

NOTICE OF INTENT

Form No. BAAC-01

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 Notice of Intent 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 notice of intent requires completion of the following components:

- Program summary
- Program description
- Workforce demand, supply, and unmet need
- Planning process

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION

Institution Name:	Valencia College
Institution President:	Dr. Kathleen Plinske

PROGRAM SUMMARY

1.1	Program name.	Public Safety Administration
1.2	Degree type.	<input type="checkbox"/> Bachelor of Science <input checked="" 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).	43.9999
1.5	Anticipated program implementation date.	January 2024
1.6	What are the primary pathways for admission to the program? Check all that apply.	<input checked="" type="checkbox"/> Associate in Arts (AA) <input checked="" type="checkbox"/> Associate in Science (AS) <input checked="" type="checkbox"/> Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: Criminal Justice Technology Fire Science Technology
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).	

PROGRAM DESCRIPTION

2.1 This section is the **executive summary** of this notice of intent. 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. We encourage approximately 300 words for a sufficient description.

The Bachelor of Applied Science (BAS) in Public Safety Administration program is designed to prepare students for administrative and leadership level opportunities in the public safety sectors of law enforcement, correction, fire services, and other related protection, safety, and security organizations. Graduates of this program will be able to apply a broad set of knowledge and skills to a wide variety of public safety tasks. Area workforce demand for trained professionals in public safety is growing at a fast rate and is anticipated to increase well into the future. According to the Florida Department of Economic Opportunity (DEO) 2021-2029 employment projections¹, the employment demand for the selected Standard Occupational Classification (SOC) codes is high for the proposed CIP 43.9999 (Homeland Security, Law Enforcement, Firefighting and Related Protective Services). DEO data shows 958 projected annual job openings for the recommended SOCs within Valencia's service area with a median annual wage of \$54,130 (Table 3.1.1). The supply of law enforcement, correction, and fire services professionals with effective leadership knowledge and skills within Orange and Osceola Counties is inadequate to meet the workforce needs and demands. According to the Integrated Postsecondary Education Data System (IPEDS)² of the National Center for Education Statistics (NCES), no institution in Valencia's service area offers program CIP 43.9999. University of Central Florida (UCF) currently offers a BS in Forensic Science (43.0106), BS in Emergency Management (43.0302), and BS in Criminal Justice (43.0104). University of Phoenix and Herzing University are two regionally accredited nonpublic institutions in Valencia's service area offering programs in the CIP 43 family. This new program is designed primarily for students coming from Criminal Justice Technology and Fire Science Technology AS degrees. In addition, this program provides a pathway opportunity for interested Associate in Art (AA) students who have interest in pursuing a career in public safety. Incumbent workers taking advantage of this program will find career paths leading to opportunities of advancement in a variety of public safety organizations. Major organizations and industries including tourism, defense, entertainment, and transportation are among the highly diverse employers in the Orange and Osceola region who have expressed the need for such program graduates.

¹<https://www.floridajobs.org/workforce-statistics/products-and-services/state-colleges-projections-portal> ²
<https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx>

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.

The primary Federal CIP code for the proposed BAS in Public Safety Administration is 43.9999 and is aligned to ten related SOC codes (Table 3.1.1). The 2021-29 employment projections data produced by the DEO for these SOC codes within Valencia's service district indicates average annual job openings of 958 in the Public Safety area. University of Central Florida (UCF) is the only state university in Valencia's service area. They offer a BS in Forensic Science (43.0106), BS in Emergency Management (43.0302), and BS in Criminal Justice (43.0104), none of which include curriculum in Fire Protection Services. In 2020-21, UCF awarded a total of 571 degrees (Table 3.1.3) and have had no graduates in CIP 43.0106 since 2019. Research shows University of Phoenix and Herzing University are two regionally accredited nonpublic institutions in Valencia's service area offering programs in the CIP 43 with a total of one graduate in 2020-21. Among all institutions offering programs in CIP 43, the 5-year (2016-20) average graduate supply (Table 3.1.3) in the Valencia service district is 55% (530 completers) of the DEO's total job openings identified in Table 3.1.1. After reviewing the demand, supply, and the unmet need data (Table 3.1.4) there are 428 (45%) annual unmet needs in Valencia's service area. Using projections produced by America's City Business Journals, Orlando Economic Partnership (OEP) states in the 2030 report that Orlando is forecast to be "the second fastest growing large metropolitan area in the United States moving toward 2030" (<https://info.orlandoedc.com/hubfs/2030report.pdf>). Furthermore, the Census Bureau (<https://www.census.gov/library/stories/state-by-state/florida-population-change-between-census-decade.html>) anticipates rapid growth in Osceola County from 2010-2030, with a 50+% increase from 187,000 residents to 391,000. Central Florida's substantial population growth coincides with EMSI/Lightcast identifying the region as a hotspot for projected job increase. Between 2016 and 2021 alone, according to EMSI/Lightcast Economy Overview Takeaways, jobs specific to the identified SOC codes in Orange-Osceola counties increased by 4.2%. This change outpaced the national growth by 2.4%. As the number of jobs increased, the labor force participation rate also increased. Considering the volume of current unmet need and the UCF BS programs not addressing the fire services occupations, it is critical for Valencia to offer the proposed BAS degree in Public Safety Administration.

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

*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.

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
Forensic Science Technicians	19-4092	Orange \$ Osceola	179	188	5.03	170	24.50	\$ 50,960	PS	B
Correctional Officers and Jailers	33-3012	Orange \$ Osceola	2969	3154	6.23	2274	20.71	\$ 43,077	PS	HS
First-Line Supervisors of Correctional Officers	33-1011	Orange \$ Osceola	225	239	6.22	140	19.71	\$ 40,997	PS	HS
First-Line Supervisors of Police and Detectives	33-1012	Orange \$ Osceola	658	712	8.21	378	33.41	\$ 69,493	A	HS
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	Orange \$ Osceola	345	374	8.41	193	32.83	\$ 68,286	PS	PS
Police and Sheriff's Patrol Officers	33-3051	Orange \$ Osceola	3453	3742	8.37	2203	27.76	\$ 57,741	PS	HS
Miscellaneous First-Line Supervisors, Protective Service Workers	33-1090	Orange \$ Osceola	702	881	25.50	739	24.19	\$ 50,315	PS	HS
Detectives and Criminal Investigators	33-3021	Orange \$ Osceola	419	454	8.35	253	27.02	\$ 56,202	PS	HS
Firefighters	33-2011	Orange \$ Osceola	2023	2190	8.26	1248	21.63	\$ 44,990	PS	PS
Fire Inspectors and Investigators	33-2021	Orange \$ Osceola	78	85	8.97	68	\$ 28.48	\$ 59,238	PS	PS
					Total	958	\$ 24.56	\$ 54,130		

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	958	572	530	386	428						
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.

Orange and Osceola Counties are experiencing rapid growth, with the Orlando Economic Partnership (OEP) stating that more than 1,000 people move to the region each week. Using projections produced by America's City Business Journals, OEP states that Orlando is forecast to be "the second fastest growing large metropolitan area in the United States moving toward 2030." The Census Bureau anticipates rapid growth in Osceola County from 2010 – 2030, with a 50+% increase from 187,000 residents to 391,000 (<https://www.census.gov/library/stories/state-by-state/florida-population-change-between-census-decade.html>). Central Florida's substantial population growth aligns with a much higher demand for Homeland Security, Law Enforcement, Firefighting, and related Protective Services for the next several years. This anticipated need is not entirely reflected by the Florida Department of Economic Opportunity (DEO) for Valencia's service district. In recent meetings of Valencia's Criminal Justice and Fire Science Technology advisory council, Dr. Jeff Goltz, Executive Dean for School of Public Safety at Valencia, shared the potential BAS degree. The members, representing over twenty-two Fire and Law Enforcement agencies, expressed their need for qualified employees in public safety leadership roles and overwhelmingly supported Valencia offering the BAS program. The 2020-21 unduplicated student majors in Criminal Justice and Fire Science Technology AS programs at Valencia College was 1,286 with an overall five-year average from 2017-21 of 1,243 students. These students will have an articulated pathway to the proposed bachelor program. In November 2022, a Qualtrics survey of students currently enrolled in the afore mentioned AS programs at Valencia College was conducted and 88% of the respondents indicated their interest in pursuit of the BAS degree.

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.

In 20-21 there were 27,128 protective service-related jobs in Orange and Osceola Counties with a projected 14.3% growth in supervisors of protective service workers by 2029 (Source: Economic Opportunity Labor Market Information). Valencia recognizes that many of the occupations aligned with the proposed SOC codes are lower than the bachelor level and for that reason, Valencia conducted a survey of Orange and Osceola County law enforcement and fire services agencies, many of whom are serving on the Criminal Justice and Fire Science Technology advisory committee. The purpose for the survey was to learn more about the availability of a talented and skilled workforce as well as the preferred degree for the management and leadership positions offered by these agencies. The survey response clearly shows that the agencies believe the education level stated in the DEO and/or BLS did not necessarily reflect the standards they require when they hire for the administrative and leadership jobs for their agencies. Orange and Osceola County Public Safety agencies have reported that over 50% of their professionals have not earned a bachelor level degree. They expressed that Valencia's graduates from the proposed bachelor's degree program in public safety administration will be much better prepared and are preferred to fill the leadership and management roles in their agencies. EMSI/Lightcast in its Job Posting Analytics report for the prospective SOC codes, reported that in the unique job postings between July 2021 and June 2022, 42% stated a minimum of a bachelor's degree. This tracks with the members of Fire Science and Criminal Justice Advisory Council's support of the development of a BAS degree in Public Safety Administration at Valencia.

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

The proposed baccalaureate program at Valencia is a 2+2 pathway primarily designed for students in the Fire Science Technology and Criminal Justice Technology AS programs. Similarly, the program offers additional opportunities to the students from four (4) local high schools with Fire and Law Enforcement Academy programs who currently partner with Valencia for articulation through Career Pathways and Dual Enrollment to an AS in Fire Science Technology or Criminal Justice Technology. The 650 plus students served through this path would have the option to advance to the potential bachelor program after expeditiously completing the AS program. Equally important is the pathway this proposed program would offer to incumbent workers to explore career paths leading to advancement opportunities in a variety of leadership positions within the public safety industry. In November of 2022, the Dean of School of Public Safety at Valencia conducted a survey of the public safety employees and 67% of survey responses indicated interest in enrolling in the B.A.S. in Public Safety Administration program. Law Enforcement, Fire Protection Services, Tourism, Defense, Entertainment, and Healthcare are among the highly diverse industries who employ public safety administrators in the Orange and Osceola region. Many representatives of these industries, who are currently serving on Valencia's Industry advisory councils, have stated that the BAS degree provides a pathway for their current adult workers to transition to new positions such as sworn and civilian supervisor in Corrections, mid-level manager in Corrections (Lieutenant, Captain, Major), supervisor in Fire Rescue (Engineer, Lt.), mid-level manager in Fire Rescue (Capt., Battalion or District Chief, Asst. or Division Chief, Deputy Chief), sworn or civilian supervisor in Law Enforcement, mid-level manager in Law Enforcement (Lt., Capt., Major, Deputy Chief), or supervisor or manager in Security.

PLANNING PROCESS

4.1 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.

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Engagement Activities	Date(s)	Attendees	Description of Activity
Establishment of the need for the program	6/18/2021	AVP of CWE, Executive Dean of Public Safety, Social Science Dean	Reviewed the 2020-21 annual Economic Gap Analysis report provided by the Career and Workforce Education (CWE) office. Discussed the need for the BAS degree in Public Safety Administration.
Conversation with internal stakeholders	8/30/2021	Business and Organizational Leadership Bachelor Program Team	Discussed the labor market data to determine if there should be consideration of the development of the bachelor's degree in public safety
	10/11/2021	Academic Affairs Leadership Team	Nasser Hedayat shared with the team the development of the bachelor proposal
	3/1/2022	Nasser Hedayat, Jeff Goltz, Susan Dunn	Discus planning a meeting with UCF Criminal Justice Program Chair Dr. Naim Kapuca
Visioning Meeting	4/14/2022	AVPs, Deans, Faculty and Staff	Program "visioning" session, discussed program and courses, program development, and timeline
Presentation to Workforce Team (WT)	8/9/2022	College-wide CTE Deans	Jeff Goltz presented the program SBAR (Situation, Background, Assessment, Recommendation) to workforce Team for their input and endorsement
Program Approval Requirements	8/24/2022	VP of Public Safety, VP of Academic Affairs	SBAR with the WT feedback was presented.
Presentation to Senior Team	9/22/2022	School of Public Safety Executive Dean, College Senior Leadership Team	Dean presented the SBAR to college Leadership. Program was approved for Phase 2 of the Program Development
Meeting with CJ and Fire Science faculty and staff	9/26/2022	Public Safety Program Chair and Faculty, CWE staff	Initial conversation with college-wide faculty and staff about the need for the program
SACS Requirements	10/8/2022	Dean, Executive Dean, SACS Director	Discussed the SACS notification and the application requirements for Substantive Change
Institutional Research	10/11/2022	Director of Institutional Research, Deans	Researched current student program enrollment
Research & Analytics	10/20/2022	VP, Deans	Coordinated development of surveys for students and public safety industry
Financial Aid Requirements	10/25/2022	Dean, Executive Dean, AVP of Financial Aid	Discussed the eligibility criteria for students to receive financial aid

Survey Development	11/11/2022	Deans, faculty, CPAs, public safety stakeholders	Planned the survey instruments for students, incumbent public safety workers and agencies
Board of Trustees	1/19/2023	Valencia's DBOT and College Senior Leadership	Approval of new program

4.2 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.

Engagement Activities	Date(s)	Attendees	Description of Activity
Communication with Regional Public Safety Leaders	4/22/2022	Orange Co. Public Safety Director, Orange Co. Sheriff, Orange Co. Corrections Dept. Chief, Kissimmee Police Chief, Osceola Co. Fire Rescue Chief, Osceola Co. Corrections Chief	All expressed overwhelming support for the program
Fire Rescue Institute Advisory Meeting	10/11/2022	Fire Chiefs and Training Chiefs from Orange and Osceola Counties	Expressed overwhelming support for the program and recommended a variety of topics for the program and courses
Meeting with Orlando Police Department	10/12/2022	Chief Eric Smith, Staff Director Dave Arnott	Expressed support for the program and recommended a variety of topics for the program and courses
Criminal Justice Advisory Board Meeting	11/17/2022	Training staff and commanders from law enforcement and corrections agencies in Orange County	Expressed overwhelming support for the program and recommended a variety of topics for the program and courses
Internal Approval	1/19/2023	College Leadership and Board of Trustees	Program was presented to Valencia's Board of Trustees for approval.

4.3 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.

4.3.1 Public Universities in College's Service District

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

Institution(s): University of Central Florida

Activity Descriptions and Outcomes:

Engagement Activities	Date(s)	Attendees	Description of Activity
University of Central Florida (UCF) Criminal Justice Department and School of Public Administration	3/24/2021 4/8/2021 3/22/2022	Valencia: Nasser Hedayat, Jeff Goltz, Susan Dunn UCF: CJ Chairs Naim Kupucu and Katie Kaukinen, School of Public Administration Director Doug Goodman	Presented Valencia's plan for the BAS in Public Safety Administration program and responded to all questions. UCF team had no concerns and strongly supported Valencia to offer the program.

NOI discussion with University of Central Florida	11/7/2022	Representatives from Valencia and UCF	Review of proposed program curriculum and potential concentrations.
4.3.2 Regionally Accredited Institutions in College's Service District			
Date(s): To be determined Institution(s): Click or tap here to enter text. Activity Descriptions and Outcomes: Click or tap here to enter text.			
4.3.3 Institutions outside of College's Service District (If applicable)			
Date(s): 10/12/2022 and 10/16/2022 Institution(s): Lake Sumter State College Activity Descriptions and Outcomes: Shared with Amy Albee potential articulation and pathways for LSSC Criminal Justice A.S graduates to Valencia's BAS program.			
Date(s): 12/14/2022 and 1/4/2023 Institution(s): Seminole State College Activity Descriptions and Outcomes: Discussed Valencia's plan to develop a BAS in Public Safety Administration as well as program delivery modalities.			