

# Florida College System Baccalaureate Degrees Accountability Report

October 2016



FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org



THE *Florida*  
COLLEGE SYSTEM

**Acknowledgements**

The Division of Florida Colleges gratefully acknowledges the contributions of the 28 colleges within the Florida College System for their efforts to make educational opportunity a reality and for their collaboration which contributed to the creation of this product.

**Preferred Citation**

*Baccalaureate Accountability Report* (2016). Tallahassee, FL: Florida Department of Education, Division of Florida Colleges.

**Copyright**

2016 © Florida Department of Education, Division of Florida Colleges

## Table of Contents

Executive Summary.....	1
Introduction .....	2
Performance Indicators .....	4
Indicator 1: Obtaining and maintaining appropriate Southern Association of Colleges and Schools Commission on Colleges accreditation .....	4
Indicator 2: Maintaining qualified faculty and institutional resources.....	4
Indicator 3: Maintaining enrollment in previously approved programs .....	5
Enrollment.....	6
Retention.....	7
Indicator 4: Maintaining fiscal resources.....	8
Indicator 5: Primary mission and responsibility of the college.....	9
Indicator 6: Other indicators of success, including program completions, placements, and surveys of graduates and employers .....	10
Completion.....	10
Employment and Continuing Education .....	11
Surveys and Narratives.....	13
<b>Future Direction .....</b>	<b>14</b>

## Executive Summary

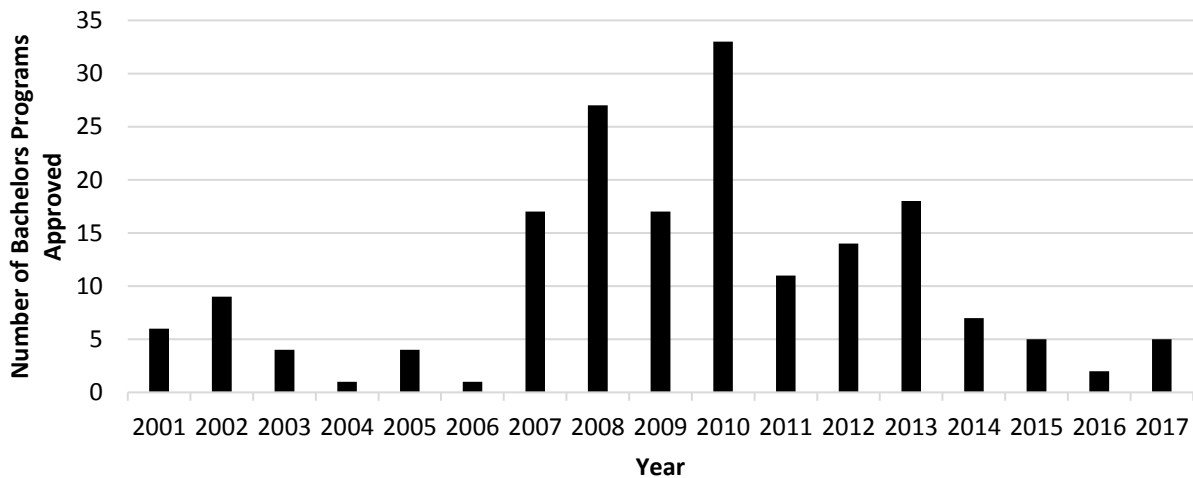
This report provides an overview of baccalaureate programs in the Florida College System (FCS). The Florida Department of Economic Opportunity (DEO) reports that there will be an estimated 257,950 open positions in the state of Florida that require a baccalaureate degree education by 2024. The DEO reported that there are 122 occupational areas which will require a minimum education level of the baccalaureate degree. Of the 122 occupations listed as requiring a baccalaureate degree, the majority of projected openings are in Business (39%), Education (27%), STEM (15%) and healthcare (1.6%), while the remaining openings are in various other fields. The Florida College System is preparing students to fill these positions by offering baccalaureate degrees aligned to local workforce demand.

Currently, 27 of the 28 FCS institutions offer baccalaureate degrees, with a total of 177 available throughout the college system. Two types of baccalaureate degrees are offered in the FCS, a Bachelors of Science (BS) and a Bachelors of Applied Science (BAS). Programs are approved in select areas with demonstrated workforce needs (e.g., education, nursing, business management, and information technology). Of the 177 degrees offered during the 2015-16 year, 82 (46 percent) were in science, technology, engineering, and mathematics (STEM) fields and 76 (41 percent) were \$10,000 degrees. The most popular degree, by enrollment, was business supervision management followed by nursing, information technology, and public safety management. In the 2015-16 academic year, 7,491 students earned a baccalaureate degree.

With regards to the six performance indicators outlined in section (s.) 1007.33, Florida Statute (F.S.), all FCS institutions have obtained and maintained appropriate Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation and maintained qualified faculty and institutional resources. Colleges are charged with maintaining enrollment in previously approved programs and the majority have exceeded or met this indicator. In terms of revenues and expenditures, the colleges reported break-even or positive available funds. In addition, all FCS institutions preserved the college's primary mission. Colleges also reported on other indicators of success, including program completions, placements, and surveys of graduates and employers. In terms of completions, more than half of the programs experienced positive growth. System-wide, trends show a rise in almost all areas. Increased enrollment, graduation, and job placement can be attributed to the expansion of programs. As programs are added across the state, numbers are rising as expected. Future steps include expanding access to affordable higher education to meet local workforce demand and elevating student success in these programs through an evaluation of individual program data.

### Introduction

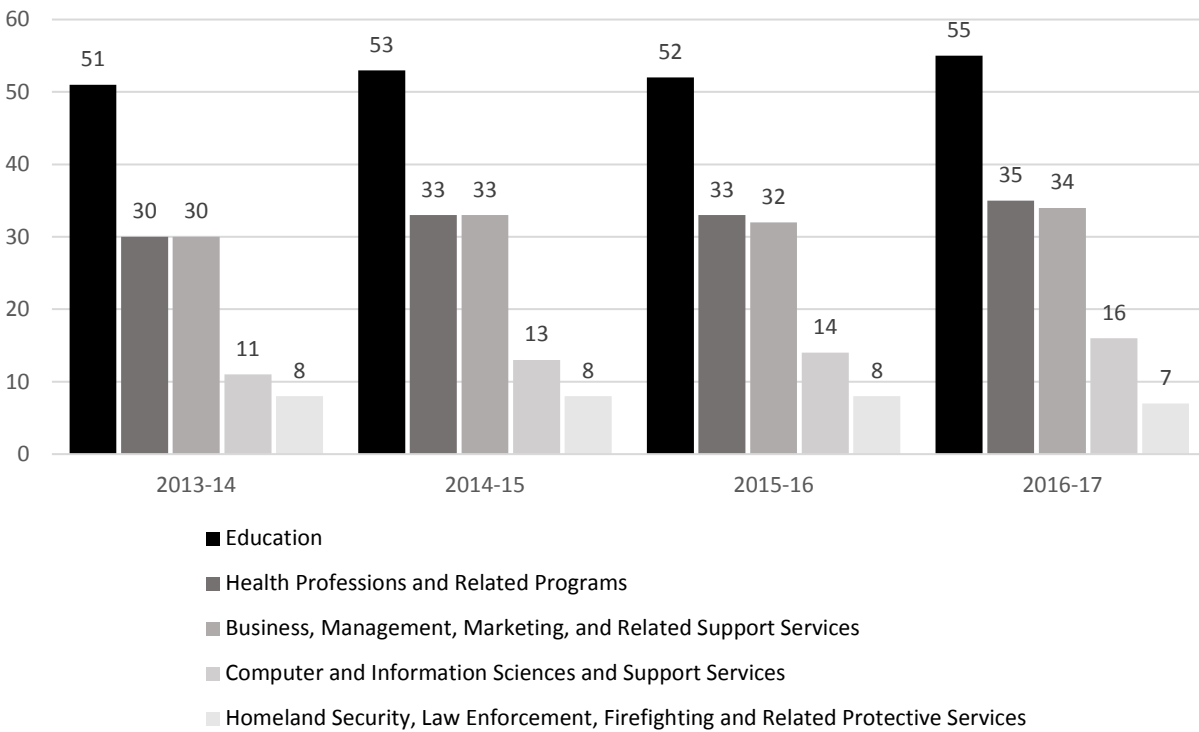
As a way of providing affordable access to higher education and meeting workforce needs, FCS institutions have offered baccalaureate degrees since 2001. Baccalaureate degrees offer Floridians increased access to workforce programs, access to local education programs that allow students to maintain their current support networks and continue to meet family and work obligations, low cost opportunities and financial aid to support access and skills and credentials for entering the workforce with a focus on high demand and high wage positions. Figure 1 illustrates the number of bachelor’s degrees approved each year. In the 2015-16 year, the bulk of these programs were in select industry clusters including Education (52), Health Professions (33), Business, Management, Marketing and Related Support Services (32), Computer and Information Services (32) and Homeland Security, Law Enforcement Firefighting and Protective Service (14). The remainder of the programs are in areas such as Logistics, Digital Media and Interior Design. Figure 2 indicates the number of bachelor’s degrees offered by the FCS in select program areas.



**Figure 1: Number of FCS Bachelor Degrees Approved by Year**

Source: Florida Department of Education, Florida College System, Division of Florida Colleges

Note: Approved programs for 2017 are included in the figure, but these programs have not been implemented.



**Figure 2: Top 5 Baccalaureate Program Areas (2-Digit CIP) by Program Count from 2013-14 to 2016-17**

Source: Florida Department of Education, PK-20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

FCS institutions continue to meet the changing needs of the state, the local community, and students by reducing costs and offering degrees in workforce areas with demonstrated unmet need in the college service region. FCS institutions offered 72 degrees to students for \$10,000 during the 2015-16 year making 41 percent of all FCS bachelor’s degrees available for \$10,000. Offering baccalaureate degrees for \$10,000 began in 2012 when Governor Rick Scott called for better value and results in higher education.<sup>1</sup>

Not only are FCS baccalaureate degrees affordable, they are also offered in a variety of formats that make earning a degree accessible. Students often manage a variety of competing obligations throughout their college careers, and benefit from flexible delivery options. FCS baccalaureate degree programs are delivered face-to-face, hybrid, and online only. Ninety-four of the 177 programs offered by FCS institutions offer their programs using two or more delivery methods, as well as offering courses on weekends and in the evenings, to provide access and serve the needs of students.

<sup>1</sup> Source: <http://www.flgov.com/governor-rick-scott-announces-governors-10000-degree-challenge-to-make-college-more-affordable-2/>

### Performance Indicators

This summary of baccalaureate degree accountability reports was compiled in accordance with s. 1007.33 (5) (h), F.S., using a template incorporated in rule 6A-14.095(6), Florida Administrative Code (F.A.C.). Colleges report on the following indicators:

1. Obtaining and maintaining appropriate SACSCOC accreditation
2. Maintaining qualified faculty and institutional resources
3. Maintaining enrollment in previously approved programs
4. Managing fiscal resources appropriately
5. Complying with the primary mission and responsibility
6. Other indicators of success, including program completions, placements, and surveys of graduates and employers

The State Board of Education, upon review of the performance and compliance indicators, may require a Florida College System institution's board of trustees to modify or terminate a baccalaureate degree program authorized under this section.

#### **Indicator 1: Obtaining and maintaining appropriate Southern Association of Colleges and Schools Commission on Colleges accreditation**

SACSCOC accreditation is required in the baccalaureate program statute. Upon State Board of Education approval of a college's first baccalaureate degree, the college obtains accreditation as a baccalaureate degree-granting institution. Following subsequent approval of baccalaureate degrees, colleges must notify SACSCOC and comply with the substantive change protocols for accreditation purposes. All FCS baccalaureate programs have indicated maintenance of Level II SACSCOC accreditation. Recently approved baccalaureate degree programs are in the process of obtaining accreditation. Obtaining and maintaining accreditation through SACSCOC allows students to continue their education in graduate programs.

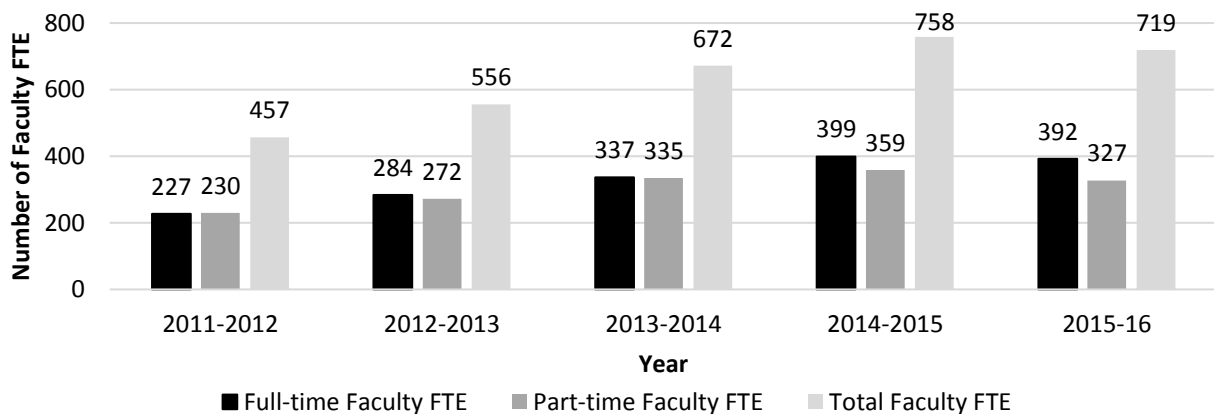
#### **Indicator 2: Maintaining qualified faculty and institutional resources**

Institutions were asked to provide data on faculty and institutional resources for each of their individual baccalaureate programs. Colleges retained qualified faculty based on SACSCOC accreditation under Comprehensive Standard 3.7.1:

"The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives primary consideration to the highest earned

degree in the discipline. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty.”<sup>2</sup>

FCS institutions reported the number of full-time and part-time faculty in each program, salary and benefit expenses, and faculty support costs (lab assistants). Full-time and part-time faculty increased system-wide each year since 2012 as indicated in Figure 2. Since 2012-13, the number of full-time faculty FTE increased 76 percent (227 to 399) and the number of part-time faculty FTE increased 56 percent (230 to 359). The overall faculty FTE increased 66 percent (457 to 758). Along with an increase in faculty FTE, FCS institutions have witnessed a rise in the number completions and retention rate.



**Figure 3: Number of Bacalaureate Degree Faculty FTE by Year**

Source: Florida Department of Education, Florida College System, Division of Florida Colleges

**Indicator 3: Maintaining enrollment in previously approved programs**

FCS institutions strive to increase or maintain enrollments in previously approved programs and were considered in compliance when the current year’s average was greater than or equal to the prior three-year average. For 2015-16, 115 (65 percent) bacalaureate programs increased or maintained enrollment, 52 (29 percent) experienced decreased enrollments, and ten (6

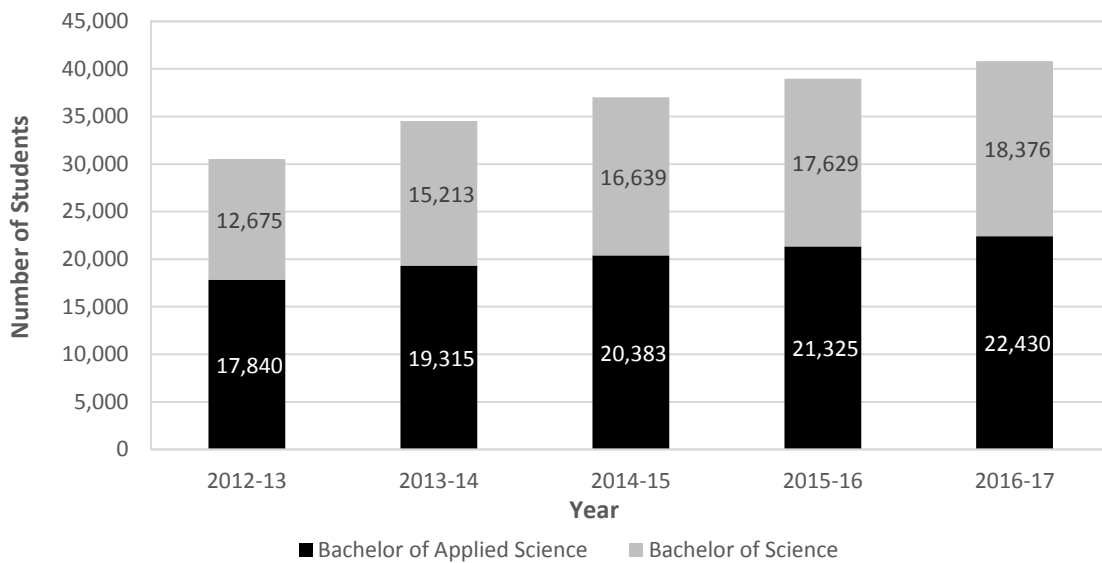
<sup>2</sup> Faculty Credentials, Guidelines, <http://www.sacscoc.org/pdf/081705/faculty%20credentials.pdf>



percent) reported no enrollment figures. Of those reporting no enrollment figures, four were recently approved, one is being implemented and one is being terminated.

**Enrollment**

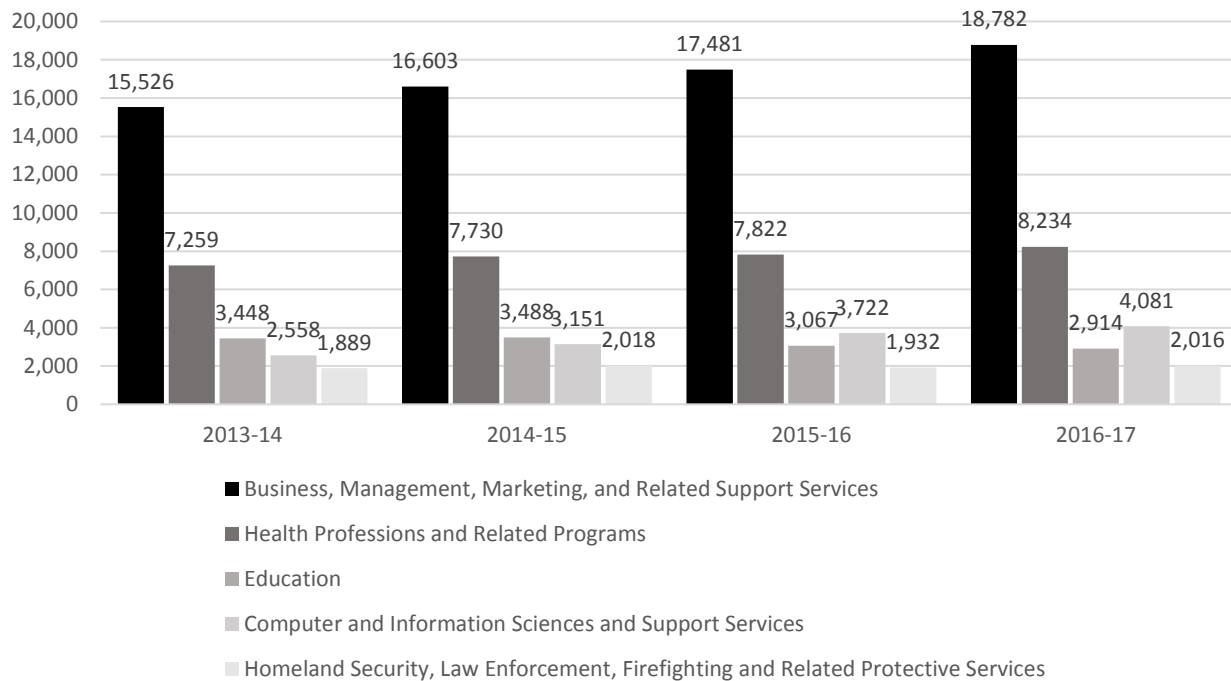
Total enrollments in FCS baccaLaureate programs increased from 30,515 in 2012-13 to 38,954 in 2015-16 (28 percent increase). As shown in Figure 3, Bachelor of Applied Science (BAS) programs consistently enrolled the most students and grew over the four-year period. Enrollments in Bachelor of Science degrees also experienced continuous growth from 2012-13 to 2015-16.



**Figure 4: Headcount Enrollment by BaccaLaureate Program Type**

Source: Florida Department of Education, PK-20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

In 2015-16, the top five degree programs accounted for 68 percent of enrollment. These programs are presented in Figure 7 and include Business/Organization Supervision and Management, Nursing, Public Safety Management, Business Administration, and Information Technology/Technology Management. In particular, two programs accounted for half of all enrollments, Business/Organization Supervision and Management (35 percent) and Nursing (15 percent). Four of the top five programs increased enrollments each year and Public Safety Management saw a slight decrease in enrollment. The Computer and Information Sciences program area has seen the greatest increase in enrollment from 2013-14 to 2015-16 with an increase of 46 percent, Business and Management saw a 12 percent increase and Health Sciences saw a 7 percent enrollment increase during the same time period.

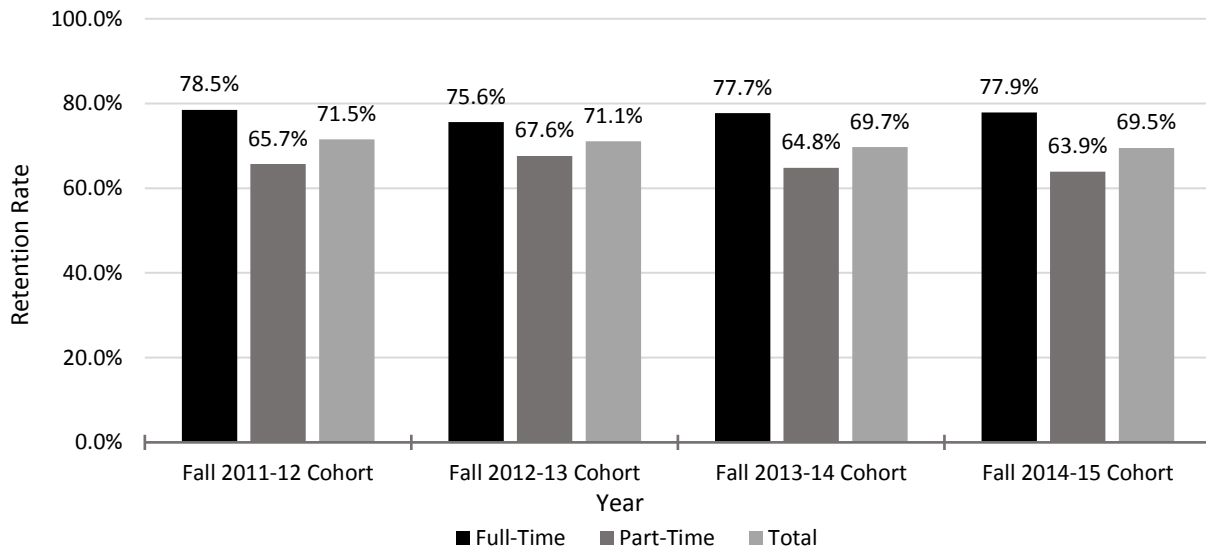


**Figure 5: Top 5 Baccalaureate Program Areas (2-Digit CIP) by Enrollment from 2013-14 to 2016-17**

Source: Florida Department of Education, PK-20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

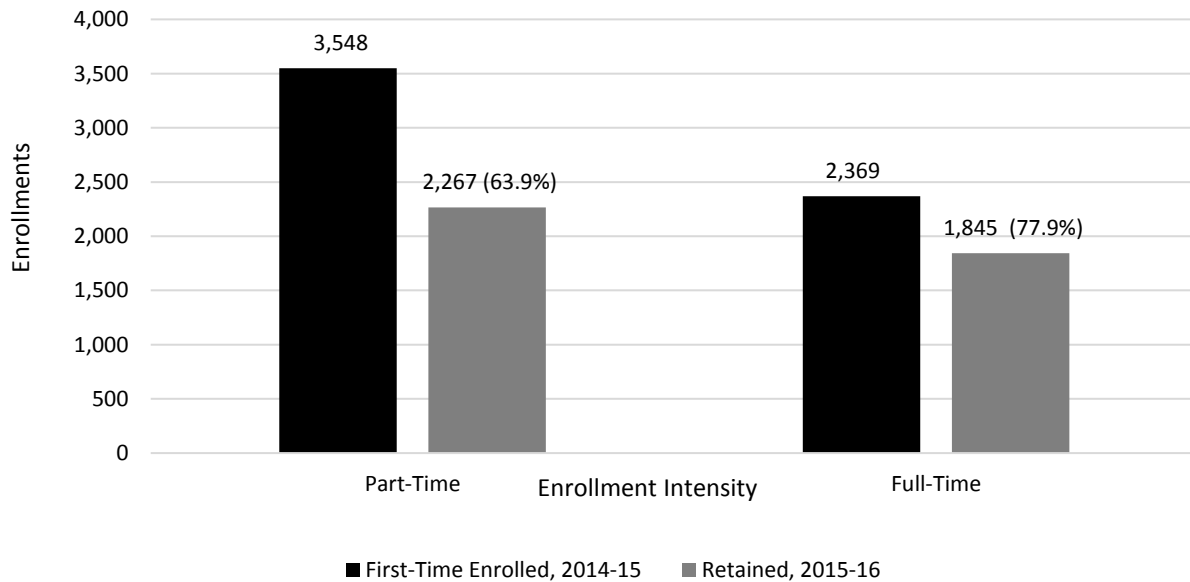
**Retention**

Retention data tracks students who entered a baccalaureate program in the fall semester and were enrolled in the same institution the following fall semester. Florida Department of Education data indicates that the majority of students entering a baccalaureate program in the FCS enroll part-time. Figure 9 indicates that 5,917 students entered an FCS baccalaureate program in 2014-15 and 60 percent of these students enrolled part-time; earning an average of 18 credit hours in the academic year. Of those part-time students who began in 2014-15, 63.9% returned in 2015-16. More than 2,360 students entered their baccalaureate program in 2014-15 and enrolled full-time; of these students 77.9 percent were retained in 2015-16. More than two-thirds of the total fall 2014-15 cohort returned the following year (69.4 percent). Figure 5 illustrates that overall retention rates have been on a slight decline for four years going from 67 percent to 61.6 percent. Even though retention rates among full-time students are higher than those achieved by part-time students, full-time student retention rates have decreased more than part-time student rates over this period.



**Figure 6: Retention Rates by Cohort Year**

Source: Florida Department of Education, PK-20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges



**Figure 7. Fall 2014-15 First-Time Bachelor Enrollments Retained in 2015-16**

Source: Florida Department of Education, PK20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

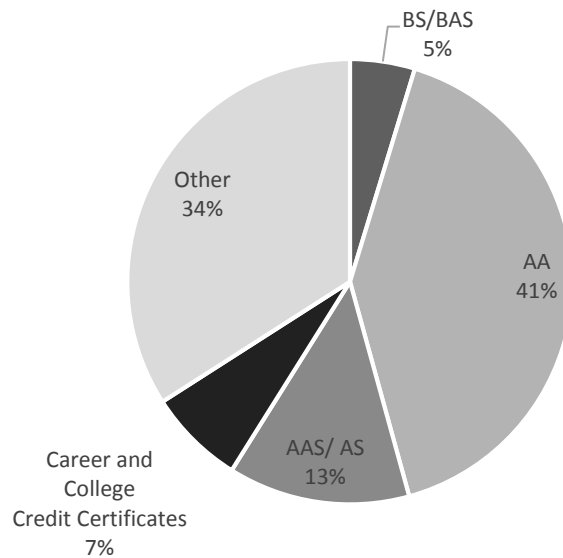
**Indicator 4: Maintaining fiscal resources**

Institutions were asked to provide financial information for each baccalaureate program and reported break-even or positive available funds. Some programs are in the implementation phase and therefore did not report on fiscal resources. The average cost for upper division enrollment per enrolled FTE is \$6,350 which is calculated by dividing total recurring and

nonrecurring expenditures by total enrollments in upper division coursework by the program’s FTE. The average cost for both lower division and upper division enrollment in the FCS per FTE for 2015-16 was \$12,700.

**Indicator 5: Primary mission and responsibility of the college**

Institutions were asked a series of questions related to maintaining the mission of the college, primarily with an emphasis on access to higher education. Questions related to community needs for postsecondary academic education and career degree education, maintaining the primary mission of providing associate-level degree programs, maintaining the open-door admission policy, providing outreach to underserved populations, providing developmental education, complied with articulation agreements, and whether the college terminated a related associated degree. All FCS institutions indicated continued focus on the college’s primary mission according to these criteria. Bacalaureate program enrollment comprised 5% of overall enrollment in the FCS, while the Associate in Arts comprised 41 percent of the overall enrollment during the 2015-16 year (Figure 10), keeping with the mission of the Florida College System to prepare students for the workforce and transfer to the upper division through certificates and associate degrees. Students in career and technical education and transfer – focused programs comprised 61 percent of enrollment in 2015-16.



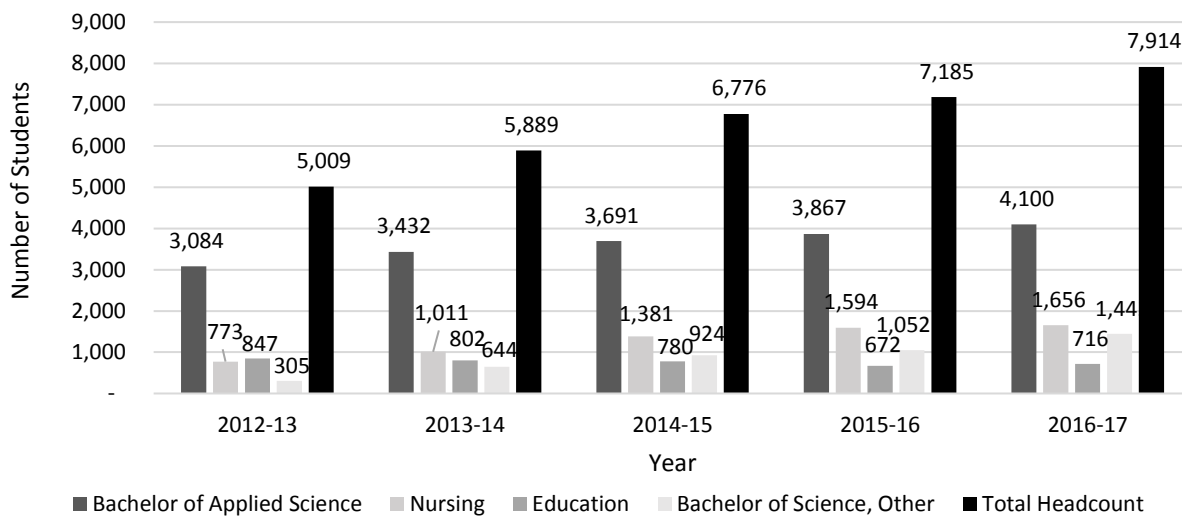
**Figure 8. Enrollments by Program Type, 2015-16**

Source: Florida Department of Education, PK20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges  
 \*\*“Other” category includes programs such as Educator Preparation Institute, Certificate of Professional Preparation, College & Vocational Preparation, Continuing Workforce Education, Adult Basic and Secondary Education, Community Instructional Services/Recreation and Leisure, Lifelong Learning, Apprenticeships or enrolled in courses related to a student’s professional or personal objectives. Students may be enrolled in more than one program.

**Indicator 6: Other indicators of success, including program completions, placements, and surveys of graduates and employers**

**Completion**

The number of students completing bacalaureate degrees continued to increase with the addition of more programs. In fact, the number of bacalaureate degrees awarded has increased from 5,009 in 2012-13 to 7,491 in 2015-16 (see Figure 6). Only education programs decreased over the four year period, with increases in all other program areas each year. Nursing programs completions more than doubled from 2012-13 to 2015-16, increasing from 733 to 1,630.



**Figure 9: Bacalaureate Programs Completions**

Source: Florida Department of Education, PK-20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

**Completion Rate by Top 5 Enrollment Programs**

The table below displays the completion rate for the 2013-14 first-time-in-college cohort in 2015-16 for the top 5 programs in the FCS with the greatest enrollment (Business, Management, Marketing and Related Support Services, Education, Health Professions, Computer and Information Sciences and Support Services, Homeland Security, Law Enforcement, Firefighting and Related Protective Services). The greatest three year completion rate was observed by those in health professions, followed by Education, Homeland Security, Law Enforcement, Firefighting and Protective Services, Business, Management, Marketing and Related Support Services, and Computer and Information Sciences and Support Services.

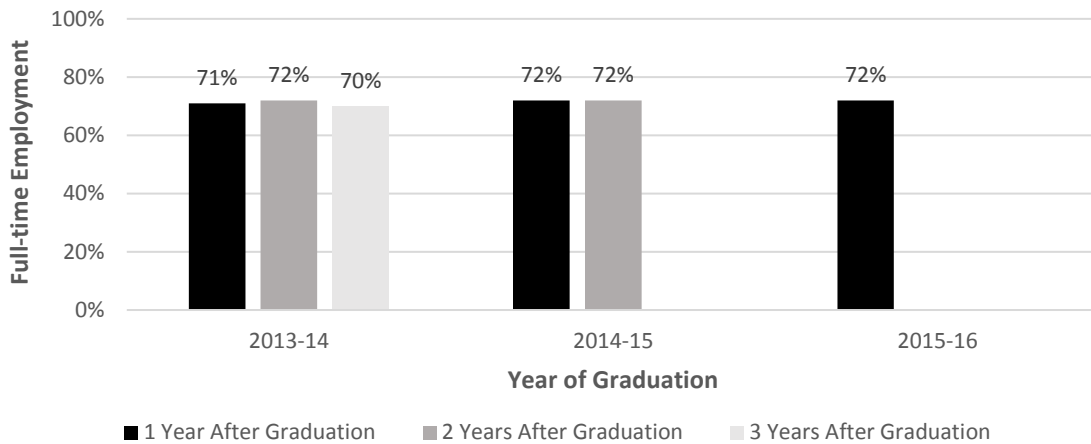
Program Area	First-Time Enrolled, 2013-14	Total Completed by 2015-16	150 Percent Completion Rate
Business, Management, Marketing, and Related Support Services	950	538	56.6%
Education	364	268	73.6%
Computer and Information Sciences and Support Services	155	85	54.8%
Health Professions and Related Programs	146	112	76.7%
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	91	53	58.2%

**Table 1. Top 5 Baccalaureate Program Areas 150 Percent Graduation Rate of First-Time Enrolled Students (2013-14 Cohort Tracked to 2015-16)**

Source: Florida Department of Education, PK20 Education Reporting & Accessibility; Florida College System, Division of Florida Colleges

***Employment and Continuing Education***

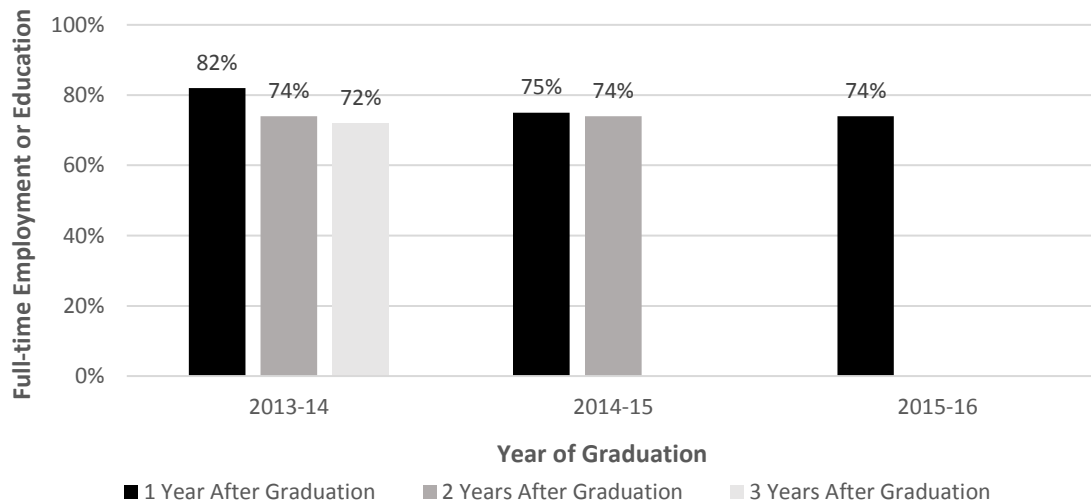
For employment and continuing education, institutions were instructed to use the most recent Florida Education and Training Placement Information Program (FETPIP) data to locate the number of baccalaureate graduates who are employed, average starting salary and those who continued their education. The proportion of FCS baccalaureate graduates employed full-time one, two, and three years after graduation increased (see Figure 8). For the cohort of 2013-14 graduates, there are three years of employment data available, for the cohort of 2014-15 graduates there are two years of data, and for the 2015-6-15 cohort of graduates there is one year of data.



**Figure 10: Full-Time Employment for Baccalaureate Completers**

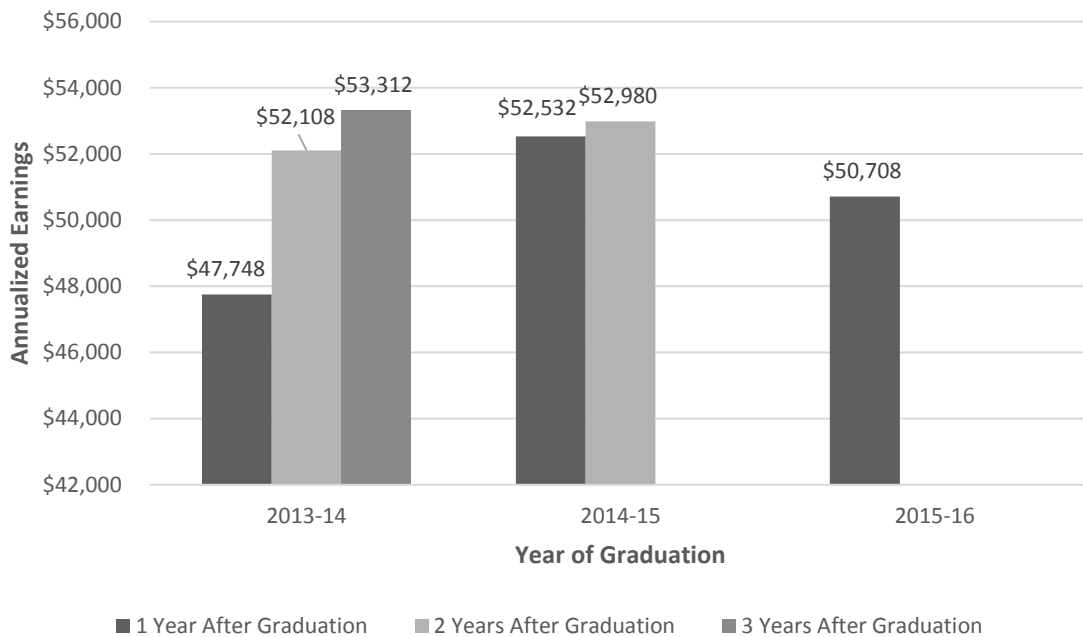
Source: Florida Department of Education, Florida Education & Training Placement Information Program (FETPIP)

The figure below displays the percentage of students employed full time or continuing their education after completion of their baccalaureate degree. Approximately 74 percent of the 2015-16 completers were continuing their education and employed one year after graduation.



**Figure 11: Full-Time Employment or Continuing Education for Baccalaureate Completers**

Source: Florida Department of Education, Florida Education & Training Placement Information Program (FETPIP)



**Figure 12: Annualized Earnings of Baccalaureate Completers with Full-Time Employment**

Source: Florida Department of Education, Florida Education & Training Placement Information Program (FETPIP)

Figure 12 displays the annual earnings of completers one year after graduation. One year after graduation 2015-16 graduates earned an annual salary of approximately \$50,708.

**Surveys and Narratives**

In the program description of the report, institutions were asked to describe indicators of success. Many of the institutions conveyed positive feedback from employers and students on surveys regarding the quality of the program and the skills of the graduates. The following are excerpts from the reports, indicating student success initiatives and achievements:

**From Mock Interview to Actual Jobs – Education.** Education majors participated in mock interviews with area K-12 principals that resulted in students receiving actual job offers.

**A Coordinator of Student Retention and Success – Public Safety Administration.** One program employs a Coordinator of Student Retention and Success to orient new students and implement strategies to actively monitor student progress and persistence to graduation.

**Industry Partners and New Lab Space – Information Technology.** An advisory committee played an active part in strengthening a program by providing insight to industry practices and expectations. Through industry partners, the program has made the contacts to host many events and opportunities to provide internships and jobs to the students. Employer feedback has been very favorable regarding student preparation and overall skills.



**Community Service – Nursing.** RN-BSN students completed more than 4,000 community service hours and more than 21,000 hours of community nursing care. Students provided more than \$100,000 in community nursing care to the residents of a local transitional housing unit for the homeless.

**New Lab Space – Information Management.** A new lab created a fully articulated, entry-level to advanced career pathway in Cybersecurity using \$1.2 million in federal grant money. The funds are part of a \$10.2 million federal grant made to a consortium of seven Florida colleges.

**Recognition and Graduate Perspectives – Supervision and Management.** Students enrolled in the programs competed at the Phi Beta Lambda National Leadership Conference in 2014-15 and two students placed in the top ten within their respective categories: statistical analysis and sports event management.

### **Future Direction**

More than eighty percent of enrollment in FCS baccalaureate programs is in five select program areas: Business Supervision and Management, Nursing, Public Safety Management, Computer and Information Sciences, and Education. The Division is working closely with each FCS institution to ensure institutional leadership is aware of performance on the metrics of enrollment, retention, completion, and completion rate for each individual baccalaureate program. FCS institutions can use this information as they develop, implement, and evaluate baccalaureate programs. FCS institutions have also been provided information on the employment outlook for each of their existing baccalaureate programs in order to assess whether there will be continuous need in the college service region for these programs. Division staff are working to update the State Colleges Projection Portal, a portal that provides occupational data by college service region developed in partnership with the Department of Economic Opportunity, to ensure colleges have easy access to occupational data needed to determine unmet workforce need in local service areas.

Occupation Title	Number of Jobs
Registered Nurses	28,830
Accountants and Auditors	12,884
General and Operations Managers	9,815
Management Analysts	9,625
Elementary School Teachers, Except Special Education	8,448
Software Developers, Applications	6,648
Secondary School Teachers, Exc. Special and Voc. Ed.	5,244
Market Research Analysts and Marketing Specialists	5,202
Computer Systems Analysts	4,841
Middle School Teachers, Exc. Special & Voc. Education	3,798

**Table 2. Numbers of New Jobs Projected Available in Florida by 2024.**

Source: United States Department of Labor, Bureau of Labor Statistics, Employment Projections, 2017.

According to Florida Department of Economic Opportunity, the top 10 jobs requiring a baccaLaureate degree gaining the most new jobs in Florida will see a need for 95,335 trained individuals by 2024. These occupations are outlined in the Table 2 above.

The FCS offers baccaLaureate programs that train students for many of these in-demand occupations. There are currently 27 approved nursing programs, one program in Accounting, 16 business program and seven programs in elementary education, as well as five information and technology programs that will prepare students to fill jobs in the information technology field. The present report documents the success of FCS institutions in offering affordable local access to baccaLaureate degrees in Florida. Opportunities for further exploration and support related to enrollments, retention and completion will continue to increase student success. FCS institutions continue to make \$10,000 degrees a priority and to address the most pressing workforce needs in the state of Florida.

---

Division of Florida Colleges

325 W. Gaines Street, Suite 1544

Tallahassee, Florida 32399-0400

