

BACCALAUREATE PROPOSAL APPLICATION

Form No. BAAC-02

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

CHECKLIST

The proposal requires completion of the following components:

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

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

| | |
|------------------------|------------------------|
| Institution Name. | St. Petersburg College |
| Institution President. | Dr. Tonjua Williams |

PROGRAM SUMMARY

| | | |
|-----|---|---|
| 1.1 | Program name. | Bachelor of Science in Human Services |
| 1.2 | Degree type. | <input checked="" type="checkbox"/> Bachelor of Science <input type="checkbox"/> Bachelor of Applied Science |
| 1.3 | How will the proposed degree program be delivered? (check all that apply). | <input type="checkbox"/> Face-to-face (F2F) (Entire degree program delivered via F2F courses only) <input type="checkbox"/> Completely online (Entire degree program delivered via online courses only) <input checked="" type="checkbox"/> Combination of face-to-face/online (Entire degree program delivered via a combination of F2F and online courses) |
| 1.4 | Degree Classification of Instructional Program (CIP) code (6-Digit). | 44.0000 |
| 1.5 | Anticipated program implementation date. | Spring 2023 |
| 1.6 | What are the primary pathways for admission to the program? Check all that apply. | <input type="checkbox"/> Associate in Arts (AA) <input checked="" type="checkbox"/> Associate in Science (AS) <input type="checkbox"/> Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: Associate of Science in Human Services |
| 1.7 | Is the degree program a STEM focus area? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| 1.8 | List program concentration(s) or track(s) (if applicable). | N/A |

PROGRAM DESCRIPTION

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

The Human Services Bachelor of Science (BS) degree offers a distinctive opportunity for interdisciplinary study drawing students from the lower division human services program. The degree appeals to students who may be working in the field in entry-level positions and students in the field can directly apply the concepts they learn in the classroom. Students can utilize their education immediately upon graduation as this degree does not require a commitment to graduate school. The BS, however, will prepare students to pursue graduate work in disciplines such as human services, counseling, psychology, addiction studies, health sciences, applied behavior analysis, rehabilitative & mental health counseling, social work, and business. An additional distinctive feature of the BS degree is that it will include service-learning as a critical component. Students will receive real-world experiences that enhances the learning process and increases employability. This degree program will prepare students for jobs in the categories listed in the next page.

WORKFORCE DEMAND, SUPPLY, AND UNMET NEED

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

Under Supplemental Material, the FDEO Jobs by Occupation Table for Pinellas County (Area 14) anticipates growth in all SOC Codes associated with this program. The FDEO anticipates the growth in Social and Community Service Managers to be 20.8%, Substance Abuse & Behavioral Disorder Counselors to be 25.7%, Community Health Workers to be 18.1%, Community and Social Service Specialists to be 11.0%, and Health Educators to be 10.7%. This includes an above-average annual wage projection of \$45,786 across all positions.

Bordering Workforce Development Area 14 is Area 16, Hernando and Pasco Counties, and it also is projected to experience double-digit growth rates. These bordering counties also contribute to the workforce demand for graduates of the program. For these counties, FDEO projects the growth in Substance Abuse & Behavioral Disorder Counselors to be 15.1 %, the growth in Social and Community Service Managers to be 12.1 %, Community and Social Service Specialists to 11.7 %, and Health Educators to be 13.8%. As noted in the Jobs by Occupation Tables, other Community and Social Service occupations in Pinellas, Pasco, and Hernando Counties are projected to have a bright employment outlook.

The U.S. Bureau of Labor and Statistics (bls.gov) projects the overall growth in substance abuse, behavioral disorder, and mental health counselors to be 23%, growing much faster than the average of all occupations. The annual mean salary for substance abuse counselors requiring a bachelor's degree is \$47,660.

<https://www.bls.gov/ooh/community-and-social-service/substance-abuse-behavioral-disorder-and-mental-health-counselors.htm>

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

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

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

| Occupation | | | Number of Jobs | | | | Salary | | Education Level | |
|--|----------|-------------------|----------------|------|-------------------|--------------------------|------------------------|----------------------|-----------------|-----|
| Name/Title | SOC Code | County/ Region | 2021 | 2029 | **Level Change | ***Total Job Openings | Average Hourly Wage | Annualized Salary | FL | BLS |
| Substance Abuse and Behavioral Disorder Counselor | 21-1018 | 14 | 742 | 933 | 25.74 | 779 | \$ 18.94 | \$ 39,395 | B | B |
| Community Health Worker | 21-1094 | 14 | 182 | 215 | 18.13 | 184 | \$ 19.47 | \$ 40,498 | B | B |
| Community and Social Service Specialist, All Other | 21-1099 | 14 | 643 | 714 | 11.04 | 585 | \$ 19.12 | \$ 39,770 | B | B |
| Social Worker, All Other | 21-1029 | 14 | 167 | 173 | 3.59 | 122 | \$ 32.83 | \$ 68,286 | B | B |
| Health Educator | 21-1091 | 14 | 131 | 145 | 10.69 | 119 | \$ 21.90 | \$ 45,552 | B | B |
| Rehabilitation Counselor | 21-1015 | 14 | 108 | 113 | 4.63 | 83 | \$ 17.26 | \$ 35,901 | B | M |
| Social and Community Service Manager | 11-9151 | 14 | 341 | 412 | 20.82 | 295 | \$ 30.02 | \$ 62,442 | A | B |
| Social and Human Service Assistants | 21-1093 | 14 | 690 | 836 | 21.16 | 146 | \$ 16.56 | \$ 34,445 | PS | HS |
| | | | | | | | | \$ - | | |
| | | | | | | | | \$ - | | |
| | | | | | | Total | \$ 22.01 | \$ 45,786 | | |

*Please replace the “Base Year” and “Projected Year” headers with the years reflected in the projections portal (e.g., Base Year is 2019, Projected Year is 2027).

**Please note that the “Level Change” column in Table 3.1.1 corresponds to the “Percent Growth” employment projections data produced by the DEO.

***Please note that the “Total Job Openings” columns is preset to be divided by 8.

DEMAND: OTHER ENTITY INDEPENDENT OF THE COLLEGE – (LIST NAME OF OTHER ENTITY HERE)

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

| Occupation | | | Number of Jobs | | | | Salary | | Education Level | |
|------------|----------|---------------|----------------|-----------------|--------------|--------------------|---------------------|-------------------|-----------------|-----|
| Name/Title | SOC Code | County/Region | *Base Year | *Projected Year | Level Change | Total Job Openings | Average Hourly Wage | Annualized Salary | FL | BLS |
| | | | | | | | | \$ - | | |
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| | | | | | | Total | 0 | | | |

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

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, IPEDS

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

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

| Program | | Number of Degrees Awarded | | | | | |
|---|----------|----------------------------------|------|------|------|------|---|
| Institution Name | CIP Code | 2021 | 2020 | 2019 | 2018 | 2017 | 5-year average or average of years available if less than 5-years |
| University of South Florida-Main Campus | 44.0000 | 91 | 60 | 76 | 89 | 99 | 83 |
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| | Total | 91 | 60 | 76 | 89 | 99 | 83 |

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

ESTIMATES OF UNMET NEED

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

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

| | Demand | Supply | | Range of Estimated Unmet Need | | | | | | | |
|--------------|--------------------|------------------|---|-------------------------------|------------|--|--|--|--|--|--|
| | (A) | (B) | (C) | (A-B) | (A-C) | | | | | | |
| | Total Job Openings | Most Recent Year | 5-year average or average of years available if less than 5 years | Difference | Difference | | | | | | |
| DEO Total | 289 | 91 | 83 | 198 | 206 | | | | | | |
| Other Totals | | | | 0 | 0 | | | | | | |

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

Other evidence of workforce demand was captured in annual interest surveys assessing the need for a Bachelor of Science in Human Services. The surveys were administered to Community and Social Service employers in the service area (See #1 under Supplemental Material). Both quantitative and qualitative data from employers strongly support the need for a Human Services Bachelor's degree in Pinellas County.

St. Petersburg College is involved in the economic development initiative for the emerging industry of Community Health Workers as we work closely with the Community Health Centers of Pinellas, Inc. on an Apprenticeship program for Clinical Community Health Coaches. Students in the Human Services A.S. and Certificate programs were surveyed in 2016 and again in 2019. When asked the following question, "If St. Petersburg College offered a bachelor's degree in Human Services would you be interested in this program?" 96.45% (163 or 169) responded "yes".

Human Services Advisory Committee members and employers were surveyed and when asked the question "Do you believe there is a need for a Human Services Bachelor's degree in Pinellas County" 100% (82 or 82) responded "yes"(See #2 under Supplemental Material).

Below are some samples of qualitative feedback from the survey:

"SPC does a great job of embedding itself in the community. A Bachelor's degree would lend itself well to Westcare's career ladder." (*Robert Neri, Westcare Foundation, Inc. Senior VP*)

"It is critical to have sufficient capacity of trained, competent, and dedicated staff to provide such functions as case management, assessments, life skill training, etc." (*Gerald Wennlund, President & CEO of PEMHS*)

"There is a definite need in our community. Specifically, in the area of case management. In addition, I see a need for training in appropriate documentation of services, critical thinking and decision making, working with and empowering challenging clients/participants/consumers." (*Karen Boggess, Juvenile Welfare Board of Pinellas County*)

"There is a great need for trained professionals in this area. Many of the people that I work with have their associate but would like to pursue their BS but cannot do this if it is not close to home." (*Maria Edmonds, Chair, Hispanic Leadership Council*)

"In this economic climate we need to have offerings of academic tools that will prepare our community for more of both, employers and employees to ensure that viable skills and financial

resources remain in our communities. St. Pete College can and should meet that need.”
(Williemae Dixon, CEO of A Will and A Way, Inc.)

“Providing local opportunities for people to obtain a bachelor’s degree is a phenomenal idea. Many agencies that I work with need Bachelor degreed professionals but cannot find them. The more opportunity there is to get a degree, and at a lesser price than a university, the better off our community will be.” *(Program Consultant)*

Letters of support were received from agencies in Workforce Development Areas 14 (Pinellas County) and 16 (Hernando-Pasco County). Sample comments from the letters of support are:

“There is a high demand for college graduates with this type of degree who will be our future in providing on-going demand for services to our most vulnerable population, our children and families who are in need.” *(Kozel, Karen. Letter to the President from the Human Resource Manager, Eckerd Connect. 27 September 2019.)*

Currently, DOH Pinellas employs more than 100 individuals with backgrounds in human services to staff our Maternal & Child Health division (e.g., Healthy Start, Healthy Families, Healthy Start Federal Project, etc.). Also, many social services agencies in Pinellas County hire staff with human services degrees. I believe the creation of this new degree will help to meet the demand locally for human services workers.” *(Choe, Ulyee. Letter to the President from the County Health Department Director, DOH Pinellas. 23 September 2019.)*

“We see the proposed creation of the new degree in Human Services as an exceptional response to market demand. For this reason, we believe St. Petersburg College should be investing in Human Services opportunities for its students.” *(Clarke, Dianne. Letter to the President from the Chief Executive Officer, Operation PAR. 24-September 2019.)*

“The Florida Department of Juvenile Justice, Probation and Community Intervention, is writing in support of a Human Services Bachelor’s degree program that will potentially impact the availability of qualified applicants....I fully support the Human Services Advisory Committee proposal for a Human Services Bachelor’s degree program to be offered at St. Pete College. I believe it will have a meaningful and sustainable impact on our workforce” *(Fuller, Melissa. Letter to the President from the Chief Probation Officer, 6th Judicial Circuits. 13 September 2019.)*

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

The following occupations are included in the analysis based upon the opportunity for career advancement in addition to changes in industry standards (i.e., a bachelor's degree is required to obtain the Certified Addiction Professional). A bachelor's degree provides the opportunity for economic mobility for these career fields:

- Social and Community Service Managers (11-9151)
- Social and Human Services Assistants (21-1093)

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

The Human Services Bachelor's program fits the St. Petersburg College's vision of transforming the lives of both students and communities by promoting student success and enriching our communities through education, career development, and self-discovery. This program will prepare students to work in a variety of social and human service settings, including federal and state governmental agencies, hospitals, treatment centers, and non-profit agencies, as well as with a variety of populations with mental and social care needs. Baccalaureate graduates have diverse opportunities in workforce categories that include Social and Community Managers (11-9151), Substance Abuse and Behavioral Disorder Counselors (21-1011), Health Educators (21-1091), and Community Health Workers (21-1094; see Excel spreadsheet under section 3.1.1). Additionally, graduates will also qualify for professional certifications that require baccalaureate degrees, such as Florida Certification Board's Certified Addiction Professional (CAP) credential. Graduates may also choose to pursue advanced degrees in specialized fields, such as social work and mental health counseling, and work towards licensure. Based on statistics from the U.S. Bureau of Labor and Statistics (bls.gov), overall growth in the following workforce categories of substance abuse, behavioral disorder, and mental health counselors are increasing in demand much faster than the average of all occupations.

The Human Services profession is one that promotes improved service delivery systems by addressing not only the quality of direct services, but also by seeking to improve accessibility, accountability, and coordination among professionals and agencies in service delivery. (<http://www.nationalhumanservices.org/about-us>).

STUDENT COSTS: TUITION AND FEES

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

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

| | Cost per credit hour | Number of credit hours | Total cost |
|------------------------------------|-----------------------------|-------------------------------|-------------------|
| Tuition & Fees for lower division: | \$ 111.75 | 78 | \$ 8,717 |
| Tuition & Fees for upper division: | \$ 122.70 | 42 | \$ 5,153 |
| Tuition & Fees (Total): | | 120 | \$ 13,870 |

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

Click or tap here to enter text.

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

| Institution Name | Cost per credit hour (Tuition & Fees) | Number of credit hours | Total cost |
|-----------------------------|--|------------------------|------------|
| University of South Florida | \$ 211.00 | 120 | \$ 25,320 |
| | | | \$ - |
| | | | \$ - |
| | | | \$ - |
| | | | \$ - |

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

| Institution Name | Cost per credit hour (Tuition & Fees) | Number of credit hours | Total cost |
|---------------------|--|------------------------|------------|
| University of Tampa | \$ 579.00 | 120 | \$ 69,480 |
| Eckerd College | \$ 1,506.00 | 126 | \$ 189,756 |
| | | | \$ - |
| | | | \$ - |
| | | | \$ - |

PROJECTED BACCALAUREATE PROGRAM ENROLLMENT

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

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

| | | 2023 | 2024 | 2025 | 2026 |
|-----|--|------|------|------|------|
| 5.2 | Unduplicated headcount enrollment: | 30 | 45 | 60 | 75 |
| 5.3 | Program Student Credit Hours (Resident) | 900 | 1350 | 1800 | 2250 |
| 5.4 | Program Student Credit Hours (Non-resident) | 45 | 67 | 90 | 113 |
| 5.5 | Program FTE - Resident (Hours divided by 30) | 30 | 45 | 60 | 75 |
| 5.6 | Program FTE - Non-resident (Hours divided by 30) | 1.5 | 2.2 | 3 | 3.8 |
| 5.7 | Total Program FTE | 31.5 | 47.2 | 63 | 78.8 |

PROJECTED DEGREES AND WORKFORCE OUTCOMES

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

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

| | | | | | |
|-----|------------------------------|------|--------------|--------------|--------------|
| 6.2 | Count of Degrees Awarded | 0 | 15 | 25 | 30 |
| 6.3 | Number of Graduates Employed | 0 | 11 | 19 | 23 |
| 6.4 | Average Starting Salary | \$ - | \$ 42,430.00 | \$ 44,642.00 | \$ 47,891.00 |
| | | | | | |

REVENUES AND EXPENDITURES

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

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

| | | 2023 | 2024 | 2025 | 2026 |
|-------|---|----------------|----------------|-----------------|-----------------|
| 7.2 | Program Expenditures: | \$ 85,288.00 | \$ 154,950.00 | \$ 152,048.00 | \$ 151,838.00 |
| 7.2.1 | Instructional Expenses | \$ 38,430.00 | \$ 108,092.00 | \$ 110,258.00 | \$ 115,382.00 |
| 7.2.2 | Operating Expenses | \$ 46,858.00 | \$ 46,858.00 | \$ 41,790.00 | \$ 36,456.00 |
| 7.2.3 | Capital Outlay | \$ - | \$ - | | |
| 7.3 | Revenue: | \$ 132,966.00 | \$ 199,273.00 | \$ 268,181.00 | \$ 335,439.27 |
| 7.3.1 | Upper Level - Resident Student Tuition Only | \$ 110,430.00 | \$ 165,645.00 | \$ 220,860.00 | \$ 276,075.00 |
| 7.3.2 | Upper Level - Nonresident Student Fees | \$ 19,161.00 | \$ 28,528.00 | \$ 38,321.00 | \$ 48,114.27 |
| 7.3.3 | Upper Level - Other Student Fees | \$ 3,375.00 | \$ 5,100.00 | \$ 9,000.00 | \$ 11,250.00 |
| 7.3.4 | Florida College System Program Funds | | | | |
| 7.3.5 | Other Sources | | | | |
| 7.4 | Carry Forward: | | | | |
| 7.4.1 | Total Funds Available | \$ 132,966.00 | \$ 199,273.00 | \$ 268,181.00 | \$ 335,439.27 |
| 7.4.2 | Total Unexpended Funds (carry forward) | \$ (47,678.00) | \$ (44,323.00) | \$ (116,133.00) | \$ (183,601.27) |
| | | | | | |

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

ENROLLMENT PROJECTIONS AND FUNDING REQUIREMENTS

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

St. Petersburg College has a strong Human Services A.S. Program. Projected program enrollment for the proposed degree is based on the long-term positive progression trend in the Human Services program, including enrollment count, success rates, and graduates count. Students in the Human Services A.S. and Certificate programs were surveyed 2016 and 2019. When asked the question “If St. Petersburg College offered a bachelor’s in Human Services, would you be interested in this program?”, 96.45 percent (63 of 169) responded “yes”. Human Services Advisory Committee members and employers were surveyed and when asked the question “Do you believe there is a need for a Human Services Bachelor’s degree in Pinellas County”, 100 percent 82 of 82 responded “yes”.

Enrollment in the proposed program is projected to be 30 students in the first year and increasing to a total enrollment of 75 or more by year 4. The majority of the proposed program will be offered online and will be delivered through the existing online infrastructure with a marginal increase in cost.

Instruction in all modalities can be delivered by the current faculty. Hiring new faculty would not be required to start the proposed degree program. Adding new classrooms would not be required. Minimal new equipment would be needed. The Social & Behavioral Sciences and Human Services Division has an existing operating framework for onboarding the proposed degree that would not significantly increase Division cost.

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

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

St. Petersburg College is well-equipped with existing facilities and equipment to support the start-up of the proposed program, including the State-of-the-Art Douglas Jamison site. Current facilities supporting A.S. in Human Services classes would be available to provide immediate support for the proposed B.S. in Human Services requiring no additional facilities or equipment to start the program. All current classrooms have faculty computer stations with internet access and projection systems. Computer labs are available for faculty and student use.

SPC has a comprehensive, strong online course delivery platform. Most Human Services A.S. Degree courses currently are offered in the online option. Courses in the proposed program also will be offered online, requiring no additional facilities.

PLANNING PROCESS

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

Over the last decade, the Human Services Department has been exploring and doing background work on the desire to pursue a Bachelor of Science Degree in Human Services for St. Petersburg College.

2018. President Williams created a supportive atmosphere and called for Academic Divisions to consider new BS proposals for St. Petersburg College.

September 2018. The institutional process began for securing administration approval for applying for a Bachelor of Science Degree in Human Services.

January 9, 2019. Dean of Social Sciences and Human Services completed a series of discussions with the Dean of Health Sciences on proposing the BS Degree in Human Services. Dean of Health Sciences offered full support for proposing the BS Degree in Human Services.

February 18, 2019. Discussed proposing the BS Degree in Human Services with Dr. Tom Furlong, SPC Policy Consultant.

On March 4, 2019. The Senior Vice President reviewed and approved applying for the degree and presented the request to the President's Cabinet, under the leadership of Dr. Tonjua Williams. The Cabinet approved moving forward with the application.

March 19, 2019. The St. Petersburg College Board of Trustees initial approval to move forward to Initiate the Baccalaureate Approval Process

September 5, 2019. The Provost-Deans Council reviewed and unanimously approved moving forward with the development of the B.S. Degree in Human Services proposal.

October 17, 2019. Plan for B.S. in Human Services discussed in the Human Services Program Viability Report meeting.

June – August 2020. Curriculum and Instruction Committee Review of proposed Academic Pathway and Courses

February 2020 – December 2021. Faculty Involvement & Support of Writing Developing Learning Outcomes & Objectives of HUS Upper Division Courses: David Liebert, Ph.D, and Professor Jay Charboneau, LMHC.

July 2020. Institutional Staffing Changes: New hiring of Vice-President of Academic Affairs, Dr. Matthew Liao-Troth

August 2021. Institutional Staffing Changes: New hiring of Human Services Program Director, Dr. Latresha Bigham-Moore

October – December 2021. Departmental collaboration between Dean Deanna Stentiford, Health Education and Dean Smiley, Social Behavior Science and Human Services to support the efforts and demand of the Human Services Bachelor’s through the HSA Human Services sub-plan. These efforts support the following: Human Services Upper division course offerings, student enrollment, and recruitment.

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

4/12/2013, 4/25/2014, 9/10/2014, 9/24/2015, 9/16/2016, 4/21/2017, 12/08/2017, 4/10/2018, 10/19/2018, 2/28/2019, 9/12/2019, 5/08/2020, 9/28/2021,5/26/2021,10/27/2021, 5/19/2022.

The St. Petersburg College Human Services program has a history of having a strong advisory committee with employer representation from all over Pinellas County. The advisory committee is comprised of 20 different agencies and businesses delivering a range of different services. For more than seven consecutive years, the advisory committee minutes reflect the discussion of the desire and support of the B.S. in Human Services to meet the workforce needs of potential hiring agencies. The committee provides ongoing updates on Human Services workforce demand and how a B.S. in Human Services can help meet their workforce needs as well as the workforce needs of Pinellas County.

| |
|---|
| <p>9.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.</p> |
| <p>9.3.1 Public Universities in College’s Service District</p> |
| <p>Date(s): 02/06/2019 and 1/17/2023</p> <p>Institution(s): University of South Florida</p> <p>Activity Descriptions and Outcomes: Letter of Support obtained from the President Genshaft of the University of South Florida Letter of Support obtained from the President Law of the University of South Florida</p> |
| <p>9.3.2 Regionally Accredited Institutions in College’s Service District</p> |
| <p>Date(s):</p> <p>Institution(s): Eckerd College</p> <p>Activity Descriptions and Outcomes: Eckerd does not offer a competing program in the area.</p> |
| <p>9.3.3 Institutions outside of College’s Service District (If applicable)</p> |
| <p>Date(s): Click or tap here to enter text.</p> <p>Institution(s): Click or tap here to enter text.</p> <p>Activity Descriptions and Outcomes: Click or tap here to enter text.</p> |

PROGRAM IMPLEMENTATION TIMELINE

| | | |
|------|--|-------------------|
| 10.1 | Indicate the date the notice was initially posted in APPRiSe. | November 23, 2019 |
| 10.2 | Indicate the date of District Board of Trustees approval. | March 19, 2019 |
| 10.3 | Indicate the date the Notice of Intent (NOI) was submitted to DFC. | July 28, 2022 |
| 10.4 | Indicate the date the completed proposal was submitted to DFC. | November 11, 2022 |
| 10.5 | <p>Indicate the date the proposal is targeted for State Board of Education (SBOE) consideration.</p> <p>Please note that from the date the DFC receives the finalized proposal, the Commissioner has 45 days to recommend to the SBOE approval or disapproval of the proposal. Please take into account the date you plan to submit the proposal in accordance with the next SBOE meeting.</p> | February 2023 |
| 10.6 | Indicate the date the program is targeting for SACSCOC approval (if applicable). | July 1, 2023 |
| 10.7 | Indicate the date the program is targeting initial teacher preparation program approval (if applicable). | N/A |
| 10.8 | Indicate the targeted date that upper-division courses are to begin. | August 2023 |

FACILITIES AND EQUIPMENT SPECIFIC TO PROGRAM AREA

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

St. Petersburg College is well-equipped with existing facilities and equipment to support the start-up of the proposed program, including the State-of-the-Art Douglas Jamison site. Classrooms to be used to support the program all have the equipment and the infrastructure to deliver learning outcomes for all courses in the proposed program. All classrooms have faculty computer stations able with internet access and projection systems. Computer labs are available for faculty and student use. SPC has a comprehensive, strong online course delivery platform. Most Human Services A.S. Degree courses currently are offered online. Courses in the proposed program also will be offered online.

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

NA

LIBRARY AND MEDIA SPECIFIC TO PROGRAM

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

St. Petersburg College is a vibrant institution with strong roots in the community college system. Learning Resources is comprised of the M. M. Bennett Libraries and the William D. Law, Jr. Learning Centers. These facilities serve four campuses and four centers of the College with campus specific library collections, college-wide eResources, and a combination of library and tutoring services that support academic success. Facilities include quiet and collaborative study spaces, Wi-Fi, open computer access, and print/scan/copy services. College data indicates that the more students use the services of Learning Resources (e.g., library and tutoring), the [greater the success students](#) will achieve.

Instruction, Workshops and Outreach

Critical to engaging students with our resources, librarians and tutors promote general, discipline-specific, and course-integrated learning opportunities. Strong communication with faculty ensures resources and instruction leads to desired course outcomes. In academic year 2019-20, librarians provided instruction to more than 9,300 students across the curriculum. Tutors and librarians also offer face-to-face and online workshops, tailored to support the curriculum and provide just-in-time learning. These workshops were attended by more than 5,400 students during the 2019-20 academic year. As part of departmental outreach, Learning Resources works strategically to:

- Introduce library and tutoring services through providing integrated information sessions during class times, scheduling interactive class visits to library and learning spaces, and partnering with academic services, such as the faculty development center and distance learning;
- Incorporate information literacy principles, learning objectives, and success skills identified for subject areas into workshop offerings and research lessons; and
- Develop [research and information guides](#) and deliver online tutorials through the Virtual Learning Commons, accessible through the learning management system to all students and faculty.

Online Access

With more than 60% of students enrolled in at least one online course each semester, Learning Resources has made major strides to support online students in a number of ways. The [Learning Resources website](#) offers a gateway to library and tutoring services and resources across all modalities of instruction, including:

- A [library research portal](#) with both a federated and database-specific search, leading to print and digital books, multimedia content, and journal articles, among other forms of research and learning resources; interlibrary loan services; and faculty requests for information literacy instruction;
- General and course-specific [research and help guides](#);
- The [SPC Online Appointment System](#) for students to schedule consultations with librarians and tutors throughout the week;
- [Ask A Librarian](#) online research assistance;
- The Virtual Learning Commons (login required to learning management system) featuring online video tutorials and resources for course support; and
- 24/7 access to Tutor.com for both live and asynchronous online tutoring services.

Staffing

Reporting to the Executive Director of Learning Resources, seven administrators oversee campus library and learning centers, all of whom hold a minimum of a master's degree (six of the seven hold master's degrees in Library and/or Information Science). A total of 8.5 full-time budgeted librarians and 21 paraprofessional and support staff serve faculty and students at campus libraries. All librarians are required to hold master's degrees in Library and/or Information Science, and all library support staff are required to have at least a high school diploma and two years of library experience (those at higher levels, such as the library services paraprofessional, are required to have an associate's degree). Strengths include a wealth of experience in instruction, virtual reference service, web development, collection management, and access services. Each engages in professional development to remain current with new trends in the field.

Additionally, learning centers feature the equivalent to 41 budgeted professional tutors, known as (senior) instructional support specialists, all working across the physical campuses and within live and asynchronous online learning environments. The instructional support staff provide individual and group instruction in the content areas of mathematics and statistics, natural and

health sciences, writing across the curriculum, and computer and information technology. Instructional support staff are required to hold a minimum of an associate's degree and two years of experience with teaching or tutoring; however, at the time of this writing, 20 budgeted instructional support staff hold a bachelor's degree and 14 hold advanced degrees. These individuals offer a wealth of instructional experience in individual and small group settings and create and/or provide numerous supplemental resources for students.

Overall Library Collections

The M.M. Bennett Libraries at St. Petersburg College support college programs with resources and materials specifically to meet the educational needs of students and faculty.

Through the statewide Florida library consortium for publicly funded colleges and universities, and the allocated budgets of the department, M.M. Bennet Libraries maintains a robust collection of print and digital resources presently consisting of:

- 128 electronic research databases with over 20,000 individual titles and more than a million full-text articles
- Approximately 83,372 eBooks; 5,904 eAudiobooks;
- Approximately 81,661 total print volumes and materials
- Approximately 715 print serial and periodical subscriptions
- 4,171 audiovisual titles; 66,011 eVideos
- Video and audio editing software

Library Collection Development

The policy of the libraries is to select, commensurate with budgetary allocations, print, electronic and streamed collections that support:

1. The aims and objectives of the college.
2. The content of courses offered in the curriculum of a given campus.
3. The teaching methods of faculty members of a site.
4. The special needs of the students of a site.
5. The needs of distance learners and faculty.

The libraries also support the tenet of intellectual freedom for the college community and work to include free access to materials representing divergent points of view concerning debatable problems and issues.

Material purchases are developed through formal collection development policies and procedures. Library staff determine institutions with similar programs and propose literature and resources that best represent current practices. Campus library staff use various recommended selection aids (Choice, etc.) to assemble lists for potential purchases. The library collection of electronic books, databases, and websites is extensive and offers students and faculty easy access from remote locations. The library supports interlibrary loan services.

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As the curriculum is the most important influence on the development of the M. M. Bennett Library collection, librarians obtain suggestions and advice about materials selection from the faculty and the administration. Recommendations from students are welcomed. Selection and budget allocation responsibility is retained by the library. User groups are surveyed regularly to measure how well the library serves the needs of the programs and courses of study. Administrators are consulted on a regular basis for selection advice and significant additions to the collection also will be reported to the campus administration. Library Material Request forms are available on the library homepage and in each library for faculty, staff, students, administrators, and others to make suggestions for library materials for consideration.

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

No additional library or media resources are needed.

ACADEMIC CONTENT

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

Click or tap here to enter text.

In order to be admitted to the Bachelor of Science in Human Services program a student is required to have earned a degree from a regionally accredited institution.

The HUS-AS Human Services degree transfers to this Bachelor's degree.

A minimum of two years' work experience is strongly recommended.

For admission and graduation, a cumulative GPA of 2.00 on a 4.00 scale or higher is required.

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

At minimum 25% of the courses will be taught by faculty with terminal degrees.

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

| Year 1 | Year 2 | Year 3 |
|--------|--------|--------|
| 15/1 | 15/1 | 15/1 |

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

N/A

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

- Indian River State College
- Florida State College at Jacksonville
- Palm Beach State College

"Note: Associate's degree (A.A., A.S., or A.A.S.) with a minimum cumulative grade point average of 2.0 is required for admission."

There are no specified common prerequisites for this major.

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

N/A

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

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

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

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

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

| 13.7.2 | Program of Study for Students with A.S./A.A.S. Degree | |
|---------------|---|---------------------|
| Term 1 | Course Title | Credit Hours |
| ENC 1102 | Composition II (ge) | 3 |
| ESC 1000 | Earth Science (ge) | 3 |
| REL 2300 | World Religion (ge) | 3 |
| PSY 1012 | General Psychology (ge) | 3 |
| | | |
| | Total Term Credit Hours | 12 |
| Term 2 | Course Title | Credit Hours |
| STA 2023 | Elementary Statistics (ge) | 3 |
| | American National Government (ge) | 3 |
| HUS 3321 | Case Management & Problem-Solving (pc) | 3 |
| HUS 4561 | Social Problems & Policy (pc) | 3 |
| | | |
| | Total Term Credit Hours | 12 |
| Term 3 | Course Title | Credit Hours |
| HUS 3020 | Human Development Through the Lifespan (pc) | 3 |
| HUS 3332 | Advanced Counseling & Interviewing Skills (pc) | 3 |
| | | |
| | | |
| | Total Term Credit Hours | 6 |
| Term 4 | Course Title | Credit Hours |
| HUS 3505 | Ethics in Human Services (pc) | 3 |
| HUS 3354 | Child & Family Welfare (pc) | 3 |
| HUS 3601 | Human Services Delivery System (pc) | 3 |
| HUS 4315 | Advanced Treatment & Management (pc) | 3 |
| | | |
| | Total Term Credit Hours | 12 |
| Term 5 | Course Title | Credit Hours |
| HUS 4551 | Multicultural Perspectives in Human Services (pc) | 3 |
| HUS 4700 | Diagnosis & Treatment Planning in Human Services (pc) | 3 |
| HUS 4331 | Assessment & Interventions in Mental Health (pc) | 3 |
| HUS 3204 | Advanced Group Dynamics (pc) | 3 |
| | | |
| | Total Term Credit Hours | 12 |
| Term 6 | Course Title | Credit Hours |
| HUS 4650 | Administration in Human Services (pc) | 3 |
| HUS 4945 | Human Services Internship (pc) | 3 |
| | | |
| | | |
| | Total Term Credit Hours | 6 |
| | Program Total Credit Hours: | 60 |

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

- Limited Access
- Restricted Access
- N/A

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

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

PROGRAM TERMINATION

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

St. Petersburg College's Procedure 6Hx23-3.04 spells out the process for deletion of programs and courses. The decision to close a program must be made by the District Board of Trustees and communicated to the Southern Association of Colleges and Schools Commission on Colleges by the President of the College. In the unlikely event a decision is made to terminate a program, the College would establish a teach-out plan in accordance with the Policy Statement of the Commission on Colleges of the Southern Association of Colleges and Schools and

Notify SACSCOC at least 6 months prior to the closing of the program and develop a timeline for affected students to complete the program. The teach-out plan will include the projected term for when students will no longer be admitted to the program. Programs will be inactivated 3 years from the approved effective date unless specified otherwise from the Board of Trustees, or the teach-out plan indicates that a shorter or extended time is needed. The teach-out plan will include a communication plan to students currently coded in the program.

SUPPLEMENTAL MATERIALS

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

1. Student Interest Survey

Students in the Human Services and Certificate programs were surveyed and 96 percent of those surveyed expressed interest in having a Bachelor’s Degree in Human Services option at St. Petersburg College.

2. Human Services Employer Survey

Employers were surveyed and they were unanimous in expressing the need for a Human Services Bachelor’s Degree in Pinellas County.

3. Human Services Advisory Committee Meeting Minutes

Two years of advisory committee minutes show strong and consistent support for a Bachelor’s Degree in Human Services.

4. Letters of Support

Five major representative agencies and University of South Florida offered strong support for St. Petersburg College’s proposal to offer a Bachelor’s Degree in Human Services.

5. City of St. Petersburg Resolution of Support

The St. Petersburg City Council unanimously adopted a resolution in support of St. Petersburg College’s proposal to offer a Bachelor’s Degree in Human Services.

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

Palm Beach Atlantic University (PBA) has submitted an objection to SPC’s proposal to offer a Bachelor of Science in Human Services stating that they have recently developed this degree at their Orlando Campus. SPC’s program is closely aligned to meet our local employers’ needs and will provide hands-on learning opportunities as requested by the advisory board and employers in the service district. St. Petersburg College will acknowledge PBA’s newly developed program offered at the Orlando Campus, but as a private institution, the costs (\$400 per credit) are prohibitive for many of our students. Also, the burden of traveling more than 100 miles to a satellite campus out of the service district presents a unique challenge. SPC believes that we can offer local students an exemplary education at a substantially lower cost with connections to employment opportunities in Pinellas County. SPC has worked closely with local private and public employers and can effectively meet their workforce demand in the local area.

1. Student Interest Survey

Students in the Human Services and Certificate programs were surveyed and 96 percent of those surveyed expressed interest in having a Bachelor's Degree in Human Services option at St. Petersburg College.

Interest Survey - SPC Human Services Bachelor's Degree

Section I

Section II

Question 4

Are you interested in pursuing a Bachelors degree in Human Services or a related field?

| Response Percent Count | | |
|------------------------|--------|-----|
| Yes | 97.04% | 164 |
| No | 2.96% | 5 |
| Total responses | | 169 |

Question 5

If St. Petersburg College offered a Bachelors degree in Human Services would you be interested in this program?

Response Percent Count

| | | |
|------------------------|--------|------------|
| Yes | 96.45% | 163 |
| No | 3.55% | 6 |
| Total responses | | 169 |

Question 6

What is your current major/program plan?

| Response | Percent Count |
|---|----------------------|
| Associate in Science in Human Services | 49.43% 43 / 87 |
| Human Services Certificate Program (ADS-CT / YDPF-CT / CHW-CT) | 16.09% 14 / 87 |
| A.A. Degree (General transfer plan / Social Work transfer/ Psychology transfer, etc.) | 14.94% 13 / 87 |
| Bachelor of Applied Science in Health Services Administration | 25.29% 22 / 87 |
| Other | 6.90% 6 / 87 |
| Total responses | 98 |
| Total submissions | 87 |

* Percent is calculated as selections divided by the number of individual submissions. The total may be more than 100% if multiple options were selected.

Other responses (6)

1. A.S. Cybersecurity

2. Addiction Studies certificate-completed
 3. B.A. INTERDISCIPLINARY ADOLESCENT BEHAVIOR
 4. BAS in Sustainability Management (class 2018)
 5. BS Public Policy and Administration
 6. Interdisciplinary track
-

Question 7

Are you currently employed in the Human Services/Social Services field?

If you replied "yes" please complete question #5.

Response Percent Count

| | | |
|------------------------|--------|-----------|
| Yes | 21.84% | 19 |
| No | 78.16% | 68 |
| Total responses | | 87 |

Question 8

If you are currently employed in the Human Services/Social Services field, would obtaining a Bachelor's degree help you advance?

Response Percent Count

| | | |
|------------------------|--------|-----------|
| Yes | 81.82% | 18 |
| No | 18.18% | 4 |
| Total responses | | 22 |

Question 9

What is your preferred learning modality?

| Response | Percent Count |
|--|----------------------|
| Face to face classes | 21.84% 19 / 87 |
| Online classes | 49.43% 43 / 87 |
| Blended (combination of face to face and online lessons) | 52.87% 46 / 87 |
| Total responses | 108 |
| Total submissions | 87 |

* Percent is calculated as selections divided by the number of individual submissions. The total may be more than 100% if multiple options were selected.

Question 10

For face to face class meetings, what time of the day would best fit your schedule?

Response Percent Count

Morning 32.18% 28 / 87

Afternoon 36.78% 32 / 87

Evening 70.11% 61 / 87

Weekends 24.14% 21 / 87

Total responses 142

Total submissions 87

* Percent is calculated as selections divided by the number of individual submissions. The total may be more than 100% if multiple options were selected.

Question 11

Please feel free to share any comments, feedback or recommendations.

There are 38 responses to this question:

I need a BS in Human Services to obtain my CAP. This would be such a huge relief and blessing if SPC was able to offer this because I wasn't forward to transferring to another school. - 12:53:55 02/26/2019

Make the transfer process easy for students who are already enrolled in the BAS in Health Care Administration with a subplan in Human services. Give credit towards the Human Services degree for Health Care related classes already taken towards the BAS in Health Care Administration. - 13:14:31 02/26/2019

A Human Services Bachelor's Degree would be a great program for students at St. Petersburg College (SPC) because students can learn more about the field of helping others. After graduating with a Human Services Bachelor degree the accredited individual can use all of their education and training to help in the much needed world of human relations. - 13:16:25 02/26/2019

I wish to complete my second degree - 13:26:00 02/26/2019

I feel how can you be able to successfully assist patients if you are not able to have face to face classes for Human services. I am not satisfied knowing that I am only able to obtain a degree in a field that has applications of Human Services. I would like to obtain a Bachelor in Human services not Health Services administration. I am available to speak to you at 813.414.1771. Sincerely yours, Adonica T. Merricks - 14:01:50 02/26/2019

I would love to have a Bachelors Degree in Human Resources, but I cannot afford it. They no longer any financial help for me, or it would be wonderful. If they would help me I would do it. Thank you. Sincerely, Michelle Parham - 14:20:03 02/26/2019

I feel a program such as this, is needed at SPC. - 15:12:39 02/26/2019

I am very interested in a Bachelors program and I actually thought that there is a Bachelors for Human Services already, as it is in the SPC site in the majors ad programs. I do plan to continue my education at SPC with a Bachelors degree within my major so I hope I can before I get finished with my Associates. - 16:20:20 02/26/2019

I do like to have the books that go with the classes, but, I feel that we should be allowed to use our book line of credit anywhere that we choose, for more reasonable prices. The prices for books at campus are outrageous, and the buy back should be as close to what we paid for them, than only Five dollars or nothing at all. Thank you - 17:15:41 02/26/2019

I would absolutely love the opportunity to advance what I have already studied regarding counselling here at SPC. The instructors and curriculum have been exponentially rewarding working with the homeless. The curriculum I have experienced here at SPC allows me to study, interact with those equally enthusiastic about pursuing a career as a helper. The curriculum at the local university, as rewarding and accredited as it may be, is far too demanding for those of us embedded here Pinellas county and long for the interaction, interpersonal relations, enthusiasm and inspiration that can only be obtained in a face-to-face classroom setting. I had hoped that such a program had been developed and established prior to my present BAS-HSA program. As much as I enjoy and will benefit from such academics, counselling is where I aim to be. I hope you follow through with such a degree nd curriculum. Thank you, Dwayne Bastress 322754 -

17:40:33 02/26/2019

I would like to get my bachelor's in human services. I am a semester away from getting my AS in human services with certificate in mental health and substance abuse. I am not interested in social work and the only way I could stay at SPC is to take a bachelor's in social work. It would be great to have a bachelor's in human services to learn as I start working in the field. I feel the more knowledge the more I could help someone. - 17:48:33 02/26/2019

Honestly I have a ways to go but like the idea of being able to continue my education in this field at SPC as it has multiple locations and is closer to home. - 19:57:40 02/26/2019

I really want a bachelor's degree in human services. I am currently enrolled health service admin only because SPC does not offer human service bachelor's. I am not interested in administration at all but it does have a human service sub plan maybe I can use in a job. If SPC offered this degree I would sign up in a heart beat. - 20:20:38 02/26/2019

I would love this. Going into associates upon completion of certificate and then would have to transfer to USF. This would make it easier! - 20:59:01 02/26/2019

This would be a great! The Human Services field should have a degree program. - 07:38:40 02/27/2019

This would be a great program that would help many move up in their current field. I would enroll for sure! - 07:42:14 02/27/2019

I really hope that you guys can get this done. I love attending SPC and really don't want to transfer to get my bachelors degree. thank you for trying to get this program into play. - 07:56:57 02/27/2019

A co-op would be a deal breaker for me. I work 60 hours a week. I could juggle classes but not a co-op. - 08:31:34 02/27/2019

No comments at this time. - 08:54:33 02/27/2019

I believe I learn best face to face although online is much more convenient with my work schedule. I believe a Bachelor's Degree for Human Services should definitely be a consideration at SPCCollege. - 09:55:47 02/27/2019

If this program was offered it would be a more feasible class than the health care admin, due to the fact I would want to be more on the Human services side, in learning more about mental health and substance abuse rather than health care management, but I think some classes in the management side would be helpful. - 10:31:47 02/27/2019

I love the atmosphere at SPC and really would love to stay for my Bachelors! - 12:16:29 02/27/2019

I am currently in the Health Services Administration Bachelor Degree Program, however, after receiving my Associates Degree in Alcohol and Substance Abuse, I would be interested in a program along these subjects rather than administrations. - 12:26:17 02/27/2019

Would the A.A be necessary along with the A.S to obtain the Human Services Bachelors degree? - 13:39:41 02/27/2019

I would like to continue my education in Human Services. I am sure it would benefit me when I am hired in this field. - 14:23:04 02/27/2019

I am about to graduate soon. I missed my graduation date in December because I failed math. (NO EXCUSE) However, I am doing a little better in math and looking so forward to my bachelors. Thank you for time and patience and everything. - 15:29:16 02/27/2019

To be able to continue this program in a known environment would be less stressful and more financially sound for me. - 15:31:52 02/27/2019

I am currently in the bachelor program for human services and I hate it. This program has only offered one class (case management) geared toward human services/ social work degree. The current program offered is pointless and I feel is a waste of time and money, I have to take all health care classes (which I am not interested in), plus I don't feel like I have learned anything to become successful in the field of social work (my passion). I have been forced to learn about health care management, how to manage a healthcare company and the financial side of health care. I am not interested in being an administrator of any health care company. I am not interested in health care what so ever. The pre-capstone and capstone courses is a required to showcase what you have learned plus prepare you to transition from student to career. These two classes you can not receive financial aid or loans because they both are prerequisites of eachother. They both must be taken alone one course is 3 credits and the other is 4 credits. In order to receive financial aid you must take at least 6 credits hours. This should be told to students upon entering the program. What a joke, on a scale of 1 to 10 I give the current program a zero mostly for the content, what I have learned to ensure I'm successful and the inability to implement classes specifically for social workers. All I have learned has been working in the health care field. SPC current human service program should be called health services. - 21:39:59 02/27/2019

I would be thrilled if SPC had this degree program! Please get this done so I can continue at SPC in this program! Thank you - 07:58:05 02/28/2019

This would be wonderful - 08:41:40 02/28/2019

Thank you, Barbara - 09:23:27 02/28/2019

I will already have my Bachelor's degree before this program would start, but I wish it had existed two years ago as this is exactly the degree I needed. - 07:01:37 03/01/2019

Having a Bachelor Degree at PC would great for me. - 18:09:09 03/01/2019

I am very interested in getting a Bachelor Degree! - 13:53:07 03/05/2019

Would really like SPC to offer a bachelors of science in human services been researching different schools to attend when I finish my degree and everything is either to far or really expensive - 22:15:38 03/05/2019

Dear Dr. Kerr, I would like to complete my AS internship at New Directions. Is it possible that we can get together and talk? I'm free Tuesday, Thursday and Friday whatever time is good for you. Sincerely, Gerard Guglielmo Sincerely, Gerard Guglielmo - 20:38:52 04/17/2019

All out of funds Don't know what to do now. I need suggestions on howto continue my edu. in human Services. - 14:49:26 05/05/2019

The transfer process is not easy and for SPC to offer this program would add less stress on student - 22:07:48 05/21/2019

2. Human Services Employer Survey

Employers were surveyed and they were unanimous in expressing the need for a Human Services Bachelor's Degree in Pinellas County.

SPC Human Services Bachelors Degree Proposal

Section I

Question 1

In what type of agency or organization do you work?

| Response | Percent | Count |
|--|--------------------------|--------------|
| Alcohol/Substance Abuse Treatment & Intervention | 16.18% | 22 / 136 |
| Adoption | 2.94% | 4 / 136 |
| Community Health Center | 5.88% | 8 / 136 |
| Domestic Violence Support / Shelter | 2.94% | 4 / 136 |
| Community Advocacy | 6.62% | 9 / 136 |
| Child Welfare | 5.15% | 7 / 136 |
| Law Enforcement Agency | 1.47% | 2 / 136 |
| Adult Education / College or University | 2.94% | 4 / 136 |
| Health Department | 8.82% | 12 / 136 |
| Youth Development Center/Program | 2.94% | 4 / 136 |
| School System (K-12) | 4.41% | 6 / 136 |
| Maternal & Child Health | 9.56% | 13 / 136 |
| Elderly Care / Gerontology | 0.74% | 1 / 136 |
| Developmental Services | 1.47% | 2 / 136 |
| Social Services (general) | 24.26% | 33 / 136 |
| Mental Health / Behavioral Health | 12.50% | 17 / 136 |
| Crisis Intervention/Stabilization | 0.74% | 1 / 136 |
| Private Practice | 2.21% | 3 / 136 |
| Other | 26.47% | 36 / 136 |
| | Total responses | 188 |
| | Total submissions | 136 |

* Percent is calculated as selections divided by the number of individual submissions. The total may be more than 100% if multiple options were selected.

Other responses (36)

1. Department of Juvenile Justice (2)
 2. Emergency Management (2)
 3. Workforce Development (2)
 4. Community Development
 5. Community organization
 6. Community Services
 7. Crisis mental health
 8. Early child education and school age
 9. Early Childhood
 10. Education- Early Learning Coalition
 11. Emergency Management - County Government
 12. Epilepsy Patients
 13. Government
 14. Grantor
 15. Health Care
 16. Hospital/healthcare system
 17. Local Government
 18. media
 19. Mental Health - children and adults
 20. Mobile shower and laundry services
 21. NECA and Union Training Committee
 22. neighborhood family center
 23. NGO - health education, outreach, HIV/Hep C testing
 24. non-profit - Early Learning Coalition
 25. Peace4Tarpon Trauma Informed Community Initiative
 26. Poverty reduction through employment & self-employment pathways
 27. Private OB/GYN Practice
 28. Public Defender
 29. state subsidized child care
 30. Telecommunications
 31. Veteran Mentoring
 32. work with offender populations generally
 33. Youth Development/Healthy Living/Social Responsibility
-

Question 2

Please indicate what your role/position is in your agency or organization

| Response | Percent Count | |
|--|----------------------|------------|
| Administrator | 34.56% | 47 |
| Advocate | 1.47% | 2 |
| Case Manager | 6.62% | 9 |
| Clinician/Mental Health Professional | 5.88% | 8 |
| Educator | 5.88% | 8 |
| Paraprofessional | 0.74% | 1 |
| Policy Maker | 2.21% | 3 |
| Stakeholder/Concerned Community Member (not employed in an agency) | 0.74% | 1 |
| Supervisor | 18.38% | 25 |
| Other | 23.53% | 32 |
| Total responses | | 136 |

Other responses (32)

1. Director (2)
2. program manager (2)
3. Academic Advisor
4. Advocate & Educator
5. Advocate,
6. coordinator
7. Development
8. Director of Development and Communications
9. Division Director
10. executive director
11. Founding Director
12. Human Resources Benefits Analyst
13. Human Resources Manager
14. Intake Coordinator
15. Liaison
16. manager
17. Marketing and Community Partnerships
18. Mental Health Manager
19. Mentor Recruiter
20. President Greater Pinellas Point Civic Association
21. President/ Acting Executive Director
22. President/CEO
23. Professional Development Advisor
24. Program Consultant
25. Recruitment Retention Assessments
26. Senior Program Consultant
27. Sr Director
28. Supervisor and Psychologist
29. Technology Analyst
30. Vice President

Question 3

Approximately how many positions do you currently have that require a Bachelor's Degree or higher?

Response Percent Count

| | | |
|------------------------|--------|------------|
| 0-5 | 34.09% | 45 |
| 6-15 | 14.39% | 19 |
| 16-30 | 10.61% | 14 |
| over 50 | 22.73% | 30 |
| 31-50 | 8.33% | 11 |
| N/A | 9.09% | 12 |
| Other | 0.76% | 1 |
| Total responses | | 132 |

Other responses (1)

1. 234
-

Question 4

During an average year, how many job openings do you have for someone with a Bachelor's Degree or higher?

Response Percent Count

| | | |
|------------------------|--------|------------|
| 0-3 | 47.33% | 62 |
| 4-6 | 12.98% | 17 |
| 7-9 | 6.87% | 9 |
| 10 or more | 26.72% | 35 |
| N/A | 5.34% | 7 |
| Other | 0.76% | 1 |
| Total responses | | 131 |

Other responses (1)

1. im not sure
-

Question 5

What is the average starting salary for such positions?

Response Percent Count

| | | |
|------------------------|--------|------------|
| 20-30k | 27.48% | 36 |
| 31-40k | 48.85% | 64 |
| 41-50k | 16.03% | 21 |
| 51-60k | 2.29% | 3 |
| 61k + | 1.53% | 2 |
| less than 20k | 3.82% | 5 |
| Total responses | | 131 |

Question 6

Do you believe there is a need for a Human Services Bachelor's degree in Pinellas County?

Response Percent Count

| | | |
|------------------------|---------|-----------|
| Yes | 100.00% | 82 |
| Total responses | | 82 |

Question 7

Do you have any comments, suggestions, or feedback regarding how St. Petersburg College can serve our human services/social services community?

There are 69 responses to this question:

Require an internship giving credit hours. - 17:35:57 09/10/2013

Coach students that they need to get licensed or certified in some specific area in order to convince employers that they have the specific knowledge, skills, and abilities to provide practical services from the first day on the job. Coach students that Licensed Clinical Social Workers do most of the therapy in the area, and that students should plan to earn their Master's Degree (perhaps via the University Partnership Program on the Seminole campus.). Partner with the Suncoast Center for Community Mental Health and Bay Pines Hospital. - 17:39:01 09/10/2013

Assist agencies with recruitment, training, retention strategies - 17:41:37 09/10/2013

Offer/provide interns - 18:57:05 09/10/2013

This bachelors degree would be very beneficial for the AS and AA graduates who want to continue their education with a Masters/doctorate in the counseling field. This bachelors would 'bridge the gap' and allow SPC students to stay here and complete the bachelors before transitioning on to higher degrees. I support this 100 percent! - 20:45:59 09/10/2013

Warn them about the documentation, maybe help them learn how to get it done without cutting too much into client time, and make sure they have computer skills including basic typing, data entry, MS Office products, especially Word and Outlook. I've also been discouraged by the low level of grammar and spelling skills in recent grads I've interviewed - good luck with that one, but it's important. I'm going to forward this to HR and others who would have more accurate numbers than I do. - 07:34:29 09/11/2013

Art Therapy degrees. Community Leadership classes. Think hs and ss degrees would be great! - 08:05:49 09/11/2013

Please make sure that strong organizational skills are taught as well as a basic understanding of accounting/budgeting. Business communication is another area in which to concentrate. - 08:15:26 09/11/2013

I would be very interested in assisting SPC with this endeavor. Please feel free to contact me. - 08:22:05 09/11/2013

Ensure degree recipients have plenty of exposure to the real world of social services - not just the satisfaction of helping those in needs, but also the frustrations, poverty, etc. - 08:45:49 09/11/2013

Courses related to case management, system of care, family-driven services, TCM principles, community resources, Documentation in a health record and HIPAA requirements, engaging person/family in services - 08:50:57 09/11/2013

We are a volunteer based Community service, however this BA program is vitally needed in the community. - 09:26:31 09/11/2013

No - 10:12:47 09/11/2013

training for staff without degrees on how to interact with : community families youth/children..... many of our staff have has minimum training in human services this could provide a vehicle for entry level training and well as a way to enhance their skills and knowledge base,so that they can be prepared to explore human services as a career - 11:09:30 09/11/2013

A B.A. degree in Human Services would be such an asset to any student who hopes to establish a career in social work, gerontology, addictions treatment, child and family welfare, the military, health care, school social work, psychology, or any field in which individuals suffer from human conditions. Please consider this option. SPC has an outstanding record of being student-friendly and has maintained high standards in offering a quality education via smaller class sizes than major universities. I have been an Adjunct Instructor for 12 years at SPC in

Substance Abuse/Addictions and have often wondered why a Bachelor's degree program has not been offered. I would love to be a part of the development of such a program. Most Sincerely, Nancy Teten, LCSW, CAP - 11:32:22 09/11/2013

Non-profit specific programs Facility usage for conferences, seminars, meetings Student internship opportunities - 11:34:54 09/11/2013

If one had a related 2-year degree & significant experience, they would be considered; however, they would have a hard time competing with those having 4-year degrees. Our organization provides basic needs to those in crisis--food, transitional housing and health care. The directors of these services need 4-year degrees. Plus our staff directors for communications, development and volunteers typically need a 4-year degree (not human services), as does our Executive Director. - 11:51:51 09/11/2013

Students need to learn critical thinking skills and the importance of initiative - 11:55:43 09/11/2013

Yes, I would suggest a BSW program and if that is not possible some bachelor level program that produces graduates with similar skills. - 13:05:40 09/11/2013

Human Services Bach. Degree is too generic and not specific for most positions in our community. - 13:55:40 09/11/2013

I don't want to throw the results off. This was sent to me by Healthy Start, but I am answering for Suncoast Voices for Children, a small non-profit. Presently we only have 2 part time employees, who keep the organization running. Please feel free to eliminate my response if this is not in your population. - 16:16:02 09/11/2013

NA - 16:24:05 09/11/2013

The community is in need of social workers/human service workers educated in addictions. Child Welfare and maladaptive parenting behaviors seems to be, the majority of the time, directly related to substance abuse/misuse. The child welfare system is over-burdened to the detriment of the families. Creating culturally competent, educated and passionate "soldiers" is imperative. After all, we are the ones working in the trenches. - 16:36:01 09/11/2013

Broad exposure to the human services field would be excellent for new graduates. Many human services professionals - particularly those who are in the early stages of their career - have minimal understanding of the larger picture beyond their particular field or specialty. Practicum style field experience should be built into the degree path. - 08:46:54 09/16/2013

There is a great need for trained professionals in this area. Many of the people that I work with have their associate but would like to pursue their BS but cannot do this if it is not close to home. - 12:53:54 09/16/2013

Offer Masters as well. - 10:23:18 09/17/2013

awareness campaigns that focus on prevention. - 15:44:03 09/24/2013

This would be great for our community! Let me know if you need a professor :) - 18:54:34 01/17/2019

Internships, preferential hiring for graduates - 19:43:59 01/17/2019

Provide education in care coordination - 19:45:08 01/17/2019

this program will help encourage the continuum of education success, but also connections and support. As a student, spc is like family and right now Iâ€™m pursuing my AA in health and human services, I would want nothing more than to stay with my family At spc who will support me all the way! - 20:20:45 01/17/2019

This is a great idea. Having a local degree that is affordable and offers classroom experiences is a wonderful opportunity for local students. - 20:30:42 01/17/2019

include several life situation problems and have the students learn how to build rapport with individuals with multiple challenges, create case management strategy working within a person's preferences. learn how make linkages to real-world resources locally and statewide. We need people with what used to be called social work skills, but not even the social workers are taught this anymore. there are plenty jobs out there for people with the skills to help high-utilizers, the 20% of people who use 80% of expensive resources like ERs, jails, hospitals and crisis units. - 20:32:03 01/17/2019

St. Petersburg is quickly becoming a center for progressive thought. The SPC Human Services Program can join the community effort by providing integral treatment approaches to healing. In evolving beyond the traditional medical model of healthcare, we can become leaders in the state and even in the country for advancing holistic - mind/body - approaches to the healing arts. This is advocating for evidence-based treatment modalities grounded in the context of family, community, culture and a living Earth. This is the way of healing with an emerging future in mind and we can be on the cutting edge. - 21:01:41 01/17/2019

Spc does a great job of embedding itself in the community. A bachelors degree would lend itself well to Westcareâ€™s career ladder. - 23:33:46 01/17/2019

Teaching skills in developing emergency continuity of care plans for their clients during disasters and COOP plans their agency (admin, facilities, etc.). - 07:49:14 01/18/2019

Assist with the medically frail's in the aftermath of a natural or manmade disaster. Much of this population seek shelter at public shelters, but other stay home, and have no family or caregiver to ensure their services (meals on wheels, oxygen delivery, etc.) is available for them in the aftermath. We need programs/people to check on these people. - 08:06:34 01/18/2019

Connect with the Florida Certification Board to offer the training classes to become Behavioral Health techs, Behavioral health case managers (Targeted case managers) and Peer specialists alongside the certification process for Wraparound case management model facilitation. Could offer a semester long class- train the two-4 training modules, take state cert test and then place in a behavioral health setting as a peer. Central Florida Behavioral Health Network has trainers and also offers training facilitator classes so that your staff could train, certify, and even administer the test. However, we (Social services) can only offer 2 trainings a year for 14 counties, so we can not meet the need in the community. It would be a great partnership with academia to offer these certifications/trainings to ensure folks can be trained more often to fill the vacancy rates. We have huge concerns with consumers being seen at the Crisis units (Baker Act) but missing the follow up appointment. Peers and other paraprofessionals could engage these consumers at this critical juncture. (Peers are folks who are living in recovery from a substance use or mental health disorder, they are at least 2 years in recovery and interested in sharing their story to help others get through their current state) These peers have a higher rate of engagement with consumers than the professionals do as they have the ability to connect due to their understanding of where that person is now, as they have been there in the past and made it through. The issue with turn over is that a lot of students do not clearly understand what they are getting into within the social service field. They need to understand that work life balance is challenging and need a lot of field opportunities so they truly understand that this field is a lifestyle, not a job. Teaching the Trauma informed care and ACES is paramount, because what you see in the community is maybe not your standard of living for you, but it is for your client and you have to be able to meet them where they are and direct them to where they want to be, not where you think they should be. I'd love to share more ideas, as we match the needs of the community with the credentials needed to be in a service role to this vulnerable population. Thanks, Jo Dee Nicosia socflorida.com - 08:38:05 01/18/2019

We need to stress the positive aspects of social service in the community and the positive outcomes that can occur. - 09:33:35 01/18/2019

N/A - 09:45:50 01/18/2019

It is critical to have sufficient capacity of trained, competent, and dedicated staff to provide such functions as case management, assessments, life skill training etc. - 09:54:29 01/18/2019

Continue to provide collaborative meeting spaces for human services agencies throughout county. Create rotation/practicum opportunities for students to work with human services agencies to gain experience and exposure, and assist with mini projects as part of curriculum. - 10:35:27 01/18/2019

It is important to balance lived experience with education, we find too many times people are not prepared to really work with people. - 10:57:02 01/18/2019

Proper case management for serving community. - 11:09:54 01/18/2019

I feel as if the College does a great job getting out into the community and within local agencies. We are excited about the PITCH Program being more present within DJJ. Also DJJ is partnering with the College for a Coding class to include 16 to 24 yo prevention youth/young adults interested in coding. We'd like to see more of our kids get into local Colleges as many of our youth return from residential programs with their GED or HS Diploma. Thank you for all you do. - 11:14:28 01/18/2019

Teaching a global holistic approach. - 12:33:26 01/18/2019

Use our agency DOH for interning... - 14:50:24 01/19/2019

I think it is also important to work with the graduate programs at universities because many of our positions require a masters degree. I believe the bachelors degree you offer should transfer well into master degree programs in social and behavioral sciences along with colleges of education. - 15:05:24 01/21/2019

We are always interested in providing practicum to students finishing up their senior semester. - 12:14:14 01/22/2019

Although a human services/social services BA is helpful, further specialization in behavioral health (mental health/substance abuse), child welfare, and case management would be helpful. - 08:14:57 01/23/2019

I would rather our local college have a 4 year degree in human/social services rather than see our staff go after internet degrees. There is nothing that compares with face-to-face learning. - 13:37:33 01/23/2019

Providing local opportunities for people to obtain a Bachelor's Degree is a phenomenal idea. Many agencies that I work with need Bachelor degreed professionals, but cannot find them. The more opportunity there is to get a degree, and at a lesser price than a university, the better off our community will be. - 13:51:14 01/23/2019

This is a degree that is offered at Eckerd College but their tuition is so expensive. It would be wonderful to have this option at St. Pete College. - 14:13:33 01/23/2019

If a program is developed, there is a significant need for specific training in Case Management. Even with prior training from other institutions, individuals are lacking the true understanding of case management services and the role Human Service professionals play. Creating true connections, better assessment of needs, and ability to follow through to ensure needs are met. - 09:55:34 01/24/2019

There is a definite need in our community. Specifically in the area of case management. In addition, I see a need for training in appropriate documentation of services, critical thinking and decision making, working with and empowering challenging clients/participants/consumers. - 10:12:28 01/24/2019

I feel that having this program available to existing Human Services students will provide continuity to their educational experience. This will allow them more choices to meet their educational goals. - 10:40:24 01/24/2019

Community Corrections requires intensive written, oral, and interpersonal communication skills to the degree that we communicate with legal professionals at a high level and there is constant deadline pressure. Officers must be able to organize themselves, prioritize work, act and think independently most of the time. Work hours are highly fluid. - 11:06:28 01/24/2019

No - 11:09:23 01/24/2019

More internships. with DIRECT CLIENT INTERACTIONS - 12:05:44 01/24/2019

One suggestion is to potentially partner with Springfield College which offers human services degrees. A second suggestion would be to publish data on the number of people earning/seeking such degrees. - 12:41:53 01/24/2019

Our bachelor level employees need to have: 1. Excellent Verbal and written communication skills 2. Computer skills 3. Supervisory skills 4. Knowledge of the ACE studies 5. Basics of Trauma Informed Care - 12:51:51 01/24/2019

I believe this would be a well attended course. (I would like to take it) - 13:56:38 01/24/2019

In this economic climate we need to have offerings of academic tools that will prepare our community for more of both, employers and employees to insure that viable skills and financial resources remain in our communities. St. Pete College can and should meet that need. - 14:00:00 01/24/2019

My suggestion would be to find a young lady named Michelle Shultz. She has experience in this type of curriculum and could probably help with grant writing. I believe she works for CareerSource Tampa Bay. - 14:31:22 01/24/2019

Excellent idea. - 09:56:48 01/25/2019

Many of the families we serve in our program confide that they rely on support services from their community health and human service agencies, but often times the high demand for these services creates a long wait, thus deterring many of them from receiving assistance because their schedules won't accommodate the time. - 11:44:33 01/28/2019

All my positions are Master's Degree. Other parts of the agency have Bachelor's degree. - 12:20:55 01/28/2019

The internship requirement is important to allowing the student the experience needed for this field. - 16:36:32 01/29/2019

I transferred to complete my Bachelor's Degree after graduating with my AA from SPC. I would have potentially stayed with SPC. Although, I do not regret attending UCF. - 13:07:03 02/11/2019

Section II

Question 10

Title:

There are 103 responses to this question:

Program Specialist - 17:35:57 09/10/2013

Board of Trustees - 17:39:01 09/10/2013

Sr VP - 17:41:37 09/10/2013

therapist - 18:08:10 09/10/2013

COO - 18:19:51 09/10/2013

Mental Health Manager - 18:29:47 09/10/2013

Adjunct instructor in Human Services - 20:45:59 09/10/2013

Program Manager - 07:34:29 09/11/2013

President - 08:05:49 09/11/2013

Financial Administrator - 08:13:11 09/11/2013

President/CEO - 08:15:26 09/11/2013

Program Manager - 08:22:05 09/11/2013

Manager, PAT+ - 08:45:49 09/11/2013

Snr Dir. Commun Svc - 08:50:57 09/11/2013

Human Resources Manager - 08:55:17 09/11/2013

public health services manager B - 09:09:03 09/11/2013

Clinical Operations Director - 09:11:02 09/11/2013

President - 09:26:31 09/11/2013

Administrator - 10:12:47 09/11/2013

CNM; ARNP - 10:39:13 09/11/2013

Parenting Instructor - 11:06:05 09/11/2013

executive director - 11:09:30 09/11/2013

Director of Social Work Services - 11:32:22 09/11/2013

Director - 11:34:54 09/11/2013

Director, Health Center - 11:51:51 09/11/2013

Director of Clinical Services - 11:55:43 09/11/2013

Assoc, Vice Pres. - 12:24:49 09/11/2013

Executive Director - 13:00:34 09/11/2013

Executive Director, Student Services - 13:05:40 09/11/2013

Project Manager - 13:55:40 09/11/2013

LMHC - 14:11:55 09/11/2013

Acting Executive Director - 16:16:02 09/11/2013

ED - 16:24:05 09/11/2013

Parent Educator - 16:36:01 09/11/2013

Director of Development and Communications - 15:35:55 09/12/2013

program manager - 18:44:47 09/12/2013

Director of Social Services - 09:13:41 09/13/2013

Early Learning Project Manager - 08:46:54 09/16/2013

Chair, Hispanic Leadership Council - 12:53:54 09/16/2013

Child Find Specialist - 10:23:18 09/17/2013

Safety Supervisor - 14:41:45 09/17/2013

Executive Director - 18:26:59 09/18/2013

VP - 15:44:03 09/24/2013

Executive Director - 18:47:42 01/17/2019

Chief Clinical Officer - 18:54:34 01/17/2019

President & CEO - 19:43:59 01/17/2019

Senior Director, Developmental and Rehabilitation Services - 19:45:08 01/17/2019

Sr Director of External Relations and Licensing - 19:45:16 01/17/2019

Youth development coordinator - 20:20:45 01/17/2019

V.P. - 20:30:42 01/17/2019

Assoc. Director of FACT Programs - 20:32:03 01/17/2019

Sr VP - 23:33:46 01/17/2019

Director of Community Impact - 07:40:11 01/18/2019

Ops Manager - 07:49:14 01/18/2019

Emergency Management Coordinator - 08:06:34 01/18/2019

System of care coordinator - 08:38:05 01/18/2019

Elected public defender - 09:33:35 01/18/2019

System Analyst - 09:45:50 01/18/2019

President & CEO - 09:54:29 01/18/2019

Special Projects Supervisor - 10:07:30 01/18/2019

Benefits Analyst - 10:17:38 01/18/2019

Section Manager - 10:35:27 01/18/2019

LMHC/Prog. Coord. III - 11:09:54 01/18/2019

Operations Consultant - 11:14:28 01/18/2019

Dr - 11:31:41 01/18/2019

Trainer - 13:45:30 01/18/2019

Executive Director, Student Services - 15:05:24 01/21/2019

Managing Officer Social Work - 15:59:02 01/21/2019

HR Director - 12:14:14 01/22/2019

Executive Nursing Director - 12:16:54 01/22/2019

Executive Director - 14:50:13 01/22/2019

COO - 08:14:57 01/23/2019

Maternal & Child Health Division Director - 13:37:33 01/23/2019

health services manager - 13:42:25 01/23/2019

Owner, Policy Maker - 14:57:33 01/23/2019

Supervisor - 09:49:57 01/24/2019

Operations Manager - 09:51:43 01/24/2019

Director - 09:52:16 01/24/2019

Sr. Program Consultant - 09:55:34 01/24/2019

Performance and Evaluation Manager - 10:12:28 01/24/2019

Community Health Worker - 10:25:54 01/24/2019

Home visitor - 10:26:35 01/24/2019

Professor - 10:40:24 01/24/2019

Account Executive - 10:50:37 01/24/2019

Correctional Probation Supervisor - 11:06:28 01/24/2019

Counselor - 12:05:44 01/24/2019

CEO - 12:41:53 01/24/2019

Program Manager - 12:51:51 01/24/2019

Reentry Program Manager - 12:55:51 01/24/2019

Program Director - 12:57:33 01/24/2019

Intake Coordinator - 13:56:38 01/24/2019

VP of Entrepreneurship and Community Development - 13:58:02 01/24/2019

CEO - 14:00:00 01/24/2019

Assistant Training Director - 14:31:22 01/24/2019

supervisor - 15:39:14 01/24/2019

Exec. Director - 18:12:39 01/24/2019

Academic Advisor - 09:56:48 01/25/2019

Human Services Program Supervisor - 08:37:37 01/28/2019

Recruiter/Assessor/Navigator - 11:44:33 01/28/2019

Prevention Program Manager - 14:18:52 01/28/2019

Director of Programs - 16:36:32 01/29/2019

Supervisor - 15:09:57 01/30/2019

Case Manager - 13:07:03 02/11/2019



Results as of 4:55 PM, July 31, 2020

3. Human Services Advisory Committee Meeting Minutes

Two years of advisory committee minutes show strong and consistent support for a Bachelor's Degree in Human Services.



**MINUTES
HUMAN SERVICES ADVISORY
COMMITTEE SPRING MEETING
MAY 8, 2020 (VIRTUAL VIA ZOOM)**

Date of Meeting:

MAY 8, 2020 2:00pm

Members Present: Cheryl Kerr, Joseph Smiley, Robert Neri, Mike Jalazo, Shadai Simmons, Dianne Clarke, Douglas Bonar, Lauralynn Segur, Susan Biszewski-Eber, Sara Sabourin, Donna Marley, Tony (Ellsworth) Williams, Debra Prewitt, Jill Guild, Will Atkinson, Sean King.

Members Excused: Donna Sicilian, April Torrenziante, Andrew Maurin, Jay Charboneau, Jonita Lewis, Karin Butterfield, LaDonna Butler, Kip Corriveau, Monica Brimm, Micki Thompson, Rae Chapman, Raul Catuy, Rayford Dennis, Ray Hensley.

Call to order: Cheryl Kerr & Dr. Dianne Clarke

Approval of Previous Minutes:

Motion Made by: Robert Neri

Seconded by: Lauralynn Segur

Program Updates: Cheryl provided an update on the Human Services program

- We continue to work on the proposal for the B.S. in Human Services
- The Fostering Achievement Program may have funding through Educate Tomorrow and the Helios Foundation. SPC is working on identifying a source to match the grant and provide a designated position to work with the young adults who aged out of foster care. Advisory Committee members are encouraged to join the Facebook group and participate in monthly network calls.
<https://www.facebook.com/groups/FloridaReach/>
- <https://www.positivepathwaysflorida.org/>
-

Student Update: Shadia Simmons reported from the student perspective and how she is adjusting to the changes due to the pandemic. There are some challenges with courses going completely online but services and support available.

Career Outreach Specialist: Sara Sabourin shared information from the SPC Gibbs Career Outreach department. Currently they are working on planning virtual career fairs. They are also planning a spring event for PCS advisors and social workers "Career Connections Training" which the Human Services department will participate in.

Industry Updates & Discussion:

- Dr. Joseph Smiley gave a brief update on the state of the College. He shared that SPC has transitioned classes and services to online. For the summer semester all classes will be online. The College is working on a transition plan for the fall.
- Dr. Smiley also shared an update on the status of the B.S. in Human Services program proposal.
- Susan Biszewski-Eber (SPC Apprenticeship Program) shared an update on the Community Health Worker apprenticeship program that is being worked on.
- Mike Jalazo (PERC) stated that clients are showing up for services. PERC is doing a combination of telehealth and face to face service provision. They are also setting up with Zoom and their "Transition in Place" program.
- Tony Williams (Vets Counseling Vets) reported that they created their model from the V.A.
- 47% of veterans have families. 37% of veterans have children.
- Marilyn Browne (SPC) provided an update on the SPC Advisory Committee Taskforce. Cheryl and Bob Neri participate.

- Douglas Bonar (A Center for Wellness) shared his input on his work with domestic violence and his private practice.
- Dianne Clarke (Operation PAR) stated that they have not had any layoffs. They have ordered more Narcan kits. She spoke about the telehealth certificate through the Florida Certification Board. Dianne reported that overdose deaths for 2019 increased by 110 over 2018 (238 to 332).
- Overdoses are not declining. Marvin Coleman did a Facebook live event for Pinellas County Health & Human Services.
- AA and NA meetings are occurring outdoors with social distancing.
- Laurallyn Segur (Eckerd Connects) stated that all Case Managers are working from home. Removal rates have decreased. They are doing virtual walk-throughs and visits. They are having conference calls with the courts. Foster homes are always in need. Recruitment of foster homes has increased.
-

Program Needs: Continued support from the industry to provide Co-Op/Internship sites and job placement for SPC Human Services students.

Adjournment: Meeting adjourned at 3:30pm

Next Meeting Scheduled: TBA

Cheryl Kerr

Secretary

4. Letters of Support

Five major representative agencies and University of South Florida offered strong support for St. Petersburg College's proposal to offer a Bachelor's Degree in Human Services.



100 Starcrest Drive | Clearwater, FL 33765

Ph: (800) 222-1473 | Fax: (727) 461-4387

Eckerd.org

September 27, 2019

President Tonjua Williams
St. Petersburg College
Post Office Box 13489
St. Petersburg, Florida 33733-3489

Dear President Williams,

I am writing to express my strong support for St. Petersburg College's proposed new Bachelor of Science degree in Human Services. Our agency serves thousands of children and families each year and has continued to be a leader in this industry for the past 50 years. There is a high demand for college graduates with this type of degree who will be our future in providing on-going demand for services to our most vulnerable population our children and families who are in need.

Sincerely,

A handwritten signature in blue ink that reads "Karen Kozel".

Karen Kozel
Human Resources Manager



FLORIDA DEPARTMENT OF JUVENILE JUSTICE

9/13/19

To Whom it May Concern:

The Florida Department of Juvenile Justice, Probation and Community Intervention, is writing in support of a Human Services Bachelor's degree program that will potentially impact the availability of qualified applicants.

Juvenile Probation Officers play a critical role in promoting Florida's public safety and reducing juvenile crime. They are the front-line staff responsible for coordinating effective intervention services and providing support and supervision for youth on diversion, probation, and post residential supervision. Effective and efficient case management is vital to providing services to youth while keeping the public safe. For this reason, a bachelor's degree from an accredited college or university is required.

The Department of Juvenile Justice in Circuit 6 maintains high expectations for its employees. A well found knowledge of the criminal justice system and general knowledge of the human services located in the local community is key to the success of a probation officer. The base salary for a Juvenile Probation Officer is \$32,278.74. The Department offers a wonderful benefits package, a positive and supportive, work environment, and flexible schedules.

I fully support the Human Services Advisory Committee proposal for a Human Services Bachelor's degree program to be offered at St. Pete College. I believe it will have a meaningful and sustainable impact on our workforce.

Sincerely,

A handwritten signature in black ink, appearing to read "Melissa Fuller", is written over a horizontal line.

Melissa Fuller, Chief Probation Officer, 6th Judicial Circuit

2737 Centerview Drive • Tallahassee, Florida 32399-3100 • (850) 488-1850

Ron DeSantis, Governor

Simone Marstiller, Secretary

The mission of the Department of Juvenile Justice is to increase public safety by reducing juvenile delinquency through effective prevention, intervention, and treatment services that strengthen families and turn around the lives of troubled youth.

Mission:

To protect, promote & improve the health of all people in Florida through integrated state, county & community efforts.



Ron DeSantis
Governor

Scott A. Rivkees, MD
State Surgeon General

Vision: To be the Healthiest State in the Nation

September 23, 2019

Dr. Tonjua Williams, President
St. Petersburg College
P.O. Box 13489
St. Petersburg, FL 337733-3489

Dear President Williams:

As the Director of the Florida Department of Health in Pinellas County (DOH Pinellas), I am writing to express my strong support for St. Petersburg College's proposed new Bachelor of Science degree in Human Services.

Currently, DOH Pinellas employs more than 100 individuals with backgrounds in human services to staff our Maternal & Child Health division (e.g., Healthy Start, Healthy Families, Healthy Start Federal Project, etc.). Also, many social services agencies in Pinellas County hire staff with human services degrees. I believe the creation of this new degree will help to meet the demand locally for human services workers.

I fully support the proposed new Bachelor of Science degree in Human Services and believe the implementation of this new academic track at St. Petersburg College will result in having a trained workforce to meet the growing need for Human Services workers, benefiting our local social services community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ulyee Choe", with a small "for" written below it.

Ulyee Choe, DO
County Health Department Director

Florida Department of Health

in Pinellas County
205 Dr. Martin Luther King Jr. St. N. • St. Petersburg, FL 33701-3109
PHONE: (727) 824-6990 • FAX (727) 820-4278

FloridaHealth.gov



Accredited Health Department
Public Health Accreditation Board



Administrative Offices
6655 66th Street North
Pinellas Park, FL 33781
Ph: 727-545-7564
Fax: 727-545-7584
www.operationpar.org

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FUNDERS



September 24, 2019

President Tonjua Williams
St. Petersburg College
Post Office Box 13489
St. Petersburg, Florida 33733-3489

Dear Ms. Williams:

I am writing to express my strong support for St. Petersburg College's proposed new Bachelor of Science degree in Human Services. As a Human Services organization who employs close to 500 individuals, we recognize the increasing need for trained workers in our field.

We see the proposed creation of the new degree in Human Services as an exceptional response to market demand. For this reason, we believe St. Petersburg College should be investing in Human Services opportunities for its students.

We have hired many human services workers over the past 49 years and see the need for more trained workers to meet the growing need.

Sincerely,

Dianne L. Clarke, PhD, CAP

Dianne Clarke, Chief Executive Officer



LETTER OF SUPPORT

September 20, 2019

Dr. Cheryl Kerr, Program Administrator
Human Services Program
St. Petersburg College
Post Office Box 13489
St. Petersburg, Florida 33733-3489

Dear Dr. Kerr:

I am writing to express the support of WestCare Foundation, Inc. for the addition of a Bachelor of Science degree in Human Services within St. Petersburg College's (SPC) Social and Human Services Program (SPC-HUS).

As a member of SPC's Human Services Advisory Committee I am familiar with the quality educational programs that SPC-HUS currently offers, including three (3) certificate programs (i.e., Addiction Studies, Youth Development Professional, and Community Health Worker), and an Associate in Science degree in Social and Human Services (HUS-AS).

SPC-HUS is successful in preparing students to obtain entry-level positions within the social and human services fields quickly. Also, HUS helps prepare individuals to achieve several state certifications through the Florida Certification Board.

While the Social and Human Services A.S. degree is transferable to a Bachelor of Science degree in Health Services Administration, SPC-HUS is lacking a Bachelor of Science degree in Human Services that will enable students to gain the competencies (i.e., skills, knowledge, attitudes, and experience) required to effectively respond to the needs of vulnerable community members.

WestCare represents a national network of nonprofit behavioral health and human services organizations operating in more than 20 U.S. states and territories. WestCare has an ample presence in the central and southern areas of Florida. WestCare GulfCoast-Florida, Inc. operates in Pinellas County, Florida, where SPC has several locations.

Within this community where SPC offers its social and human services courses, WestCare employs more than 100 health and human services professionals in a variety of positions (management and non-management). Candidates with a Bachelor of Science degree in Human Services will meet the requirements for many positions within WestCare GulfCoast-Florida, Inc. or our affiliated agencies in southern parts of Florida.

Many of WestCare's past and current employees have earned certificates and degrees through SPC-HUS, and SPC course offerings have been helpful to many employees in their continuing education and professional growth and development. WestCare recognizes the many benefits that will emerge once SPC is able to offer a Bachelor of Science degree in Human Services.

WestCare fully supports SPC-HUS in its efforts to draw from multiple disciplines (e.g., health services, psychology, sociology, law, and criminal justice) to help prepare individuals for success within the complex and growing field of human services.

Please let me know what else WestCare can do to support you in this endeavor.

Sincerely,

Robert Neri, LMHC, MCAP
Senior Vice President & Chief Clinical Officer
Phone: (727) 458-2689
Email: rneri@westcare.com



UNIVERSITY OF SOUTH FLORIDA
Office of the President

January 18, 2023

Dr. Tonjua Williams
President, St. Petersburg College
PO Box 13489
St. Petersburg, FL 33733

Dear President Williams,

Thank you for your support regarding additional areas of workforce needs in Pinellas County and how St. Petersburg College (SPC) and the University of South Florida (USF) can work together to support the educational opportunities of the Tampa Bay region. At USF, we are thrilled to have SPC as our partner as we work with local business and industry to improve the lives of those we serve.

I am pleased to give you USF's approval and continued support, as SPC begins the process for new and expanded baccalaureate program development in the areas of Human Services, Cardiopulmonary Science, Digital Media Technology, English Education, and Social Science Education. USF is supportive of SPC and your efforts to expand in these directions.

I look forward to continuing our strong relationship and thank you President Williams for your continued leadership.

Sincerely,

A handwritten signature in blue ink that reads "Rhea F. Law".

Rhea F. Law
President



A Preeminent Research University

February 6, 2019

Dr. Tonjua Williams
President, St Petersburg College
PO Box 13489
St. Petersburg, FL 33733-3489

Dear President Williams,

Thank you for your letter dated January 25, 2019 regarding additional areas of workforce needs in Pinellas County and how SPC and USF can work together to support the educational opportunities of the Tampa Bay region. At USF, we are thrilled to have SPC as our partner as we work with local business and industry to improve the lives of those we serve.

I am pleased give you USF's approval and continued support, as SPC begins the State of Florida's process for baccalaureate program development in the areas of:

- Cybersecurity
- Human Services
- Respiratory Care
- Digital Media Technology

I look forward to continuing our strong relationship, and thank you, President Williams, for your continued leadership.

Regards,

Judy Genshaft
USF System President

5. City of St. Petersburg Resolution of Support

The St. Petersburg City Council unanimously adopted a resolution in support of St. Petersburg College's proposal to offer a Bachelor's Degree in Human Services.

Resolution No. _____

A RESOLUTION IN SUPPORT OF ST. PETERSBURG COLLEGE'S PROPOSAL TO OFFER A BACHELOR'S DEGREE IN HUMAN SERVICES; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, St. Petersburg College is preparing to submit a notice of intent to propose a Bachelor of Science degree in Human Services to the Division of Florida Colleges which will include letters of support from local advisory boards as well as community, industry, and student leaders; and

WHEREAS, the goal of Human Services is to make a difference in the lives of those unable to help themselves as the program focuses on the needs of the under-served and underrepresented in the City of St. Petersburg, Pinellas County and surrounding areas; and

WHEREAS, the Human Services profession is one which promotes improved service delivery systems by addressing not only the quality of direct services, but also by seeking to improve accessibility, accountability and coordination among professionals and agencies in service delivery; and

WHEREAS, for Workforce Development Area 14 which is Pinellas County, the Florida Bureau of Workforce Statistics & Economic Research anticipates growth between 2018 and 2026 in all Standard Occupational Classification Codes associated with this bachelor degree's Classification of Instructional Programs; and

WHEREAS, St. Petersburg College's proposed Bachelor of Science degree in Human Services will provide students with a top quality yet extremely affordable bachelor's degree, as the tuition rates for bachelor's level classes cost up to 50% less than state universities; and

WHEREAS, the proposed program will benefit both students and local industry by preparing students for careers in a wide variety of helping professions providing services to individuals and communities in public and private agencies, organizations and businesses; and

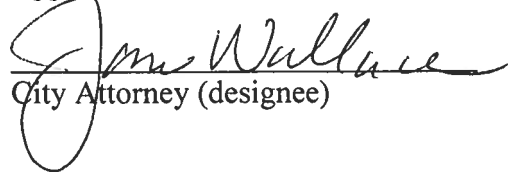
WHEREAS, St. Petersburg College is very well-positioned to offer this degree because of the large number of students already enrolled in the lower division courses of the proposed degree, the strong connections with program advisory committees to help shape programs, the presence of five (5) major academic sites throughout Pinellas County, and the college's reputation for alumni ranking first in Florida for earning highest entry wages; and

WHEREAS, the department at St. Petersburg College which will house this degree already enjoys strong involvement with the local helping professions industry, and this degree is requested in direct response to their needs and support.

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of St. Petersburg, Florida that City Council supports St. Petersburg College's proposal to the Division of Florida Colleges to offer a Bachelor of Science degree in Human Services.

This Resolution shall become effective immediately upon its adoption.

Approved as to form and content:


City Attorney (designee)

Citylaw 482167