

FSW Strategic Directions Report



2020-2021



**Highlights of the Administrator, Staff, and Faculty
Achievement Compiled by Team AASPIRE**

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FSW Vision, Values, Mission & Strategic Directions

*Excerpted from [FSW's Strategic Plan, 2020-2023](#)

Mission Review 2020: Renewing our efforts to Dedicate to Graduate

Every three years, the College conducts an extensive review of its mission and submits revisions for District Board of Trustees (BOT) approval through the College planning process. As part of that review, administrators and faculty leaders provide input. The lessons learned from D2G since 2016 provided a framework for how the Strategic Directions needed to be updated to better reflect the current focus of the College. In addition to the results from the work of D2G and all of the College's faculty and administrative committees, the strategic planning process continued to be informed by publications of governing bodies in the State of Florida and benchmark data from participation in national surveys.

VISION

Florida SouthWestern State College will be the catalyst for innovative education, which provides accessible pathways that prepare students to be enlightened and productive citizens.

VALUES

We value student success, integrity, intellectual inquiry, and academic rigor.

MISSION

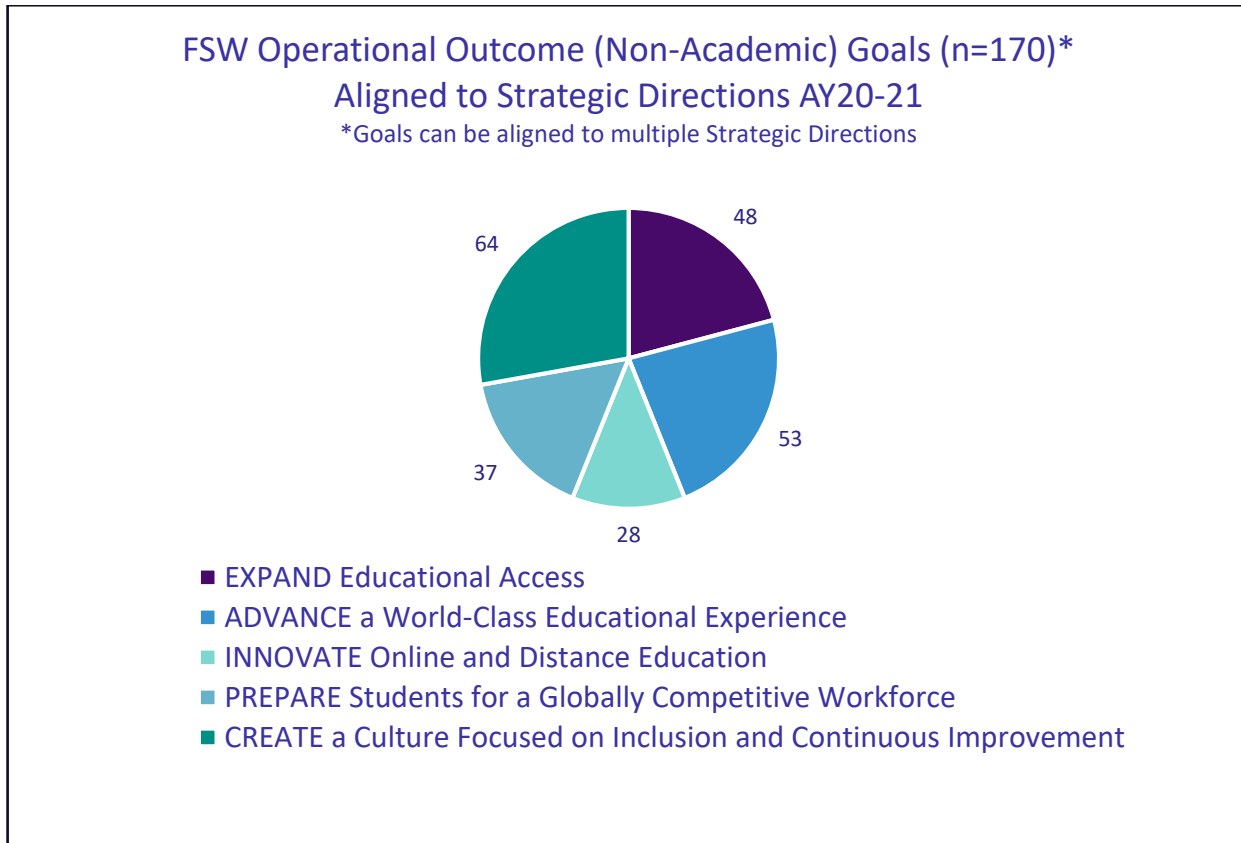
The mission of Florida SouthWestern State College is to inspire learning; prepare a diverse population for creative and responsible participation in a global society; and serve as a leader for intellectual, economic, and cultural awareness in the community.

STRATEGIC DIRECTIONS

1. Expand educational access
2. Advance a world-class educational experience
3. Innovate online and distance education
4. Prepare students for a globally competitive workforce
5. Create a culture focused on inclusion and continuous improvement

Selected 2020-2021 Accomplishments and Highlights

Figure 1: Strategic Directions as mapped by department/office within effectiveness plans.



Source: Compliance Assist 2020-2021 Effectiveness Plans

Table 1: 2020-2021 Effectiveness plan goals and related college-wide efforts highlighting progress towards each strategic direction.

Strategic Direction	Department	Related Goal
1 Expand educational access	1. Early Childhood Education	Rapid credentialing grants
	2. Accelerated Pathways	Collier County dual enrollment
	3. Campus Directors	Hendry-Glades Moore Haven Collegiate
	4. Elementary Education	Scholarships
	5. Communications and Public Information	Elevate campaign
	6. Admissions	Freshman recruitment
	7. Academic Advising	Guided Pathways
	8. Academic Support	Remote tutoring
	9. Registrar	Auto graduation
	10. Admissions	Presidential scholarships

	Strategic Direction	Department	Related Goal
2	Advance a world-class educational experience	1. Honors Scholar Program	Refined curriculum
		2. Center for International Education	Global Distinction Initiative
		3. Team AASPIRE	Research Expo
		4. Honors Scholar Program	Student achievement
		5. Athletics	Academic Performance
		6. Student Engagement	Empowering students
		7. Athletics	Civic responsibility
3	Innovate online and distance education	1. Online Learning	Online instructional modalities
		2. Learning Technologies and Design	Online course development
		3. Information Technology	College technology enhancements
		4. Adaptive services	BlackBoard Ally
		5. Elementary Education	Chalk & Wire implementation
		6. Online Learning	Online teaching certification
		7. Teaching and Learning Center	Professional development related to technology
4	Prepare students for a globally competitive workforce	1. Workforce Programs: School of Business and Technology School of Education School of Health Professions	New certificates and degrees
			Community partnerships
			Certification & Licensure Pass Rates
			Employment Rates
		2. Academic Affairs	Bachelors and 2+2 Articulation
		3. Corporate Training Center	Non-credit and Continuing Professional Education
		4. Career Services	Internship development
5	Create a culture focused on inclusion and continuous improvement	1. <i>ReConnect</i>	Return to campus plan
		2. Facilities and Maintenance	Accessibility improvements
		3. Public Safety	FSW Secure
		4. Residence Life	Mental health and mentorship
		5. Dean of Students	Bucs C.A.R.E.
		6. Student Engagement	Student organizations to promote inclusion
		7. Human Resources	Employee mental health
		8. Teaching and Learning Center	PD workshops on diversity and inclusion
		9. Human Resources	World-class credentials and awards

STRATEGIC DIRECTIONS

1. *Expand educational access*

Goals

- **Work with regional partners to expand access to FSW degree and certificate programs through college readiness programs, articulation agreements, and scholarships.**
 1. **Early Childhood Education**
 - Rapid Credentialing state grants for completing the Inclusion Specialization or Childhood Development Certificate
 - As a result of CARES Act funding, students within the Inclusion Specialization or Childhood Development Certificate program who could potentially complete this certificate by the end of Spring 2021 were identified and received a rapid credentialing state grant to support their education. These students were awarded a total of \$37,965.60 in AY 2020-2021.
 - Implemented a statewide agreement articulating academic credits for completion of a Florida Child Care Professional Credential and/or a nationally recognized Child Development Associate Credential.

Table 2: Early Childhood rapid credentialing grants awarded in 2020-2021

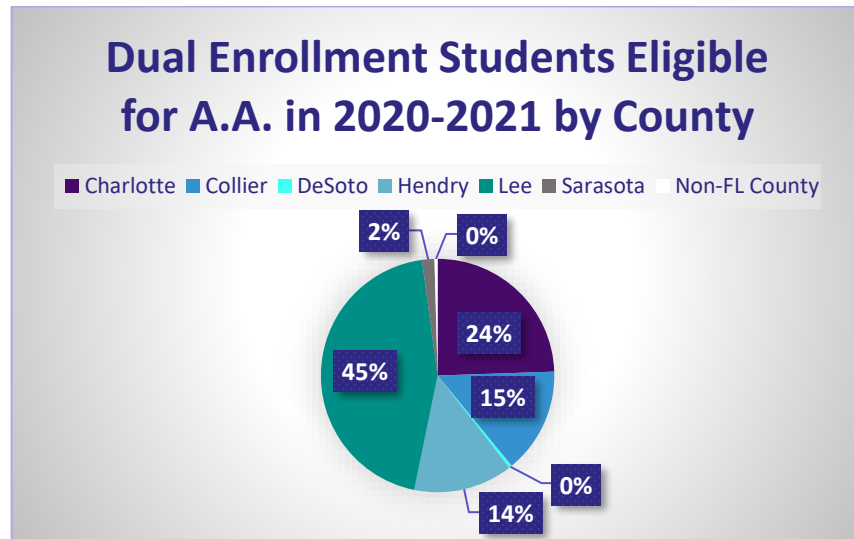
	<i>Fall 2020</i>	<i>Spring 2021</i>
<i>Number of Students Awarded</i>	58	7
<i>Inclusion Specialization Certificates Completed</i>	N/A	5
<i>Childhood Development Certificate Completed</i>	N/A	4

Source: Argos - AR_Award_Detail_by_Term All ODS

2. **Accelerated Pathways** - Expanding Collier DE enrollment and partnerships
 - Collier County dual enrollment advising visits
 - 2019-2020 - 757
 - To help guide students through the dual enrollment process, FSW Accelerated Pathways utilized the Zoom webinar platform to broadcast a series of four webinars on Webinar Wednesdays, in the months of February to May 2021. Topics included “The Why and How to FSW Dual Enrollment,” “How to Create the Perfect Schedule,” “You-to-Career: Developing Your Academic Plan for Your Career,” and “Your Guide to Success: Resources that Matter.” Over 800 parents and students have taken part in the webinars to date.

- As of April 1, 2021, approximately 233 high school dual enrollment students were eligible to receive an A.A. degree from FSW in 2020-2021. 15% are Collier county students. Additional DE students are anticipated to become eligible through Summer 2021.

Figure 2: 2020-2021 Anticipated Dual Enrollment AA degrees by county

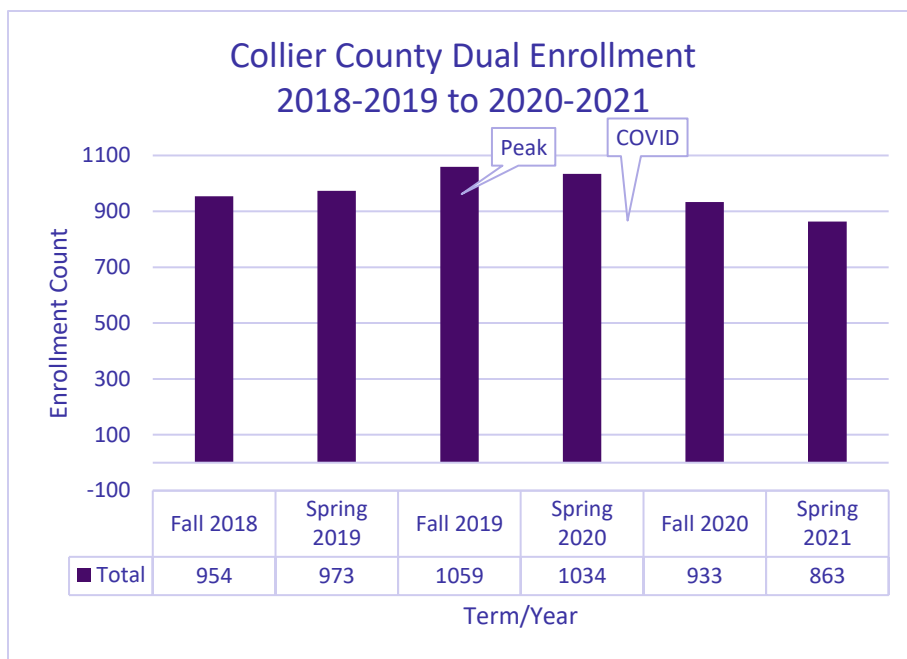


Source: Local Banner Data as of April 1, 2021

- Dual enrollment in Collier county decreased by about 16.5% from Spring 2020 to Spring 2021. This decrease in enrollment could be attributed to the COVID-19 pandemic and the resulting limited availability of testing sites for placement testing. In May 2020, the Florida Department of Education did rule that, “For initial placement through December 31, 2020, the common placement testing requirement is suspended.” (DOE Emergency Order 2020-EO-02 Updates, May 13, 2020)

Figure 3: Collier County Dual Enrollment

Source: Argos
 Dual
 Enrollment
 Student
 Enrollment
 Summary View
 *Enrollment
 count includes
 students taking
 multiple courses
 and does not
 represent the
 number of
 students
 (headcount).



- FSW has an Inter-Institutional Articulation Agreement with the School Boards of Charlotte, Collier, Glades, Hendry, and Lee counties. The agreement articulates three Accelerated Associate Degree pathways including dual enrollment, early admissions, and collegiate institutes.

3. Campus Directors

Hendry Glades Moore Haven Collegiate

- Beginning in Fall 2020, FSW offered 11th and 12th grade students at Moore Haven Middle High School, who met the testing and GPA requirements, the opportunity to be full time college students. The courses were held on MHMHS campus and taught by FSW professors. Participating juniors and seniors can earn up to 31 credits toward their A.A. degree each year. Students who complete the coursework successfully will graduate with their A.A. by the end of their senior year.
 - First Year Highlights – 2020-2021
 - 10 classes offered on-site and via Zoom – 5 in Fall 2020 and 5 in Spring 2021
 - 19-24 students enrolled in each class
 - 18 juniors on track to graduate from high school with their A.A. degree in Spring 2022
 - 4 seniors completed 31 college credits and will finish their A.A. at FSW Hendry Glades in 2021-2022
 - 2021-2022 incoming students

- 11 tested ready, passed all sections of the Accuplacer
 - 13 students who have outstanding placement tests will be participating in the 7-week Curtis Pathway Prep course in Summer 2021.
- In 2021-2022 the Hendry Glades Moore Haven Collegiate will have its own building on the Moore Haven Middle High School campus. The building features 3 classrooms and a common space with a fully outfitted science lab.
- Second Year Plans – 2021-2022
 - A total of 20 classes will be offered – 10 in Fall 2021 and 10 in Spring 2022
 - Incoming students
 - 11 tested ready, passed all sections of the Accuplacer
 - 13 students who have outstanding placement tests will be participating in the 7-week Curtis Pathway Prep course in Summer 2021.
 - In 2021-2022 the Hendry Glades Moore Haven Collegiate will have its own building on the Moore Haven Middle High School campus. The building features 3 classrooms and a common space with a fully outfitted science lab.
 - Pursuing accreditation

4. Elementary Education

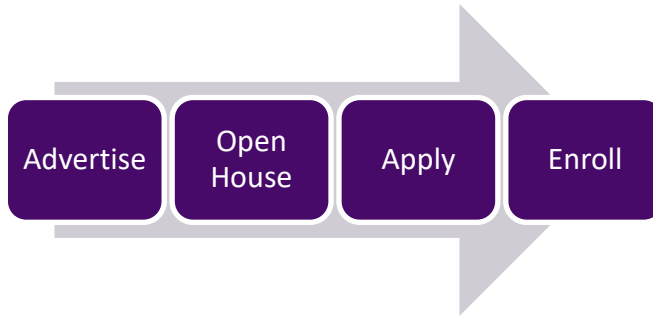
- The School District of Lee County is offering Grow Your Own Teacher Tier I Scholarships to graduating seniors from the School District of Lee County's current teaching academies. The four-year scholarships are valid for a four-year period to Florida SouthWestern State College. Upon graduation the recipient must teach for the School District of Lee County for three years. Through our partnership with The School District of Lee County and The Foundation for Lee County Public Schools, Michel'le Bridley is the 2021 recipient of the Grown Your Own Scholarship. She is a senior at Fort Myers High School and will attend FSW in Fall 2021 with plans to pursue a bachelor's degree in Elementary Education.



- In the 2021 Aid Year
 - Total of \$46,608.61 in Grow Your Own scholarships
 - 9 current FSW students were awarded \$23,083.85 in Grow Your Own Teacher scholarships in Fall 2020.
 - 10 current FSW students were awarded a total of \$23,524.76 in Spring 2021.
 - 2 current FSW students were awarded the Paraprofessional to Teacher scholarship through The School District of Lee County and Suncoast Schools Federal Credit Union in AY 2020-2021.
 - They received a combined total of \$10,400 in scholarship funds to pursue a bachelor's degree in Elementary Education.

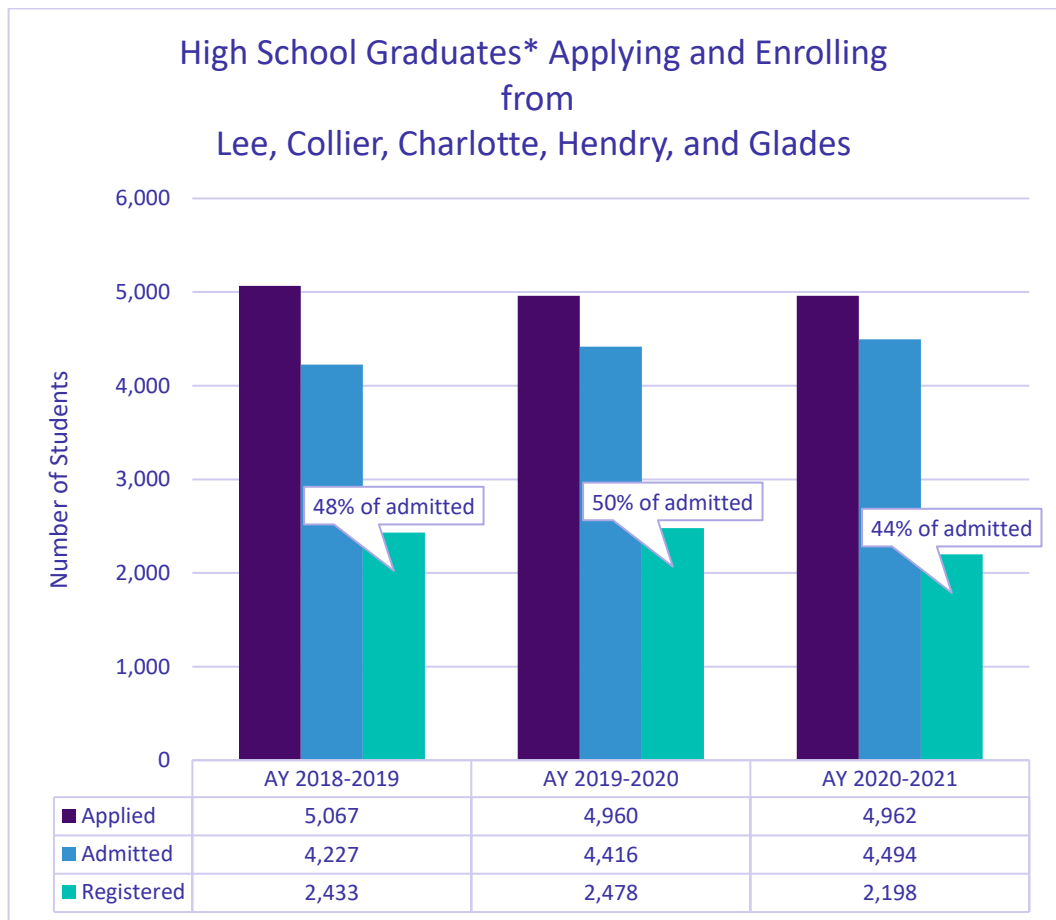


- Create an intuitive and seamless enrollment pipeline and increase the percentage of high school graduates from our service district who apply and enroll.



Looking at high school graduates in our service area that applied and were admitted to FSW over the past three years: In 2018-2019 48% of admitted applicants registered for classes, in 2019-2020 50%, and in 2020-2021 44%.

Figure 4: Local high school graduate enrollment pipeline



Source: Argos – Applicant Admissions by Term(s)

* Includes Student Types: High School Completer Cont., High School Completer FTIC, High School Grad FTIC. Does not include DE or early admit students.

5. Communications and Public Information

- Launched the “Elevate” college-wide branding initiative.



- The "Elevate Your Opportunities" campaign is continuation of 2 years of work proving the FSW success story through our students, faculty and programs. The Elevate brand has been launched through all school programs webpages, all student recruitment marketing materials and communication. Social media channels have been utilized to get the message out to local high school students and their families that FSW isn't just a fallback school, provides the experience of a big college with the individual attention and support of a small college, and 70% of students graduate debt free. On February 26, 2021, a day that many local high school students were notified of their acceptance to big state universities like UF, FSU, UCF, USF, and FGCU, a video was posted encouraging high school students to “Elevate their expectations of what a state college can do for you!”



Florida SouthWestern State College

February 26 · 🌐



Today is a big day for college applicants. We have a few things to say about that.

#College #University #LeeSchools #CollierSchools #UF #FSU #UCF #FGCU #UNF #SouthwestFlorida #Naples #FtMyers #CapeCoral



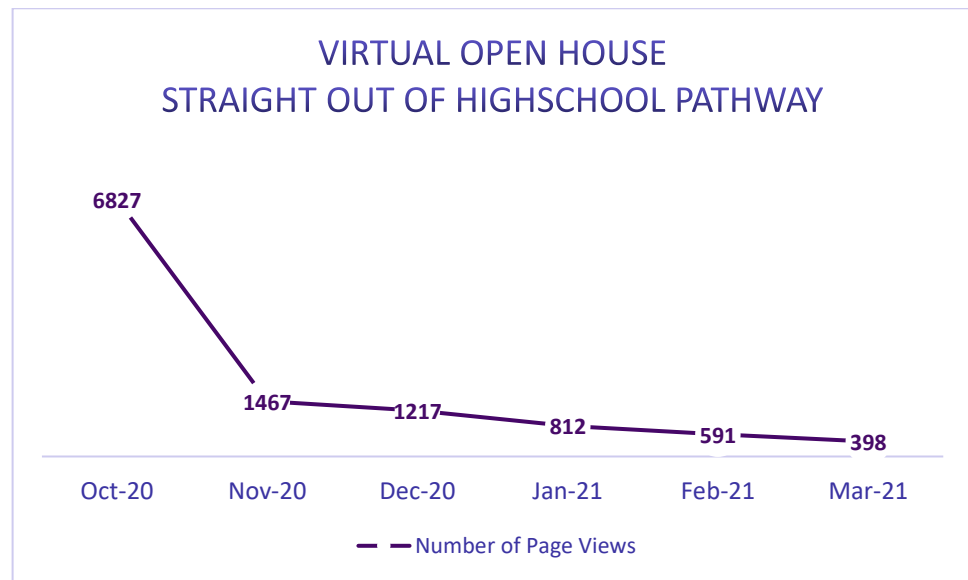
Source: FaceBook

- Created a virtual open house and student recruitment webpage



- In Fall 2020, in keeping with COVID-19 safety protocols, FSW conducted a virtual Open House with a pathway specifically targeting high school students. Through a series of videos, high school students learned about making college affordable and experiencing a higher degree of success. It also gave high school students a glimpse of the student experience and academic opportunities available at FSW, including university transfer programs and bachelor’s degree programs. The site launched in October of 2020 and had a total of 11,312 page views from October 2020 to March 2021.

Figure 5: FSW’s Virtual Open House launched in Fall 2020 in response to the global pandemic.



Source: Siteimprove

6. Admissions

- First time freshman recruitment activities and efforts
 - In Spring 2021, in person Open Houses were held on all campuses.

Table 3: Spring 2021 in-person Open House dates, time, and locations.

Campus	Lee	Collier	Charlotte	Hendry Glades
Date and Time	Wednesday, March 31, 2021 3:00 PM - 6:00 PM	Tuesday, March 30, 2021 3:00 PM - 6:00 PM	Wednesday, March 31, 2021 3:00 PM - 6:00 PM	Tuesday, March 30, 2021 3:00 PM - 6:00 PM

- Approximately 6,000 Open House post cards were mailed out to the prospect data base in the FSW service area



- High school counselor workshops were conducted virtually in Fall 2020 and via Zoom on five different occasions in Spring 2021.

Figure 6: 2020-2021 Virtual counselor workshop dates and times

School Counselor and Career Specialist Workshop

December 4, 2020 Virtual Workshop Presentations

- Accelerated Pathways (PDF)
- DE Testing (PDF)

Spring 2021 Virtual Mini-Workshops

Thursday, January 21, 8:30 a.m. – Fall 2021 Dual Enrollment Prep Workshop - DE Testing Presentation (pdf)

Thursday, February 4, 8:30 a.m. – ADAptive Services: Supporting Students with IEPs/504 Plans

Thursday, February 18, 8:30 a.m. – Tips to Support Graduating Seniors Start at FSW – Admissions & Financial Aid

Thursday, March 11, 8:30 a.m. – Navigating the Associate in Arts Education Plan

Thursday, April 22, 8:30 a.m. – Helping 2021 Grads Achieve their Academic Goals – It's Not Too Late to Apply to FSW!

The links above will allow you to register for the event via Zoom. Each mini-workshop has a unique link and instructions for joining the event will be e-mailed upon completing the Zoom registration.

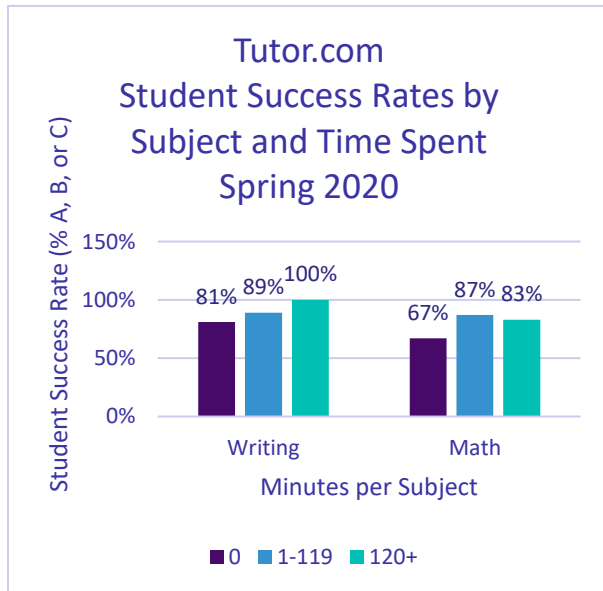
- **Support students in goal identification and outline academic pathways to keep students on track to degree and certificate completion.**

7. Academic Advising

- The implementation of Guided Pathways
 - The Florida Guided Pathways initiative is a statewide effort at the post-secondary level designed to scale pathways to dramatically boost degree completion rates and improve the social and economic mobility of graduates.
 - FSW is one of 11 member institutions of the Florida Pathways Institute Cohort 1, and has committed to implementing a Pathways model.
 - Members of the Core Pathways Team at FSW attended virtual Florida Pathways Institute convenings in Fall 2020 and Spring 2021.

8. Academic Support

- Remote tutoring

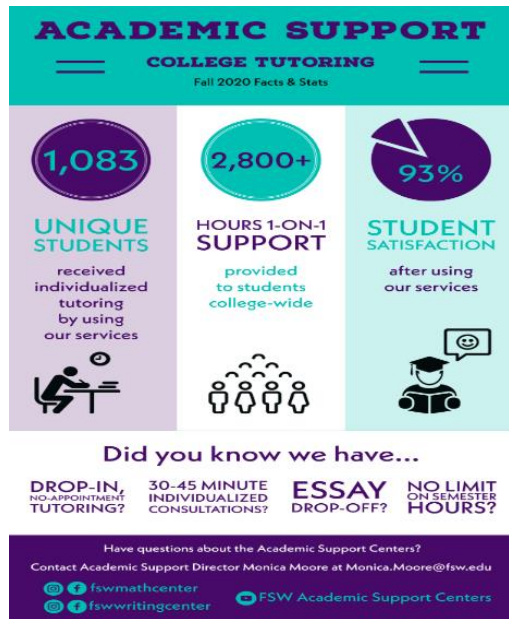


For most of the 2019-2020 academic year, students had three tutoring options, Academic Support Centers for Writing and Math, Tutor.com, or Peer Tutoring. In mid-March of 2020, due to the global pandemic, all tutoring services were transitioned to remote. In a study of Spring 2020 student success based on time spent on Tutor.com for writing and/or math support, “success rate was approximately 19% higher in ENC 1101 and ENC 1102” and “approximately 16% higher in MAT 0057, MAT 1033, MAT 1100, or MAC 1105” (van Gaalen, 2020) for students that spent 120 minutes or more as compared to students that spent 0 minutes.

Figure 7: Spring 2020 student success rates of those utilizing Tutor.com

Source: Academic Support Centers Assessment Report Spring 2020

Figure 8: Fall 2020 Tutoring Data



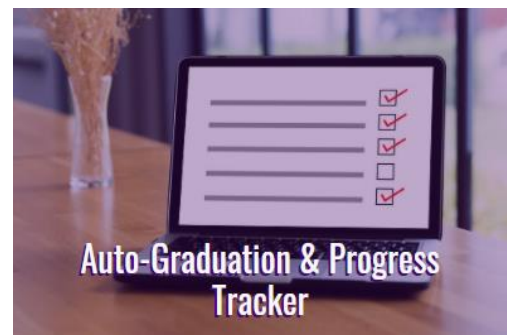
Although the Academic Support Centers are open with limited seating and access to computers, all tutoring in AY 2020-2021 was offered remotely. Students have the option to meet virtually with an FSW tutor via Zoom for support in writing/speech or math. Students do not need an appointment, they simply get in the Queue with QLess Monday-Friday between the hours of 8:30 a.m. and 6:00 p.m. Students can also drop off a writing assignment for review. Students can request an appointment for tutoring in other subject areas. Tutor.com is also available 24/7.

Source: <https://www.fsw.edu/academicsupport/>

9. Registrar

▪ Auto graduation

- Ensuring that the auto graduation function operates properly contributes to improved completion rates. This automated process captures students who meet the required criteria for certificates and degrees and increases the probability that they are awarded the appropriate degrees and certificates in a timely manner.
- The registrar’s office reviewed this function six times throughout the 2020-2021 academic year as part of the end of terms processes.
- The registrar’s office also reviews 100% of self-identified students who reach out to indicate graduation readiness, but may have a circumstance that would prevent them from being identified in the automated process.
- To assist students in tracking progress toward graduation, the graduation progress tracker is available online. The progress tracker includes important dates and timelines within a graduation cycle, such as the date grades are due, end of term dates including when



grades are posted and transcripts reflect final grades, auto graduation dates, graduation processing, diplomas ordered with estimated delivery timeframes, end of cycle, and Dean’s list processing.

Figure 9: Graduation progress tracker website

Spring 2021 Graduation Progress Tracker



Want to know the status of your graduation right now?

The Graduation Progress Tracker is designed to give you a live look at the administrative processes happening now, as we ensure that your hard earned degree is awarded and you receive your diploma or certificate.

Keep checking back for updates. Go BUCS!

Grey Indicates Process has Not Started.

Blue Indicates Process is Underway.

Purple Indicates Process Completed.

10. Admissions

- Presidential Scholarships are a class of scholarships that are awarded over a period of two years to remove financial barriers and provide incentive for students to continue and complete their degree or certificate program.

Figure 10: Presidential Scholarship criteria and award amount



Presidential Scholarships

<p>Academic Excellence Scholarship \$10,000</p> <ul style="list-style-type: none"> • Merit-based, requires a minimum unweighted 3.5 high school GPA 	
<p>Academic Achievement \$10,000</p> <ul style="list-style-type: none"> • Earned a minimum of 15 college credit hours as a Dual Enrolled or Early Admit student • Merit-based, requires a minimum unweighted 3.0 college GPA 	
<p>Ambassador Scholarship \$8,000</p> <ul style="list-style-type: none"> • Merit-based, requires a minimum unweighted 3.0 high school GPA 	
<p>Academic Promise Scholarship \$6,000</p> <ul style="list-style-type: none"> • Need-based 	
<p>Academic Perseverance \$2,500</p> <ul style="list-style-type: none"> • Earned a minimum of 45 college credit hours as a Dual Enrolled or Early Admit student • Merit-based, requires a minimum unweighted 3.0 college GPA 	
<p>Academic Endurance \$4,000</p> <ul style="list-style-type: none"> • Earned a minimum of 30 college credit hours • Need-based 	
<p>Academic Advancement \$6,000</p> <ul style="list-style-type: none"> • Enrolled in Bachelor Degree program • Need-based 	

Amounts represent total award based on four consecutive fall and spring semesters. Scholarships awarded based on the competitive academic level of the pool of applicants. Scholarship criteria is subject to change based on availability of funds and institutional priorities.

Source: FSW All Presidential Scholarships 2019-2020.pdf

Table 4: Presidential Scholarships Awarded in the 2020-2021 Academic Year

Term and Fund Title	Amount Awarded	Number of Students
Fall 2020	\$265,420.50	176
<i>Academic Achievement</i>	\$42,395.00	24
<i>Academic Advancement</i>	\$36,097.50	32
<i>Academic Endurance</i>	\$15,250.00	22
<i>Academic Excellence Schl</i>	\$56,817.00	25
<i>Academic Perseverance</i>	\$12,500.00	9
<i>Academic Promise Scholarship</i>	\$54,500.00	37
<i>Ambassador Scholars</i>	\$47,861.00	27
Spring 2021	\$210,949.00	176
<i>Academic Achievement</i>	\$34,737.00	24
<i>Academic Advancement</i>	\$35,250.00	32
<i>Academic Endurance</i>	\$12,250.00	22
<i>Academic Excellence Schl</i>	\$49,463.00	25
<i>Academic Perseverance</i>		9
<i>Academic Promise Scholarship</i>	\$46,000.00	37
<i>Ambassador Scholars</i>	\$33,249.00	27
Grand Total	\$476,369.50	176

Source: Argos AR_Award_Detail_by_Term All ODS

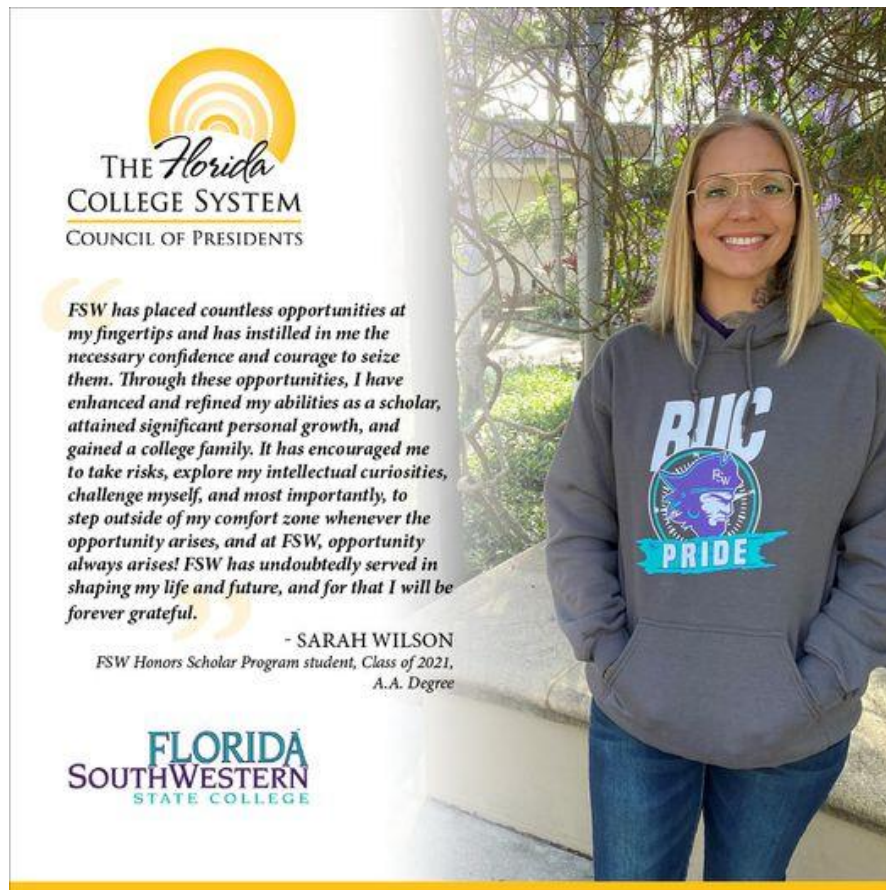
**Number of students includes students receiving initial and continuing scholarship awards*

2. Advance a world-class educational experience

Goals

- **Develop relevant academic and co-curricular programming that develops students as well-rounded scholars and enlightened global citizens.**
1. **The FSW Honors Scholar Program** offers students an enriched and challenging educational experience that extends learning beyond the classroom. In the Fall 2020 FSW Honors Scholar Program newsletter, Honors Scholar Program Coordinator, Dr. Wendy Chase stated that, “Through their capstone projects students practice relevant research methodologies or creative techniques, learn to analyze data and interpret results, understand that assertions must be supported with facts and evidence, and build tolerance for obstacles and setbacks. Ideally, they also learn to work independently, build meaningful relationships with faculty mentors, and clarify their academic and professional aspirations.”

Figure 11: Sarah Wilson, FSW Honors Scholar Program student



Source: Facebook FCSPresidents

- The honors curriculum was refined and honors courses evolved throughout 2020-2021 with the introduction of new course modalities. In Spring 2021, 75% of the honors courses were offered online.
 - Lee Campus: WOH 1030: History of World Civilizations 1815 – Present, INR 2910: Model United Nations, ISS 2910: Terrorism and Political Violence
 - FSW Online: PHI 2600: Ethics
 - FSW Live Online or Blended: THE 2100: Theater History, IDH 2910: The Good Life, ENC 1102: Comp II-Literature: Mythology, DEP 2004: Human Growth and Development, SPC 2608: Public Speaking, HUM 2020: Introduction to Humanities, PSY 2012: Introduction to Psychology

2. The Center for International Education



- Global Distinction Program
 - In Fall 2020, FSW faculty and staff were invited to a Zoom meeting where Valencia College presented their existing Global Distinction program and its success with preparing students to live and work in an interdependent and multicultural world, while having the knowledge, skills, and attitudes of a competent global citizen.
 - Implemented at FSW, students would have the opportunity to earn a global distinction upon completion of a degree program. Pillars of the program include globally focused academics, co-curricular engagement, and a capstone project.
 - Students would need to
 - 1) Earn 15 credit hours of courses that are identified as meeting criteria that include globally engaged content (FSW courses to be identified)
 - 2) Accumulate points for participation in a variety of international activities
 - 3) Complete a capstone project to tell their story as it relates to earning the global distinction designation.

- Implementation of this initiative is expected to be a three-year process, with a launch goal of Fall 2023.
- A survey conducted in Spring 2021 showed that faculty and administrators are interested in implementing a global distinction initiative at FSW. 51% of faculty respondents thought that creating a global distinction program was important of very important. To begin the process of selecting courses that will have the global designation, a global distinction work group is using this survey data to gauge faculty interest in internationalizing their pedagogy and determine what types of resources would be necessary to add international elements to courses.

Figure 12: Spring 2021 global distinction initiative faculty survey results

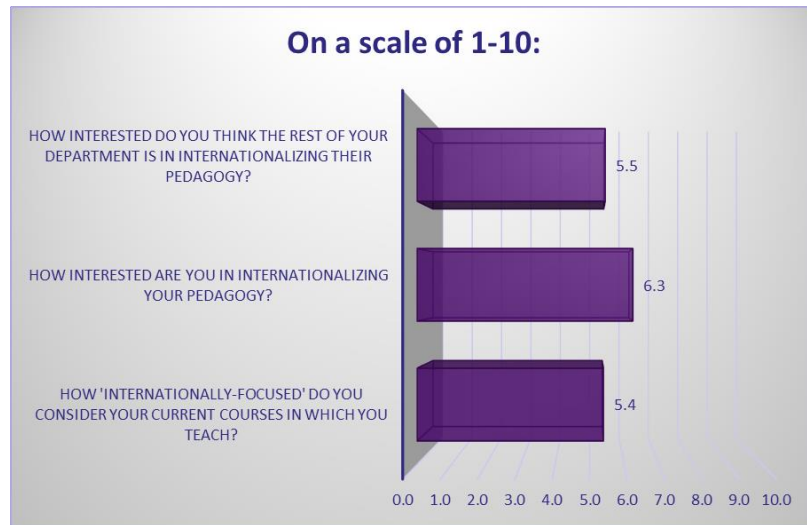


Figure 13: Spring 2021 global distinction initiative faculty survey results



- The FSW study abroad program supports the college’s mission by allowing students to earn academic credit while studying and traveling abroad. Through study abroad, students gain enhanced perspectives of the world and learn about new cultures.
 - Summer 2020 study abroad opportunities were cancelled due to the global pandemic.
 - The Center for International Education (CIE) at FSW continues to monitor COVID-19 both domestically and abroad
 - Students and faculty are planning to travel abroad once again in 2021. 18 students participating in this study abroad experience will live in Florence Italy for the month of June 2021. Students can earn 6-7 credits by choosing one class from the Istituto Lorenzo de'Medici (LdM)’s summer catalog as well as one of the following FSW classes:
 - PHI 2010: Introduction to Philosophy
 - THE 1000: Theatre Appreciation



FSW in Italy at Istituto Lorenzo de Medici (LdM)

- **Support curricular and programmatic innovation to enhance the academic experience, facilitate transdisciplinary research and thinking, and engender student achievement.**

3. **Team AASPIRE** Office of Sponsored Programs and Research

▪ Research Expo

- The annual research expo has been held every April and October/November since Spring of 2018. The research expo creates an opportunity for both FSW faculty and students to share their latest research with the FSW community.
- In Spring 2020, the research expo went virtual and eleven presentations were posted online.
- The 2020-2021 academic year brought the 6th and 7th annual research expos.
 - The Fall 2020 International Research Expo began a joint effort by the Center for International Education and Team AASPIRE, and was held virtually via Zoom. Three honors students presented their capstone projects, two of which centered around the COVID-19 pandemic. This virtual event also featured two faculty panelists.



- The Spring 2021 FSW Honors Research Expo included two poster sessions and three presentation sessions with a combined total of 24 presentations; two guest lecturers, including the first ever outside expert as a result of a collaboration with the Visiting Writer Series; and an art exhibition. It was delivered in a hybrid format, accessible both in-person and virtually via Zoom.

4. Honors Scholar Program

- Student achievement
 - In 2020, two students were chosen for the Florida College System's All-Florida Academic Team.
 - In 2021, three FSW students received the same prestigious award. These students were recognized for outstanding academic achievement, leadership and service to the community.



5. Athletics

- 46 FSW student athletes who participated in FCSAA programs and achieved a minimum 3.30 GPA were named to the 2019-2020 All-Academic Team.



- **Create robust student engagement programs that support student connections and engender intellectual, cultural, and civic awareness in the broader community.**

6. Student Engagement

- Each college location offers a variety of student activities including but not limited to:
 - Civic Engagement and Community Service
 - Through FSW Serves, Student Engagement at Florida SouthWestern State College is committed to providing volunteer opportunities to enhance and deepen the student experience. FSW partners with many local organizations and encourages students to seek volunteer opportunities in the community.

Table 5: 2020-2021 Civic Engagement and Community Service activities

<i>Date</i>	<i>Event</i>	<i>Amount</i>
<i>November 2020 & January 2021</i>	Pet Supply Drive Lee Campus	182 (Fall) & 34 (Spring) items donated to the Humane Society
<i>February 2021</i>	Beyond-a-Blanket College Wide	30 DIY Blanket Kits were given to students to make and give to someone in need
<i>March 2021</i>	Women & Children Supply Drive College Wide	1,020 items and \$120 in gift cards donated to The Shelter for Abused Women & Children
<i>April 2021</i>	Blood Drives Lee & Charlotte Campus	TBD

- Leadership Development
 - The FSW Leadership Academy is a co-curricular certificate program that engages and guides students through a leadership development track.

Table 6: Leadership Academy certificates awarded

<i>Year</i>	<i>Number of Students Certified</i>
<i>2020-2021</i>	82
<i>2019-2020</i>	76
<i>2018-2019</i>	84

- Social Events
 - In Fall 2020 there were 231 virtual and in-person events with 3,091 attendees.
 - In Spring 2021, there were 258 virtual and in-person events with 2,507 attendees as of April 8, 2021.
 - Over 360 packages were mailed to students to participate in hands-on activities at home

Table 7: The top three most attended social events from 2020-2021

<i>Event</i>	<i>Presented by</i>	<i>Term</i>	<i>Attendees</i>
<i>Voice of Justice</i>	Brandon Martin	Fall 2020	60
<i>"Top 10 Things I Know About Leadership"</i>	ESPN's Jay Harris	Spring 2021	70
<i>Unplugged: A Truthful Conversation</i>	Dr. Brandon Jett	Spring 2021	65

- Student Organizations

Table 8: 2020-2021 FSW Student Organizations by Campus

	<i>Lee</i>	<i>Collier</i>	<i>Charlotte</i>	<i>Hendry/Glades</i>
<i>Number of Registered Student Organizations</i>	26	15	11	7

- Student Government Association

Table 9: 2020-2021 Student Government Association member count

<i>SGA Members</i>	<i>2020-2021</i>
<i>Executive Board Members</i>	7
<i>Senators (general members)</i>	19

- Peer Mentoring
 - Peer Mentors are trained to help students transition and adjust to college life and academics. Peer Mentors assist with SLS 1515 courses, facilitate New Student Orientation, and Dedicate to Graduate workshops and events, and attend regular Peer Mentor team meetings and additional in-service trainings throughout the term.
 - There were 44 peer mentors in 2020-2021.

7. Athletics

- Civic responsibility of our student athletes



- The Bucs softball team cleaned up Southwest Florida beaches in September 2020.
- Approximately 45 student athletes participated in voter registration drives in September and October of 2020.
- Approximately 35 student athletes attended local peaceful protests in August and October 2020, and January 2021.

3. Innovate online and distance education.

Goals

- Engage in best practices to expand and innovate online and distance education to make learning accessible and responsive to global trends.

1. Online Learning

- Online instructional modalities
 - In response to the global pandemic and in the midst of providing emergency remote instruction, FSW faculty and staff formed the *Innovate Instruction Initiative (I³)* Task Force. During late spring and summer of 2020, this group defined and developed new instructional modalities to provide students with academic continuity. Additionally, the I³ Task Force worked in clusters to address instructional technology, professional development, and scheduling needs.
 - In Fall 2020 two brand new instructional modalities were introduced. In addition to the traditional, online, and blended modalities that have been offered at FSW for years, courses were offered in FSW Live Online and FSW Live Flex modalities.
 - Live Online courses are a special version of an online course where instruction occurs via Zoom during a regularly scheduled time.
 - Live Flex courses are courses where faculty and students meet at regularly scheduled times, but some of the students participate via Zoom and some attend on campus.

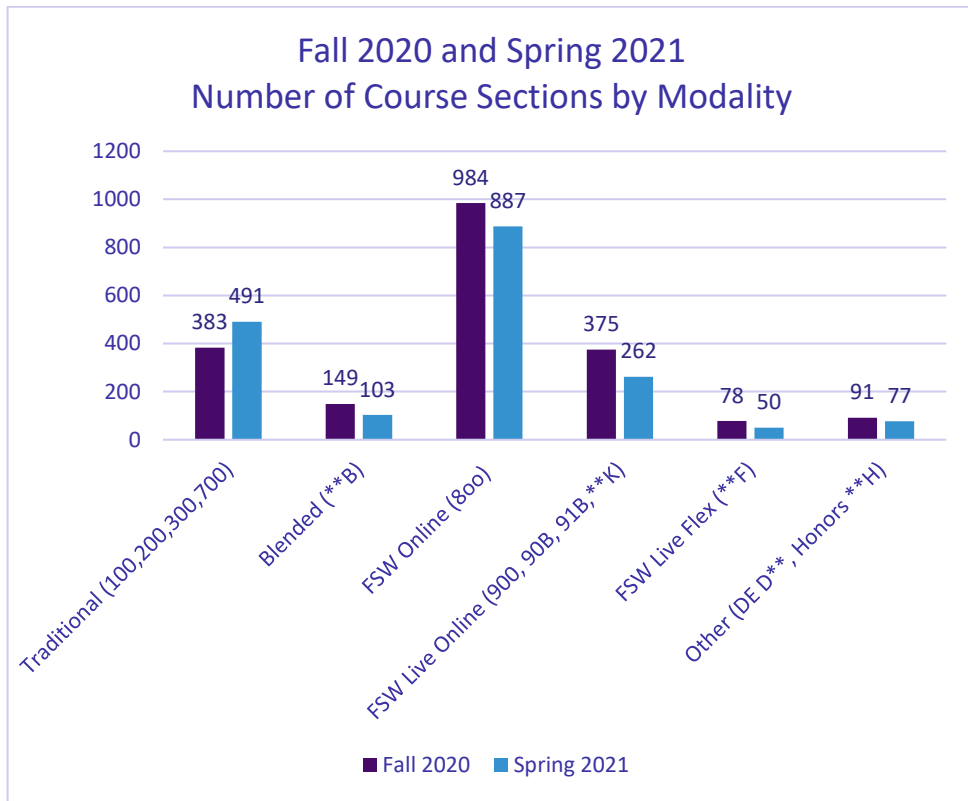


Table 10: Number of 2020-2021 course sections offered in each modality

	Traditional	Blended	FSW Online	FSW Live Online	FSW Live Flex
Fall 2020	383	149	984	375	78
Spring 2021	491	103	887	262	50

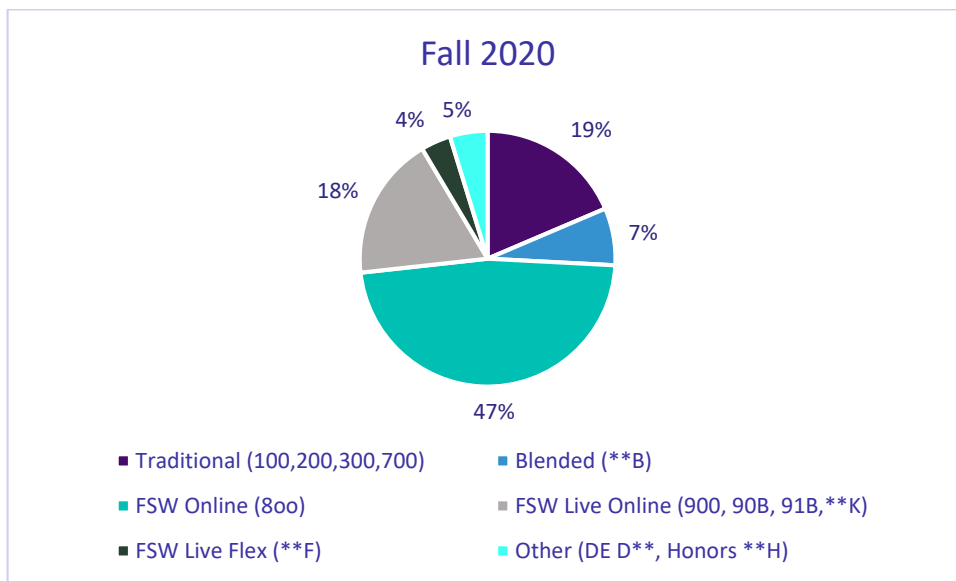
Source: Argos AS_Catalog_Schedule View Courses by Term(s)

Figure 14: 2020-2021 Course Sections by Modality



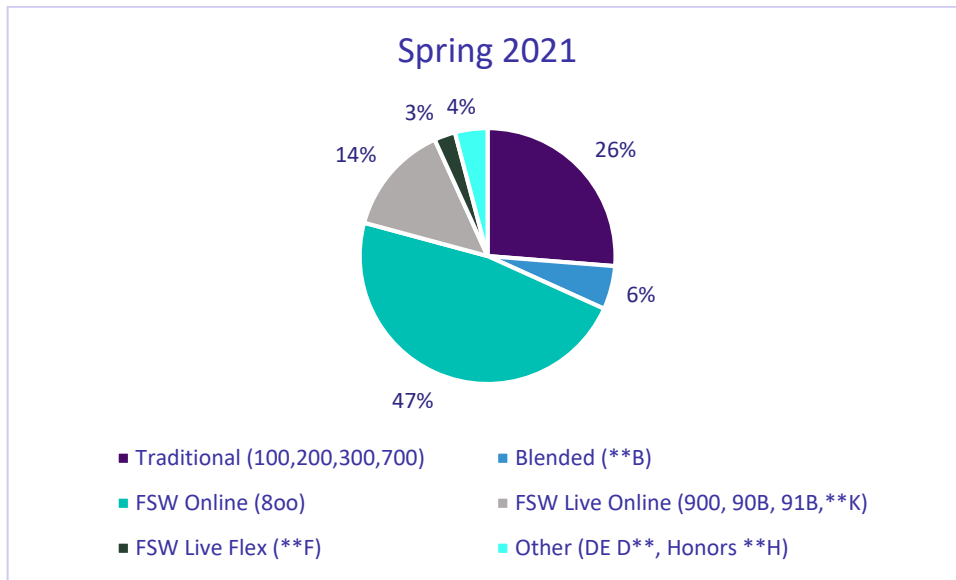
Source: Argos AS_Catalog_Schedule View Courses by Term(s)

Figure 15: Fall 2020 – Percentage of course sections by modality



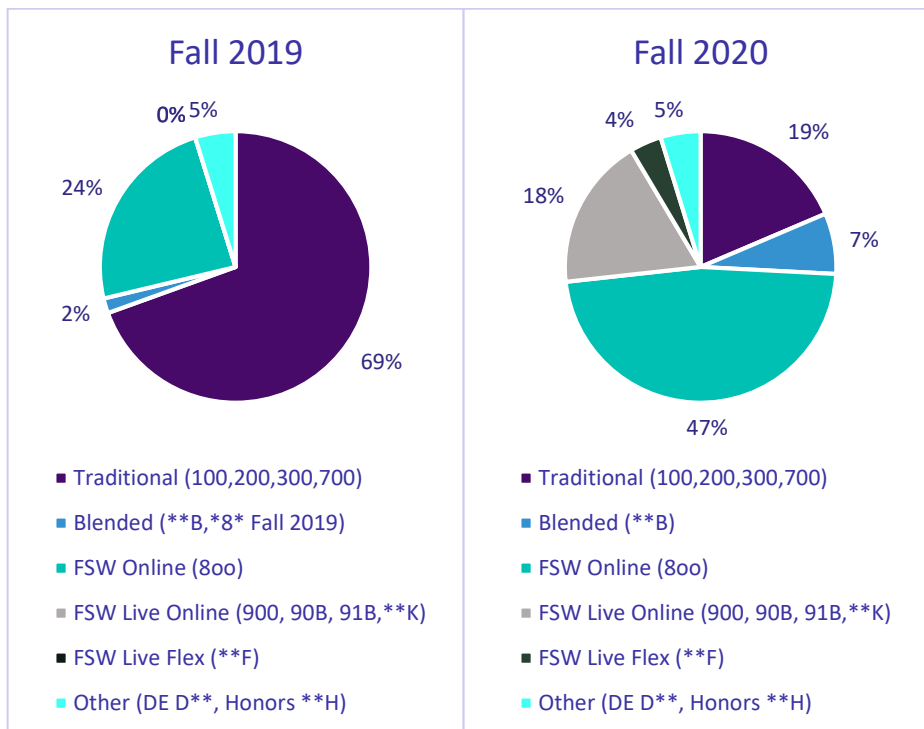
Source: Argos AS_Catalog_Schedule View Courses by Term(s)

Figure 16: Spring 2021 – Percentage of course sections by modality



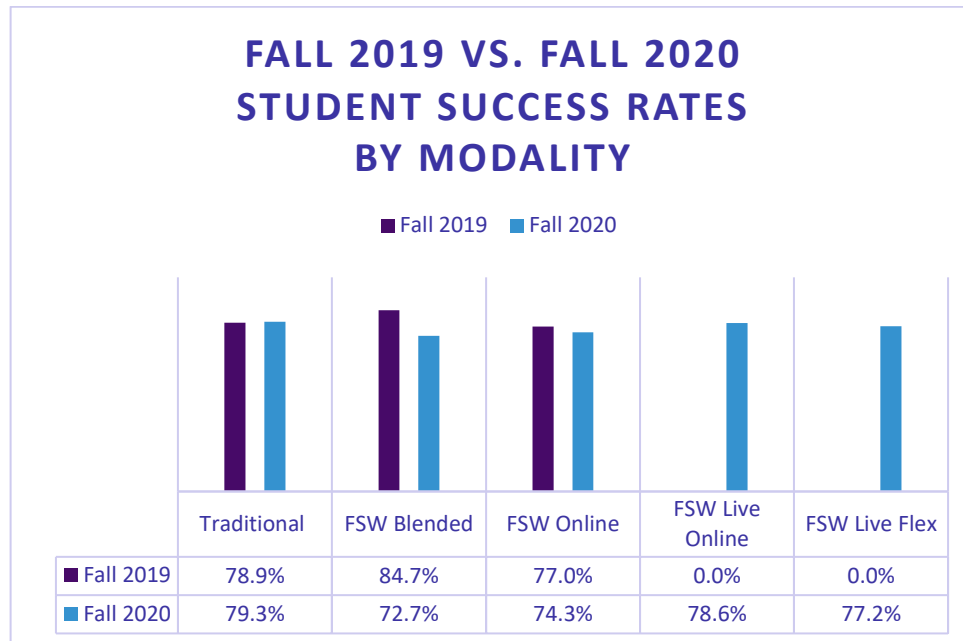
Source: Argos AS_Catalog_Schedule View Courses by Term(s)

Figure 17: A comparison of course sections by modality from Fall 2019 to Fall 2020. Overall, courses offered in any of the online modalities increased by 45% and traditional/blended courses decreased by 45%.



Source: Argos AS_Catalog_Schedule View Courses by Term(s)

Figure 18: Student success rates by modality Fall 2019 compared to Fall 2020



- Online course quality improvement
 - Implementation of QM as our standard for Online Course Design
 - In our first year we have four faculty that have earned a QM certification for their course:
 - MAT 0057: Mathematics for College Success
 - CHM 2046: Chemistry II
 - BSC 1085C: Anatomy and Physiology I
 - SPC 2608: Introduction to Public Speaking
 - Faculty with QM Peer Reviewer Certification
 - 20 faculty are certified Peer Reviewers
 - A total of 38 QM course review contributions by 9 different faculty
- Online course innovation and design
 - FSW faculty and staff are presenting at the OER Summit in a session titled “Empowering Faculty in Affordable, Accessible, and Quality Online Course Design.” Presenters will outline the DEV 101 implementation process, as well share feedback and successes from the faculty who have completed the certification. Participants will learn the importance of cross departmental collaboration in creating well-rounded student-centered training for online course development.

2. Learning Technologies and Design

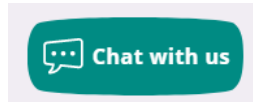
- Online course development
 - DEV 101, created by FSW Instructional Designers, is a self-paced, blended course designed to provide online instructors with the tools and knowledge to create an engaging and enriching online experience for students.
 - First launched on February 1, 2020
 - Prepares faculty to develop high quality online courses for FSW, some of which may be designated as Master Courses
 - 51 faculty completed this course which includes training in:
 - Universal Design and Access
 - Copyright and Fair Use
 - Quality Matters
 - Course Development
 - The capstone assignment is a detailed Course Map, used by deans and chairs for course development approvals.

-
- **Identify and utilize innovative technologies across all programs to enhance student access, support, and achievement of learning objectives.**

3. Information Technology

- Obtained college-wide Zoom license
 - 2020-2021 Zoom usage data
 - 37,258,641 Zoom minutes
 - 595,330 Participants
 - 54,029 Meetings
 - 82 Webinars
 - 4,650 Webinar participants
- Classroom technology enhancements through CARES funding
 - All classrooms were equipped with webcams.
 - College Infrastructure is being modernized to support the teaching and learning needs of the students and faculty of FSW. The infrastructure is being upgraded to handle more bandwidth to continue to expand the use of some of these innovative technologies.
 - The college has enhanced and increased the number of innovative technologies available to faculty.
 - Students now can check out technologies, such as laptops, free of charge, on a term by term basis.
 - Laptop Kiosks available on all four campuses
- Zoom rooms
 - Designated rooms at each FSW location where students can access their Zoom classes while on campus.
 - Information Technology created 25 Zoom Rooms spread across all campuses for the start of Fall 2020.
- Wi-fi parking lots
 - Lee: Lot 8 (behind building O)
 - Collier: Lot 6 (between buildings N, E, & J)
 - Charlotte: Lot 4 (near building O)
 - Hendry/Glades: All Parking Lots

- Implemented chat support



FSW ONLINE CHAT HELP



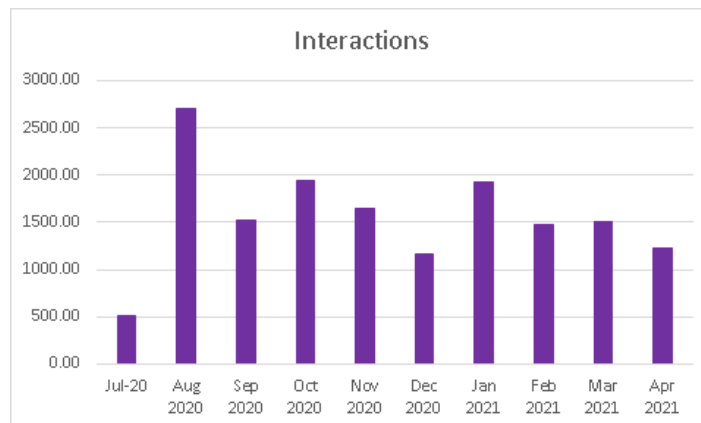
DEPARTMENTS USING CHAT

- FSW General Help
- Advising
- Admissions
- Bursar
- Financial Aid
- Registrar

- QLess

- To serve our students and facilitate social distancing, FSW implemented the use of the QLess app for student services on the Charlotte, Collier, and Lee campuses.
- QLess assists students with setting appointments for student support, academic services, and tutoring sessions and reduces wait times and lines during peak times.
- QLess is currently being used by Financial Aid, Academic Support Services, Testing, Admissions and Registrar.

Figure 19: From 7/1/20 to 4/15/21 15,643 student interactions have been set up using the QLess system.



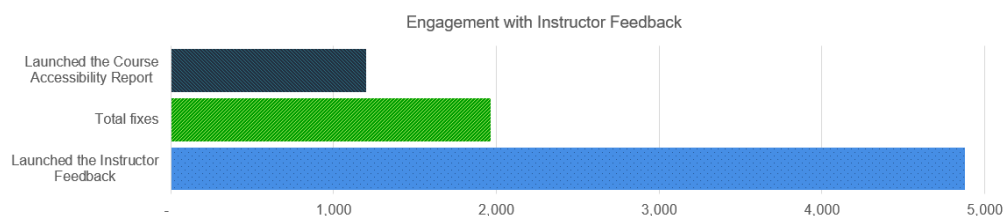
Source: Information Technology Department

4. Adaptive Services

Blackboard Ally

- Blackboard Ally is a tool integrated into Canvas that scans course material, scores the level of accessibility, then gives faculty suggestions and assistance with improving online course accessibility.
 - Introduced in Spring of 2019
 - Purchased in Spring of 2020
 - Piloted with volunteer faculty in 2020-2021
 - In 2021-2022, Blackboard Ally will be automatically enabled in all Canvas courses.
 - Since January 2019 BlackBoard Ally has been used in 428 different Canvas course sections
 - Since January 2019 the course accessibility report has been launched by faculty 1,201 times
 - There has been a total of 1,965 course fixes
 - The Instructor Feedback has been launched 4,880
 - 76 courses have been improved

Figure 20: BlackBoard Ally Usage Report



5. Elementary Education

- Chalk & Wire implementation
 - Chalk & Wire is a secure online system for assessment of key assignments (critical tasks) and placements that demonstrate the development of our teacher candidates. Chalk & Wire is fully integrated with Canvas, and key assignments are embedded within courses. Students use Chalk & Wire to submit key assignments, build FEAPs portfolios, and keep track of placement hours.
 - Faculty provide rich feedback on critical tasks. Detailed rubrics are linked to the critical tasks, and grades are pushed directly back to Canvas.
 - Field supervisors and cooperating teachers use Chalk & Wire to submit observations.

-
- Students keep track of their field experience hours and placements as well as their progress toward mastering FEAPs and observation outcomes.
 - From August 2020 to April 2021, there were 3,010 critical task submissions, 236 Field Experience placements, and 570 Cooperating Teacher and Supervisor evaluations completed through Chalk & Wire.

- Provide enhanced professional development opportunities to support engagement with technologies that bolster academic achievement.

6. Online Learning

- New online teaching certification process

Table 11: Total number of faculty certifications completed since May 2011.

<i>Faculty Certification</i>	<i>Number Completed</i>
<i>Online Teaching</i>	601
<i>Live Online</i>	349

Table 12: Total number of faculty certifications completed in 2020-2021

<i>Faculty Certification</i>	<i>Number Completed</i>
<i>Online Teaching</i>	235
<i>Live Online</i>	349

Source: TLC and Online Learning Records

- Online Teaching Certification – “Growing with Canvas”
 - Launched April 1, 2020
 - Faculty who were not already certified to teach online and desired to be scheduled to teach in the FSW Online or FSW Blended modality in 2020-2021, were required to complete this course as part of the Online Teaching Certification process.
 - The new online teaching certification accounts for 39% of the total number of faculty certified to teach online since May 2011.
- Live Online Teaching Certification – “Blooming with Zoom”
 - Launched July 15, 2020
 - Faculty who had completed Online Teaching Certification, that desired to be scheduled to teach in the FSW Live Online or FSW Live Flex modalities in 2020-2021, were required to complete this course.
 - 58% of faculty that had completed Online Teaching Certification went on to complete Live Online Teaching Certification.

7. Teaching and Learning Center

- Spring 2021 Digital Pedagogy Open House via Teams - 20 presenters, 25 channel workshops, 25 participants
- Southwest Florida Symposium on Teaching and Learning
- Canvas training webinars
- LinkedIn Learning

Table 13: Participation data for 2020 Summer Institutes and Tech Tryout Time workshops

	<i>Total Participants</i>	<i>Total Sessions</i>	<i>FT Faculty</i>	<i>Adjunct</i>
<i>Summer Faculty Institutes I</i>	303	25	62	4
<i>Summer Faculty Institutes II</i>	509	25	50	27
<i>Tech Tryout Time</i>	90	7	64	28
<i>Kaltura</i>	24	1	16	8
<i>Google Drive Tools</i>	24	2	19	5
<i>Canvas & Zoom Groups</i>	10	1	6	4
<i>Google Forms</i>	9	1	6	3
<i>Canva</i>	13	1	10	3
<i>Word</i>	10	1	7	5
<i>Total</i>	992	64	240	87

Source: The Teaching and Learning Center

Table 14: 2020-2021 Professional Development activities to support faculty engagement with technology

	Total Participants	Total Sessions	FT Faculty	Adjunct
Fall 2020 & Spring 2021 Adjunct Faculty Institute				
Zoom: Polling, Whiteboards & Annotations*	71	2	45	27
Mobile-friendly courses	67	3	17	50
Student Identities Using Medium	17	1	1	16
Using Canvas Discussions	11	1	1	10
Tools for Interaction in Online/Blended Courses	46	1	4	42
iSpeak, iWrite, iPresent	18	1	0	18
Twitter for English Courses	11	1	0	11
Zoom: Screenshare & Breakout Rooms	62	1	52	10
BlackBoard Ally	29	2	25	4
Digital Pedagogy Reading Group	127	6	73	54
Intro to Canvas (asynchronous)	7	7	4	3
Instructional Technology CoP	114	8	91	23
Mathematics CoP	40	2	40	0
2021 SWFL Symposium				
Canvas for Reading Activities**	35	2	5	30
Collaboration in Virtual Teams	2	1	0	2
Zoom, OneNote, Kaltura	14	1	5	9
Zoom to the Rescue!	8	1	3	5
Nearpod and Peardeck	16	1	5	11
Voicethread	4	1	3	1
Intro to Videos in Online & Hybrid classes	16	1	5	11
Positive Impact of online course design	6	1	4	2
EdTech and Privacy	8	1	2	6
Beyond PowerPoint	37	1	4	33
Tech Talk Time: Zoom	10	1	5	5
MyLab Math	49	2	13	36
Kaltura (KAMP)				
Engaging Videos	21	1	0	21
Videos for personalization & engagement	25	1	11	14
Videos for Active Learning	20	1	6	14
Video Analytics	5	1	3	2
Totals	896	54	427	470

Source: The Teaching and Learning Center

**Additional sessions of some AFI workshops were held at later dates.

*Additional sessions of some Symposium sessions were held at later dates.

4. Prepare students for a globally competitive workforce

Goals

- Respond to community needs for postsecondary academic education and career degree education by identifying, developing, and continually improving our workforce-related curriculum and the industry certification, college credit certificate, and degree options.

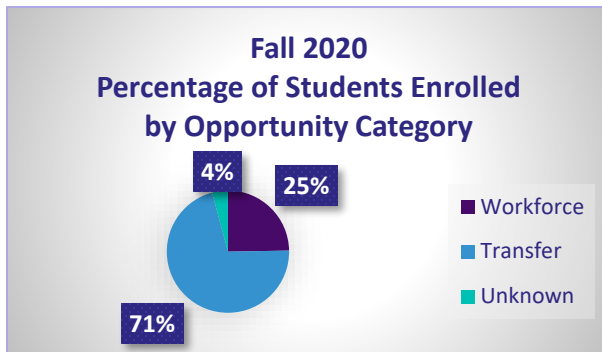


Figure 21: Fall 2020 student enrollment by opportunity category. 10,890 or 71.1% of students were enrolled in a transfer degree program. A total of 3,789 or 24.7% of students were enrolled in workforce degree programs. 642 or 4.2% of students were categorized as unknown due to their non-degree seeking status.

Source: FSW Analytics – Fall 2020 – Unpacking Program Enrollments

1. Workforce Programs - Credential to Career

- New certificate and degree options
 - Three new degree/certificate options in 2020-2021
 - Stage Technology Certificate
 - AS Digital Arts
 - Real Estate Paralegal Certificate
 - New 2021-2022 Workforce AS Degree Programs
 - AS Business Analytics – Fall 2021
- Community Partnerships - FSW Workforce Programs actively engaged in:
 - Advisory Boards
 - Board membership in the CareerSource Southwest Florida Workforce Board
 - The School of Business and Technology manages engaged career advisory boards including Criminal Justice, Architecture and Construction, Computer and Networking, Risk Management and a General Advisory Board.
 - Regional Workforce Summit – January 2020
 - Career Advisory Boards – 27 FSW staff and faculty volunteered to serve on Career Advisory Boards in 2020-2021 at several Lee County High Schools with career academies.

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- Job Fairs
 - Heartland STEM Education career fair
 - The School of Education held one virtual (Fall 2020) and one on-site (Spring 2021) job fair attended by all public school districts in the FSW service area, as well as local private and charter schools.
 - Community Engagement – Events, Initiatives, and Groups
 - College-wide open house
 - Active participation in the Horizon Council, Future Makers Coalition and other area workforce initiatives including chamber and economic development engagement
 - The School of Education actively participates with the Early Learning Coalition of South West Florida.
 - The School of Health Profession’s volunteer community engagement through the dental hygiene program promoting regional oral health and head and neck cancer screenings.
 - Partnerships between the dental hygiene program and Florida WIC, good nutrition for women, infants and children.
 - Certification and Licensure Pass Rates (2019-2020 and available 2020-2021)
 - The Dental Hygiene Program has consistently had a 100% pass rate on the NBDHE, and over 94% pass rate on the PTCE, Florida Law Exam and the CSCE for 25 consecutive years.
 - For the third consecutive year, 100% of the graduates of the Respiratory Care program passed their certification exams to earn the Registered Respiratory Therapist credential.
 - 100% of the 2019 graduates of the AS-Cardiovascular Technology program successfully completed the RCIS national certification exam by the end of the Spring 2020 semester
 - AS Radiologic Technology - in the last five-year period, the program's first-time pass rate for the ARRT Certification Exam is 99.1%.
 - The Elementary Education program had an 86% overall pass rate for the Elementary K-6 Florida Teacher Certification Exam in AY 2020-2021, surpassing the state pass rate of 70% by 16%.
 - Job Placement Rates
 - 82% of 2018-2019 Bachelor’s program completers, 85% of AS completers, and 69% of AA completers were found employed in 2019-2020 according to the latest Florida Education & Training Placement Information Program (FETPIP) reports.

-
- AS Respiratory Care - By the end of August, 2020, 100% of the graduates of 2020 were employed in the Respiratory Care field. CoARC recognizes programs that have excelled in this and other graduation factors and FSW has received the CoARC Distinguished RRT Award.
 - Responding to Community Needs
 - The American Heart Association program at FSW renewed thousands of expired frontline caregivers during the height of the pandemic, successfully issuing 5,664 Basic, Advanced, and Pediatric Life Support provider cards from July 2020 to April 2021.

- **Develop and maintain relevant bachelor’s degrees and 2+2 articulation agreements to support baccalaureate attainment and promote employability of graduates.**

2. Academic Affairs

- FSW currently offers five bachelor’s degree programs that prepare students for high-demand careers in southwest Florida.
 - BS Nursing
 - BS Elementary Education
 - BS Cardiopulmonary Sciences
 - BAS Supervision and Management
 - BAS Public Safety Administration
- Adding BAS Information Systems Technology in Fall 2022
- In Fall 2020, Bachelor level programs had a combined enrollment of 919 students, making up 6% of the total college enrollment.

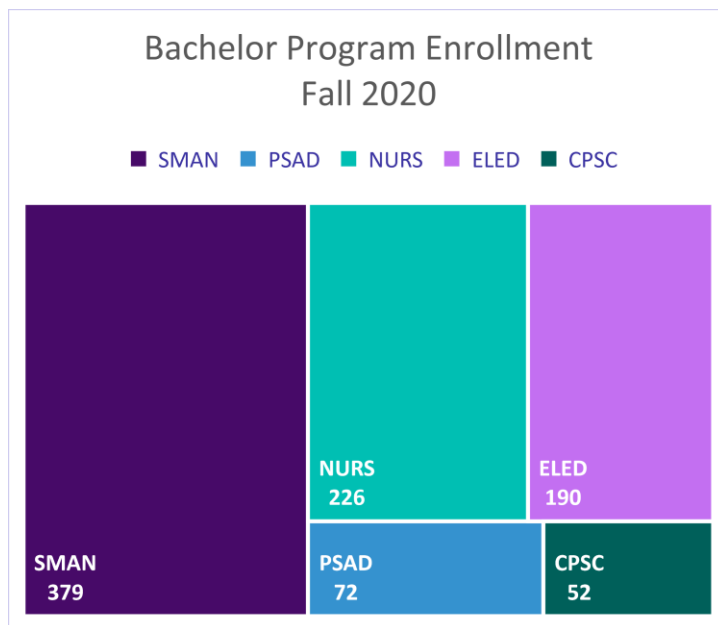


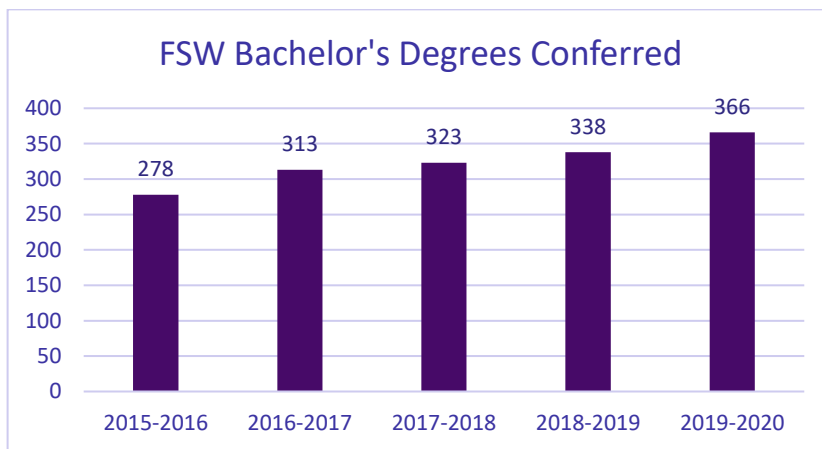
Figure 22: Tree map of Fall 2020 bachelor program enrollment by program. Percent of total bachelor’s degrees: BAS Supervision and Management 41.2%, BS Nursing 24.6%, BS Elementary Education 20.7%, BAS Public Safety 7.8%, and BS Cardiopulmonary Sciences 5.7%.

Source: Local Banner Data

- According to the *Outcomes for Graduates of Florida’s Public Postsecondary Educational Institutions: Economics Security Report 2019*, published in February of 2020, “During the five-year study period, FCS campuses awarded nearly 33,000 bachelor’s degrees. These degrees were concentrated in a small number of relatively high-paying fields (e.g., registered nursing/registered nurse, computer/information technology services administration and management). As a result, the median first-year earnings of graduates with bachelor’s degrees from FCS institutions, nearly \$45,000, were higher than those of graduates with bachelor’s degrees from SUS institutions (approximately \$37,000).”

- According to the latest Florida Education & Training Placement Information Program (FETPIP) and the *2018-2019 Florida College System Bachelor's Degree Completer Outcomes: 2019 Fall Findings* report, 338 students completed a Bachelor's degree at FSW in 2018-2019. Out of those students, 7% went on to continue their education, 82% were employed, and the average full-time annual wage of completers was \$59,372. Local Banner data shows that in 2019-2020, a total of 366 Bachelor's degrees were conferred, an increase of 8.3% from the previous year.

Figure 23: A total of 1,618 bachelor's degrees have been conferred at FSW over the past five years, increasing 31.7% from 2015-2016 to 2019-2020.



Source: Local Banner Data

- As a member of the Florida College System, Florida SouthWestern State College offers its students the benefits of 2 + 2 articulation agreements established by the Florida Department of Education. Students graduating from FSW with an Associate in Arts (AA) degree are guaranteed by the state of Florida to "have the opportunity to earn a bachelor's degree at a state university or Florida college offering four-year degrees." According to the latest *Florida Education & Training Placement Information Program (FETPIP)* data:
 - 1,982 students completed an AA at FSW in 2018-2019. Out of those students, 70% went on to continue their education; 43% at a Florida public university, 2% at a Florida private university, and 24% remained in the Florida College System.
- Destination FGCU
 - FSW/FGCU Transfer Program, provides students with the tools and guidance they need to easily and successfully move from FSW upon completion of their Associate in Arts degree (AA) to FGCU.

- Florida Gulf Coast University (FGCU) admits more students from Florida SouthWestern State College (FSW) than from any other Florida state college. The majority of FSW students who apply to FGCU each semester are admitted.
- 61.5% of FSW's 2018-2019 AA completers who transferred to the state university system chose to attend FGCU.



Table 15: Number of 2018-2019 FSW AA completers enrolled in the State University System in 2019-2020. 842 FSW students chose to transfer to the State University System (SUS).

<i>Florida University (PUBLIC and PRIVATE)</i>	<i>Number of 2018-2019 FSW AA Completers Enrolled in SUS 2019-2020</i>	<i>% of students transferring to SUS</i>	<i>% of total 2018-2019 aa completers</i>
<i>Florida Gulf Coast University</i>	518	61.5%	20.8%
<i>University of South Florida</i>	92	10.9%	3.7%
<i>University of Central Florida</i>	78	9.3%	3.1%
<i>University of Florida</i>	59	7%	2.4%
<i>Florida International University</i>	40	4.8%	1.6%
<i>Florida State University</i>	27	3.2%	1.1%
<i>Florida Atlantic University</i>	18	2.1%	0.7%
<i>Nova Southeastern University</i>	10	1.2%	0.4%

Source: FETPIP

-
- **Provide non-credit training opportunities to meet the needs of local businesses, establish internship opportunities, and provide articulation pathways into certificate and degree programs.**

3. Corporate Training Center

- Opened in January 2019
- In a Florida Weekly article titled *FSW Corporate Training Center opens in Bonita Springs*, Dr. Robert Jones, FSW VP of Economic Development and External Affairs, stated “Employee and workforce training is the foundation and essence of economic development and provides a significant positive impact for our region and the state.” (Jones, 2019)
- Located in Bonita Springs, it supports FSW’s five-county service area and provides a centralized location for FSW’s corporate training initiative, the Florida Flex grant.
- FSW is the leading fiscal agent of the Florida Flex Program in the state
- Quick Response Training Grants
 - Provided training funds to local businesses including Arthrex, Cheney Brothers, Inc., Chico’s, Gartner, Herc, and Hertz, in excess of \$10 million for more than 7,000 new employees.
- The FSW Corporate Training Center serves as a hub for the FSW Economic Development, External Affairs, and Corporate Training departments.
- Operates as a profit-making unit within the workforce programs division
- Training offered:
 - Short online individual training classes via <https://ed2go.com/fsw>
 - Corporate group training classes - FSW’s customized business training programs to “improve the skill base of new hires in high-wage full-time jobs.” (Jones, 2019)
 - Career training programs via <https://careertraining.ed2go.com/fsw/>
 - Insurance and Real Estate via <https://fsw.oltraining.com/>
 - QuickBooks training
 - Water classes



- Drinking water operators
- Wastewater operators
- School specific programs
 - Phlebotomy - SoHP
 - American Heart Association - SoHP
 - IT Certifications – SoBT

Table 16: FY 2020 and FY 2021 (July 2020 to March 2021) Corporate Training Center Training Enrollment

Training Type	FY 2020 Enrollment	Student Contact Hours	FY 2021 Enrollment to date*	Student Contact Hours
OLT Insurance Training	386	15,860	260	11,603
ED2GO Individual Online Skills Training	42	4,896	34	1,296
Water Operator CPE (Class C & B Cert.)	36	3,888	55	5,940
Community Association (Officer's Cert.)	336	2,352	160	320
Contact Pointe (MEPS training)	30	432	40	320
Storm SMART	54	432	50	400
QuickBooks	N/A	N/A	15	120
Scotlynn Training	N/A	N/A	120	960
Total	884	27,860	734	20,959

Source: Annual Corp Training Stats.xlsx

*FY 2021 enrollment data captures July 1, 2020 to March 30, 2021

4. Career Services and Internship Development

- Using funding from the Richard M. Schulze family foundation, implemented the FSW career center concept and hired a founding director of Career Services and Internship Development.
- Established FSW “Centers of Excellence” to further develop non-credit Continuing Professional Education programming.
 - Center for Corporate Training
 - Grants and contracts
 - School of Health Professions
 - The Center for Health Professionals
 - The Simulation Center - Continued to implement the latest technology and simulation education including a comprehensive, 8000 square-foot simulation area.
 - School of Business and Technology
 - The Center for Business and Entrepreneurship
 - The Center for Technology Training

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- School of Education
 - The Center for Educational Professionals
 - Career Services
 - The Center for Career Development and Success
 - The School of Education provided students with internship opportunities in Charlotte, Collier, Hendry, Glades, Lee, and Sarasota County schools in addition to multiple private and charter schools, placing 236 students in 2020-2021.
 - The School of Health Professions advances key workforce partnerships for practicums and clinical education with Lee Health System, NCH, Physicians Regional, Landmark, Bayfront, Millennium Physicians Group and the Faucet Medical Center.
 - Establishing internship agreements for the new Certificate in Stage Technology by building relationships with professional theatre companies and matching students to summer stock theatre internships.

5. Create a Culture Focused on Inclusion and Continuous Improvement Goals

- Shape a secure environment through strategic facilities planning, campus safety initiatives, that support an inclusive campus community.

1. *ReConnect* – COVID 19: Return to Campus Plan



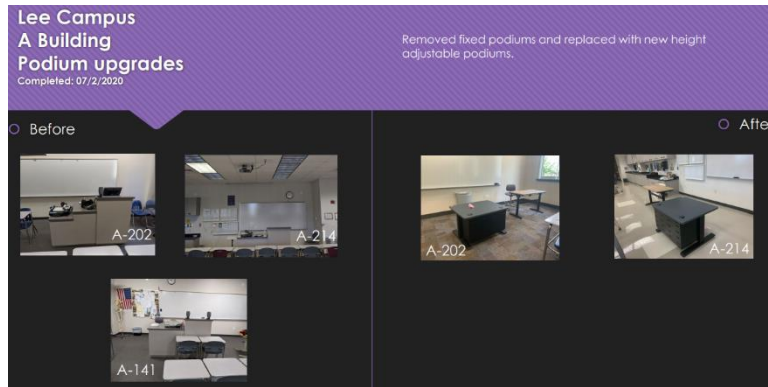
- FSW implemented a three phased approach to returning to campus safely.
 - Stage 1: Supervisor determines if the department may continue remotely (all or in-part) or if staff is needed to complete work on campus
 - June 1, 2020
 - Designated supervisors returned to campus
 - June 16, 2020
 - Critical staff returned to campus
 - Campuses/centers opened Monday through Thursday for on campus operations, Friday via remote operations.
 - The following areas remained closed in Stage One
 - Communal spaces (e.g. lunch rooms, conference rooms)
 - The Fitness Center
 - The Suncoast Credit Union Arena
 - Gallery spaces on all campuses/center
 - Food services
 - Light House Commons remains closed for new or re-entering students
 - Provided flexible work arrangements for faculty and staff including Flextime and Flexplace.
 - Provided options for employees personally impacted, including protections under Families First Coronavirus Response Act (FFCRA) and Coronavirus Aid, Relief and Economic Security (CARES) Act, and those seeking ADA Reasonable Accommodations related to returning to the workplace.

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- Implemented talent sharing to support temporary departmental staffing needs and keep employees engaged and as productive as possible.
 - Stage 2: Re-open some campus-based student services.
 - July 13, 2020
 - Face coverings and social distancing required in all FSW buildings.
 - Students are allowed to return to campus beginning Monday, July 13th for enrollment services.
 - Stage 3: Re-open campus for teaching and learning as well as student activities.
 - Fall 2020
 - General
 - Requiring face coverings in all FSW buildings and encouraged at all times on campus.
 - Requiring social distancing in all FSW buildings and encouraged at all times on campus.
 - Encouraging remote work for employees where possible to decrease the number of people on campus.
 - Disinfecting all touch surfaces with Virex or electrostatic disinfectants.
 - Disinfecting high-touch surfaces 3 times a day.
 - Increased daytime cleaning staff.
 - Established a cleaning response team to respond to any active COVID-19 cases or close contact cases.
 - Classrooms
 - Fully disinfected once a day.
 - Disinfecting wipe dispensers installed in all classrooms for wiping desks between classes.
 - Desk spaces configured using WHO social distancing guidelines.
 - Common Areas
 - Common areas such as the cafes and libraries arranged to help maintain social distancing.
 - Office Areas
 - Cleaned once a day.

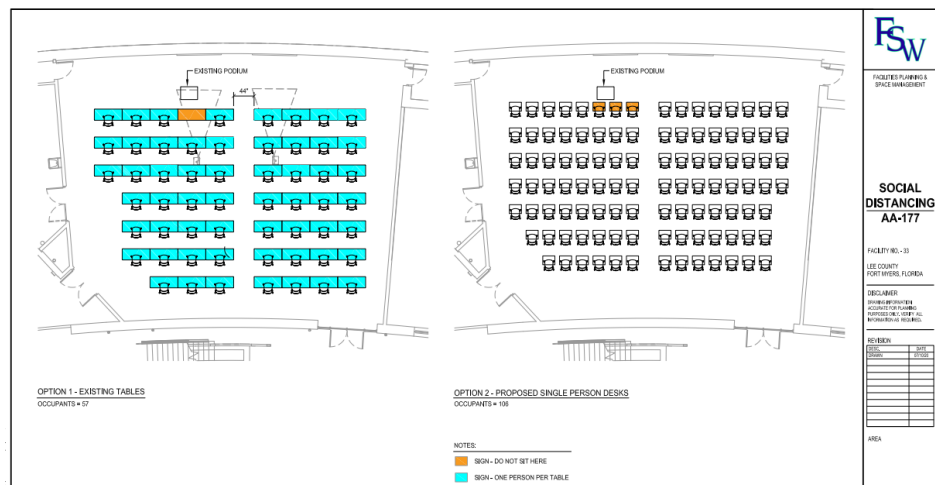
- Disinfecting wipes or cleaners provided for as-needed disinfecting.
- COVID-19 Case Management Team (CMT)
 - FSW developed a reporting process and guidelines for when it is safe to return to campus if a student/staff/faculty had COVID-19.

2. Facilities Planning and Maintenance

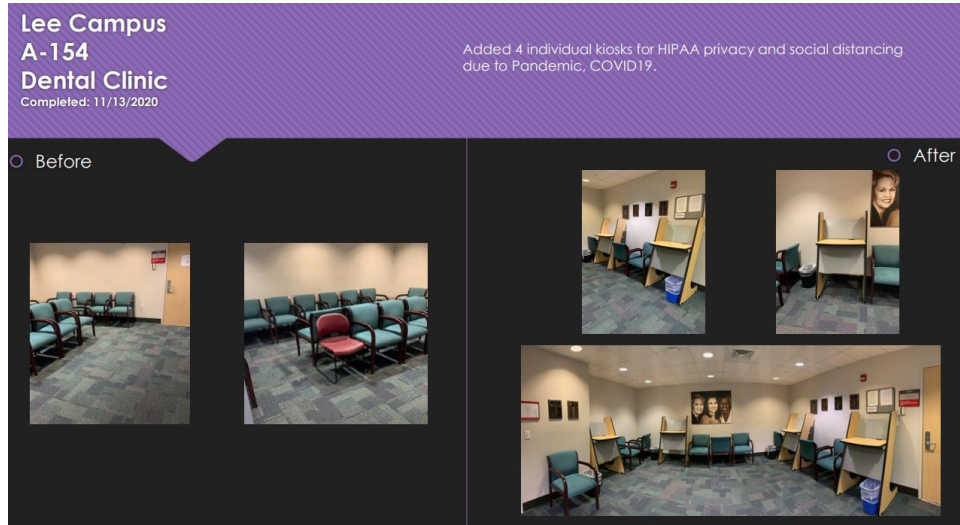
- Accessibility improvements
 - Height-adjustable tables were added to refurbished classrooms and labs to improve ADA accessibility for students and faculty



- Provided social distancing occupancies based on room layouts college-wide



- Dental clinic kiosks



3. Public Safety

- FSW Secure Initiative



- FSW’s commitment to a safe and secure environment transcends peer institutions which is not only evidenced by national rankings (20th in America, 1st in Florida) in campus safety but through a contracted vulnerability assessment performed by VERITAS Associates in 2018 which examined the readiness of the campus physical security architecture and public safety infrastructure.
 - As a result of the assessment FSW launched the FSW Secure Initiative in September of 2019.
 - This initiative was a collaboration between FSWPD, Facilities and the IT departments with the goal to review all campus physical spaces and the assessment recommendations through a safety lens.
 - The FSW President facilitated a series of face-to-face presentations to introduce the comprehensive FSW Secure Initiative to staff and faculty on all four campuses which prompted a high degree of attendance and participation.
 - For the staff and faculty who were unable to attend, a video of the presentation was accessible on the College website.

- The FSW Secure Initiative remains a focal point for safety advancement as staff and faculty continue to submit online requests or provide feedback to evaluate campus safety. 27 requests/feedback submissions have been received since implementation.

Implemented Assessment Recommendations
Outfit every classroom with emergency trauma kits
Installed Night Lock mechanisms in all classroom doors
Posted building emergency maps that includes AED, fire extinguisher, exit routes, first aid kits and fire alarms
Shelter in place maps
Upgraded police communications
Expanded installation of surveillance cameras
Restricted building access
Remote lockdown mechanisms
Mental health counseling
Updated campus signage
Automated phone communications
Patient transport devices for two-story buildings
Building Safety Leaders

-
- **Promote a culture of mental, physical and social wellness through programs, auxiliary services, events, and activities.**

4. Residence Life

- Addressing mental health issues
 - On April 1, 2021 a mental health and finance survey went out to 369 residents of Lighthouse Commons. As of April 14, 2021, preliminary results showed that out of 39 respondents (11% of the total distribution), 51.3% answered Good or Great to question 4, “Overall, how would you rate your mental health?” 28.2% answered Average, and 20.5% answered Not Good or Poor. Final results of this survey are being used to develop relevant programming for AY 2021-2022.
- Lighthouse Commons mentorship program
 - 62 Fall 2020 residence life students were identified as potentially benefitting from a mentorship program based on having grades of drop, fail, or withdraw and a GPA of less than 2.0.

5. Dean of Students

- Increase awareness and utilization of Bucs C.A.R.E.



- 104 Bucs C.A.R.E. reports submitted – up 16% since 2019-2020
- 938 people served through Bucs pantry - up 35% since 2019-2020
- 751 FSW Counseling Appointments - up 56% since 2019-2020
- 90 students referred from Bucs CARE Reports to FSW counseling and other agencies in SWFL
- Mina Edison Foundation committed to an Annual Food Pantry Benefit Event known as Mina’s Pantry. First event held in Nov. 2020 stocked the pantry with over 50 extra-large boxes of personal care items donated from the SWFL Community
- FSW Foundation added Mina’s Pantry to the GIVE NOW drop down menu in order to accept monetary donations to the FSW Food Pantry
- Bucs CARE Partnership with Children’s Network and Children’s Home Society provides a direct pathway for Aged-out Foster Youth in the PESS program to be successful in college utilizing Bucs CARE services

-
- Partnership with Elite DNA has allowed students in need of long-term counseling and psychiatric services to access care in under two weeks compared to typical 30-90 day wait times for community care.

6. Student Engagement

- Student organizations to promote inclusion
 - Established Unidos
 - e-board members helped recruit 30 possible new members from all four campuses
 - Two members and the staff sponsor attended the virtual Latinx Leads conference in March 2021 where they learned more about the needs of Hispanic students on our campus and how to advocate for them.
 - Our goals are to create connections with local Latin businesses and organizations, promote professional and leadership development for our members, as well as provide resources for FSW students through a Center for First-Gen, Undocumented, and Low-Income students. We also plan to bring cultural events to campus to celebrate the diversity within the Latin community.
 - Student Engagement has shown support through events like the Hispanic Candy Mystery Box that was shipped to students' homes.
 - Recognizes and celebrates minority groups through Social Justice events
 - Human Rights Discussion Panel
 - Black History Mystery Box
 - Documentary Watch-Alongs
 - Voter's Venue
 - LGBT musicians
 - Life is a Drag
 - Ally Workshop
 - Accessibility workshops: ADHD, Autism, and Service Animals
 - Wellness events
 - Yoga – Vinyassa, Fusion, Restorative, Puppy
 - Group fitness – HIIT, Strength and Stretch
 - Guided meditation
 - Wellness Wednesday Chats
 - Mental Health Workshops

-
- Just for the Health of It Challenge
 - Active Minds

7. Human Resources

- Employee Relations, Title IX & Equity - Employee Mental Health Services
 - Allocated 12 hours a week during the academic year for staff and faculty services.

-
- **Engage in ongoing professional development to create a positive, welcoming, and innovative environment that attracts a world-class faculty, staff, and administration focused on ensuring student success.**

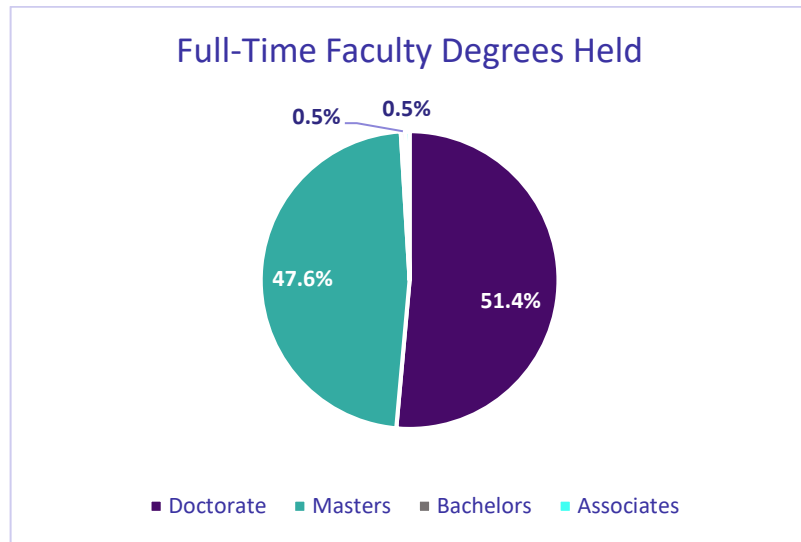
8. The Teaching and Learning Center

- Providing PD Workshops on Diversity and Inclusion – Spring 2019 to Spring 2021
 - Accessibility Tech Tuesdays – 38 sessions, 212 participants
 - Universal Design and Access – 13 sessions, 111 participants
 - Appreciating Diversity – 80 participants
 - Teaching and Learning in the Diverse Classroom – 46 participants
 - Embracing Diversity in the Classroom – 27 participants
- Faculty and Staff Awards
 - Myra Hale Walters Faculty Excellence/NISOD Award Recipients
 - Sarah Lublink (2020)
 - Ihasha Horn (2020)
 - Brandon Jett (2020)
 - Stuart Brown (2019)
 - Mary Schultz (2019)
 - Elizabeth Whitmer (2019)
 - Master Teacher Recognition Award
 - Dr. Sarah Lublink, Philosophy (2019)
 - Dr. Scott Ortolano, English (2019)
 - Adjunct Faculty Recognition
 - Christopher Strathman (2020)
 - Carol Kennedy (2019)
 - Campus Life Awards 2020-2021
 - RSO Advisor of the Year: Rachel Archer, Kaci Carter, Randy Moffett, and Ashleigh Valero

9. Human Resources

- Faculty Degrees Held
 - Current FSW full-time faculty: 108 Doctorate degrees, 100 Masters degrees, 1 Bachelor's degree, and 1 Associate degree
 - Full-Time Faculty Degrees Earned in 2020-2021
 - 3 faculty earned a Doctorate degree in 2020-2021

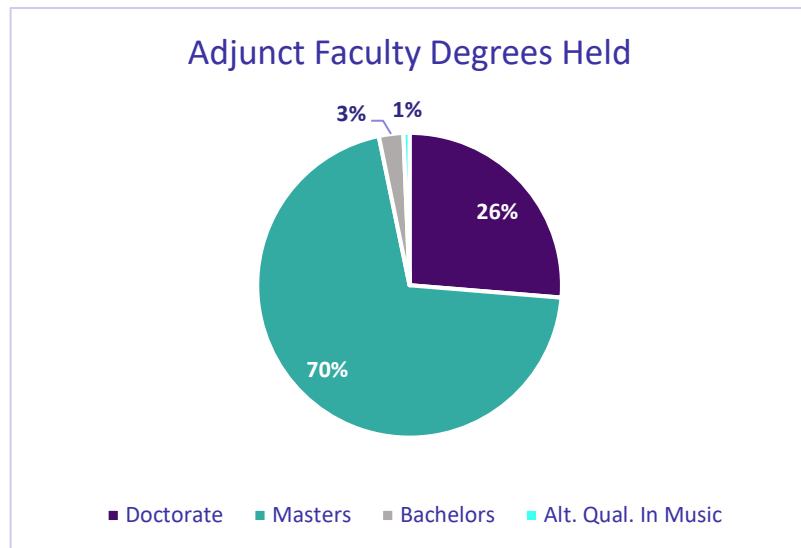
Figure 24: Percentage of full-time faculty holding each degree type



Source: Human Resources

- Current adjunct faculty: 81 Doctorate degrees, 217 Masters degrees, 8 Bachelor’s degrees, 2 Alternately Qualified in Music

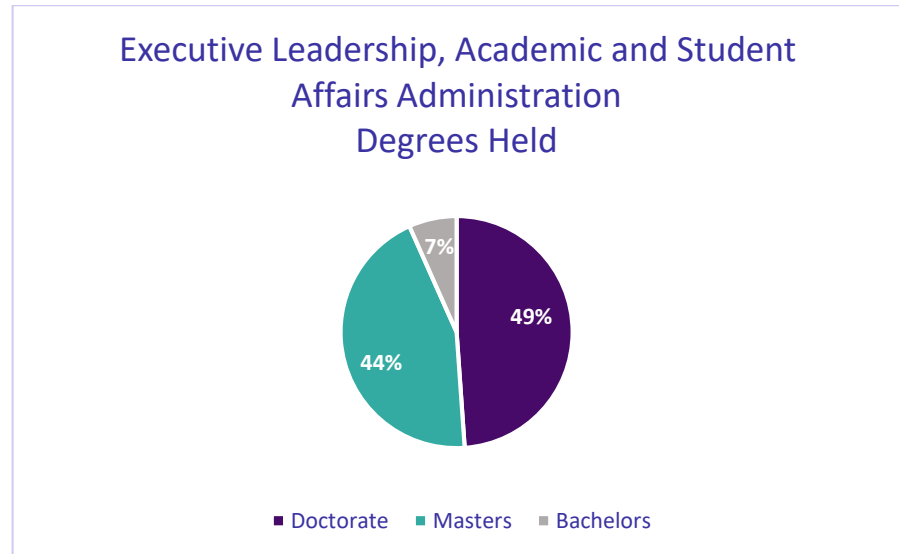
Figure 25: Percent of adjunct faculty holding each degree type



Source: Human Resources

- Executives and Academic Administrators: 22 Doctorate degrees, 20 Masters degrees, 3 Bachelor's degrees

Figure 26: Percent of executives and administrators holding each degree type



Source: Human Resources

- FSW search committees were successful in recruiting and selecting highly qualified individuals for the following positions during AY 2019-2020 and AY 2020-2021:
 - Provost
 - Vice Provost, Workforce Programs
 - Vice Provost, Student Affairs
 - Dean, School of Education and Charter Schools
 - Dean, School of Health Professions
 - Director, Academic Advising
 - Director, Teaching and Learning Center
 - Registrar

Institutional Data

Enrollment and Demographics

Students Population Information by Term

	Fall 2019	Fall 2020
Headcount	16,672	15,335
Full Time/Part Time Ratio		
Full Time	38%	39%
Part Time	62%	61%
Gender		
Female Ratio	63.5%	65.7%
Male Ratio	36.4%	34.2%
Unknown Gender Ratio	0.1%	0.1%
Ethnicity		
White	42.2%	40.6%
Hispanic/Latino	34.8%	35.4%
Black/Afr.Amer	12.1%	12.3%
Other Minorities	2.7%	2.6%
2 or More	2.3%	2.5%
No Response	5.8%	6.6%
Age		
24 Years Old or Younger	76.6%	75.5%
Older than 24 Years	23.4%	24.5%
Student Credit Hour Production Percentages by Campus		
Lee Campus	51.1%	23.1%
Collier Campus	18.3%	8.6%
Charlotte Campus	7.6%	4%
Hendry/Glades Center	3.1%	3%
FSW Online	19.9%	61.3%
Student Credit Hour Production Percentages by Campus		
Dual Enrolled	20.6%	19.1%
Not Dual Enrolled	79.4%	80.9%
Students with Pell Grant		
Pell Grant	32%	31.3%

Student Population Information by Academic Year (Unduplicated)

	Academic Year 2019/2020
Headcount	21,035
FTE	11,189
Gender	
Male Ratio	36.3%
Female Ratio	63.5%
Unknown Gender Ratio	0.2%
Ethnicity	
White	42.7%
Hispanic/Latino	34.4%
Black/Afr.Amer	12.4%
Other Minorities	2.6%
2 or More	2.3%
No Response	5.6%
Student Credit Hour Production Percentages by Campus	
Lee Campus	41.3%
Collier Campus	15.0%
Charlotte Campus	6.0%
Hendry/Glades Center	2.5%
FSW Online	35.1%
Student Credit Hour Production Percentages by Campus	
Dual Enrolled	17.4%
Not Dual Enrolled	82.6%
Students with Pell Grant	
Pell Grant	33%

Retention

1-Year Retention Rates

First-Time Associate Seeking Freshmen

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019 Goal	Fall 2019 Actual
Cohort	2966	3227	3399*	3182*	3291	3291
Retained (n)	1769	1990	2003*	1869*	1998	1875
Retained (%)	59.6%	61.7%	58.9%	58.7%	60.8%	57.0%

Goals are set at one percentage point above the 3 year average.

* In December 2020, new procedures were established to define FTF and FTFTF cohorts. The Fall 2017 and Fall 2018 cohort numbers have been updated to reflect this change. This update does not affect the accuracy of previously published data.

First-Time Full-time Degree and Certificate Seekers

	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Cohort	2094	1983	1984	2083
Retained (n)	1420	1269	1312	1284
Retained (%)	67.8%	64.0%	66.1%	61.6%

First-Time *Full-Time* Associate Seeking Freshmen

	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019 Goal	Fall 2019 Actual
Cohort	1870	2079	2081*	1977*	2074	2074
Retained (n)	1224	1406	1315*	1311*	1383	1279
Retained (%)	65.5%	67.6%	63.2%	66.3%	66.7%	61.7%

Goals are set at one percentage point above the 3-year average.

* In December 2020, new procedures were established to define FTF and FTFTF cohorts. The Fall 2017 and Fall 2018 cohort numbers have been updated to reflect this change. This update does not affect the accuracy of previously published data.

2-Year Retention Rates

First-Time Associate Seeking Freshmen

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018 Goal	Fall 2018 Actual
Cohort	2942	2975	2966	3227	3399	3182	3182
Retained (n)	1226	1400	1389	1498	1565	1508	1483
Retained (%)	41.7%	47.1%	46.8%	46.4%	46.0%	47.4%	46.6%

-Goals are set at one percentage point above the 3-year average.

First-Time *Full-Time* Associate Seeking Freshmen

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018 Goal	Fall 2018 Actual
Cohort	1810	1880	1870	2079	2081	1977	1977
Retained (n)	830	977	972	1068	1066	1038	1025
Retained (%)	45.9%	52.0%	52.0%	51.4%	51.2%	52.5%	51.8%

Goals are set at one percentage point above the 3-year average.

Graduation

Degrees and Certificates Conferred by Academic Year

	Academic Year 2019/2020
Bachelors Degrees Conferred	366
Associates Degrees Conferred	2,562
Certificates Conferred	275

3-Year Graduation Rates

First-Time *Full-Time* Associate Seeking Freshmen

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017 Goal	Fall 2017 Actual
Cohort	1810	1880	1870	2079	2081	2081
Graduated (n)	444	546	598	692	674	725
Graduated (%)	24.5%	29.0%	32.0%	33.3%	32.40%	34.80%

*Goals are set by monitoring a graduation dashboard with up to date completion data and forecasting using the earned student credit hours and estimated graduation date.

Degrees Conferred

Associate Degrees Conferred
(Per 100 FTE Students)

	AY 15-16	AY 16-17	AY 17-18	AY 18-19	Goal AY 19-20	Actual AY 19-20
Degrees Conferred	2012	2559	2308	2486	---	2562
FTE Degree Seeking Students	9311	9588	10127	10057	---	10115.8
Ratio of Degrees Conferred to 100 FTE	22.58	26.69	22.29	24.72	25.57	25.3

Provided by Florida SouthWestern State College Team AASPIRE

Source: Local Banner Data

Baccalaureate Degrees Conferred
(Per 100 FTE Students)

	AY 15-16	AY 16-17	AY 17-18	AY 18-19	Goal AY 19-20	Actual AY 19-20
Degrees Conferred	278	313	323	338	---	366
FTE Degree Seeking Students	659	675	661	653	---	655.4
Ratio of Degrees Conferred to 100 FTE	42.19	46.37	48.87	51.76	50.00	55.80

*Provided by Florida SouthWestern State College Team AASPIRE
Source: Local Banner Data*

Resources and Programs

Resources

	Academic Year 2019/2020
Full Time Faculty	170
Part Time Faculty	507
Full Time Admin/Staff	356
Part Time Admin/Staff	408
General Fund	\$69,655,425 *AY

Programs

Number of Bachelors Programs	5
Number of Associates Programs	22
Number of Certificates	30

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