

TASK FORCE ON ACADEMIC AND WORKFORCE ALIGNMENT

Deans' Employer Partnerships

RECOMMENDATION 1

Create a symbiotic partnership
between state universities and
Florida Businesses

(Relevant excerpts)

- The dean of each college should know and maintain relationships with the CEO or c-suite executive of the five largest employers of graduates from their college.
- Each dean shall review the industry advisory council(s) for individual departments. Departments that do not have advisory councils should develop a plan for establishing one.

DEANS' EMPLOYER PARTNERSHIPS

SEPTEMBER 2022

In January 2022, the Board of Governors approved the Task Force on Academic and Workforce Alignment recommendations. The first recommendation (left) aims to improve engagement with university leadership and Florida businesses. This document summarizes the established partnerships between academic deans and employers and information about employer advisory councils.



Dean Partnerships - Key Takeaways



EMPLOYER CONTACTS

Deans at every State University System institution maintain relationships with senior-level contacts within the industries and organizations that hire their graduates. The employers and contacts vary based on the disciplines represented in each college. For example, while colleges that focus on business or engineering may interact with the CEOs or presidents of large private companies, such as

Amazon or Lockheed Martin, colleges of education typically partner with superintendents of local public school districts. Similarly, colleges with a healthcare focus, such as medicine or nursing, usually have relationships with healthcare providers, such as Memorial Healthcare System or Shands Hospital. However, regardless of the organization or company, deans interact with contacts who are leaders within the organization, such as Senior Vice Presidents, CEOs, or Directors, human resource contacts, or people whose role involves recruiting talent.



EMPLOYER PARTNERSHIPS

The nature of deans' partnerships is similar throughout the various colleges at every institution.

Typically deans work with employers to expand internship and employment opportunities for students who graduate from their programs. Some partners also participate in campus activities such as career fairs or recruitment events. In some departments, employers send representatives to engage with

students in educational events as guest lectures, panel discussion participants, or judges in student competitions. Finally, many of these employers also serve on college and department advisory councils and maintain contact with deans & faculty through regular meetings to discuss various topics throughout the academic year.



EMPLOYER ADVISORY COUNCILS

Most colleges have advisory councils made up of representatives from employers they partner with & faculty within the college. Some advisory councils operate on a college-wide level, while others address specific programs within colleges. Colleges across the State University System have 359 active councils.

These councils primarily provide advice on curriculum to ensure it aligns with the current needs in

their corresponding fields. These councils have also been instrumental in helping some departments design and implement new academic programs. Other activities conducted by these councils include assistance with fundraising, participation in program accreditation, improving experiential learning for students, and consulting on industry trends. Departments that do not currently have employer advisory councils are in the process of implementing them. Colleges plan to implement 176 new councils; most are finalizing council membership and plan to hold their first meetings during this academic year.

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FLORIDA AGRICULTURAL & MECHANICAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
College of Agriculture & Food Sciences	<ul style="list-style-type: none"> • PepsiCo, R&D Associate Principal Scientist • Sanderson Farms, Corporate Recruiter • Land O'Lakes, Strategic Operations Manager • Smithfield, Plant Safety Manager • John Deere, Region 4 Manager, External Relationships 	The college meets with these businesses on a semester basis to facilitate internships & employment. These companies also participate in the College Pathways Program.	The college has two advisory councils that review & advise curricular changes. The Biological Systems Engineering Advisory Board guided the continuous improvement & assessment process by providing feedback on Performance Educational Outcomes (PEOs), curriculum development, fundraising, mentors for students, & course lectures.
College of Education	<ul style="list-style-type: none"> • Leon County Schools, Assistant Superintendent & Superintendent • Broward County Schools, Principal • FAMU Developmental Research School, Superintendent • Jefferson County Schools, Principal & Superintendent • Duval County Schools, Assistant Superintendent • DISC Village, Human Resources Director • FAMU Athletics, Athletic Director 	The College of Education maintains a continuous partnership with public school districts for teacher preparation, recruitment, & retention for graduates hired. DISC Village & FAMU Athletics partner with the college to secure internships for students in their counseling & sports management graduate programs.	The Teacher Advisory Council consists of faculty, school principals, & assistant superintendents to ensure education programs meet the needs of K-12 schools.
College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health	<ul style="list-style-type: none"> • Walgreens, Healthcare Supervisor, FL East • Publix, Pharmacy Supervisor • CVS, Senior Advisor, Pharmacy Recruitment • Tallahassee Memorial Hospital, Director of Pharmacy • Bristol Myers Squibb, Director, Worldwide Medical Oncology 	The college partners with these companies to create experiential learning & employment opportunities for students. In addition, Walgreens & CVS provide scholarships.	The College of Pharmacy & Pharmaceutical Sciences has two advisory councils. The PharmD Apothecary Board of Advisors includes leaders in the pharmacy field that provide input into the curriculum to ensure students are completing rotations needed to remain competitive in the job market. This council also participates in strategic planning, community outreach & service, recruitment of faculty & students, & fundraising. The college also has an advisory council for its B.S. & Ph.D. programs that helps with fundraising, facilitates corporate internships, & participates in mentoring activities.

FLORIDA AGRICULTURAL & MECHANICAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
School of Allied Health Sciences	<ul style="list-style-type: none"> • HCA Healthcare, AVP, DEI Education & Strategic Parallon • Chief Operations Officer - Florida • VA - Tampa, Assistant Director • VA - Orlando, HIM Specialist • Orlando Health, HIM Specialist 	These companies provide employment opportunities for students. Additionally, HCA Healthcare provides scholarships for students.	The School of Allied Health Sciences' advisory council assists with program accreditation requirements & provides guidance on curriculum & industry standards.
College of Science & Technology	<ul style="list-style-type: none"> • Microsoft, University Relations Lead • Google, Program Manager University Relations • CALIT2, Founding Director • L3 Harris Technologies, Director of Engineering Management • Eli Lilly, Senior Director, Racial Justice 	The college collaborates with these companies to expand research opportunities, secure funding for projects, & receive infrastructure enhancements. These companies also provide internship & employment opportunities.	The College of Science & Technology has an advisory council for its computer sciences, computer information systems, & I.T. programs that participates in program accreditation activities & expands internships & career workshops. The college plans to implement additional advisory councils for its biological sciences, physics, & chemistry programs.
FAMU-FSU College of Engineering	<ul style="list-style-type: none"> • Lockheed Martin, Recruiting Coordinator • Kimley-Horn & Associates, H.R. Coordinator, College Recruiter • Naval Service Warfare Center, Chief, Contracting Office • Texas Instruments, University Recruiting Manager • Florida Power & Light Company/NextEra, Senior College Program Specialist 	The college meets with these companies each semester to facilitate virtual & in-person job fairs.	Five industry advisory councils provide feedback on curricular changes for various programs. Some councils also provide other guidance to departments, discuss student work, & provide mentoring & internship opportunities.
School of Architecture & Engineering Technology	<ul style="list-style-type: none"> • HKS, Inc, Vice President • Gensler, Associate • Smith Group, Healthcare Planner/Architect 	Architects from these companies meet with students every fall to discuss their work. This partnership expands summer & permanent employment for students.	The advisory council provides advice on particular course topics or courses & the software best used to provide up-to-date instruction. The council also works closely with the dean on projects & initiatives & assists with fundraising activities.

FLORIDA AGRICULTURAL & MECHANICAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
School of Business & Industry	<ul style="list-style-type: none"> • Amazon, Account Executive II • Fifth Third Bank, AVP/Head of University Relations • Goldman Sachs, Vice President • International Paper, Manager, Finance Global Operations • Lockheed Martin, Senior Manager 	The companies meet with the colleges 2-3 times per year or as needed to recruit students for internships & full-time employment.	The college's advisory councils assist in the validation of program content & advise on industry trends. These councils helped develop new degree programs, participated in program accreditation activities, & helped provide access to scholarships.
School of Journalism & Graphic Communication	<ul style="list-style-type: none"> • NBCUniversal, Dir. Strategic Partnerships • McClatchy, VP, Strategic Partner for News • USA Today Network, V.P., News Performance, Talent & Partnerships • Google, Manager UX Program • 3M, SVP Chief Brand & Design Officer 	The school collaborates with these companies to provide academic & career development support for students & expand internship opportunities.	The advisory council offers advice on Journalism & Graphic Design curriculum & events, provides student mentorship & academic support, & assists with fundraising.
School of Nursing	<ul style="list-style-type: none"> • Tallahassee Memorial Hospital, Chief Nurse • Capital Regional Medical Center, CRMC/CNO Florida State Hospital, CNO • Neighborhood Medical Center • Baptist Medical Center 	These healthcare providers partner with the college to provide clinicals & graduate hiring.	The School of Nursing's advisory council provides recommendations for curricular topics & strategies & feedback on graduates' readiness to practice. The council also advises on program structure, faculty tenure, & development needs.
School of the Environment	<ul style="list-style-type: none"> • Dow, Inc, Corporate Director for Sustainability • Aura Air, CEO • Cayuse Partners, Partner • IUNU, Senior V.P. of Outreach & Public Affairs • World Ocean Council, CEO 	These companies collaborate with the school to solve environmental problems, such as access to safe water, food security, & air quality. Cayuse Partners also provides scholarships to support undergraduate students.	The School of the Environment plans to implement an industry advisory council comprised of new & existing industry partners. The council will collaborate on matters such as internships & employment, career preparation activities, curriculum development, & scholarship assistance.
College of Social Sciences, Arts & Humanities	<ul style="list-style-type: none"> • Department of Business & Professional Regulation, Research & Training Manager • Camelot Community Care, Inc., Director • Public Defenders Office, Criminal Defense Investigator • Leon County Sheriff's Office, Re-entry Specialist • Big Bend CARES, Executive Director 	The college partners with these employers to provide internship & employment opportunities. In addition, they work with the Leon County Sheriff's Office on a program designed to unify people, agencies, businesses, & organizations to work collaboratively to reduce crime in Leon County	The leadership within the College of Social Sciences, Arts & Humanities is reviewing best practices for implementing advisory councils & engaging appropriate stakeholders to establish councils for its programs.

FLORIDA ATLANTIC UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Dorothy F. Schmidt College of Arts & Letters	<ul style="list-style-type: none"> • Palm Beach School District, Curricular Specialist • Broward School District, Curricular Specialist • Disney World¹ • Florida State Attorney's Office • City of Fort Lauderdale, City Manager 	The college works with these entities to provide recruitment events & training opportunities. For example, the college collaborates with these local school districts to host pre-school year workshops for teachers in various disciplines. The college also offers training to working professionals for the City of Fort Lauderdale.	The college has two advisory councils that review program curricula, advise on workforce preparation, connect degree content to professional opportunities & host internships. The college is adding several more advisory councils for other programs to convene beginning in fall 2022.
College of Business	<ul style="list-style-type: none"> • Boca Regional Hospital, CEO • City Furniture, Former CEO • Bank of America, Palm Beach President • Deloitte, Partner • Enterprise Holdings, Regional Talent Acquisition Manager 	These companies offer their expertise as guest speakers in student courses. Additionally, Enterprise Holdings partners with college career development for internships & jobs.	The College of Business has advisory councils for several programs that guide course content & curricula, provide mentorships & internship opportunities, & employ students upon graduation. The college has several programs that plan to implement an advisory council beginning in fall 2022.
College of Education	<ul style="list-style-type: none"> • Palm Beach County Public Schools, Chief HR Officer • Broward County Public Schools, Director of Leadership Development • Martin County Public Schools, Superintendent • St. Lucie Public Schools, Deputy Superintendent • Hendry Public County Schools, Superintendent 	The College of Education meets with local public school districts up to 1-2 times per semester to discuss the districts' needs for teachers & school leaders.	Department chairs for various programs are working with faculty to develop a list of prospective members for an industry advisory council.

¹ The dean plans to launch an effort to partner with Disney, Universal, Carnival, Celebrity & other cruise companies & entertainment companies in the state to create more internship-to-job pipelines in the performing arts, since their music & theatre students often get hired by these companies. This will form the experiential learning cornerstone of a new Musical Theatre major concentration under development.

FLORIDA ATLANTIC UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
College of Engineering & Computer Science	<ul style="list-style-type: none"> • Belcan Engineering Group, LLC, Vice President, Engineering Operations & Quality • Lockheed Martin, Program Director RMS & Manned Submersibles • Nextera Energy/Florida Power & Light, Principal Data Scientist • Naval Sea Systems Command, Site Director of the South Florida Ocean Measurement Facility • Kimley-Horn, Professional Engineer 	These companies communicate regularly with the College of Engineering & Computer Science to provide input on curriculum & co-op program development. They also participate in senior design competitions & showcases, attend recruiting events, participate in the ABET accreditation process, & host internships & student group visits.	The college currently has four advisory councils involved in curriculum development. They also provide feedback on accreditation, sponsor capstone design projects, & advise on continuous improvement of student outcomes, focusing on students' employability. These councils also offer internship opportunities to students.
College of Nursing	<ul style="list-style-type: none"> • Memorial Healthcare System, Chief Nursing Officer • Broward Health, Chief Nursing Officer & Clinical Education Director • Boca Raton Regional Hospital, Baptist Health, Chief Nursing Officer • Holy Cross Hospital, Chief Nursing Officer • Tenet Palm Beach Health Network, Chief Nursing Officer 	These healthcare facilities provide clinical rotations for students studying nursing. The college formalizes partnerships with an MOU or clinical agreement. The college meets with its partners monthly to quarterly, & a few serve on the college advisory board. Additionally, the college conducts collaborative research with researchers in the Memorial Healthcare System.	Not reported at time of publication.
College of Science	<ul style="list-style-type: none"> • Max Planck Florida Institute (MPFI) for Neuroscience, Chief Operating Officer • Palm Beach School District, Superintendent • Boward County Public Schools, Superintendent • Baptist Health South Florida, President & Chief Operating Officer • Memorial Healthcare System, Executive Vice President & Chief Operating Officer 	The College of Science is partnering with MPFI to collaborate in data science & neuroscience, including developing research & training opportunities for FAU students & establishing directions for potential faculty hires on the Jupiter campus.	The College of Science has two advisory councils for the B.S. Exercise Science & Health Promotion & Professional Science Master in Medical Physics. These advisory councils expand internship opportunities & provide feedback on program curricula.

FLORIDA ATLANTIC UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Harriet L. Wilkes Honors College	<ul style="list-style-type: none"> • UF Scripps Biomedical Research, V.P., Communications • FAU Research Lab, Principal Investigators/Faculty • Stiles-Nicholson Brain Institutes, Executive Director • Max Planck Florida Institute, Head of Undergraduate Training 	The honors college partners with these entities to provide internship opportunities for their students.	The Harriet L. Wilkes Honors College is planning to reorganize the current structure of the Dean's Advisory Council. They plan to create an "industry" sub-committee that can support the dean in identifying & cultivating industry partnerships that provide new sources of internships & potential workforce pipelines. The college will form the industry sub-committee by the end of the 2022-23 academic year.
Social Work & Criminal Justice	<ul style="list-style-type: none"> • Florida Department of Children & Families, Program Specialist • Broward County Public School District, School Social Work Team Leader • ChildNet, Regional Visitation Program Supervisor for Broward & Palm Beach Counties • Criminal Justice Academy, Palm Beach State College, Director, Law Enforcement Training Institute • Palm Beach County Sheriff's Office, Senior Planner-Budget Division • Palm Beach Board of County Commissioners Department of Public Safety-Division of Justice Services, Program Coordinator 	<p>The social work partnerships established by the college provide internship opportunities for master's level students, which sometimes lead to permanent employment. Faculty also engage with these entities to discuss research projects.</p> <p>The criminal justice partnerships help the college understand agency needs for future law enforcement officers. These entities also serve as research partners with faculty.</p>	The College of Social Work & Criminal Justice plans to create a Workforce Advisory Board during the 2022-23 academic year. The implementation plan includes planning the purpose & structure of the board within the college, selecting members for the advisory board, & developing membership guidelines & operational procedures. The college plans to hold its first meeting in the fall of 2023.
College of Medicine	<ul style="list-style-type: none"> • Memorial Healthcare System, Chief Medical Officer • U.S. Army, Captain / Staff Sergeant • Broward Health, President & CEO • Cleveland Clinic, Enter Director for Education & Chairman of Graduate Medical Education 	The college of medicine partners with these healthcare facilities to provide sites for resident rotations.	The Advisory Board provides advice, counsel, & philanthropic support to the Charles E. Schmidt College of Medicine & its Dean, to enhance the quality, reputation, & philanthropic/financial strength of the college & to support its students, faculty, & programs in serving the needs of the community.

FLORIDA GULF COAST UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Marieb College of Health & Human Services	<ul style="list-style-type: none"> • Lee Health, Chief Officer, Hospital-Based Care • Anthrex, Vice President of Communications • Naples Community Hospital, Senior Vice President • Shell Point Retirement Community, Vice President of Healthcare • Cypress Living, CEO • Elite DNA, CEO • Millenium Physicians Group, President • Shore Pointe, Market CEO • Moorings Park, President/CEO 	The Marieb College of Health & Human Services partners with these employers to facilitate internship experiences & employment opportunities for students.	While the college-wide advisory council has been inactive since 2017, the college has plans to re-launch the council for the 2022-23 academic year. The college currently has an advisory council for their clinical laboratory sciences that provides feedback on emerging trends in the field, assists with accreditation
College of Education	<ul style="list-style-type: none"> • School District of Lee County, Superintendent • Collier County Public Schools, Superintendent • Charlotte County Public Schools, Superintendent • Glades County Schools, Superintendent • Hendry County School District, Superintendent 	The College of Education partners with these school districts to provide their students with field experiences & internship opportunities, among other initiatives.	Regional superintendents form an advisory council that advises on the curriculum for all programs, conducts philanthropic activities, & provides guidance & strategic assistance, networking, & student recruitment. Individual programs have additional advisory councils that advise on curricular changes, among other activities such as improving internship experiences & recruiting new students to the teaching profession.
U.A. Whitaker College of Engineering	<ul style="list-style-type: none"> • AECOM, Principal Engineer/Associate VP • Anthrex, VP of Engineering & Sr. Director - Global Marketing Technology • Atwell, LLC, Team Leader • CallMiner, Director of Software Development • Wharton-Smith Inc., Project Executive 	These partners serve as industry advisory boards for various programs within the college. Their partnership addresses academic excellence, student success, & community engagement.	The U.A. Whitaker College of Engineering has four advisory councils for various programs that provide feedback on curriculum & assist with program accreditation. Members also serve as mentors for capstone projects, offer internships to current students, & employ graduates.

FLORIDA GULF COAST UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
School of Entrepreneurship	<ul style="list-style-type: none"> • Scotlynn, President • Timilon Corporation, Senior Marketing Manager • PODS, Senior Manager, Strategy & Innovation • Gartner, Talent Acquisition Leader • Pyure Brands, Founder & CEO 	The School of Entrepreneurship collaborates with these companies to secure internship & employment opportunities for their students.	The advisory board provides insight into the key skills/competencies required for students to be successful employees or business owners after graduation. They suggest how these skills could be integrated into existing courses or suggest new courses to add to the existing curriculum.
The Water School²	<ul style="list-style-type: none"> • Florida Department of Environmental Protection, Former Secretary • US Geological Survey, Caribbean-Florida Water Science Center, Data Chief • Florida Fish & Wildlife Conservation Commission, Fish Research Biologist, FWC Charlotte Harbor Field Laboratory 	The Water School partners with some of these employers to help build connections within their industry, collaborate on projects, & facilitate employment opportunities for their students.	The college is in the process of implementing five advisory councils for various programs. They are currently identifying key employment sectors for graduates of these programs so that they can reach out to local representatives of each sector to establish advisory councils.
Lutgert College of Business	<ul style="list-style-type: none"> • Scotlynn, CEO • Hertz, Senior V.P., Corporate HR • Gartner, Vice President of Sales • Anthrex, Vice President of Communications • Enterprise, H.R. Manager 	The Lutgert College of Business partners with these employers to expand student internship or employment opportunities. In addition, representatives from these partners serve as guest lecturers & provide mentoring.	The college has eight advisory councils for their programs that provide feedback on their curricula. These councils also promote student internships, provide scholarships, & offer employment opportunities, among other activities.

² The Water school has also contacted the county manager for the Collier & Lee County Governments to establish a formal partnership.

FLORIDA INTERNATIONAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Steven J. Green School of International & Public Affairs	<ul style="list-style-type: none"> • Miami-Dade County, H.R. Section Manager for Recruitment • Miami-Dade Public Schools, Instructional Recruiters • Miami-Dade College, The Office of Recruiting Services • Miami-Dade Police Department, Internship Contact • City of Miami-Beach, Volunteer/Internship Coordinators 	The college invites these partners to participate in college-specific events & their career fairs. The college also encourages these partners to join Handshake. Additionally, they communicate directly with the Miami-Dade Police Department contacts to hire interns & recruit students.	The college has two advisory councils for their Masters of Public Administration (MPA) & various Global & Sociocultural Studies programs. These councils provide feedback on program curriculum, most recently revising the curriculum for their MPA program to respond to workforce demands.
College of Communication, Architecture & the Arts	<ul style="list-style-type: none"> • Univision Communications Inc., President US Local Media • Miami-Dade County Public Schools, Arts Superintendent • The Walt Disney Company, Entertainment manager • NBCUniversal Media, LLC, Director, NBCU Academy 	These employers participate in on-campus events such as FIU Arts Day, career fairs, & other in-class presentations or guest lecturers. The NBCU Academy has a grant program for minority student support.	The college-wide advisory council helps inform the college of industry expectations of graduates & helped transition the college from a “theory” to “practice-based” learning. The college also has advisory councils for specific programs, which provide mentorship or serve in an advisory role.
College of Engineering & Computing	<ul style="list-style-type: none"> • Florida Power & Light Company, V.P. of Distribution Operations • Lockheed Martin, University Relations Team Liaison • Boeing, Technical Fellow • Amazon, Program Manager – Education to Workforce Team • Microsoft, Product Manager • Assurant, Former CEC DLC Member 	These partners all employ students who graduate from the college’s programs. Some employers sponsor student activities, such as hackathons & mock interviews. In addition, a few of these partners support faculty & student research projects.	The college has a Dean’s Leadership Council that operates college-wide, providing advice on business & hiring trends & participating in philanthropic activities. The college has eight additional advisory councils for various programs that provide curriculum feedback. The college has plans to launch three additional advisory councils to meet in fall 2022.

FLORIDA INTERNATIONAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Robert Stempel College of Public Health & Social Work	<ul style="list-style-type: none"> • Florida Department of Health in Miami-Dade County, Director, Office of Community Health & Planning • Florida Department of Health in Broward County, Director • Baptist Health South Florida, VP of Case Management • Memorial Health Care Systems, Program Supervisor • Centers for Disease Control & Prevention, Quarantine Public Health Officer 	These partners all have site staff who serve as preceptors for students. The college plans to engage these partners to participate in the college's career fair & employer panel, serving as an opportunity to promote internship & job openings to students.	The Stempel College Community Advisory Board operates college-wide. The Board members provide feedback on the skills graduates will need to succeed, review significant curriculum changes, provide input on the recommended practicum/field experience sites, identify & recommend areas for research collaboration, identify continuing education needs, & participate in the accreditation process. The board also informs the dean about community needs, opportunities for collaboration, research, & grants.
Nicole Wertheim College of Nursing & Health Sciences	<ul style="list-style-type: none"> • Baptist Health South Florida, Assistant Vice President for Nursing Education • HCA Healthcare, Chief Nurse Executive, HCA East Florida • Memorial Healthcare System, Senior V.P. & Chief Nurse Executive • Nicklaus Children's Health System, V.P. Chief Nursing Officer, Patient Safety Officer • Cleveland Clinic, Chief Nursing Officer • University of Miami / University of Miami Health System /Christine Lynne Rehabilitation Center, V.P. Chief Administrator Operations • Mount Sinai Medical Center, President & CEO • Jackson Health System, Chief Nursing Executive • Broward Health, President & CEO 	The college works with these partners to help address the nursing shortage with initiatives such as broadening clinical opportunities & creating culturally competent nurse educators. Most of these partnerships focus on addressing topics related to the changing nursing landscape, the community's needs, the organization, & student placement with intentionality to support the student learning process & acquisition of skills & competencies at the clinical site. In addition, the college collaborates with Broward Health to develop personnel to become nurse educators to help with faculty shortages.	The Dean's Leadership Council operates college-wide & helps facilitate engagement with organizations to open up opportunities for faculty research, student internships, & preceptorships. Other advisory councils for specific programs advise on curricular changes. The Nursing Advisory Council provides advice & feedback to the dean & nursing faculty regarding academic programs, their perceived performance & quality of graduates, collaborative research opportunities, collaborative service opportunities, clinical practice activities, & perceived educational program issues & concerns.

FLORIDA INTERNATIONAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
College of Business	<ul style="list-style-type: none"> • Ernst & Young, Senior Global Client Service Partner • Deloitte, Campus Recruiting Specialist • PricewaterhouseCoopers, Tax Partner • Southern Glazier Wine & Spirits, CIO • KPMG, Partner in Charge, Audit – Coastal Business Unit • Bank United, EVP iCare Program 	The employers partner with the college to recruit students to work at their companies after graduation, some to increase diversity. Many of these companies have moved to a centralized, online recruitment approach with Handshake. Some also use this platform to promote internship opportunities.	The College of Business has twelve advisory councils for various undergraduate & graduate programs that provide insight into what industries, such as Human Resources or Business Analytics, need. The college plans to add two additional advisory councils for their Finance & Marketing & Logistics programs.
College of Law	<ul style="list-style-type: none"> • Miami-Dade County State Attorney's Office, State Attorney • Cole Scott & Kissane, Partner • Wicker Smith, Partner • Miami-Dade Public Defenders Office, Miami-Dade Public Defender • Office of the State Attorney, Palm Beach County, Florida, Attorney Recruitment Administrator 	These employers attend on-campus recruitment events during the fall semester & participate in career development panels at the College of Law. In addition, the state attorneys' offices & public defender's office participate in a yearly government & public sector career fair in the spring.	The College of Law updates the Dean's Leadership Council on curricular changes, program updates, & industry trends. Members, primarily comprised of attorneys in the field, share their expertise & are frequently solicited for their views on required skills & courses.
College of Medicine	<ul style="list-style-type: none"> • Jackson Memorial, Executive V.P., Chief Physician Executive & Chief Clinical Officer, President, CEO Jackson Health Systems • University of South Florida, Dean of College of Medicine • University of Florida Shands Hospital, Dean of the College of Medicine • Nicklaus Children's Hospital, Senior V.P. & Chief Clinical Officer Nicklaus Children's Health System • Mount Sinai, Chief Medical Officer, Mount Sinai Medical Center 	The College of Medicine partners with these healthcare providers on various activities, including arranging rotations, providing opportunities for research & externships, & mentorship. Many also participate in Specialty Residency Rounds, a series of virtual, quick & informal panels/networking sessions of specialty-specific reps, including Residency Program Directors.	The Dean's Advisory Council assists with enhancing the college's community outreach, partnerships & acquisition of financial resources & provides counsel on strategic initiatives. The college also has a Master in Physician Assistant Studies Advisory Board to support the growth & quality of the academic program, facilitate the placement of graduates, & enhance the reputation of the program.

FLORIDA INTERNATIONAL UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Chaplin School of Hospitality & Tourism Management	<ul style="list-style-type: none"> • Marriott International, EVP & Chief Development Officer • Four Seasons Hotels & Resorts, President For Hospitality • Fontainebleau Development Hospitality & Fontainebleau, Miami Beach, Chief Operating Officer of Fontainebleau Development 	These employers partner with the college on information sessions, alumni panels, Career Fairs, dedicated career days, classroom speaking engagements for professors, behind-the-scenes tours, & student workshops. Many of these employers also have representatives on their Executive Advisory Board.	The Dean's Executive Advisory Board actively participates in curriculum changes as the group comprises alumni & industry leaders. Industry knowledge possessed by the group allows for relevant feedback regarding what the industry/employers seek in employees.
College of Arts, Sciences, & Education	<ul style="list-style-type: none"> • Miami-Dade County Public Schools, Chief Human Capital Officer • Broward County Public Schools, Chief Academic Officer • University of Miami, School of Medicine Neuropsychology & Cognitive Neuroscience Division, Director Division of Neuropsychology • University of Miami, Mailman Center for Child Development, Director of Innovation & Community Engagement & Director of Training • Baptist Health South Florida, Deputy Director & Chief Radiation Oncology 	The college collaborates with the public school districts to secure student-teaching placements & employment upon graduation. In addition, the college is working with the University of Miami & Baptist Health South Florida to develop engagement activities.	The College of Arts, Sciences, & Education plans to implement a college-wide advisory board with renewed membership. The college is recruiting an industry leader to serve as the board chair. The implementation plan also includes building a large board with representation from major employers of all departments. The college will assign board members to advisory roles to specific departments or groups of departments. In their roles on the board, members will 1) help to ensure curricula are up to date & providing the skills students need to thrive in their careers; 2) provide opportunities for FIU students; & 3) help develop the resources needed to support the college's students, research, creative works, & impact in the community.

FLORIDA POLYTECHNIC UNIVERSITY			
College	Employer Partnerships	Description	Employer Advisory Councils
Institution-wide	<ul style="list-style-type: none"> • Amazon, Senior Project Manager • FIS, Senior V.P., Global Marketing & Communications • Lockheed Martin, Senior Manufacturing Engineer • Publix, Manager Support Staff/H.R. • Naval Air Systems Command, Engineer Manager 	The institution partners with these employers to provide career development opportunities for students; this includes internships, employment, & help with reviewing resumes. The college features companies on Campus Day.	Florida Poly is in the process of creating industry advisory councils for each of its nine programs. Implementation plans include naming their Curriculum Advisory Boards by fall 2022 & meeting in person for Career Day in spring 2023.

Note: Florida Polytechnic University is a STEM-focused institution that offers various STEM programs. Therefore, unlike other institutions, there are not multiple colleges for different academic areas. Additionally, the institution does not have Deans. Chairs &, in some cases, Directors provide the program leadership.

FLORIDA STATE UNIVERSITY			
College	Employer Partnerships	Description	Employer Advisory Councils
College of Applied Studies	<ul style="list-style-type: none"> • The St. Joe Company, CEO • NSA Panama City, Commander • Panama City Police Department, Chief of Police • Bay District Schools, Superintendent • HCA Florida West Hospital, Director/CRNA 	These employers partner with the college to provide education, internship & employment opportunities. The St. Joe Company's representative also serves as the Dean's Council member. Bay County School district also collaborates on grants & research projects.	The College of Applied Studies has an advisory council that assists the dean in critical decisions involving fundraising, community engagement & program decisions.
College of Arts & Sciences, Group 1 ³	<ul style="list-style-type: none"> • Marriott, Manager, University Relations & Recruiting • Teach for America, Recruitment Manager • Chewy, Campus Recruiting Manager • City Year, Recruiter • Florida Department of Environmental Protection, Employee Relations Specialist 	These partnerships focus on providing employment opportunities for students. The college advertises job postings on NoleNetwork, & some partners attend in-person or virtual recruitment events.	The Arts & Sciences Leadership Board conducts fundraising & communications activities.
College of Arts & Sciences, Group 2 ⁴	<ul style="list-style-type: none"> • Tallahassee Memorial HealthCare, H.R. Senior Advisor • Dermatology Associates of Tallahassee • AmeriCorps, A FVN Program Manager • Florida Department of Children & Families, Regional Managing Recruiter • Florida Autism Center, Director 	The college partners with these employers to promote employment opportunities for students via job fairs & posting open positions. Additionally, students have participated in experiential learning with Dermatology Associates of Tallahassee.	The Arts & Sciences Leadership Board conducts fundraising & communications activities.

³ Includes Archaeology, Classics, English (Creative Writing & Editing, Writing & Media & Literature, Media & Culture), History, Humanities, Middle Eastern Studies, Modern Languages & Linguistics (Chinese, French, German, Greek, Italian, Japanese, Latin, Russian, Spanish), Philosophy, Religion & Women, Gender & Sexuality Studies

⁴ Includes Biological Science, Computational Biology, Neuroscience, & Psychology

FLORIDA STATE UNIVERSITY			
College	Employer Partnerships	Description	Employer Advisory Councils
College of Arts & Sciences, Group 3 ⁵	<ul style="list-style-type: none"> • Florida Department of Environmental Protection, Employee Relations Specialist • Deloitte, Campus Recruiting Coordinator • Northrop Grumman, University Relations Operations Specialist • Citigroup, Graduate Recruitment & Program Management • L3Harris Technologies, University Recruiter 	These partners recruit students for employment at job fairs & through posting jobs. Some of these partners also participate in non-recruiting events, such as panels.	The Arts & Sciences Leadership Board conducts fundraising & communications activities. The Computer Science Advisory Board provides consultation on industry needs.
College of Business	<ul style="list-style-type: none"> • EY, Partner • RSM, Partner • Techtronic Industries (TTI), Senior Director of Sales • Deloitte, Partner • Bouchard Insurance, a March McLennan Agency, President & CEO 	These employers recruit students from the college for employment opportunities. In addition, some serve on the college's advisory councils.	The College of Business has several advisory councils that provide feedback on the career readiness of graduates & major curricula changes. These councils also offer mentoring, fundraising, & student engagement. The college plans to create an advisory board for its marketing program next academic year.
College of Communication & Information	<ul style="list-style-type: none"> • Leon County School Board, Superintendent • Florida State University, Interim Chief Information Officer • Sachs Media, CEO • The Moore Agency, CEO • Brandt Information Systems, Chairman 	The college partners with these employers to secure internship & job opportunities for students in their programs.	CCI Leadership Board consults on long-term industry & employment trends & industry needs. They also assist in fundraising planning for student support & program support. The college also has the Center for Hispanic Marketing Communication Advisory Council, which consults on a mentoring program for students, scholarship support for students in the HMC program, & experiential learning opportunities. This council also fundraises for student scholarships & endowed professorships.

⁵ Actuarial Science, Anthropology, Applied Mathematics, Biochemistry, Biomathematics, Chemistry, Chemical Sciences, Computational Science, Computer Science, Environmental Chemistry, Environmental Science, Geology, Mathematics, Meteorology, Oceanography, Physical Chemistry, Physical Science, Physics, Scientific Computing & Statistics

FLORIDA STATE UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
College of Criminology & Criminal Justice	<ul style="list-style-type: none"> • Florida Department of Juvenile Justice, Secretary • Walton County Sheriff's Office, Sheriff • Leon County Sheriff's Office, Sheriff • Palm Beach County Criminal Justice Commission, Executive Director • Florida Department of Corrections, Chief of Research & Data • Pat Thomas Law Enforcement Academy, Law Enforcement Coordinator • Tallahassee Police Department, Director, Employee Resources • Law Office of Anabelle Dias, Legal Assistant/Interns Supervisor • Leon County Public Defender's Office, Investigator 	The college partners with these employers to research various criminal justice issues. In addition, these partners provide internship & employment opportunities for their students.	The college's Development Council is comprised of industry leaders & alumni. The council provides internship opportunities, assistance with fundraising, & collaborates with the college on research.
College of Education	<ul style="list-style-type: none"> • Leon County Public Schools, Superintendent • Orange County Public Schools, Superintendent • Hillsborough County Public Schools, Superintendent • Pinellas County Public Schools, Superintendent • Bay County Public Schools, Superintendent 	The College of Education partners with these school districts to place students for practicums & internships. They also discuss district hiring needs & current needs of PK-12 classroom teachers & administrators.	Two advisory councils, the Educator Preparation Advisory Board & the Educational Leadership Advisory Board, provide the college with feedback on the current needs for PK-12 teachers & school/district leadership. These boards also assist with internship/practicum placements & mentoring. The college plans to implement advisory councils for the Sport Management & Educational Psychology & Learning Systems programs in the 2022-23 academic year.

FLORIDA STATE UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
FAMU-FSU College of Engineering	<ul style="list-style-type: none"> • Lockheed Martin, Recruiting Coordinator • Kimley-Horn & Associates Inc., H.R. Coordinator, College Recruiter • Naval Surface Warfare Center, Chief of the Contracting Office • Texas Instruments, University Recruiting Manager • Florida Power & Light Company/NextEra, Senior College Program Specialist 	These partners regularly attend in-person & virtual job fairs & post jobs to students in the college. Some of these partners also participate in non-recruiting events, such as panels.	The FAMU-FSU College of Engineering has five advisory councils that provide feedback on program curricula. These councils also assist with facilitating student internships, fundraising, ABET accreditation, & hiring graduates from the college's programs.
College of Fine Arts	<ul style="list-style-type: none"> • Corgan, Studio Leader/Principal • Gensler, Principal/Co-Managing Director • Gresham Smith, Technical Practice Leader: Healthcare • Florida Department of Education: Pinellas, Duval, & Miami-Dade Counties Public Schools, Superintendents 	The College of Fine Arts partners with these employers to secure internship & employment opportunities for students. In addition, most of these partners serve on their advisory council.	The college-wide Dean's Advisory Council meets biannually to focus on student mentoring, community engagement, & program support. The college also has four program-specific advisory councils, which vary in focus. The Art Therapy Advisory Council provides feedback on curriculum content & curricular outcomes & ensures regular alignment with program accreditation standards. However, the Theatre Patrons Association, Interior Architecture & Design Advisory Council, & Friends of Dance focus more on community engagement & fundraising for student & program support.
College of Health & Human Sciences	<ul style="list-style-type: none"> • Florida State University, H.R. Specialist • Tallahassee Memorial HealthCare, H.R. Senior Advisor • Tallahassee Orthopedic Clinic, Clinic Supervisor • Dermatology Associates of Tallahassee, Dermatologist • Tallahassee Primary Care Associates, Director of Human Resources 	These employers partner with the College of Health & Human Sciences to hire students for employment upon graduation.	Not reported at time of publication.

FLORIDA STATE UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
College of Law	<ul style="list-style-type: none"> • Cole Scott & Kissane, Partner • Fidelity National, Recruiter • Wicker, Smith, O'Hara, McCoy & Ford, P.A., Director of Human Resources • Gunster, Chief Talent Officer • Holland & Knight, Senior Recruiting Manager 	These partners conduct on-campus interviews of students in the College of Law.	The Board of Visitors provides feedback on the curriculum, in addition to providing mentorship & participating in fundraising activities.
College of Medicine	<ul style="list-style-type: none"> • Tallahassee Memorial Hospital, CEO • Sarasota Memorial Hospital, CEO • Lee Health System, Ft. Meyers, CEO • Winter Haven Hospital, President/CEO 	These healthcare partners provide residency sponsorship for students studying areas such as internal medicine & family medicine.	Not reported at time of publication.
College of Motion Picture Arts	<ul style="list-style-type: none"> • Herzog & Company, Post-production Supervisor • Dreamworks, Varies by Department of Projects • Bento Box, Producer • Crafty Apes, Founder • Soapbox, President 	The College of Motion Picture Arts maintains regular contact with these employers, who hire many graduates from their program.	The Dean's Alumni Council provides feedback on curricula when the dean requests. The most recent curricular changes reflected changes in the industry. The council also assists with funding, internships, & job placement.
College of Music	<ul style="list-style-type: none"> • AdventHealth, Special Event, Public Relations • Florida Department of Education, Policy Research & Accountability Coordinator • Pinellas County School District, Recruiter • Cadenza Center for Psychotherapy & the Arts, President & CEO • Sarasota Orchestra, President & CEO 	The College of Music collaborates with these partners, who provide employment opportunities to students upon graduation.	Not reported at time of publication.

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College	Employer Partnerships	Description	Employer Advisory Councils
College of Nursing	<ul style="list-style-type: none"> • Tallahassee Memorial Hospital, Executive Director • Tampa General Hospital, Sr. Vice President, Chief Nursing Officer • Emory University Hospital, Chief Nurse Executive • Baptist Health, Sr. Vice President, Chief Nursing Officer • Vanderbilt Medical Center, Executive Chief Nursing Officer 	These healthcare partners provide practicum & internship placements & serve as post-graduation employers for students in the College of Nursing. Additionally, Tallahassee Memorial Hospital collaborates with the college on research projects.	The college's Community Advisory Board provides consultation on industry changes that may impact the nursing curriculum. The board also offers mentoring & community engagement.
College of Social Sciences & Public Policy	<ul style="list-style-type: none"> • Abt Associates, Senior Vice President, Intl Development • Legislative Offices, State of Florida, Chief of Staff • Charles Rivers Associates, Principal • Softcrylic, Director, Talent & Organizational Development • Florida Department of Economic Opportunity, Deputy Director, Division of Workforce Services 	The College of Social Sciences & Public Policy partners with these employers to facilitate practicum & internship placements. These partners also serve as post-graduation employers. In addition, the college collaborates with Charles Rivers Associates to conduct research.	The Urban & Regional Planning Advisory Board provides consultation on industry needs. The board also engages in fundraising & communication activities.
College of Social Work	<ul style="list-style-type: none"> • Florida Department of Children & Families, Workforce Manager • HCA Florida Capital Hospital, Clinical Education Operations Manager • DISC Village, Community Outreach Coordinator • Georgia Pines, CEO • Safe Children Coalition, Community Facilitator 	These partners participate in recruitment activities & provide internship & job opportunities.	The College of Social Work has two advisory councils that provide strategic guidance & technical advice for the Institute for Justice Research & Development & Center for Children, Families, & Communities.

FLORIDA STATE UNIVERSITY

College	Employer Partnerships	Description	Employer Advisory Councils
Dedman College of Hospitality	<ul style="list-style-type: none"> • Drury Hotels, V.P., Chief Human Resources Officer • Hyatt Hotels, Director of H.R. • Loews Hotels, Regional Director of HR • Marriott International, Southeast Recruiting Manager • Seminole Gaming, V.P., Global Talent & Team Member Relations 	These partners participate in recruitment activities & provide internship & job opportunities.	The Dean's Council meets biannually & provides feedback on elective courses in the program. The council also does fundraising & provides internships & mentorship.
Jim Moran College of Entrepreneurship	<ul style="list-style-type: none"> • Hibbett Sports, Former President & CEO • F. Vincino Drywall Inc, President • SKUx, Cofounder & CEO • The Salon People, CEO • Brand Ferland Advisors, President • Tarpon Cellars, Founding Partner & Winemaker • Rise & Grind Hospitality Group, CEO • Insight Sourcing Group, Manager • Latham & Watkins, Associate - Entertainment, Sports, & Media • BeautyStat Cosmetics, VP of Sales 	These employers serve on the Dean's Development Council.	Not reported at time of publication.

NEW COLLEGE OF FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
Institution-wide	<ul style="list-style-type: none"> • Centerstone, CEO & H.R. Manager • Mote Marine Lab, CEO • School District of Manatee County, Superintendent & H.R./Director of Professional Learning • The John & Mable Ringling Museum, Executive Director • Roskamp Institute, CEO 	New College partners with its top employers to secure employment & internship opportunities. Additionally, The John & Mable Ringling Museum & Roskamp Institute participates in faculty collaborations & community-based learning class projects.	The Career Center will assemble an institution-wide industry advisory board to address undergraduate programs (humanities, arts, sciences, & social sciences). The goal will be to meet on an annual basis beginning with the 2022-23 academic year.
Applied Data Science MS Program	<ul style="list-style-type: none"> • Accenture Federal Services, Program & Project Management Manager • Mote Marine Lab, Chief Innovation Officer • LexisNexis Risk Solutions, Enterprise Architect • CACI International, Program Manager • Riff Analytics, CEO 	These partners help support capstone project courses, industrial practicums, & summer internship opportunities for students. A few of these partners also serve on their industry advisory board.	The advisory board provides feedback on the current curriculum & proposed updates or changes. The advisory council assisted with curriculum design & development during the inception of the M.S. in Applied Data Science Program.
Computer Science	<p>The most recent partners for the Computer Science Ad Hoc Industry Advisory Group include the following.</p> <ul style="list-style-type: none"> • Four Winds Network Services, CEO • Kobie Marketing, Senior Director for Talent Acquisition • Dataminr, Talent Acquisition Partner 	This ad hoc committee met in 2021 to discuss computer science course offerings. These partners advised faculty as they developed a new curriculum for the program to ensure that courses matched industry needs.	Computer science faculty, in collaboration with the Career Center, assembled tech employers for feedback on courses & curriculum to ensure that new changes to the curriculum meet industry expectations & needs. Most recently, industry feedback led to the creation of a professional development course for computer science students to increase career readiness.

Note: New College does not have colleges or departments in the traditional sense. The institution operates three academic divisions: Natural Sciences, Social Sciences, & Humanities. Each has a faculty chair that acts like a dean or chairs multiple departments & reports to the provost. In addition, some programs have individual directors.

UNIVERSITY OF CENTRAL FLORIDA			
College	Employer Partnerships ⁶	Description	Employer Advisory Councils
College of Arts & Humanities	<ul style="list-style-type: none"> • United Arts, President & CEO • Universal Parks & Resorts, Chairman & CEO • Orange County Public Schools, Superintendent • Seminole County Public Schools, Superintendent • The Walt Disney Company, Chairman, Disney Parks, Experiences & Products 	United Arts is the umbrella organization that covers the smaller arts organizations that hire the college's alumni as administrators, performers, & technicians. The other partners support the college's mission & the partnerships help advance college & partner priorities.	The College of Arts & Humanities has ten advisory councils that regularly engage with students via class lectures & visits, mentoring, & in an advisory capacity. Some of these advisory councils are also involved in creating industry connections & internship opportunities. The college plans to implement four additional advisory councils.
College of Business Administration	<ul style="list-style-type: none"> • Truist, Orlando Market President Commercial Sales Associate • Lockheed Martin • Fairwinds Credit Union, Senior Executive Vice President/CLO • Verizon, Director, Internal Audit • ADP, Regional President 	These employers work with the college on their advisory boards, offer internships to students, & collaborate on experiential learning opportunities.	The College of Business Administration has a college-wide Dean's Advisory Board that assists with starting new programs & regularly meets with students to assess their experience. The college has nine program-specific advisory councils that facilitate internships, review curriculum, & provide mentoring—the college plans on implementing one additional advisory council that will meet next fall.
College of Community Innovation & Education	<ul style="list-style-type: none"> • Orange County Public Schools, Superintendent • Seminole County Public Schools, Superintendent • Advent Health, Clinical Supervisor • Orange County Corrections, Community Corrections Officer • Orange County Government, County Controller 	The college partners with these employers to arrange internships & practicum experiences. These partners also provide mentoring & serve on the college's advisory boards.	The College of Community Innovation & Education has ten advisory councils that perform various functions, such as providing input & guidance on curriculum, competencies, & program assessment. Other council activities include advising on current industry trends & assisting with internship & job placement.

⁶ In addition to the college-level employer partnerships, the University of Central Florida also maintains university relationships with Lockheed Martin, AdventHealth, Walt Disney World, Orlando Health, Northrop Grumman, & Universal Parks & Resorts.

UNIVERSITY OF CENTRAL FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Engineering & Computer Science	<p>The college reported relationships with over 50 employers of their graduates. Here are some examples.</p> <ul style="list-style-type: none"> • UPS, Former V.P. Industrial Engineering Supply Chain • Naval Support Activity Orlando, Naval Air Warfare Center Training Systems Division, Commanding Officer • Tetra-Tech, Vice-President • Siemens Energy, Principal Expert Engineer • Florida Power & Light, General Manager, Workload Planning & Strategy • IBM, Client Director • Mitsubishi Hitachi Power Systems, V.P., North American Manufacturing for MHPSA 	<p>The college works with each employer on the Dean's Advisory Board on curriculum development. They also collaborate on research partnerships & funding resource development, programmatic support, workforce/internship development, & consulting support. These employers also attend various events, including weekly faculty/industry lecture series, entrepreneurial series, leadership institute seminars, & technology talks. They discuss diversity enhancement, alumni/student engagement, & senior design project development. Finally, these partners contribute to the college via personal/corporate philanthropy.</p>	<p>The College of Engineering & Computer Science has six advisory councils for various programs that review proposed curricular changes, advise on new degrees or programs, & provide input on industry trends.</p>
College of Graduate Studies	<ul style="list-style-type: none"> • Phillips Corporation, President, Federal Division • Digiflight Corporation, V.P., Research & Development • RAVE Computer, President • NAWCTSD, Commanding Officer • US Space Force, Chief Technology/Innovation Officer 	<p>Each of these partners works with the college on workforce development. They also collaborate on various joint proposals for various projects.</p>	<p>The College of Graduate Studies is in the process of implementing an advisory council. The college is in the process of developing guidelines & establishing the inaugural industry committee.</p>
College of Health Professions & Sciences	<ul style="list-style-type: none"> • Brooks Rehabilitation, President & CEO • Advent Health, Various contacts • Orlando Health, Rehabilitation Director 	<p>The college works with these healthcare partners to expand internship experiences for college clinical programs.</p>	<p>The college has an advisory council for the School of Social work that identifies community needs, leverages community resources, & facilitates community partnerships. These efforts help the school continue to promote & improve its teaching, research, service, community & student engagement, & fieldwork placements. The college plans to implement three additional advisory councils for other programs.</p>

UNIVERSITY OF CENTRAL FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Medicine	<ul style="list-style-type: none"> • Hospital Corporation of America (HCA) North Florida Division, President • HCA Florida Osceola Hospital, CEO • HCA Lake Nona Hospital, CEO • Nemours, Senior Vice President, Chief Administrative Officer of Nemours Children's Hospital Florida & Chief Operating Officer, Florida Network Operations • Orlando Veterans Affairs Medical Center, Medical Center Director/CEO 	The College of Medicine partners with these employers to provide clinical resources & clinical faculty to train students. The Lake Nona Hospital also serves as a teaching hospital.	The college's advisory council for the M.D. Program partners with college leadership on clinical resources needed for clinical training & developing graduate medical education. Faculty at these institutions also serve as research & career mentors & provide opportunities for expanding research opportunities for UCF students. The Medical Laboratory Science advisory committee annually receives & provides input on programmatic outcomes & proposed curricular changes as a form of peer-review from subject matter experts. The college plans to implement another advisory council for its Biomedical Science program.
College of Nursing	<ul style="list-style-type: none"> • AdventHealth Central Florida Division, Senior Vice President, Chief Nurse Executive • AdventHealth Central Florida Division-North Region, Vice President, Chief Clinical Officer - North Region • Orlando Health, Vice President, Nursing & Patient Care Services • Health First, Director, Learning & Innovation • Nemours, Executive Vice President, Chief Nursing Executive 	These healthcare partners serve as members of the college's Clinical Advisory Council. The college also has affiliation agreements for clinical placements for all levels of students. These partners also serve as donors, provide funds for Clinical Excellence Awards, offer graduates employment opportunities, & participate in job fairs & on-campus interviews.	The college-wide Dean's Advisory Board provides information about industry needs, informs the college mission & strategic plan, assists with fundraising efforts, & provides feedback & advice regarding marketing & communication efforts. The college has three other advisory councils that provide information about clinical needs, clinical placement opportunities & preceptors, including expanded practicum opportunities.
College of Undergraduate Studies	<ul style="list-style-type: none"> • Oviedo/Winter Springs Chamber of Commerce, Chair of Advocacy Committee 	UCF is represented on the Advocacy Committee that promotes a favorable business climate through advocacy of governmental & economic development issues within the region.	The College Advisory Board guides the college's & division's programs & provides financial support via scholarships & donations.

UNIVERSITY OF CENTRAL FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Optics & Photonics	<p>The college reported relationships with over 40 employers of their graduates. Here are some examples.</p> <ul style="list-style-type: none"> • II-IV Optical Systems, General Manager • Lockheed Martin Missiles & Fire Control, Director • Northrop Grumman Aerospace Systems, Senior Staff, Research & Tech • Luminar Technologies Inc., CEO & Founder • Facebook Technologies, Research Scientist Manager 	These partners work with the college as Industrial-Affiliate members.	The Dean's Advisory Board advises on graduate & undergraduate programs & participates in fundraising activities.
College of Sciences	<p>The college reported relationships with over 20 employers of their graduates. Here are some examples.</p> <ul style="list-style-type: none"> • Total Nutrition Technology, Founder/CEO • JC2 Ventures, Partner • Northrup Grumman Corp., AS Sector HIS Product Champion & Senior Human Factors Engineer • Griffin Communications Group, CEO • Walt Disney Parks, Sr. Consultant, Identity & Cultural Insights 	These employers serve in an advisory capacity as Dean's Advisory Board members & donors.	The college has an advisory council for the Department of Statistics & Big Data that provides suggestions on the contents of the courses in data science. The college is implementing eight other advisory councils for departments that do not currently have one.
Rosen College of Hospitality Management	<ul style="list-style-type: none"> • Universal Parks & Resorts, Senior Vice President, External Affairs • Walt Disney World Resort, President, Disney Signature Experience • Darden Restaurants, Senior Vice President, Chief Human Resources Officer • Orange County Convention Center, Executive Director 	These employers work with the college as Dean's Executive Advisory Board members.	The Rosen College of Hospitality Management has eight advisory councils that provide input on the program curriculum's direction. Their input ensures the college prepares students to excel in their field upon graduation with constant curriculum changes.

UNIVERSITY OF FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
Health & Human Performance	<ul style="list-style-type: none"> • Universal Parks & Resorts, President of Global Marketing • NASCAR, SVP Racing Development & Strategy • Orchid Medical, Founder & Chairman of the Board • The Walt Disney Co., Vice President, Consumer Insight • Caesars Entertainment Co., SVP Commercial Operations 	The college partners with these employers who advise on topics such as curriculum, marketing, fundraising & philanthropy. These employers also provide student internships & hire students upon graduation.	The College of Health & Human Performance plans to implement two advisory councils for all academic programs in Applied Physiology & Kinesiology & Health Education & Behavior. Currently, the dean & development officer is working with the chairs & faculty in these departments to define the initial focus & the founding board roster. The college expects to have these boards in place by Summer 2023.
College of Education	<ul style="list-style-type: none"> • Alachua County Public Schools, Interim Superintendent • Broward County Public Schools, Superintendent • Hillsborough County Public Schools, Superintendent • Orange County Public Schools, Superintendent • School District of Palm Beach County, Superintendent 	The College of Education works with these school districts to place candidates in practica/internships, collaborate around programmatic improvements, identify employment opportunities, & solicit feedback regarding the performance of graduates.	The college has several advisory boards for its various programs that meet at least annually. These boards address potential changes or updates to the curriculum, key assessments or assignments, & clinical experiences, including practica & internships. Potential changes or updates could result from legislative mandates, P-12 partner experiences in the field, or faculty insight informed by research & guidelines from professional associations.
College of Nursing	<ul style="list-style-type: none"> • U.F. Health Shands Hospital System, Vice-President Nursing & Patient Services • U.F. Health Jacksonville, Vice-President & Chief Nursing Officer • North Florida/South Georgia Veterans Health System, Acting Associate Director of Patient Care Services • Veterans Health Administration (National), Education Program Specialist for the VHA Office of Care Coordination 	The College of Nursing meets with their university healthcare providers to discuss mutual concerns & joint projects/plans. The North Florida/South Georgia Veterans Health System participates on the Residency Advisory Committee to discuss graduate nurse transition to practice. Finally, the Veterans Health Administration collaborates through Alumni Council & joint partnership in a successful telehealth education certificate program.	The college will expand its engagement with stakeholders by formally convening an Industry Advisory Council in the fall of 2022. A single advisory council will address the needs of industry & potential employers of our graduates since academic programs & workforce development go across departments. Council members will represent local & national industries & include entrepreneurs, policymakers, & health care industry leaders.

UNIVERSITY OF FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Public Health & Health Professions	<ul style="list-style-type: none"> • Alachua County Health Department, Administrator • Lake Centre for Rehab, Leesburg, CEO & Physical Therapist • Select Rehab, Supervisory Occupational Therapist • Clear Sound Audiology, Owner/Chief Audiologist • WellFlorida Council, CEO • University of South Florida, Dean, College of Public Health, University of South Florida & Senior Associate Vice President, USF Health • Brooks Rehabilitation, President & CEO 	The College of Public Health & Health Professions works with these employers to hire their graduates & provide placements for their trainees.	The college-wide Public Health External Advisory Committee is involved in the college accreditation process & provides feedback on undergraduate & graduate public health curricula, suggesting changes based on emerging needs in the field. The college also has two program-specific advisory councils for their Health Services Research, Management & Policy & Occupational Therapy programs that provide feedback on curriculum & student fieldwork experiences. The college is also implementing six additional advisory councils for specific graduate programs & a college-wide workforce board.
College of Veterinary Medicine	<ul style="list-style-type: none"> • Individual Private Practices, multiple contacts • Colleges of Veterinary Medicine • Corporate Veterinary Medicine • Banfield Veterinary Practice, Specialist, Student Programs • VCA, Talent Acquisition Partner, Students 	These employers work with the college to provide internships & hire students upon graduation.	The College of Veterinary Medicine has multiple advisory groups comprised of private practitioners who provide feedback on curriculum, as well as experiences & skills students need for the field.
College of Dentistry	<ul style="list-style-type: none"> • Heartland Dental Care, Inc., Founder & Executive Chairman • Aspen Dental Management, Inc., Sr VP of Implant Support Services 	Both of these partners hire students who graduate from the College of Dentistry. Heartland Dental Care is also a donor to the college & they are working with Aspen Dental Management on a possible future donation.	The College of Dentistry plans to implement a college-wide advisory council during F.Y. 2023 with representatives from the industry to develop dental products students learn to use during their clinical education.

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College	Employer Partnerships	Description	Employer Advisory Councils
College of Journalism & Communications	<ul style="list-style-type: none"> • TEGNA, Senior Recruiter • NBCUniversal (NBCU Academy), Coordinator, Diversity, Equity & Inclusion - NBC News Groups • E.W. Scripps, Emerging Talent Leader • McClatchy, Senior Editor for Talent Development • Hill+Knowlton, Executive Vice President Hill+Knowlton Strategies 	Most of these employers work with the College of Journalism & Communications to recruit students, participate in career fairs, & communicate with faculty regarding hiring students. NBCU Academy provides scholarships & programming funds to the college. Finally, students participate in a pitch-a-thon this summer at the Hill+Knowlton New York offices.	The Dean's Leadership Council serves the entire college as a fundraising board for the dean's highest priorities. In addition, the college has four advisory councils that advise on curriculum & current industry trends or provide internship opportunities.
Herbert Wertheim College of Engineering	<ul style="list-style-type: none"> • Lockheed Martin Corp, Director, Advanced Programs • Amazon, Senior Software Development Engineer • Kimley Horn, Senior Vice President • Proctor & Gamble, Enterprise Data Scientist • L3 Harris, Sr. Director, System Engineering 	These employers serve on the college-wide advisory council & program-specific advisory councils.	The College of Engineering currently has ten program-specific advisory councils that provide feedback on the curriculum. Some councils also conduct strategic planning, fundraising, or facilitating internship opportunities. The college is also implementing three other advisory councils.
Warrington College of Business	<ul style="list-style-type: none"> • KPMG, Senior Associate, University Talent Acquisition • Deloitte Services LP, Campus Recruiting Specialist • Ernst & Young, Florida Recruitment Coordinator • Oracle, Campus Recruiter • Amazon, Senior Recruiter, Amazon Student Programs; Lead University Recruiter 	The Warrington College of Business works with these employers to recruit students from their various programs. They host on-campus events each fall & spring & attend all major recruiting events each year. These companies also post internship & employment opportunities each academic year.	The college-wide College Advisory Council has four working groups focused on corporate connections, brand & communications, diversity & inclusion, & alumni engagement. Four additional program-specific advisory councils provide feedback on the curriculum & engage with students at events such as panel discussions & guest lectures. The college is also in the process of implementing two additional advisory councils.

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College	Employer Partnerships	Description	Employer Advisory Councils
Levin College of Law	<ul style="list-style-type: none"> • Cole, Scott & Kissane, Managing Partner • Gray Robinson, President & Chief Executive Officer • Greenberg Traurig, Senior Chairman • Holland & Knight, Directors Committee Chair • Akerman, Co-Office Managing Partner 	The college regularly meets with these employers to discuss potential sponsorship & recruiting opportunities. Attorneys from these firms participate in on-campus interview programs, networking events, panel presentations, classroom events, practice interview programs & other partnership events designed to promote student engagement & employment opportunities.	The College of Law has three advisory councils whose members serve as professors & guest speakers for classes or other programs. These groups have also advised on curriculum changes for various programs & participated in new student recruitment & other career-related programming such as practice interviewing with students, new student orientation, & other professional events.
Pharmacy	<ul style="list-style-type: none"> • Pfizer, Vice President • CVS, Director, Pharmacy Affairs • Cardinal Health, Regional Sales Manager • U.S. Food & Drug Administration, Director, Office of Clinical Pharmacology 	The college collaborates with these partners to discuss future workforce needs & trends in pharmaceutical sciences. Additionally, the U.S. Food & Drug Administration provides insight on regulatory trends & internship opportunities.	The College of Pharmacy has a Dean's Leadership Council that provides insights into knowledge & skills graduates need & monitors trends in the profession. Additional program-specific advisory councils provide feedback on curriculum, particularly shaping experiential education, & provide insights into knowledge or skill gaps of students & skills students need upon graduation. The college plans to implement two additional advisory boards.
Liberal Arts & Sciences	<ul style="list-style-type: none"> • Microsoft, Sales Leader, US DOD • Publix, Vice President, Public Affairs • McLane, President & CEO (retired) • PwC, Partner • NextEra Energy, Vice President • Brown & Brown, Chairman 	Most of these partners are donors to various programs within the college. McLane, NextEra Energy, & Brown & Brown also work with the college to provide internships & hire graduates.	The College of Liberal Arts & Sciences has a Dean's Leadership Council that discusses developing & supporting experiential education, in addition to providing mentoring, internships, outreach, & fundraising. The college has six other councils participating in mentoring, internships, outreach, & fundraising. They are discussing the potential benefits & possibility of implementing several additional advisory councils for their various programs.

UNIVERSITY OF FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Design, Construction & Planning	<ul style="list-style-type: none"> • Gensler, Principal & Managing Director • Perkins & Will, Discipline Leader • Pelli Clarke Pelli, Principal • Gresham Smith & Partners, Senior Vice President & VP • Holder Construction, Vice-President • Current Builders, Chief Operations Officer • The Haskell Company, Senior Vice President • DeAngelis Diamond Construction, Talent Recruiter • Charles Perry Partners, INC, Human Resources Director • EDSA, CEO & Principal • Dix.Hite + Partners, President, CEO • Kimley Horn, Associate • Siemens Industry, Inc., CEM • Hunton Brady, VP 	The College of Design, Construction & Planning partners with these employers to facilitate internships, recruitment & employment. In addition, Gresham Smith & Partners works with the School of Interior Design to develop AI-driven software & conduct research.	The college has eight advisory boards for its various programs that perform multiple functions such as fundraising, providing feedback on curriculum, assisting with program accreditation, & discussing the needs of the profession as they relate to knowledge, skills, & critical thinking.
College of Agricultural & Life Sciences	Not reported at time of publication.	Not reported at time of publication.	The college has ten employer advisory councils that provide feedback & input on the curriculum. Some programs' councils also conduct other activities such as identifying areas for improvement, providing insight regarding student professional development, & providing internship & employment opportunities. The college plans to implement eight additional advisory councils for various other programs.

UNIVERSITY OF NORTH FLORIDA

College ⁷	Employer Partnerships	Description	Employer Advisory Councils
Coggins College of Business	<ul style="list-style-type: none"> • Crowley, CEO & Owner • Grant Thornton, Partner • Florida Blue, Principal, Corporate Development & Strategic Investments • Regency Centers, CFO • TIAA, Treasurer, TIAA Bank • Fidelity Investments, Director, Regional Center Support Leader 	The Coggins College of Business partners with these employers to conduct their Business Advisory Board activities. Additionally, the college is partnering with Crowley on a joint federal grant/contract proposal. Regency Centers established an internship program for students.	The college has a Business Advisory Council that addresses all programs within the college. The council helped advise on the development of new degree programs & has been in developing the Strategic Plan for the college. The college also has advisory councils that address specific business programs, providing input in the curriculum to ensure they meet industry needs.
College of Computing, Engineering & Construction Management	<ul style="list-style-type: none"> • FIS, Head of AI • RF-SMART, Chairman • Haskell, CIO • Miller Electric Co., COO • Regency Centers, CIO 	These employers serve on the Dean's Leadership Council & provide internship opportunities for students. Additionally, RF-SMART, Miller Electric Co., & Regency Centers provide student scholarships.	The Construction Management Advisory Board meets every other month to review curriculum & outcome assessments & provide input on relevant industry topics. Some members also serve as guest lecturers. The board is also involved in strategic planning for the college & plans student-industry events throughout the year.
Brooks College of Health	<ul style="list-style-type: none"> • Baptist Health, CEO • UF Health, V.P. for Community Engagement • Mayo Clinic, CEO • Ascension/St. Vincent's, CEO • Florida Blue, Chief Health Equity Officer 	The Brooks College of Health partners with these healthcare providers to provide student clinical experiences & workforce development.	The college has several advisory councils that help facilitate clinical experiences & provide input on the curriculum. Some councils also assist with program accreditation.

⁷ The current College of Arts & Sciences dean is interim, with a new dean starting in late July. Because the interim dean was brought out of retirement to serve in this capacity for a brief period, he has not routinely been involved in connecting with business partners. However, the incoming dean understands this will be an important responsibility. The college does have eight existing advisory councils, & is planning to implement twelve additional advisory councils for its various programs & most will begin meeting this academic year.

UNIVERSITY OF NORTH FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Education & Human Services	<ul style="list-style-type: none"> • Duval County Public Schools, Superintendent • St. Johns County Public Schools, Associate Superintendent of Human Resources • Sports Media Technology, President • LGPA, Senior Vice President, Global Media Distribution • Northeast Florida Regional STEM2 Hub, Executive Director 	The college partners with the school districts to provide professional development & student teaching. The other employers all serve as members of the Dean's Advisory Board.	The College of Education & Human Services has a Dean's Advisory Council that addresses all programs in the college to promote curriculum innovation & collaboration, as well as develop resources for the college, scholarships, & faculty grants. The college also has several advisory councils that address various education topics, such as elementary education, educational leadership, & various councils specific to education exceptionalities. These councils provide input on program curricula & assist with internship placement & teacher recruitment.

UNIVERSITY OF SOUTH FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
Taneja College of Pharmacy (TCOP)	<ul style="list-style-type: none"> • Walgreens/Boots Alliance, CEO • CVS Health, CEO • Publix Supermarkets, Inc., CEO • Southeastern Grocers, CEO • James A. Haley VA, Chief of Pharmacy 	The college meets intermittently throughout each calendar year with these employers. In addition, many partners make special appearances & invite TCOP leadership to their events.	The college-wide advisory council conducts workforce development activities aligning with the curriculum for their various programs. The group also gives feedback on the college strategic plan & reviews key performance indicators.
College of Engineering	<ul style="list-style-type: none"> • General Dynamics Ordinance & Tactical Systems, Director of Human Resources • NASA, Senior Research Scientist • Citi Corporate Office, Site Manager/Public Affairs Manager • JP Morgan Chase & Co., Executive Director, Communications • Cummins, Recruiter • Lockheed Martin, Sr. Business Analyst • Amazon, Recruiter 	The College of Engineering works with these employers through their industrial advisory boards. These boards also play a critical role in reviewing Program Educational Objects & continuous improvement each academic year. They also assess & evaluate Senior Design & Capstone courses.	The College Advisory Council provides consultation & feedback on the college's strategic plan & curriculum, assists with fundraising, identifies new internship opportunities for students, & discusses emerging industry needs. Each department in the College of Engineering also has a department advisory council that provides more program-specific curriculum feedback.
College of Arts & Sciences	<ul style="list-style-type: none"> • Moffitt Cancer Center, Associate Center Director Research Education & Training • University of South Florida, Vice President & Chief Human Resources Officer • Tampa General Hospital, CEO • Hillsborough County, County Administrator • United States Army, Director, Resources & Analysis 	The College of Arts & Sciences meets with these employers to discuss graduate education, & employment needs & trends.	The college-wide advisory council provides consultation on the college strategic plan, helps with fundraising & community involvement, offers mentoring & professional connections for students, identifies new opportunities for corporate partnerships, provides feedback on curriculum & discusses emerging industry needs. The college also has two program advisory councils that discuss issues associated with accreditation, job & internship outreach, program & faculty updates, & special events. The college plans to implement a new advisory council for their Zimmerman School of Advertising & Mass Communications program in spring 2022.

UNIVERSITY OF SOUTH FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
College of Behavioral & Community Sciences	<ul style="list-style-type: none"> • Tampa Police Department, Assistant Chief of Police • Central Florida Behavioral Health Network, President & CEO • Tampa Crossroads, Chief Executive Officer • ABA Solutions, Inc, Co-Owner • James A. Haley VA, Associate Chief Social Work Service • Hillsborough County Public Schools, Supervisor Speech-Language Pathology Program 	The College of Behavioral Community Sciences meets with these partners twice yearly, with additional one-on-one meetings as needed.	The college has six program-specific advisory councils to discuss curricular development, program accreditation, scholarships, & student employment & licensure, among other topics. The college is also implementing a college-wide advisory council meeting in fall 2022.
College of Public Health	<ul style="list-style-type: none"> • University of South Florida, VP Human Resources • Florida Department of Health, Laboratory Director • Moffitt Cancer Center, Genetic Counselor Supervisor • Centers for Disease Control, Chief of Staff • Tampa General Hospital, Vice President, Professional Services 	The college collaborates with these employers on their college council or program advisory boards. These partners provide feedback on curriculum, skill development, & assure alignment with public health goals & emerging trends.	The College of Public Health has a college-wide advisory council that provides feedback on the College Academic Master Plan, which involves undertaking a complete review of all degree programs, concentrations, & curricula. The college also has program-specific advisory councils for their graduate programs that assist with curriculum development.
College of the Arts	<ul style="list-style-type: none"> • Pasco County Schools, Fine Arts Program Coordinator • Hillsborough County Public Schools, Assistant Superintendent • HKS Orlando, Director of Health • Alfonso Architects, Partner • Gensler, Director 	The college's school district partners have ongoing communication with the dean to share events, camps, performances, & recruitment events for students. All of these partners hire students who complete various programs within the college. In addition, representatives from Gensler participate as adjuncts & guest critics for the School of Architecture & Community Design.	The School of Architecture & Community Design has an advisory board that supports industry connections & philanthropy. The College of the Arts will implement a college-wide advisory council in the coming year to focus on philanthropy, alumni engagement, & industry concerns, including internships & employment. The college is planning a full curricular review & development process that the council will be actively involved.

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College	Employer Partnerships	Description	Employer Advisory Councils
College of Education	<ul style="list-style-type: none"> • Hillsborough County Public Schools, Superintendent • Pasco County Schools, Superintendent • Pinellas County Schools, Superintendent • Polk County Schools, Superintendent • School District of Manatee County, Superintendent 	The College of Education dean meets with these superintendents every quarter to discuss school district needs.	The college-wide advisory council provides feedback on curricular improvements for education programs. Members also provide input on the college's broader strategic planning objectives, potential fundraising opportunities, & ways the college can collaborate with community members on various public education improvement issues.
Muma College of Business	<ul style="list-style-type: none"> • Citigroup, Tampa Bay Site Lead • Price Waterhouse Coopers, Managing Partner Tampa Bay • Raymond James, CEO • JP Morgan Chase & Co., President Middle Market West Florida • Enterprise Holdings, President & CEO 	The college meets with these employers to discuss industry needs, curriculum alignment, & workforce opportunities.	The Muma College of Business has a college-wide advisory council that provides feedback on the strategic plan & curriculum, assists with experiential learning, fundraises & expands partnerships between the college & the local business community.
Morsani College of Medicine	<ul style="list-style-type: none"> • Tampa General Hospital, CEO • Moffitt Cancer Center, President & CEO • James A. Haley VA, Medical Center Director • Lehigh Valley Health Network, President & CEO 	The Morsani College of Medicine works with these employers to identify opportunities for USF faculty at each site, discuss medical student & resident training, & review industry needs assessments.	The college has Industry Advisory Committees with its partners to help coordinate clinical services, medical education & residency/fellowship training with major industry partners. These partners have also provided feedback on the Graduate Medical Education in Family Medicine program.

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College	Employer Partnerships	Description	Employer Advisory Councils
Patel College of Global Sustainability	<ul style="list-style-type: none"> • Coca-Cola Beverages, Florida, VP for Sustainability & Risk Management • City of Orlando, Director, Sustainability & Resiliency • Southwest Water Management District (SWFMD), Executive Director • Sarasota County, UF/IFAS Extension & Sustainability, Sustainability Program Supervisor • Florida Department of Environmental Protection Agency, Secretary 	The college partners with these employers to support their students' experience, improve student career prospects, & provide curricula feedback.	The College Industry Advisory Council has participants from companies that provide direct access to information related to the state of food production worldwide. The council also provides feedback on the curriculum, helps with fundraising, & supports collaboration across USF.
College of Nursing	<ul style="list-style-type: none"> • Tampa General Hospital, SVP & CNO • Advent Health, V.P. & CNO • Moffitt Cancer Center, VP & CNO • James A. Haley VA, Associate Director, Patient Care • BayCare Health, V.P. 	These healthcare providers all participate in the Chief Nursing Officers Mastermind Group, which represents nurses in the Tampa Bay Region who do the majority of hiring for area healthcare provider hospitals. The college also holds discussions with CNOs on curriculum, special projects, & professional practices, among other topics.	The College of Nursing has a college-wide Community Advisory Council that advises leadership regarding the formulation of initiatives that reflect the needs & priorities of our communities of interest & align with the college's mission. The college also started a College Advisory Council to strengthen & enhance its relationship with external constituencies, help promote awareness in the community, advise on program development & evaluation of activities, assist with fundraising, & support the college's continuing education, research, & community engagement activities.
College of Marine Science	<ul style="list-style-type: none"> • The Florida Fish • Wildlife Conservation Commission • U.S. Geological Survey • National Oceanographic & Atmospheric Administration 	The college regularly engages with key leaders within the academy, relevant governmental entities, & private & not-for-profit sectors.	The College of Marine Science plans to implement an advisory council to engage key leaders within the academy, relevant governmental entities, & private & not-for-profit sectors.

UNIVERSITY OF WEST FLORIDA

College ⁸	Employer Partnerships	Description	Employer Advisory Councils
College of Business	<ul style="list-style-type: none"> • Navy Federal Credit Union, Educational Assistance Coordinator • Studer Group of Companies, President/CEO • Innisfree Hotels, CEO • Car Riggs Ingram, Partner • Target 	The College of Business (COB) partners with these employers to provide internship opportunities to students & representation on their advisory boards. In addition, the Navy Federal Credit Union offers credit & non-credit certificates to students.	The college has an advisory board with three committees, each with a different focus. These committees provide feedback on curriculum & learning content & advise the faculty regarding current business trends & technology. They also guide the COB curriculum, content, assessment & discipline relevancy & align the current needs of the business industry with student learning outcomes. The council also ensures alignment with industry certifications & expectations, suggests high-impact practices, & reviews the assessment needs of the College.
Education & Professional Studies	<ul style="list-style-type: none"> • Santa Rosa School District, Superintendent • Escambia County School District, Superintendent • Green-Simmons, President • First Judicial Circuit of Florida, Magistrate • Okaloosa County School District, Superintendent 	These partners all serve as advisory board members for the College of Education & Professional Studies & provide employment opportunities for students. The school districts provide field placements & student teaching internships for education students & faculty-led training.	The college has several advisory councils that discuss curriculum to provide feedback on program priorities & career readiness. The college plans to institute two additional advisory councils for their Criminology & Criminal Justice & Public Administration programs to hold an initial meeting in fall 2022.
Usha Kundu, MD. College of Health	<ul style="list-style-type: none"> • Baptist Healthcare, Chair, AHER • Florida Health, Chair, Communications • Healthy Start, Chair, Data Team 	The college collaborates with these organizations to bring healthcare & healthy living to the local community through policy, programs, & partnerships.	The Usha Kundu, MD. College of Health has advisory councils for their Exercise Science, Health Sciences & Administration, Medical Lab Sciences, Public Health, & School of Nursing Programs. These advisory councils review curriculum & provide feedback for these programs. The college plans to implement six other advisory councils.

⁸ The College of Arts, Social Sciences & Humanities has an interim dean who is working to cultivate employer partnerships this academic year. Additionally, The college plans to implement advisory councils for eight different programs. The college charged department faculty with identifying advisory board purposes, structures, desired outcomes, & potential members. The departments will invite potential members to the advisory board this fall to prepare for an initial meeting in spring 2023.

UNIVERSITY OF WEST FLORIDA

College	Employer Partnerships	Description	Employer Advisory Councils
Hal Marcus College of Science & Engineering	<ul style="list-style-type: none"> • Leidos, Campaign Strategist • Navy Federal, Predictive Modeler III • General Electric, Executive Plant Manager • Peraton, Manager, Cyber Systems Engineering • Actigraph, Manager • Mercury Solutions, Former CEO 	The College of Science & Engineering partners with these companies to provide students with internship & employment opportunities. Additionally, some companies assist with course & project development & serve as advisory board representatives.	The college has two employer advisory councils for its Engineering & Computer Science programs that assist with ABET accreditation. The college plans on developing advisory councils for seven other programs. Implementation plans include inviting industry leaders to sit on the board in fall 2022, with plans to hold the first advisory board meeting during spring 2023.