

SUPPLEMENTAL MATERIALS, as itemized in Section 15.1

1. Advisory Committee List
2. Letters of Support from the following:
 - a. Seminole State College Alumnus
 - b. Andrew Meadows, Pro Air Mechanical, President
 - c. David Fravel, Former Advisory Board Member
 - d. David Walsh, Founder and Retired CEO and President of Mitsubishi Power
 - e. Deepak Sood, Auritas, LLC, CEO
 - f. Bill Elliott, Evershore Financial Services
 - g. Hugh Moore, Former Dean, Center for Business, Entrepreneurship and Legal Studies, Seminole State College
 - h. Michelle Bedow, CAP-OM
 - i. Michel Fernandez, MICHEL RE LLC, President
 - j. Silvia McLain, Legal Aid Society, Executive Director
 - k. Peter Townsend, Global Solutions, CEO
 - l. Tricia Johnson, Seminole County Government, Deputy County Manager
 - m. Mariam Davoodian, Director of Operation, Dipasqua Ent. (retired)
 - n. Jerry Ross, National Entrepreneur Center, President
 - o. Theodora Regina Berry, Division of Student Learning and Academic Success, Vice Provost and Dean
3. Survey Results
4. Program Review Baccalaureate Enrollment Demographics
5. \$10,000 Baccalaureate Degree Requirements
6. EMSI Data

Business and Information Management Advisory Committee Members	
Name	Company
David Best	A. Duda & Sons, Inc.
Sean Newman	Aon
Joel Schwalbe	Dr. Phillips Center for the Performing Arts
Darrin Griffin	HGR Construction, Inc.
Duane Anderson	Primerica
Barry Gainer	The Miller Group of Keller Williams Heritage
Business Administration Advisory Committee Members	
Doug Fudge	Fudge Insurance
Mariana Zorrilla	Garzor Insurance
Tom Cotton	Hugh Cotton Insurance
Scott L'Heureux	Jackson Therapy Partners
Matt Ostrander	Lassiter Ware Insurance
Leslie Bonner	MediaReach
Steve Browne	Wiginton Fire Systems
Lorrie Partridge	Blackadar Insurance Agency
Peter Townsend	Townsend Global Solutions
Accounting Advisory Committee Members	
Mary Moschler	Florida Concrete & Products Association (FC&PA)
Jerry Karleskint	Future Health Concepts, Inc.
Dan Biechele	Gem Supply
Robert Kimelman	Greene Dycus & Company
Richard Read	HCA Healthcare
Angela Singleton	HilltopSecurities, Inc.
Sean Barth	Independent Drilling, Inc.
Janet Berner	Internal Revenue Service (IRS)
Joe Pfaff	Joseph A. Pfaff, CPA, P.a.
Jeff Bissey	Orlando Magic
David Kolvek	Penn National Gaming
Krystal Harmon	Pinnacle Property Management Services
Myla Rerner	Rosenfield and Co, PLLC
Jeff Reinking	University of Central Florida
Stephanie Pompeo	Wharton Smith, Inc.,
Brad Beemer	BKHM CPA
Administrative Office Management Advisory Committee Members	
Christine Toscas	AdventHealth
Carlos Acevedo	Boen Hardwood Flooring
Patricia McLeod	Estes, Ingram, Foels & Gibbs, P.A.
Dawn Siple	Link Staffing Services
Cyndy El Idrissi	Mitsubishi Power Americas, Inc.
Nancy Smith	North American Office Solutions
Amanda Zacharias	Robert Half
Vicki Hathaway	Seminole County Board of County Commissioners
Tracie Vann	Slayton Search Partners
Michelle Bedow	Temenos USA

Lori McDowell	Veritas Technologies Corporation
Kim Corder	Vickaryous Law Firm
Entrepreneurship Advisory Committee Members	
Maria Davoodia	DiPasqua Enterprises
Bill Elliott	Evershore Financial Group
Michael Fernandez	Michel Re, LLC
Glen Mather	NuView IRA, Inc.
Andrew Meadows	ProAir Mechanical
David Fravel	AIG – New York, New York
Legal Advisory Committee Members	
Amelia Merrick	Akerman, LLP
Barbara Dirienzo	Children’s Legal Service Circuit 18 DCF
Clayton Simmons	Clayton D. Simmons, PA
Frederic Schott	Eighteenth Judicial Circuit
Silvia McClain	Seminole County Bar Association Legal Aid Society
Sharon Bassa	State Attorney’s Office, 18th Judicial Circuit
Robert McIntosh	Stenstrom, McIntosh, Colbert & Whigham PA
Fran Duval	Stetson University
Ka’Juel Washington	The Washington Trial Group, PLLC
Anne Hughes	Zimmerman Kiser Sutcliffe

October 20, 2020

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. By allowing students from Seminole State to stay local while obtaining this degree, Seminole State will also positively impact the local economy. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,



Amellia Merrick, MBA
Seminole State Alumnus

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,



Andrew Meadows

Pro Air Mechanical, President

October 12, 2020

Georgia Lorenz, Ph.D., President
Seminole State College of Florida
100 Weldon Blvd.
Sanford, FL 32773

Dear Doctor Lorenz;

Re: Bachelor of Applied Science in Management and Organizational Leadership

I am writing to enthusiastically support the offering of a Bachelor of Applied Science in Management and Organizational Leadership degree.

Following my retirement from a career in national and international insurance, former Dean, Hugh Moore, suggested I join the advisory board of the Entrepreneurship and Business Management Program. I served on the board for four years, three years as chairperson.

It was exciting to see Seminole State take Entrepreneurship from the conceptual drawing board to a fully developed degree Program attracting countless students and providing each student with skills necessary for success in our twenty-first century economy.

The need for a concentrated degree in Management and Organizational Leadership is critical. With the pandemic, millions of workers are sequestered at home working safely but isolated and detached from their company, their leaders and missing vital social-support connections to co-workers. Millions have been furloughed and sixty million people have filed for unemployment.

Furloughs and job eliminations have long-term negative consequences, most notably, the fracture of the psychological contract between leadership, management and the workforce. When the new normal arrives, leadership has a critical role in writing a new contract and becoming behavioral role models to its principles of trust, fairness, transparency, integrity and inclusivity.

Today, we are a nation divided over differing views on politics, pandemic response and social evolution. These differing views are deeply acrimonious and the workforce will represent these divisions in society. When company doors reopen, these views will cross the threshold of every company and take root in every cubicle, conference room and across every cafeteria table.

For the first time in our history, businesses, large and small, are home to a generational divide that includes five distinct generations of workers. Each generation has been informed by its own watershed moments and life experiences. Each generation has a bias, conscious or unconscious, about co-workers from other generations and diverse backgrounds. Each generation has different expectations of their leaders and managers.

There are millions of workers under temporary contract to companies as part of the Gig economy. These workers will likely never set foot inside the company but their support and dedication to company goals is vital. Often, these free lancers choose their employers based on self-identification with company purpose and cultural values. They pass judgement as to whether

or not they see these values manifested in the behavior and decisions of their leaders and managers.

The day will come when our national nightmare will end and people will return to work. That day will sound a clarion call to leaders to unify their workforce in a shared purpose where there is a mutual dependence on one another for success. An environment where tolerance and mutual respect for one another and for our differences will be fundamental to that success.

After the pandemic, after the last vote has been counted and, as the evolution of society continues, we are not going back to the way it was. Leaders and managers will need the tools necessary to lead, manage and motivate workers who will reflect society in all its complexity.

The textbook to lead and manage in the post-pandemic world has yet to be written. The challenge to leaders and managers will be unprecedented. The campus learning environment, whether experienced through brick and mortar attendance, or on-line, is the incubator to prepare our future leaders with targeted course offerings responsive to this new world.

The Bachelor of Applied Science in Management and Organizational Leadership will make a vital contribution to this important effort.

Sincerely,

David A. Fravel, M.A.

Executive Vice President and Chief Transition Officer, (retired)

Alico, (former International subsidiary of the American International Group, (AIG))

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,

David Walsh
Founder and Retired CEO and President of Mitsubishi Power
Managing Director, Takota Group Inc.

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

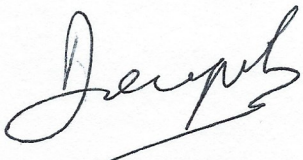
This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,

Deepak Sood

A handwritten signature in black ink, appearing to read 'Deepak Sood', with a stylized flourish at the end.

Auritas.LLC, CEO

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,

Bill Elliott
Evershore Financial Services

September 25th, 2020

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

Please accept this letter as my support of Seminole State's development of a Bachelor of Applied Science in Management and Organizational Leadership.

It is important to our Seminole County and National impact, that there is the opportunity to complete a degree program in Management and Organizational Leadership that is affordable, accessible, and workforce oriented.

Having come from business at levels of executive leadership, it has always been essential to recruit both mature and entry level students that bring an immediate organizational and management flair. Moreover, there will always be a need for students to have been introduced to the understanding of latest organizational techniques, innovation and employee creativity, and the appreciation of what it takes to enable a spirit of management and entrepreneurship to meet and beat competition in the market place.

Having worked extensively with our local Seminole County Chambers for a number of years, and having been in a privileged position to have led the four year and two year business programs at SSC, there is a need to fill the gap in the portfolio of degrees with a higher level Bachelor of Applied Science degree to lead our local community and to enable successful businesses to secure employment growth for our future. A highly educated workforce will allow our State and region to better compete in our global economy. To offer the specializations in Entrepreneurship and General Management achieves these goals along with students being able to receive their four-year degree without leaving the area.

I look forward to any opportunity to advise Seminole State College regarding this endeavor.

Sincerely,

Hugh Moore
Staff Parish Council Member
Prior: Vice President, Chief Information Officer, Siemens
Vice President, Logistics, Siemens International
Vice President Field Services and Customer support, GEC/Plessey. USA
Dean, Center of Business, Entrepreneurship and Legal Studies., Seminole State College

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

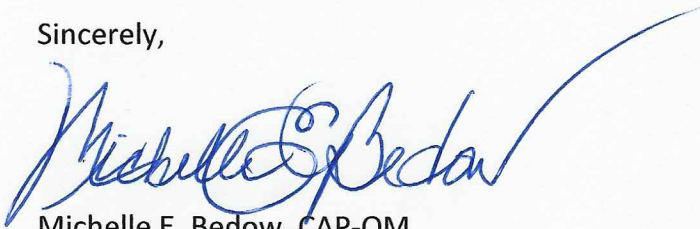
Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

As a former graduate of Seminole State and a member of the Advisory Committee, I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,



Michelle E. Bedow, CAP-OM

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

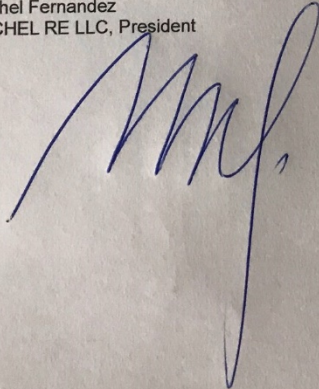
This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,

Michel Fernandez
MICHEL RE LLC, President

A handwritten signature in blue ink, appearing to read 'M. Fernandez', is written over the typed name and title.



SEMINOLE COUNTY BAR ASSOCIATION LEGAL AID SOCIETY

101 West Palmetto Avenue • Longwood, Florida 32750

Phone: (407) 834-1660 • Fax (407) 260-6952

E-mail: administrator@scbalas.com

Website: www.scbalas.com

EXECUTIVE DIRECTOR

Silvia McLain, J.D.
Attorney

DIRECTORS FOR 2020

Nancy Freeman, J.D.
President

J. Marc Jones, J.D.
Vice President

Thomas G. Freeman, Jr. J.D.
Treasurer

Deborah Warner, J.D.
Secretary

Major Scott Ballou

Maria Espinosa, J.D.

Julianna Groot, J.D.

Steven Kramer, J.D.

Robert McIntosh, J.D.

Michael A. Sasso, J.D.

Chris Sprysenski, J.D.

OFFICE STAFF

Sue Selsky, J.D.
Attorney

Yvonne Alonso, J.D.
Attorney

Joanne Desile, J.D.
Attorney



*"Enhancing Access to Civil
Justice Since 1975"*

Proudly Supported by



October 9, 2020

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

Seminole County Bar Association Legal Aid Society, Inc. (SCBALAS)

enthusiastically supports Seminole State College in its pursuit of offering a Bachelor of Applied Science in Management and Organizational Leadership. The ability to expand baccalaureate degree offerings can only mean an increased opportunity for students to obtain degrees in high-demand areas. The curriculum that students will be exposed to throughout the program will improve our workforce and its ability to positively effect change within a student's chosen area of employment. Our company believes that this baccalaureate degree program is critical in creating highly skilled, high-paying jobs in the fields of management, supervision, and organizational leadership.

Our company provides assistance to low income residents in Seminole County. We see the daily struggles and economic hardships of our clients, who do not possess the higher education needed to secure a better paying job to support their families. The ability to pursue the Bachelor of Applied Science in Management and Organizational Leadership at Seminole State College would be a tremendous economic opportunity for our clients and fellow residents. The college campuses are centrally located throughout the county providing easy access to Seminole County residents.

With our industry seeking to retain, grow, and recruit an educated workforce, the development of a locally available Bachelor of Applied Science degree will provide our area residents with needed opportunity for skill growth. The ability to complete all courses online will be an added benefit to those already working in the industry. In addition, this degree program will assist in keeping talent here locally for continued growth of our area businesses and economy.

In conclusion, **SCBALAS** fully supports Seminole State College in its efforts to offer the Bachelor of Applied Science in Management and Organizational Leadership.

Sincerely,

Silvia McLain
Executive Director

September 14, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

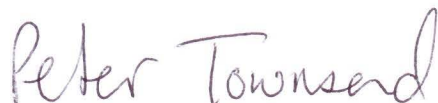
Dear Dr. Lorenz,

This letter is in support of Seminole State College and their desire to offer a Bachelor of Applied Science in Management and Organizational Leadership. With this baccalaureate degree, which includes specializations in Entrepreneurship and General Business, the College will fill a need by providing postsecondary education options in the business field. In addition, students will be able to receive their four-year degree without leaving the area. A highly educated workforce will allow our State and region to better compete in our global economy.

Seminole State College continues to develop and promote programs that address future workforce needs and current employment opportunities. It is important for our future and the potential for employment opportunities in our rapidly expanding workforce that Seminole State College offers this baccalaureate degree program.

I look forward to the opportunity to work with Seminole State College regarding this endeavor.

Sincerely,

A handwritten signature in cursive script that reads "Peter Townsend".

Peter Townsend

Global Solutions, CEO

January 11, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

Seminole County Economic Development strongly supports the establishment of Seminole State's Bachelor of Applied Science in Management and Organizational Leadership. This degree program will create a pool of highly skilled business professionals ready to meet the needs of our County in the areas of management, supervision, and organizational leadership.

Every year, thousands of entrepreneurs establish new businesses with the hope of achieving success soon thereafter. Unfortunately, only half of these new businesses survive during the first five years of operation. Often, this is due to lack of organizational leadership. Programs such as the one proposed by Seminole State College will provide aspiring business owners the tools necessary to effectively manage their team and organizational goals. The proposed curriculum offers specializations in Entrepreneurship and General Business which includes finance, leadership, and organizational behavior related courses which will allow graduates to readily advance in their chosen careers.

It is imperative that Seminole County students have access to a degree program in Management and Organizational Leadership that is affordable and workforce oriented. What will a near-and long-term post-COVID-19 economy look like? Students will need greater access to higher education as it is a highly productive path for unemployed and under employed populations to better prepare for a competitive job market. Seminole State College is committed to meeting this need while supporting students throughout their program of study. The commitment to excellence through advanced knowledge that business professionals will gain through this needed degree will have a direct impact on our region's business community.

Seminole County fully support Seminole State in their efforts to offer a Bachelor of Applied Science in Management and Organizational Leadership.

Sincerely,



Deputy County Manager
Seminole County Government

October 12, 2020

Georgia Lorenz, Ph.D., President
Seminole State College of Florida
100 Weldon Blvd.
Sanford, FL 32773

Dear Doctor Lorenz;

Re: Bachelor of Applied Science in Management and Organizational Leadership

I am writing this letter to support the offering of a Bachelor of Applied Science in Management and Organizational Leadership degree.

After my retirement as a Director Of Operation, Professor David Moradian asked me to join the advisory board of the Entrepreneurship and Business Management Program. It has been over 5 years that I am serving in this committee.

First year the program was only a plan on the note pad. Now is a fully developed degree program. This program attracting all kinds of students. It is great to see the rising of the quality of this degree to help students with skills needed for success in their communities.

During this pandemic, we learned about the new normal, working remotely, isolated and detached from the company, the leaders and missing vital social-support connections to co-workers. Millions have been furloughed and sixty million people have filed for unemployment. This will show the need for a concentrated degree in Management and Organizational Leadership is critical.

For this new normal leadership has a critical role in writing a new contract and becoming behavioral role models to its principles of trust, fairness, transparency, integrity and inclusivity. This is because job eliminations have long-term negative consequences, most notably, the fracture of the psychological contract between leadership, management and the workforce.

More than ever in our history our nation has been divided by the political views. These divided views and values will affect the workplace and society and the culture of our nation. When we reach to the safe shore after the pandemic, these views will across every company

The Gig economy, brings millions of free lancer to workplace. Theses are the workers most likely never set foot inside the organization but their support and dedication to company goals is vital. Often, these free lancers choose their employers based on self-identification with the company purpose and values.

After the pandemic, we are not going back to the way it was. As all the experts talking about the new normal, we need a new organizational concept. This is when the leaders and managers need the necessary tools to lead and manage and motivate the employees.

I have not come across the post pandemic pamphlet or book to lead and manage this new society. This will be unprecedented challenge to leaders and managers. The campus learning environment, whether experienced through brick and mortar attendance, or on-line, is the incubator to prepare our future leaders with targeted course offerings responsive to this new world.

In my opinion The Bachelor of Applied Science in Management and Organizational Leadership will make a vital contribution to this important effort. It makes students ready for the post pandemic world. A society with a lots of new challenge, which need different leaders and managers.

Sincerely,

Mariam Davoodian. M.A.

Director of Operation, Dipasqua Ent. (retired)



September 13, 2021

Dr. Georgia Lorenz, President
Seminole State College
100 Weldon Blvd.
Sanford, FL 32773

RE: Bachelor of Applied Science in Management and Organizational Leadership

Dear Dr. Lorenz,

I wanted to express my support for Seminole State's development of a Bachelor of Applied Science in Management and Organizational Leadership. I understand that this degree program will improve the pool of skilled business professionals that are required to meet the needs of Central Florida's growing business community. I am particularly encouraged that the proposed curriculum offers specializations in Entrepreneurship and General Business which is critical to the future growth of our region and our state!

Entrepreneurial thinking has become a critical skill for graduates because even if they do not choose to start their own business, they will likely be working for a small business that requires those critical thinking skills. The majority of businesses headquartered in the State of Florida have fewer than 10 employees and require entrepreneurial thinkers with a deep understanding of finance, leadership, and organizational behavior. This has become more evident as the full impact of the Covid-19 shut-down is being absorbed by our small business community. This degree will prepare graduates to readily launch an entrepreneurial venture, or pursue a variety of career opportunities at an established business enterprise, small or large.

Another important consideration that I observed is that access to your program is affordable, easily accessible, and workforce oriented. That is critical to attracting students to fill the current shortage in the workforce for these specific roles. I truly appreciate that Seminole State College is committed to working with the business community to meet these needs. Your history of student support, and your commitment to excellence is well established in this region, and your continued partnerships with our business community will positively impact our business community for years to come.

Again, I fully support Seminole State in their efforts to offer a Bachelor of Applied Science in Management and Organizational Leadership and I look forward to working with you and your staff as we build the workforce of tomorrow.

Sincerely,

Jerry Ross
President

August 23, 2021

RE: Support for Seminole State College's proposed Bachelor of Applied Science in Management and Organizational Leadership and Bachelor of Science in Public Safety Administration, Bachelor of Science in Exceptional Student Education K-12, and Bachelor of Science in Elementary Education K-6

On behalf of the University of Central Florida (UCF) and the Central Florida Higher Education Consortium including representation from College of Central Florida, Daytona State College, Eastern Florida State College, Lake-Sumter State College, Seminole State College, Valencia College, and UCF, I am writing this letter to support the Bachelor of Applied Science in Management and Organizational Leadership and Bachelor of Science in Public Safety Administration, Bachelor of Science in Exceptional Student Education K-12, and Bachelor of Science in Elementary Education K-6 being proposed by Seminole State College.

In 2005, the Central Florida Higher Education Consortium was formed to guarantee students graduating with an Associate of Arts, as well as selected Associate of Science degrees, from Consortium member institutions admission to the University of Central Florida. The Consortium operates within the guidelines of a Regional Operational Plan. With this agreement, Consortium member institutions agree to conduct a collaborative review of new baccalaureate degrees being proposed by any of the six state college members. This review process involves a regional workforce supply-demand gap analysis, and an extensive review of data shared among the chief academic officers of each member institution.

The Consortium members believe that this review process is thorough, and it is consistent with the members' shared goals of meeting local and regional workforce demands without unnecessary duplication of degree programs.

Therefore, I add my support to this proposed Bachelor of Applied Science in Management and Organizational Leadership and Bachelor of Science in Public Safety Administration, Bachelor of Science in Exceptional Student Education K-12, and Bachelor of Science in Elementary Education K-6 for Seminole State College.

Sincerely,

Theodorea Regina Berry

Theodorea Regina Berry, Ed.D.
Vice Provost and Dean
Division of Student Learning and Academic Success

Seminole State College of Florida

Seminole State Management and Organizational Leadership BAS

1 - 1. Please rate your level of interest in pursuing a bachelor's of applied science degree in Management and Organizational Leadership.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Not interested	(1)	24	14.04%		2.88
Slightly Interested	(2)	38	22.22%		
Interested	(3)	43	25.15%		
Very Interested	(4)	66	38.60%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
171/1736 (9.85%)	2.88	1.08			

2 - 2. Please rate your level of interest in pursuing this degree at Seminole State College.

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Not interested	(1)	25	14.45%		2.96
Slightly Interested	(2)	30	17.34%		
Interested	(3)	45	26.01%		
Very Interested	(4)	73	42.20%		
				0 25 50 75 100	Question
Response Rate	Mean	STD			
173/1736 (9.97%)	2.96	1.09			

3 - 3. What factors are important to you in deciding whether to pursue a bachelor's degree in Management and Organizational Leadership? (Select all that apply)

Response Option	Weight	Frequency	Percent	Percent Responses	Means
Program is offered at Seminole State	(1)	99	60.00%		
Program is offered online	(2)	93	56.36%		
Affordability	(3)	115	69.70%		
Internship Opportunities	(4)	54	32.73%		
Program Faculty	(5)	24	14.55%		
Location	(6)	65	39.39%		
Small class sizes	(7)	57	34.55%		
Availability of financial aid and other support services	(8)	81	49.09%		
Employment opportunities after graduation	(9)	90	54.55%		
Program has a flexible schedule that fits around work and family responsibilities	(10)	94	56.97%		
Other, please specify:	(11)	4	2.42%		
				0 25 50 75 100	
Response Rate	165/1736 (9.5%)				

4 - If other, please specify:

Response Rate	10/1736 (0.58%)
<ul style="list-style-type: none"> • Relevance to the current job market and applicable skills • Instructor with prior military experience and a crazy mustache (please I hope y'all know exactly who I'm talking about) • actually having to take classes that will actually apply to this degree. I don't need to waste my money on unnecessary classes • A high level of interest by the Course Content Creators and the Course Content Providers should be relayed to the Students. There should be an open line of communication available offered to the students. • Accreditation • I am not interested • Want to pursue legal studies • How soon this program would be available? • Always wanted to • NA 	

Seminole State College of Florida

Seminole State Management and Organizational Leadership BAS

5 - 4. Are there any special considerations that would affect whether you would enroll in a bachelor's in applied science program in Management and Organizational Leadership offered by Seminole State? If yes, please explain:

Response Rate	49/1736 (2.82%)
----------------------	-----------------

- Yes. I would want to know what sort of classes would be included. For example would there be more accounting based classes, or would it be more arts and understanding classes. This is interesting to me.
- Affordability
- I'm currently enrolled to receive my Associates in Business Administration and would be very interested in switching my program if the courses closely matched what I have completed thus far.
- High profile internship, high intensity people, exciting curriculum with lots of debate and practical applications to solve problems. Hopefully incorporating int-relations, poli-sci, HR, and conflict resolution with a concentration on business, teams or economics
- I mostly am concerned about cost and availability online
- No
- Yes, the professors are the front line in course completion and the ability to be successful. They should be held to the same level of interest and cooperation as expected of the students. The students are the revenue stream that make such a course possible by paying their tuition. There should be an expectation that the student receives what they are paying for. Convince in today's market should also be an opportunity provided by the College. Many student like myself, have a choice in the institution we decide to meet our objectives.
- What time are classes
- no.
- n/a
- No
- Mainly cost and availability per semesters.
- This May I will complete my A.S. degree in Administrative Office Management here at Seminole State College. I already have a B.A. degree in Visual Arts Graphic Design. I'm not sure if it will benefit me in the future to have a B.A. in Business. Another concern I have is, what classes would I be required to take? since, I already have a B.A. and an A.S. degree.
- No
- Management and Organizational Leadership sounds great. I still need to think about the exact direction I am going because I am starting a new job in a few weeks and it has to do with Agriculture and my new boss want me to possibly study in that direction. Only time will tell. Also, I am taking a bit of a break and will start my Bachelor's in 2021.
- Schedule. I have a hard time picking the right classes at the right times in your AA programs. I already have a career where I work from 8:00a-6:30p. Even though I don't have children, my hours alone make it difficult. I could only imagine how people with children struggle. You need to offer more weekend and evening options for those of us that are already established or have other obligations. Not everyone that is in school lives with their family.
- N/A
- No.
- I would just be curious as to if it's a degree that can be showed to an employer and be backed up with lots of real world experiences so that way an employer chooses me and not someone who graduated from UCF etc.
- Focus on classes that will help students secure employment. Internship opportunities and a strong alumni network.
- No
- No there none at this time
- In classroom classes and tutor assistance
- Online courses
- no
- I'm happy with my current major, but I would be very interested in Management and Organizational Leadership if I changed fields.
- No
- No
- My financial ability
- No
- Would need to see if this type of degree is something employers would look for.
- Yes, if it is free of charge.
- Excellent and very needed program in our community.
- I personally would love if there was an option to choose a specific focus as well, in terms of the coursework being offered, ie finance, health admin, project mngmt, etc.
- N/A
- N/A
- How many credits will have already been obtained by pursuing/obtaining an A.S in Business from Seminole State.
- Just need to offer evening class at all Campus locations and/or on the weekend.
- No
- I am surveyor and cannot take the required survey course for a construction degree without taking a math class that doesn't pertain to surveying. Very frustrating to have to pay for a course that does nothing in the end, and I already have 30 years of survey experience and co-own a surveying company. A complete waste of time and money
- No
- n/a
- I personally would need to be able to take all the classes I must online because I'm not close to any campus currently.
- I'm transferring from Seminole state at the end of this semester so I wouldn't enroll in this program; however, I do think it's a very opportunistic major that a lot of students would be interested in.
- If classes are online and exams tests are at the testing center then I may not enroll because the point of an online class is to do it online.
- NA
- NA
- I would like for the program to offer more "real world" examples of what work will be like. Learning from textbooks is very different than the workforce.
- Yes! Financial aid availability and applicability in the workforce.

Seminole State College of Florida

Seminole State Management and Organizational Leadership BAS

6 - 5. Please share additional comments:

Response Rate	25/1736 (1.44%)
---------------	-----------------

- I enjoy going to Seminole state and would love to have a bachelors degree through this school.
- I am considering climbing the chain at Publix in order to pursue management. I feel like this degree could be helpful to me as I possibly pursue that career.
- I love this sorry if i asked for to much, but this is exciting .
- N/a
- I realize that Colleges and Universities fall into a unique category of business and are highly regulated. But, the product provided; an Education, is a service and intangible. Although it is measurable it is not easily quantifiable. For this reason, the methods used to provide the service should be extraordinary. Many Colleges and Universities are a for profit businesses so, they should be competitive in the marketplace. I need a College that is centered around the student, who provides the revenue, and not a Professor's convenience, who are paid employees. I will end up with a bill between \$25,000.00 and \$50,000.00. I need to feel that I have made Intelligent and informed where I send my money in this highly competitive industry.
- Is there any consideration for life experience?
- I think this would be an excellent addition to all that Seminole State College offers!
- I think adding this bachelors program would be amazing as many students would be willing to pursue this degree at Seminole State College.
- None at the moment.
- N/A
- I am graduating May 4th with A.S. in Business Administration. I am excited to hear you could possibly be offering this program. I was actually interested in switching colleges and enrolling into Valencia. Valencia started a program 2018-2019 called a B.A.S.B.O.L degree which is a Bachelor of Applied Science in Business and Organizational Leadership. I planned on enrolling fall 2020. I would prefer to stay with Seminole state if this program where to be offered. I really hope Seminole moves forward with this soon! Thank you for reaching out and sending the survey.
- N/A
- NA
- I would like for Seminole State to offer a Bachelor degree in Accountant. since it is my major.
- I'm interested in staying here, and obtaining a business degree- this sounds like something i would be very interested in.
- My plan was to transfer to UCF for a similar program upon completion of my general classes. I love Seminole State and would definitely pursue the whole degree there is this program was offered.
- No comments.
- I would love further information regarding this program if it becomes available.
- Great idea! Love that a concentration in Entrepreneurship is being considered, too! Thank you so much for the opportunity to participate in this survey!
- N/A
- n/a
- I don't know how well I could manage or be a leader so I'm not heavily interested in getting invested in this course myself but it does sound interesting to take.
- Great idea as another option for students to pursue other areas of business.
- NA
- NA

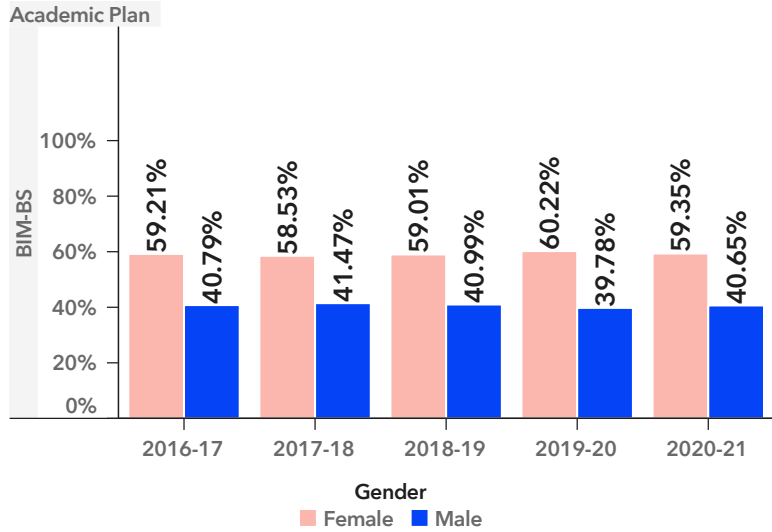
Primary Degree Student Characteristics (3)

2020-2021 Baccalaureate Program Review

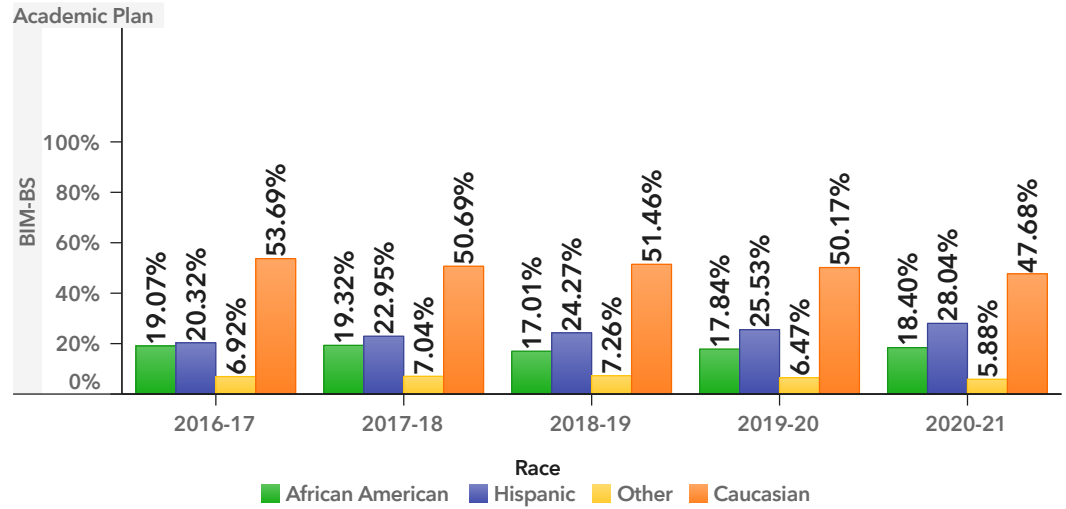
Enrollment Demographics Business Information Management

- BIM-BS
- SOCFEMAR-BC

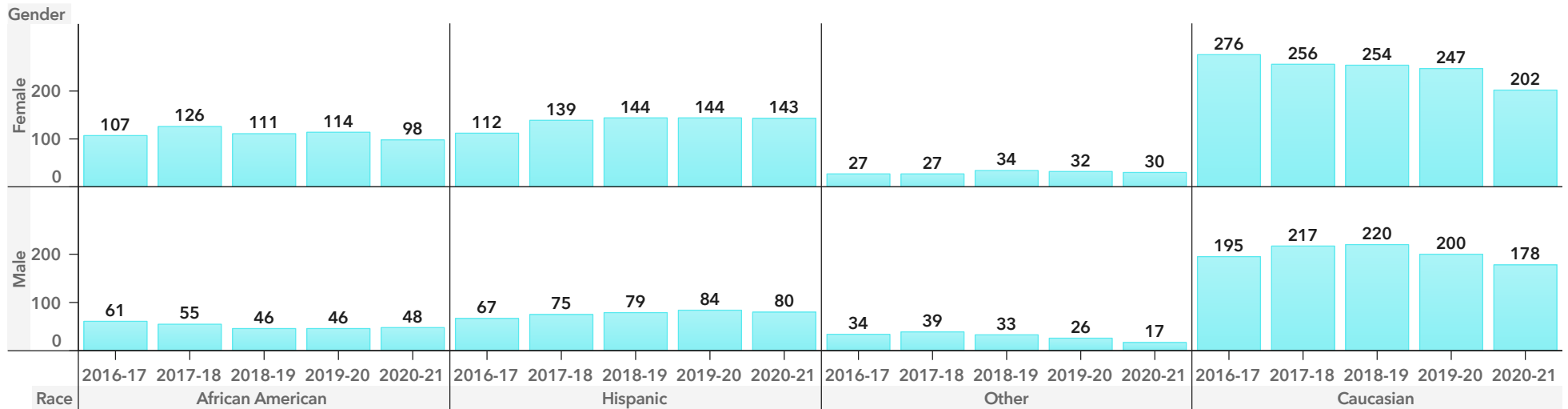
Headcount by Gender



Headcount by Race/Ethnicity



Headcount by Race/Ethnicity and Gender



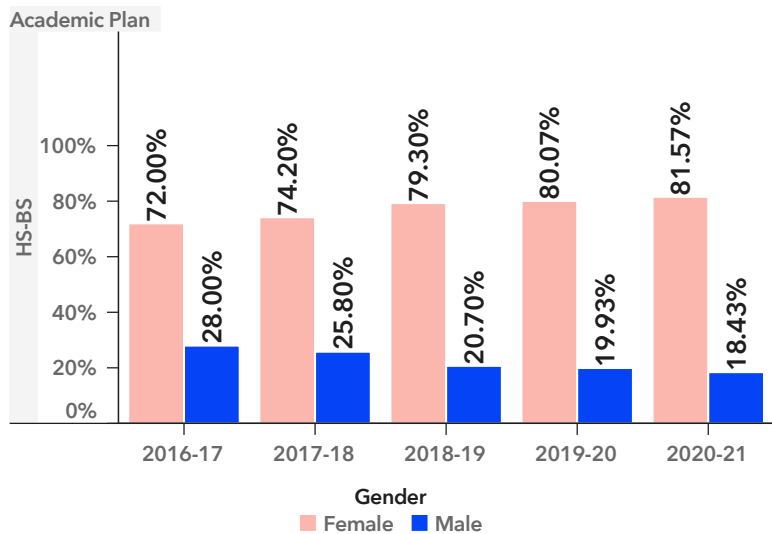
Primary Degree Student Characteristics (3) 2020-2021 Baccalaureate Program Review

Enrollment Demographics

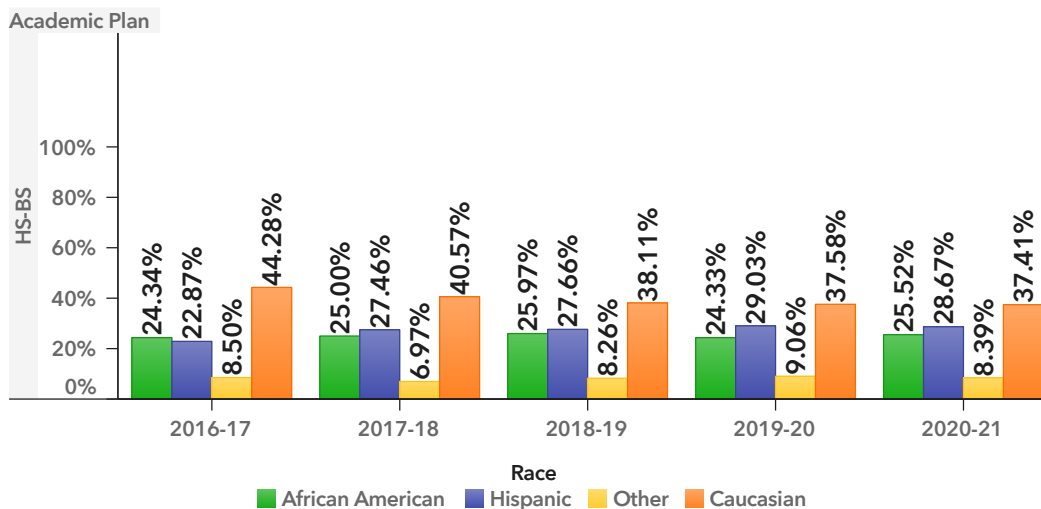
Health Sciences

HCHP-BC
 HS-BS

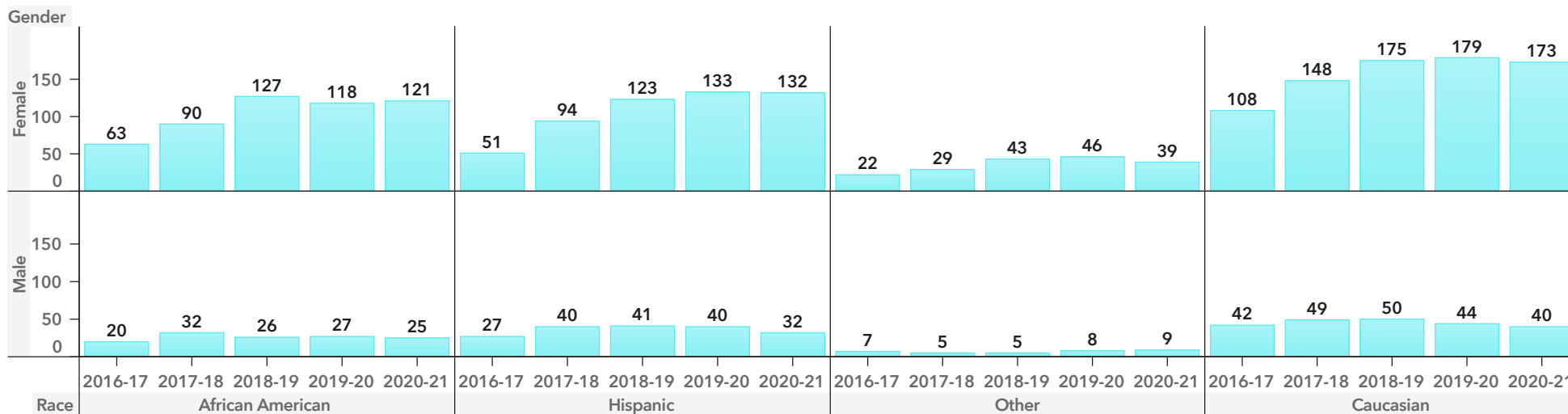
Headcount by Gender



Headcount by Race/Ethnicity



Headcount by Race/Ethnicity and Gender

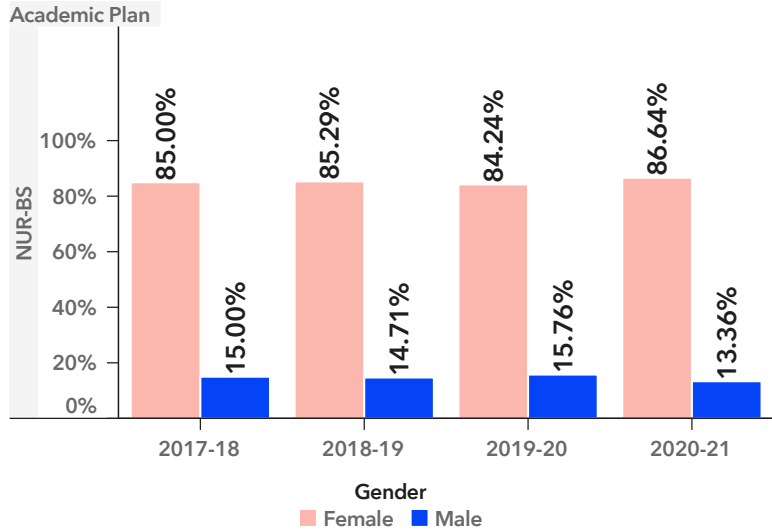


Primary Degree Student Characteristics (3)
2020-2021 Baccalaureate Program Review

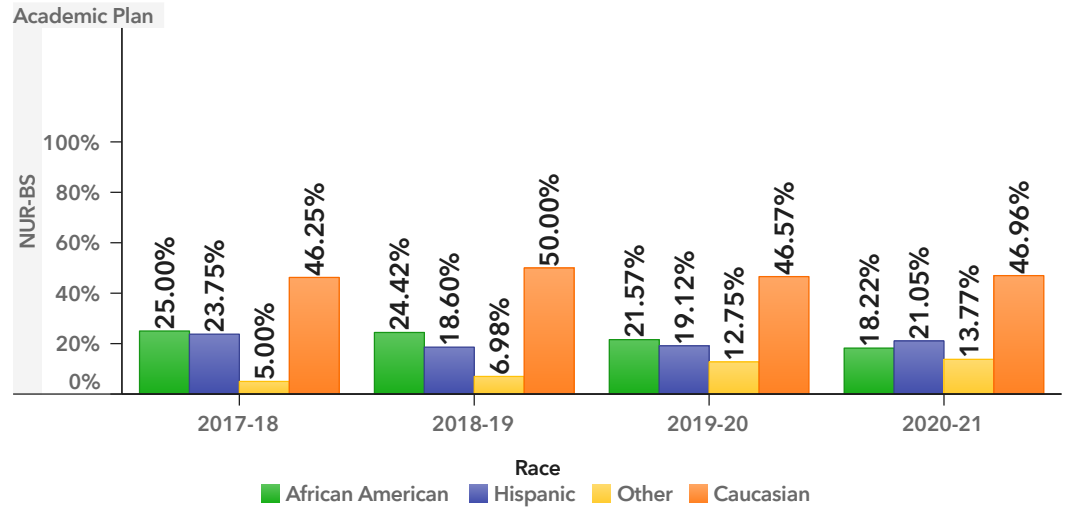
Enrollment Demographics
Nursing
RN-to-BSN

□ NUR-BS

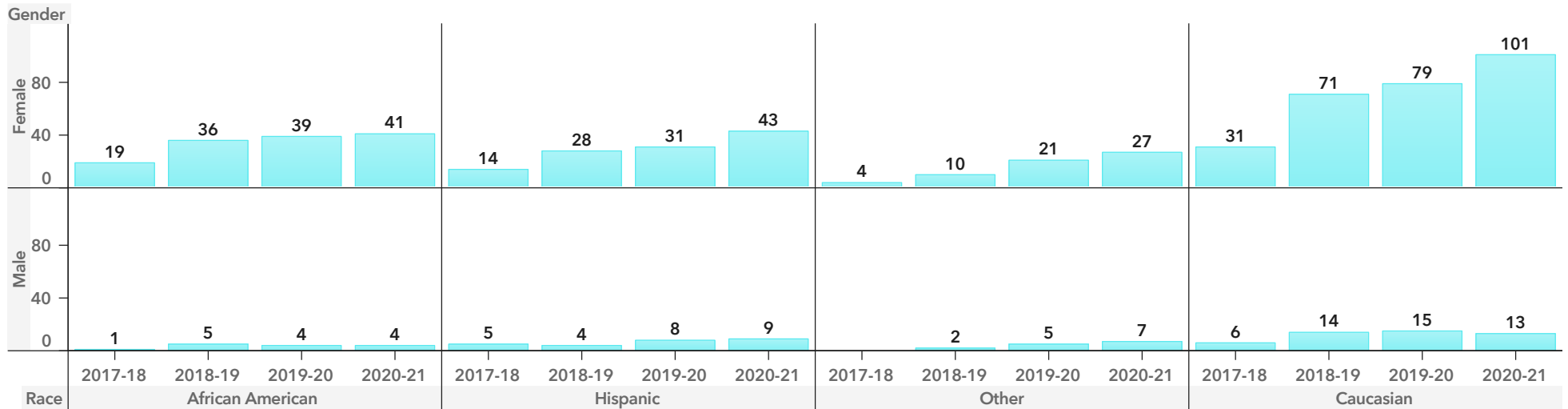
Headcount by Gender



Headcount by Race/Ethnicity



Headcount by Race/Ethnicity and Gender



\$10,000 Bachelor's Degree

Students must satisfy the following requirements to qualify for the \$10,000 Bachelor's Degree:

- Meet Florida residency requirements
- Have a cumulative 3.0 GPA in all completed college coursework including dual enrollment
- Provide high school transcripts
- Demonstrate status as First Time in College Student (not including dual enrollment)
- Must apply for the \$10,000 degree program before the start of their freshman year as an Associate Degree student
- Apply for the Baccalaureate Degree upon completion of the A.S. or A.A. program
- Maintain continuous enrollment as a full-time student at Seminole State College taking courses required for the completion of the declared Associate Degree
- Adhere to the established program of study

EMSI Data

SOC	Description	2020 Jobs	2028 Jobs	2020 - 2028 Change	2020 - 2028 % Change	Avg. Hourly Earnings	Median Hourly Earnings	Median Annual Earnings	COL Adjusted Median Annual Earnings	2020 - 2028 Typical Entry Level Openings Education
11-1011	Chief Executives	763	772	9	1%	\$89.78	\$85.81	\$178,476.76	\$167,899.12	393 Bachelor's degree
11-3021	Computer and Infor	702	854	152	22%	\$69.07	\$62.83	\$130,693.82	\$122,948.09	564 Bachelor's degree
11-3031	Financial Managers	905	1,143	238	26%	\$63.82	\$55.47	\$115,373.79	\$108,536.02	772 Bachelor's degree
11-3111	Compensation and	<10	12	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10 Bachelor's degree
13-1111	Management Analy	1,571	1,910	339	22%	\$49.07	\$39.19	\$81,506.07	\$76,675.51	1,512 Bachelor's degree
15-1245	Database Administ	208	251	43	21%	\$43.91	\$44.85	\$93,283.64	\$87,755.07	157 Bachelor's degree
		4,158	4,941	783	19%	\$62.88				3,406