



Alabama Commission on Higher Education

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New Program Proposal

The following must be submitted to complete a new program request:

Submission Checklist:

- ☒ New Program Proposal
- ☒ Business Plan (<https://www.ache.edu/index.php/forms/>)
- ☒ Undergraduate or Graduate Curriculum Plan (<https://www.ache.edu/index.php/forms/>)

Primary Contact Information

Institution: Marion Military Institute

Contact: David P. Ivey

Title: Chief Academic Officer

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Telephone: (334)302-1013

Program Information

Date of Proposal Submission: 9/12/2025

Award Level: Associate's Degree

Award Nomenclature (e.g., BS, MBA): AAS

Field of Study/Program Title: Fire Science

CIP Code (6-digit): 43.02.03

Administration of the Program

Name of Dean: David P. Ivey

Name of College/School: Marion Military Institute

Name of Chairperson: Bret Tecklenburg

Name of Department/Division: Workforce Development

Implementation Information

Proposed Program Implementation Date: 8/12/2026

Anticipated Date of Approval from Institutional Governing Board: 3/13/2026

Anticipated Date of ACHE Meeting to Vote on Proposal: 3/13/2026

SACSCOC Sub Change Requirement (Notification, Approval, or NA): NA

Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):



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I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

Marion Military Institute (MMI) proposes an Associate in Applied Science (AAS) degree in Fire Science to prepare cadets for careers in fire protection, emergency medical services, and fire administration. The program will combine academic coursework with practical fire and rescue training, providing a foundation for direct entry into fire service organizations or for transfer to a four-year institution to pursue a bachelor's degree in a related field. Graduates will be equipped with the knowledge and skills necessary for fire prevention, suppression, and emergency management in municipal, industrial, or military settings.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as specific rationale for recommending approval of this proposal.

1. **Demand and Public Safety:** The program addresses a critical and consistent demand for trained and certified fire service personnel, directly contributing to public safety in the state and region. Graduates will be prepared to fill essential roles such as firefighters and fire inspectors.
2. **Career Ladder Opportunities:** Fire Science provides a clear pathway from entry-level positions with specialized training (e.g., Firefighter I/II) to leadership and administrative roles (e.g., Fire Chief, Fire Marshal), offering significant upward mobility.
3. **Specialized Training and Certification:** The curriculum is specifically designed to prepare students for professional certification exams (e.g., NFPA certifications, State Firefighter certifications), making graduates immediately employable upon completion.
4. **Community Partnerships:** The program will foster strong partnerships with local and regional fire departments for practical training, field experience, and job placement opportunities.
5. **Alignment with MMI's Mission:** The program aligns perfectly with MMI's focus on leadership, discipline, and service, preparing cadets for careers that require quick decision-making, teamwork, and commitment to public welfare.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths and attach letters with the proposal at the end of this document.

1. Marion Fire Department / Perry County EMA (Local collaboration for training and employment)
2. Alabama Fire College (Potential articulation or certification pathway partner)



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D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Students will be able to identify, analyze, and apply fire behavior, combustion principles, and fire suppression theories to effectively manage fire and emergency incidents.
2. Students will effectively perform basic and advanced fire suppression techniques, including the use of tools, apparatus, and personal protective equipment (PPE), following established safety protocols and standards.
3. Students will demonstrate the ability to interpret and apply relevant building codes, fire prevention standards, and life safety regulations for conducting fire inspections and public education programs.
4. Students will effectively communicate and coordinate as a team in an incident command structure to manage and mitigate various types of emergencies, demonstrating professional leadership and accountability.
5. Students will demonstrate the ethical and legal responsibilities inherent to the fire service profession and adhere to industry standards and best practices.



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E. Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
43.0202	Fire Science	Chattahoochee Valley Community College	Regional demand and a different service area focus, potentially serving the military-oriented cadet population. Addressing high workforce demand and focusing on MMI's unique leadership development.
43.0202	Fire Science	Northwest Shoals Community College	Regional demand and a different service area focus, potentially serving the military-oriented cadet population. Addressing high workforce demand and focusing on MMI's unique leadership development.

F. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes** ☒ **No** ☐

If **yes**, please describe these relationships including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

AA and AS	General Studies	Will share general education coursework (English, Math, Science, Humanities, etc.).
Leadership/Military Coursework	MMI Mission	Will integrate leadership and command structure training as part of the Fire Science curriculum, leveraging MMI's core mission.

If **not**, please describe how the institution plans to support a program unrelated to existing offerings.

G. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored? **Yes** ☒ **No** ☐

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:



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The collaborations within the institution will be explored through the use of our current faculty members to teach general education courses. Additionally, the Leadership department will collaborate to integrate core competencies of command, discipline, and team management into the specialized Fire Science courses.

Have collaborations with **other institutions or external entities** (i.e., local business, industries, etc.) been explored? **Yes** ☒ **No** ☐

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

Yes, collaborations will be sought with the Alabama Fire College and local Fire/EMS departments (e.g., Marion Fire Department, Perry County Fire Association, and Hale County EMA) for practical training facilities, clinical rotations, and potential articulation agreements for advanced certifications.

H. Programmatic Accreditation

Select the appropriate program accreditor from the drop-down menu below:

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

Anticipating June 2026

I. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: **Yes** ☒ **No** ☐

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If **yes**, please explain:

Yes, professional licensure and certification are required for employment in the fire service. Graduates will be prepared for and encouraged to obtain certifications such as Firefighter I/II and other appropriate certifications, which are essential entry-level professional credentials.

Select the appropriate licensure body from the table below:

Alabama Fire College

Select the appropriate license from the table below:



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Firefighters

J. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation? **Yes** ☒ **No** ☐

If **yes**, please explain:

The curriculum is designed to prepare students to test for and earn multiple professional certifications that are vital for employment, including Firefighter I/II, and Hazmat Operations.

K. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

- Valid Driver's License
- US Citizen
- Criminal Background Check: Due to the nature of the work and requirements for fire/EMS certification, a clear criminal background check will be required.
- Physical Fitness Assessment: Students will need to meet basic physical fitness standards necessary to participate in hands-on fire and emergency practical training.
- Age Requirement: Must be 18 years of age prior to beginning specific certification training components.



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L. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

The planned delivery of the program will be hybrid and in-person. General education and some core theory courses will be held at Marion Military Institute. Practical fire suppression and rescue training will be held at a designated training facility/drill ground and potentially with a collaborating local fire department. Some courses/trainings will be held at the State Fire College.

Can students complete the entire degree program through distance education (100% online) based on the following definition? **Yes** ☐ **No** ☒ (The practical, hands-on, and clinical components require in-person attendance.)

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

M. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an **Off-Campus Site Request** if new.

Main Campus (Marion Military Institute) for academic coursework.

Fire College/Local Fire Department/Emergency Services Training Facility (Off-Campus Instructional Site for practical skills and live-fire training). Specific site to be determined via collaboration agreement.

Will more than 50% of this program be offered at an off-campus site(s) **Yes** ☐ **No** ☒
If **yes**, which sites?

N. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOC codes can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

SOC 1 (required): 33-2011 Firefighters



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SOC 2 (optional): 33-2021 Fire Inspectors and Investigators

SOC 3 (optional): 33-1021 First-Line Supervisors of Firefighting and Prevention Workers

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by [Innovate Alabama](#) or the [Economic Development Partnership of Alabama](#) (EDPA).

While both Innovate Alabama and EDPA often focus on high-growth sectors like technology, advanced manufacturing, and aerospace, the Fire Science AAS degree supports their broader, fundamental goals for statewide workforce development:

Workforce Development: Both organizations prioritize initiatives that develop, retain, and attract skilled talent to the state. The AAS degree creates a local talent pipeline, ensuring Alabama has the necessary public safety infrastructure (fire services) to support the growth of all other industries. Without reliable, professional fire protection, economic development efforts in other sectors would be severely hampered.

Targeting Rural Impact and Partnerships: Innovate Alabama emphasizes programs that generate a regional or rural impact and capitalize on partnerships. Fire departments, especially in rural communities, are struggling to meet staffing demands. A localized AAS program addresses this by preparing students who are more likely to stay and work in their home regions.

Industry Alignment: The EDPA and the statewide workforce development plan stress the importance of aligning training with existing, in-demand careers and establishing clear pathways into meaningful employment. Firefighting is a consistent, high-demand, high-impact career, and the AAS formalizes the training pathway required for these public service roles.

By producing certified, job-ready fire service professionals, the proposed AAS degree strengthens Alabama's core public safety infrastructure, which is a necessary foundation for the larger innovation and economic growth initiatives promoted by Innovate Alabama and EDPA.

In addition, this program directly aligns with the Statewide and Regional In-Demand Occupations list for Firefighters and Emergency Medical Technicians. Fire service positions have a consistent and high demand across all regions. The program will produce graduates with the essential certifications (Firefighter I/II,) needed to fill these immediate vacancies, particularly within the



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central and Black Belt regions of Alabama, contributing to local community resilience and public safety infrastructure.

O. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.

No, the AAS in Fire Science is designed to prepare students for entry-level employment as a firefighter, provided they successfully pass the required professional certification exams (Firefighter I/II). However, to advance in the career (e.g., to Lieutenant, Captain, or Fire Marshal), additional years of experience and further specialized training or a bachelor's degree will be required.

P. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27** and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

Student enrollment is projected based on market analysis showing consistent regional and statewide demand for fire service professionals and internal surveys indicating cadet interest in public service and paramilitary careers. The program offers a valuable alternative career pathway for cadets interested in military or public service outside of the traditional transfer associate degree path. The high demand for certified professionals in all regions of Alabama ensures a stable employment outlook, which will attract students seeking immediate career entry.

Official data from the Alabama Department of Labor and the Bureau of Labor Statistics (BLS) consistently show a positive outlook and a significant number of annual openings, justifying the stable employment outlook for graduates:

- **Firefighters:** Alabama has a steady demand for new firefighters, driven largely by the need to replace workers who retire or transfer out of the occupation. Many major municipal and county fire departments (e.g., Montgomery, Mobile, Tuscaloosa, Hoover) are continuously recruiting, with multiple current job postings frequently listed.
- **Required Credentials:** A significant number of job postings, even for entry-level positions, require or strongly prefer the candidate to hold Firefighter I/II certifications. This highlights the value of the specialized Fire Science AAS curriculum.



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- **High Replacement Need:** The stress inherent in fire service careers results in a high turnover rate, ensuring a consistent and reliable stream of annual job openings across the state.
- **Regional Growth Above Average:** Nationally and across the South, employment for Firefighters is projected to grow faster than the average for all occupations (with BLS projections often showing growth rates of 7% or more over a decade).
- **Competition and Specialization:** While the fire service is often competitive, departments are increasingly competing with each other for qualified applicants. This leads to departments lowering barriers, offering better pay, and specifically targeting candidates who already possess Firefighter certifications.

The data above confirms that the Fire Science AAS directly addresses a documented, high-demand employment sector in Alabama, confirming that graduates from an AAS in Fire Science will have a clear, immediate, and stable career path.



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II. Program Resources and Expenses

A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty		6	6
	Part-Time Faculty		6	6
	Administration	2		2
	Support Staff	1		1
**New To Be Hired	Full-Time Faculty		1	1
	Part-Time Faculty			0
	Administration		0	0
	Support Staff			0
		Personnel Total		

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

Justification: The proposed staffing includes leveraging existing general education faculty for core academic courses. The hiring of one new full-time Fire Science Instructor will ensure program quality, curriculum integrity, and course oversight. One part-time instructors will be utilized from the current extra-curricular program and to assist with specialized skills courses (Firefighter I/II, EMT practicals), as well as leveraging professionals from local departments and the State Fire College.

Note: Include *any new funds* designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits *should not be included* in the Business Plan.



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B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Ashley Plummer	Orientation 101 – 1hour	MED in Library Media(University of West Alabama)/MED Elementary Education(University of Montevallo(63 hours total of Grad level Coursework)	
Shenita Evans	MTH100(Intermediate College Algebra), MSC110(Finite Math) In (3 hours each)	MAT in Mathematics(University of West Alabama) 24 Graduate hours in math	
LTC Darrell Martin	PED105(Personal Fitness) (1hour)	MA in Education-Human Performance from the University of Alabama. 32 Grad hours in Human Performance/Kinesthetics	
Brant Thomason	HIS201 (US History I)(3 hours)	MA in History from the University of Alabama. 50 Grad hours in History.	
Nichole Peacock	ENG101(English Comp 1) and ENG102(English Comp 2)(3 hours each)	MA in English from the University of Montevallo. 30 Graduate hours in English	
Dr. David Spewak	PHL106(Intro to Philosophy)(3 hours)	PHD from The University of California 64 Graduate hours in Philosophy	
Jillian Stone	PSY200(General Psychology)(3 hours)	MS in Counseling from Troy University – 18 Grad hours in Counseling	
Eric Allison	CIS146(Computer Applications)(3 hours)	MS in SCIS from NOVA Southeastern University 18 Graduate hours in Computer Science	
Eva Painter	SPH107(Intro to Speech)(3 hours)	MA in Communication Studies from the University of Alabama. 27 Grad hours in Communication	
Curt Meisenheimer	PHS111 and 112(Physical Science I &II)	MS in Applied Physics. Naval Post Graduate School. 36 Grad Hours in Physics.	
Bret Tecklenburg	Leadership100- Introduction to Public Safety Leadership	MS of Military Operational Art and Science 33 Graduate Hrs	MLA – LSU in Military History US Army 24 years Active Duty – Infantry Officer



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Ernest Donaldson	FSC101 Introduction to Fire Science FSC130 Introduction to Fire Suppression FSC110 Building Construction Principles FSC299 Legal Aspects of the Fire Science FSC105 Chemistry for the Fire Service FSC120 National Incident Management System I FSC131 Fire Extinguishment Principles FSC151 Introduction to Fire Prevention FSC160 Hazard Awareness FSC161 HAZMAT Awareness FSC170 Fire Hydraulics and Water Supply FSC201 Fire Instructor I FSC202 Fire Instructor II FSC203 Fire Instructor III FSC208 Fire Combat Tactics and Strategy FSC210 Tactical Consideration for Building Construction FSC220 NIMS II FSC230 Rescue Technician: Rope FSC231 Rescue Technician: Confined Space FSC232 Rescue Technician: Trench FSC233 Rescue Technician: Structural Collapse FSC234 Rescue Technician: Surface Water FSC235 Rescue Technician: Dive FSC236 Rescue Technician: Boat Operator FSC237 Rescue Technician: Vehicle and Machinery Extrication FSC239 Breathing Apparatus Specialist Course FSC241 Fire Investigator I FSC242 Fire Investigator II FSC243 Fire Investigator III FSC251 Fire Inspector I FSC252 Fire Inspector II FSC253 Fire Inspector III FSC254 The ISO Standards FSC255 Public Fire and Safety Educator FSC261 Hazmat Technician FSC262 Hazmat Commander FSC264 Airport Fire Fighter FSC266 Wildland Fire Fighter FSC268 Industrial Fire Protection FSC270 Fire Protection Systems FSC280 Fire Apparatus and Equipment FSC281 Fire Apparatus Operator: Pumper FSC282 Fire Apparatus Operator: Aerial FSC291 Fire Officer I FSC292 Fire Officer II FSC293 Fire Officer III FSC294 Fire Officer IV FSC295 Fire Department Safety Officer FSC297 Selected Topics FSC298 Public Safety Telecommunicator	Fire Science Certification	Fire Fighter I and II Confined Spaces Basic Pump Operations and FAO Pumper Mobile Fire Instructor Training Mobile Fire Suppression Training Basic Fire Fighting Supervisor Fire Instructor



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Chadwick Mitchell	Fire Science Training(Extra-curricular)	Fire Science Certification	Fire Fighter I and II Confined Spaces Basic Pump Operations and FAO Pumper Mobile Fire Instructor Training Mobile Fire Suppression Training Basic Fire Fighting Supervisor Fire Instructor
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Chadwick Mitchell	FSC101 Introduction to Fire Science FSC130 Introduction to Fire Suppression FSC110 Building Construction Principles FSC299 Legal Aspects of the Fire Science FSC105 Chemistry for the Fire Service FSC120 National Incident Management System I FSC131 Fire Extinguishment Principles FSC151 Introduction to Fire Prevention FSC160 Hazard Awareness FSC161 HAZMAT Awareness FSC170 Fire Hydraulics and Water Supply FSC201 Fire Instructor I FSC202 Fire Instructor II FSC203 Fire Instructor III FSC208 Fire Combat Tactics and Strategy FSC210 Tactical Consideration for Building Construction FSC220 NIMS II FSC230 Rescue Technician: Rope FSC231 Rescue Technician: Confined Space FSC232 Rescue Technician: Trench FSC233 Rescue Technician: Structural Collapse FSC234 Rescue Technician: Surface Water FSC235 Rescue Technician: Dive FSC236 Rescue Technician: Boat Operator FSC237 Rescue Technician: Vehicle and Machinery Extrication FSC239 Breathing Apparatus Specialist Course FSC241 Fire Investigator I FSC242 Fire Investigator II FSC243 Fire Investigator III FSC251 Fire Inspector I FSC252 Fire Inspector II FSC253 Fire Inspector III FSC254 The ISO Standards FSC255 Public Fire and Safety Educator FSC261 Hazmat Technician	Fire Science Certification	Fire Fighter I and II Confined Spaces Basic Pump Operations and FAO Pumper Mobile Fire Instructor Training Mobile Fire Suppression Training Basic Fire Fighting Supervisor Fire Instructor



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
	FSC262 Hazmat Commander FSC264 Airport Fire Fighter FSC266 Wildland Fire Fighter FSC268 Industrial Fire Protection FSC270 Fire Protection Systems FSC280 Fire Apparatus and Equipment FSC281 Fire Apparatus Operator: Pumper FSC282 Fire Apparatus Operator: Aerial FSC291 Fire Officer I FSC292 Fire Officer II FSC293 Fire Officer III FSC294 Fire Officer IV FSC295 Fire Department Safety Officer FSC297 Selected Topics FSC298 Public Safety Telecommunicator		

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment
Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site



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C. Equipment

Will any special equipment be needed specifically for this program? Yes ☒ No ☐

If **yes**, list the special equipment and include all special equipment costs in the **Business Plan, Line 8**:

Estimated expenses from line 8 in the Business plan are expected in years 2, 4, and 6 as expected upgrades to equipment, replacement costs, and additional enrollment.

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program? Yes ☐ No ☒

If **yes**, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the **Business Plan, Line 9**:

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes ☐ No ☒

If **yes**, provide the number of assistantships to be offered and include all *new* costs for assistantships in the **Business Plan, Line 10**.

Explain the function of the Assistantships (i.e., teaching, research, etc.)?:

F. Library

Will any **additional** library resources be purchased to support the program? Yes ☐ No ☒

If **yes**, briefly describe new resources to be purchased and include the cost of new library resources in the **Business Plan, Line 11**:

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the **Business Plan, Line 12** and itemize and explain below:

H. Other Costs

Please include all other costs incurred with program implementation, such as marketing or recruitment, in the **Business Plan, Line 13** and explain below:



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III. Program Revenue and Funding

- A. Tuition Revenue:** Please describe how you calculated the tuition revenue that appears in the **Business Plan, Line 17**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

Note: Tuition Revenue should be proportional to total enrollment.

Tuition and fees revenue were based upon per term costs calculated as a FT student.

- B. External Funding:** Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? **Yes** ☒ **No** ☐

If **yes**, please include all external funding in the **Business Plan, Line 18** and explain specific sources and funding below:

\$110,000 is the anticipated amount based on the yearly average amount of WFD grant money received.

In the past, MMI has received a 5 year average of \$596,902 from the following
ACCS Workforce Development: \$56,996
Delta Regional Authority: \$400,000
MMI Foundation: \$53,399

- C. Reallocations:** For each year will tuition revenue and/or external funding cover projected expenses? **Yes** ☒ **No** ☐

If **not**, budget reallocation may be required. Please include all reallocations in the **Business Plan, Line 19** and describe below how your institution will cover any shortfalls in any given year.

ACADEMIC DEGREE PROGRAM BUSINESS PLAN								
INSTITUTION:	Marion Military Institute							
PROGRAM NAME:	Public Safety - Fire Science						CIP CODE:	43.02.03
SELECT LEVEL:	UNDERGRADUATE (ASSOCIATE)							
ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
PERSONNEL SALARIES & BENEFITS	\$62,000	\$74,500	\$87,000	\$91,350	\$95,918	\$100,713	\$105,750	\$617,231
EQUIPMENT		\$25,000		\$25,000		\$25,000		\$75,000
FACILITIES								\$0
ASSISTANTSHIPS/FELLOWSHIPS								\$0
LIBRARY								\$0
ACCREDITATION								\$0
OTHER COSTS								\$0
TOTAL EXPENSES	\$62,000.00	\$99,500	\$87,000	\$116,350	\$95,918	\$125,713	\$105,750	\$692,231
NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
TUITION + FEES	\$100,752	\$100,752	\$139,032	\$208,548	\$260,685	\$260,685	\$312,822	\$1,383,276
EXTERNAL FUNDING	\$22,000	\$22,000	\$22,000	\$22,000	\$22,000			\$110,000
REALLOCATIONS								\$0
TOTAL REVENUES	\$122,752	\$122,752	\$161,032	\$230,548	\$282,685	\$260,685	\$312,822	\$1,493,276
ENROLLMENT PROJECTIONS								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	6	8	12	16	16	18	12.67
PART-TIME ENROLLMENT HEADCOUNT								0.00
TOTAL ENROLLMENT HEADCOUNT		6	8	12	16	16	18	12.67
NEW ENROLLMENT HEADCOUNT		8	12	14	14	16	16	13.33
Validation of Enrollment			YES	YES	YES	YES	YES	
DEGREE COMPLETION PROJECTIONS								
<i>Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.</i>								
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	6	6	9	10	10	12	8.83

Undergraduate Curriculum Plan

Undergraduate Curriculum Checklist:

- | | |
|--------------------------|---|
| 1. Overview | x |
| 2. Components | x |
| 3. Options (as required) | |

1. Undergraduate Overview

**Enter the credit hour value for all applicable components (N/A if not applicable).
The credit hours MUST match the credit hours in the Curriculum Components table.**

Curriculum Overview of Proposed Program	
Credit hours required in General Education	21
Credit hours required in Program Courses & Required Electives	47
Credit hours in Program Options (concentrations/specializations/tracks)	0
Credit hours in Free Electives	0
Credit hours in required Capstone/Internship/Practicum	0
Total Credit Hours Required for Completion:	68

Maximum number of credits that can be transferred in from another institution and applied to the program:	34
Intended program duration in semesters for full-time students:	4
Intended program duration in semesters for part-time students:	NA

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards? **Yes**

If **yes**, please explain (i.e., number of hours required, etc.): In partnership with the Alabama Fire College. The Alabama Fire College and MMI will have a partnership that allows students, fire agencies to earn college credit toward the A.A.S. Degree, certificate, or short certificate in Fire Science. Additionally, the national/state professional fire and emergency service certifications meet Alabama Fire College standards and their accrediting agencies (International Fire Service Accreditation Congress, Pro-Board, and International Code Council). The Alabama Fire College

NO

Does the program include any concentrations/ tracks/ options?

No

If **yes**, please explain (i.e., define):

2. Undergraduate Components

Please provide all course information as indicated in the following table. Indicate new courses with “Y” in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a “Y” in the WBL column.

Insert Additional Rows as Needed				
Institution:	Marion Military Institute			
Program Name:	Fire Science Program			
Program Level:	UNDERGRADUATE (ASSOCIATE)			
Curriculum Components of Proposed Program				
Course Number	Course Name	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses				
ENG101	Freshman Comp I	3	N	
CIS146	Computer Applications	3	N	
HIS201	US History	3	N	
MTH100	Intermediate Algebra	3	N	
SPH106	Speech	3	N	
PHL106	Philosophy	3	N	
PSY200	Psychology	3	N	
Program Courses and Required Electives				
ORI101	Orientation	1	N	
PED105	Personal Fitness	4	N	
LDR100	Introduction to Public Safety Leadership	1	Y	F26
EMS100	CPR I	1	Y	F26
EMS104	First Aid	1	Y	F26
FSC101	Intro to Fire Science	3	Y	F26
FSC130	Intro to Fire Suppression	3	Y	F26
FSC110	Bldg Construction Princ	3	Y	F26
FSC105	Chemistry for Fire Science	3	Y	F26
FSC299	Legal Aspects of Fire Science	3	Y	F26
Program Options (enter total credit hours from all options below)				
Free Electives				
FSC	FSC Program Electives	24	Y	F26
Capstone/Internship/Practicum				
Total Credit Hours Required for Completion:		68		



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New Program Proposal

ALABAMA FIRE COLLEGE AND PERSONNEL STANDARDS & EDUCATION COMMISSION



November 17, 2025

Re: Letter of support-Marion Military Institute to Establish an AAS in Fire Science

To Whom It May Concern:

On behalf of the Alabama Fire College (AFC), I am pleased to offer our strong and unequivocal support for Marion Military Institute's (MMI) proposal to establish an Associate of Applied Science (A.A.S.) degree in Fire Science. The Alabama Fire College recognizes MMI's distinguished reputation for leadership development and its comprehensive whole-person approach to education, which uniquely positions the institution to prepare exceptional fire service professionals for the State of Alabama.

Alignment with State Needs and AFC Mission

Alabama's fire service community faces a growing demand for highly trained and educated professionals who possess both technical proficiency and academic credentials necessary for modern emergency response operations. The proposed A.A.S. in Fire Science directly aligns with the Alabama Fire College's mission to facilitate excellence in education, training, certification, and support services for the emergency response community while promoting higher education opportunities within the fire service profession.

This program addresses a critical need by bridging the gap between technical, hands-on fire certification training and the broader academic coursework essential for management, leadership, and career advancement in today's increasingly complex fire service environment. Modern fire service leaders must possess not only technical expertise but also strong communication skills, critical thinking abilities, and ethical decision-making capabilities, competencies that require a comprehensive academic foundation.

Commitment to Seamless Articulation

The Alabama Fire College is fully committed to working collaboratively with Marion Military Institute to develop a comprehensive articulation agreement and transfer of credit policy that will facilitate seamless educational pathways for students. We are confident that MMI's curriculum will be structured to meet or exceed all relevant national and state standards, including those established by the National Fire Academy, the National Fire Protection Association, and other authoritative bodies within the fire service profession.

This partnership will ensure that students can efficiently apply their prior fire service training and certifications toward their degree requirements while building upon that foundation with

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New Program Proposal

rigorous academic coursework. Such articulation will eliminate unnecessary duplication, reduce time to degree completion, and maximize the value of students' educational investments.

Benefits to MMI, the Community, and the Region

Marion Military Institute's distinctive military environment and established excellence in leadership development will produce fire science graduates who are exceptionally disciplined, ethically grounded, and thoroughly prepared for command positions within fire service organizations. This unique combination of fire science education within a military leadership framework represents a significant advantage over traditional fire science programs and will establish MMI as a premier provider of fire service education in Alabama and beyond.

The graduates of this program will possess not only technical fire service competencies but also the character, integrity, and leadership skills forged through MMI's proven whole-person development approach. These graduates will be uniquely qualified to assume supervisory and command roles early in their careers and to serve as ethical leaders within their departments and communities.

The establishment of this program will ultimately benefit the State of Alabama by significantly enhancing the quality and depth of the fire service talent pool. As fire departments across Alabama face increasing operational complexities, evolving technologies, and expanding community expectations, they require leaders who can navigate these challenges with both technical expertise and strong leadership capabilities. MMI's A.A.S. in Fire Science will produce precisely these types of professionals.

Conclusion

The Alabama Fire College enthusiastically supports Marion Military Institute's proposal to establish an A.A.S. degree in Fire Science and looks forward to a productive partnership that will advance fire service education and professionalism throughout Alabama. We are committed to working closely with MMI to ensure the program's success and to provide ongoing support as needed.

Please do not hesitate to contact me should you require any additional information or clarification regarding the Alabama Fire College's support for this important initiative.

Respectfully,

A handwritten signature in black ink that reads "David M. Russell".

Matt Russell
Executive Director