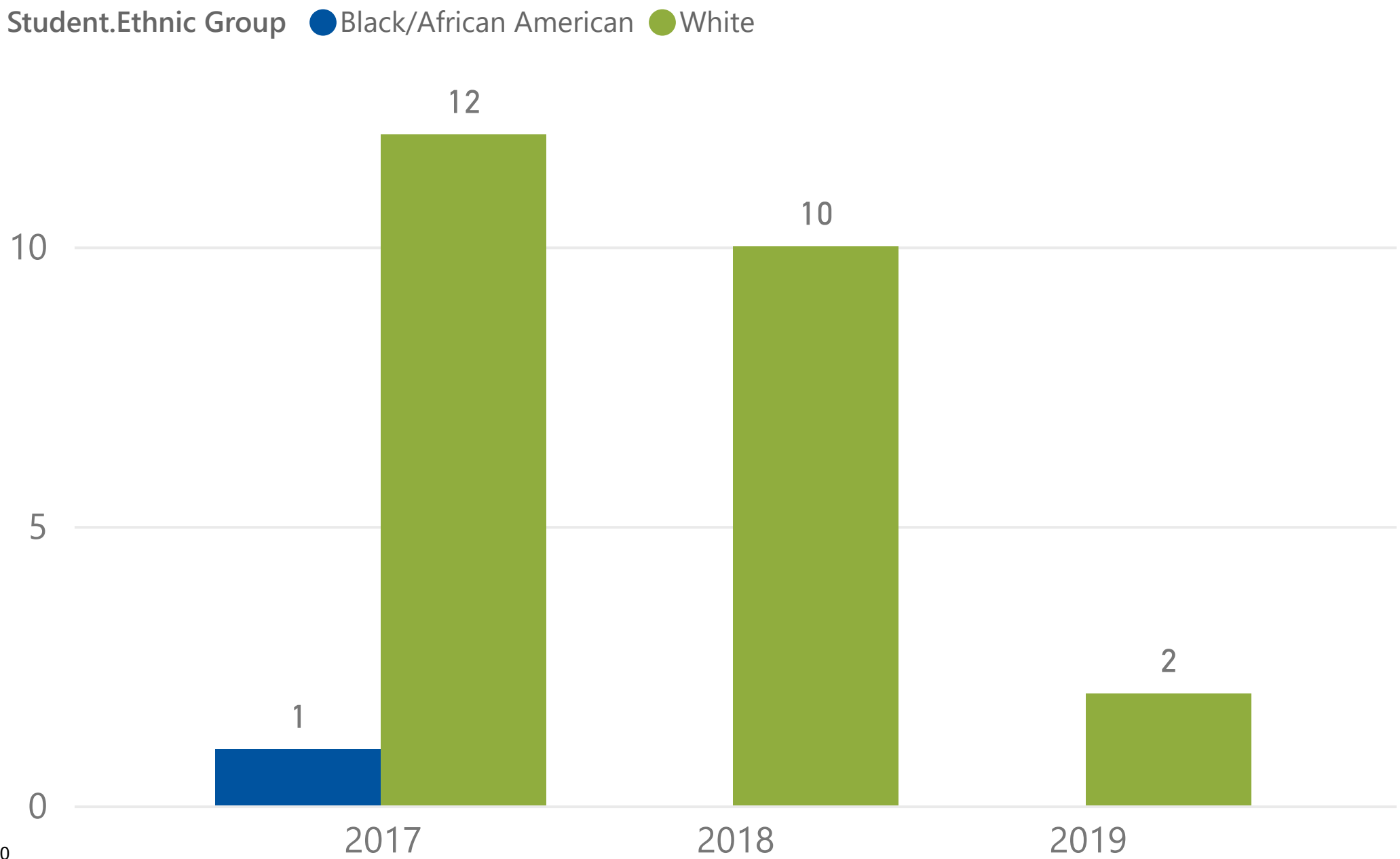
Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
EDST-BS			3	9	100.0 %		
GEN-AA	1	1	4	100.0 %		1	100.0 %
HUS-AS			3	9	100.0 %		
MTSED-BS	9	43	135	88.4 %	2	5	77.8 %
PEND-NO			6	18	100.0 %		
<b>Total</b>	<b>10</b>	<b>56</b>	<b>175</b>	<b>91.1 %</b>	<b>2</b>	<b>6</b>	<b>80.0 %</b>

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BS</b>	<b>13</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>2</b>	<b>2</b>
MGMED-BS	8	8	7	7		
MTSED-BS	5	5	5	5	2	2
<b>Total</b>	<b>13</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>2</b>	<b>2</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: Multiple selections

Gender: All

Academic Program

31

Student Count Fall 2017-18

97.5%

Success Rate Fall 2017-18

12

Enrolled in Fall 2018-19

15

Grads Count 2017-18

83.9%

Retention Rate 0535 to 0550

Academic Plan

24

Student Count Fall 2018-19

90.6%

Success Rate Fall 2018-19

5

Enrolled in Fall 2019-20

12

Grads Count 2018-19

70.8%

Retention Rate 0550 to 0565

College School Depart...

10

Student Count Fall 2019-20

91.1%

Success Rate Fall 2019-20

6

Enrolled in Fall 2020-21

2

Grads Count 2019-20

80%

Retention Rate 0565 to 0580

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
ENGINE-TR	100.0 %		
ENRCH-NO		25.0 %	
GEN-AA	100.0 %	100.0 %	100.0 %
MGMED-BS	92.9 %	100.0 %	
MTSED-BS	100.0 %	80.0 %	77.8 %
PHARM-TR		100.0 %	
<b>Total</b>	<b>83.9 %</b>	<b>70.8 %</b>	<b>80.0 %</b>

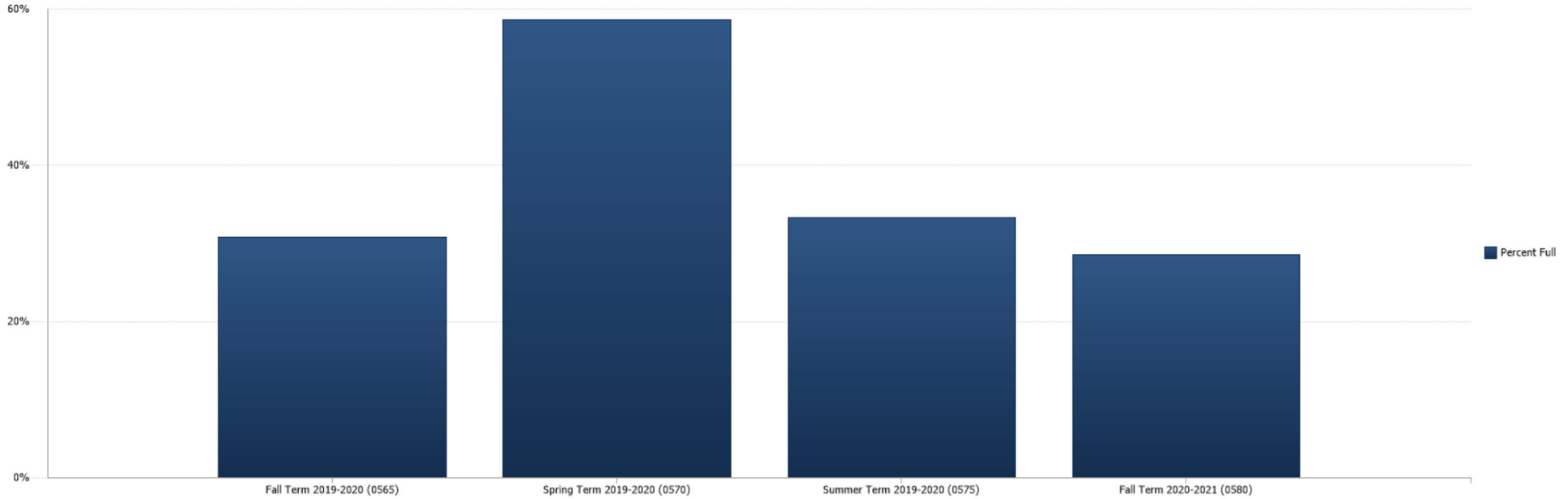


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MATH ED-UD, MGME-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MATH ED-UD, MGME-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Face-to-Face	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	24		4	16	4
Fall Term 2019-2020 (0565)	Standard Course Load	78		20	46	12
Fall Term 2019-2020 (0565)	Percent Full	30.8%		20.0%	34.8%	33.3%
Spring Term 2019-2020 (0570)	Enrollment Count	34		27	7	
Spring Term 2019-2020 (0570)	Standard Course Load	58		44	14	
Spring Term 2019-2020 (0570)	Percent Full	58.6%		61.4%	50.0%	
Summer Term 2019-2020 (0575)	Enrollment Count	8	5			3
Summer Term 2019-2020 (0575)	Standard Course Load	24	12			12
Summer Term 2019-2020 (0575)	Percent Full	33.3%	41.7%			25.0%
Fall Term 2020-2021 (0580)	Enrollment Count	28	21		6	1
Fall Term 2020-2021 (0580)	Standard Course Load	98	56		22	20
Fall Term 2020-2021 (0580)	Percent Full	28.6%	37.5%		27.3%	5.0%

**Course Groups**

An internship course has not been identified for the Middle Grades Mathematics Education program at the baccalaureate degree level.



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Secondary Math Education**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
MAE4940	1	1	1	1			2	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Secondary Math Education**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

Student Group **All**

## Industry Certification Attainment

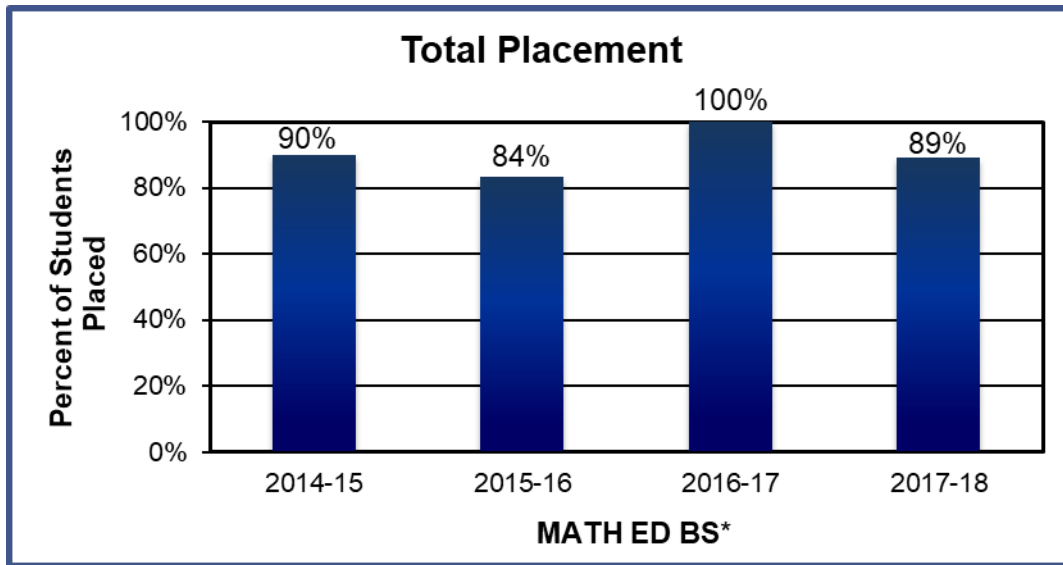
In the College of Education, programs the Florida Teacher Certification Examinations (FCTE) are used to evaluate the students. The exams are required for certification within the State of Florida.

<b>Education State Licensure Exam Passing Rates</b>						
<b>Elementary Education BS</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
State Exam	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*Source: 2019-20 Factbook, Table 9*



## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

MATH ED BS		
	Pool Count	Percent Placed
2014-15	N/A	90%
2015-16	N/A	84%
2016-17	N/A	100%
2017-18	N/A	89%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Middle school teachers, except special and vocational education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	622,330	\$/hr
Florida	33,600	\$/hr
Local	2,570	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Secondary school teachers, except special and vocational education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	1,035,850	\$/hr
Florida	50,640	\$/hr
Local	7,580	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Mathematics Education, Upper Division

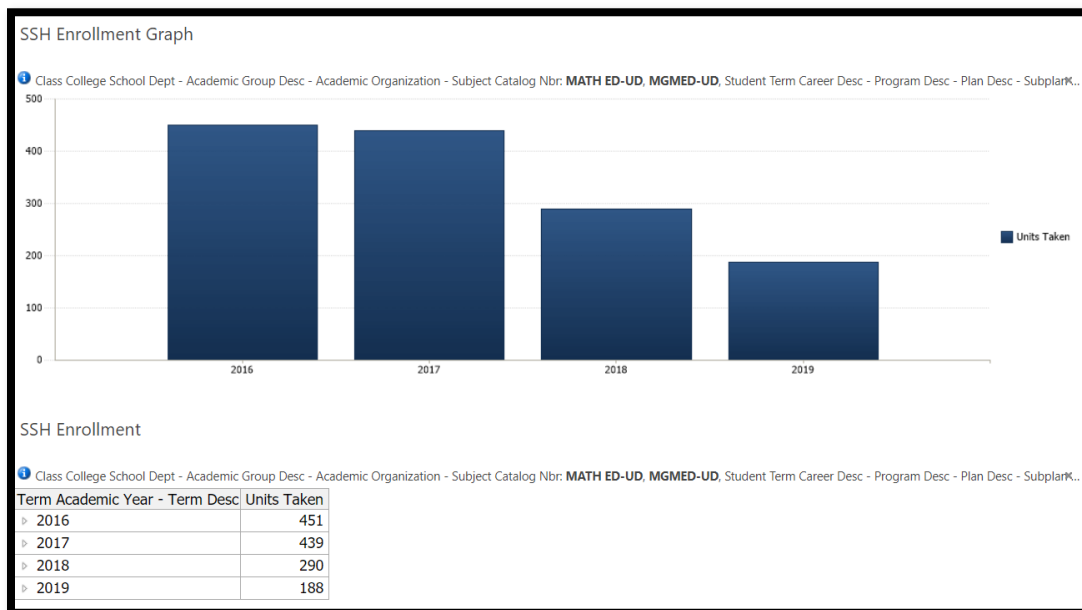
Date Completed: August 2020

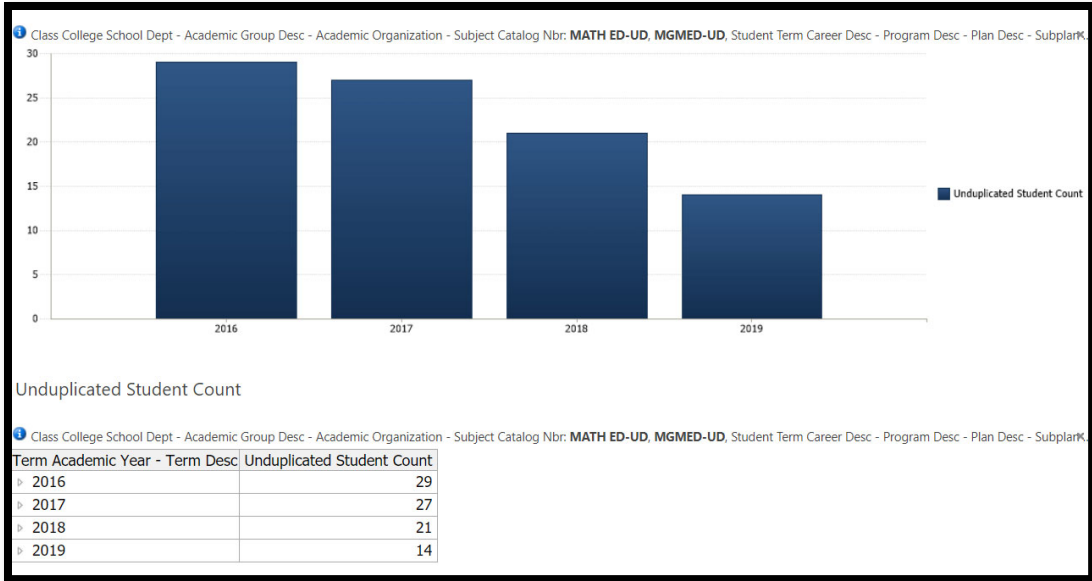
Prepared By: Dr. Kimberly Hartman and Ms. Margaret Bowman

### I. Action Plan Items Status

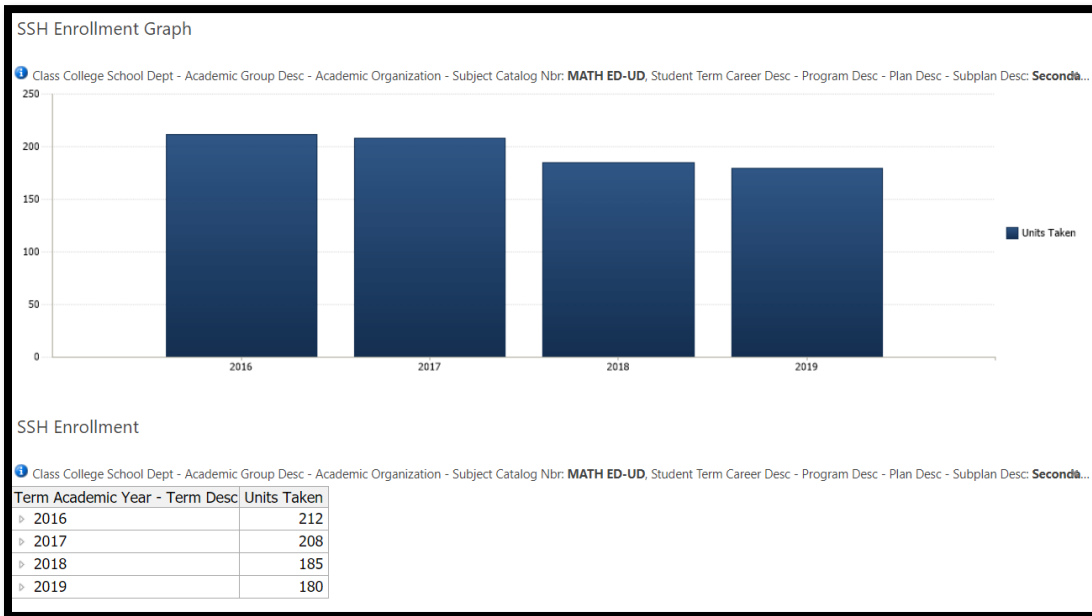
	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase enrollment in MATH ED-UD licensure program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Not Completed	SSH Enrollment in these programs decreased by 102. Unduplicated Student Enrollment decreased by 7. Middle Grades Math entered teach-out status in Fall 2020; SSH Enrollment and Undup. Student Enrollment will remain flat or decline. SSH in Secondary Math declined slightly by 5; enrollment remained stable at 14.

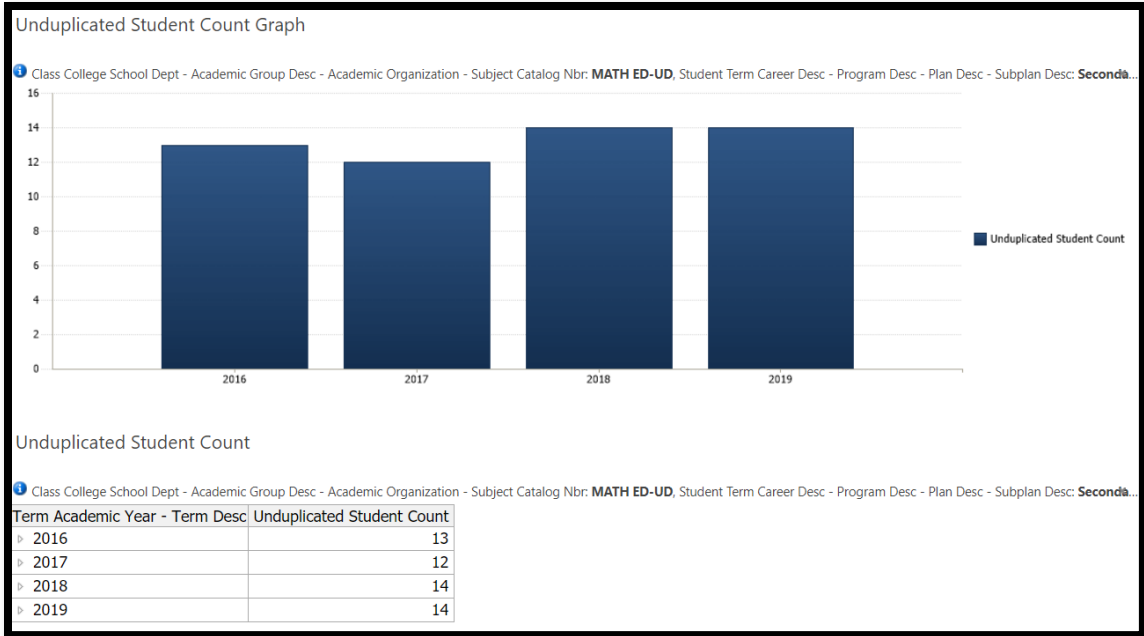
### Secondary Math and Middle Grades Math Programs:





### Secondary Math Program:





## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	<p>Increase enrollment in MATH ED-UD licensure program.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	August 2021	Continue current marketing, recruitment, and advising strategies.

## III. Evaluation of the Impact of Action Plans on Program Quality

The decrease in SSH in these programs is likely the result of the COVID-19 pandemic, which interrupted educational programs nationwide. Our steady unduplicated enrollment count of 14 in Secondary Math is a positive year-to-year retention indicator. We will continue to focus on retention of current students, as the pandemic is ongoing, and market our program through strategies such as the Career and Academic Communities events.

**Program Goals and Strategies**

Program: Mathematics Education, Upper Division

Date Completed: 2/18/2021

Due Date: August 2021

Prepared By: Margaret Bowman

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Improve retention rates in program by 5% by implementing additional student engagement strategies.	Academic Excellence
2	Improve enrollment rates in program by 5%.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Implement additional engagement methods, such as sending an encouraging email to students in the first semester of their program. We anticipate this will also have a positive impact on underrepresented students.	Retention: 5%	1	Andrea Kelly
2	Develop a Math Education Pathway at the AA level that includes prerequisite courses students need to take for the higher-level math courses in the Secondary Math Ed BS program. We will work with Curriculum Services to post the pathway in high traffic areas on the website.	Unduplicated Headcount: 5%	2	Andrea Kelly; Margaret Bowman

**III. Special Resources Needed:**

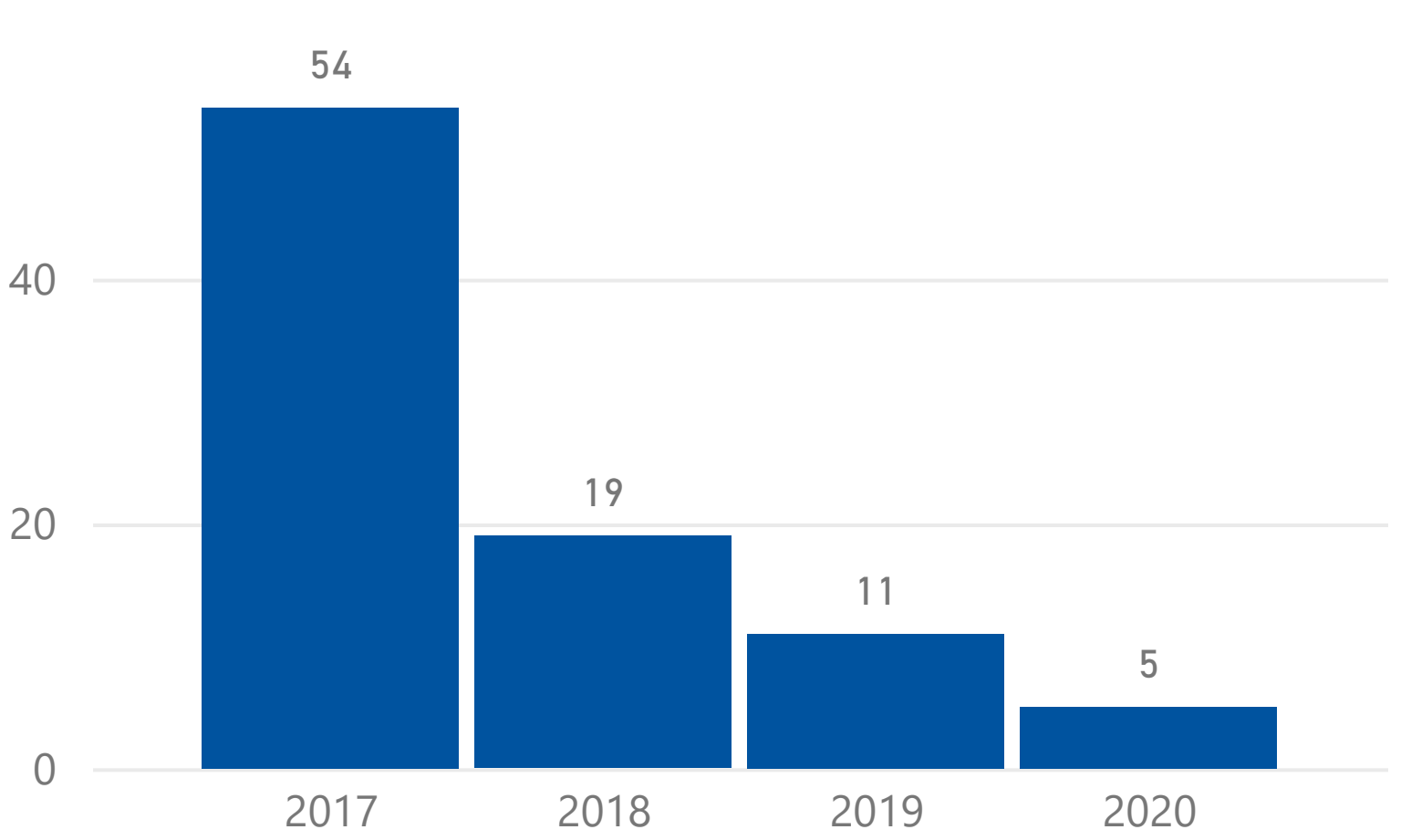
N/A

**IV. Area(s) of Concern/Improvement:**

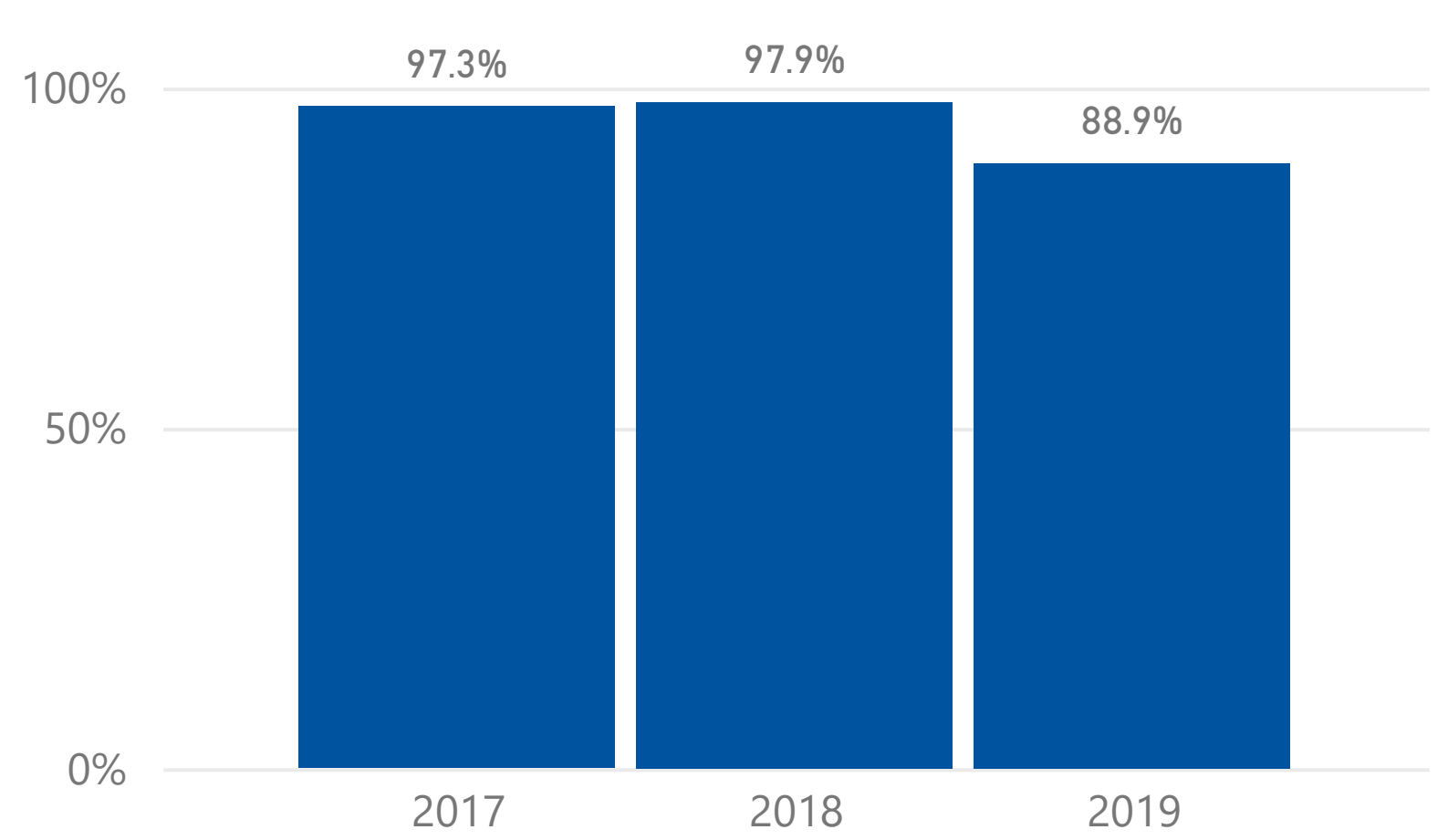
Covid-19 continues to negatively impact enrollment and retention.

- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



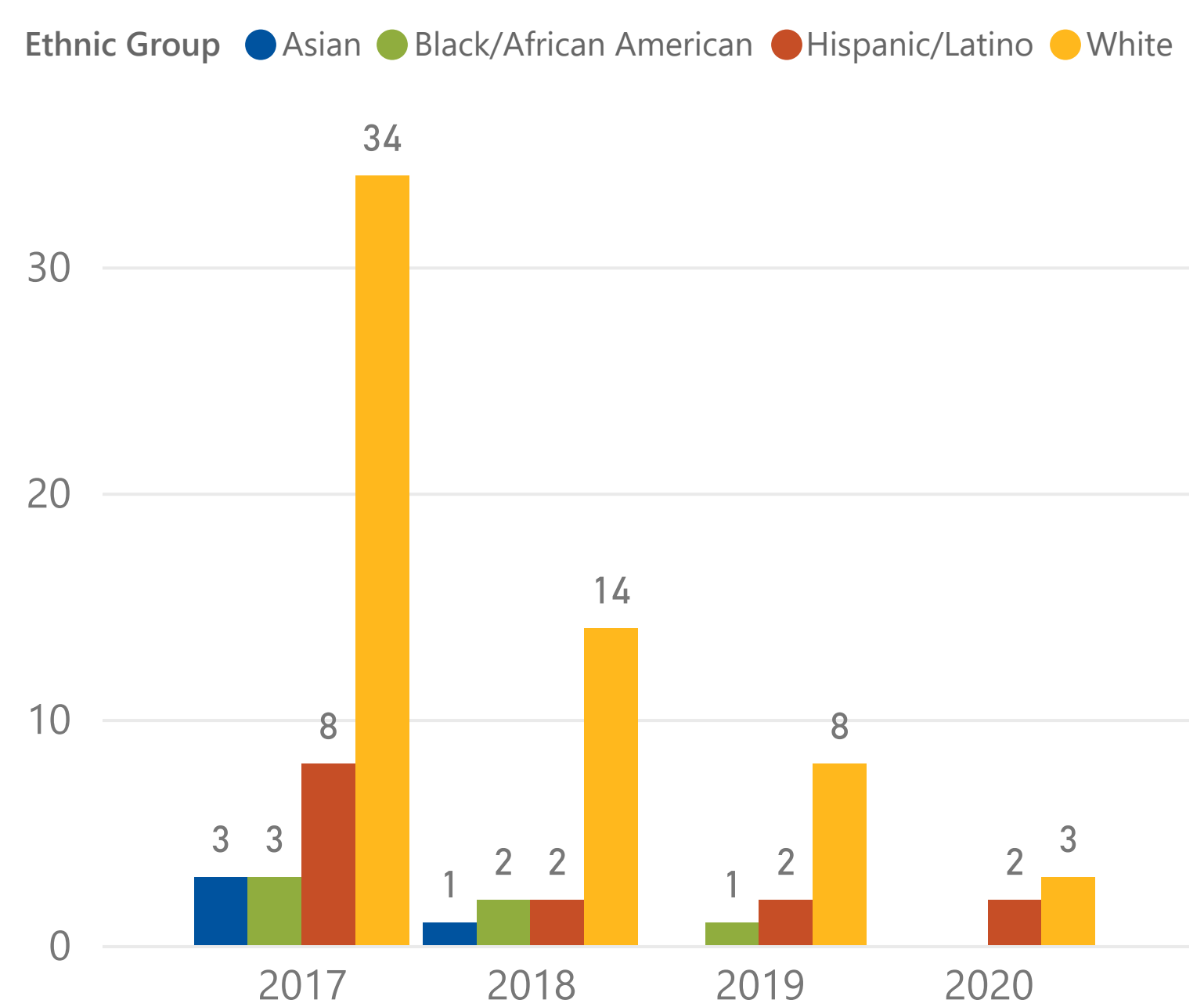
### Success Rate By Course

Academic Year	2017	2018	2019
Subject	Student Count	Enrollment Count	Success Rate
BCH3023	24	24	100%
BSC3096	6	6	100%
BSC3096C			
BSC4032	2	2	100%
SCE3030	3	3	100%
SCE3420C	2	2	100%
SCE3941	3	3	100%
SCE3945	3	3	100%
SCE4144			
SCE4330	4	4	100%
SCE4832	18	18	100%
SCE4940	4	4	100%
SCE4942	3	3	100%
SCE4943	1	1	100%
<b>Total</b>	<b>54</b>	<b>73</b>	<b>99.3%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	106	48	12	
St Petersburg/Gibbs Campus	78	71	108	37
Tarpon Springs Campus	18	3		
<b>Total</b>	<b>202</b>	<b>122</b>	<b>120</b>	<b>37</b>

### Student Count by Ethnic Group and Academic Year





Academic Program

All

7

Student Count Fall 2019-20

93.2%

Success Rate Fall 2019-20

1

Enrolled in Fall 2020-21

3

Grads Count 2019-20

57.1%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

Multiple selections

Community

All

FTIC Flag

All

Ethnic Group

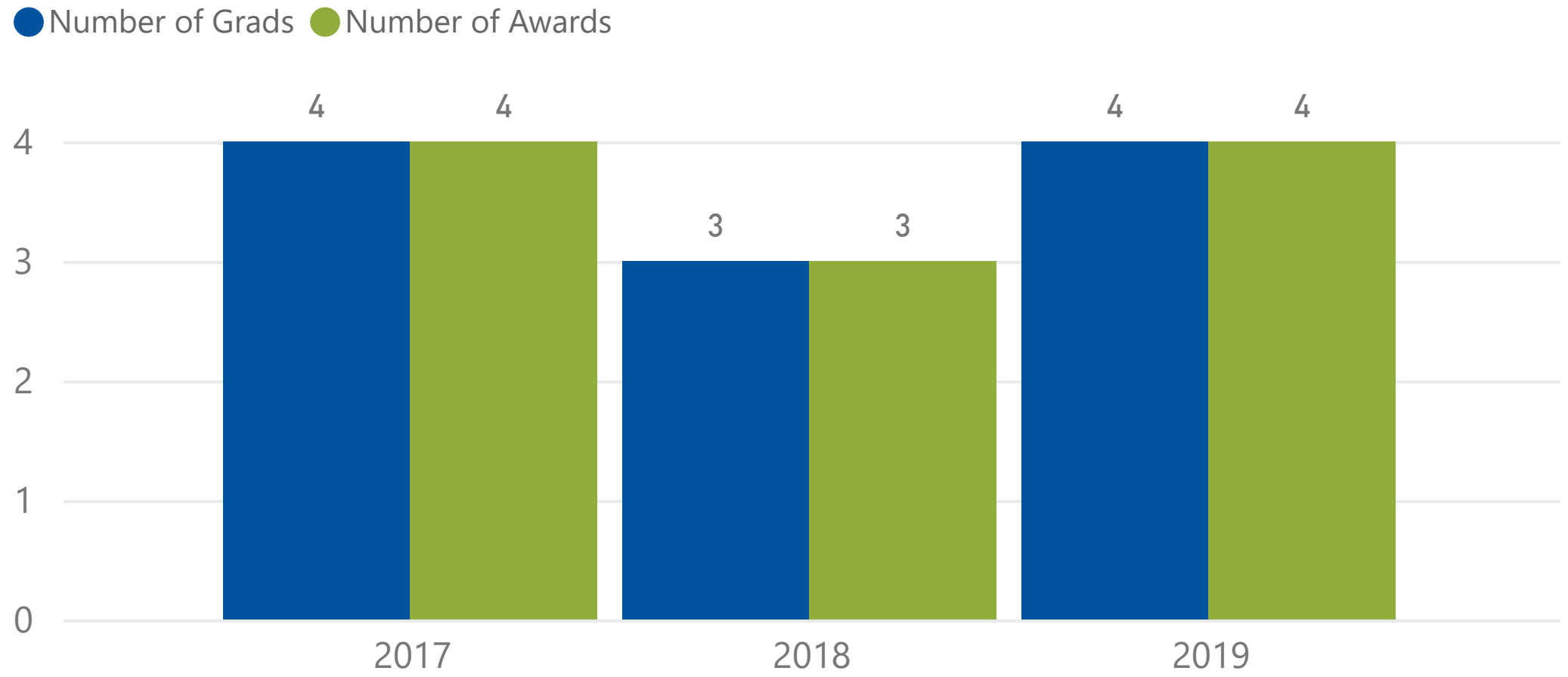
All

Gender

All

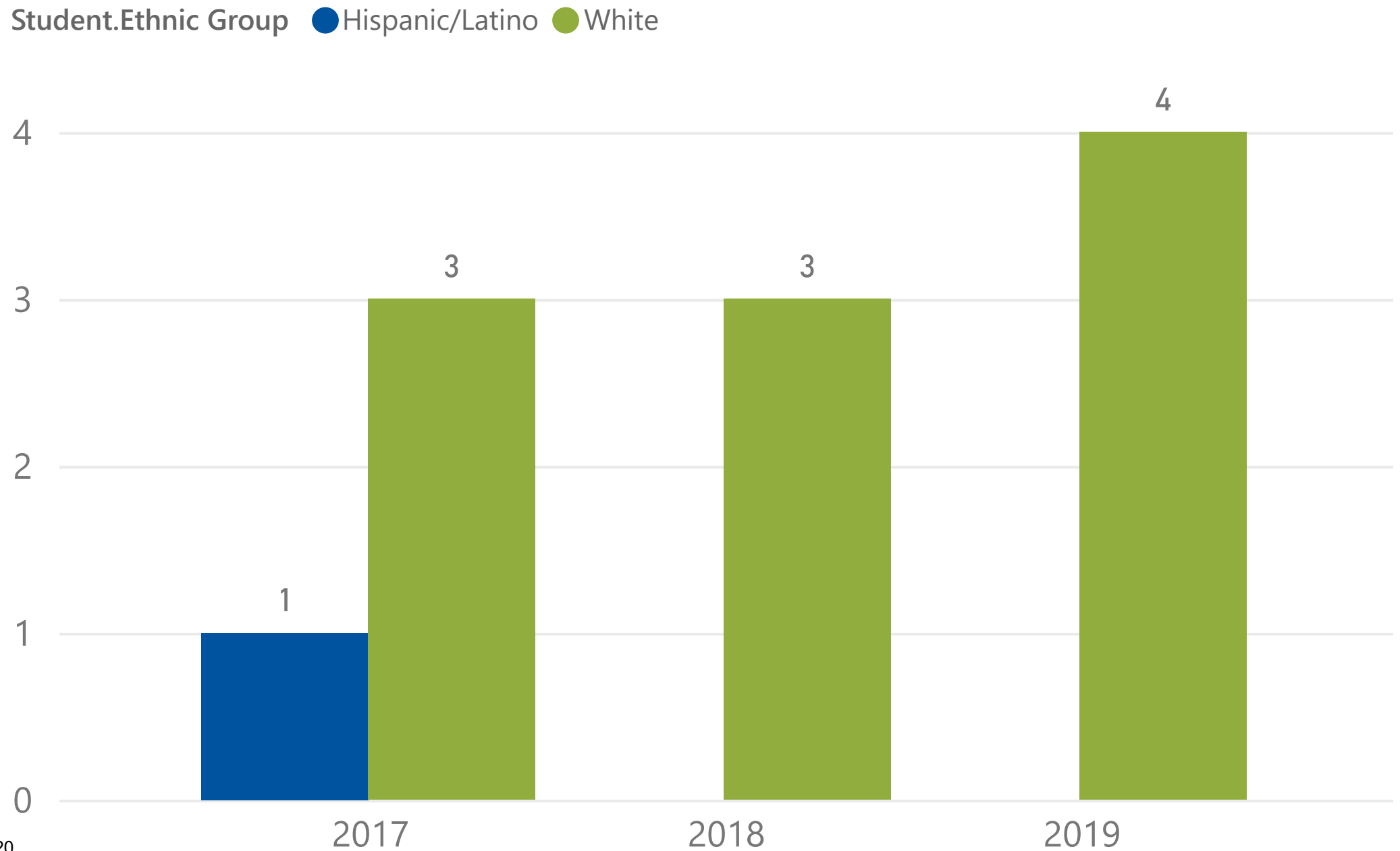
Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
AUTISM-NO			1	3	100.0 %		
BACCAPP-NO			4	12	100.0 %		
BSCED-BS	1		5	24	60.0 %	1	100.0 %
BUS-AS			4	12	100.0 %		
CJPSS-AS			3	9	100.0 %		
EDST-BS	1		6	15	100.0 %	1	100.0 %
ELEDR-BS			10	27	100.0 %		
ENRCH-NO	1		3	10	100.0 %		
ESEDR-BS			2	13	100.0 %		
JOB-NO			1	3	100.0 %		
MGSED-BS	3		17	49	88.2 %	2	66.7 %
RCERT-NO	1		3	10	100.0 %		
<b>Total</b>	<b>7</b>		<b>59</b>	<b>187</b>	<b>93.2 %</b>	<b>3</b>	<b>57.1 %</b>

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BS</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>
BSCED-BS	3	3	1	1
MGSED-BS	1	1	2	2
<b>Total</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: Multiple selections

Gender: All

- Academic Program  
All
- Academic Plan  
All
- College School Depart...  
All
- Academic Organization...  
Multiple selections
- Community  
All
- FTIC Flag  
All
- Ethnic Group  
All
- Gender  
All

20	90.2%	6	12	90%
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
11	95.9%	4	3	63.6%
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
7	93.2%	1	3	57.1%
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BSCED-BS	100.0 %	100.0 %	100.0 %
EDST-BS			100.0 %
ELEDR-BS	100.0 %		
ESEDR-BS	90.9 %		
JOB-NO	100.0 %		
MGSED-BS	100.0 %	100.0 %	66.7 %
<b>Total</b>	<b>90.0 %</b>	<b>63.6 %</b>	<b>57.1 %</b>

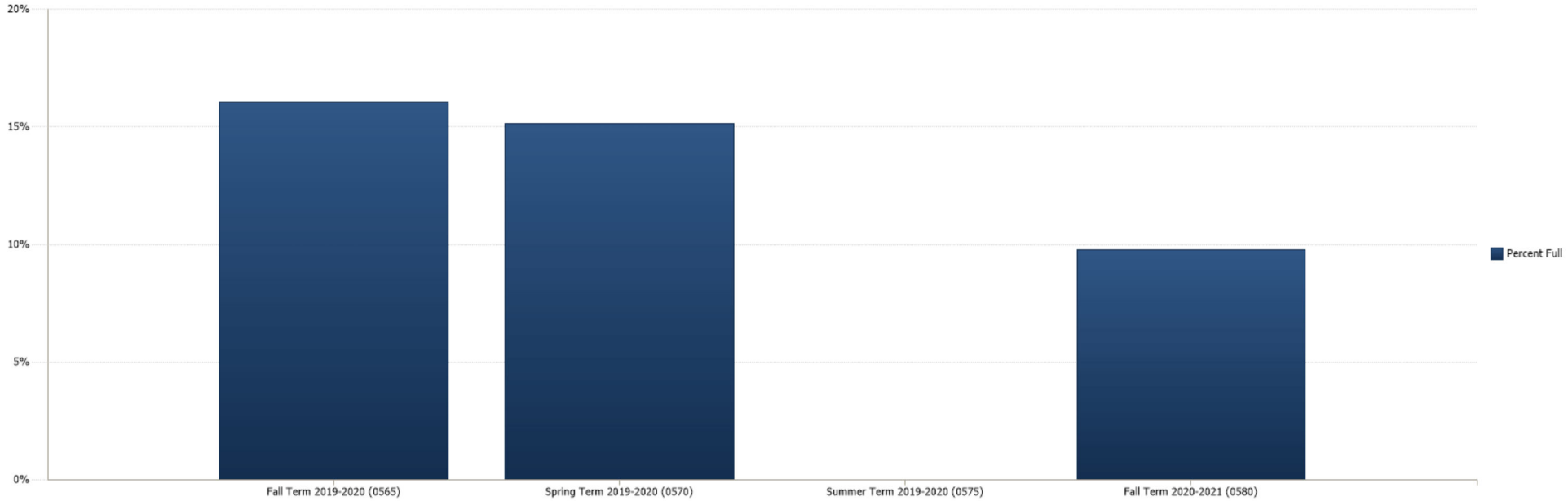


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MGSED-UD, SCI ED-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **MGSED-UD, SCI ED-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Face-to-Face	Online
Fall Term 2019-2020 (0565)	Enrollment Count	17	2	14
Fall Term 2019-2020 (0565)	Standard Course Load	106	12	92
Fall Term 2019-2020 (0565)	Percent Full	16.0%	16.7%	50.0%
Spring Term 2019-2020 (0570)	Enrollment Count	10	6	4
Spring Term 2019-2020 (0570)	Standard Course Load	66	42	24
Spring Term 2019-2020 (0570)	Percent Full	15.2%	14.3%	16.7%
Fall Term 2020-2021 (0580)	Enrollment Count	9		9
Fall Term 2020-2021 (0580)	Standard Course Load	92		92
Fall Term 2020-2021 (0580)	Percent Full	9.8%		9.8%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Middle Grades Gen Science Edu**, Class Academic Career: **UGRD**, Filter empty rows

	Fall Term 2019-2020 (0565)	Spring Term 2019-2020 (0570)	Summer Term 2019-2020 (0575)	Fall Term 2020-2021 (0580)
Class Course Group - Subject Catalog Nbr	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
SCE4943		3	1	

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Middle Grades Gen Science Edu**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

Student Group **All**



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses - COE**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Secondary Science Education**, Class Academic Career: **UGRD**, Filter empty rows ✕

	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
Class Course Group - Subject Catalog Nbr	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
SCE4942	1	1	1	1				

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

Custom Cohort

Student Group

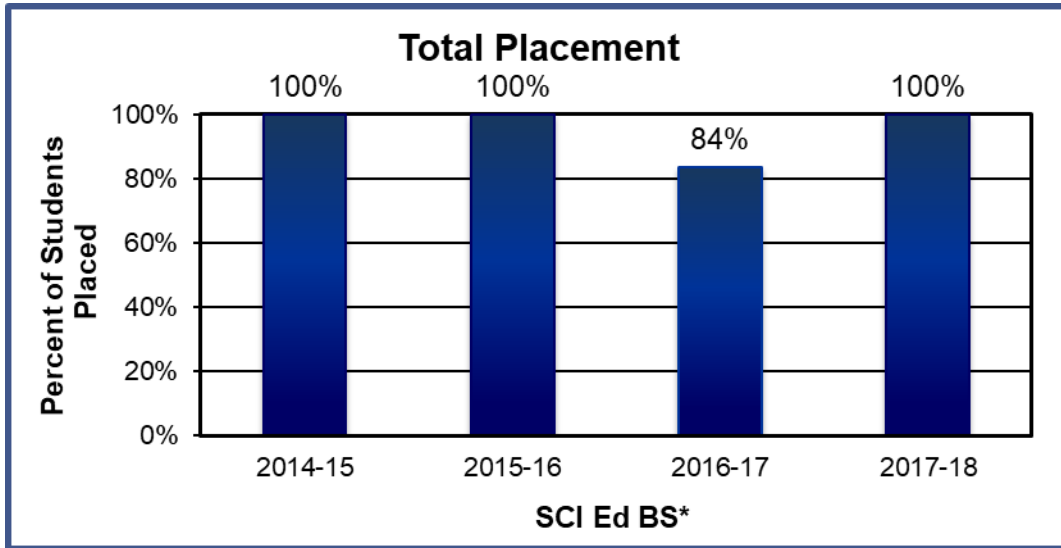
## Industry Certification Attainment

In the College of Education, programs the Florida Teacher Certification Examinations (FCTE) are used to evaluate the students. The exams are required for certification within the State of Florida.

<b>Education State Licensure Exam Passing Rates</b>						
<b>Elementary Education BS</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
State Exam	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*Source: 2019-20 Factbook, Table 9*

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

SCI Ed BS		
	Pool Count	Percent Placed
2014-15	N/A	100%
2015-16	N/A	100%
2016-17	N/A	84%
2017-18	N/A	100%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>



Table 1 Growth for Middle school teachers, except special and vocational education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	622,330	\$/hr
Florida	33,600	\$/hr
Local	2,570	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Secondary school teachers, except special and vocational education

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	1,035,850	\$/hr
Florida	50,640	\$/hr
Local	7,580	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Science Education, Upper Division

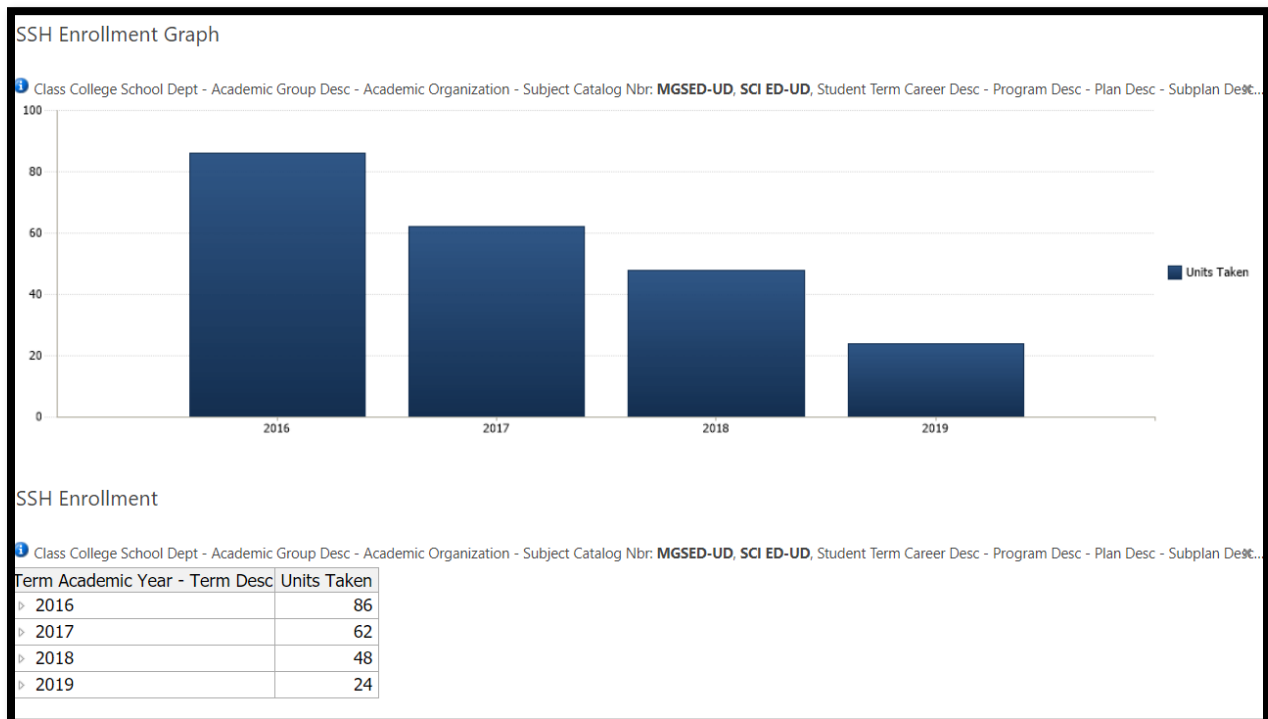
Date Completed: August 2020

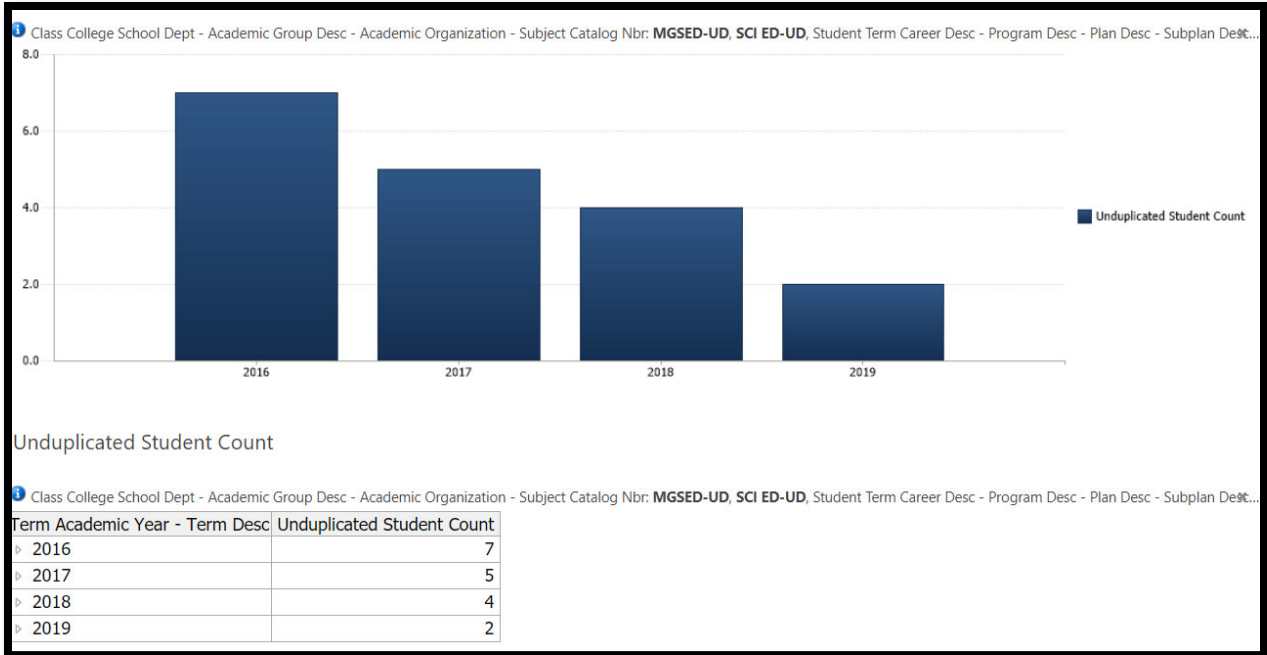
Prepared By: Dr. Kimberly Hartman and Ms. Margaret Bowman

### I. Action Plan Items Status

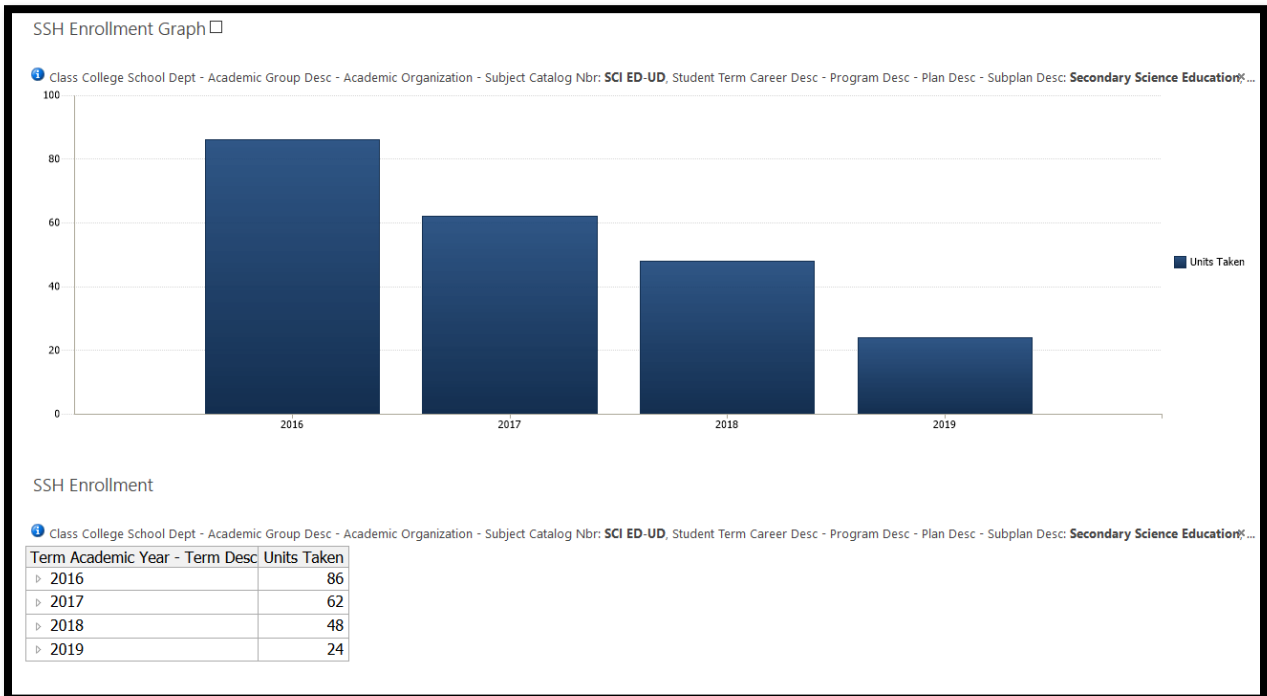
	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Increase enrollment in SCI ED-UD-BS, licensure program. <i>This item was carried forward from the 2017-18 Action Plan.</i>	SSH Enrollment	Not Completed	SSH Enrollment declined by 50% as did Unduplicated Student Enrollment (from 4 to 2). These programs are in a teach-out status.

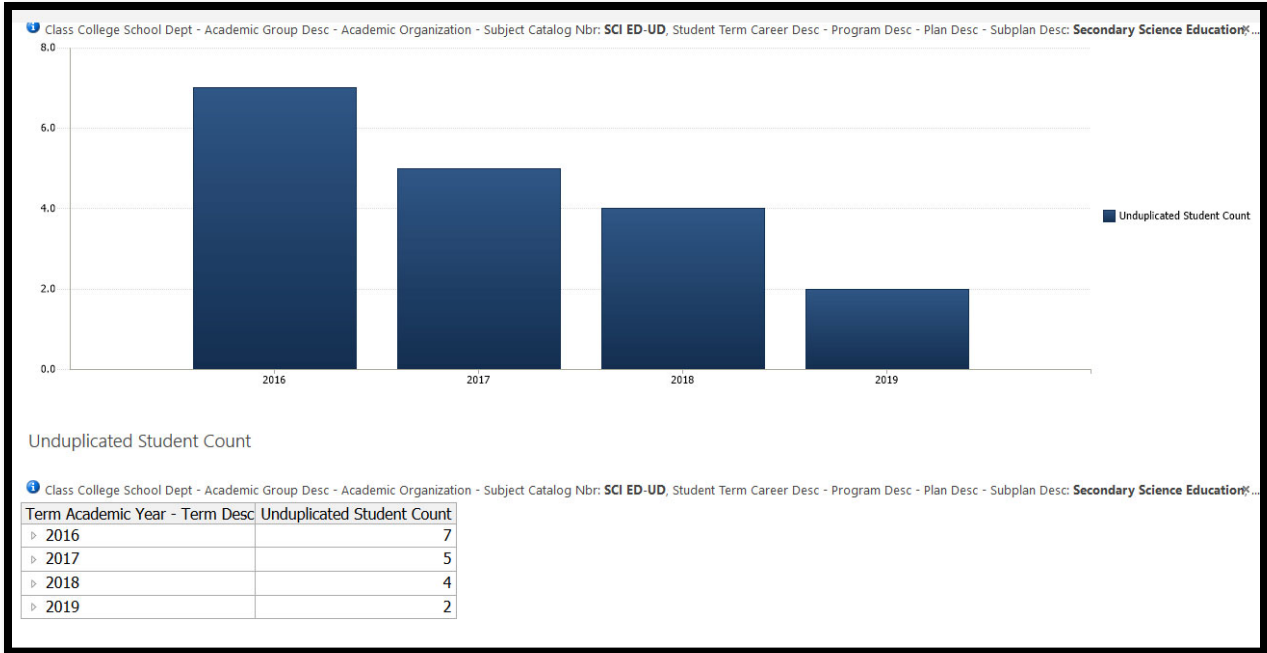
Secondary Science and Middle Grades Science (LAT 580) Programs:





### Secondary Science Program:





### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	Increase enrollment in SCI ED-UD-BS, licensure program.	N/A	These programs are in teach-out.

### III. Evaluation of the Impact of Action Plans on Program Quality

N/A; These programs are in teach-out.

## Program Goals and Strategies

Program: Science Education, Upper Division

Date Completed: 2/18/2021

Due Date: August 2021

Prepared By: Margaret Bowman

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Program is in teach-out; continue to support current students through graduation.	Academic Excellence

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Maintain existing resources and support to ensure continuation of program through teach-out.	Graduates: No target identified.	1	Kim Hartman

### III. Special Resources Needed:

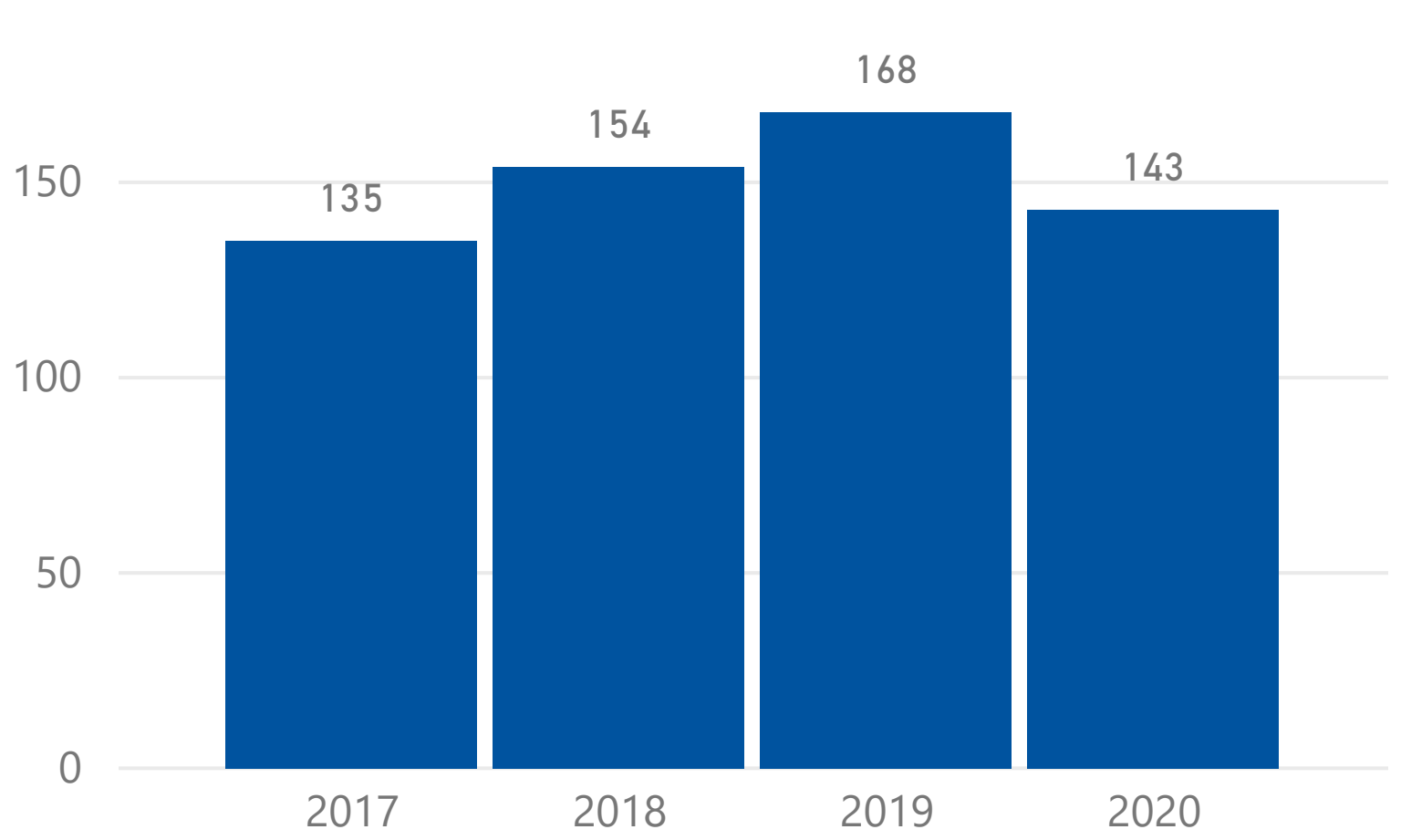
N/A

### IV. Area(s) of Concern/Improvement:

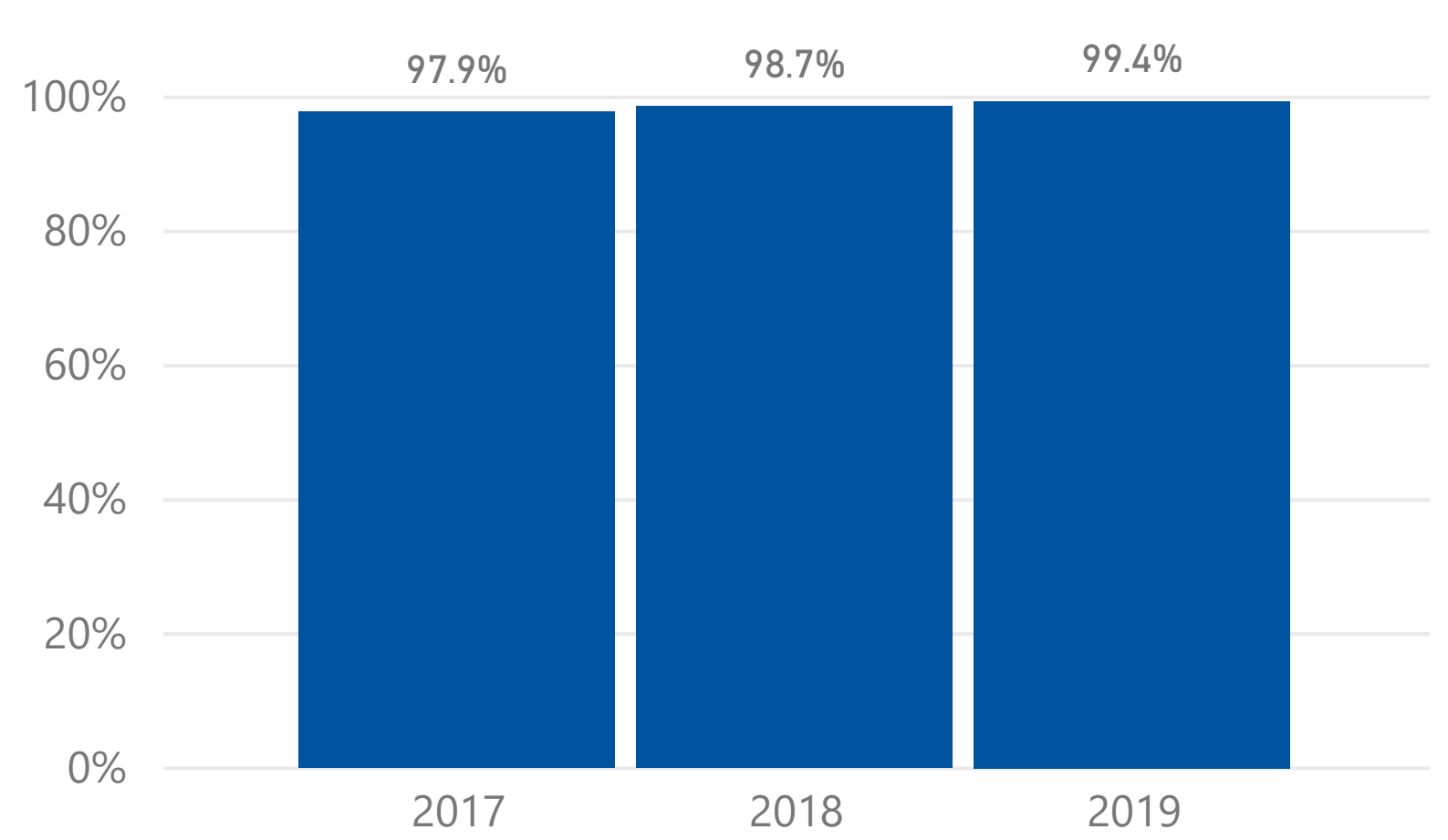
Covid-19 continues to impact student retention.

- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Dental Hygiene - UD
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



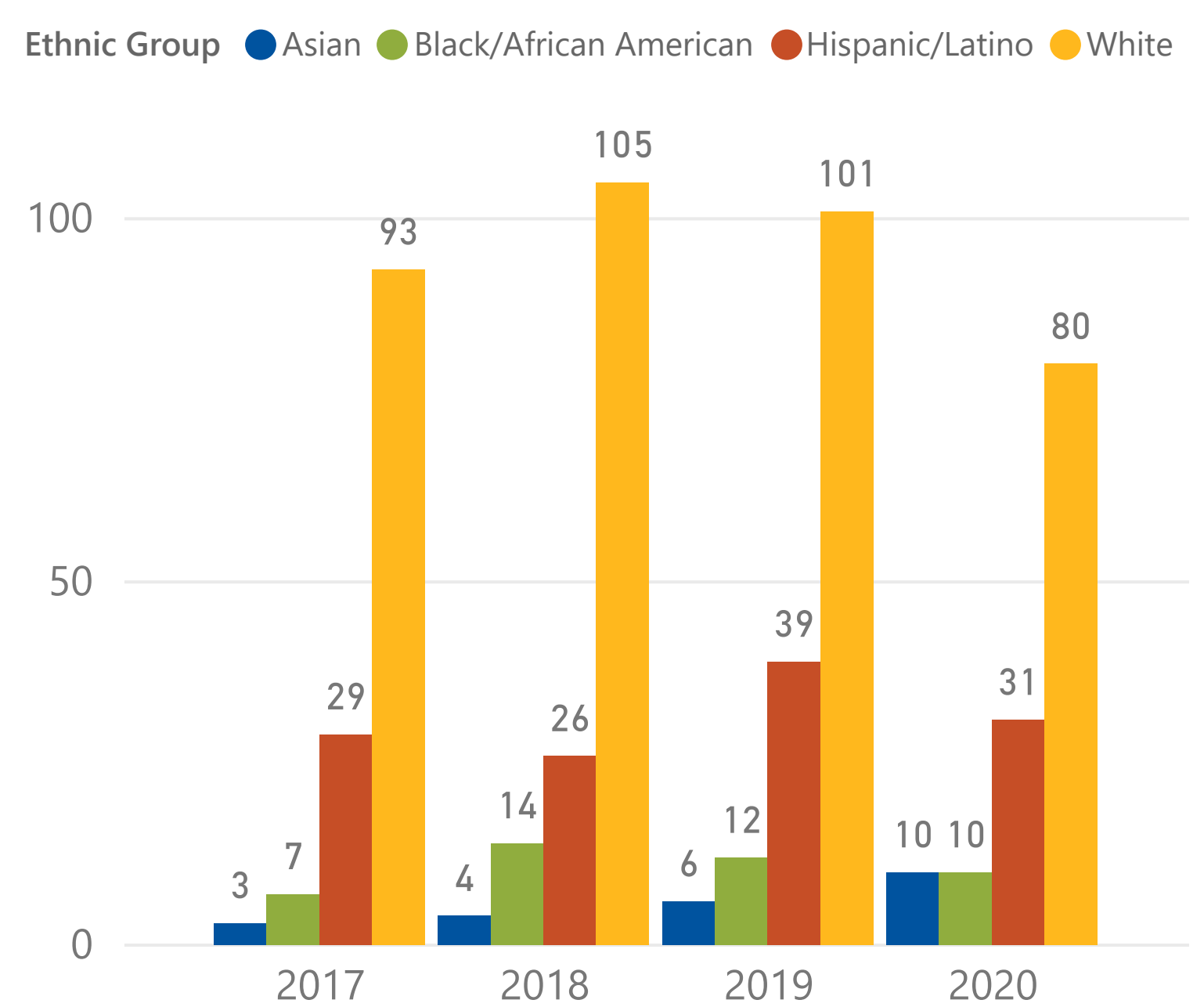
### Success Rate By Course

Academic Year	2017	2018	2019
Subject	Student Count	Enrollment Count	Success Rate
DEH3730	58	58	98.3%
DEH3813	60	60	98.3%
DEH3814	55	56	98.2%
DEH4607	50	50	98.0%
DEH4851	48	48	97.9%
DEH4852	50	50	100.0%
DEH4854	46	47	97.9%
DEH4901	1	1	100.0%
DEH4947	49	49	97.9%
<b>Total</b>	<b>135</b>	<b>419</b>	<b>98.3%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Health Education Center	1,617	1,981	2,004	905
<b>Total</b>	<b>1,617</b>	<b>1,981</b>	<b>2,004</b>	<b>905</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

133

Student Count Fall 2019-20

98.1%

Success Rate Fall 2019-20

79

Enrolled in Fall 2020-21

54

Grads Count 2019-20

91%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

DENHY -UD

Community

All

FTIC Flag

All

Ethnic Group

All

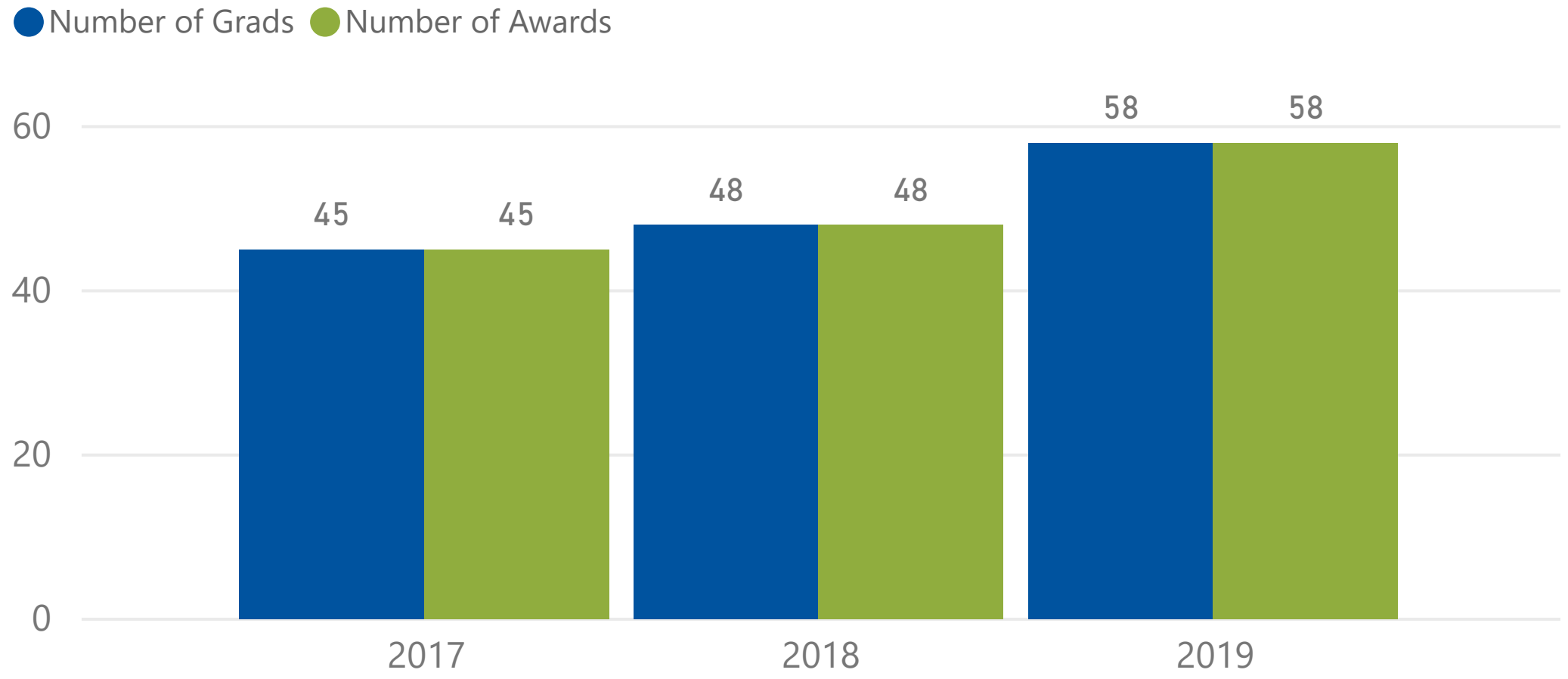
Gender

All

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
DENH-BAS	121	316	1,065	97.8 %	48	67	90.1 %
DENHY-AS	6	36	96	100.0 %	6	6	100.0 %
DENHY-NO	6	8	30	100.0 %		6	100.0 %
GEN-AA		2	6	100.0 %			
HSA-AS		1	3	100.0 %			
HSA-BAS		1	3	100.0 %			
<b>Total</b>	<b>133</b>	<b>364</b>	<b>1,203</b>	<b>98.1 %</b>	<b>54</b>	<b>79</b>	<b>91.0 %</b>

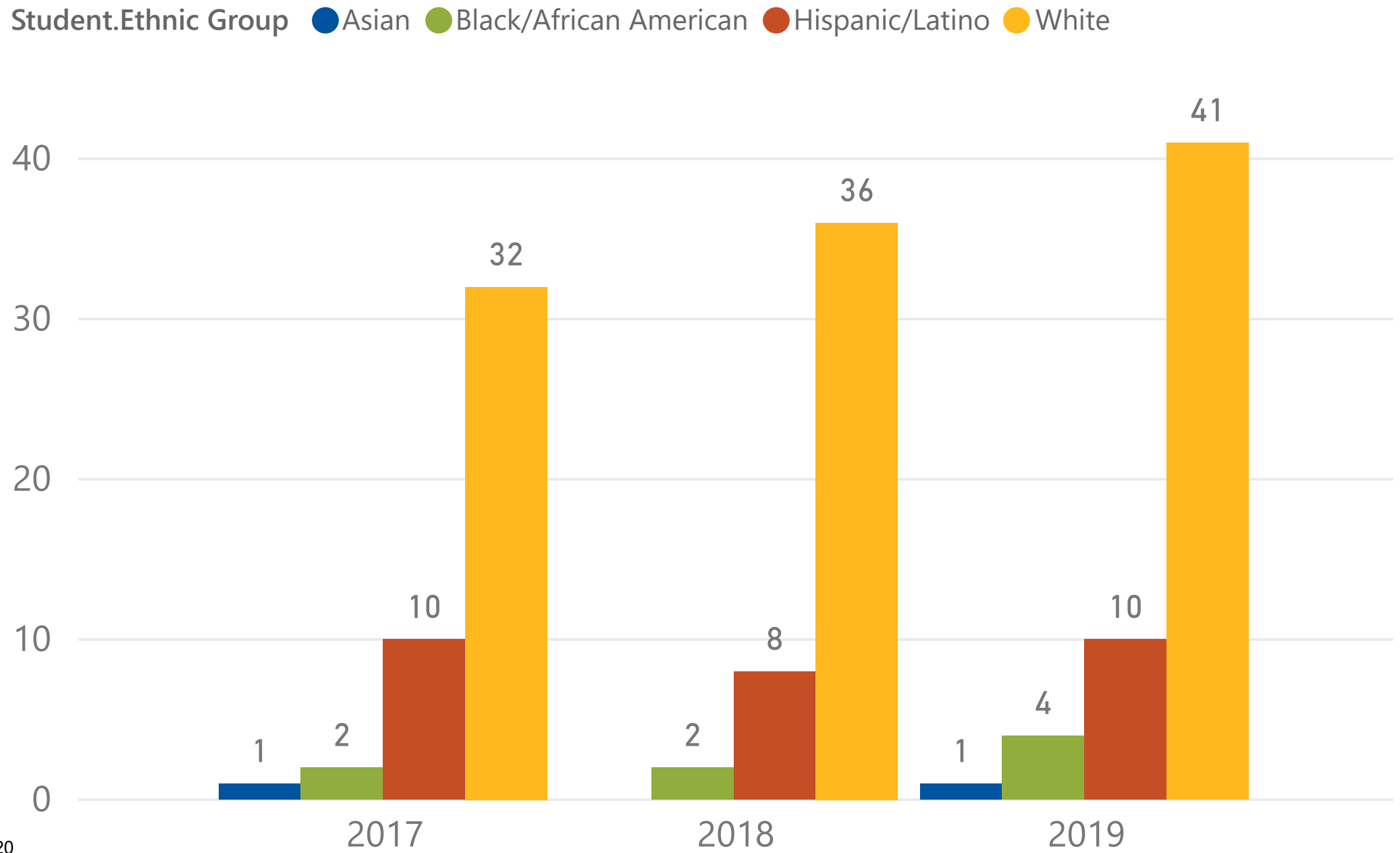


**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>45</b>	<b>45</b>	<b>48</b>	<b>48</b>	<b>58</b>	<b>58</b>
DENH-BAS	45	45	48	48	58	58
<b>Total</b>	<b>45</b>	<b>45</b>	<b>48</b>	<b>48</b>	<b>58</b>	<b>58</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: DENH-BAS

Gender: All

- Academic Program
- Academic Plan
- College School Depart...
- Academic Organization...
- Community
- FTIC Flag
- Ethnic Group
- Gender

<b>114</b> Student Count Fall 2017-18	<b>97.2%</b> Success Rate Fall 2017-18	<b>59</b> Enrolled in Fall 2018-19	<b>39</b> Grads Count 2017-18	<b>83.3%</b> Retention Rate 0535 to 0550
<b>125</b> Student Count Fall 2018-19	<b>97.9%</b> Success Rate Fall 2018-19	<b>72</b> Enrolled in Fall 2019-20	<b>44</b> Grads Count 2018-19	<b>86.4%</b> Retention Rate 0550 to 0565
<b>133</b> Student Count Fall 2019-20	<b>98.1%</b> Success Rate Fall 2019-20	<b>79</b> Enrolled in Fall 2020-21	<b>54</b> Grads Count 2019-20	<b>91%</b> Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
DENH-BAS	82.4 %	86.0 %	90.1 %
DENHY-AS	100.0 %	100.0 %	100.0 %
DENHY-NO	100.0 %	100.0 %	100.0 %
<b>Total</b>	<b>83.3 %</b>	<b>86.4 %</b>	<b>91.0 %</b>

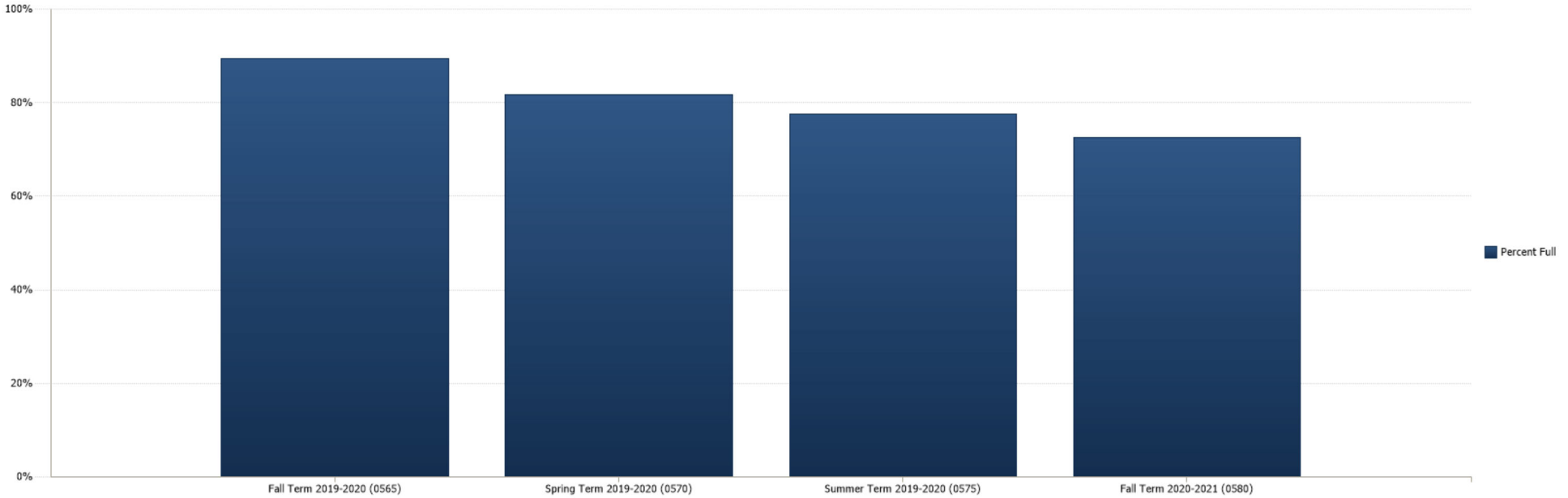


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **DENHY -UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **DENHY -UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	236		236
Fall Term 2019-2020 (0565)	Standard Course Load	264		264
Fall Term 2019-2020 (0565)	Percent Full	89.4%		89.4%
Spring Term 2019-2020 (0570)	Enrollment Count	196		196
Spring Term 2019-2020 (0570)	Standard Course Load	240		240
Spring Term 2019-2020 (0570)	Percent Full	81.7%		81.7%
Summer Term 2019-2020 (0575)	Enrollment Count	93	1	92
Summer Term 2019-2020 (0575)	Standard Course Load	120	0	120
Summer Term 2019-2020 (0575)	Percent Full	77.5%	0.0%	76.7%
Fall Term 2020-2021 (0580)	Enrollment Count	235		235
Fall Term 2020-2021 (0580)	Standard Course Load	324		324
Fall Term 2020-2021 (0580)	Percent Full	72.5%		72.5%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Dental Hygiene**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)	Spring Term 2019-2020 (0570)	Summer Term 2019-2020 (0575)	Fall Term 2020-2021 (0580)		
Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	
DEH4947	16	2	43	4	30	3

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Dental Hygiene**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

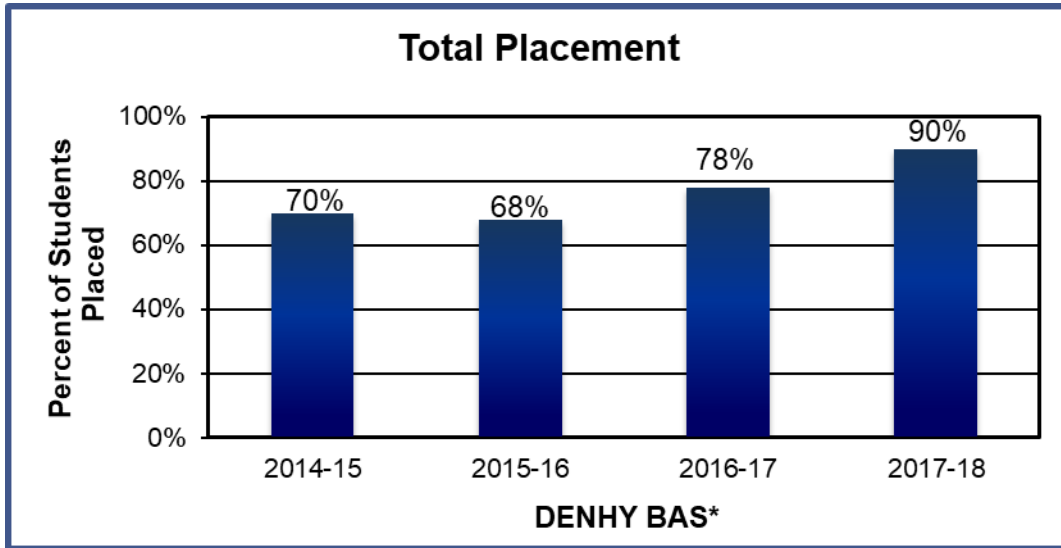
Custom Cohort **All**

Student Group **All**

### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Dental Hygiene, BAS program for evidence of certification attainment at the baccalaureate level. All students in the BAS program were required to complete and pass the National Dental Hygiene Board Examination (NDHB) prior to enrolling in the BAS program.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

DENHY BAS		
	Pool Count	Percent Placed
2014-15	44	70%
2015-16	38	68%
2016-17	41	78%
2017-18	40	90%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Dental Hygienists

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	221,560	\$36.65/hr
Florida	11,310	\$32.98/hr
Pinellas County	1,750	\$36.70/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.



## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Dental Hygiene, Upper Division

Date Completed: August 2020

Prepared By: Deanna Stentiford and Christine Patel

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	<p>In order to continue to recruit qualified students and increase enrollment in the Bachelor of Applied Science in Dental Hygiene (BASDH) program, we will begin work on securing lists of graduates (with their contact information) from all of the neighboring AS Dental Hygiene programs across the state. We will try to secure these lists with the help of Dr. Jason Krupp, SPC, Career Connection Director.</p> <p>We will also make an attempt to reach out to the Professional Board of Regulations via the Board of Dentistry (BOD) to secure lists of all dental hygiene licensees in the State of Florida.</p>	SSH Enrollment	Completed	<p>In April of 2020, Jason Krupp secured a list of 14, 407 licensed dental hygienists in the state of Florida extracted from the Department of Health website. At the same time, Tracy Garrett and her team were also asked to work on reaching out/marketing our program to these licensees. Thereafter, I sent Tracy marketing text that she and her team could use. This was the last correspondence I had (May 20, 2020).</p>

### II. Non-Completed Action Plan Items and Plan for Completion

The Action Item was completed.

### III. Evaluation of the Impact of Action Plans on Program Quality

Sending our BASDH marketing material to all licensed dental hygienists in the state of Florida would certainly help with enrollment.

## Program Goals and Strategies

Program: Dental Hygiene, Upper Division

Date Completed: 11/2/2020

Due Date: August 2021

Prepared By: Christine Patel

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Continue student success by collaborating with the HEC Learning Resources (specifically the librarians and writing specialists).	Academic Excellence

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	The BASDH program will continue offering the new students, among entrance into the program, an APA Bootcamp Workshop, conducted by the HEC librarians and writing specialists. This bootcamp helps new students understand the APA format, which sets them up for success in the classroom. The BASDH program will also continue to work with the librarians and writing specialists in all other core courses via discussion forums and collaboration on the program's writing assignment rubrics. This collaboration has improved the students writing and APA skills, leading to enhanced academic excellence.	Retention: We would like to have all new students (100%) complete the APA Bootcamp and at least 75% of current students collaborate with the librarians and writing specialists at HEC.	1	All BASDH faculty and the librarians and writing specialists at HEC.

### III. Special Resources Needed:

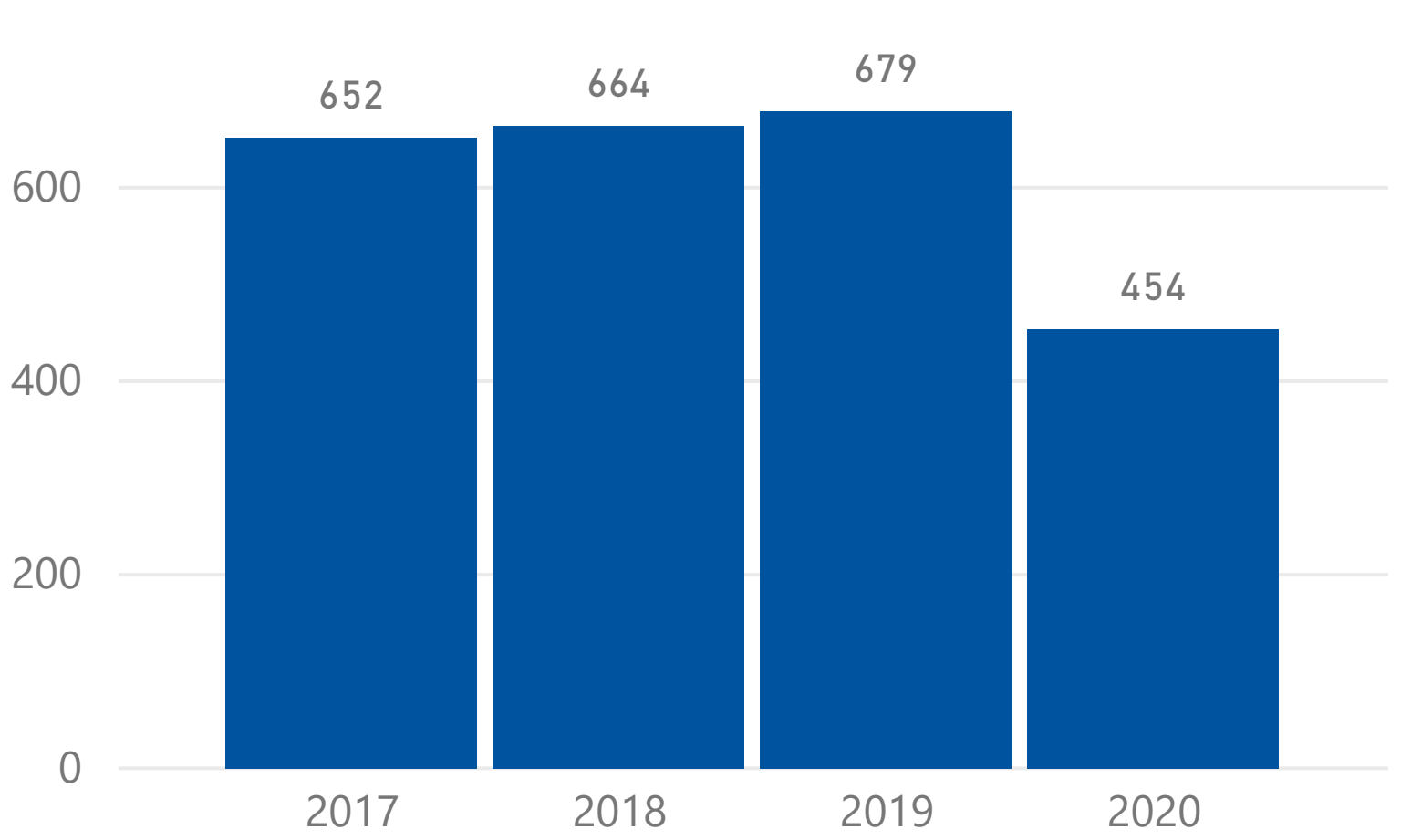
Funding for learning resources at HEC (specifically librarians and writing specialists).
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### IV. Area(s) of Concern/Improvement:

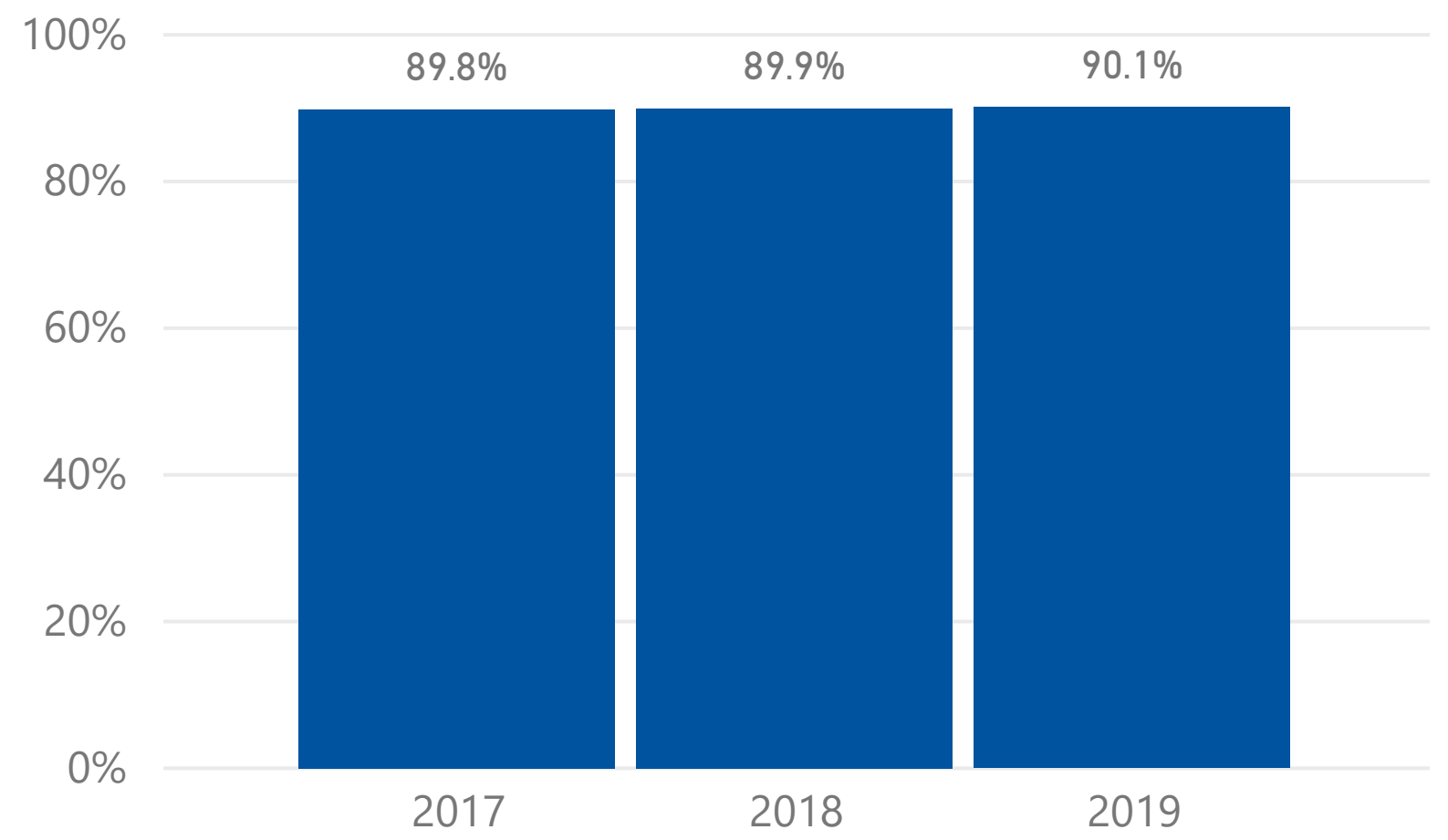
Lack of funding and/or if our current HEC librarians and writing specialist leave SPC.
--

- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



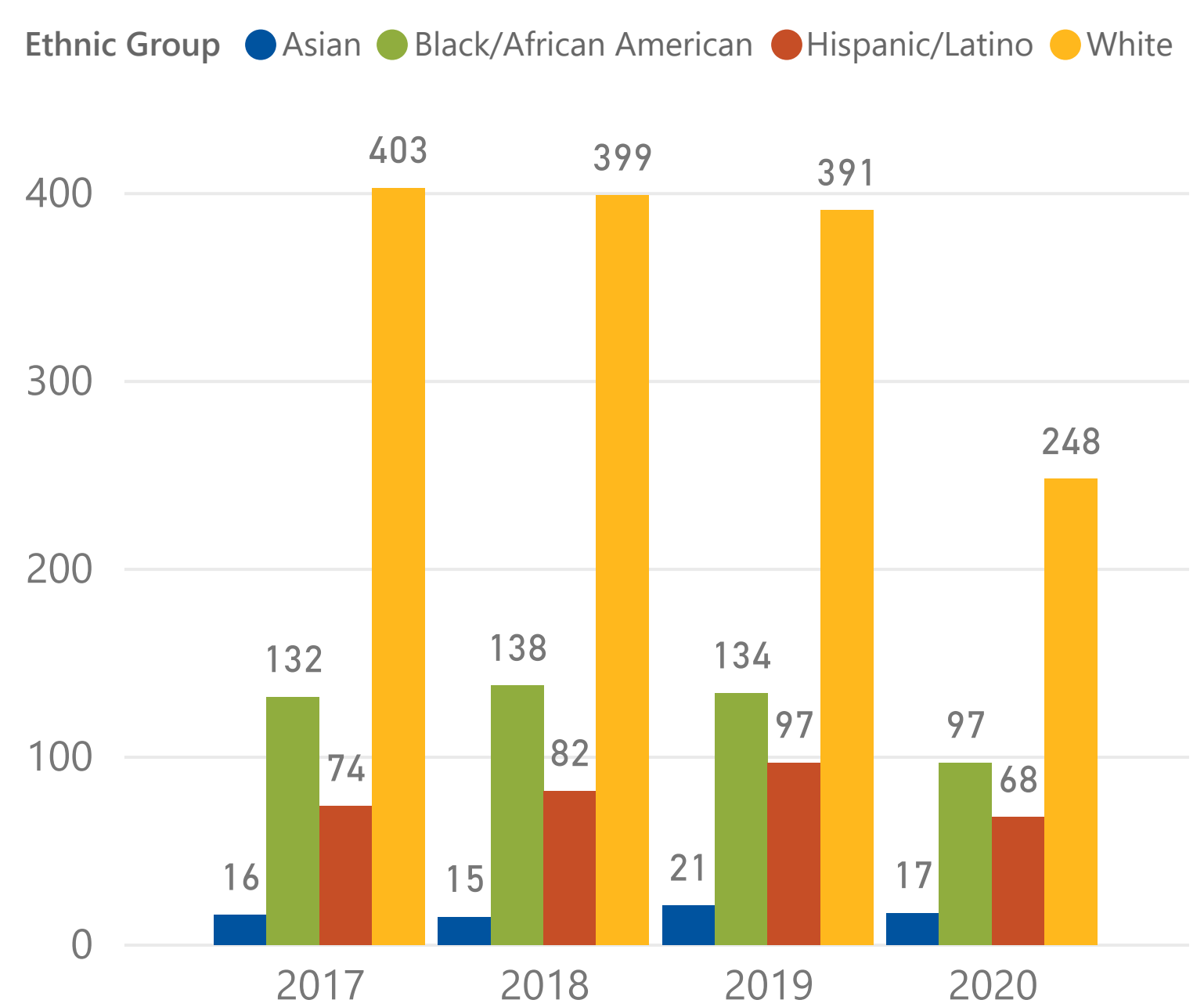
### Success Rate By Course

Subject	2017 Student Count	Enrollment Count	Success Rate
HIM3240			
HIM3243			
HSA3104	204	214	
HSA3113	41	41	
HSA3170	119	119	
HSA3551	19	19	
HSA3702	123	128	
HSA4140	116	119	
HSA4184	257	270	
HSA4191	26	26	
HSA4192	16	16	
HSA4502	95	96	
HSC3201	213	214	
HSC3211	30	30	
HSC3243	41	41	
HSC4640	69	69	
HSC4910	101	102	
HSC4931	50	50	
HUS3321	22	22	
HUS3370	44	44	
HUS3570	41	41	
HUS4442	49	49	
HIIS4561	77	78	
<b>Total</b>	<b>652</b>	<b>1,820</b>	

### SSH By Campus

Campus	2017	2018	2019	2020
Health Education Center	5,571	5,990	5,772	2,535
<b>Total</b>	<b>5,571</b>	<b>5,990</b>	<b>5,772</b>	<b>2,535</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

430

90.0%

222

154

82.3%

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

COHSA-UD

Community

All

FTIC Flag

All

Ethnic Group

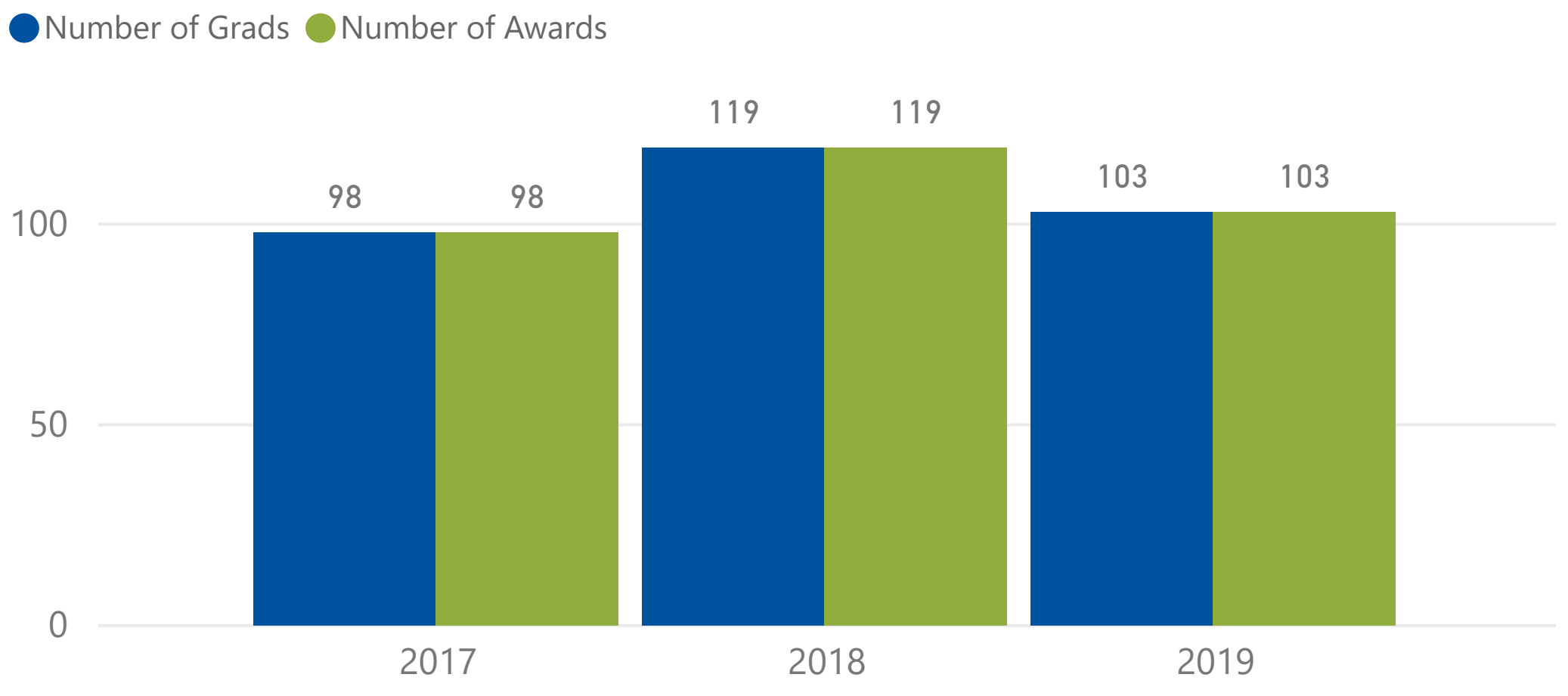
All

Gender

All

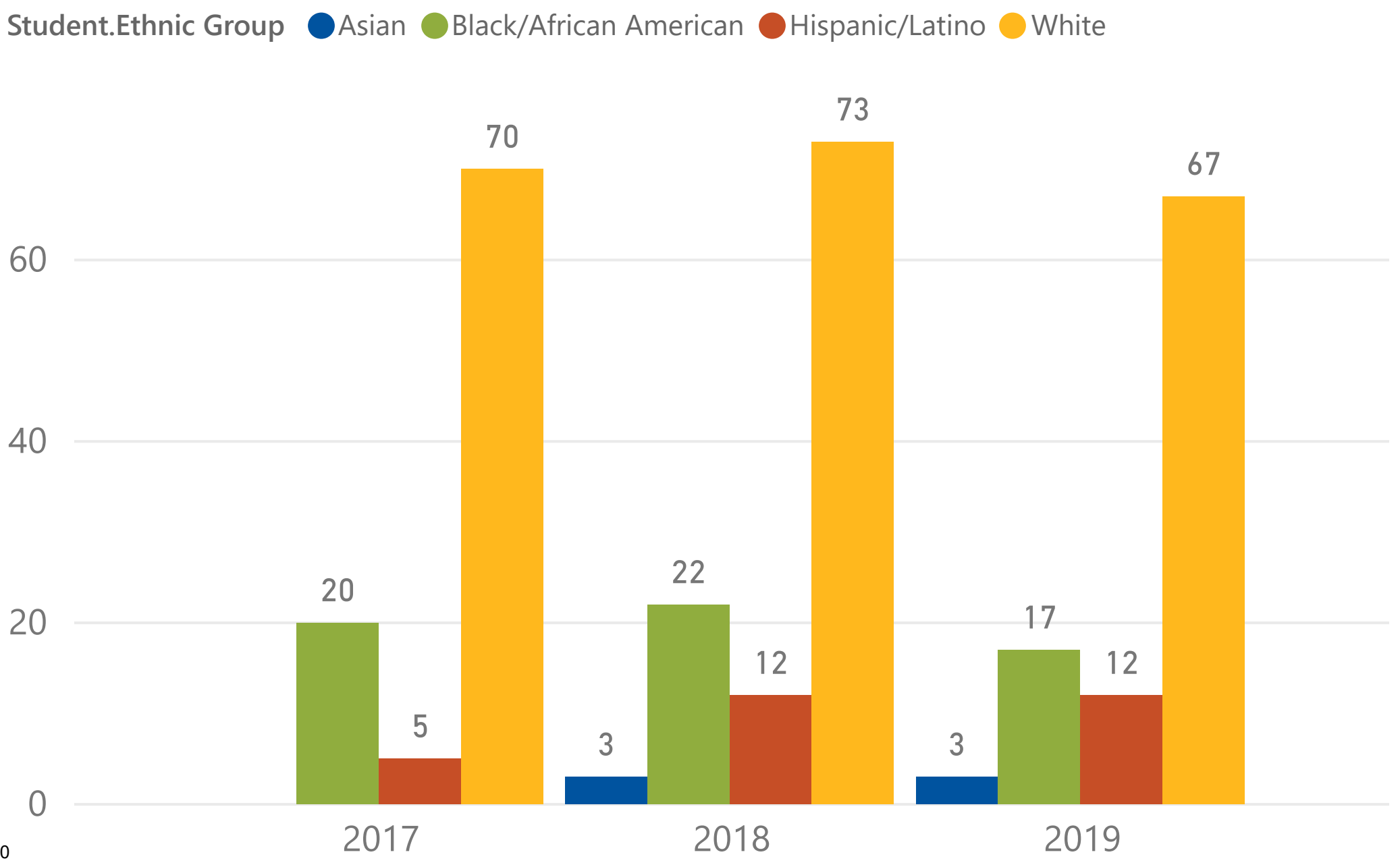
Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
ADS-CT	1	2	5	50.0 %			
BACCAPP-NO	1	13	30	100.0 %			
BIOLOGY-BS	16	219	523	92.7 %	9	8	100.0 %
BIOT-AS		7	15	100.0 %			
BIO-TR		10	28	90.0 %			
BUS-AS		10	30	60.0 %			
CJPSS-AS		4	12	75.0 %			
DENH-BAS	33	298	1,005	99.0 %	21	10	84.8 %
DENHY-AS		24	64	100.0 %			
DENHY-NO		4	14	100.0 %			
EDST-BS		6	18	33.3 %			
ENRCH-NO		15	37	86.7 %			
GEN-AA		34	96	88.2 %			
HCINF-CT		1	2				
HIT-AS	1	7	15	85.7 %		1	100.0 %
HSA-AS		49	109	91.8 %			
HSA-BAS	370	1,142	3,413	87.0 %	123	199	82.2 %
HSA-CT		6	14	100.0 %			
HUS-AS		20	53	100.0 %			
JOB-NO		4	10	100.0 %			
<b>Total</b>	<b>430</b>	<b>2,035</b>	<b>5,996</b>	<b>90.0 %</b>	<b>154</b>	<b>222</b>	<b>82.3 %</b>

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>98</b>	<b>98</b>	<b>119</b>	<b>119</b>	<b>103</b>	<b>103</b>
HSA-BAS	98	98	119	119	103	103
<b>Total</b>	<b>98</b>	<b>98</b>	<b>119</b>	<b>119</b>	<b>103</b>	<b>103</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: HSA-BAS

Gender: All

Academic Program

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

<b>404</b>	<b>89.4%</b>	<b>217</b>	<b>141</b>	<b>82.4%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
<b>431</b>	<b>88.7%</b>	<b>223</b>	<b>160</b>	<b>81%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
<b>430</b>	<b>90.0%</b>	<b>222</b>	<b>154</b>	<b>82.4%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BIOLOGY-BS	91.7 %	77.8 %	100.0 %
CEONLY			100.0 %
DENH-BAS	77.4 %	90.3 %	84.8 %
ENRCH-NO		66.7 %	
HIT-AS			100.0 %
HSA-AS	100.0 %	100.0 %	
HSA-BAS	82.7 %	80.6 %	82.2 %
PPA-BS	80.0 %	77.8 %	62.5 %
RESC-AS	100.0 %		
<b>Total</b>	<b>82.4 %</b>	<b>81.0 %</b>	<b>82.4 %</b>

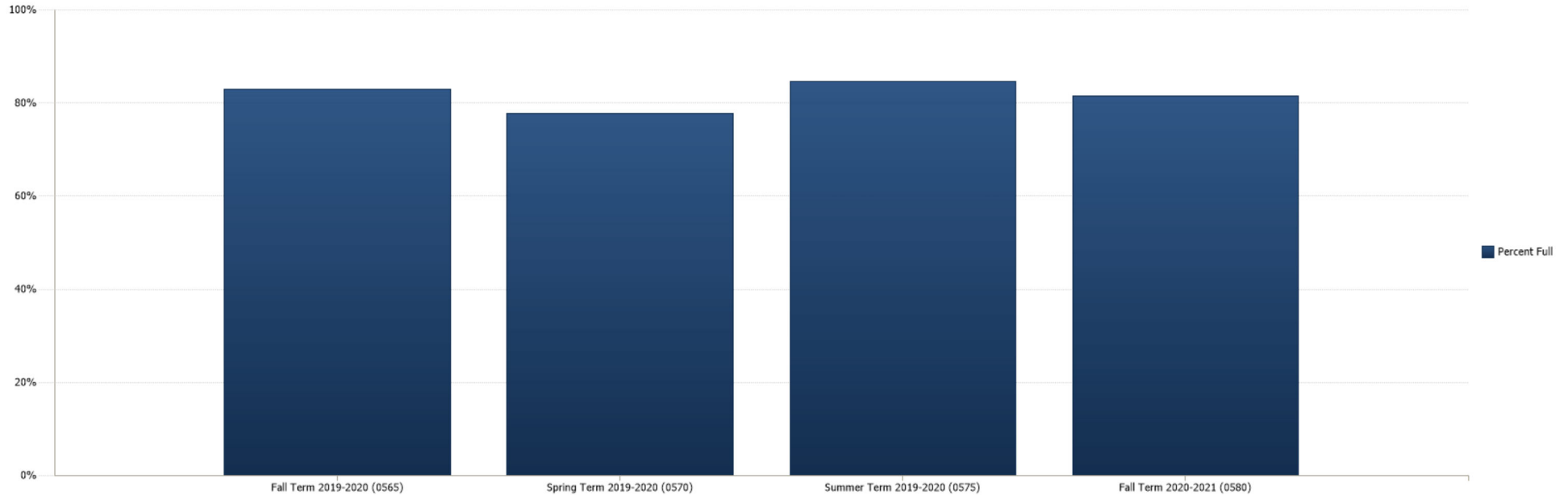


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **COHSA-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **COHSA-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	757		757
Fall Term 2019-2020 (0565)	Standard Course Load	912		912
Fall Term 2019-2020 (0565)	Percent Full	83.0%		83.0%
Spring Term 2019-2020 (0570)	Enrollment Count	719	5	714
Spring Term 2019-2020 (0570)	Standard Course Load	924	24	900
Spring Term 2019-2020 (0570)	Percent Full	77.8%	20.8%	79.3%
Summer Term 2019-2020 (0575)	Enrollment Count	406		406
Summer Term 2019-2020 (0575)	Standard Course Load	480		480
Summer Term 2019-2020 (0575)	Percent Full	84.6%		84.6%
Fall Term 2020-2021 (0580)	Enrollment Count	821		821
Fall Term 2020-2021 (0580)	Standard Course Load	1,008		1,008
Fall Term 2020-2021 (0580)	Percent Full	81.4%		81.4%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

**i** Class Course Group: **HEC Clinical Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Health Services Administration**, Class Academic Career: **UGRD**, Filter empty rows **x**

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
HIM2820			1	1				

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Health Services Administration**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

Student Group **All**





# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Health Services Administration**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
GEB2940							1	1
HSC4910	62	4	49	5			70	5
HUS2949							1	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Health Services Administration**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

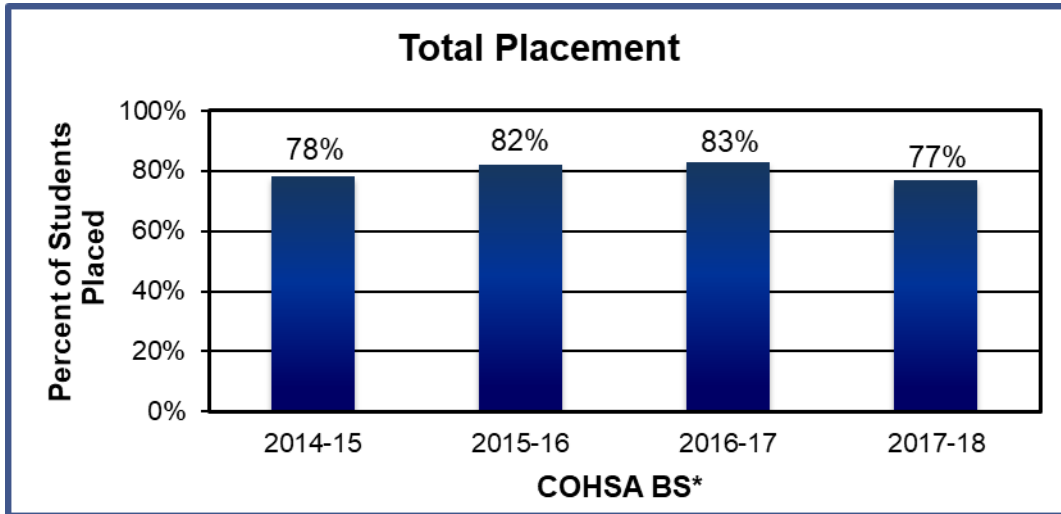
Custom Cohort **All**

Student Group **All**

## **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Health Services Administration, BAS program for evidence of certification attainment at the baccalaureate level. Students pursuing the Respiratory Care track were required to complete the advanced practitioner's exam through the National Board for Respiratory Care prior to enrollment.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

COHSA BAS		
	Pool Count	Percent Placed
2014-15	106	78%
2015-16	72	82%
2016-17	75	83%
2017-18	100	77%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>

Table 1 Growth for Medical and health services managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	394,910	\$48.55/hr
Florida	NA	\$44.62/hr
Pinellas County	3,590	\$47.29/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Health Services Administration, Upper Division

Date Completed: August 2020

Prepared By: (Dean) Deanna Stentiford; Teri Trede and Wendy Shellhorn

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	The HSA Faculty will monitor Unsuccessful Grades awarded each term and determine if one or more HSA Outreach Forms (our program's own Early Alert System) have been filed by the appropriate Instructor. First, we want to determine if instructors are addressing student learning barriers or challenges in their courses that may decrease their successful completion of the course; then we plan to use the data to explore whether or not there is a correlation between our outreach and student success in course completion. This is expected to be the beginning point of this data collection and analysis. This data in turn, can be used to identify faculty training needs, gaps in Learning Resource availability, and for program improvement.	Graduates	Completed  (piloted the initial process; further analysis is planned)	<p>The first step of data collection involved identifying BASHSA Students with unsuccessful grades (W, WF, D, F) for each of the terms in the Academic year for HSA Program courses.</p> <p>BASHSA Students with unsuccessful final grades in HSA courses were then cross referenced with Early Alert submissions by HSA Program Instructors in order to identify students who were unsuccessful and who did or did not receive at least one early alert during the course term.</p> <p>Analyzing the data was more complex than anticipated due to the need to consider that students could receive multiple alerts across multiple courses. Getting a clearer perspective (i.e., the ability to drill down to specific courses and instructors) will allow us to better prepare training modules and outreach guidelines for faculty/adjunct instructors.</p> <p>This will be more likely to be accomplished once we have access to SPSS so that faculty can further analyze the data.</p>

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
2	The HSA team will develop an Orientation Effectiveness Survey to determine the effectiveness of the current HSA BAS Online Orientation, and to identify strategies or resources to improve student readiness for HSA 4184, the Program's foundation course, and enhance students' acclimation to upper division, online, 8 week course structure. The data collected from this item will then be used for continuous improvement in our Orientation approach for students coming into the program.	Course Success/W-F-D-F Rates	Not completed	<p>The Orientation Survey was developed by Faculty.</p> <p>It was not loaded into courses until the program/advisor held multiple Orientation sessions. The development process was slowed by the low turnout in initial orientation sessions. The orientation sessions were key to survey development given that some questions are geared toward measuring students' perception of the value and effectiveness of the orientation process. Another factor that slowed the process was the introduction of a new HSA specific Student Affairs Advisor. Faculty worked with the advisor to plan and develop Orientation sessions as the first step in the process.</p> <p>The survey is currently in the piloting phase and is expected to be revised.</p>
3	HSA Faculty will design and create new Instructor and Mentor Evaluations that will more clearly target important competencies for career readiness, as stressed by our Advisory Committee and our Capstone mentors/partners. This data can be used for continuous improvement in our course offerings, content, and student preparation for their Capstone Experience.	Graduates	Completed	Both evaluations were revised to align more closely with Program Goals and to focus more closely with indicators of student readiness for the professional work environment.

## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
2	The HSA team will develop an Orientation Effectiveness Survey to determine the effectiveness of the current HSA BAS Online Orientation, and to identify strategies or resources to improve student readiness for HSA 4184, the Program's foundation course, and enhance students' acclimation to upper division, online, 8 week course structure. The data collected from this item will then be used for continuous improvement in our Orientation approach for students coming into the program.	Summer 2021	This action item will continue to evolve as we move forward. The survey was initially piloted in Summer 2020, after reinstating HSA Orientation Sessions with a new HSA Case Manager/Advisor. It was revised and will be piloted once again for Fall 8 week 2. Faculty anticipate that further revisions may be needed for the Spring 2021 term in order to finalize the design that will allow for the most efficient and effective data collection.

## III. Evaluation of the Impact of Action Plans on Program Quality

Analysis of data regarding Early Alerts and Unsuccessful Attempts has led to identification of a need to further enhance Instructor use of Early Alerts, i.e., guidelines for submission, timing of submissions, completeness of information regarding students' intervention needs/retention strategies for success. Further analysis of data will be done once Faculty have access to SPSS for more in-depth exploration of the data. This in turn will provide guidance for design and creation of professional development opportunities and tools. Data will be used to design a professional development/training module for all HSA Program Instructors/Faculty.



**Program Goals and Strategies**

Program: Health Services Administration, Upper Division

Date Completed: 11/17/2020

Due Date: August 2021

Prepared By: Dr. Teri A. Trede

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	<p>90% of students enrolled in the HSA BAS Capstone course successfully complete the course with a B or better.</p> <p>Rationale: HSA BAS students often enroll in the program in pursuit of a BAS degree as there is an increasing trend in the requirement of a Baccalaureate degree as a minimum standard for entry level positions in health care and human services. In addition, many HSA BAS students are seeking the BAS as means to expand their knowledge base and skill set as well as qualify for promotion into management positions with their current employer.</p> <p>The ability to leverage their current experience in a way that maximizes their employment opportunity allows for upward mobility in their career as well as build seniority in their work environment.</p>	Economic Mobility
2	<p>Increase the percentage of students who earn a B or better in the foundation course, HSA 4184 Leadership in Health &amp; Human Services course.</p> <p>The assumption is that starting the program with a solid foundation (a minimum of moderate success in the first course) will increase the likelihood of success in future program courses. This may also improve the likelihood of retention in following terms.</p>	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	<p>Our strategies will include the introduction of mandatory Pre-Capstone and Capstone orientation sessions to better prepare students for their Capstone Experience. We will also seek guidance from the HSA Advisory Committee to ensure that curricula align with current industry trends. We will continue to assist students in the development of their evidence-based Learning Contracts that represent real-world situations that align with their career path.</p>	<p>Graduates: To increase successful completion of the Capstone course by 2% from the previous academic year.</p>	1	<p>Dr. Teri Trede Dr. Wendy Shellhorn</p>

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
2	Early alerts and library referrals filed by 4184 instructors; Orientation/advising/MLP completion session with the HSA Advisor; continue to analyze data produced by the Readiness for Upper Division survey completed by HSA 4184 students to monitor need for course revisions or orientation adjustments.	Course Success/W-WF-F Rates: Increase by 3% over the average of A/B grades earned in the previous academic year.	2	Dr. Teri Trede Dr. Wendy Shellhorn

**III. Special Resources Needed:**

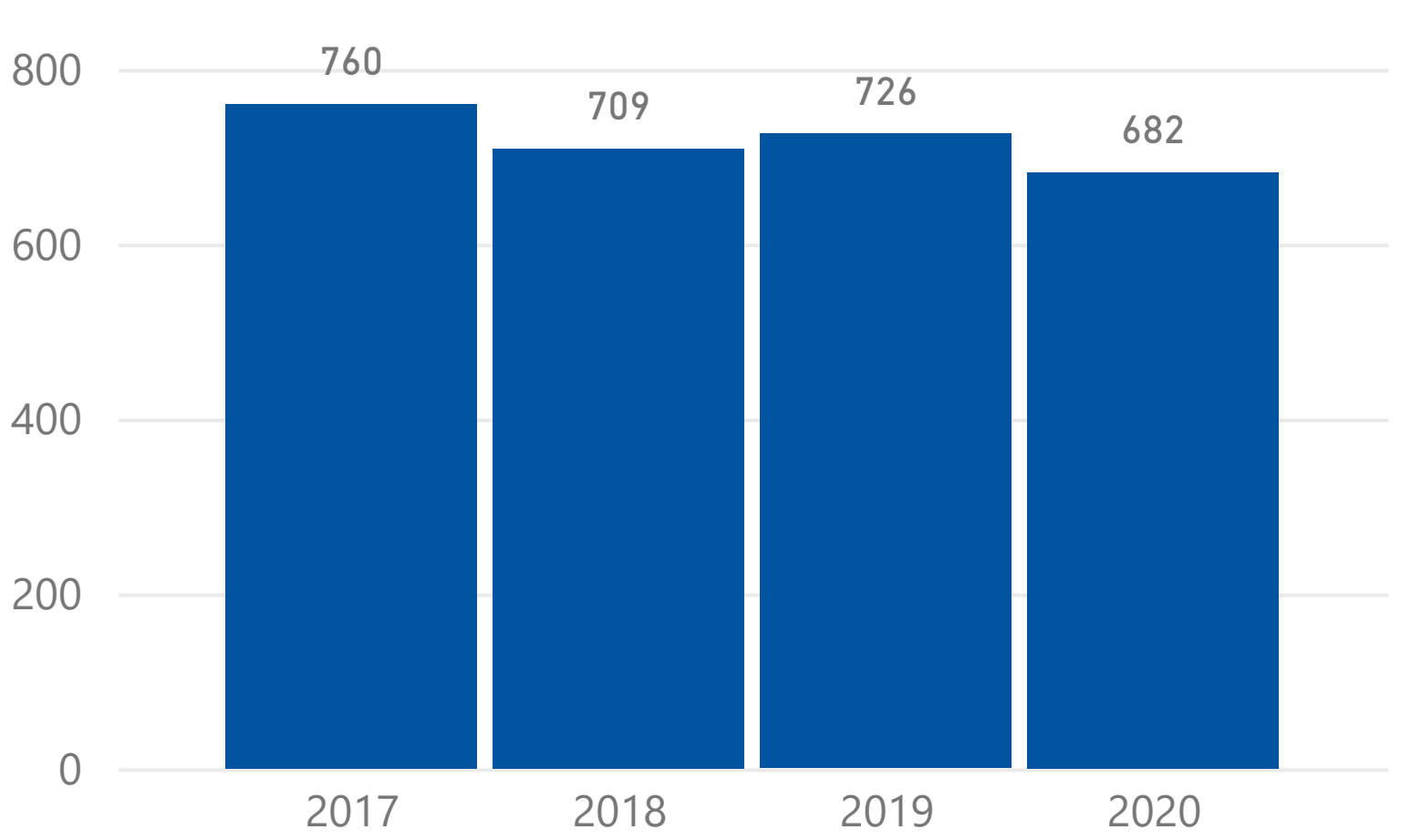
Access to data; continued access to a dedicated advisor for HSA BAS (for MLP and advising/counseling).

**IV. Area(s) of Concern/Improvement:**

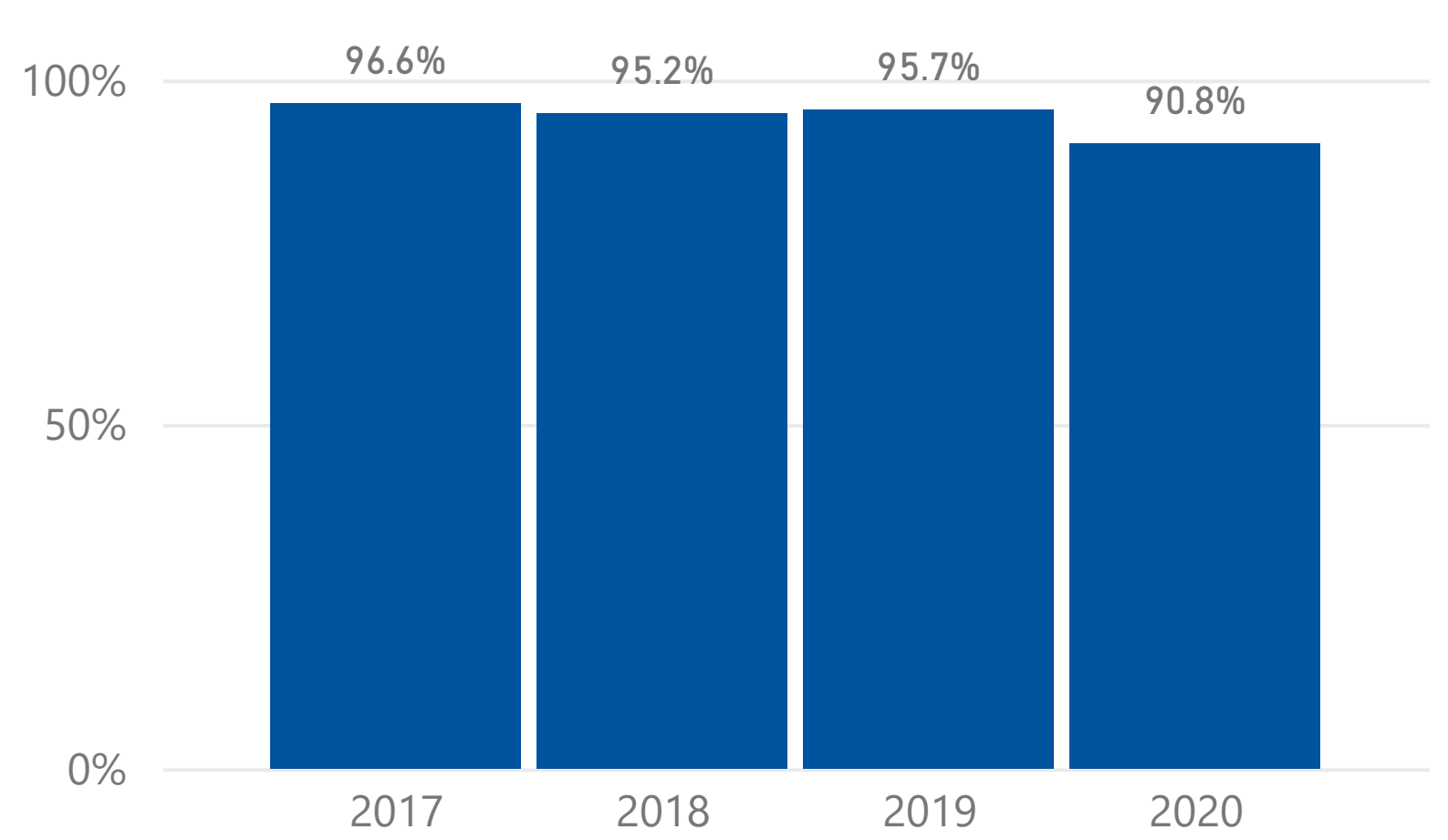
None.

- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



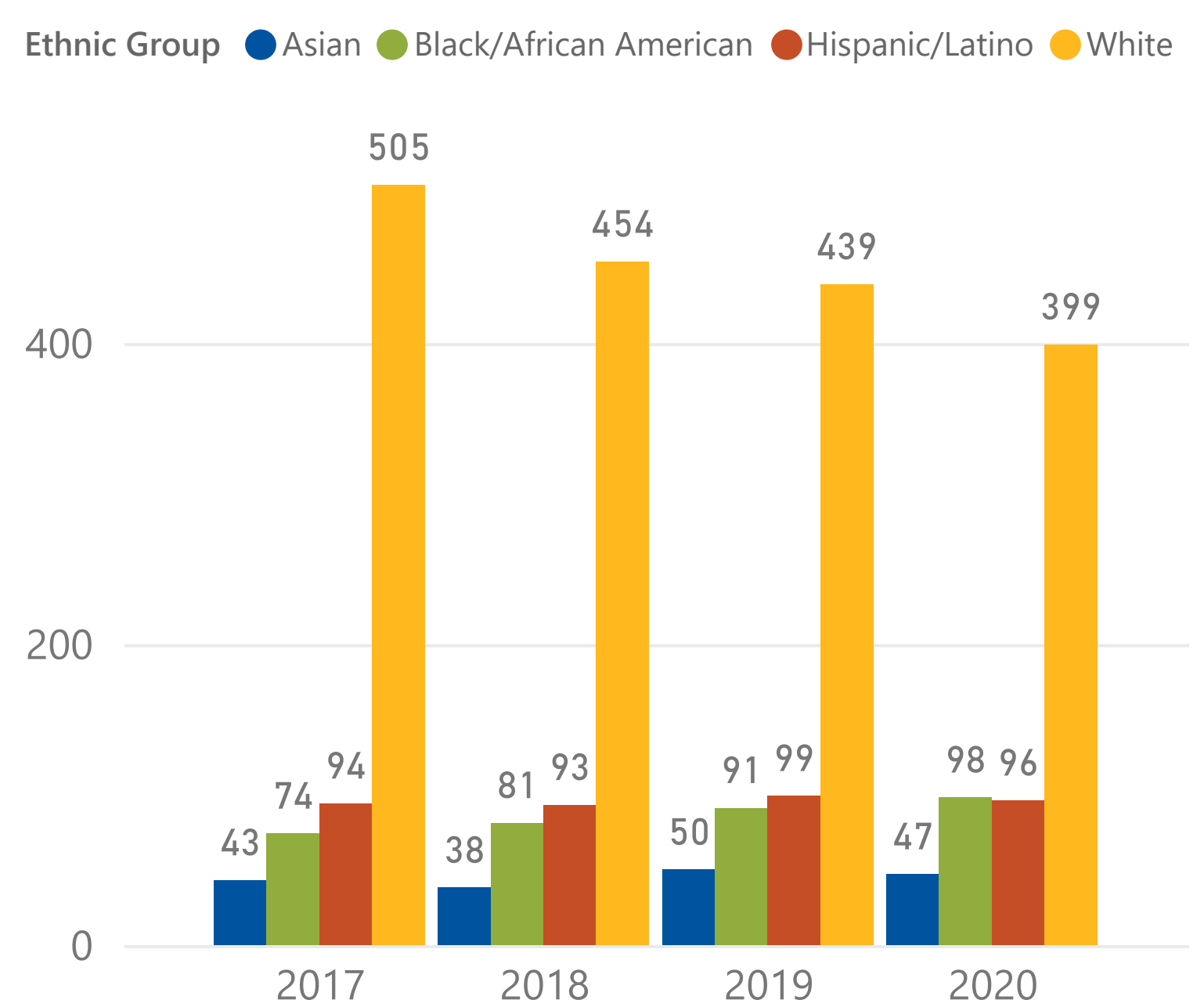
### Success Rate By Course

Academic Year	2017	2018	2019	2020
Subject	Student Count	Enrollment Count	Success Rate	Success Rate
NSP3276	126	126	99.2%	99.2%
NSP3289	24	24	100%	100%
NSP3477	24	24	95.8%	95.8%
NSP3685	43	43	97.7%	97.7%
NUR3066	257	258	99.6%	99.6%
NUR3125	249	251	99.2%	99.2%
NUR3145	46	46	97.8%	97.8%
NUR3178	34	34	97.1%	97.1%
NUR3655	232	233	99.1%	99.1%
NUR3805	258	260	99.2%	99.2%
NUR3826	261	263	99.2%	99.2%
NUR3874	263	265	99.2%	99.2%
NUR3905	1	1	100%	100%
NUR4169	261	262	99.2%	99.2%
NUR4606	244	244	99.2%	99.2%
NUR4636	270	271	99.3%	99.3%
NUR4636L	272	273	99.3%	99.3%
NUR4835	277	277	99.3%	99.3%
NUR4835L	278	279	99.3%	99.3%
<b>Total</b>	<b>760</b>	<b>3,434</b>	<b>98.8%</b>	<b>98.8%</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Health Education Center	10,555	9,775	8,784	8,221
Online			806	
<b>Total</b>	<b>10,555</b>	<b>9,775</b>	<b>9,590</b>	<b>8,221</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

All

536

Student Count Fall 2019-20

95.8%

Success Rate Fall 2019-20

250

Enrolled in Fall 2020-21

237

Grads Count 2019-20

88.8%

Retention Rate 0565 to 0580

Academic Plan

All

College School Depart...

All

Academic Organization...

NURSE-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
NURS-BS	531	1,390	4,315	95.7 %	236	250	89.5 %
NURSE-AS		81	333	100.0 %			
GEN-AA		18	58	94.4 %			
ENRCH-NO	3	16	41	100.0 %	1		33.3 %
HSA-BAS		7	22	71.4 %			
ENVSC-AS		3	7	100.0 %			
HSA-TR		3	9	100.0 %			
HSA-AS	1	1	3				
NRS-NO	1	1	3	100.0 %			
<b>Total</b>	<b>536</b>	<b>1,520</b>	<b>4,791</b>	<b>95.8 %</b>	<b>237</b>	<b>250</b>	<b>88.8 %</b>

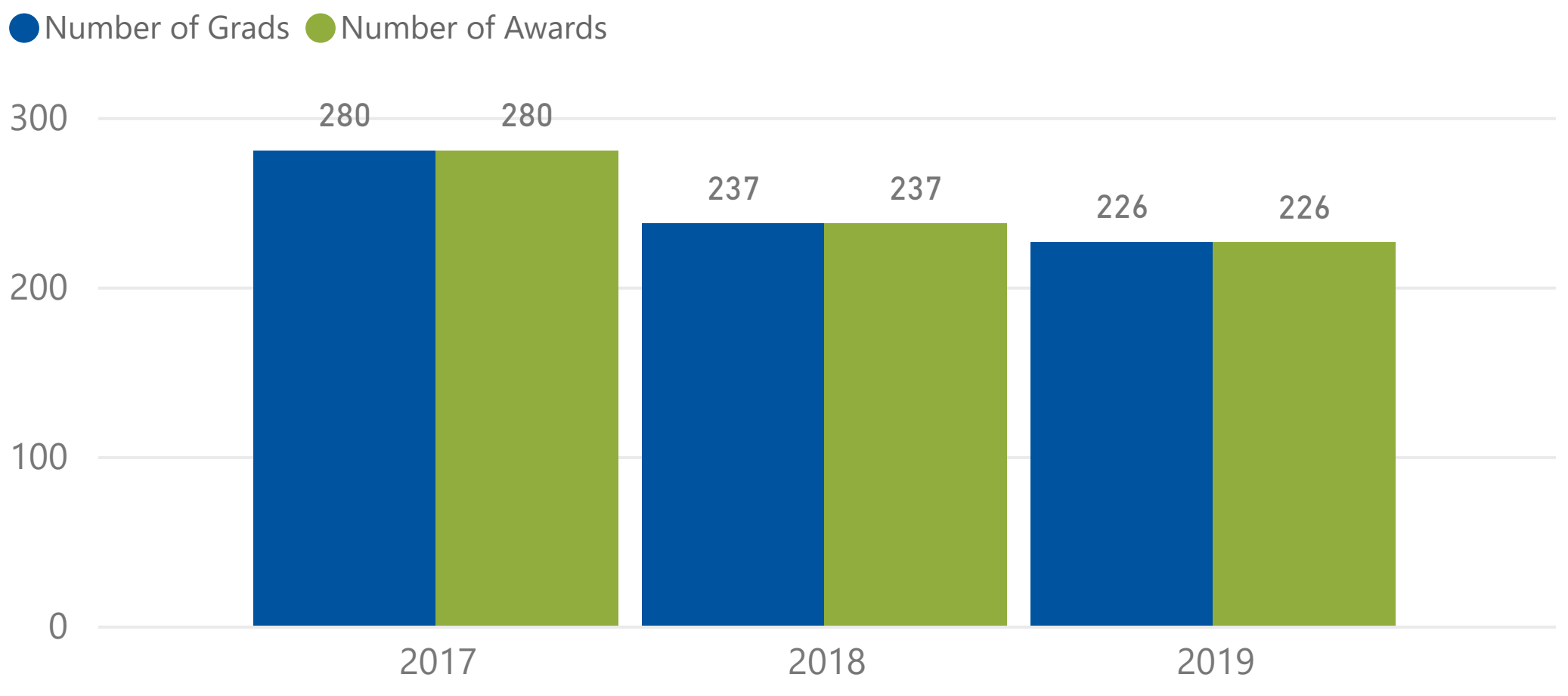
Term  
All

Program  
All

Plan  
NURS-BS

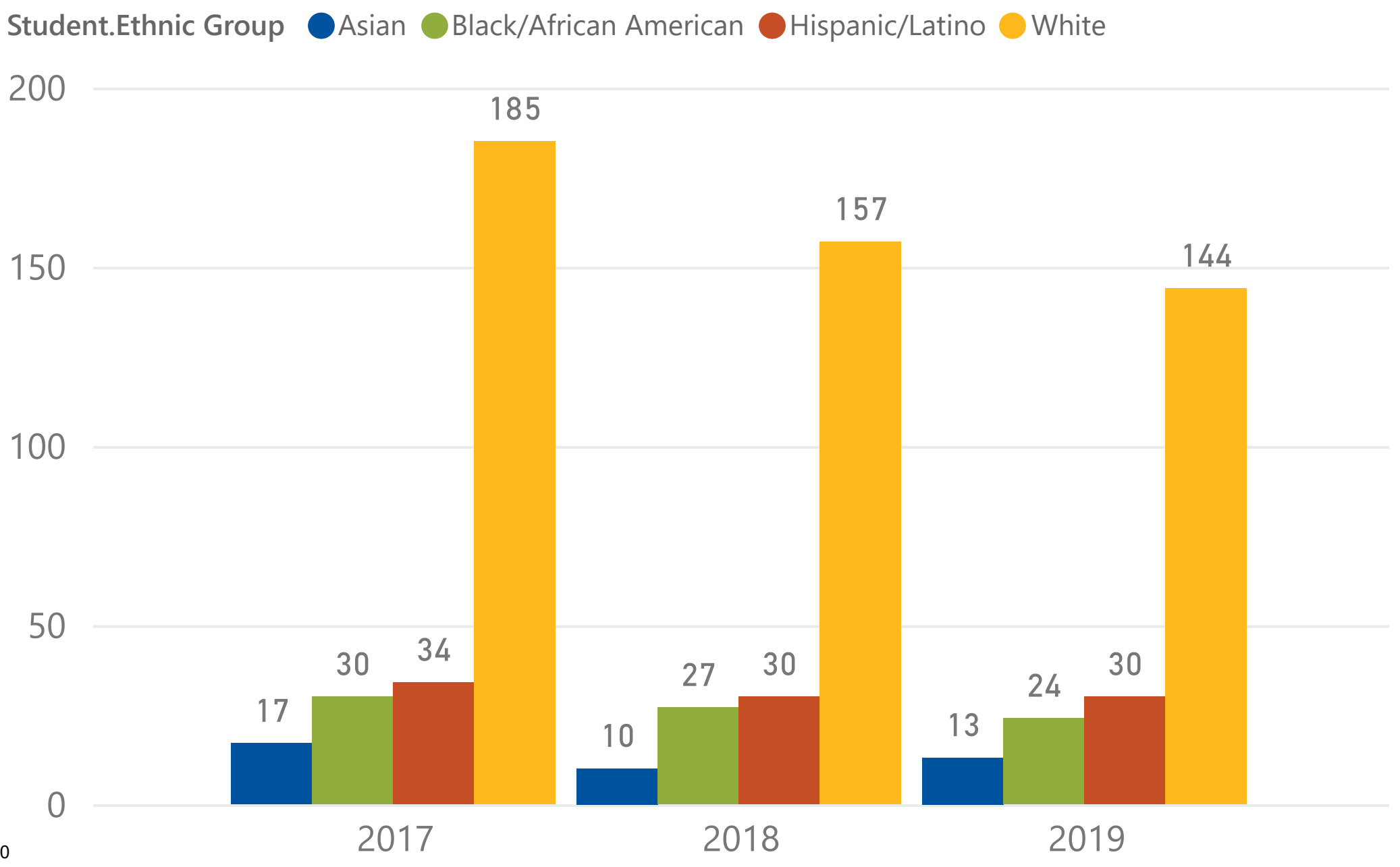
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BS</b>	<b>280</b>	<b>280</b>	<b>237</b>	<b>237</b>
NURS-BS	280	280	237	237
<b>Total</b>	<b>280</b>	<b>280</b>	<b>237</b>	<b>226</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

<b>615</b>	<b>96.5%</b>	<b>284</b>	<b>284</b>	<b>90.9%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
<b>558</b>	<b>95.5%</b>	<b>251</b>	<b>239</b>	<b>86.2%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
<b>536</b>	<b>95.8%</b>	<b>250</b>	<b>237</b>	<b>88.8%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
ENRCH-NO			33.3 %
HSA-BAS		100.0 %	
NURS-BS	90.9 %	86.3 %	89.5 %
<b>Total</b>	<b>90.9 %</b>	<b>86.2 %</b>	<b>88.8 %</b>

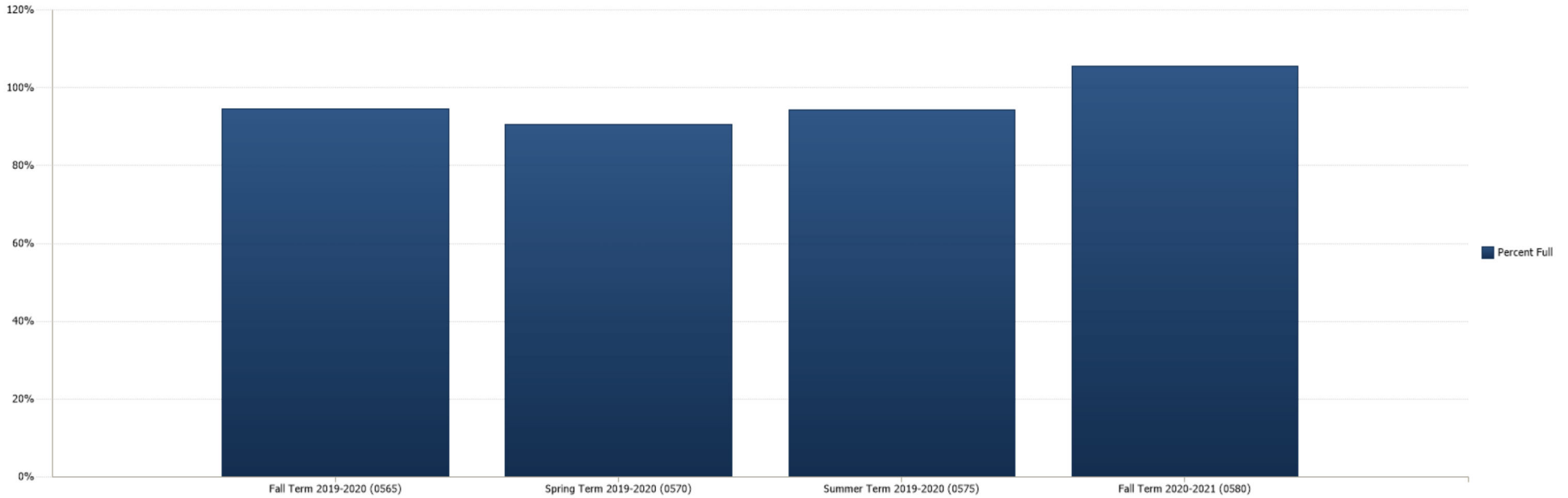


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **NURSE-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **NURSE-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Face-to-Face	Online
Fall Term 2019-2020 (0565)	Enrollment Count	1,384	296	1,088
Fall Term 2019-2020 (0565)	Standard Course Load	1,464	312	1,152
Fall Term 2019-2020 (0565)	Percent Full	94.5%	94.9%	94.4%
Spring Term 2019-2020 (0570)	Enrollment Count	1,217	259	958
Spring Term 2019-2020 (0570)	Standard Course Load	1,344	264	1,080
Spring Term 2019-2020 (0570)	Percent Full	90.6%	98.1%	88.7%
Summer Term 2019-2020 (0575)	Enrollment Count	520	88	432
Summer Term 2019-2020 (0575)	Standard Course Load	552	96	456
Summer Term 2019-2020 (0575)	Percent Full	94.2%	91.7%	94.7%
Fall Term 2020-2021 (0580)	Enrollment Count	1,507	236	1,271
Fall Term 2020-2021 (0580)	Standard Course Load	1,428	222	1,206
Fall Term 2020-2021 (0580)	Percent Full	105.5%	106.3%	105.4%

**Course Groups**

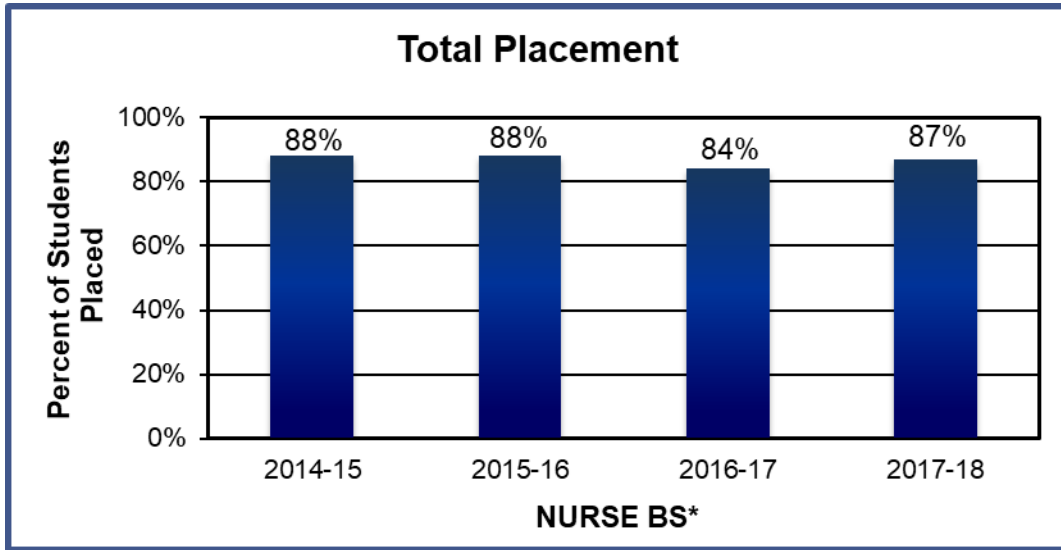
An internship course has not been identified for the Nursing program at the baccalaureate degree level.



### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Nursing, BS program for evidence of certification attainment at the baccalaureate level. All students in the BS program were required to complete the National Council Licensure Examination (NCLEX®) prior to enrolling in the program.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

NURSE BS		
	Pool Count	Percent Placed
2014-15	326	88%
2015-16	367	88%
2016-17	282	84%
2017-18	309	87%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>

Table 1 Growth for Registered Nurses

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	2,982,280	\$35.24/hr
Florida	181,670	\$31.65/hr
Pinellas County	30,390	\$32.57/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Nursing, Upper Division

Date Completed: August 2020

Prepared By: Louisiana Louis

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Implement new strategies to increase enrollment in RN-BSN program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	Unduplicated Headcount	Not Completed	Hired a BSN coordinator through the Shafer's grant to support marketing to increase enrollment.
2	Implement new curricular changes.	Course Success/W-WF-F Rates	Fall 2020	New curriculum implemented.  Required core courses changed from 40 to 32 credits.

### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	Implement new strategies to increase enrollment in RN-BSN program.  <i>This item was carried forward from the 2017-18 Action Plan.</i>	Summer 2021	Continued challenge.  Hired a grant funded RN to BSN coordinator.  Assistant Dean, Dr. Owen is working on a recruitment plan.

### III. Evaluation of the Impact of Action Plans on Program Quality

In order for the program to remain viable, changes were required to remain competitive.

**Program Goals and Strategies**

Program: Nursing, Upper Division

Date Completed: 1/14/2021

Due Date: August 2021

Prepared By: Louisiana Louis

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Implement new strategies to increase enrollment in the RN-BSN program.	Community Engagement
2	Prepare for a successful accreditation Fall 21.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	<ol style="list-style-type: none"> <li>include the topic in the student affairs committee agenda.</li> <li>Discuss how faculty can contribute to this effort and create innovative strategies.</li> <li>Include Reney (grant-funded RN to BSN coordinator) &amp; Annessa (Recruiter for HEC) in the discussion.</li> </ol>	SSH Enrollment: Increase enrollment by 2%.	1	BSN Faculty, Deans, BSN coordinator & the HEC recruiter
2	<ol style="list-style-type: none"> <li>Prepare &amp; finalize self-study.</li> <li>Create a plan with a timeline from January-November to include due dates.</li> <li>Hire a consultant.</li> <li>Implement the plan, meet deadlines, and correct deficiencies identified.</li> </ol>	No Metric Selected: Successful accreditation.	2	Deans, BSN Faculty

**III. Special Resources Needed:**

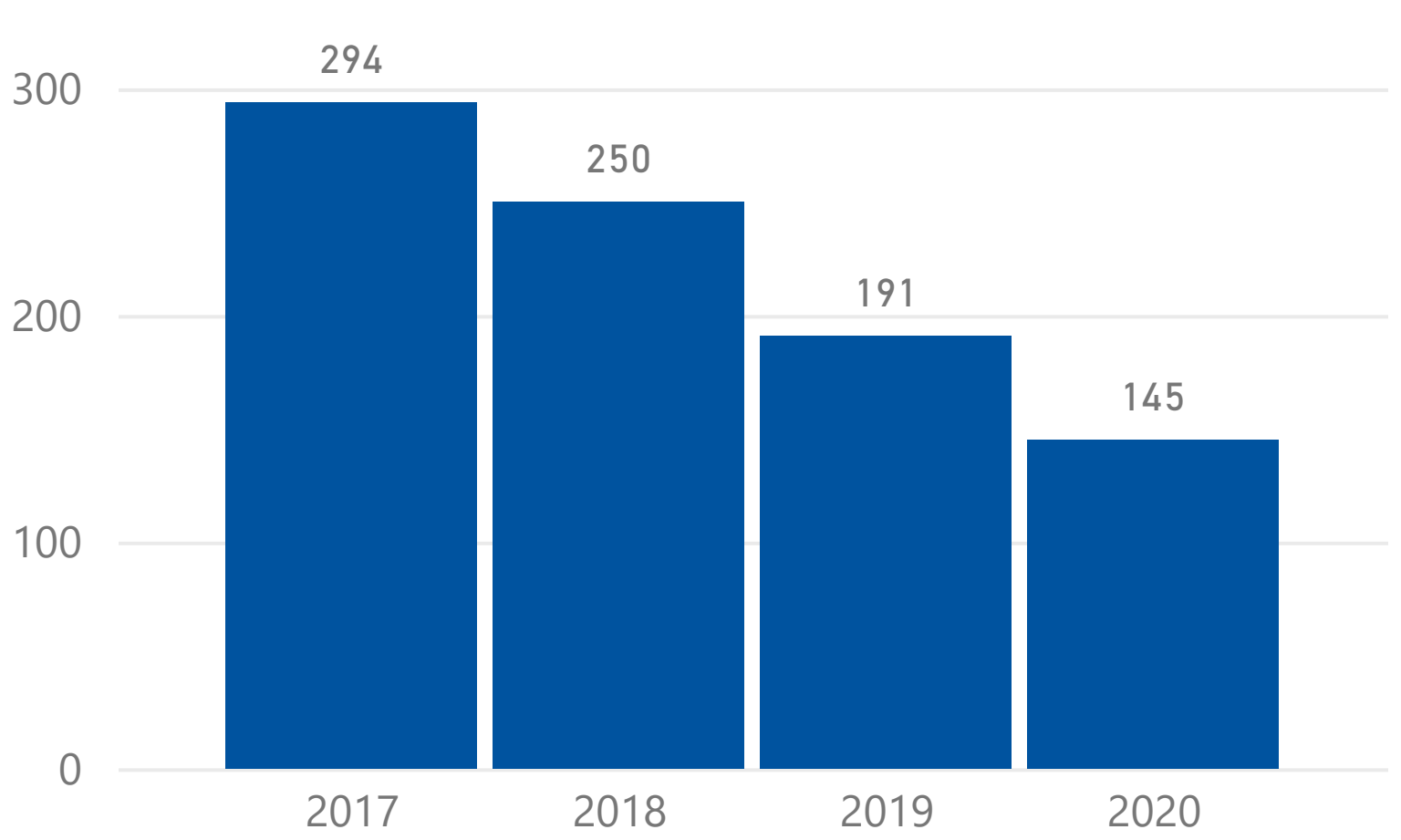
Accreditation budget to be included in this academic year budget.
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**IV. Area(s) of Concern/Improvement:**

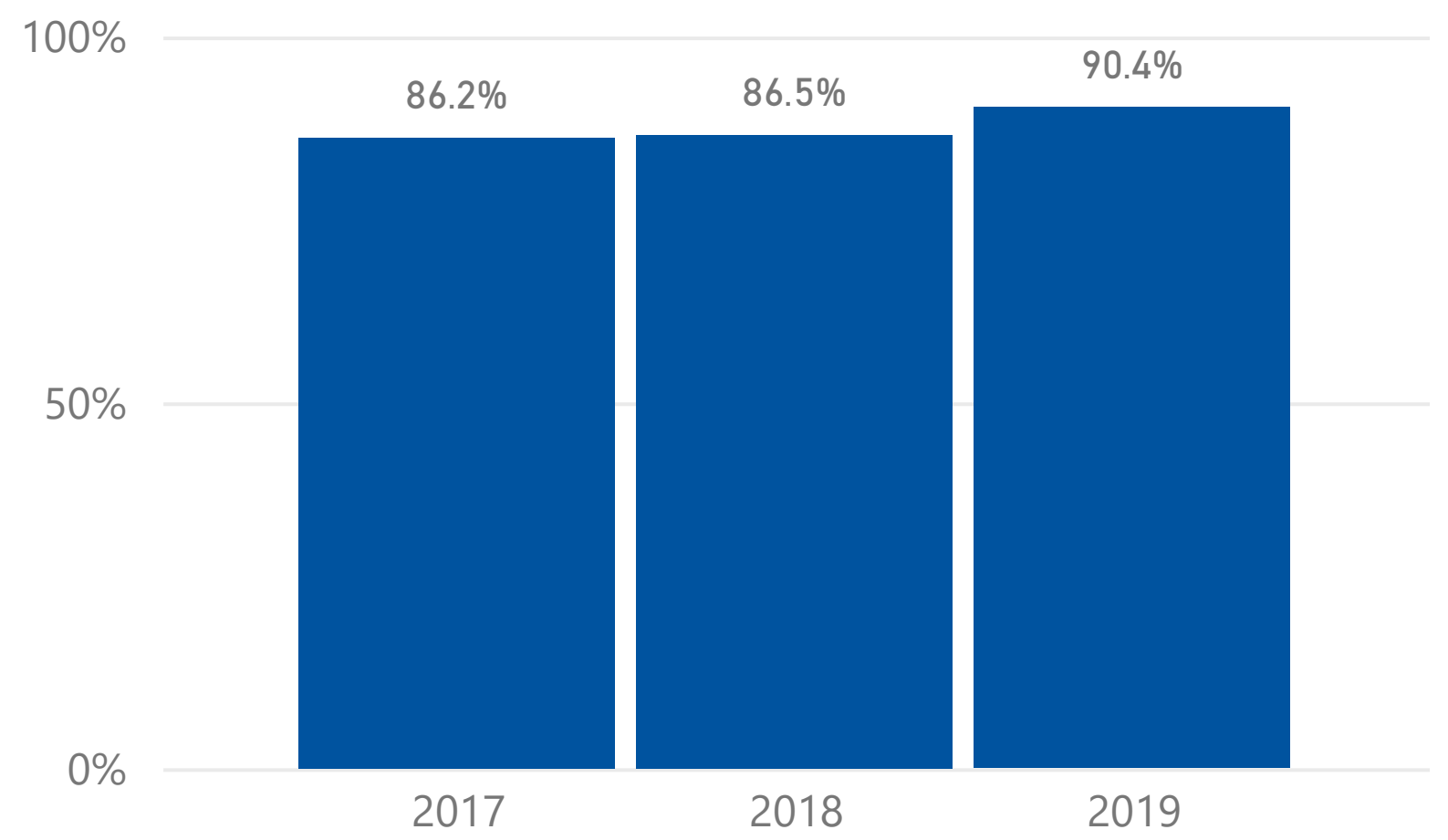
N/A
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- Term
- Program
- Plan
- College School Depart...
- Academic Organization
- Community
- FTIC Flag
- Part Full Time
- Gender

### Student Count by Academic Year



### Success Rate by Academic Year



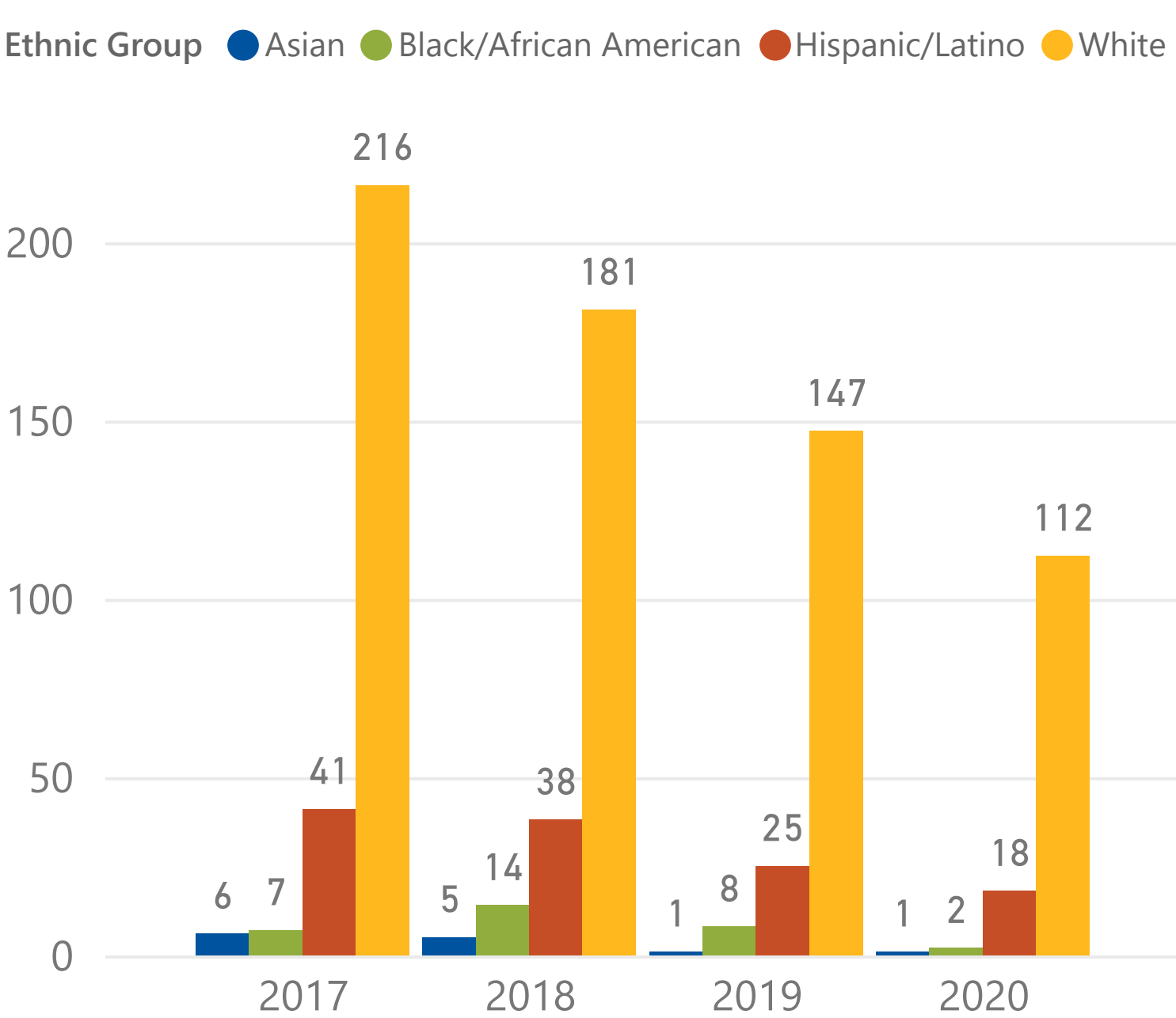
### Success Rate By Course

Academic Year	2017	2018	2019	2020
ANS3006	68	68	68	68
ANS3440	55	55	55	55
ATE3052				
ATE3100	56	59	59	59
ATE3200	50	51	51	51
ATE3316	24	24	24	24
ATE3344	39	39	39	39
ATE3410	10	10	10	10
ATE3510	23	23	23	23
ATE3515	14	14	14	14
ATE3601	17	17	17	17
ATE3605	54	55	55	55
ATE3615	39	40	40	40
ATE3616	29	30	30	30
ATE3617	28	28	28	28
ATE3658	41	41	41	41
ATE3744	45	46	46	46
ATE3803	17	17	17	17
ATE3914	32	33	33	33
ATE4000	37	37	37	37
ATE4051	9	9	9	9
ATE4317	27	27	27	27
ATF4319	14	14	14	14
<b>Total</b>	<b>294</b>	<b>294</b>	<b>294</b>	<b>294</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus		18		
Health Education Center	2,223	1,922	1,704	1,158
<b>Total</b>	<b>2,223</b>	<b>1,940</b>	<b>1,704</b>	<b>1,158</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

129

Student Count Fall 2019-20

88.7%

Success Rate Fall 2019-20

76

Enrolled in Fall 2020-21

40

Grads Count 2019-20

84.5%

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
BIOLOGY-BS	25	260	623	88.1 %	11	13	84.0 %
VETTC-BAS	89	225	665	92.0 %	23	59	87.6 %
VETTC-AS	1	32	54	93.8 %	1		100.0 %
GEN-AA		13	39	92.3 %			
ENRCH-NO		12	35	100.0 %			
TRANS-NO	5	11	29	100.0 %			
VETTC-CT	7	10	30	100.0 %	5	2	100.0 %
BIO-TR		9	23	100.0 %			
HSA-AS		7	17	57.1 %			
BUS-AS		4	12	100.0 %			
CST-AS		4	10				
DIG-AS		3	9				
ENVSC-AS		3	7				
CHW-CT		2	6	50.0 %			
HSA-BAS		2	6	100.0 %			
VETT-NO	1	2	6	100.0 %		1	100.0 %
BACCAPP-NO	1	1	3	100.0 %		1	100.0 %
CRIM-TR		1	3	100.0 %			
HMG-AS		1	3				
MGTORG-BAS		1	3				

<b>Total</b>	<b>129</b>	<b>604</b>	<b>1,592</b>	<b>88.7 %</b>	<b>40</b>	<b>76</b>	<b>84.5 %</b>
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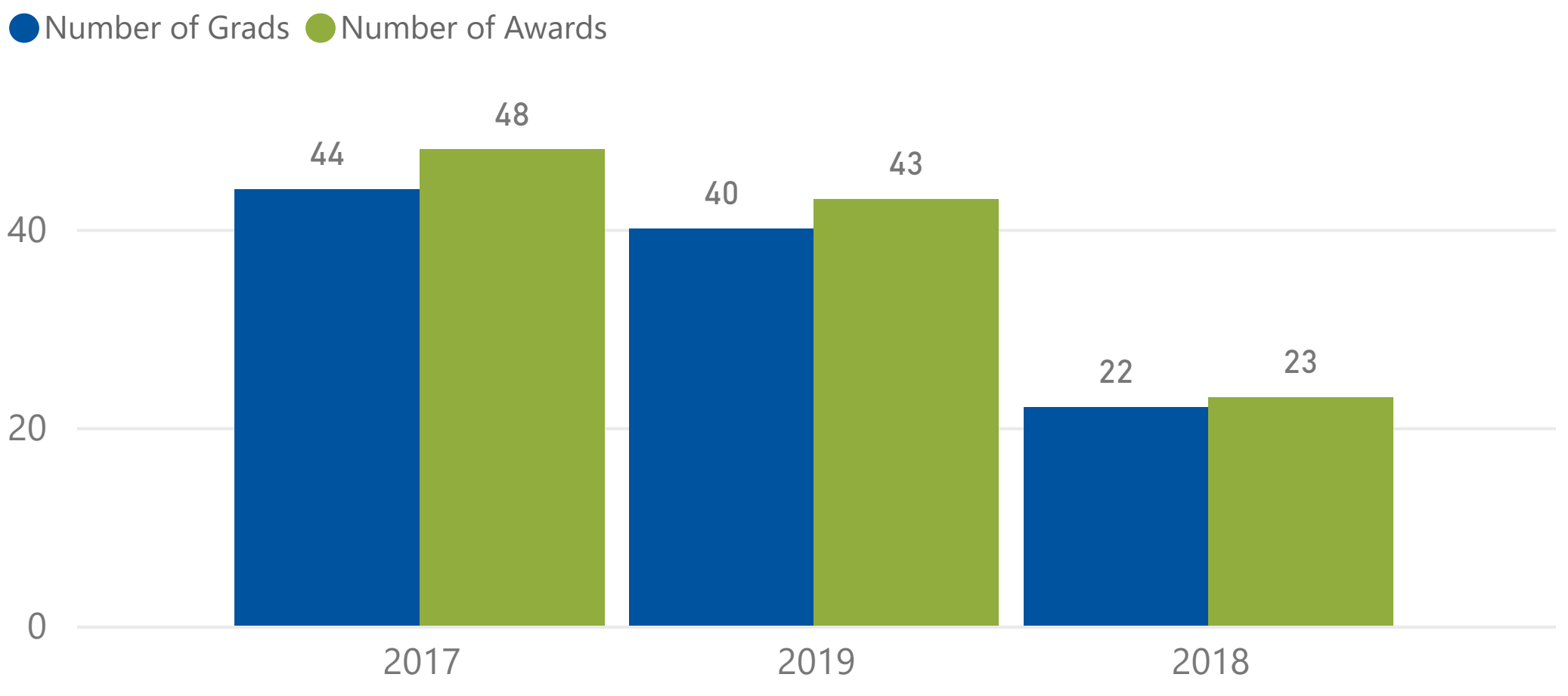
Term  
All

Program  
All

Plan  
Multiple selections

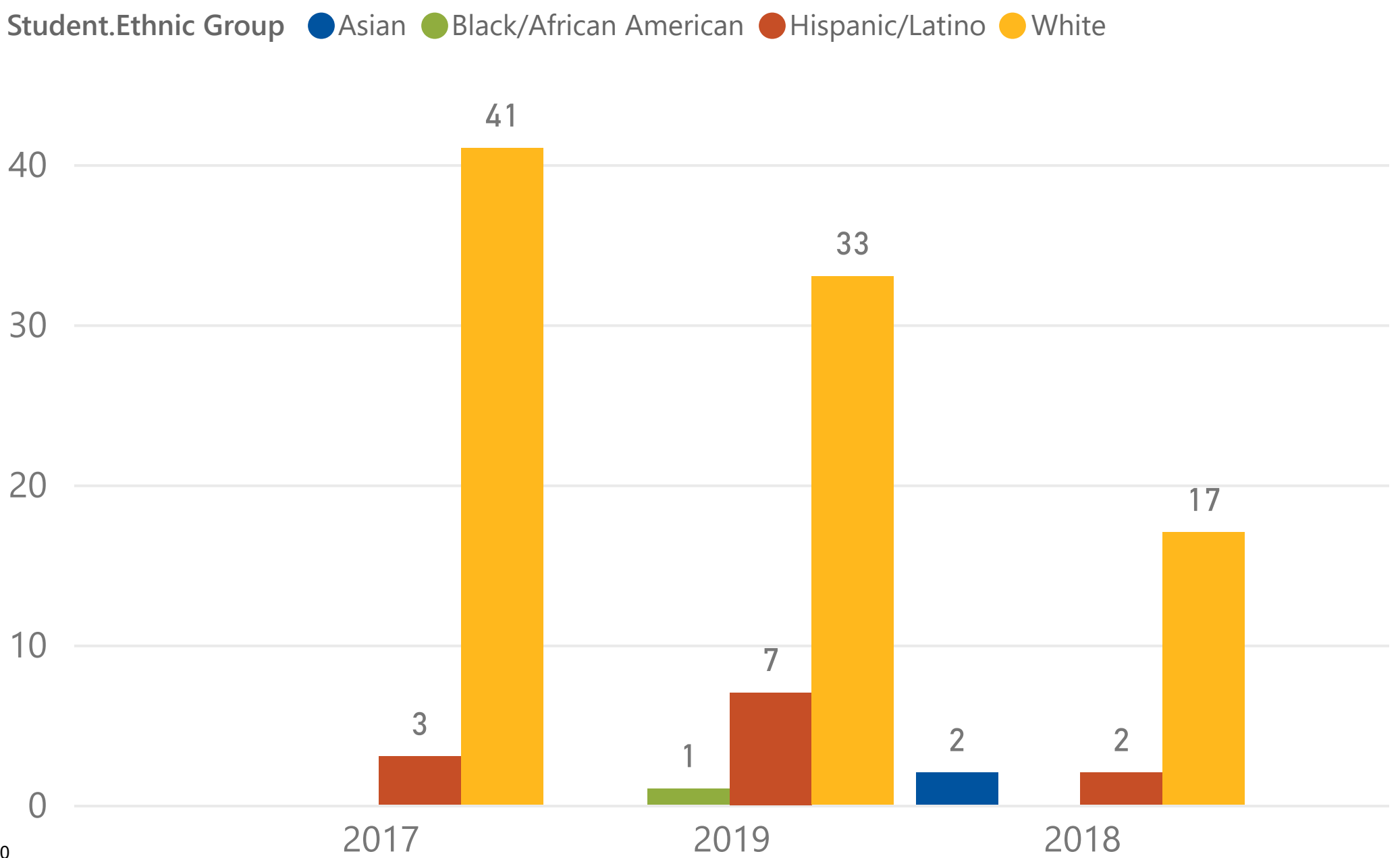
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019			
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>38</b>	<b>38</b>	<b>21</b>	<b>21</b>	<b>24</b>	<b>24</b>
VETTC-BAS	38	38	21	21	24	24
<b>CERT</b>	<b>10</b>	<b>10</b>	<b>2</b>	<b>2</b>	<b>19</b>	<b>19</b>
VETTC-CT	10	10	2	2	19	19
<b>Total</b>	<b>44</b>	<b>48</b>	<b>22</b>	<b>23</b>	<b>40</b>	<b>43</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

**183**

**87.7%**

**84**

**53**

**71.6%**

Student Count Fall 2017-18

Success Rate Fall 2017-18

Enrolled in Fall 2018-19

Grads Count 2017-18

Retention Rate 0535 to 0550

Academic Plan

**171**

**84.3%**

**83**

**44**

**71.9%**

Student Count Fall 2018-19

Success Rate Fall 2018-19

Enrolled in Fall 2019-20

Grads Count 2018-19

Retention Rate 0550 to 0565

College School Depart...

**129**

**88.7%**

**76**

**40**

**84.5%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BACCAPP-NO	50.0 %		100.0 %
BIOLOGY-BS	87.5 %	81.8 %	84.0 %
CHW-CT		100.0 %	
CRIM-TR		100.0 %	
ENRCH-NO	33.3 %	33.3 %	
GEN-AA	66.7 %	100.0 %	
HSA-AS	100.0 %		
VETTC-AS			100.0 %
VETTC-BAS	76.0 %	74.5 %	87.6 %
VETTC-CT	75.0 %	57.1 %	100.0 %
VETT-NO			100.0 %
<b>Total</b>	<b>71.6 %</b>	<b>71.9 %</b>	<b>84.5 %</b>

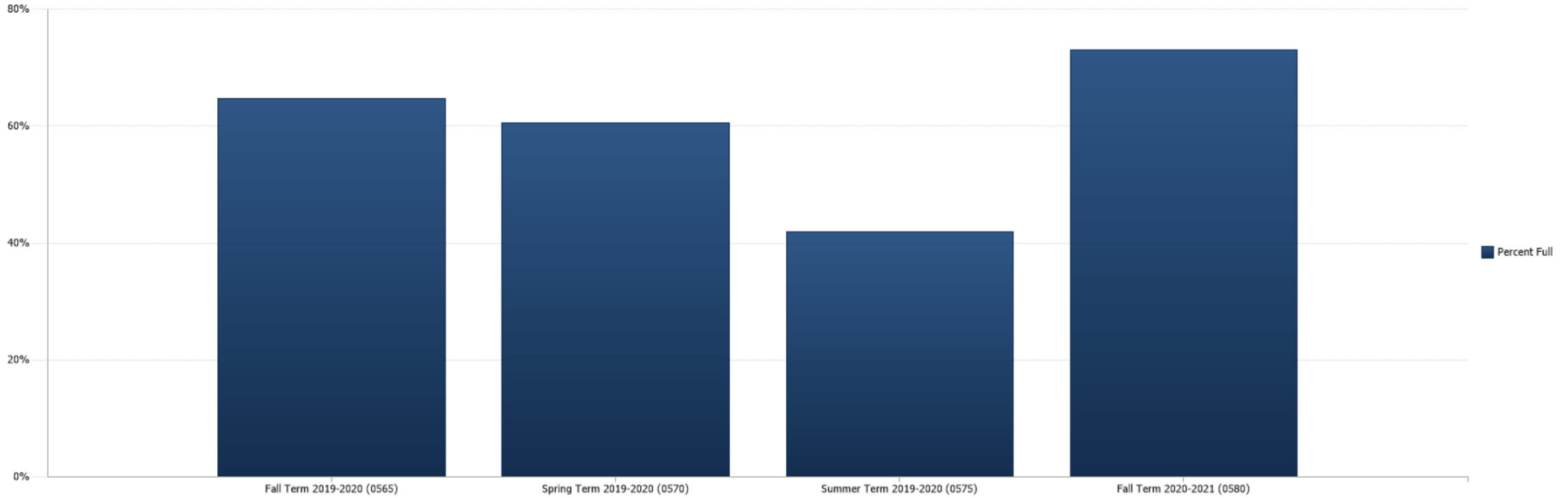


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **VETTEC-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **VETTEC-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	236	2	234
Fall Term 2019-2020 (0565)	Standard Course Load	365	24	341
Fall Term 2019-2020 (0565)	Percent Full	64.7%	8.3%	68.6%
Spring Term 2019-2020 (0570)	Enrollment Count	199	8	191
Spring Term 2019-2020 (0570)	Standard Course Load	329	24	305
Spring Term 2019-2020 (0570)	Percent Full	60.5%	33.3%	62.6%
Summer Term 2019-2020 (0575)	Enrollment Count	124	1	123
Summer Term 2019-2020 (0575)	Standard Course Load	296	24	272
Summer Term 2019-2020 (0575)	Percent Full	41.9%	4.2%	45.2%
Fall Term 2020-2021 (0580)	Enrollment Count	223	1	222
Fall Term 2020-2021 (0580)	Standard Course Load	305	12	293
Fall Term 2020-2021 (0580)	Percent Full	73.1%	8.3%	75.8%

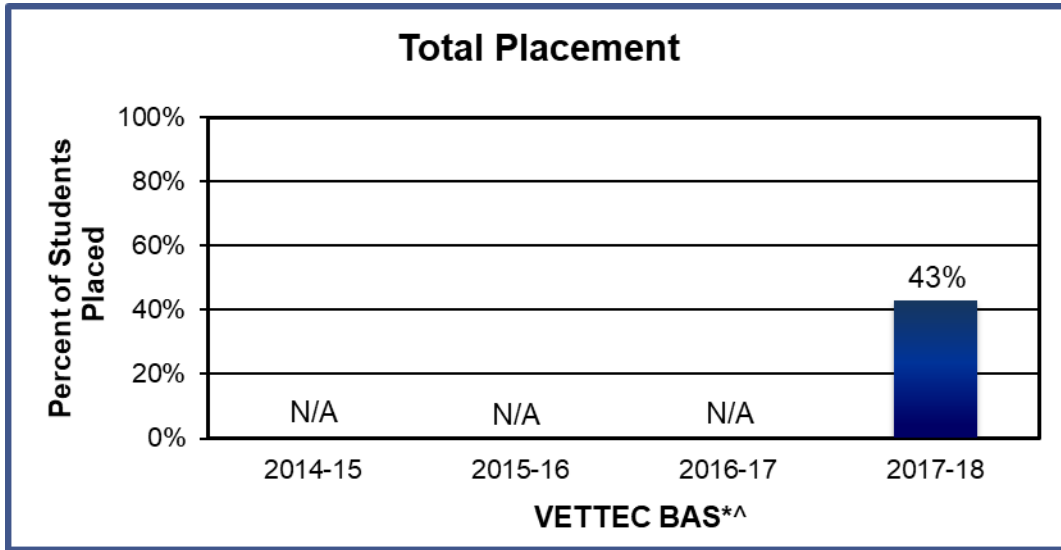
### **Course Groups**

An internship course has not been identified for the Veterinary Technology program at the baccalaureate degree level.

**Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Veterinary Nursing, BAS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

^To protect the privacy of individual students, data are not reported when the total number of students in a group is fewer than 10.

VETTEC BAS		
	Pool Count	Percent Placed
2014-15	15	N/A
2015-16	23	N/A
2016-17	21	N/A
2017-18	46	43%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Veterinary technologists and technicians

	<b>Jobs (2019)</b>	<b>% Change (2019-2027)</b>	<b>Median Earnings</b>
Florida	9,946	20.3%	\$15.49/hr
Pinellas County	687	11.5%	\$15.81/hr

Source: Florida Department of Economic Opportunity (DEO) <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.



## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Veterinary Technology, Upper Division

Date Completed: August 2020

Prepared By: Cynthia Grey

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Attend VMX and WSV Conferences this year to recruit for the BAS program. We have received funding to exhibit at both of these conferences.	SSH Enrollment	Completed	<p>We had a presence at VMX with the college allowing for Chris Kerr to host the table so that faculty to complete required CE.</p> <p>Dr. Rib and I both attended WSVC. The college funded 1 of us to go. We shared a room and we paid out of pocket for the second air fare. The college also purchased the contact list for both VMX and WSV. We emailed all the participants on both lists providing information on both the AS and BAS programs.</p> <p>At WSVC, we met with the program director of Carrington College. He is aware of our BAS program and is very supportive. We followed up with information for him to distribute to his graduates.</p> <p>For the Fall semester, we have yet to be able to identify how effective these visits were. We however can report that the BAS program SSH for the Summer was up by 4.5% and flat (-1.7) for the Fall. Based upon the impact of COVID and</p>

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
				the struggle across the majority of SPC programs to at least meet prior enrollment numbers for the Fall, we feel the BAS program has done well.
2	Recruiting from Florida vet tech associates' programs in person. This would allow us to have question and answer session on our BAS program in the classroom targeting increased enrollment.	SSH Enrollment	Not Completed	<p>COVID has significantly affected this initiative. We were able to begin the process with 1 local visit and 1 virtual visit.</p> <p>Dr. Rib, Mr. Keller, and I hosted a lunch and learn at Hillsborough Community College Vet Tech program. There were some 22 senior AS vet tech students there. We have subsequently enrolled two students in the BAS program from this visit.</p> <p>We also hosted a virtual event with Piedmont Technical College. We had 1 student enroll in the BAS program after our visit.</p>
3	Revitalize existing or build new courses to meet the needs of the approved Program. This year ATE 4850, Communications and Professionalism a new course is slated.	Job Placement	Completed (ate4940) and will be completed by the end of Fall 2020 semester (ATE4850).	We completed the new capstone practicum ahead of schedule. This was a new build of ATE 4940. The practicum experience focuses on allowing students to build their own practicum experience in an area of their career interest, outside of their current work environment. The Spring semester was the first semester this was offered. All the students reported enjoying and learning so much from the new practicum approach. We had 1 student email us excited about a career change that

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
				<p>happened because of the program and her practicum experience “Good evening, I wanted to personally send a big thank you to both of you for helping me successfully complete my final semester! Dr. Grey, I received your mail and that was such a sweet gesture! I wanted to let you both know that the place I did my externship at recently just offered me a management position for a new hospital they just opened. I accepted the job! This wouldn’t have happened without the new class and of course my amazing professors. This is just a little success story from me, but I wanted to say thank you again for everything!”</p> <p>ATE 4850 will be completed this semester and will be offered this Spring. Our Advisory board members applauded our inclusion of this course to our curriculum because they identify this as a critical need for vet techs and practice management.</p>

## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
2	Recruiting from Florida vet tech associates' programs in person. This would allow us to have question and answer session on our BAS program in the classroom targeting increased enrollment.	2021	This is a long-term initiative. We intend to virtually visit at least one program in the Spring. We have hopes of personally visiting the Florida colleges, but do not see this occurring until later in 2021 with the impact of COVID.

## III. Evaluation of the Impact of Action Plans on Program Quality

As discussed above in 'Plan Completion,' we see positive impacts to the quality of our program especially related to action item #3. This change of focus to career advancement and incorporating curriculum for those identified 'soft skills' will only increase our students' ability to advance in the profession and to move into job positions that will also increase their salary base. Certainly, the quality of the program has been increased with the new program plan and the development and launching of the new real-world practicum-based capstone and the development of our Communication and Professionalism course. As discussed above, in the first semester there has been a successful placement as a result of the new capstone practicum that was a step up the organizational chart and an increase in salary.

The importance of communication skills has been identified at all levels of the veterinary field. "Effective communication is essential to success in the veterinary field. In the 2006 edition of Ontario Veterinary College's "Essential Skills and Abilities Required for the Study of Veterinary Medicine," communication is the second ability listed. Communication is also listed as the top skill in Granville College's "Top 5 Skills Needed to Succeed as a Veterinary Assistant" (Source: <https://www.scilvet.ca/company/articles/the-importance-of-interpersonal-skills/>).

The development of the Communication and Professionalism course and its implementation will meet this need and increase our students' skills and set students up for career advancement.

Items #1 and #2 were definitely recruitment based, which we see as being successful even though we have faced a pandemic where enrollment across colleges has been struggling. We believe that with increased enrollment, will come increased quality.

**Program Goals and Strategies**

Program: Veterinary Technology, Upper Division

Date Completed: 1/21/2021

Due Date: August 2021

Prepared By: Cynthia Grey

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Continue to increase BAS enrollment.	Community Engagement
2	Increase graduation rates for our Veterinary Practice Management Certificate.	Economic Mobility

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Continuing our action plan strategies identified in our Evaluation Report for 2018-19 Viability Report. This includes recruiting from Florida vet tech associates' programs 'in person' (based upon COVID, this will be accomplished through Zoom.) We will now add other Vet Tech programs across the country who do not currently have a Bachelor's program. Our percent full from Fall 2019-2020 to Fall 2020-2021 increased 7.2% providing support for the success of this initiative.	Percent Full: 2% increase from Fall 2020-2021 to Fall 2021-2022.	1	Cynthia Grey, Wendy Rib, and Don Keller
2	Revitalize management classes to support the educational requirements of the Veterinary Hospital Manager's Association, who awards the Certified Practice Manager credential. This requires collaboration with VHMA in incorporating their industry driven standards and requirements into our curriculum. Students who complete our certificate program will have completed the educational requirements to sit for the CVPM exam, which will provide students the credential that will allow them to increase their pay levels. On average, a CVMP earns \$61,000 per year; in comparison, a credentialed veterinary technician on average earns approximately \$35,000 per year.	Industry Certifications: 2% increase from 2019.	2	Cynthia Grey

### III. Special Resources Needed:

1. Funding to provide lunches. We would like to be able, even though we are Zooming into the classroom, to provide lunch to be delivered to the institution.
2. Funding to exhibit at the next VHMA conference (not virtual). This would include an exhibitor's fee and travel expenses.

### IV. Area(s) of Concern/Improvement:

N/A

Term: All

Program: All

Plan: All

College School Depart...: All

Academic Organization: Paralegal Studies - UD

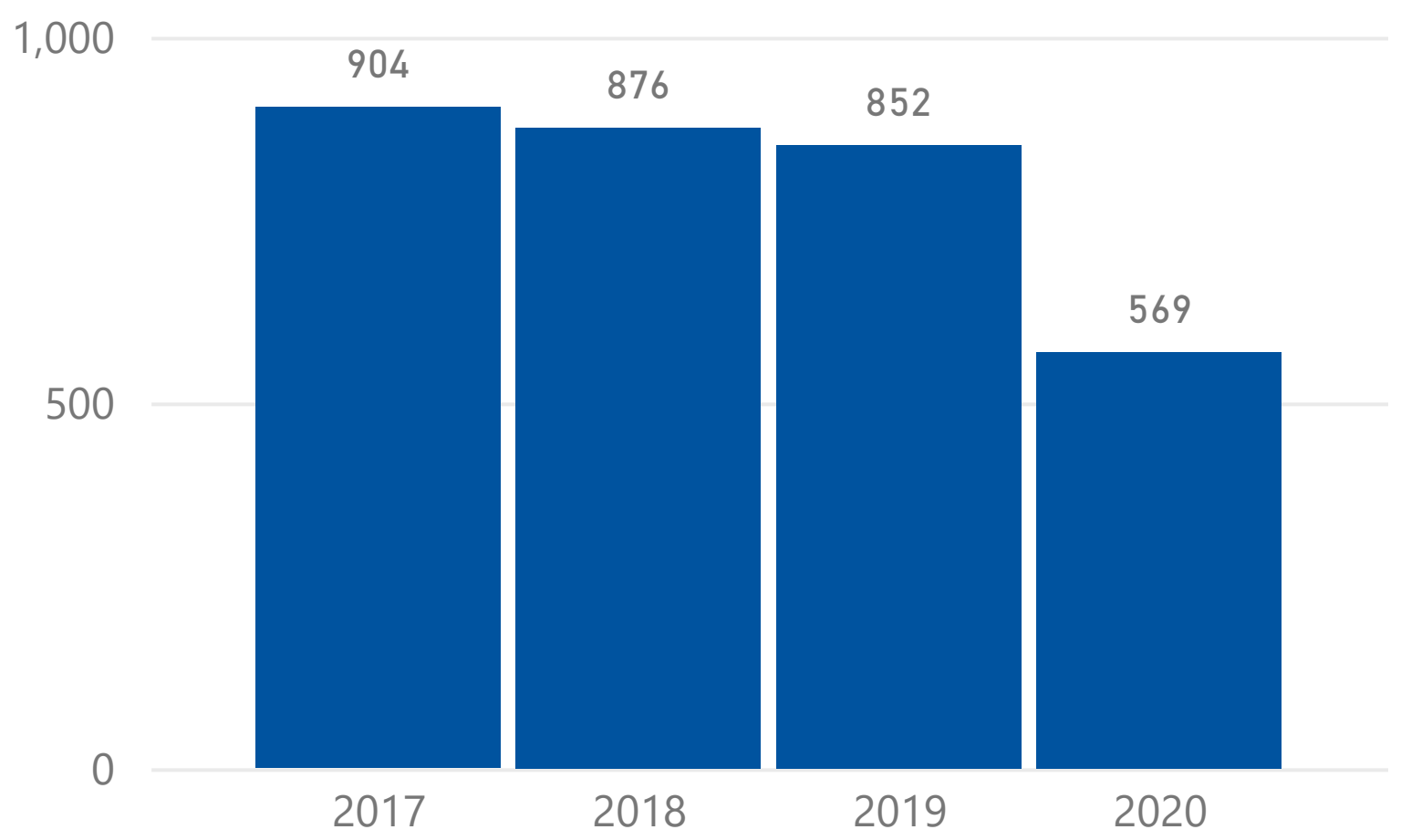
Community: All

FTIC Flag: All

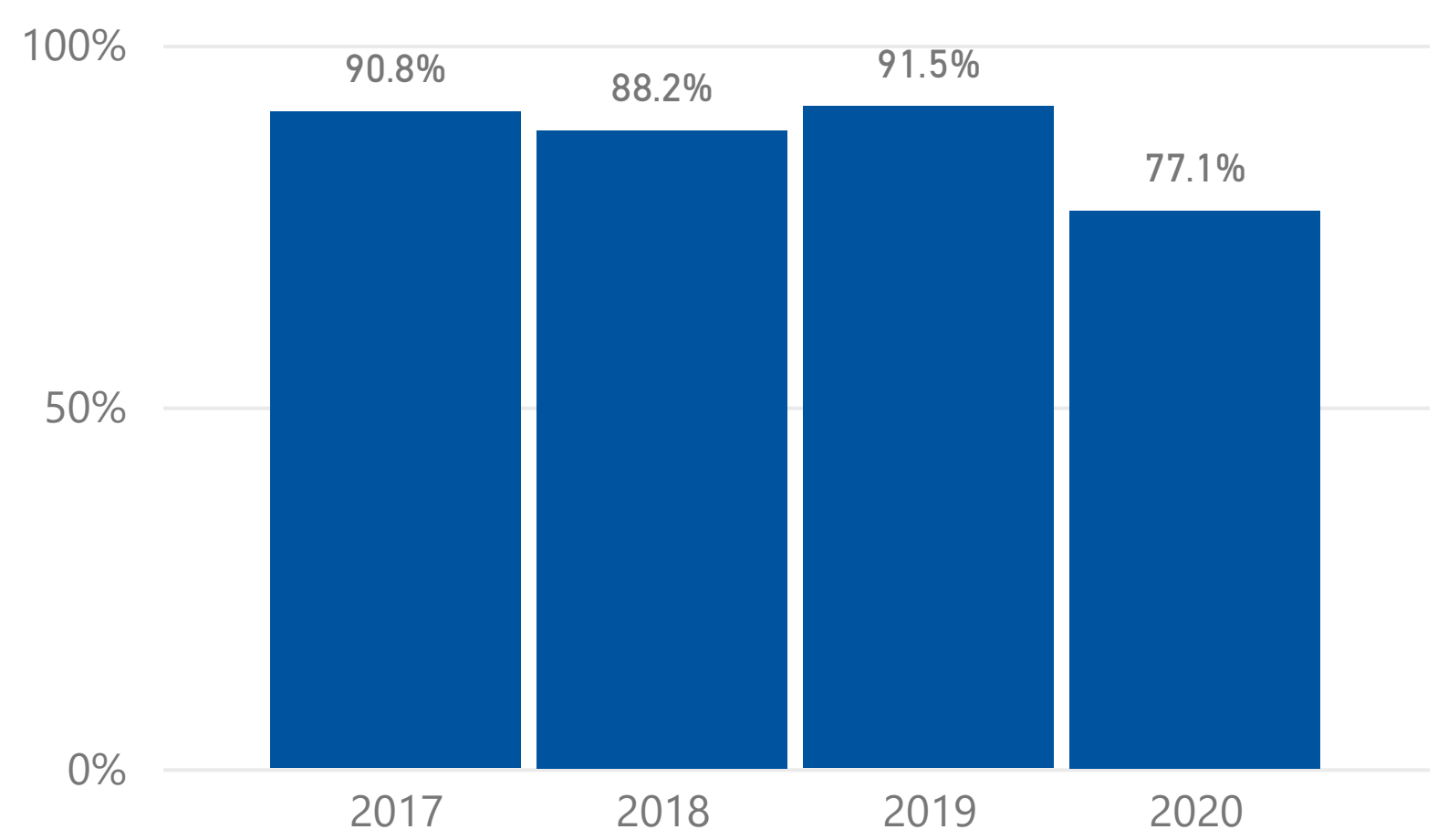
Part Full Time: All

Gender: All

### Student Count by Academic Year



### Success Rate by Academic Year



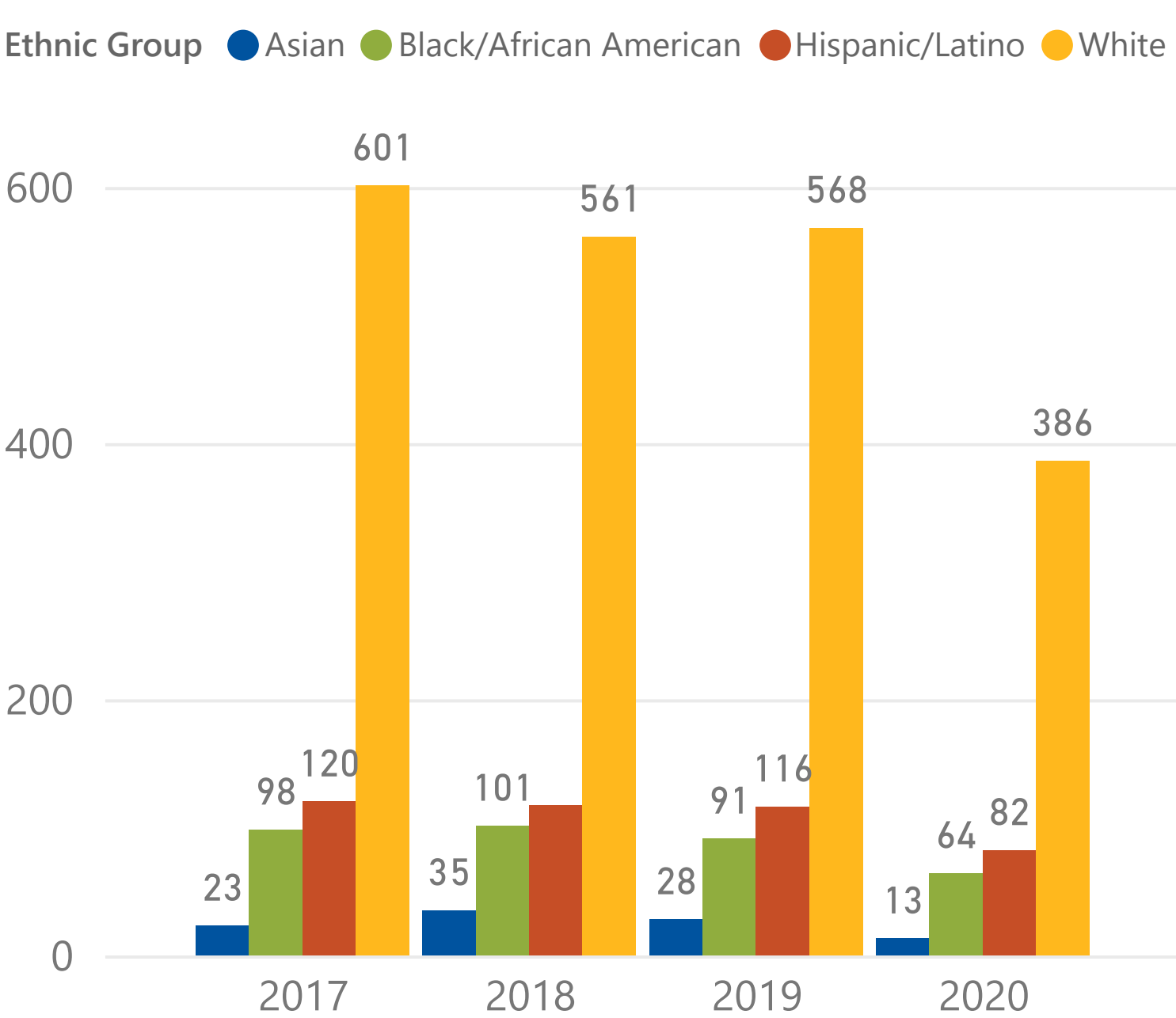
### Success Rate By Course

Academic Year	2017	2018	2019	2020
BUL3130	220	221		
BUL3310	305	307		
BUL3320				
BUL3322	8	8		
BUL3564	194	198		
BUL3583	53	54		
PLA3240	24	24		
PLA3306	28	28		
PLA3410	19	19		
PLA3467	16	16		
PLA3474				
PLA3563	11	11		
PLA3703	59	61		
PLA3723	52	52		
PLA3734	60	68		
PLA3873				
PLA3885	57	58		
PLA4116	35	36		
PLA4225	12	12		
PLA4263	32	32		
PLA4275	28	28		
PLA4404	7	7		
PI A4522	28	28		
<b>Total</b>	<b>904</b>	<b>1,462</b>		

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	2,778	2,655	2,568	2,046
Electronic Campus	1,257	1,137	639	159
EpiCenter	234	168	180	84
Seminole Campus				39
St Petersburg/Gibbs Campus	117		351	312
<b>Total</b>	<b>4,386</b>	<b>3,960</b>	<b>3,738</b>	<b>2,640</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**400**

**87.7%**

**218**

**135**

**80.8%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

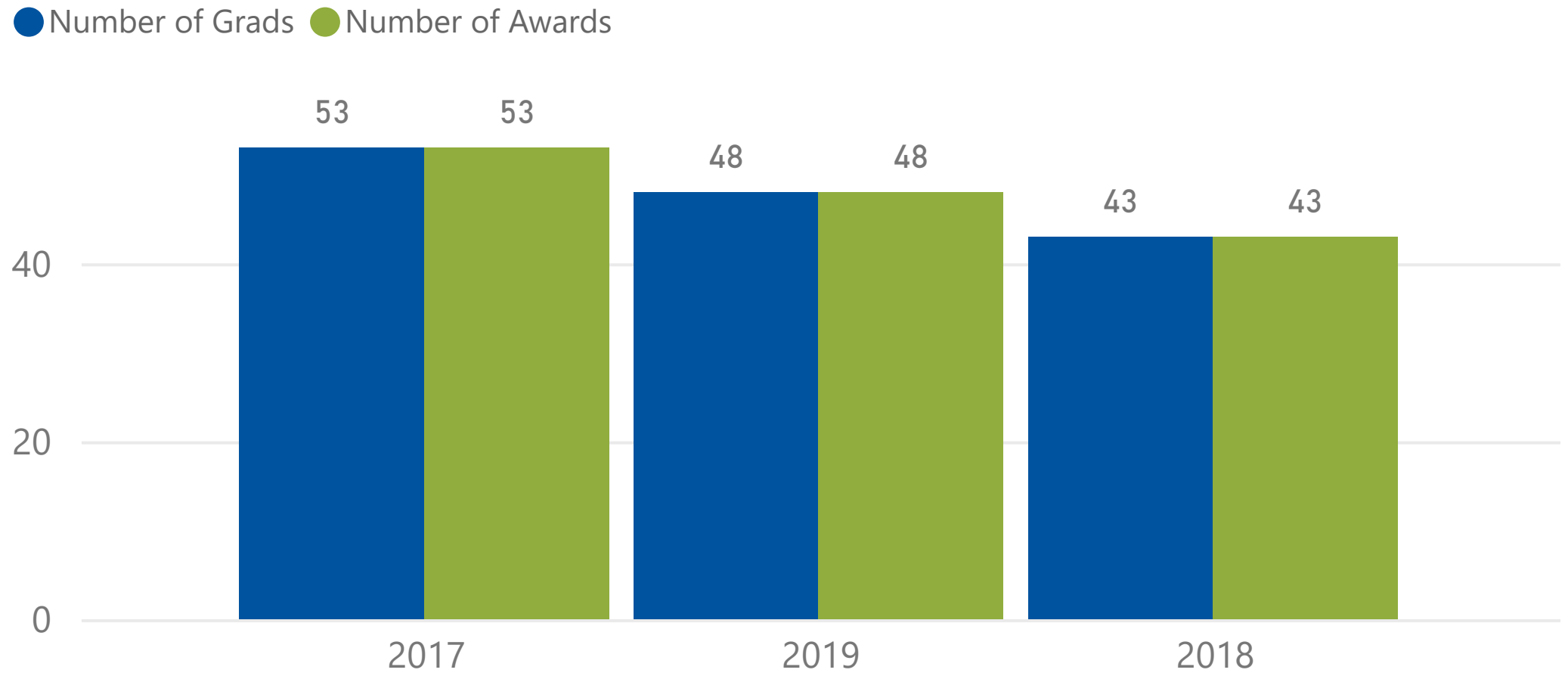
Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
MGTORG-BAS	125	1,680	5,305	85.5 %	31	85	82.4 %
BUS-BS	82	1,201	3,802	85.6 %	19	55	87.8 %
TMGT-BAS	68	982	2,965	91.2 %	21	35	73.5 %
LEGAL-BAS	70	240	721	87.9 %	31	28	77.1 %
SUSMGT-BAS	20	152	457	88.8 %	9	9	90.0 %
PPA-BS	12	123	370	97.6 %	7	2	75.0 %
LEGAL-AS	8	74	215	90.5 %	6	2	75.0 %
LEGAL-CT	13	54	162	96.3 %	11	2	84.6 %
BUS-AS		33	99	97.0 %			
GEN-AA		31	93	96.8 %			
BACCAPP-NO	1	23	69	100.0 %			
BUS-TR		20	60	100.0 %			
CWPA-AS		20	60	90.0 %			
HSA-AS		15	33	66.7 %			
ENRCH-NO		13	38	92.3 %			
ITSC-AS		13	39	100.0 %			
CIT-AS		11	33	90.9 %			
INTBUS-BAS		8	33	75.0 %			
EDST-BS		7	22	57.1 %			
FBM-CT		6	15	83.3 %			

**Total** **400** **4,791** **14,844** **87.7 %** **135** **218** **80.8 %**



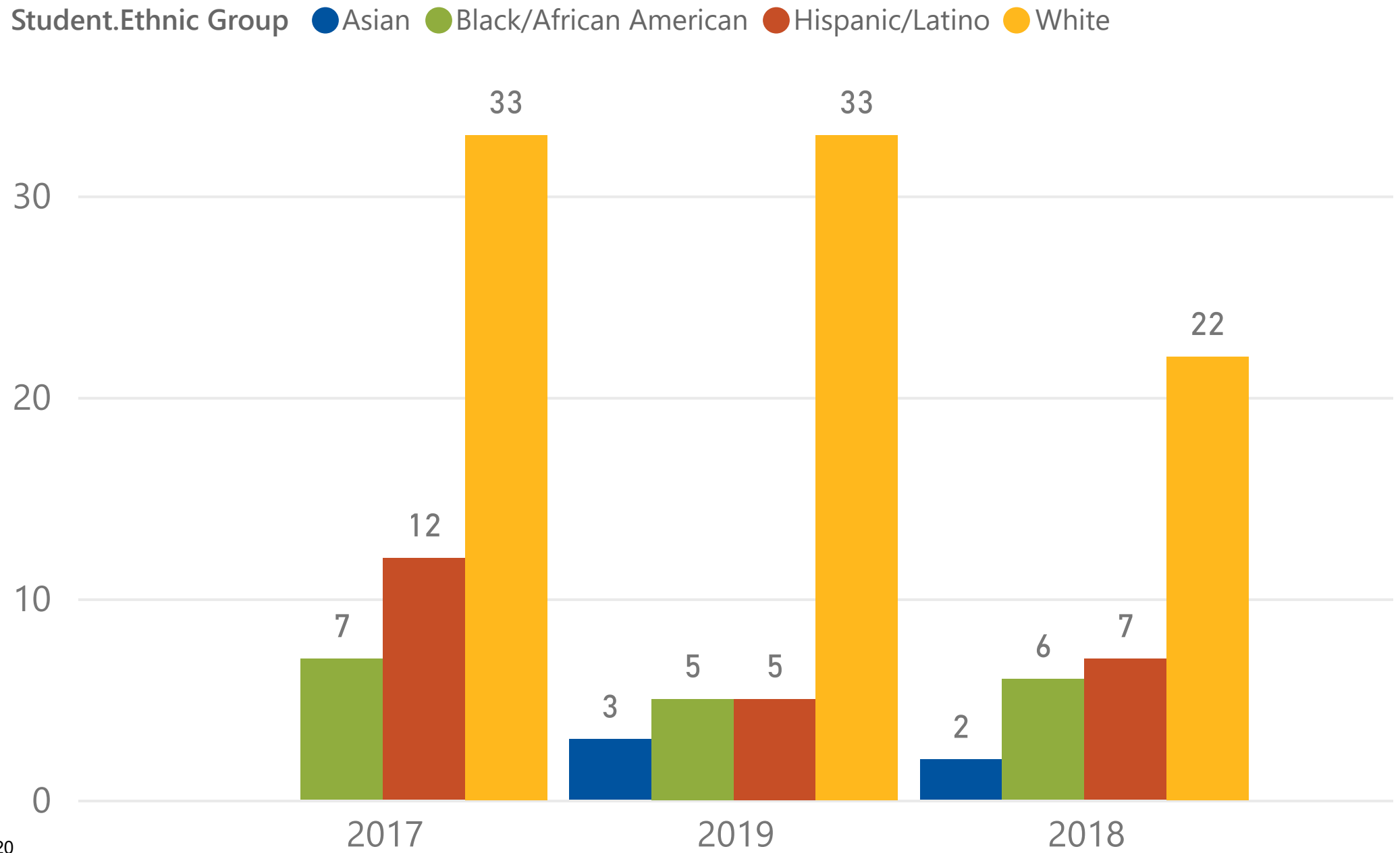


**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>38</b>	<b>38</b>	<b>27</b>	<b>27</b>
LEGAL-BAS	38	38	27	27
<b>CERT</b>	<b>15</b>	<b>15</b>	<b>16</b>	<b>16</b>
LEGAL-CT	15	15	16	16
<b>Total</b>	<b>53</b>	<b>53</b>	<b>43</b>	<b>48</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: Multiple selections

Gender: All

Academic Program

**410**

Student Count Fall 2017-18

**87.6%**

Success Rate Fall 2017-18

**222**

Enrolled in Fall 2018-19

**158**

Grads Count 2017-18

**83.2%**

Retention Rate 0535 to 0550

Academic Plan

**404**

Student Count Fall 2018-19

**87.8%**

Success Rate Fall 2018-19

**239**

Enrolled in Fall 2019-20

**123**

Grads Count 2018-19

**83.2%**

Retention Rate 0550 to 0565

College School Depart...

**400**

Student Count Fall 2019-20

**87.7%**

Success Rate Fall 2019-20

**218**

Enrolled in Fall 2020-21

**135**

Grads Count 2019-20

**80.8%**

Retention Rate 0565 to 0580

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BACCAPP-NO		66.7 %	
BUS-BS	87.5 %	86.5 %	87.8 %
ENRCH-NO	33.3 %		
INTBUS-BAS	85.7 %	100.0 %	
LEGAL-AS	100.0 %		75.0 %
LEGAL-BAS	83.8 %	76.4 %	77.1 %
LEGAL-CT	100.0 %	100.0 %	84.6 %
MGTORG-BAS	78.7 %	84.9 %	82.4 %
PPA-BS	100.0 %	80.0 %	75.0 %
SUSMGT-BAS	79.2 %	78.9 %	90.0 %
TMGT-BAS	85.5 %	91.5 %	73.5 %
TRANS-NO		33.3 %	
<b>Total</b>	<b>83.2 %</b>	<b>83.2 %</b>	<b>80.8 %</b>

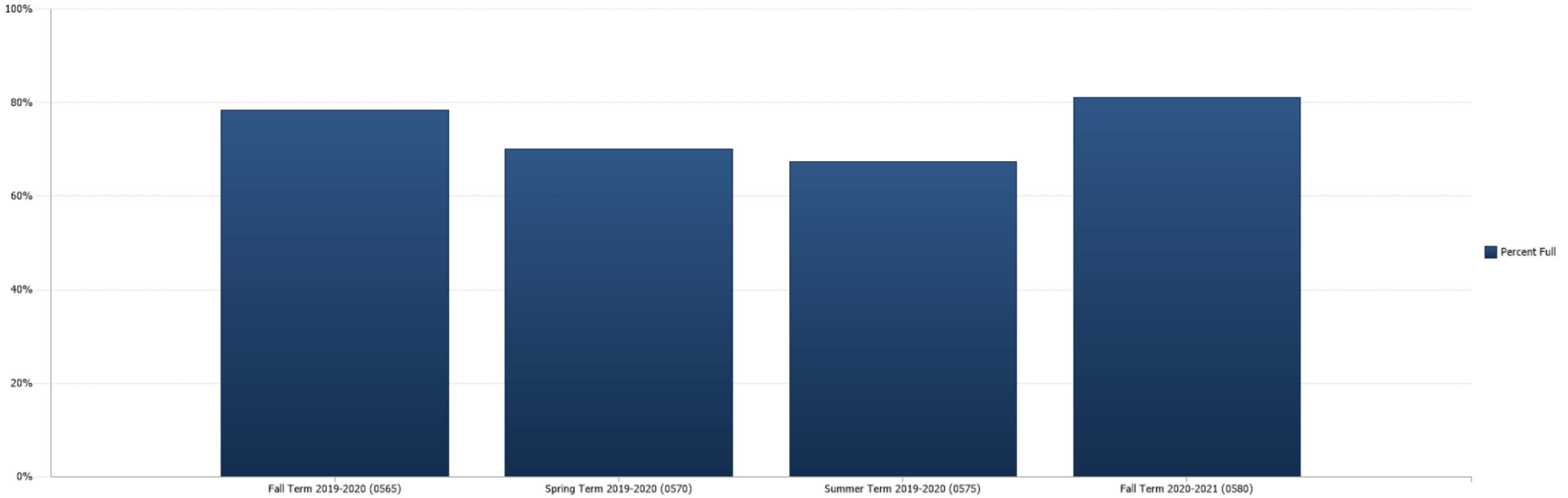


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **36 items**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **36 items**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Face-to-Face	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	208	53	135		20
Fall Term 2019-2020 (0565)	Standard Course Load	265	79	151		35
Fall Term 2019-2020 (0565)	Percent Full	78.5%	67.1%	89.4%		57.1%
Spring Term 2019-2020 (0570)	Enrollment Count	180	68	112		
Spring Term 2019-2020 (0570)	Standard Course Load	257	104	153		
Spring Term 2019-2020 (0570)	Percent Full	70.0%	65.4%	73.2%		
Summer Term 2019-2020 (0575)	Enrollment Count	103	95		2	6
Summer Term 2019-2020 (0575)	Standard Course Load	153	128		15	10
Summer Term 2019-2020 (0575)	Percent Full	67.3%	74.2%		13.3%	60.0%
Fall Term 2020-2021 (0580)	Enrollment Count	227	205			22
Fall Term 2020-2021 (0580)	Standard Course Load	280	245			35
Fall Term 2020-2021 (0580)	Percent Full	81.1%	83.7%			62.9%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

**Class Course Group: Internship Courses, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: Paralegal Studies BAS, Class Academic Career: UGRD, Filter empty rows**

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
PLA2940	1	1						
PLA4949	6	1	8	1	6	1	4	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Paralegal Studies BAS**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

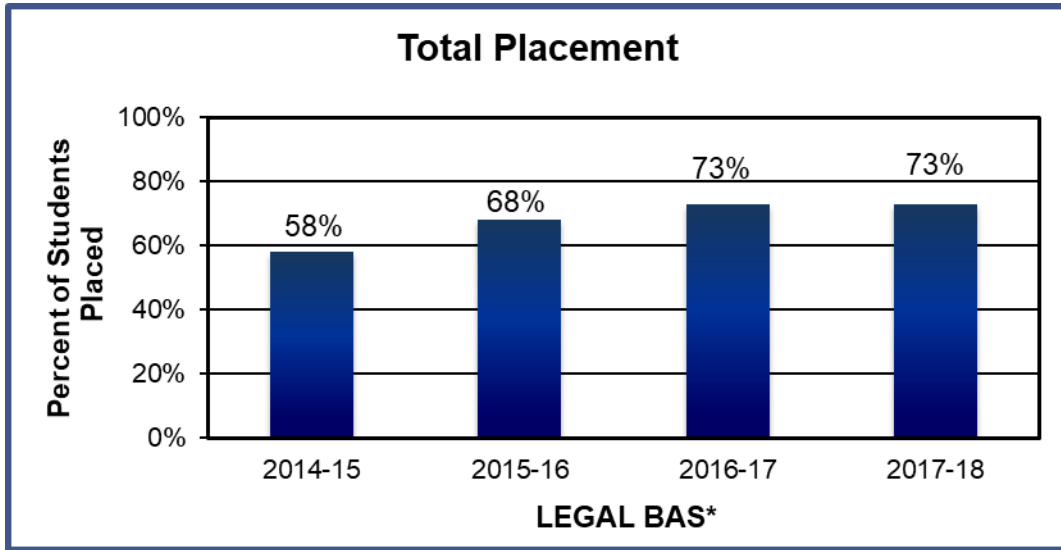
Custom Cohort **All**

Student Group **All**

### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Paralegal Studies, BAS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

LEGAL BAS		
	Pool Count	Percent Placed
2014-15	36	58%
2015-16	44	68%
2016-17	44	73%
2017-18	40	73%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for Paralegals and legal assistants

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	329,870	\$24.87/hr
Florida	30,850	\$23.50/hr
Pinellas County	5,510	\$21.40/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Legal secretaries and administrative assistants

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	168,140	\$22.74/hr
Florida	9,760	\$21.37/hr
Pinellas County	1,030	\$20.81/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.



## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Paralegal Studies, Upper Division

Date Completed: August 2020

Prepared By: Susan Demers and Christy Powers

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	<p>A. Work with Curriculum Services to create and articulate AA and AS transfer plans from other institutions through the FUSE program.</p> <p>B. Market and expand the Post-Bacc CT to other four year institutions.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	Unduplicated Headcount	<p>A. Completed</p> <p>B. Not Completed</p>	We continue to market our transfer plan internally to keep the AA/AS student within SPC to move on to our BAS Degree. We have identified and maintain articulations with PHSC and HCC's two year programs.

### II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	B. Market and expand the Post-Bacc CT to other four year institutions.	Summer 2021	Due to COVID-19, we know are exploring the option for our CT to be LIVE ONLINE for a national launch to market all institutions across the country.

### III. Evaluation of the Impact of Action Plans on Program Quality

We continue to market our transfer plan internally to keep the AA/AS student within SPC to move on to our BAS Degree. We have identified and maintain articulations with PHSC and HCC's two year programs. By maintaining relationships with both local two year programs, the program directors assist in directing their students to SPC. We frequently communicate how we can assure that all two year students know their BAS Degree Options at SPC. This smooth transition allow for confidence in advising for students placed directly with a paralegal specific advisor.

As for our CT going LIVE ONLINE nationally, the logistics regarding SACS accreditation and ABA approval are currently being addressed. This will impact students by giving them flexibility in attending classes from anywhere in addition to exposure to students from different states and possibly different countries.

**Program Goals and Strategies**

Program: Paralegal Studies, Upper Division

Date Completed: 2/9/2021

Due Date: August 2021

Prepared By: Christy Powers

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Continue to market our transfer plan to retain SPC AA/AS transfer and BAS/BS students within SPC to move on to our BAS Degree and Post-Baccalaureate Certificate respectively. Also, continue to maintain articulations with PHSC and HCC's two year programs.	Academic Excellence
2	Increase UD-LEGAL graduation rate.	Academic Excellence

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Twice a semester we run Information Sessions regarding our two degrees and certificate in Paralegal Studies. Additionally, we provide departmental Zoom Advising Sessions with Full-Time Faculty to develop learning plans to assure graduation requirements are met.	Retention: 2% increase.	1	Susan Demers, Christy Powers, Ian Banks, and Deborah Eldridge
2	While continuing to recruit future students, we must assure that current students finish what they start despite the pandemic. We regularly advise and monitor student progress for those who fall below satisfactory academic progress. Continue to provide departmental Zoom Advising Sessions with Full-Time Faculty to develop learning plans to assure graduation requirements are met.	Graduates: 3% increase.	2	Susan Demers, Christy Powers, Ian Banks, and Deborah Eldridge

**III. Special Resources Needed:**

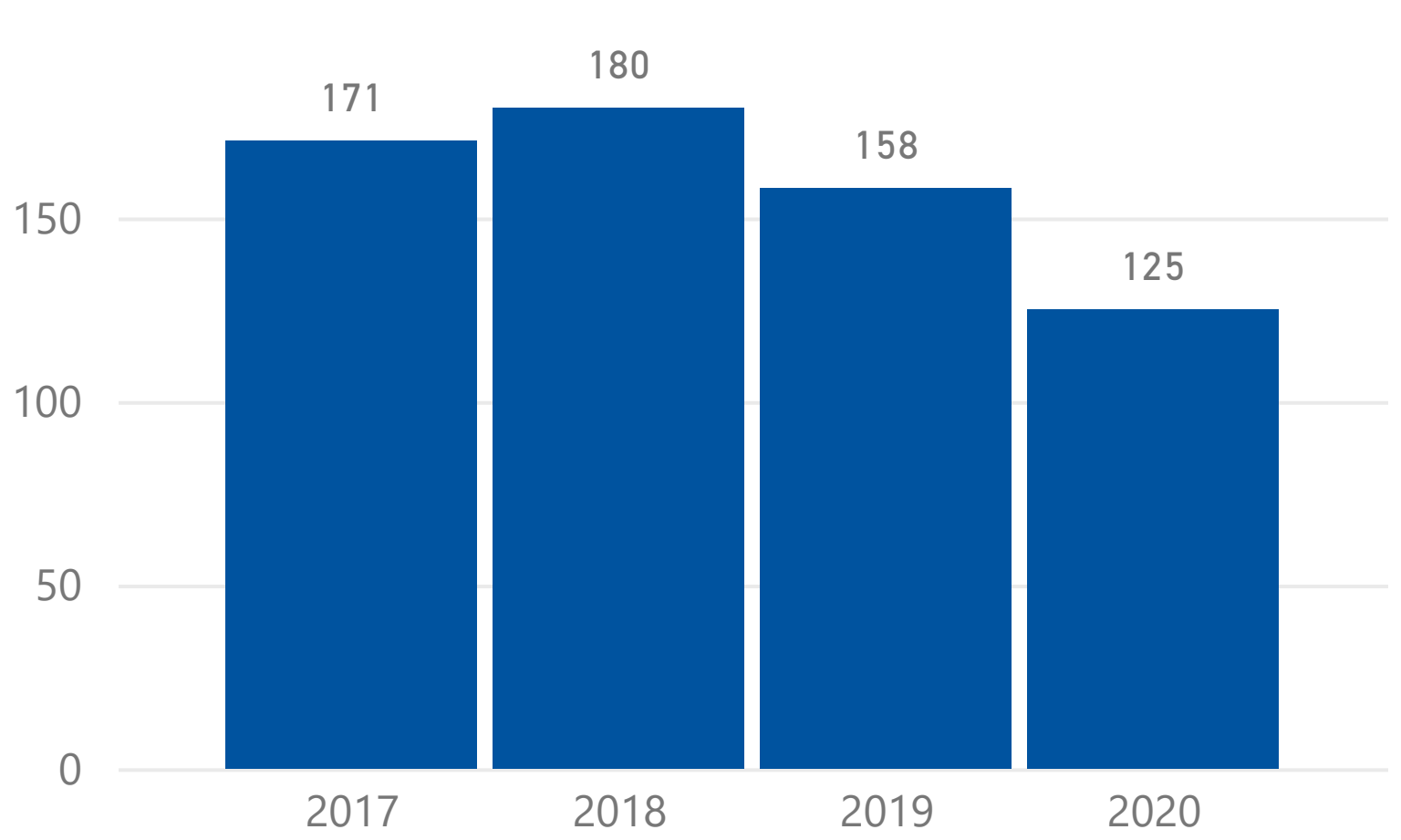
Assistance from CAC individuals designated in Workforce and Career Services to achieve the marketing of our BAS and CT.
---

**IV. Area(s) of Concern/Improvement:**

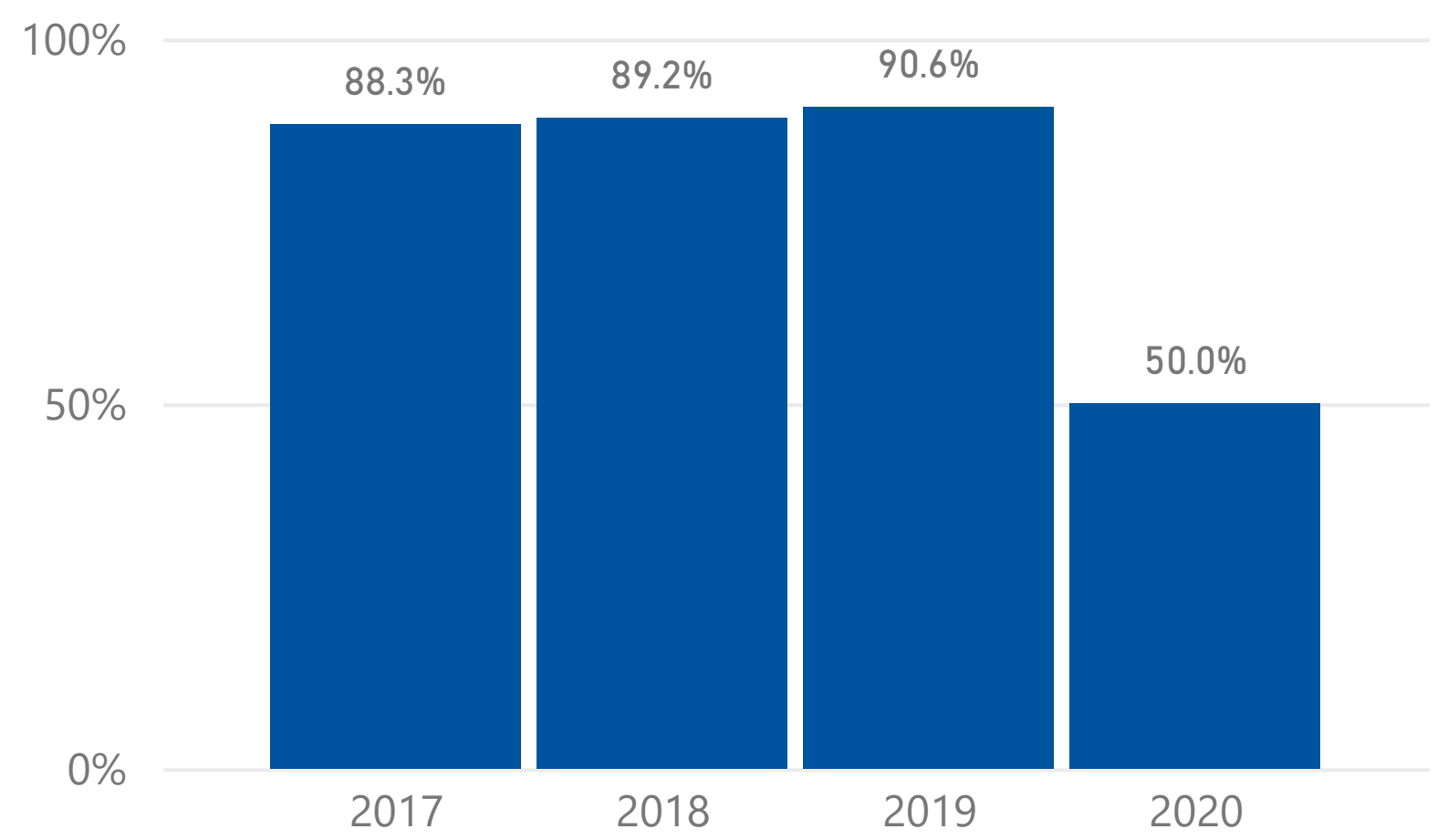
N/A
-----

- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Public Policy and Ad...
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



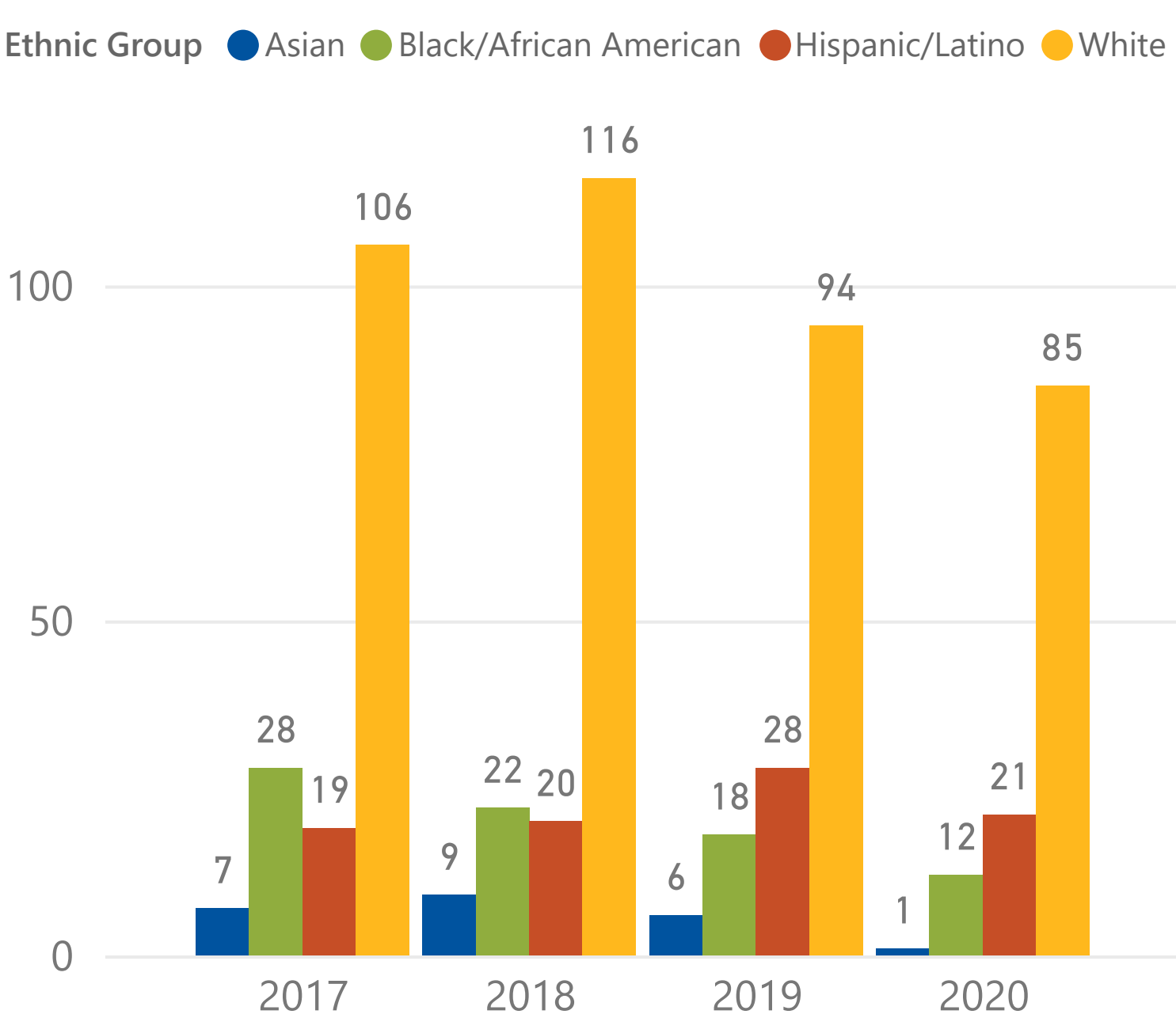
### Success Rate By Course

Subject	Academic Year 2017 Student Count	Enrollment Count	Success Rate
INR4030	11	11	8
PAD3330	9	9	10
POS3235	36	36	9
PUP3002	78	82	7
PUP3033	36	36	9
PUP3040	56	57	8
PUP3043	35	35	8
PUP3046	28	28	9
PUP3052	27	27	10
PUP3054	57	57	8
PUP3055	26	26	8
PUP3823	49	49	9
PUP4941	19	19	8
PUP4949	23	23	9
<b>Total</b>	<b>171</b>	<b>495</b>	<b>8</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	879	1,050	1,032	549
Seminole Campus	606	639	441	267
<b>Total</b>	<b>1,485</b>	<b>1,689</b>	<b>1,473</b>	<b>816</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**110**

Student Count Fall 2019-20

**91.6%**

Success Rate Fall 2019-20

**51**

Enrolled in Fall 2020-21

**43**

Grads Count 2019-20

**82.7%**

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
PPA-BS	105	372	1,121	93.8 %	41	50	83.8 %
LEGAL-BAS		34	103	100.0 %			
EDST-BS	3	24	73	50.0 %	2		66.7 %
GEN-AA		22	67	100.0 %			
BUS-TR		9	25	100.0 %			
PSA-BAS		8	24	100.0 %			
BACCAPP-NO		6	18	66.7 %			
HSA-BAS		5	14	100.0 %			
ITSC-AS	1	4	12	25.0 %		1	100.0 %
MGTORG-BAS	1	4	12	50.0 %			
SOCIAL-TR		4	10	100.0 %			
ENRCH-NO		3	9	100.0 %			
BIO-TR		2	6	100.0 %			
HSA-AS		2	6	100.0 %			
LEGAL-AS		2	6	100.0 %			
<b>Total</b>	<b>110</b>	<b>501</b>	<b>1,506</b>	<b>91.6 %</b>	<b>43</b>	<b>51</b>	<b>82.7 %</b>

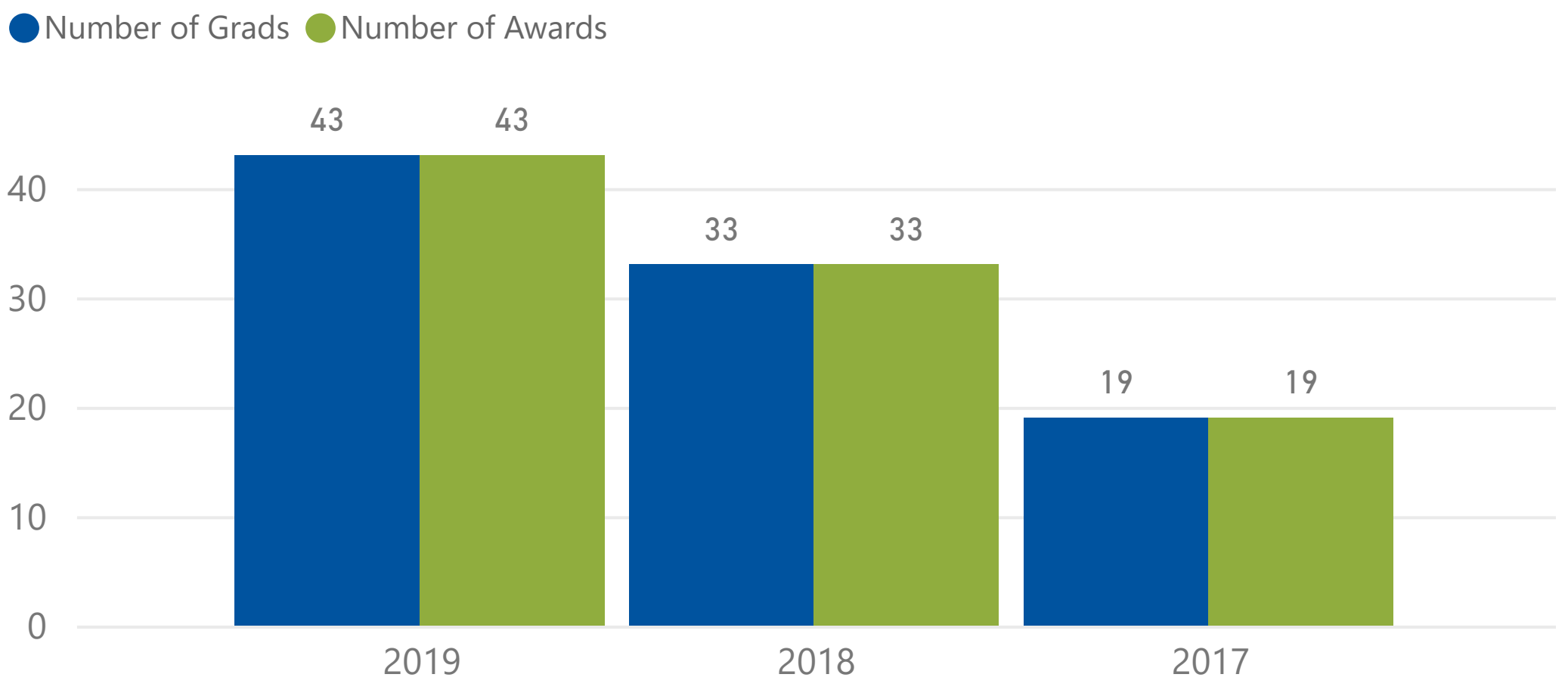
Term  
All

Program  
All

Plan  
PPA-BS

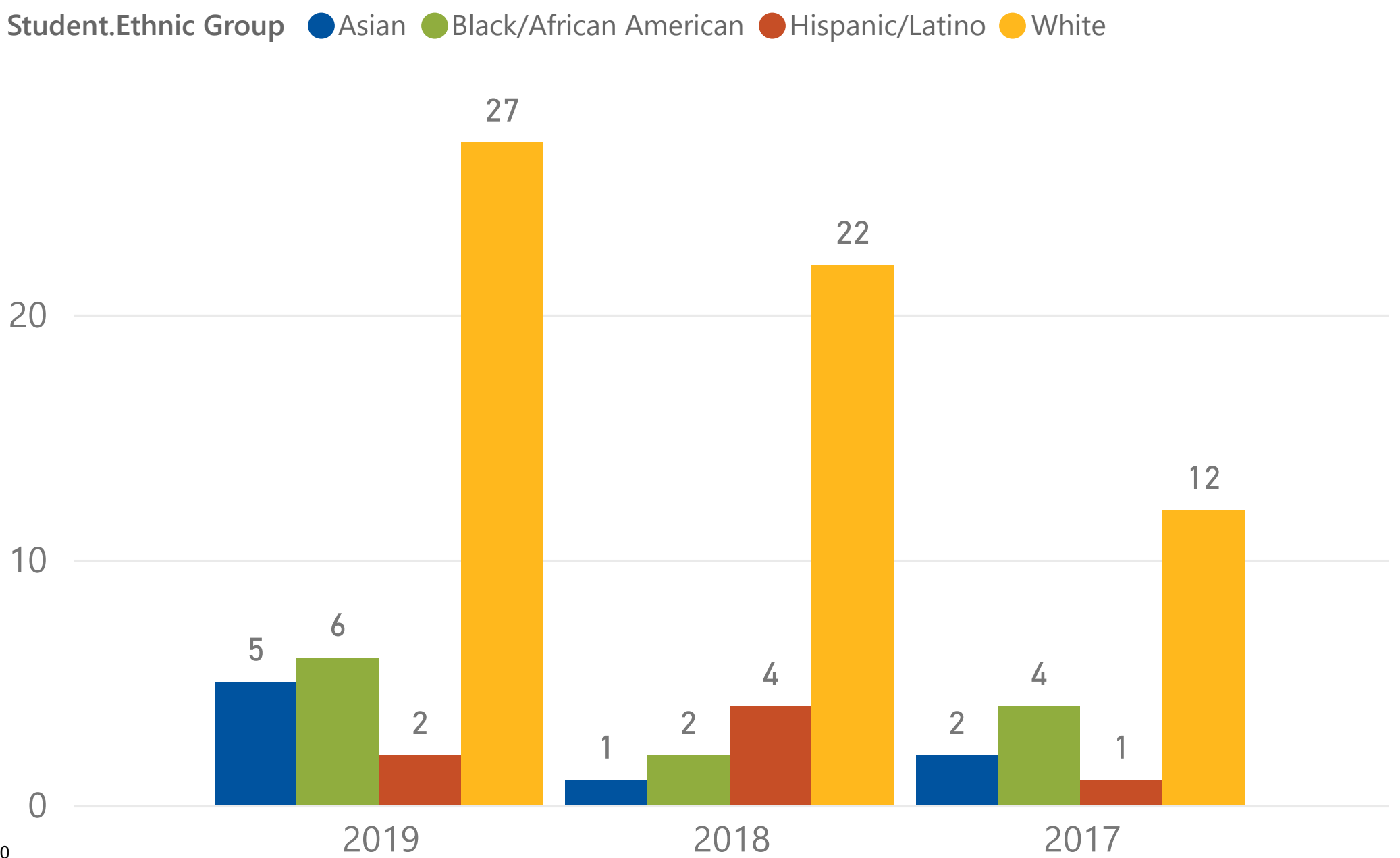
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019
Degree	Number of Grads	Number of Awards	Number of Grads
<b>BS</b>	<b>19</b>	<b>19</b>	<b>43</b>
PPA-BS	19	19	43
<b>Total</b>	<b>19</b>	<b>19</b>	<b>43</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

<b>116</b>	<b>83.6%</b>	<b>67</b>	<b>25</b>	<b>77.6%</b>
Student Count Fall 2017-18	Success Rate Fall 2017-18	Enrolled in Fall 2018-19	Grads Count 2017-18	Retention Rate 0535 to 0550
<b>121</b>	<b>85.5%</b>	<b>72</b>	<b>36</b>	<b>82.6%</b>
Student Count Fall 2018-19	Success Rate Fall 2018-19	Enrolled in Fall 2019-20	Grads Count 2018-19	Retention Rate 0550 to 0565
<b>110</b>	<b>91.6%</b>	<b>51</b>	<b>43</b>	<b>82.7%</b>
Student Count Fall 2019-20	Success Rate Fall 2019-20	Enrolled in Fall 2020-21	Grads Count 2019-20	Retention Rate 0565 to 0580

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
ACTAP-CT		100.0 %	
EDST-BS			66.7 %
ITSC-AS			100.0 %
LEGAL-AS		100.0 %	
LEGAL-BAS	83.3 %	100.0 %	
PPA-BS	77.8 %	82.9 %	83.8 %
PPA-NO	100.0 %		
<b>Total</b>	<b>77.6 %</b>	<b>82.6 %</b>	<b>82.7 %</b>

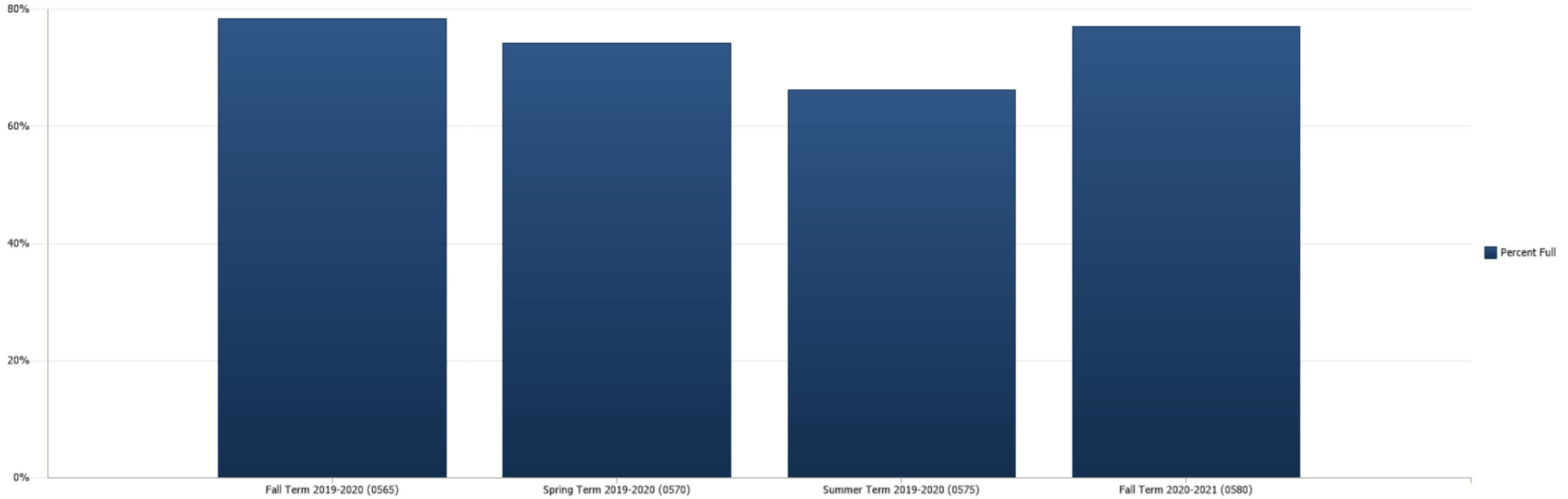


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **PPA-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **PPA-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Face-to-Face	Online
Fall Term 2019-2020 (0565)	Enrollment Count	188	48	80	60
Fall Term 2019-2020 (0565)	Standard Course Load	240	33	115	92
Fall Term 2019-2020 (0565)	Percent Full	78.3%	145.5%	69.6%	65.2%
Spring Term 2019-2020 (0570)	Enrollment Count	207	35	91	81
Spring Term 2019-2020 (0570)	Standard Course Load	279	33	119	127
Spring Term 2019-2020 (0570)	Percent Full	74.2%	106.1%	76.5%	63.8%
Summer Term 2019-2020 (0575)	Enrollment Count	96	40		56
Summer Term 2019-2020 (0575)	Standard Course Load	145	77		68
Summer Term 2019-2020 (0575)	Percent Full	66.2%	51.9%		82.4%
Fall Term 2020-2021 (0580)	Enrollment Count	141	64		77
Fall Term 2020-2021 (0580)	Standard Course Load	183	71		112
Fall Term 2020-2021 (0580)	Percent Full	77.0%	90.1%		68.8%





# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Public Policy and Administratrn**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
PUP4941	17	1	20	1	8	1	14	1
PUP4949	8	1	6	1	5	1	6	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi

Campus Description

Career - Program - Plan - Subplan - Multi

College - Group - Acad Org - Subject

Course Instructional Method

Student Type (FTIC)

Age Group

Ethnic Group

Gender

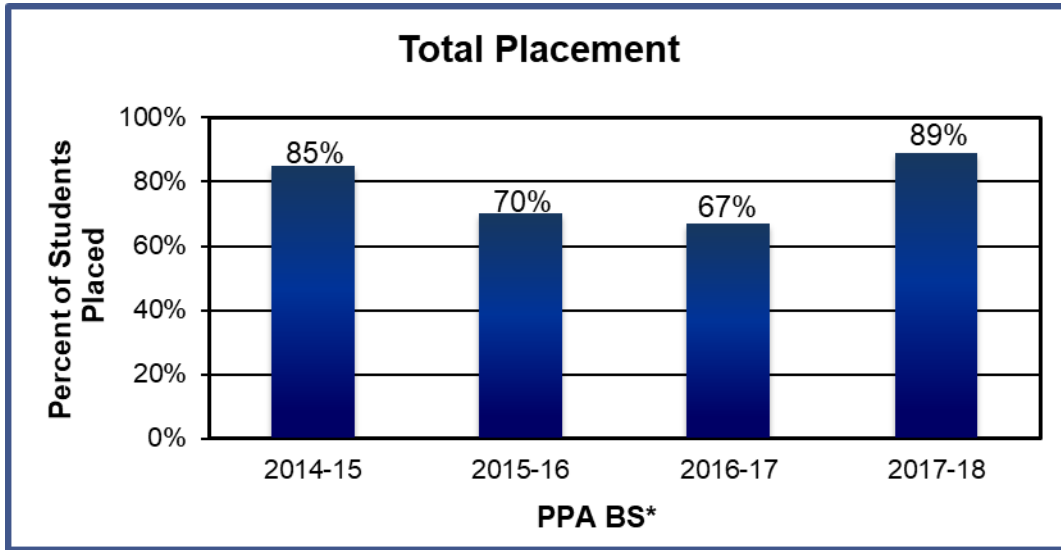
Custom Cohort

Student Group

### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Public Policy and Administration, BS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

PPA BS		
	Pool Count	Percent Placed
2014-15	27	85%
2015-16	27	70%
2016-17	30	67%
2017-18	18	89%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

## Public Policy Administration

### Supplemental Placement Data

#### Continuing Education

- George Washington School of Law
- Seton Hall University
- University of Central Florida
- University of South Florida
- University of Vermont

#### Employed

- Administrative Assistant, Florida Fish and Wildlife
- Administrative Assistant, Pinellas County Utilities Department
- Biological Scientist III, Florida Department of Health
- Executive Assistant, Volunteers of America, Florida
- Judicial Assistant, 6<sup>th</sup> Judicial Circuit
- Legislative Aide, City of St. Petersburg
- Legislative Aide, Pasco County Board of County Commissioners
- Managerial Assistant, City of Anna Maria
- Management Fellow, City of Largo's Performance and Budget Department
- President, Association pour le developement Communautaire au Sahel, Timbuktu, Africa
- Public Health Administrator, Department of Vermont Health
- Senior Director/Chief Communications Officer, City of Savannah
- Special Needs Shelter Coordinator III, Florida Department of Health

Table 1 Growth for Chief executives

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	205,890	\$88.68/hr
Florida	26,300	\$79.14/hr
Pinellas County	N/A*	\$84.37/hr

\*Estimates not released.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for General and operations managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	2,400,280	\$48.45/hr
Florida	147,670	\$40.52/hr
Pinellas County	23,110	\$44.11/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for Administrative services and facilities managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	307,280	\$46.61/hr
Florida	15,970	\$38.72/hr
Pinellas County	2,510	\$40.43/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Transportation, storage, and distribution managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	132,040	\$45.46
Florida	5,890	\$40.77/hr
Pinellas County	700	\$39.16/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 5 Growth for Postmasters and mail superintendents

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	13,850	\$36.97/hr
Florida	350	\$41.42/hr
Pinellas County	40	\$46.50/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 6 Growth for Managers, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National		\$/hr
Florida		\$/hr
Pinellas County		\$/hr

Note: No data were found for this employment title.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 7 Growth for Eligibility interviewers, Government programs

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	139,780	\$22.40/hr
Florida	2,930	\$19.89/hr
Pinellas County	410	\$19.88/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 8 Growth for Urban and Regional Planners

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	38,560	\$35.75/hr
Florida	2,880	\$34.08/hr
Pinellas County	510	\$35.91/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.



## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Public Policy Administration

Date Completed: August 2020

Prepared By: Susan Demers and Jeff Kronschnabl

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	<p>Develop a comprehensive plan to launch our Public Policy &amp; Administration Baccalaureate Degree Program nationally.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	SSH Enrollment	Not Completed	<p>Will revisit early next year.</p> <p>Stoppage is a direct result of an international pandemic and an internal change in college leadership. Will address same with Dean Demers to work out logistics on feasibility of moving this forward.</p> <p>This item is not moving forward.</p>
2	<p>Develop online course entitled "Capstone" PUP4941.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	Completion (Perkins Measure)	Completed	Course is completed and being implemented.
3	<p>Continued support of the City of Seminole's Business Associate Training Program.</p> <p><i>This item was carried forward from the 2016-17 and 2017-18 Action Plans.</i></p>	Job Placement	Completed	Program is still moving forward with our 5 <sup>th</sup> student being placed this year. The City of Seminole has committed to 10 years of a Business Associate Training Program.

## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	<p>Develop a comprehensive plan to launch our Public Policy &amp; Administration Baccalaureate Degree Program nationally.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>		<p>This item will not be moved forward at this time due to the COVID situation and internal changes in college leadership.</p>

## III. Evaluation of the Impact of Action Plans on Program Quality

Item #2 - Completion of our online Capstone course is essential to closing out our program's curriculum. It enables students to interact online and to view previous students' capstones from which they can build on.

Item #3 - Is a highly successful business associate training program that gets our students "job ready." Upon completion of the one year collaborative endeavor, our students are highly sought after for a variety of government career opportunities. This program has provided the energy for another city to emulate and offer a similar program to our students.

**Program Goals and Strategies**

Program: Public Policy and Administration

Date Completed: 2/2/2021

Due Date: August 2021

Prepared By: Jeff Kronschnabl

**I. Goals**

	Program Goals	SPC Commitment Pillar
1	Improve student success by offering more internship and/or “shadowing” opportunities for students to test drive career opportunities.	Academic Excellence
2	Develop a marketing plan to launch our program to surrounding counties - 5 county area.	Community Engagement

**II. Strategies**

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Continue our relationships with the HR Directors within Pinellas County to include my serving on Pinellas Counties HR Board.	Internship: Increase internship enrollment by 2%.	1	Jeff Kronschnabl
2	Attend major/program fairs with local colleges not offering a B.S. Degree in Public Policy & Administration.	SSH Enrollment: Increase enrollment of students from surrounding counties by 2%.	2	Jeff Kronschnabl

**III. Special Resources Needed:**

Audio/video equipment and our portable kiosk.
---

**IV. Area(s) of Concern/Improvement:**

N/A
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Term: All

Program: All

Plan: All

College School Depart...: All

Academic Organization: Public Safety Admin ...

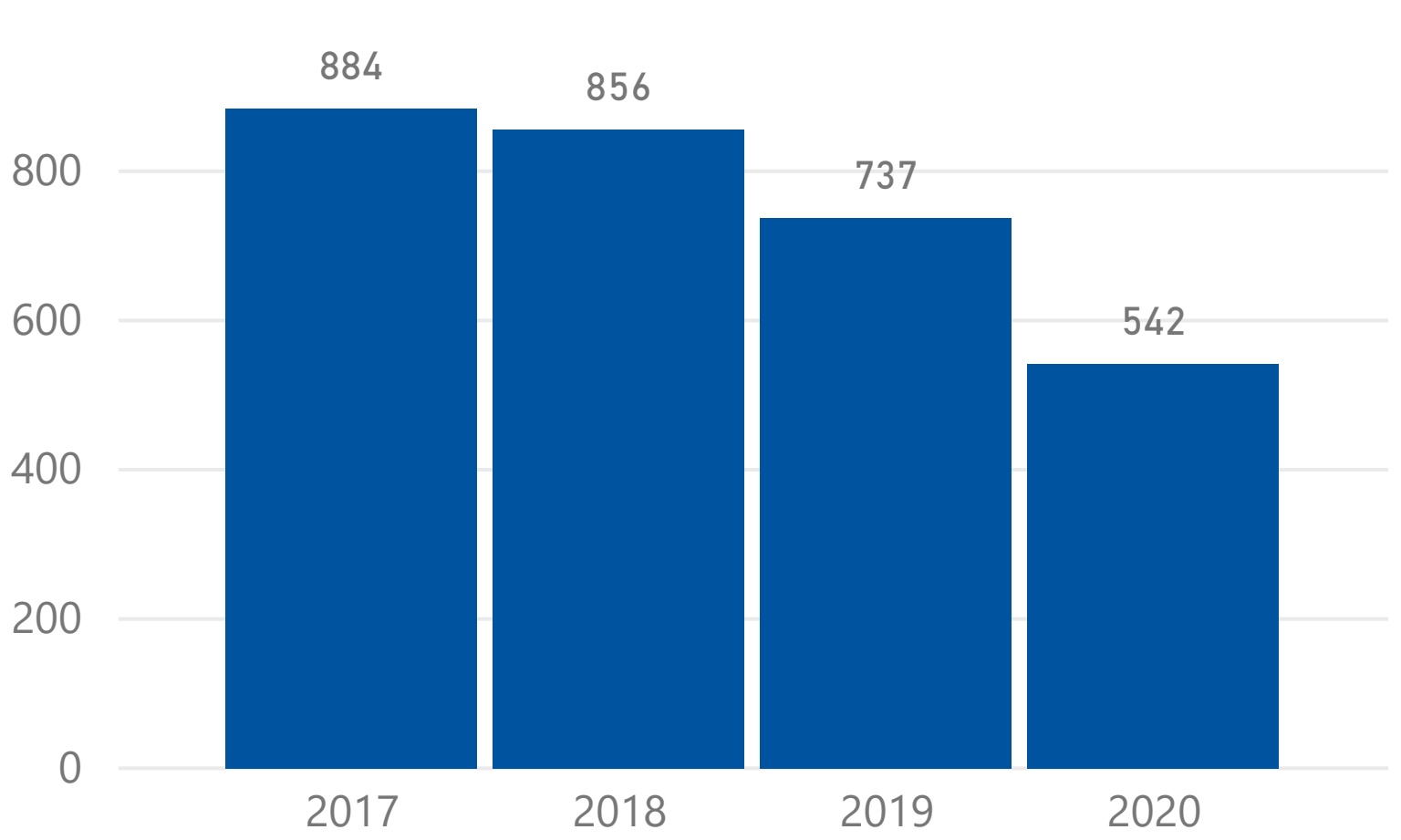
Community: All

FTIC Flag: All

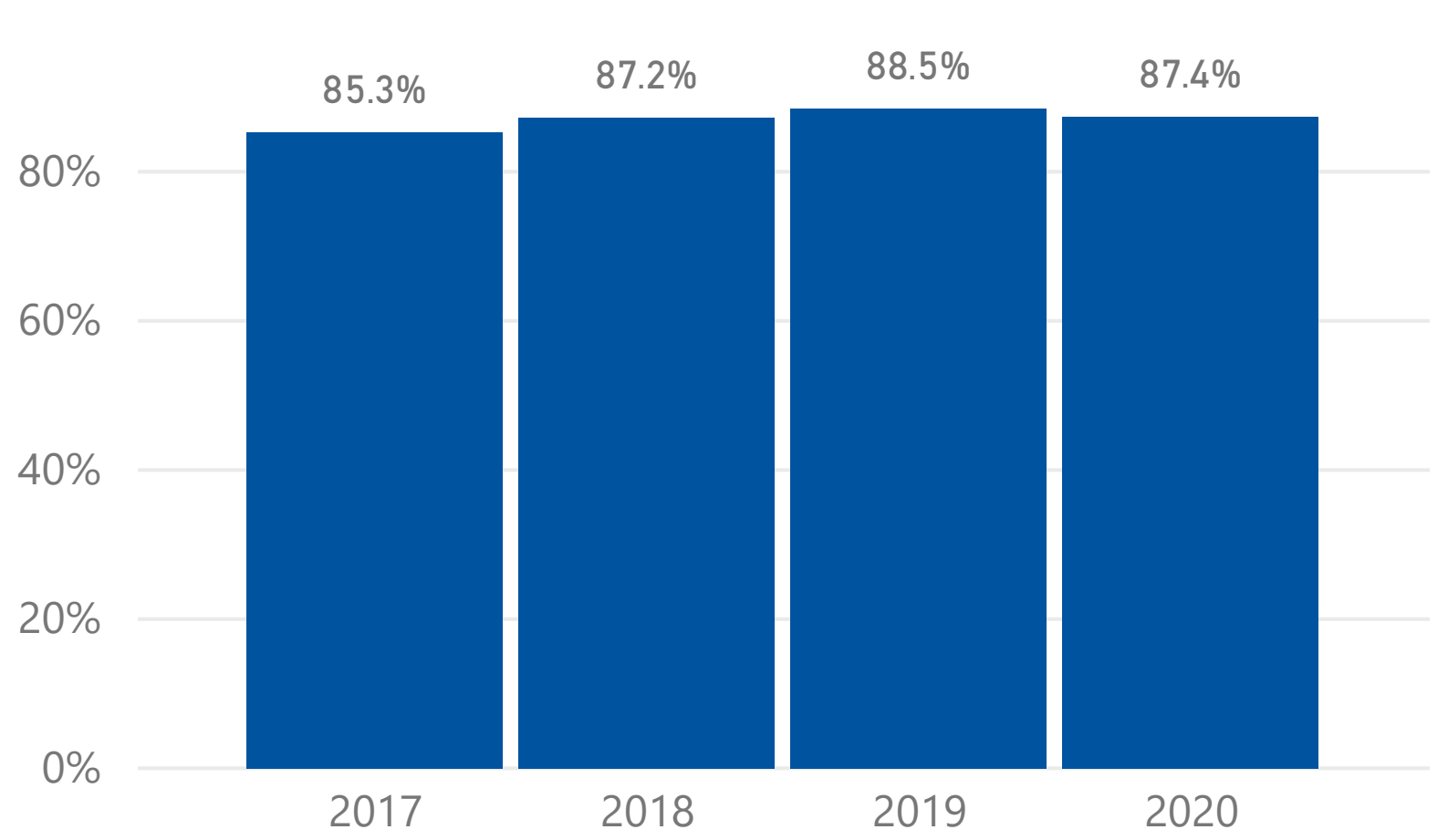
Part Full Time: All

Gender: All

### Student Count by Academic Year



### Success Rate by Academic Year



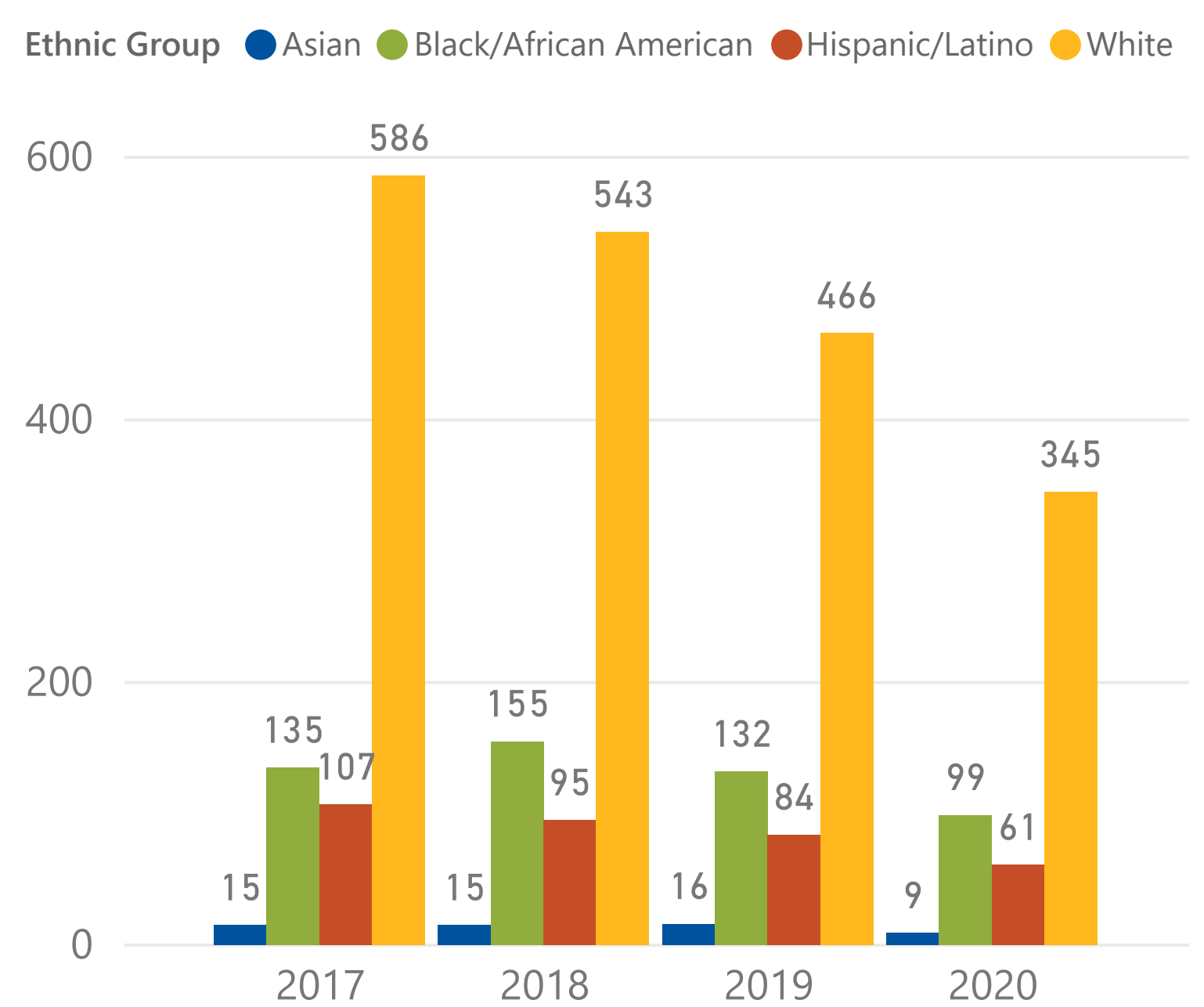
### Success Rate By Course

Subject	2017 Student Count	Enrollment Count	Success Rate
CJC3311	13	13	
CJC3601	28	28	
CJE3263	14	14	
CJE3341	42	42	
CJE3361	25	25	
CJE3611	32	32	
FES3003	7	7	
FES3015	9	9	
FES3533	9	9	
FES3780	22	22	
FES3823	25	25	
FES3833	28	28	
FES4014	22	22	
FES4585	12	12	
FFP3785	15	15	
MAN3301	372	380	
PAD3034	85	85	
PAD3311	112	121	
PAD3820	130	133	
PAD3874	184	192	
PAD4014	47	47	
PAD4046	111	114	
PAD4204	178	184	
<b>Total</b>	<b>884</b>	<b>2,235</b>	

### SSH By Campus

Campus	2017	2018	2019	2020
Allstate Center	6,705	6,138	5,418	3,432
<b>Total</b>	<b>6,705</b>	<b>6,138</b>	<b>5,418</b>	<b>3,432</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**436**

**86.8%**

**242**

**121**

**78%**

Student Count Fall 2019-20    Success Rate Fall 2019-20    Enrolled in Fall 2020-21    Grads Count 2019-20    Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
EDST-BS	82	708	2,108	83.8 %	16	52	80.5 %
PSA-BAS	215	686	2,066	83.5 %	72	111	77.2 %
HSA-BAS	53	532	1,599	88.7 %	11	33	79.2 %
PPA-BS	60	363	1,092	93.7 %	12	35	76.7 %
MGTORG-BAS	9	159	504	82.4 %	3	6	100.0 %
SUSMGT-BAS	9	75	226	84.0 %	4	4	77.8 %
GEN-AA		52	153	96.2 %			
BUS-BS	4	40	132	85.0 %	2	1	75.0 %
CST-AS		35	100	94.3 %			
CJPSS-AS		27	79	96.3 %			
EAM-AS		26	79	96.2 %			
DENH-BAS	1	21	63	100.0 %	1		100.0 %
LEGAL-BAS		19	57	84.2 %			
ENRCH-NO		14	36	85.7 %			
FIRE-AS		11	33	100.0 %			
HSA-AS		11	27	81.8 %			
CRIM-TR		10	32	100.0 %			
BACCAPP-NO	1	8	24	100.0 %			
ELEDR-BS		8	24	100.0 %			
BUS-AS		7	21	57.1 %			

<b>Total</b>	<b>436</b>	<b>2,869</b>	<b>8,639</b>	<b>86.8 %</b>	<b>121</b>	<b>242</b>	<b>78.0 %</b>
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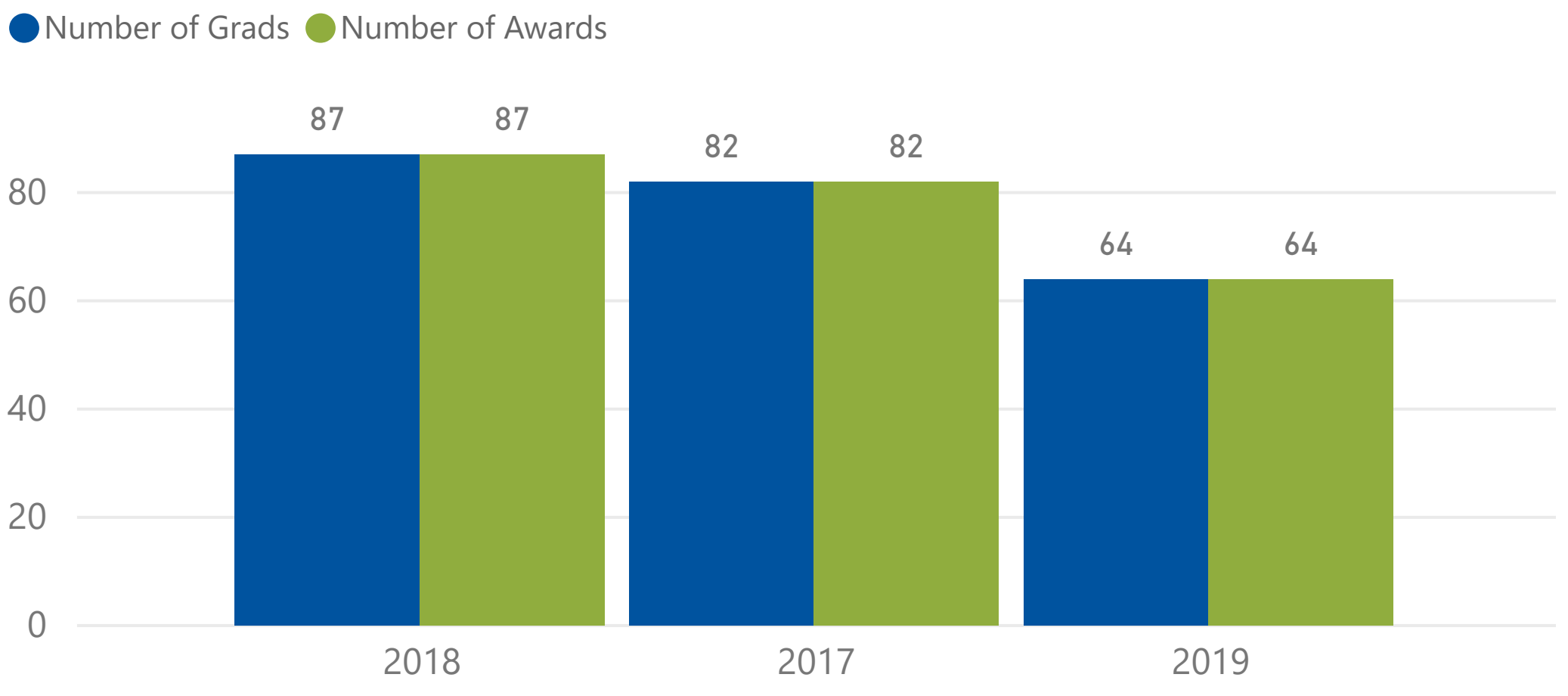
Term  
All

Program  
All

Plan  
PSA-BAS

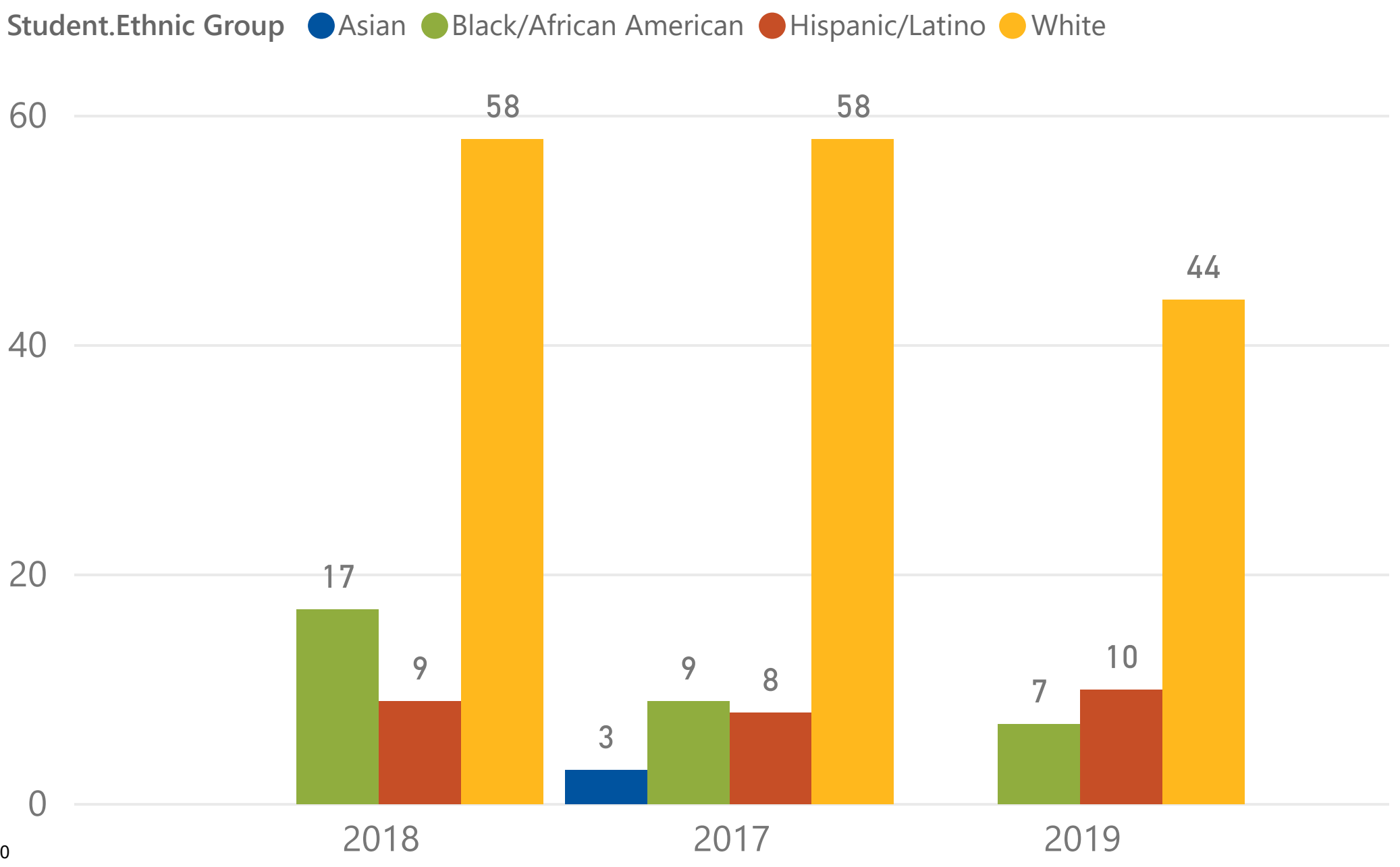
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>82</b>	<b>82</b>	<b>87</b>	<b>87</b>
PSA-BAS	82	82	87	87
<b>Total</b>	<b>82</b>	<b>82</b>	<b>87</b>	<b>87</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

**554**

**85.9%**

**309**

**168**

**79.1%**

Student Count Fall 2017-18

Success Rate Fall 2017-18

Enrolled in Fall 2018-19

Grads Count 2017-18

Retention Rate 0535 to 0550

Academic Plan

**540**

**86.4%**

**289**

**168**

**79.3%**

Student Count Fall 2018-19

Success Rate Fall 2018-19

Enrolled in Fall 2019-20

Grads Count 2018-19

Retention Rate 0550 to 0565

College School Depart...

**436**

**86.8%**

**242**

**121**

**78%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
ACTAP-CT		100.0 %	
BACCAPP-NO	50.0 %		
BUS-BS	81.3 %	91.7 %	75.0 %
DENH-BAS	100.0 %	100.0 %	100.0 %
EDST-BS	76.1 %	78.3 %	80.5 %
ENRCH-NO		100.0 %	
FIRE-AS	100.0 %	100.0 %	
HSA-AS		100.0 %	
HSA-BAS	89.4 %	77.8 %	79.2 %
LEGAL-BAS	75.0 %	100.0 %	
MGTORG-BAS	77.8 %	80.0 %	100.0 %
PPA-BS	71.6 %	90.9 %	76.7 %
PSA-BAS	79.6 %	76.0 %	77.2 %
SUSMGT-BAS	95.7 %	100.0 %	77.8 %
<b>Total</b>	<b>79.1 %</b>	<b>79.3 %</b>	<b>78.0 %</b>

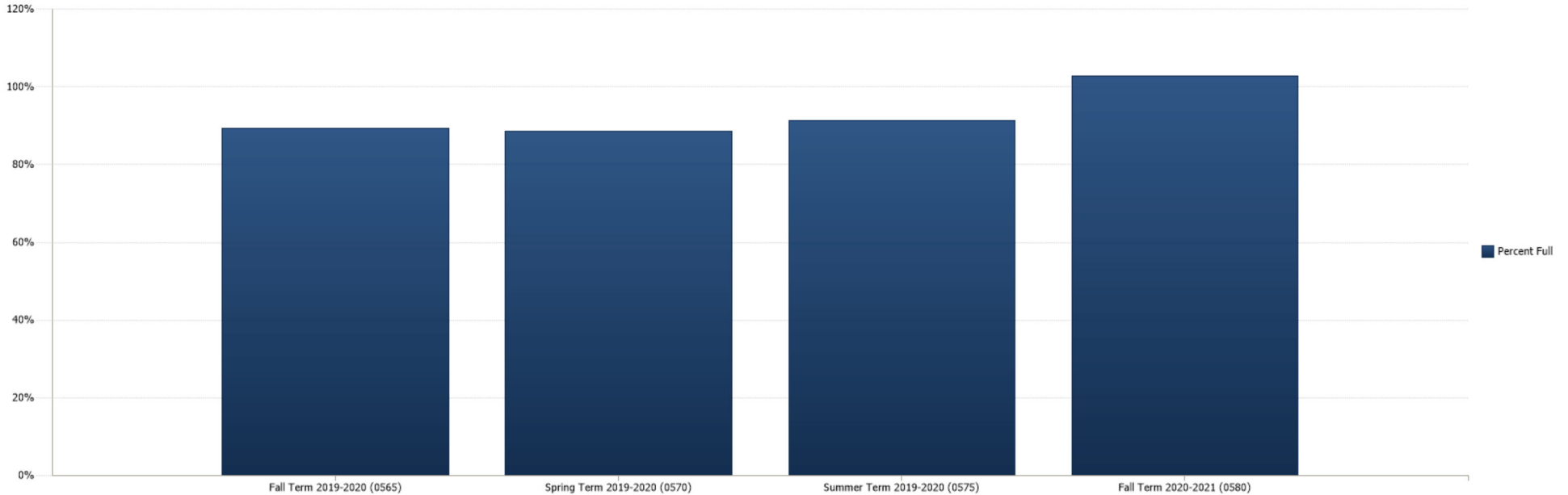


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **PSA - UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **PSA - UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	762	4	758
Fall Term 2019-2020 (0565)	Standard Course Load	852	20	832
Fall Term 2019-2020 (0565)	Percent Full	89.4%	20.0%	91.1%
Spring Term 2019-2020 (0570)	Enrollment Count	754		754
Spring Term 2019-2020 (0570)	Standard Course Load	852		852
Spring Term 2019-2020 (0570)	Percent Full	88.5%		88.5%
Summer Term 2019-2020 (0575)	Enrollment Count	292		292
Summer Term 2019-2020 (0575)	Standard Course Load	320		320
Summer Term 2019-2020 (0575)	Percent Full	91.3%		91.3%
Fall Term 2020-2021 (0580)	Enrollment Count	850	21	829
Fall Term 2020-2021 (0580)	Standard Course Load	827	20	807
Fall Term 2020-2021 (0580)	Percent Full	102.8%	105.0%	102.7%





# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Public Safety Admin-BAS**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)	Spring Term 2019-2020 (0570)	Summer Term 2019-2020 (0575)	Fall Term 2020-2021 (0580)	
Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
PUP4941				1	1

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Public Safety Admin-BAS**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

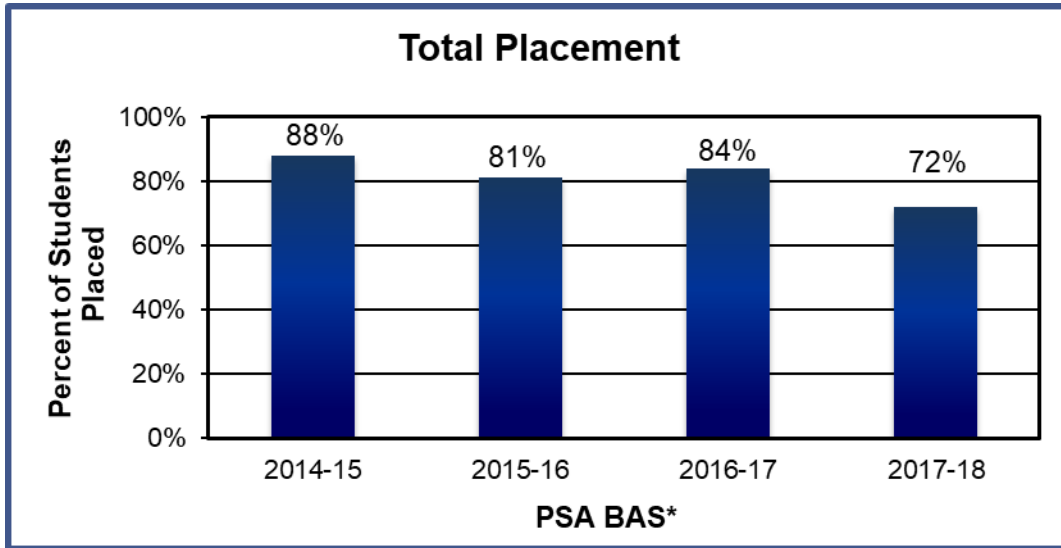
Custom Cohort **All**

Student Group **All**

**Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Public Safety Administration program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

PSA BAS		
	Pool Count	Percent Placed
2014-15	74	88%
2015-16	78	81%
2016-17	76	84%
2017-18	88	72%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.stml>

Table 1 Growth for All other first-line supervisors of protective service workers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	82,590	\$24.27/hr
Florida	5,540	\$21.59/hr
Pinellas County	730	\$23.27/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Firefighters

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	324,620	\$24.45/hr
Florida	19,560	\$23.27/hr
Pinellas County	2,360	\$23.39/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for First-line supervisors of police and detectives

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	121,340	\$43.79/hr
Florida	8,150	\$41.08/hr
Pinellas County	1,100	\$41.47/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Detectives and criminal investigators

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	105,620	\$39.99/hr
Florida	6,890	\$30.83/hr
Pinellas County	1,180	\$38.90/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 5 Growth for Police and sheriff's patrol officers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	665,280	\$30.36/hr
Florida	39,090	\$28.07/hr
Pinellas County	5,880	\$28.59/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 6 Growth for Emergency management directors

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	10,060	\$35.86/hr
Florida	400	\$39.96/hr
Pinellas County	70	\$37.98/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 7 Growth for Probation officers and correctional treatment specialists

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	88,120	\$26.10/hr
Florida	2,150	\$17.67/hr
Pinellas County	380	\$17.23/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Public Safety Administration, Upper Division

Date Completed: August 2020

Prepared By: Frank, Afienko, Beck and Rasor

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	<p>Develop a veteran-friendly academic path where a series of courses would be offered face-to-face to allow veteran students to receive their full benefits and be in compliance.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	SSH Enrollment	Not Completed	Class lists revealed low number of veterans in our program.
2	<p>We will review the current program and adjust accordingly. Currently, the focus will be creating a leadership track and re-branding the degree program.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	SSH Enrollment	Not Completed	Dean wanted to rename program before initiating this action item. Renaming program was going to be completed by Dean in December 2019 but did not occur.



## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
1	<p>Develop a veteran-friendly academic path where a series of courses would be offered face-to-face to allow veteran students to receive their full benefits and be in compliance.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	N/A	This item will not be moved forward.
2	<p>We will review the current program and adjust accordingly. Currently, the focus will be creating a leadership track and re-branding the degree program.</p> <p><i>This item was carried forward from the 2017-18 Action Plan.</i></p>	N/A	This item will not be moved forward.

## III. Evaluation of the Impact of Action Plans on Program Quality

N/A

## Program Goals and Strategies

Program: Public Safety Administration, Upper Division

Date Completed: 2/2/2021

Due Date: August 2021

Prepared By: Carol Rasor-Cordero and Rosanne Beck

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Improve student engagement and workforce readiness by enhancing subplans to reflect needs in the public safety industry.	Community Engagement
2	Improve student success by reviewing sequencing of course offerings.	Academic Excellence

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Create a digital forensic subplan and certificate to meet the needs in the public safety industry.	SSH Enrollment: To increase enrollment in the Public Safety Administration Program by 2 percent in year 1 of the adoption of program.	1	Dean and Faculty
2	Improve student success by offering all core courses within a one year period.	Graduates: Increase graduation rates by 2 percent.	2	Dean and Faculty

### III. Special Resources Needed:

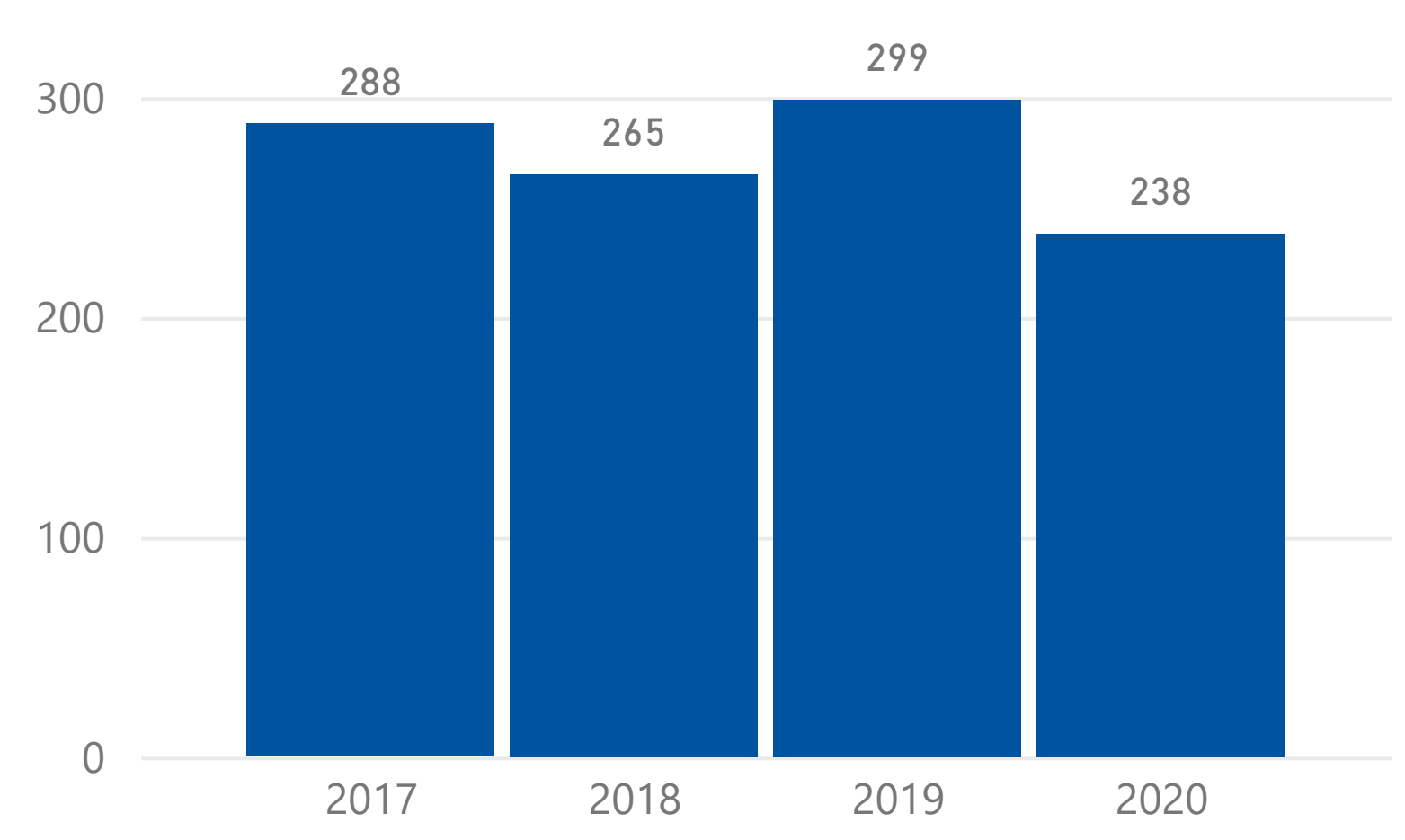
Funding to develop a Digital Forensic Subplan and Certificate.
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### IV. Area(s) of Concern/Improvement:

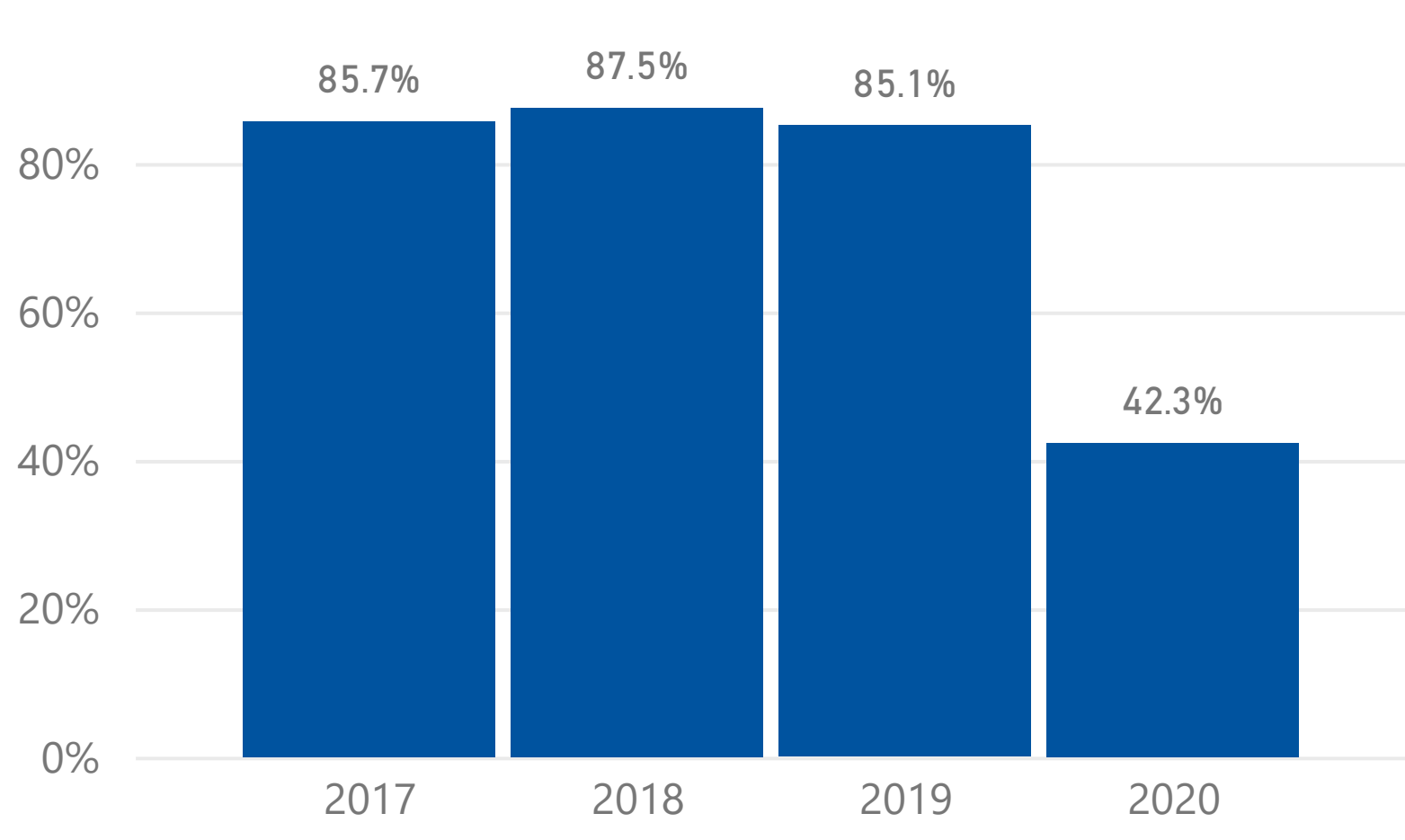
Concerns about student enrollment due to Covid and any future pandemics.
--

- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Biology-UD
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



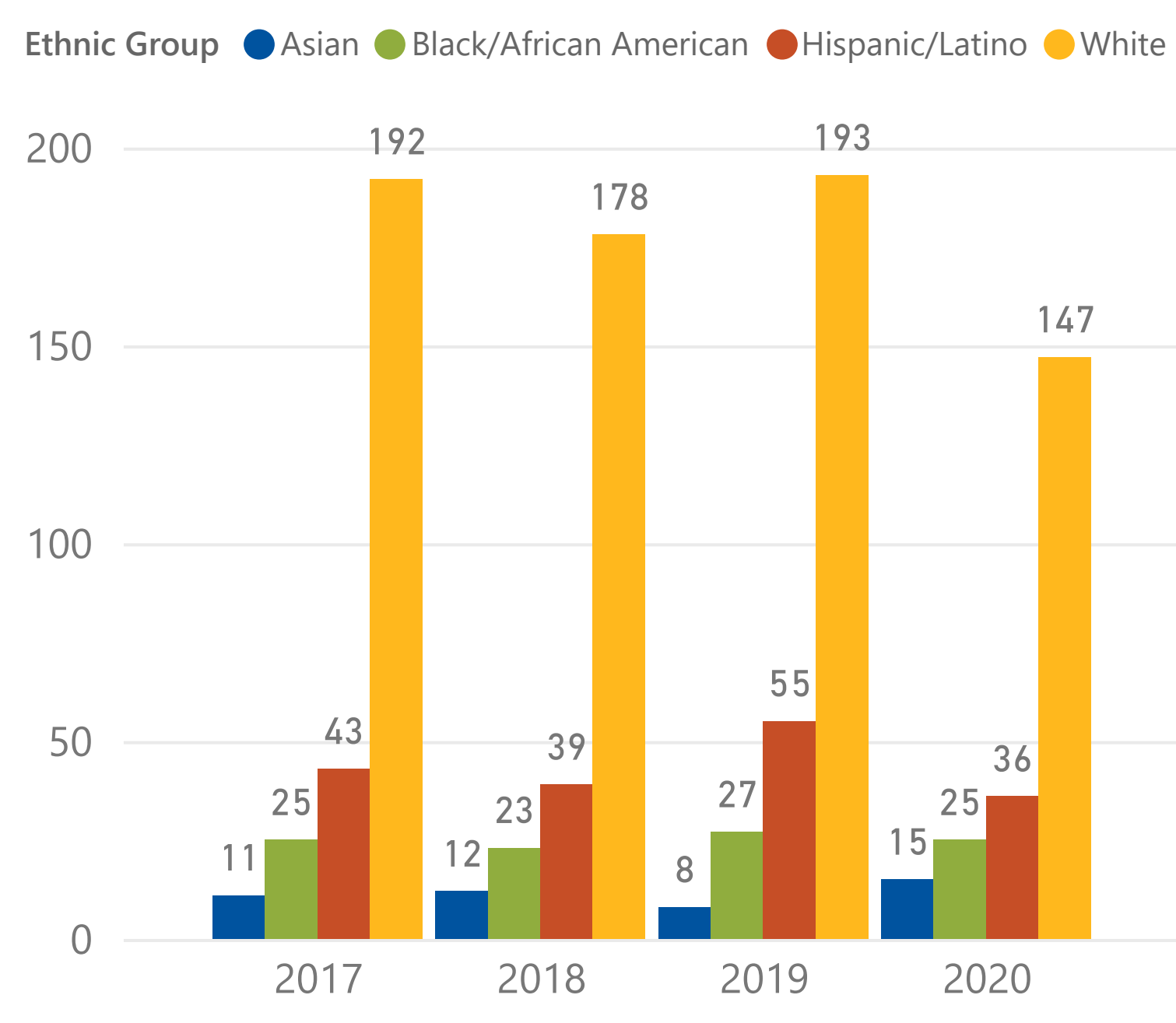
### Success Rate By Course

Subject	2017 Student Count	Enrollment Count	Success Rate
BCH4024	81	83	
BOT3015	59	60	
BOT3015L	59	60	
BOT3143C			
BSC3017	71	71	
BSC3052	6	6	
BSC3312C	13	13	
BSC3931	49	60	
BSC3931L	8	8	
BSC3932	39	40	
BSC4422C	13	13	
BSC4905C	12	14	
BSC4931	43	45	
BSC4940	30	35	
MCB3020	74	76	
MCB3020L	71	71	
PCB3023	40	41	
PCB3023L	36	37	
PCB3043	72	73	
PCB3043L	73	74	
PCB3063	94	95	
PCB3063L	91	92	
PCR4024	6	6	
<b>Total</b>	<b>288</b>	<b>1,346</b>	

### SSH By Campus

Campus	2017	2018	2019	2020
Bay Pines Facility	88	20	12	2
Clearwater Campus	2,976	2,932	2,968	1,789
Tarpon Springs Campus		28		
<b>Total</b>	<b>3,064</b>	<b>2,980</b>	<b>2,980</b>	<b>1,791</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

181

87.3%

78

49

67.4%

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
BIOLOGY-BS	135	599	1,398	86.5 %	48	69	83.0 %
ENRCH-NO	16	91	212	90.1 %		4	25.0 %
BACCAPP-NO	7	61	149	86.9 %		1	14.3 %
BIO-TR		50	130	90.0 %			
BIOT-AS	2	41	100	82.9 %		1	50.0 %
HSA-AS	4	22	51	100.0 %		1	25.0 %
GEN-AA		19	47	100.0 %			
TRANS-NO	5	18	41	72.2 %			
JOB-NO	4	12	27	100.0 %			
HSA-BAS	1	8	22	100.0 %			
CST-AS		7	19	85.7 %			
ENGINE-TR	1	7	16	100.0 %	1		100.0 %
NURSE-AS		7	39	100.0 %			
BSCED-BS	1	5	24	60.0 %			
CHEMBS-TR		5	15	80.0 %			
CWPA-AS		5	11	100.0 %			
ELEDR-BS		5	14	100.0 %			
FTCMBIO-TR		5	14	100.0 %			
FTBIOMD-TR		4	10	100.0 %			
HSA-CT		4	8	100.0 %			
<b>Total</b>	<b>181</b>	<b>999</b>	<b>2,411</b>	<b>87.3 %</b>	<b>49</b>	<b>78</b>	<b>67.4 %</b>

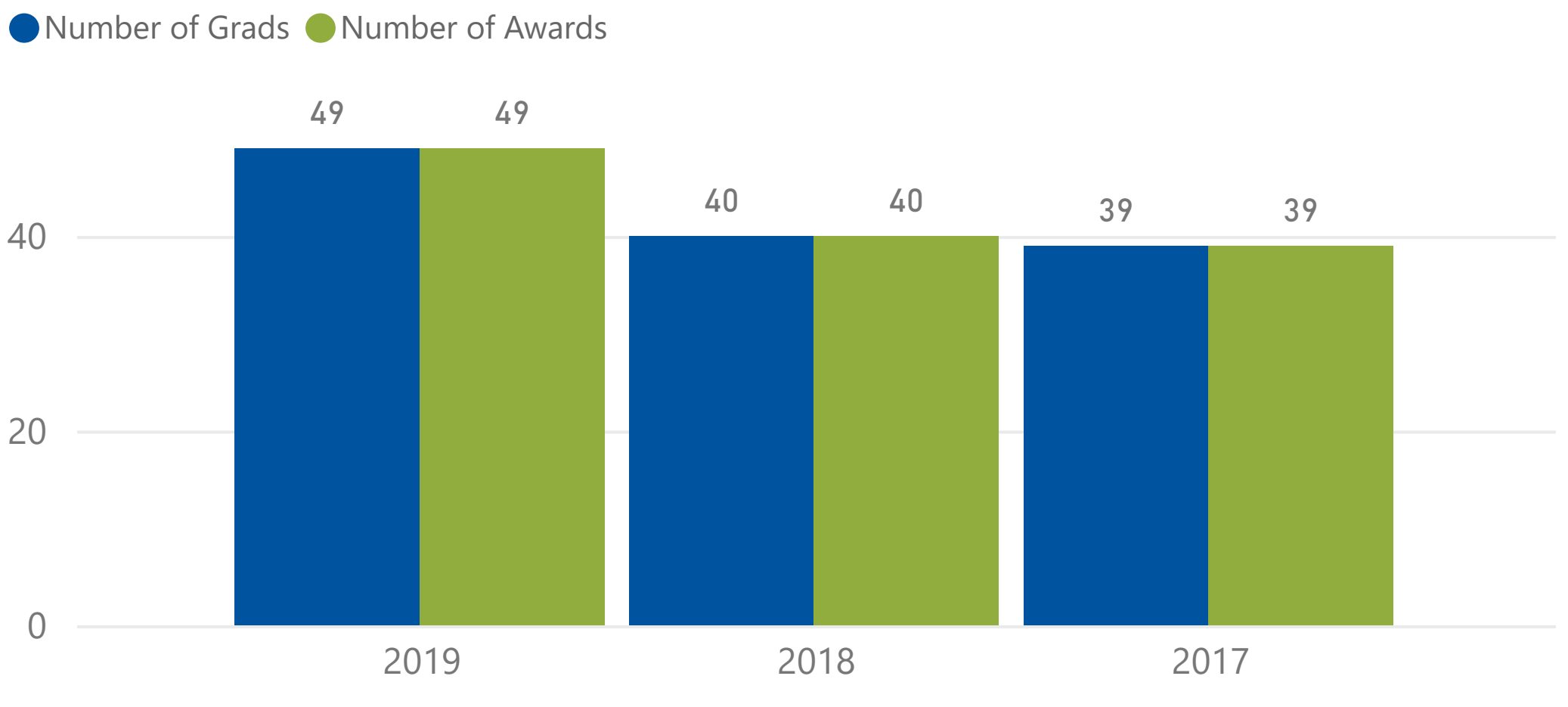
Term  
All

Program  
All

Plan  
BIOLOGY-BS

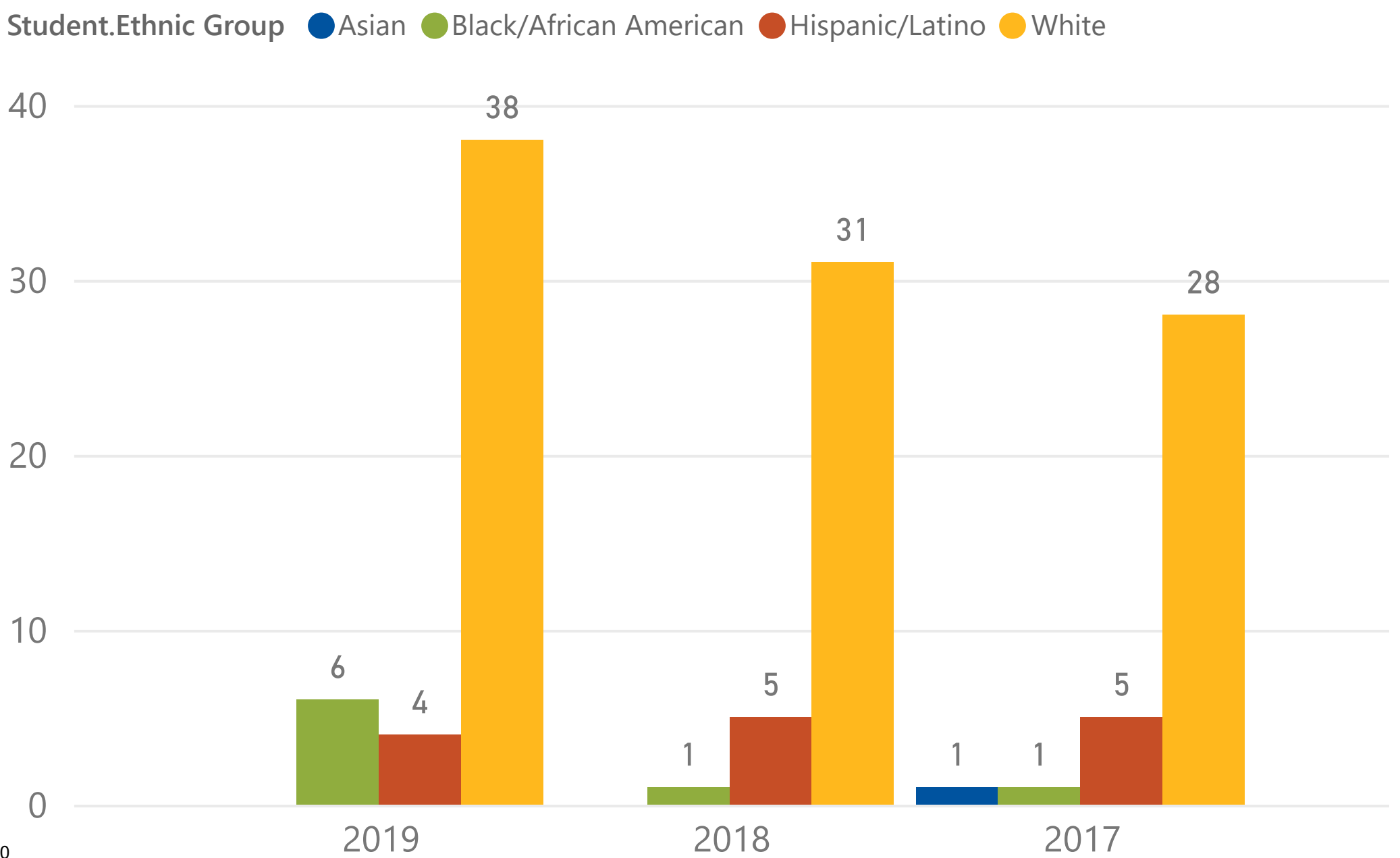
Gender  
All

**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019
Degree	Number of Grads	Number of Awards	Number of Grads
<b>BS</b>	<b>39</b>	<b>39</b>	<b>49</b>
BIOLOGY-BS	39	39	49
<b>Total</b>	<b>39</b>	<b>39</b>	<b>49</b>

**Student Count by Ethnic Group and Academic Year**



Academic Program

All

205

88.3%

99

44

66.3%

Student Count Fall 2017-18

Success Rate Fall 2017-18

Enrolled in Fall 2018-19

Grads Count 2017-18

Retention Rate 0535 to 0550

Academic Plan

All

176

89.9%

99

46

77.3%

Student Count Fall 2018-19

Success Rate Fall 2018-19

Enrolled in Fall 2019-20

Grads Count 2018-19

Retention Rate 0550 to 0565

College School Depart...

All

181

87.3%

78

49

67.4%

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Organization...

BIOLOGY-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id	Retention Rate 0535 to 0550	Retention Rate 0550 to 0565	Retention Rate 0565 to 0580
BACCAPP-NO	46.7 %	33.3 %	14.3 %
BIOLOGY-BS	80.6 %	85.0 %	83.0 %
BIOT-AS	100.0 %	100.0 %	50.0 %
BIO-TR		50.0 %	
BSCED-BS	100.0 %	100.0 %	
EDST-BS	50.0 %		
ENGINE-TR			100.0 %
ENRCH-NO	29.0 %	46.2 %	25.0 %
ENVSC-AS	66.7 %	100.0 %	50.0 %
FSPBIO-TR		100.0 %	
GEN-AA	100.0 %	100.0 %	
HSA-AS		33.3 %	25.0 %
MGSED-BS		100.0 %	
PHARM-TR	100.0 %		
<b>Total</b>	<b>66.3 %</b>	<b>77.3 %</b>	<b>67.4 %</b>

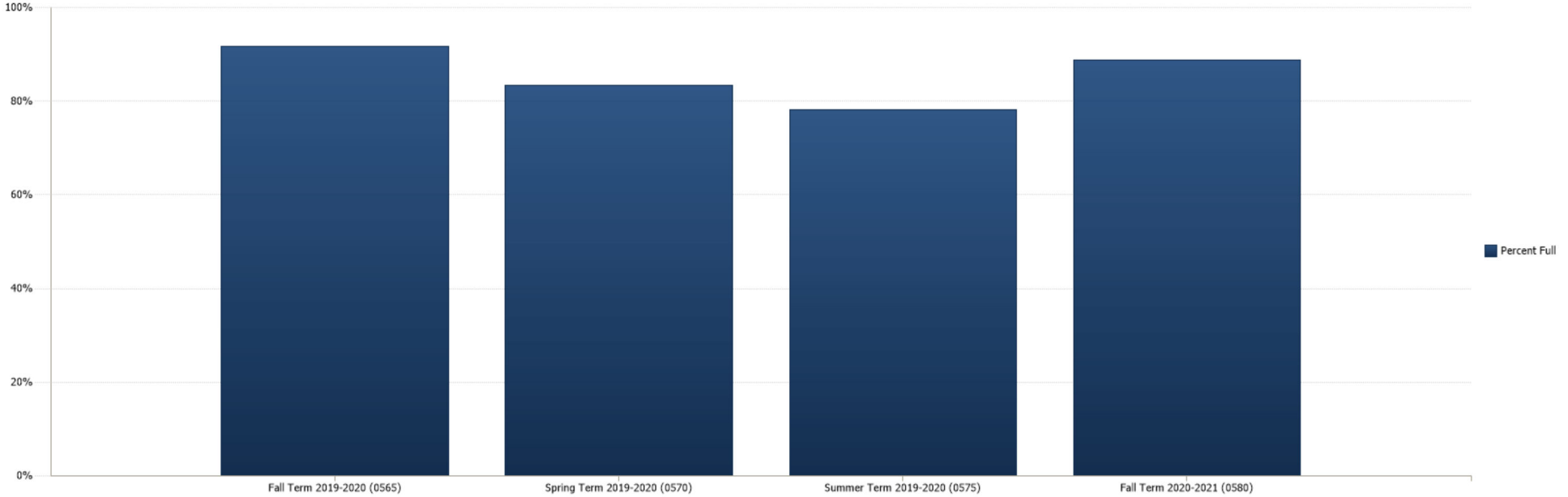


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **BIOLOGY-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **BIOLOGY-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Face-to-Face	Independent Study	Online
Fall Term 2019-2020 (0565)	Enrollment Count	515	80	399	17	19
Fall Term 2019-2020 (0565)	Standard Course Load	561	64	454	23	20
Fall Term 2019-2020 (0565)	Percent Full	91.8%	125.0%	87.9%	73.9%	95.0%
Spring Term 2019-2020 (0570)	Enrollment Count	526	6	428	9	83
Spring Term 2019-2020 (0570)	Standard Course Load	631	10	532	5	84
Spring Term 2019-2020 (0570)	Percent Full	83.4%	60.0%	80.5%	180.0%	98.8%
Summer Term 2019-2020 (0575)	Enrollment Count	245	135			110
Summer Term 2019-2020 (0575)	Standard Course Load	313	181			132
Summer Term 2019-2020 (0575)	Percent Full	78.3%	74.6%			83.3%
Fall Term 2020-2021 (0580)	Enrollment Count	447	58	89	60	7
Fall Term 2020-2021 (0580)	Standard Course Load	503	60	124	96	13
Fall Term 2020-2021 (0580)	Percent Full	88.9%	96.7%	71.8%	62.5%	53.8%
Fall Term 2020-2021 (0580)	Percent Full	88.9%	96.7%	71.8%	62.5%	53.8%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Biology-BS**, Class Academic Career: **UGRD**, Filter empty rows

Class College School Dept - Academic Group Desc - Academic Organization - ...	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
BSC4905C	5	3	7	4	2	1	3	2
BSC4931	24	1	23	1	6	1	16	1
BSC4940	11	2	7	3			3	1

## Student System Cube Refresh

Last Refresh: 12/9/2020 8:33:43 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Te...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Biology-BS**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

Custom Cohort **All**

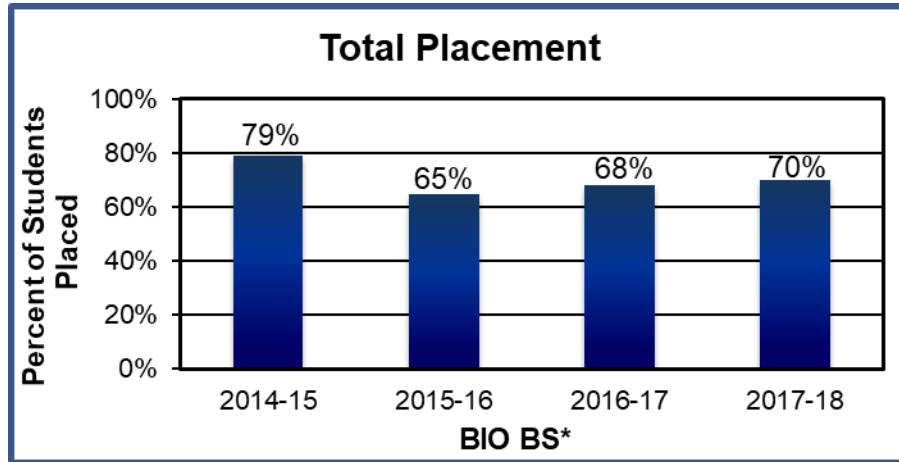
Student Group **All**



### **Industry Certification Attainment**

An industry certification or equivalent state or national exam has not been identified for the Biology, BS program for evidence of certification attainment at the baccalaureate level.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

BIO BS		
	Pool Count	Percent Placed
2014-15	34	79%
2015-16	46	65%
2016-17	47	68%
2017-18	40	70%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>

Table 1 Growth for Natural sciences managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	67,720	\$62.07/hr
Florida	2,230	\$37.05/hr
Pinellas County	190	\$38.67/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Biological scientists, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	40,100	\$39.53/hr
Florida	1,670	\$33.51/hr
Pinellas County	NA*	\$29.72/hr

\*Estimates not released.

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for Life scientists, all other

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	6,450	\$36.49/hr
Florida	130	\$40.16/hr
Pinellas County	NA	\$/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Biological technicians

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	79,530	\$22.05/hr
Florida	3,250	\$19.70/hr
Pinellas County	520	\$20.10/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Biology, Upper Division

Date Completed: August 2020

Prepared By: Dr. Natavia Middleton and Linda Gingerich

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	Study use of Subject Matter ETS Field tests at other institutions. Determine an appropriate minimum score for passing. Discuss use of scores in letters of recommendations with ETS.	Graduates	Completed	We investigated minimums required for other.  Other schools encourage students to post high scores on their CVs so use in letters is possible.  UF also does awards based on high scores, which is something we should consider.
2	Develop Senior Seminar (BSC 4931, Theory and Practice (BSC 3017) and Ecology (PCB 3043) as online courses to further increase flexibility of scheduling and ensure consistency across faculty.	Graduates	Not Completed	BSC 3017 and PCB 3043 are complete.  Just started BSC 4931.
3	Incorporate career exploration and preparation into BSC 3017 (theory and practice), BSC 4931 (senior seminar), and BSC 4940 (internship) and expand internship base.	Job Placement	Not Completed	Career exploration incorporated into BSC 3017 and BSC 4931.  Expansion of internship base has stalled a bit due to Covid.

## II. Non-Completed Action Plan Items and Plan for Completion

	Action Item	Completion Date	Plan for Completion
2	Develop Senior Seminar (BSC 4931, Theory and Practice (BSC 3017) and Ecology (PCB 3043) as online courses to further increase flexibility of scheduling and ensure consistency across faculty.	May 2021	Just began standard course development Sept 2020.
3	Incorporate career exploration and preparation into BSC 3017 (theory and practice), BSC 4931 (senior seminar), and BSC 4940 (internship) and expand internship base.	May 2021	New website for Advisory boards will hopefully allow us to expand this.

## III. Evaluation of the Impact of Action Plans on Program Quality

The completion of the standard course development for BSC 3017 and PCB 3043 allow us to offer more flexibility in course scheduling. With a small program often offering only one section of each class, scheduling can be challenging for students. We expect with more online and Live Online formats, students will be able to complete more SSH per semester and finish in a timely manner. Standard courses also offer increased program cohesiveness and maintains high academic standards. Aligning our criteria for success on the ETS test with Florida universities helps us promote our standing among other institutions. Offering awards for high scoring students and creating a scale for the test rather than pass/fail in the Senior Seminar class might encourage students to do well on the ETS.

## Program Goals and Strategies

Program: Biology, Upper Division

Date Completed: 2/5/2021

Due Date: August 2021

Prepared By: Linda Gingerich

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Collaborate with Honor's College to Propose a Baccalaureate Honor's program in Biology.	Academic Excellence
2	Expand internships, especially in virtual environments. Also expand internal internships within science labs.	Community Engagement

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Determine the entry requirements for Honor's Biology program and determine the requirements to graduate with Honor's designation. Expand undergraduate research opportunities.	SSH Enrollment: Increase SSH by 5%. Increase enrollment in Undergraduate research by 5%.	1	Linda Gingerich, Natavia Middleton
2	Create lists of internships for both face-to-face and virtual options. Work with lab staff to develop a plan to integrate internship within science labs.	Internship: Increase internship participation by 5%.	2	Linda Gingerich, Natavia Middleton

### III. Special Resources Needed:

OPS funds to help lab staff train interns and coordinate schedules.
---

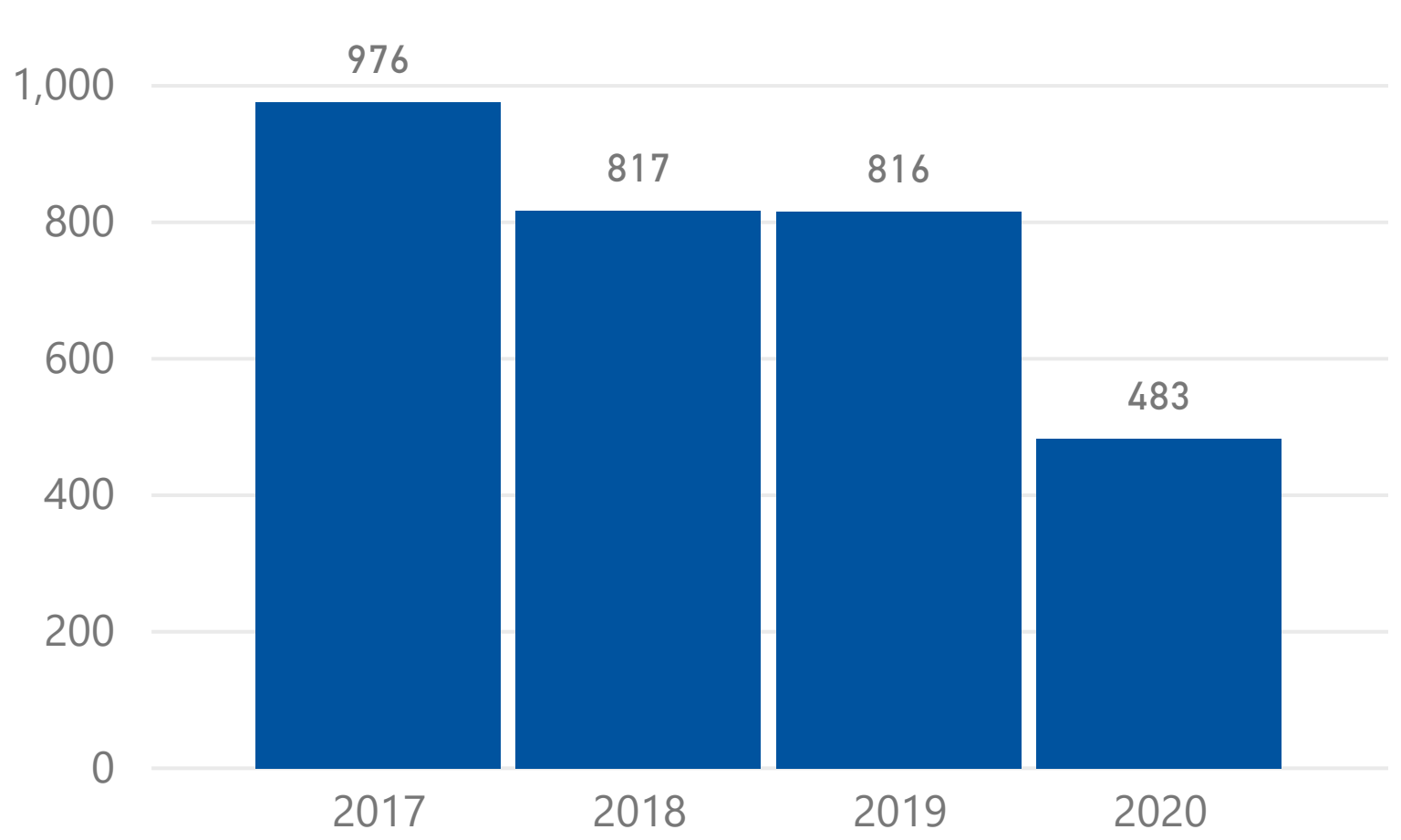
### IV. Area(s) of Concern/Improvement:

N/A
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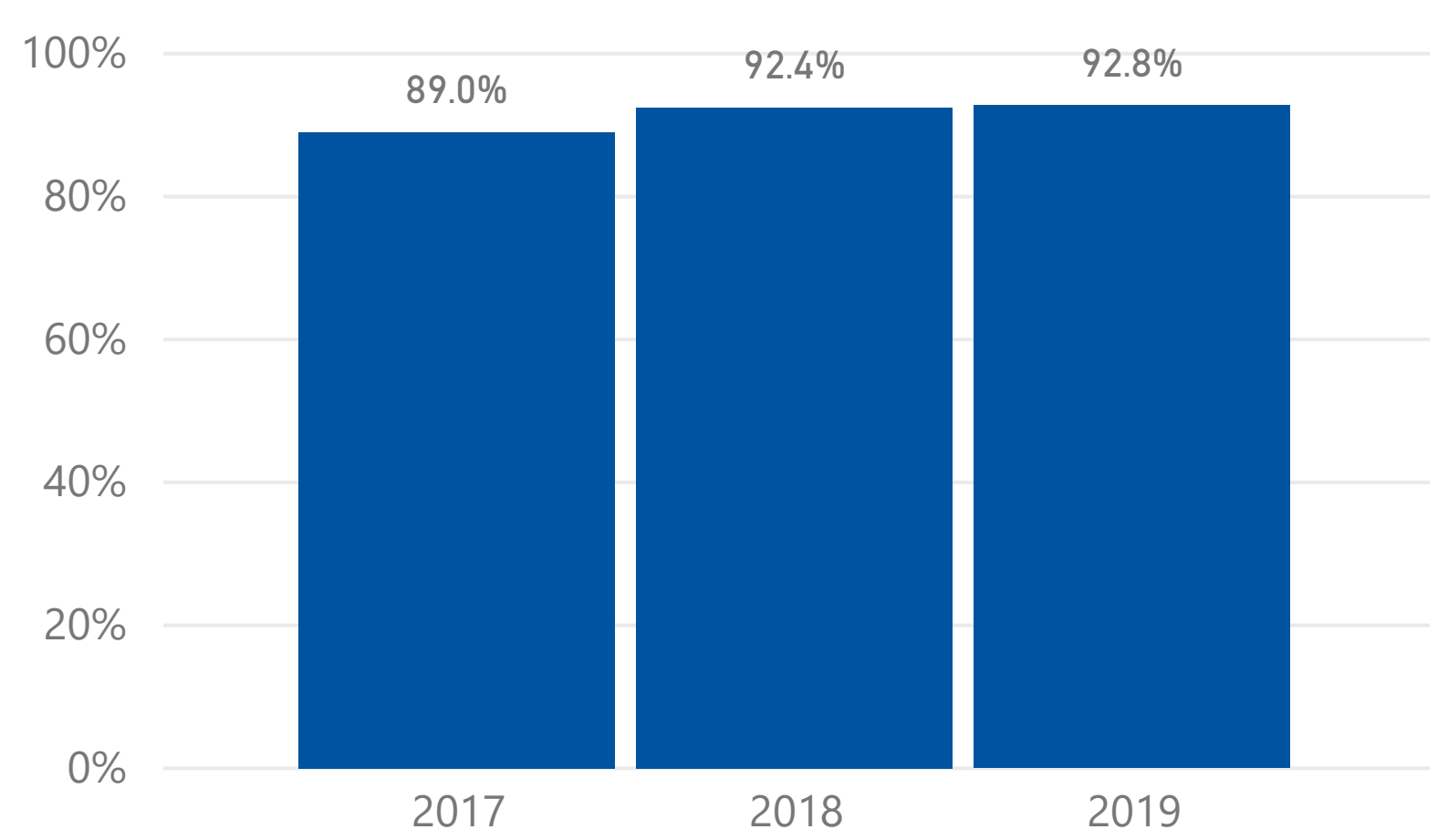


- Term  
All
- Program  
All
- Plan  
All
- College School Depart...  
All
- Academic Organization  
Technology Manage...
- Community  
All
- FTIC Flag  
All
- Part Full Time  
All
- Gender  
All

### Student Count by Academic Year



### Success Rate by Academic Year



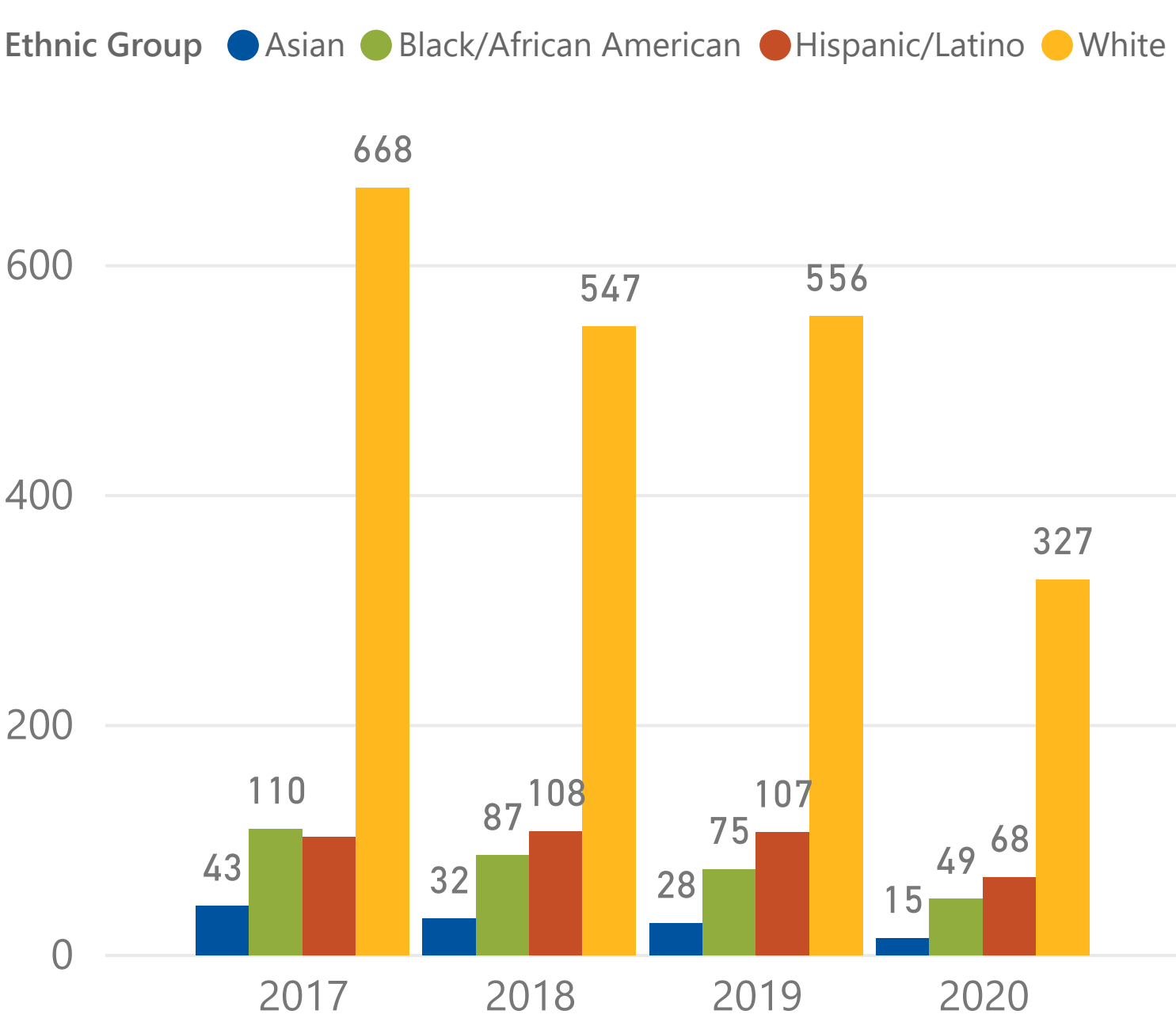
### Success Rate By Course

Academic Year	2017	2020
CAP4770	16	17
CEN3088		
CEN4031	40	42
CEN4722	38	38
CIS3083		
CIS3661		
CIS4200		
CNT3010		
CNT3421		
COP3035	36	38
COP4504	30	31
COP4533	48	49
CTS4124		
CTS4454	18	18
ISM3011	658	682
ISM3212		
ISM3232	184	192
ISM4113	77	77
ISM4212	139	146
ISM4320	73	73
ISM4321	73	75
ISM4323	95	97
ISM4324	80	84
<b>Total</b>	<b>976</b>	<b>2,022</b>

### SSH By Campus

Campus	2017	2018	2019	2020
Clearwater Campus	1,827	1,569	831	381
Downtown/Midtown	153	192	546	324
EpiCenter	1,437	1,257	984	624
Seminole Campus			210	96
St Petersburg/Gibbs Campus	1,239	1,371	1,758	597
Tarpon Springs Campus	1,410	1,164	1,512	708
<b>Total</b>	<b>6,066</b>	<b>5,553</b>	<b>5,841</b>	<b>2,730</b>

### Student Count by Ethnic Group and Academic Year



Academic Program

**470**

**88.9%**

**302**

**151**

**88.1%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Plan

College School Depart...

Academic Organization...

Community

FTIC Flag

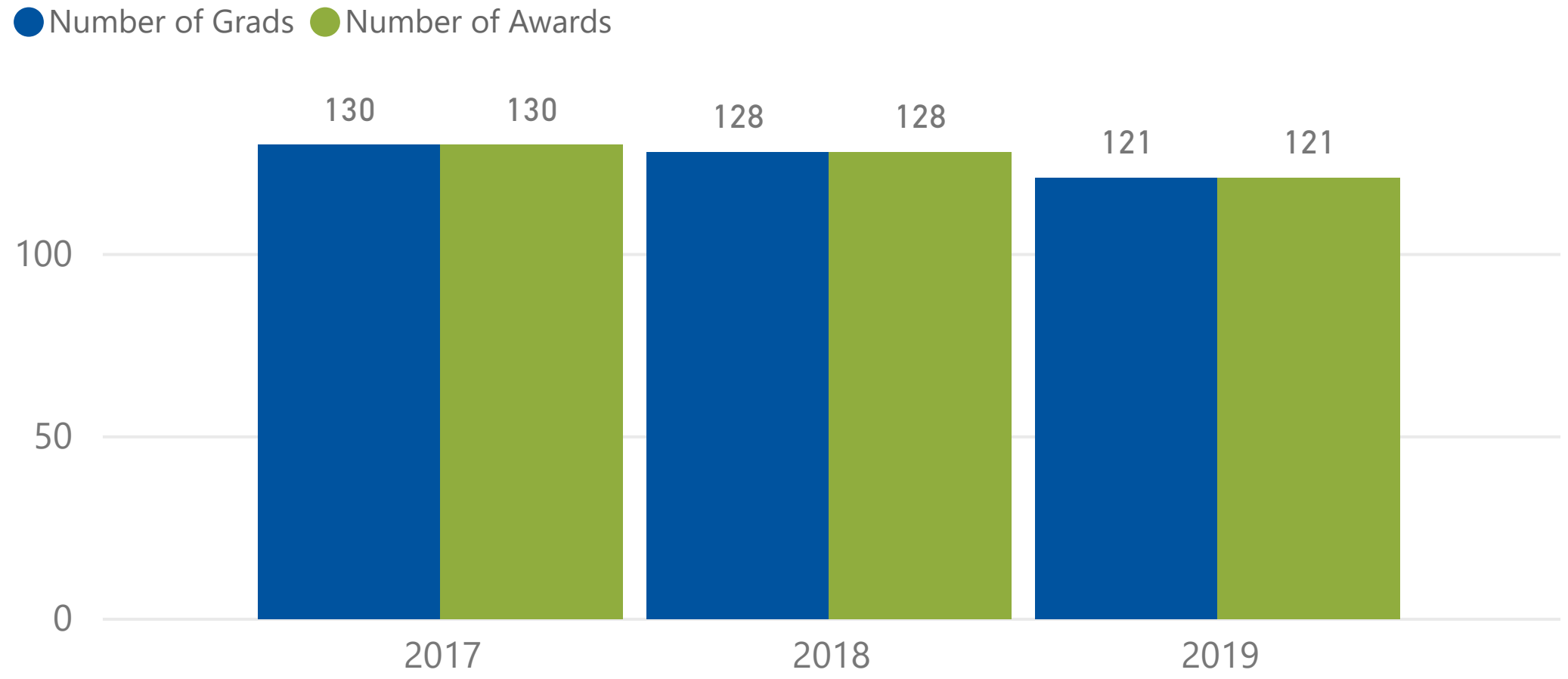
Ethnic Group

Gender

Academic Plan Id	Student Count	Enrollment Count	Units Taken	Success Rate	Grads Count 2019-20	Enrolled in Fall 2020-21 (0580)	Retention Rate 0565 to 0580
ACTAP-CT			2	50.0 %			
APLS-CT			2	100.0 %			
BACCAPP-NO	1	44	135	97.7 %			
BUSADM-CT		2	6	100.0 %			
BUS-AS	1	59	175	98.3 %		1	100.0 %
BUS-BS	89	1,241	3,864	84.4 %	3	77	88.8 %
BUS-TR		41	124	90.2 %			
CCNA-CT		2	6	100.0 %			
CIT-AS		29	87	93.1 %			
CJPSS-AS		3	9	100.0 %			
CMPRG-CT		16	48	100.0 %			
COMPNET-AS		9	27	77.8 %			
COMSC-TR		4	12	100.0 %			
CPS-CT		11	33	100.0 %			
CRCI-CT		6	18	100.0 %			
CRIM-TR		1	3	100.0 %			
CST-AS		10	26	100.0 %			
CWPA-AS		32	96	93.8 %			
DIGFORN-AS		4	12	100.0 %			
FAM-AS		6	18	100.0 %			

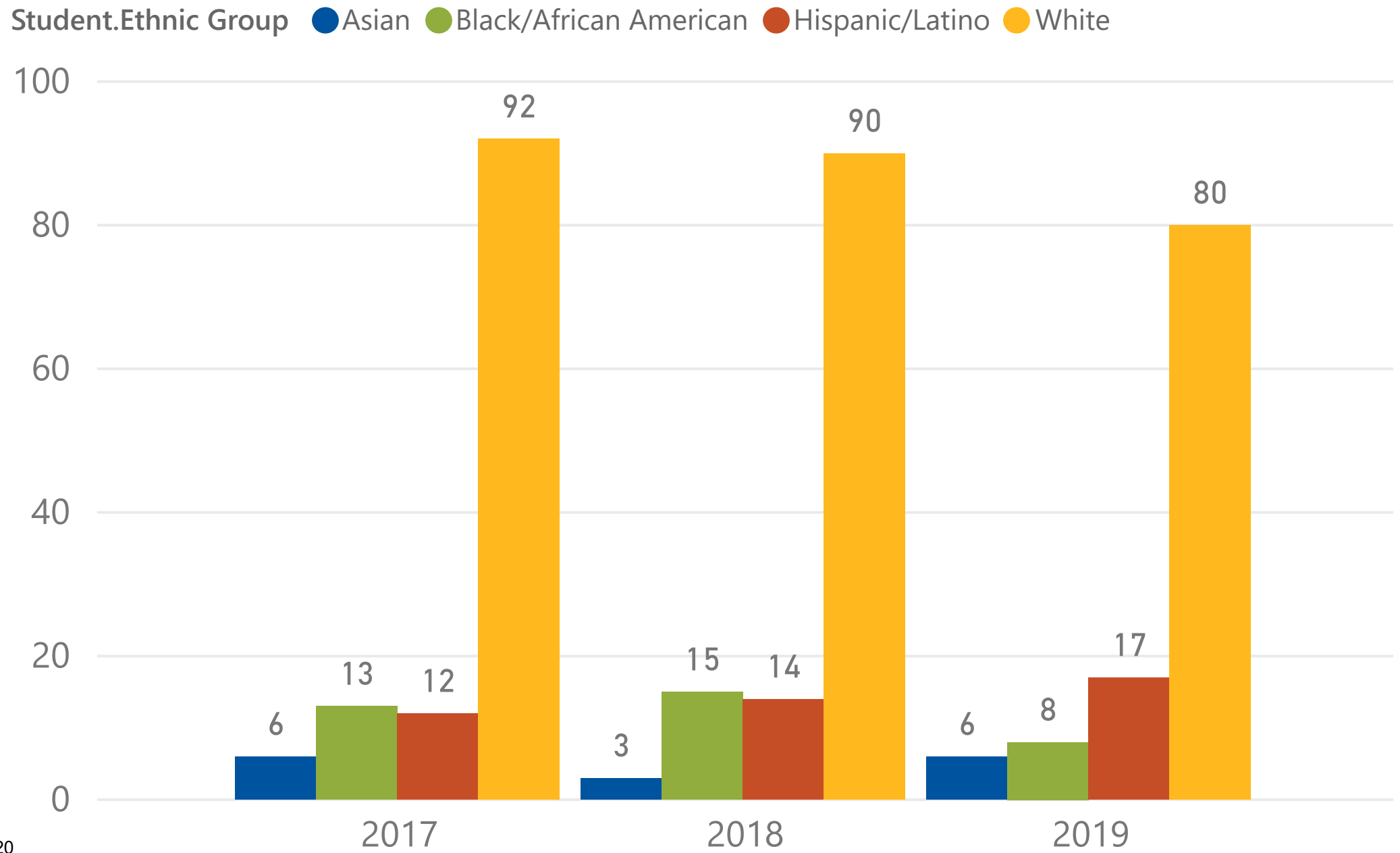
<b>Total</b>	<b>470</b>	<b>3,725</b>	<b>11,389</b>	<b>88.9 %</b>	<b>151</b>	<b>302</b>	<b>88.1 %</b>
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**Number of Grads and Number of Awards by Academic Year**



Academic Year	2017	2018	2019	
Degree	Number of Grads	Number of Awards	Number of Grads	Number of Awards
<b>BAS</b>	<b>130</b>	<b>130</b>	<b>128</b>	<b>128</b>
TMGT-BAS	130	130	128	128
<b>Total</b>	<b>130</b>	<b>130</b>	<b>128</b>	<b>128</b>

**Student Count by Ethnic Group and Academic Year**



Term: All

Program: All

Plan: TMGT-BAS

Gender: All

Academic Program

All

**564**

**87.4%**

**329**

**176**

**82.1%**

Student Count Fall 2017-18

Success Rate Fall 2017-18

Enrolled in Fall 2018-19

Grads Count 2017-18

Retention Rate 0535 to 0550

Academic Plan

All

**504**

**88.6%**

**292**

**173**

**84.1%**

Student Count Fall 2018-19

Success Rate Fall 2018-19

Enrolled in Fall 2019-20

Grads Count 2018-19

Retention Rate 0550 to 0565

College School Depart...

All

**470**

**88.9%**

**302**

**151**

**88.1%**

Student Count Fall 2019-20

Success Rate Fall 2019-20

Enrolled in Fall 2020-21

Grads Count 2019-20

Retention Rate 0565 to 0580

Academic Organization...

TMGT-UD

Community

All

FTIC Flag

All

Ethnic Group

All

Gender

All

Academic Plan Id      Retention Rate 0535 to 0550      Retention Rate 0550 to 0565      Retention Rate 0565 to 0580

APLS-CT	100.0 %		
BACCAPP-NO		75.0 %	
BUS-AS			100.0 %
BUS-BS	76.2 %	75.3 %	88.8 %
CIT-AS	100.0 %		
EDST-BS	83.3 %	50.0 %	
ENRCH-NO			50.0 %
FSPISM-TR			100.0 %
GEN-AA			100.0 %
HSA-BAS	75.0 %	100.0 %	100.0 %
INTBUS-BAS	100.0 %	100.0 %	
ITSC-AS			100.0 %
MGTORG-BAS	80.6 %	78.3 %	50.0 %
PPA-BS	72.5 %	73.9 %	89.5 %
<b>Total</b>	<b>82.1 %</b>	<b>84.1 %</b>	<b>88.1 %</b>

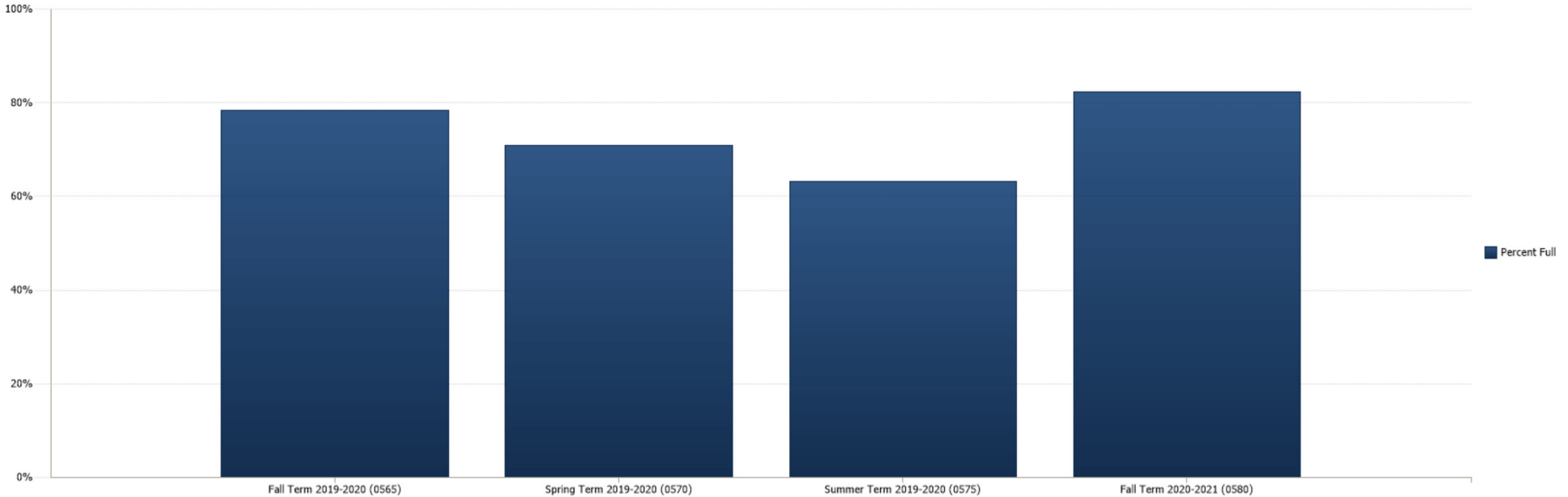


# Academic Program Viability Report > Percent Full

Enrollment | Performance | **Percent Full** | Graduates | Course Groups

## Percent Full Metric Graph

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **TMGT-UD**



## Percent Full Metric by Instructional Method

**i** Class Status: **Active, Full, Stop Further Enrollment**, Class Academic Group: **LD, UD**, Class College School Dept - Academic Group Desc - Academic Organization - Subject Catalog Nbr: **TMGT-UD**, Filter empty rows and columns

Term Academic Year - Term Desc	Measures	All	Blended	Online
Fall Term 2019-2020 (0565)	Enrollment Count	808	12	796
Fall Term 2019-2020 (0565)	Standard Course Load	1,032	24	1,008
Fall Term 2019-2020 (0565)	Percent Full	78.3%	50.0%	79.0%
Spring Term 2019-2020 (0570)	Enrollment Count	851	12	839
Spring Term 2019-2020 (0570)	Standard Course Load	1,200	24	1,176
Spring Term 2019-2020 (0570)	Percent Full	70.9%	50.0%	71.3%
Summer Term 2019-2020 (0575)	Enrollment Count	288		288
Summer Term 2019-2020 (0575)	Standard Course Load	456		456
Summer Term 2019-2020 (0575)	Percent Full	63.2%		63.2%
Fall Term 2020-2021 (0580)	Enrollment Count	910		910
Fall Term 2020-2021 (0580)	Standard Course Load	1,104		1,104
Fall Term 2020-2021 (0580)	Percent Full	82.4%		82.4%



# Academic Program Viability Report > Course Groups

Enrollment | Performance | Percent Full | Graduates | [Course Groups](#)

## Course Groups

Class Course Group: **Internship Courses**, Student Term Career Desc - Program Desc - Plan Desc - Subplan Desc: **Tech Development & Management**, Class Academic Career: **UGRD**, Filter empty rows

Class Course Group - Subject Catalog Nbr	Fall Term 2019-2020 (0565)		Spring Term 2019-2020 (0570)		Summer Term 2019-2020 (0575)		Fall Term 2020-2021 (0580)	
	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes	Unduplicated Student Count	Number of Classes
CIS2940	1	1	1	1				
CNT2940	2	1						
COP2940					1	1		
CTS2940	1	1	2	1	1	1		
TSM4915	57	3	55	5	12	1	72	3

Student System Cube Refresh

Last Refresh: 9/25/2020 7:31:09 AM

## Viability Report Process Document

[Viability Report Process Document](#)

Academic Year - Term Desc - Multi **Fall Term 2019-2020 (0565), Spring Term 2...**

Campus Description **All**

Career - Program - Plan - Subplan - Multi **Tech Development & Management**

College - Group - Acad Org - Subject **All**

Course Instructional Method **All**

Student Type (FTIC) **All**

Age Group **All**

Ethnic Group **All**

Gender **All**

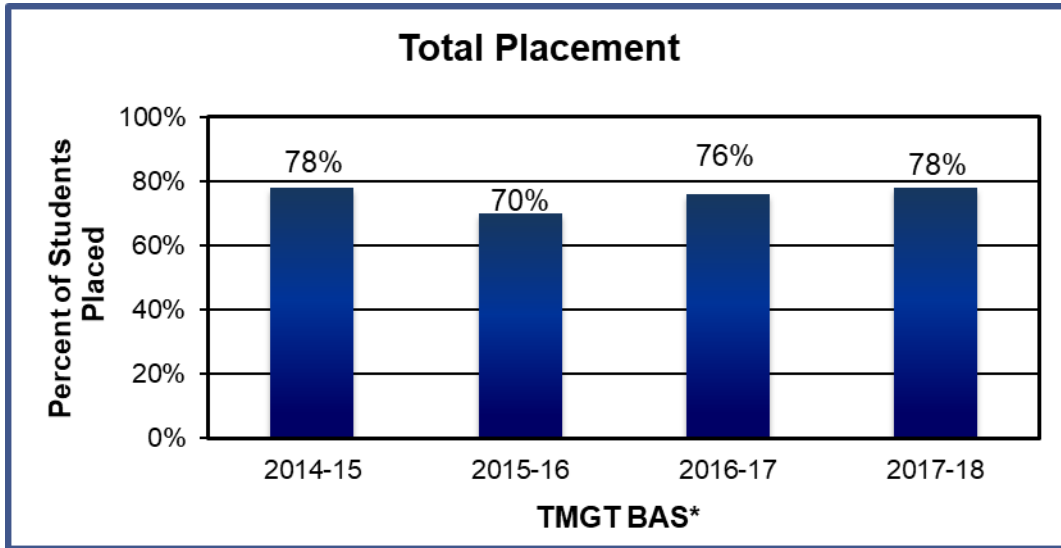
Custom Cohort **All**

Student Group **All**

### **Industry Certification Attainment**

The ITIL Foundation industry certification has been identified in ISM 4361 of the College of Computer and Information Technology: Technology Management, BAS program for evidence of certification attainment at the baccalaureate level. This opportunity is not Perkins funding eligible, but some student voucher scholarships will be available each academic year through Workforce Service funds.

## 2019-20 Placement Data



\*Refers to graduates found to be employed full-time or part-time.

<b>TMGT BAS</b>		
	<b>Pool Count</b>	<b>Percent Placed</b>
2014-15	69	78%
2015-16	108	70%
2016-17	94	76%
2017-18	127	78%

Source: <http://www.fldoe.org/accountability/fl-edu-training-placement-info-program/fl-college-system-reports.shtml>



Table 1 Growth for Computer and information systems managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	433,960	\$70.37/hr
Florida	20,090	\$61.85/hr
Pinellas County	4,050	\$65.56/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 2 Growth for Computer systems analysts

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	589,060	\$43.71/hr
Florida	27,450	\$38.09/hr
Pinellas County	6,280	\$40.02/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 3 Growth for Information Security Analysts

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	125,570	\$47.95/hr
Florida	6,630	\$42.90/hr
Pinellas County	1,700	\$41.60/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 4 Growth for Network and Computer Systems Administrators

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	354,450	\$40.15/hr
Florida	17,930	\$37.10/hr
Pinellas County	3,730	\$37.68/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 5 Growth for Computer Programmers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	199,540	\$41.61/hr
Florida	9,670	\$36.02/hr
Pinellas County	1,970	\$37.55/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 6 Growth for Industrial Production Managers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	185,790	\$50.71/hr
Florida	5,900	\$47.03/hr
Pinellas County	1,140	\$46.56/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

Table 7 Growth for Software developers and software quality assurance analysts and testers

	<b>Jobs (2019)</b>	<b>Median Earnings</b>
National	1,406,870	\$51.69/hr
Florida	59,880	\$46.12/hr
Pinellas County	13,740	\$47.05/hr

Source: U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/oes/tables.htm>

## **Perkins Completion & Non-Traditional Completion Performance**

Perkins completion metrics do not apply to baccalaureate programs.

## Action Plan Follow-up and Evaluation Report for 2018-19 Viability Report

Program: Technology Management, Upper Division

Date Completed: August 2020

Prepared By: John Duff

### I. Action Plan Items Status

	Action Item	Measure Addressed (Value)	Completion Status	Status Explanation
1	CCIT will introduce a new sub plan in cyber defense and risk mitigation into the existing Technology Development and Management BAS degree program.	SSH Enrollment	Completed	This sub plan was introduced ahead based on courses that had been developed to support the new BAS program in cybersecurity that was also being developed. Twenty students are enrolled in the sub plan.
2	Given the growing interest in Cyber Security CCIT will develop a proposal for a new BAS degree program in Cyber Security with an anticipated start date of August 2020 (dependent upon state approval).	Unduplicated Headcount	Completed	The new BAS program in cybersecurity was approved by the state and introduced in the Fall of 2020. There are 60 students enrolled in the plan.

### II. Non-Completed Action Plan Items and Plan for Completion

All action items were completed.

### III. Evaluation of the Impact of Action Plans on Program Quality

The new offerings in cybersecurity have enabled CCIT to meet a workforce need for cybersecurity professionals. The new BAS has given AS degree students in cybersecurity an academic pathway that allows them to continue their education at SPC.

## Program Goals and Strategies

Program: Technology Management, Upper Division

Date Completed: 11/17/2020

Due Date: August 2021

Prepared By: John Duff

### I. Goals

	Program Goals	SPC Commitment Pillar
1	Improve the effectiveness of the CCIT Advisory Committee's participation in the Technology Development and Management Capstone Course.	Community Engagement

### II. Strategies

	Strategies to be Implemented	Viability Metric Target Outcome	Goal #	Responsible Individuals
1	Working with CCIT Advisory Committee chair, the CCIT team will create an orientation program for Advisory Committee members who will be participating in evaluating capstone presentations.	Course Success/W-WF-F Rates: A 5% increase in the scores for student capstone presentations.	1	John Duff

### III. Special Resources Needed:

N/A

### IV. Area(s) of Concern/Improvement:

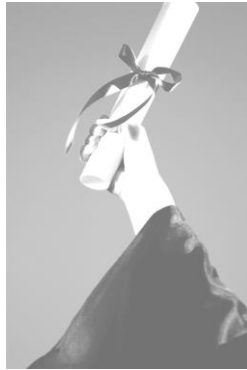
N/A

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## Contact Information

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