

**Florida College System Council of Presidents Business Meeting
Association of Florida Colleges Policy and Advocacy Committee**

**Thursday, April 10, 2025 – 1:00 pm to 3:30 pm ET
TSC Center for Innovation and ZOOM
300 W Pensacola St, Tallahassee, FL 32301**

Zoom Link: <https://us02web.zoom.us/j/84164334132?pwd=cNFI8x2zQWRD4b0H0CoYQybs1a2ACx.1>

Meeting ID: 841 6433 4132 Passcode: 425929

COP Business Meeting

- 1.0 CALL TO ORDER — President Jeff Allbritten
 - 1.1 Welcome and Remarks
- 2.0 Quorum Check – Mr. Tony Carvajal
- 3.0 Council of Presidents’ Minutes – President Jeff Allbritten
 - 3.1 Council of Presidents Business Meeting Minutes – March 11, 2025
- 4.0 Report of the Chair – President Jeff Allbritten
- 5.0 Policy and Advocacy Committee – President Georgia Lorenz
 - 5.1 Legislative Agenda Priorities
 - 5.2 Legislative Updates – Seth McKeel/Lacey Hofmeyer
- 6.0 Report of the Chancellor, Division of Florida Colleges – Chancellor Kathy Hebda
- 7.0 Report of the Chancellor, Division of Career and Adult Education – Chancellor Kevin O’Farrell
- 8.0 Other COP Committee and Work Group Reports
 - 8.1 Florida College System Risk Management Consortium – President Jim Henningsen and Chauncey Fagler of FCSRMC
 - 8.2 Articulation Coordinating Committee – President Paul Broadie
 - 8.3 Media and Public Relations Committee – President Angela Garcia Falconetti and Kendra Parsons of Moore Agency
- 9.0 COP Support Council Reports
 - President Kathleen Plinske
 - 9.1 Council of Instructional Affairs – Dr. Matthew Liao-Troth
 - 9.2 Council of Student Affairs – Dr. Kathleen Karran-McCoy
 - 9.3 Council for Workforce Education – Dr. Prasanth Pilly

President Fred Hawkins

9.4 Council of Business Affairs – Dr. Barbara Wills

President Jeff Allbritten

9.5 Florida Council for Resource Development – Mr. Philip Dickey

10.0 Florida College System Activities Association – President Tonjua Williams and Ms. Kelly Warren

10.1 FCSAA Report

11.0 Association of Florida Colleges Report

11.1 AFC Updates – Dr. Mark Ross

11.2 CEO Report – Mr. Tony Carvajal

12.0 Announcements, Celebrations, and Other Business

13.0 Adjourn

UPCOMING MEETINGS & IMPORTANT DATES

April 9, 2025	State Board of Education Meeting – Tallahassee State College
April 10, 2025	COP Professional Development & Business Meeting – Tallahassee State College
April 11, 2025	DEADLINE to confirm individual College ROI study
May 2025	No COP Meeting
June 4-5, 2025	State Board of Education Meeting - Miami Dade College Followed by Commissioner’s Summit
June 19-20, 2025	COP Annual Meeting – Daytona State College
July 16, 2025	State Board of Education Meeting – Orlando
August 20, 2025	State Board of Education Meeting – Hillsborough Community College
September 24, 2025	State Board of Education Meeting – St. Johns River State College
November 4-5, 2025	COP & Trustees Legislative Fly-In, Tallahassee (TENTATIVE HOLD, pending confirmation of legislative committee week schedule)
November 12-15, 2025	Joint AFC & Councils Conference, Renaissance SeaWorld, Orlando
November 13, 2025	State Board of Education Meeting - Orlando

FLORIDA COLLEGE SYSTEM COUNCIL OF PRESIDENTS
Business Meeting Minutes (*DRAFT until approved*)

March 11, 2025 – TSC Center for Innovation and Zoom

Call To Order

President Jeff Allbritten called the Council of Presidents (COP) meeting to order at 9:01 a.m. ET.

Roll Call and Quorum Check (*15 presidents required for quorum*)

Chipola: President Sarah Clemmons	Palm Beach: President Ava Parker
Central FL: President Jim Henningsen	Pasco-Hernando: President Jesse Pisors
Daytona: President Tom LoBasso	Pensacola: President Ed Meadows
Eastern FL: Phil Simpson, proxy for President James Richey	Polk: President Angela Garcia Falconetti
FL Southwestern: President Jeff Allbritten	Seminole: President Georgia Lorenz
FSCJ: President John Avendano	South FL: President Fred Hawkins
Gulf Coast: President Glen McDonald	St. Pete: President Tonjua Williams
Lake-Sumter: Interim President Laura Byrd	State College- President Tommy Gregory
Miami Dade: President Madeline Pumariega	Tallahassee: President Jim Murdaugh
Northwest FL: President Mel Ponder	Valencia: President Kathleen Plinske

A quorum was present.

President Allbritten welcomed Torey Alston as the new Broward College President.

President Falconetti recognized individuals in the audience participating in the Polk State College President's Leadership Institute.

Report of the Chancellor, Division of Florida Colleges

Chancellor Kathy Hebda reported that she would be leaving the meeting early to make a presentation on the president's funding model and workforce funding at the House Higher Education Budget Committee. The Chancellor reminded presidents that April is Florida College System Month, congratulated Palm Beach State College on becoming recipient of the Collegiate Purple Star Campus designation, discussed the Commissioner's Summit (currently scheduled for June 4-5 at Miami Dade College), provided updates on round 2 of LINE funding and the Student Success Center's next project (cataloguing career pathways agreements, in conjunction with the REACH office), addressed questions on the Open Door Grant, and offered to provide details on the net amount of waivers and exemptions, as well as the dual enrollment scholarships.

Chancellor Hebda provided an update on behalf of Chancellor O'Farrell, notifying presidents that the Gold Standard Carer Pathways toolkit and CAPE Scholarship Action toolkit are available.

Chancellor Hebda advised that DCF had requested more information about programs that provide adult education and daycare services at the same time.

Council of Presidents Minutes

President Henningsen asked that the February 4, 2025, Minutes be amended to reflect that all action items included in the Florida College System Risk Management Consortium Report were voted on as a block and that the minutes reflect that the motion included the Property & Casualty Program Audit and the 2023-2024 Audit and Management Letter by James Moore, as well as the 2023-2024 Audit Actuary Letter and the ratification of the 2025 Employee Plan Budget, all as presented.

President Meadows asked that the Minutes reflect that the Council of Instructional Affairs was also asked to look into best practices in scheduling.

President Allbritten called for a motion to approve the Minutes with these two amendments. **A motion was made, seconded, and passed to accept the minutes, as amended.**

Report of the Chair

President Allbritten provided an update on the morning radio program conversation with Greg Tish and President Lorenz, as well as advised of an upcoming HLC accreditation visit at Florida SouthWestern State College.

President Allbritten asked if there was interest in combining the next COP Professional Development meeting and Business Meeting into a one-day event, as opposed to a two-day event. The meeting is scheduled to be held in Tallahassee. **A motion was made, seconded, and approved to hold both meetings on Thursday, April 10th.**

President Allbritten asked for an update on the newly revitalized Trustee's Commission. Dr. Meadows advised that Bill Cramer (trustee at Gulf Coast State College) had scheduled an upcoming Zoom Meeting, and an update will be provided at the April COP meeting.

Policy and Advocacy Committee

President Lorenz convened the Policy and Advocacy Committee at 9:19 a.m. She reported that early meetings with legislators had focused on the \$200 million request and that the current focus had shifted to bills of interest that had been filed. Dr. Lorenz thanked the Government Relations staff from the colleges and The Southern Group for the review and exchange of information on the weekly college lobbyists call.

Lacey Hofmeyer of The Southern Group provided a brief update on the start of the legislative session.

President Lorenz noted that HB 1307 included the funding formula and statutory change in reserves for all colleges to 7%, and closed the Policy and Advocacy Committee by thanking Chancellor Hebda and various Presidents for their individual efforts to fight for the Florida College System. The Policy and Advocacy Committee adjourned at 9:24 a.m.

COP Committee and Workgroup Reports

Florida College System Risk Management Consortium

President Henningsen advised that there was no report at this time.

Articulation Coordinating Committee

President Broadie's report was included in the meeting materials.

Media and Public Relations Committee

President Falconetti thanked the chair and vice-chair for their ongoing support on behalf of the COP and also thanked and acknowledged the work of the Moore Agency, particularly for arranging the editorial board meeting with Florida Trend.

Karen Moore provided an update on the marketing and communications campaign, the April FCS Month media kit, and encouraged colleges to continue sharing information.

COP Support Council Reports

Council of Instructional Affairs

Dr. Matthew Liao-Troth provided an update on Council activities, including work to update the CIA bylaws; discussed a successful panel discussion on scheduling and modality impacts on student success; and provided an update on an April workshop on how to become a chief academic officer.

Council of Student Affairs

Dr. Kathleen Karran McCoy thanked CWE for hosting the last joint virtual conference and noted various topics CSA discussed, including campus housing, athletic funding, and managing staff on federal grants. Dr. Karran McCoy announced the keynote for the next Joint Councils conference which would be held in June, NASPA president Dr. Amelia Parnell; discussed ongoing work on “points of pride,” which highlight enrollment growth; and noted ongoing efforts to look into the mental health resources offered at state colleges.

Dr. Karran McCoy provided an update on the progress of the request made by the COP related to working with AFC on putting together resources and a training program related to implementing best practices around recruitment, advising, and admissions.

Council for Workforce Education

Dr. Prashanth Pilly discussed the success of CWE’s recent Joint Councils meeting, and the work being done on the master credentials list. Dr. Pilly also noted legislative issues being monitored, including SB 742 which addresses programs with money-back guarantees, and provided an update on the progress of the request made by the COP related to the five strategic initiatives for areas of growth, which will be presented at the April COP meeting.

Council for Business Affairs

Barbara Willis provided an update on the health insurance implementation and health savings accounts.

Florida Council for Resource Development

Philip Dickey reported that the FCRD conference was held in February at South Florida State College and thanked President Hawkins for his welcome. Mr. Dickey noted that five additional members were added to the FCRD Board and that the 2026 FCRD conference will be hosted by Pensacola State College.

Mr. Dickey also advised that the Title III and Title V portals were open.

Report of the Florida College System Activities Association

President Tonjua Williams thanked the FCSAA team for their hard work and asked Mr. Robert Chaney to provide an update on the recent activities they have been supporting. Mr. Chaney reviewed several division updates and championships, included in their written report.

President Falconetti thanked Kelly Warren and Rob Chaney for being proactive and scheduling 30-minute calls with Presidents to discuss athletic initiatives.

Report of the Association of Florida Colleges (AFC)

Dr. Mark Ross provided an update on the Townhall Meeting held in February and thanked the presidents for their ongoing support of the organization. Dr. Ross provided dates for the upcoming Regional Meetings: Region I being held on March 28th at Northwest Florida State College; Region IV on April 4th at Pasco-Hernando State College; Region II on April 11th at Santa Fe State College; and Region III on September 5th at Seminole State College. Dr. Ross also announced that Brent Ferns had been appointed as the Vice President of Chapters and Commissions.

Tony Carvajal provided an update on various grant projects, including the reports on Dual Enrollment and the Funding Formula, as well as the upcoming ROI/EIS study. Mr. Carvajal also noted that the new AFC office space and presidents lounge in the TSC Center were due to open in April.

Other Business

President Falconetti congratulated President Hawkins on being inducted into the Southern Region Education Board.

President Allbritten closed the meeting by thanking the Tallahassee State College staff for their assistance and working through their Spring Break and reminded members that the next State Board of Education meeting would be on Wednesday, April 9th, and the COP meetings would follow on Thursday, April 10th. He reminded presidents that there is currently no COP meeting scheduled for May and noted that the COP Annual Meeting and the passing of the Gavel will take place at the June 4-5 at Daytona State College.

President Meadows asked if any presidents had received an answer from the US Department of Education regarding permission to seek accreditation with the Higher Learning Commission. There was a brief discussion with presidents noting that it took about 6 months to get a response. Dr. Meadows noted that certain delays with SACS were complicating issues at colleges and suggested that it might be worth discussion at the next professional development meeting.

Adjourn

There being no further business, the Council of Presidents meeting adjourned at 10:07 a.m.

*Prepared by: Katie Richardson and Tony Carvajal
Reviewed and respectfully submitted by Tony Carvajal
Draft until approved*



Florida College System Council of Presidents

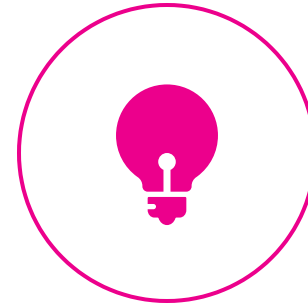
Business Meeting - April 2025

March Activity Summary



Public Relations/Earned Media

- Collaboration with DOE
- FCS Month Guide + Assets



Public Affairs

- Florida Trend Article
- AI + Higher Education

March Highlights

Florida College System Council of Presidents

Published by Kendra A Parson

March 14 at 2:52 PM · 🌐

Opinion Editorial Alert! 🗣️ Florida stands to gain billions by making college affordable for all, by Braulio Colón. "Increasing college enrollment and completion rates could generate more in revenue annually for our state."

Join the conversation and learn how investing in our students today can lead to a brighter future for Floridians.

Read the full editorial and share your thoughts! 🗣️ [#FloridaEconomy](#) [#CollegeAffordability](#) [#Education](#)



DOSENTINEL.COM

Opinionary: Florida has billions to gain by making college affordable for one

FCS Supporters

Florida College System Council of Presidents

Published by Kendra A Parson

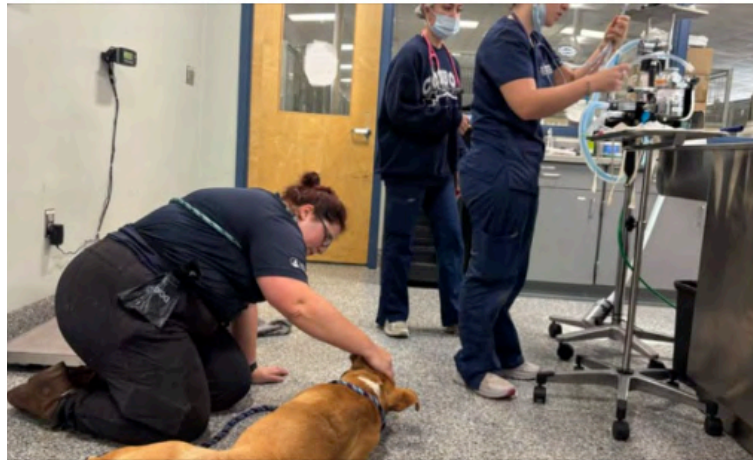
March 28 at 12:55 PM · 🌐

Hillsborough Community College veterinary tech students are getting hands-on experience through a partnership with the Hillsborough County Pet Resource Center. [See more](#)

Hillsborough Community College

March 27 at 2:30 PM · 🌐

Featured in the News: HCC students receive real-life shelter experience through vet tech program, via [ABC Action News - WFTS - Tampa Bay](#). ... [See more](#)



ACTIONNEWS.COM

HCC students receive real-life shelter experience through vet tech program at Hillsborough Community College and The Hillsborough County Pet Resource Center

Hillsborough Community College

Florida College System Council of Presidents

Published by GAIN

March 17 at 9:12 AM · 🌐

Last month, [Miami Dade College](#) President Madeline Pumariega was given the International Woman's Day Achievement Award. 🏆 Presented by World Trade Center Miami. [See more](#)



Miami Dade College

March Highlights

College System Council of Presidents

ed by GAIN

15 at 8:35 AM · 🌐

hings to come at [Pasco-Hernando State College](#) ★ Read about Pre
ture at the link below [#HigherEducation](#)



N.COM

dent Talks Five-Year Plan at Chamber Breakfast

n Newspaper covers Brooksville, Masaryktown, Spring Hill, Ridge Ma

Pasco-Hernando State College

March 14 at 2:52 PM · 🌐

alm Beach State College has been recognized as a Collegiate Purple Star Campus ★
[FloridaSuccess](#)



Palm Beach State College
March 11 at 6:08 PM · 🌐

Palm Beach State College

College System Council of Presidents

ed by GAIN

ary 22 · 🌐

te College of Florida is accelerating the workforce by investing in the
[HigherEducation](#)



COM

ole State College invest in future: New hires to increase enr
Business Journal

Seminole State College

FCS Month Toolkit

To be used by colleges to promote FCS Month in April. Includes sample letters to the editor, newsletter copy, social media content, images, and an animated video.



Our Guide To Promoting
Florida College System Month

2025



Downloadable Assets

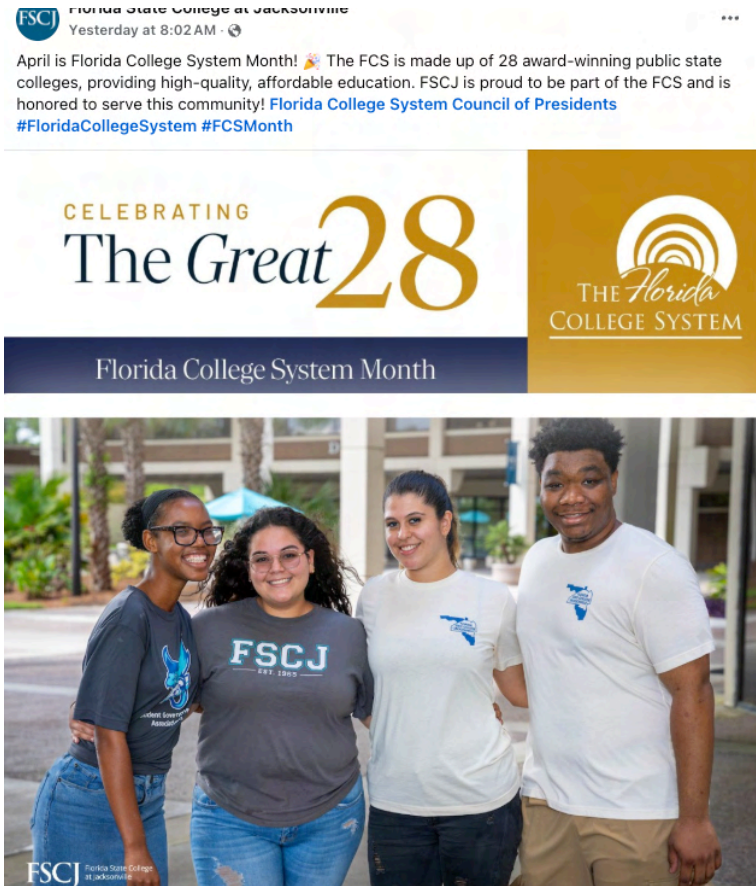
Florida College System Month

This section provides you with a variety of visual assets to enhance your promotional efforts for the Florida College System (FCS) campaign. Our goal is to equip you with high-quality images that align with the campaign's messaging and help you create engaging content for your audience.

Access our collection of assets, perfect for use in social media posts, newsletters, presentations, and more.

DOWNLOAD

FCS Month Assets in Action



Florida State College at Jacksonville



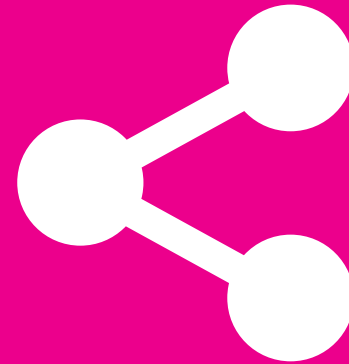
Chancellor O'Farrell



Gulf Coast State College

Follow us on Social @FCSPresidents

Join our vibrant online community and be a part of the conversation. Connect with us on Facebook, Instagram and X
(formerly known as Twitter).





Council of Presidents Update

April 2025

The Council of Instructional Affairs Steering Committee has been planning for a CIA Community Conversation on Career Paths of CAOs, for those interested in exploring careers as chief academic officers. The Zoom panel will be on Thursday, April 24th from 3:30-4:30pm, and feature panelists Tunjarnika Coleman-Ferrell (PBSC), Amy Locklear (DSC), Mark Paugh (CCF), John Wall (FSCJ), moderated by Matthew Liao-Troth (SPC). The invitation has been distributed to the CIA distribution list.

The CIA Steering committee has also been planning for the Joint Council Meeting and Agenda Items for June Meeting, including the bylaw changes, a workshop for new CAOs, and a presentation on tools to improve academic scheduling.

We also facilitated conversation topics and emergent issues for Executive Vice Chancellor Humphrey and the Chief Academic Officers at our monthly calls.

Respectfully submitted by Matthew Liao-Troth
Council of Instructional Affairs Chair

MEMORANDUM

TO: Dr. Kathleen Plinske,
Council of Presidents, Presidential Liaison

FROM: Dr. Kathy Karran-McCoy, Chair, Council of Student Affairs
Dr. Jan Lloyd-Lesley, Co-Chair, Council of Student Affairs

DATE: April 10, 2025

RE: Council of Student Affairs Report

The Council of Student Affairs (CSA) membership continues to make significant strides towards achieving its annual goals, particularly in securing information related to institutional Points of Pride and Mental Health Services. These efforts are aimed at providing a comprehensive report to the Council of Presidents (COP) in June. Currently 14 of the 28 colleges have responded to the mental health survey.

CSA is excited to host the June conference at Hutchinson Island. We are honored to have Dr. Amelia Parnell, President of NASPA, as our keynote speaker. Her insights and expertise will undoubtedly enrich the conference experience. CSA is also partnering with Target X (an admissions & enrollment CRM system) to offer a free pre-conference during the June Joint Council's conference focusing on admissions, enrollment & student success strategies. Registration for the conference is now open.

Per the request of the COP at a previous meeting, a pivotal kickoff meeting was convened between CSA, the Association of Florida Colleges (AFC), the Florida Student Success Center (FSSC), and the FCS Foundation. This meeting focused on the implementation of a statewide conference or initiative designed to develop best practices in recruitment, advising, and enrollment management. Collectively, this workgroup put together the following action plan for statewide implementation:

1. Structure the institute similar to the Florida Student Success Center's Dual Enrollment institute that was offered.
2. Collect information from FCS administrators and staff on the training needs related to admissions, enrollment & advising.

3. Research best practices with professional organizations, such as EAB or NACADA for training resources.
4. Develop a kickoff conference plan in 2026



Council of Presidents Update

April 2025

- 1) **COP Strategic Initiative for Workforce:** The CWE Steering Committee was tasked by the Council of Presidents (COP) to develop one-page summaries on key workforce areas identified by college presidents for expansion over the next two to three years. These areas include **Technology, Aviation/Aerospace/Automotive, Healthcare, Advanced Manufacturing & Construction, and Education**. Each summary should provide an overview of the field, related industries, and jobs, and, if available, supporting data on workforce demand. Highlighting examples from diverse colleges (large, small, rural, urban) will showcase statewide impact. The documents should be accessible to a general audience, and marketing departments can assist with visuals. The CWE Steering Committee has completed the work on this project.

Submitted by CWE Co-Chairs
Prashanth Pilly and Alexia Rolle
March 3, 2025

Workforce Education Strategic Impact Area – Aerospace

Industry Overview

Aerospace, Space Technology & Aviation (High Demand, Major Industry Growth)

Florida's robust presence in the space industry and aviation sector highlights the critical need for workforce training in:

- Aerospace Engineering
- Space Systems Technology
- Unmanned Aerial Systems (UAS)

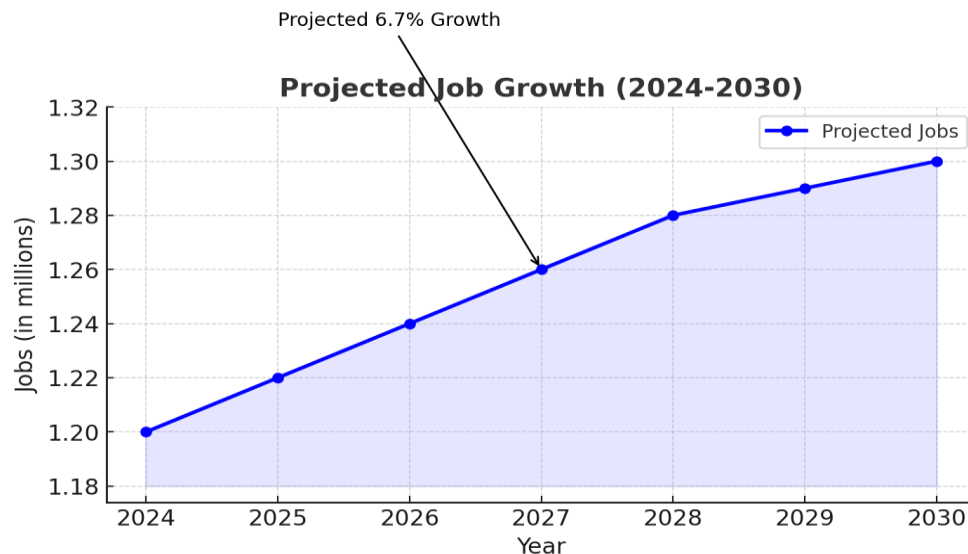
Legislative Impact

Legislative support will:

- **Targeted Funding and Incentives:** Increase state funding and fiscal incentives for workforce training programs at State colleges to expand capacity in high-demand areas such as aerospace engineering, UAS, and aircraft maintenance.
- **Invest in Regional Economic Development:** Channel investments toward infrastructure and regional economic initiatives in Central, Southeast, and rural areas to leverage economic multipliers, attract industry investments, and support sustainable job growth

High-Growth Occupations

- Aerospace Engineers and Operations Technologists/Technicians, 11% growth
- Industrial Engineering Technologists/Technicians, 12% growth
- Calibration Technologists/Technicians, 13% growth



Workforce Demand in Florida:

- Annual Openings: 118,321
- Projected Job Growth (2024-2030): 6.7%
- Average Salary: \$57,200/year (\$27.51/hour)

Earnings Distribution:

- 25th Percentile: \$20.50/hour, Median: \$27.51/hour, 75th Percentile: \$38.64/hour

Essential Skills Needed:

- Project Management
- Equipment Repair
- Process Improvement

Current Florida State Colleges Programs (Central and Southeast Regions)

*Colleges listed represent examples of programs in targeted industry and are an exhaustive list

1. Indian River State College (Southeast)

- Program: [Industrial Electrical and Mechanical systems, Fluid Power and Programmable Logic Controllers, Smart Automation and Robotics, Precision Machining](#) (16 weeks)

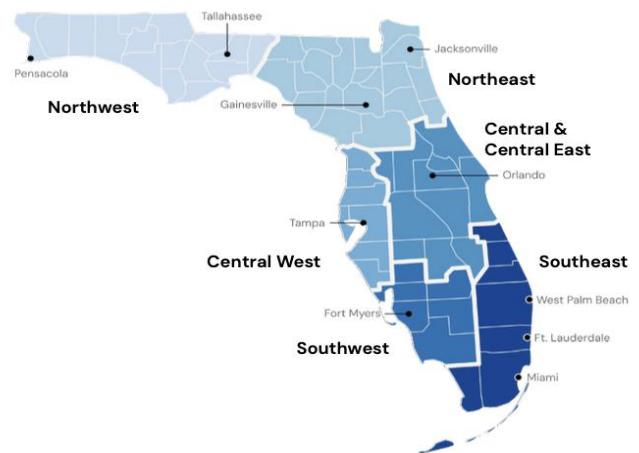
- Key Feature: Aligned with SACA, NIMS, Non-Credit, High Growth.

2. Broward College (Southeast)

- Program: [AS Aviation Maintenance Management](#)
- Key Feature: 3.5 Semesters, 34.2% growth
- Program: BS Aviation Sciences
- Key Feature: 24.6% growth

3. Eastern Florida State College (Central)

- Program: [A.S. Aerospace Technology](#)
- Program: Aircraft Airframe Mechanics CTC and Aircraft Powerplant Mechanics CTC
- Key Feature: FAA approved Part 147



Source - Florida Council of 100

Regions of Growth:

- Central & Central East (Economic Multiplier: 2.7)
- Southeast (Economic Multiplier: 2.7)
- Rural Areas (Manufacturing Multiplier: 2.7)

Sources - Florida 100, Lightcast Q1 2025 Dataset, Future of Work Florida Top 30 high Demand jobs

Workforce Education Strategic Impact Area - Teacher Education Pathways

Critical Industry Overview

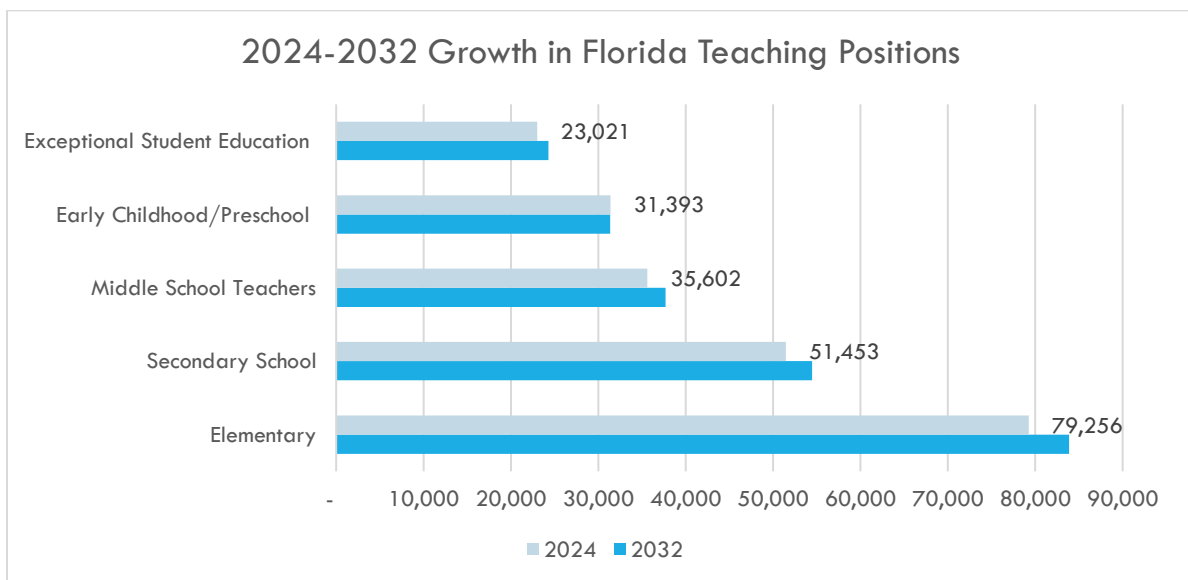
Florida's growing population and educational initiatives highlight the critical need for qualified teachers in the workforce in Early Childhood/Preschool Education, Elementary Education, and Secondary Education. In addition, the Florida Department of Education identified Exception Student Education (ESE) as a top high-demand area, particularly in regions with larger student populations and higher needs for specialized education ([High Demand Teacher Needs Areas 2024-25](#)).



Legislative Impact

- **Teacher Shortages:** Legislative efforts are focused on addressing teacher shortages through recruitment and retention initiatives and targeting increased state funding and fiscal incentives for teacher education programs at state colleges to expand capacity in high-demand areas such as ESE and secondary education ([Florida Education Association](#)).
- **Certification Pathways:** Policies have been implemented to provide multiple pathways for teacher certification, making it easier for individuals to enter the teaching profession ([Florida Department of Education](#)).

Florida Demonstrated Need/Workforce Demand



- **Early Childhood/Preschool Education**
 - Annual Openings: 59,410
 - Average Salary: \$25,000/year
 - Growth through 2030: 4%
- **Elementary Education**
 - Annual Openings: 79,256
 - Average Salary: \$48,000/year
 - Growth through 2030: 10%
- **Secondary Education**
 - Annual Openings: 51,453
 - Average Salary: \$50,000/year
 - Growth through 2030: 8%

Critical Skills Needed

- **Classroom Management:** Ability to maintain a positive and productive classroom environment ([Florida Educator Accomplished Practices](#)).
- **Instructional Strategies:** Proficiency in various teaching methods to accommodate diverse learning styles ([Competencies and Skills Required for Teacher Certification in Florida](#)).
- **Communication:** Strong verbal and written communication skills to effectively interact with students, parents, and colleagues ([Competencies and Skills Required for Teacher Certification in Florida](#)).

Current Florida State Colleges Programs

*Colleges listed represent examples of programs in targeted industry and are an exhaustive list

Miami Dade College (Southeast)

Program Pathways: [School of Education College Credit Certificates \(CCC\), AA, AS, and BS](#)

Key Features: [Traditional Teaching Internship & Candidate Residency Program](#)

College of Central Florida

Program Pathways: [Teacher Education CCC, AS, BS](#)

Key Features: [Pathways in Early Childhood Education](#)

Sources

[Lightcast Program Teacher Education Overview and Job Listings](#)

[Florida Jobs Workforce Statistics](#)

[Florida Department of Education](#)

[Florida Educator Accomplished Practices](#)

[Competencies and Skills Required for Teacher Certification in Florida](#)

[Miami-Dade College School of Education](#)

[Florida Education Association](#)

[FDOE High Demand Teacher Needs Areas 2024-25](#)

[Competencies and Skills Required for Teacher Certification in Florida](#)

[CSCCE Early Childhood Workforce Index 2024](#)

[Florida Department of Education - Workforce Education Reports](#)

Workforce Education Strategic Impact Area – Information Technology & Cybersecurity

Industry Overview

Information Technology & Cybersecurity (High Demand, Major Industry Growth)

Florida's growing presence in the information technology and cybersecurity industry highlights the critical need for workforce training in:

- Network & System Administration
- Cybersecurity Analyst
- Computer Programming

Legislative Impact

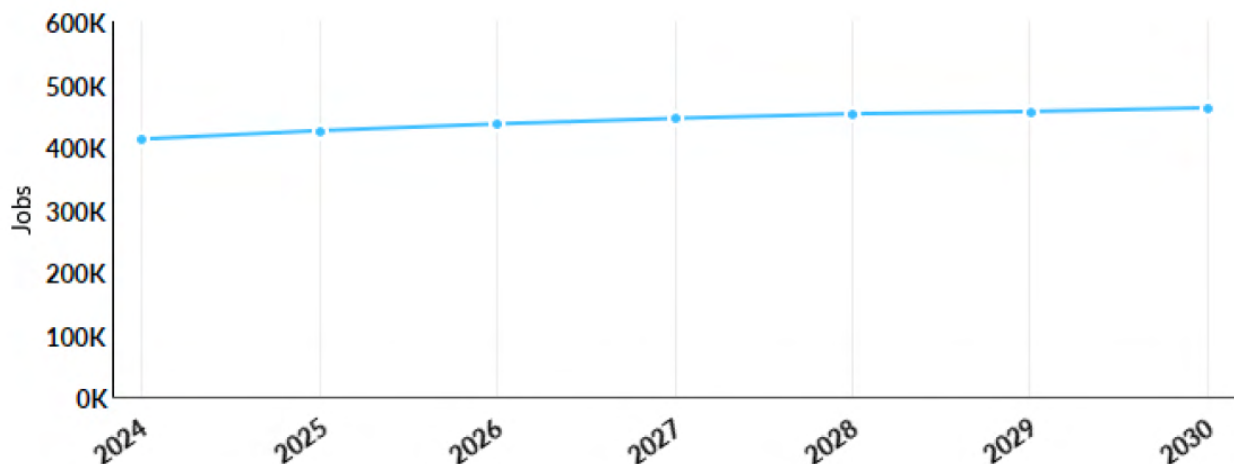
Legislative support will:

- **Targeted Funding and Incentives:** Increase state funding and fiscal incentives for workforce training programs at state colleges to expand capacity in high-demand areas such as Software Developer, Cybersecurity Analyst, and Computer Systems Analyst.
- **Invest in Regional Economic Development:** Channel investments toward infrastructure and regional economic initiatives in the Central and Southeast regions of the state to leverage economic multipliers, attract industry investments, and support sustainable job growth

High-Growth Occupations

- Software Developers, 21% growth- Information Security Analysts, 20% growth
- Software Quality Assurance Analysts, 17% growth

Projected Job Growth 2024-2030



Workforce Demand in Florida:

- Annual Openings: 36,433
- Projected Job Growth (2024-2030): 12.1%
- Average Salary: \$91,600/year (\$44.06/hour)

Earnings Distribution:

- 25th Percentile: \$30.04/hour, Median: \$44.06/hour, 75th Percentile: \$622.18/hour

Essential Skills Needed:

- Project Management
- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Automation

Current Florida State Colleges Programs (Central, and Southeast Regions)

*Colleges listed represent examples of programs in targeted industry and are an exhaustive list

1. Valencia College (Central)

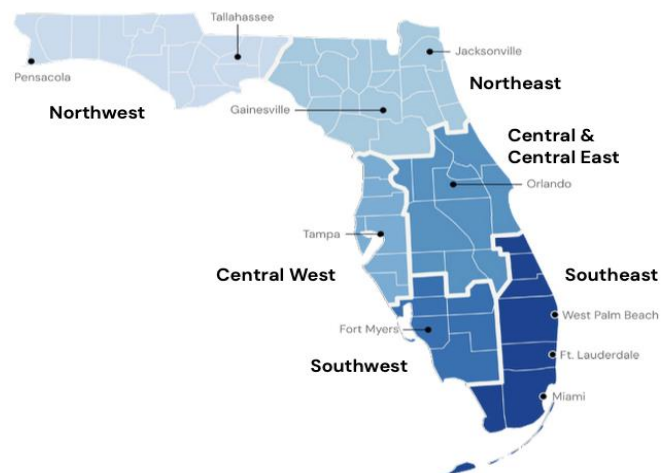
- Program: [AS in Computer Programming Analysis](#)
- Key Feature: State-of-the-art Machine Learning & AI Lab, Physical Computing Lab

2. Chipola College (Northwest)

- Program: [AS in Network Systems Technology](#)
- Key Feature: Cyber Range allowing students to practice real-world simulations in cyberwarfare

3. Florida SouthWestern State College (Southwest)

- Program: [BAS in Information Systems Technology](#)
- Key Feature: Pathway to Master's Degree at Nova Southeastern University



Source - Florida Council of 100

Regions of Growth:

- Central West (Economic Multiplier: 3.0)
- Southeast (Economic Multiplier: 3.0)
- Northwest (Economic Multiplier: 3.0)

Sources

- Florida 100, Lightcast Q1 2025 Dataset, Future of Work Florida Top 30 high Demand jobs.

Workforce Education Strategic Impact Area – Health Sciences

Industry Overview

Healthcare Services (High Demand, Major Industry Growth)

Florida's population growth which includes many individuals of retirement age creates a significant need in the healthcare industry and highlights the critical need for workforce training in:

- Nursing
- Diagnostic Medical Sonography
- Cardiovascular Technology (Invasive and Non-Invasive)
- Many More

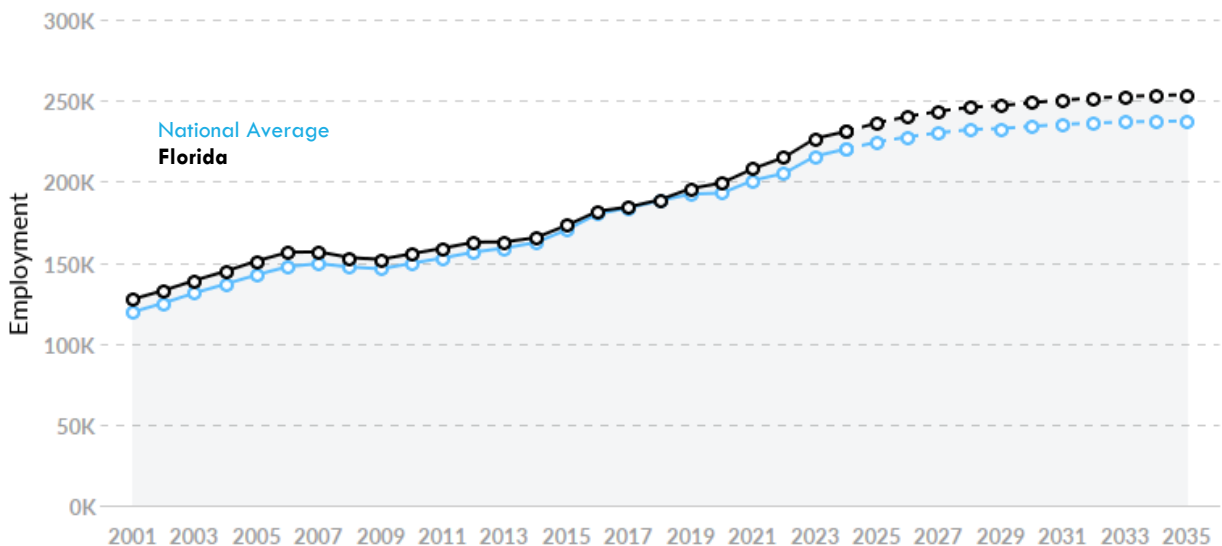
Legislative Impact

Legislative support will:

- **Targeted Funding and Incentives:** Increase state funding and fiscal incentives for workforce training programs at State colleges to expand capacity in high-demand areas such as Nursing, Diagnostic Medical Sonography, and Cardiovascular Technology.
- **Invest in Regional Economic Development:** Channel investments toward infrastructure and regional economic initiatives in Central, Southeast, and rural areas to leverage economic multipliers, attract industry investments, and support sustainable job growth

High-Growth Occupations

- Registered Nurses, 11% growth
- Diagnostic Medical Sonographers, 4% growth
- Cardiovascular Technologists, 11% growth



Workforce Demand in Florida:

- Annual Openings: 195,731
- Projected Job Growth (2024-2030): 15.8%
- Average Salary: \$80,560/year (\$38.73/hour)

Earnings Distribution:

- 25th Percentile: \$20.50/hour, Median: \$27.51/hour, 75th Percentile: \$38.64/hour

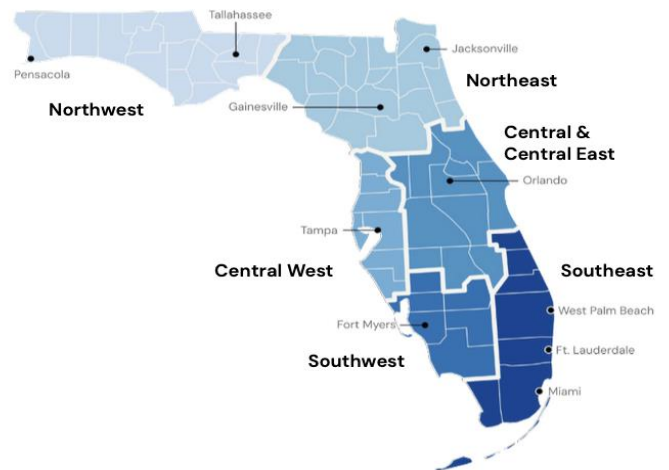
Essential Skills Needed:

- Nursing
- Basic Life Support
- Advanced Cardiovascular Life Support
- Intensive Care
- Acute Care

Current Florida State Colleges Programs (All Regions)

*Colleges listed represent examples of programs in targeted industry and are an exhaustive list

1. [Hillsborough Community College Health Sciences Division](#) (Central West)
 - Key Feature: BSN, Medical Laboratory Science, Echocardiography, Computed Tomography, Cardiac Catheterization, Surgical Technology, Health Care Navigator, and Clinical Research.
2. [Indian River State College](#) (Southeast)
 - 95% job placement rate
 - Degree and RN-BSN program
 - 11,000 square foot state-of-the-art simulation hospital
3. [Lake Sumter State College](#) (Rural)
 - Program: AS in Nursing
 - Program: Two tracks, General Track, and Bridge Track



Source - Florida Council of 100

Regions of Growth:

- Northeast (Economic Multiplier: 2.3)
- Central West (Economic Multiplier: 2.3)
- Southwest (Economic Multiplier: 2.3)
- Southeast (Economic Multiplier: 2.3)

Sources

- Florida Council of 100, Lightcast Q1 2025 Dataset, Employ Florida, Florida Shines

Workforce Education Strategic Impact Area – Advanced Manufacturing & Construction

Industry Overview

Advanced Manufacturing & Construction (High Demand, Major Industry Growth)

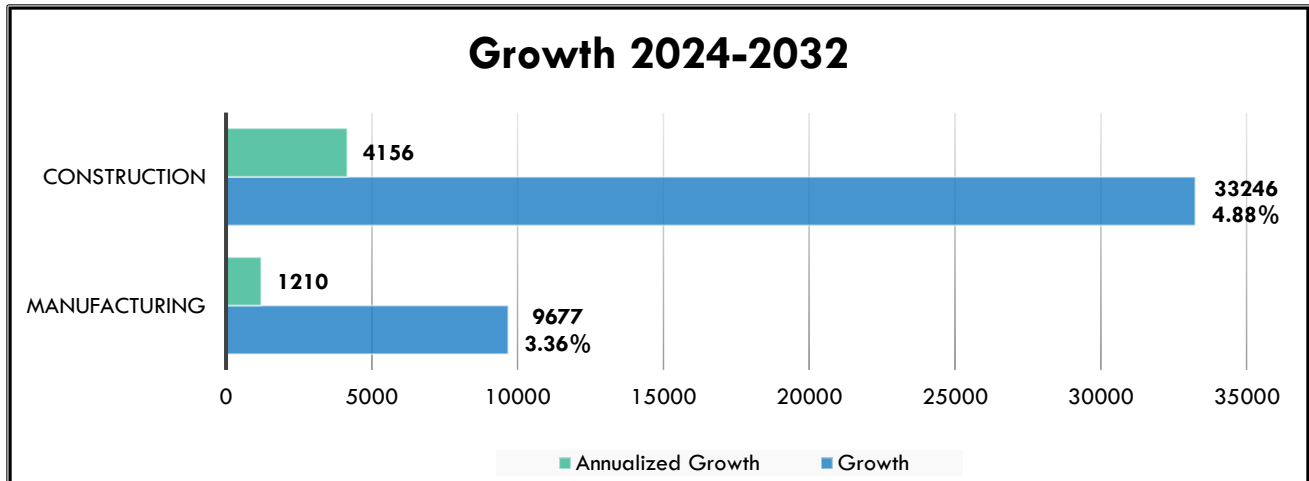
Advanced Manufacturing and Construction are driving economic growth in Florida. The resurgence of Semiconductor Manufacturing is further strengthening the sector and highlights the critical need for workforce training in:

- Construction Supervision & Management
- Logistics
- Semiconductors

Legislative Impact

Legislative support will:

- **Targeted Funding and Incentives:** will advance Florida’s education and workforce development programs aligning with the industry partner’s needs.



High-Growth Occupations

- Supervisors of Mechanics, Installers & Repairers
- First-Line Supervisors of Construction Trades and Extraction Workers
- Logisticians

Workforce Demand in Florida:

- Annual Openings: 1,100,500
- Projected Job Growth (2024-2032): 4.12%
- Average Salary: \$58,000/year

Earnings Distribution:

- 25th Percentile: \$20.41/hour, Median: \$27.95/hour, 75th Percentile: \$52.81/hour

Essential Skills Needed:

- Communication
- Project Management
- Planning/Coordinating
- Customer Service
- Construction
- Subcontracting

Current Florida State Colleges Programs (Central, Southeast, Northeast)

*Colleges listed represent examples of programs in targeted industry and are an exhaustive list

1. Lake Sumter State College (Central)

Program: [A.S. Engineering Technology](#)

Key Feature: Aligns to Manufacturing Skills Standards Council (MSSC) standards, local partnerships with Duke Energy and SECO

2. Palm Beach State College (Southeast)

Program: [A.S. Advanced Manufacturing](#)

Key Features: The program covers automation, mechatronics, lean manufacturing, and six Sigma techniques

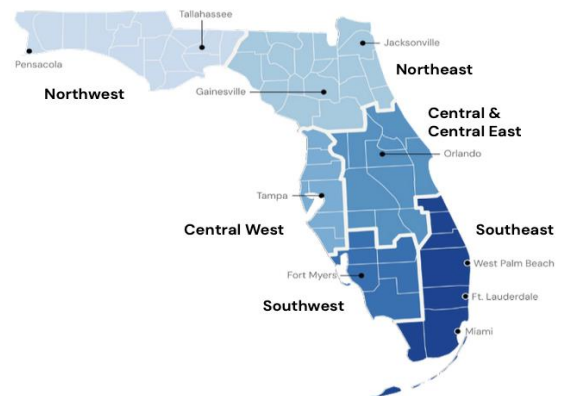
3. Santa Fe State College (Northeast)

Program: [A.S. Construction Management Technology](#)

Key Features: prepares for practitioners in residential and light commercial construction; students help build Habitat for Humanity homes each year

Regions of Growth:

- Central & Central East (Economic Multiplier: 2.4)
- Northwest (Manufacturing Multiplier: 2.8)
- Northeast (Manufacturing Multiplier: 2.8)



Source - Florida Council of 100

Sources

- Florida Council of 100, Lightcast Q1 2025 Dataset, Employ Florida, Florida Shines



Florida College System Activities Association Report to the Council of Presidents

April 10, 2025

Information Item: Brain Bowl Division

The Brain Bowl Division held their state tournament March 28-29 at Valencia College, Winter Park Campus. Below are the results and recognitions.

Brain Bowl State Co-Advisors are Dr. Asha Brunings, Santa Fe College, and Chris Borglum, Valencia College.

2025 FCSAA Brain Bowl Overall Tournament Results

Champion: Chipola College

Runner Up: Valencia College

Coach of the Year: Reggie Casiple, Florida State College at Jacksonville

Highest Scorers:

Griffin Lora – Santa Fe College

Clete Reinberger – Valencia College

Jeremy Scurlock – Chipola College

Kirill Oliferenko – Santa Fe College

Aidan Ortado – Indian River State College

Devin Tharp – Chipola College

Nominated in Hall of Fame: Dr. Asha Brunings, Santa Fe College

Information Item: Student Government Division

The Student Government Division held their final conference of the year April 4-5 at the College of Central Florida, Ocala Campus. We had 16 colleges and 210 students and advisors in attendance. At this conference, in addition to leadership workshops, the students participated in elections for their 2025-2026 executive board and presented year-end awards. Elections results and awardees are listed below. Advisor leadership positions will be finalized at the June Advisors Workshop, June 17-19 at Northwest Florida State College.

SGA Division State Advisors are Meagan Dickson, Seminole State College, and Kara Pineiro, Florida State College at Jacksonville; SGA Student State President 2024-25 is Matthew Oliver, St. Petersburg College.

FCSSGA 2025-26 Executive Board Student Leadership

President: Amany Hilario, Tallahassee State College

Vice President: Christopher Harris, Hillsborough Community College – Brandon Campus

Secretary: Katelin Otero, Lake-Sumter State College – South Lake Campus

Jurisprudence: TBD

Director of Legislative Affairs: TBD

Region 1 Coordinator: Rachel Thomas, Northwest Florida State College

Region 2 Coordinator: TBD

Region 3 Coordinator: Ryan Sonder, Lake-Sumter State College, South Lake Campus

Region 4 Coordinator: Denisha Cadet, Palm Beach State College, Gardens Campus

2024-2025 Student Government Division Year-End Awards

Bob Graham Distinguished Service Award, Community Supporter: Carol Studer – Everything but the Mime
Bob Graham Distinguished Service Award, Advisor: Gaby Cordon-Ayala – Florida SouthWestern State College
Bob Graham Distinguished Service Award, Employee: Melvin Thompson – Polk State College
Bob Graham Distinguished Service Award, Student Leader: Noah Case – St. Petersburg College
SGA President of the Year Award: Aliana Alvarez – Florida SouthWestern State College
Community Service Award: Florida State College at Jacksonville
Vee Severs-Choate Advisors Award: Meagan Dickson – Seminole State College
Region 1 Advisor of the Year: Tanner McKinley – Northwest Florida State College
Region 1 Student Leader of the Year: Gabriela Kelly – Northwest Florida State College
Region 1 Rookie of the Year: Matias Leiva Martinez – Florida State College at Jacksonville
Region 2 Advisor of the Year: Dylan Booth – Hillsborough Community College
Region 2 Student Leader of the Year: Dannyelle Philip – Hillsborough Community College
Region 2 Rookie of the Year: Sebastian Cardenas – Polk State College
Region 3 Advisor of the Year: Meagan Dickson – Seminole State College
Region 3 Student Leader of the Year: Pablo Monroy – Seminole State College
Region 3 Rookie of the Year: Halle Liverpool – Seminole State College
Region 4 Advisor of the Year: Gaby Cordon-Ayala – Florida SouthWestern State College
Region 4 Student Leader of the Year: Ariana Arias – Florida SouthWestern State College
Region 4 Rookie of the Year: Denise Ortiz – Florida SouthWestern State College
Digital Scrapbook: Palm Beach State College
Hardcopy Scrapbook: College of Central Florida, Citrus Campus

Information Item: Athletics, DII Men’s Basketball

The FCSAA DII Men’s Basketball Championship was held Friday, February 28, and Saturday, March 1 at Pasco-Hernando State College.

Division II Men’s Champion: Florida State College at Jacksonville

Division II Men’s Runner-up: Palm Beach State College

Division II Men’s Coach of the Year: John Putyrski, Florida State College at Jacksonville

Tournament’s Most Outstanding Player: Alex McCray, Florida State College at Jacksonville

[Recap of Division II Men’s Championship](#)

[Division II Men’s Basketball Awards](#)

NJCAA Tournament: FSCJ participated in the NJCAA DII Men’s Basketball Championship in Danville, Ill., where it finished seventh. FSCJ head coach John Putyrski also received the Fred Pohlman Sportsmanship Award, and Alex McCray was named to the All-Tournament Team.

Information Item: Athletics, DII Women’s Basketball

Because the FCSAA currently has only two teams participating in DII Women’s Basketball, Palm Beach State College and Florida State College at Jacksonville played three games head-to-head during the regular season to determine its champion and who would advance to the Gulf South District Championship Game on March 8.

Division II Women’s Champion: Palm Beach State College

Division II Women’s Runner-up: Florida State College at Jacksonville

Division II Women's Coach of the Year: Maureen Smith, Palm Beach State College

[Division II Women's Basketball Awards](#)

NJCAA Tournament: Palm Beach State lost to Chattahoochee Valley, 62-55, in the Gulf South District Championship Game and did not advance to the NJCAA DII Women's Basketball Championship.

Information Item: Athletics, DI Men's and Women's Basketball

The FCSAA DI Basketball Championships were held Wednesday, March 12-Saturday, March 15 at Northwest Florida State College.

Division I Men's Champion: Pensacola State College

Division I Men's Runner-up: Gulf Coast State College

Division I Men's Coach of the Year: Pete Pena, Pensacola State College

Tournament's Most Outstanding Player: Dylan Colon, Pensacola State College

[Recap of Division I Men's Championship](#)

[Division I Men's Basketball Awards](#)

NJCAA Men's Tournament: Pensacola State College earned an automatic bid to the NJCAA DI Men's Basketball Championship in Hutchinson, Kan., while both Daytona State College and Chipola College earned at-large bids. Pensacola State and Chipola were both eliminated in the First Round; Daytona State won its first game before falling in the National Quarterfinals.

Division I Women's Champion: Chipola College

Division I Women's Runner-up: Northwest Florida State College

Division I Women's Coach of the Year: Mitch Rolls, Chipola College

Tournament's Most Outstanding Player: Kanija Daniel, Chipola College

[Recap of Division I Women's Championship](#)

[Division I Women's Basketball Awards](#)

NJCAA Women's Tournament: Chipola College earned an automatic bid to the NJCAA DI Women's Basketball Championship in Casper, Wyo., while both Northwest Florida State College and Florida SouthWestern State College earned at-large bids. Chipola won its first game before being eliminated in the National Quarterfinals while Florida SouthWestern won its first game before being eliminated in the Second Round.

Northwest Florida State won the NJCAA DI National Championship, defeating Shelton State, 62-53 in the championship game. The Raiders' Nevaeh Scott was named the Tournament's Most Valuable Player and Bart Walker was named the Coach of the Tournament.

Information Item: Athletics, Men's & Women's Swimming & Diving

The NJCAA Swimming & Diving Championships were held in Buffalo, N.Y., March 5-8. Indian River State College won its 51st straight men's and 43rd straight women's National Championship.

The College of the Florida Keys men had the best showing in its brief history, finishing eighth in team scoring, while the women placed 13th.

Information Item: Athletics Accolades

- Allstate NACDA Good Works Team - Alex McCray, Florida State College at Jacksonville Men's Basketball
- NACDA Athletic Director of the Year (Junior/Community Colleges) - George Sanders, Florida SouthWestern State College
- NJCAA Coaches Legacy Award Recipients (submitted by the membership and based on # of career wins or # of national championships)

Baseball (1000 wins)

Mike Easom, Indian River State College
Mike McLeod, Tallahassee State College

Men's Basketball (700 wins)

Mike Leatherwood, Indian River State College

Women's Basketball (700 wins)

Susan Summons, Roxbury Community College/Miami Dade College

Women's Golf (3+ National Championships)

Laura Brown, Daytona State College

Softball (800 wins)

Dale Atkinson, Indian River State College
Andy Lee, Hinds Community College/LSU-Eunice/Northwest Florida State College
Jami Lind, Florida State College at Jacksonville
Courtney Miller, Seminole State College

Men's Swimming & Diving (5+ National Championships)

Frank Bradley, Indian River State College
Sion Brinn, Indian River State College
Christina Hart, Indian River State College
Doug Ingram, Indian River State College
Christopher Ip, Indian River State College
David Suba, Indian River State College
Mike Tober, Indian River State College

Women's Swimming & Diving (5+ National Championships)

Frank Bradley, Indian River State College
Sion Brinn, Indian River State College
Christina Hart, Indian River State College
Christopher Ip, Indian River State College
David Suba, Indian River State College
Mike Tober, Indian River State College

Information Item: Upcoming Spring Programs

April 14-15	FCSAA State DI Women's Golf Tournament, Duran Golf Club, Viera
April 17-18	NJCAA Region 8 Tennis Tournament, Hillsborough Community College
April 17-19	FCSAA State Beach Volleyball Tournament, UMR Sports, Bradenton
April 21-22	NJCAA District DI Men's Golf Tournament, Shelton State CC, Tuscaloosa, Alabama
April 26	FCSAA State Women's Flag Football Tournament, Florida Gateway College
May 1-4	FCSAA State DII Softball Tournament, Location TBA
May 1-4	FCSAA State DII Baseball Tournament, Location TBA
May 2-5	FCSAA State DI Baseball Tournament Regionals, Locations TBA
May 7-10	FCSAA State DI Softball Tournament, Clearwater

May 9-12 FCSAA State DI Baseball Tournament Finals, Port Charlotte
May 21 Spring FCSAA Executive Committee Meeting, Valencia College
June 4-5 Spring Council for Athletic Affairs Meeting, Daytona State College
June 17-19 FCSSGA Summer Advisors' Workshop, Northwest Florida State College

Respectfully submitted,
Kelly Warren, FCSAA Executive Director