

**Northern Oklahoma College  
Criminal Justice Administration  
Program Assessment  
Completed May 2017**

Based on the thorough internal or external program review addressing all criteria in policy, a comprehensive report should be possible within ten or fewer pages. This program review template is provided to assist institutions in compiling the program review information, which is to be presented to the institutional governing board prior to submission to the State Regents. Executive Summaries should be possible within two pages using the provided template (Program Review Executive Summary Template).

Description of the program's connection to the institutional mission and goals:

The mission of Northern Oklahoma College, the State's oldest community college, is a multi-campus, land-grant institution that provides high quality, accessible, and affordable educational opportunities and services which create life-changing experiences and develop students as effective learners and leaders within their communities in a connected, ever-changing world.

Northern Oklahoma College will be recognized as a model institution and leader in academic quality and cultural enrichment, promoting student success, collaborative learning, creative and forward thinking, and community responsiveness.

The core values of Northern Oklahoma College are that through personalized education we believe in providing individualized services leading our students to achieve their academic goals in a welcoming and safe environment, and we will provide support to students in and out of the classroom so that they receive a full college experience with diverse opportunities. Another core value is community and civic engagement, so we believe that educated citizens are necessary for a healthy, democratic society, and that free and open expression and an appreciation for diversity are cornerstones of higher education, and we believe in economic and environmental sustainability and the importance of enriching the intellectual, artistic, economic, and social resources of our communities.

We at Northern Oklahoma College also believe in the inherent value of intellectual pursuit for both personal and professional growth, as well as the need to prepare students for the 21<sup>st</sup> century professions, and that a knowledge-centered institution is vital to a knowledge-based economy, and we measure our success against national models and standards of excellence

**3.7.5 Process (Internal/External Review):**

Previous Reviews and Actions from those reviews:

Analysis and Assessment (including quantitative and qualitative measures) noting key findings from internal or external reviews and including developments since the last review:

- For the Criminal Justice degree there are 15 hours of program requirements and 9 hours of recommended program electives
- There are currently 1 FTE faculty and 2 adjunct faculty members that serve the Criminal Justice degree.
- Program objectives and outcomes are reviewed annually through embedded assessments in required program courses.

**A. Centrality of the Program to the Institution’s Mission:**

**Centrality to Institutional Mission:**  
 The mission of Northern Oklahoma College, the State’s oldest community college, is a multi-campus, land-grant institution that provides high quality, accessible, and affordable educational opportunities and services which create life-changing experiences and develop students as effective learners and leaders within their communities in a connected, ever-changing world.  
 The Criminal Justice program prepares students to transfer to baccalaureate degree granting institutions and prepares students to enter careers in the law enforcement field. The program provides course work through the traditional classroom, through online courses, and through broadcast Interactive Television formats.

**B. Vitality of the Program:**

**B.1. Program Objectives and Goals:**

- Students upon completion of the Criminal Justice degree will be able to:
- Criminal Justice**
- Evaluate the sociological principle of social control in the goals, institutions, and functions of the American Criminal Justice System.
  - Describe the process for creation, implementation, interpretation, and execution of American Criminal law.
  - Evaluate the concept, causes, and consequences of juvenile delinquency through theory, data, societal viewpoint, and discussion.
  - Analyze the theories, principles and applications for the laws of evidence.

**B.2 Quality Indicators (including Higher Learning Commission issues):**

<b><u>Criminal Justice</u></b>	
Date	5/15/2017
Competency # and Description	1. Explain the goals, principles, institutions, and functions of the American Criminal Justice System.
Course	CRMJ 1113 – Intro to Criminal Justice SOCI 1113 – Principles of Sociology
Activity	CRMJ 1113 - A block of 15 questions that directly assesses Program Objective 1 will be included in the comprehensive section of the final exam. This will include T/F, Multiple Choice and Short Answer.

	SOCI 1113 – Set of questions on a common final
Measurement (attached copy of instrument with point distribution)	CRMJ 1113 - Exam SOCI 1113 - Exam
Evaluation Criteria	The goal for the program is that students will achieve a minimum of 70% correct responses for each program objective.
Last Semesters results	Spring 2016 CRMJ 1113      2 Sections Tested 30 Students Examined 20 specific questions utilized 95% Competency Demonstrated Goal is Met
Results	Spring 2017 CRMJ 1113      2 Sections Tested 42 Students Examined 15 Specific Questions Utilized 69% Competency Demonstrated Goal is Not Met  SOCI 1113      12 Sections Reporting 253 Students Examined 73% Competency Demonstrated Goal is Met
Summary of previous changes	Division chair Mark Silkey met with New Criminal Justice Program Director to discuss the findings of the spring 2016 review of competency. Recommend that Objective 1 be edited to emphasize the goals, institutions, functions and theories of the American Criminal Justice System.
Recommendation for changes	Due to lack of essay portion completion during final, will re-examine which specific questions or assignments to utilize for assessment.
Timeline for Review	Fall/spring data will be collected and reviews in the spring by instructors from all campuses will determine needed adjustments.
Date	5/15/2017
Competency # and Description	2. Demonstrate the types and elements of crime.
Course	CRMJ 1223 – Criminal Law – Ad of Justice
Activity	A block of 15 questions that directly assesses Program Objective 2 will be included in the comprehensive section of the final exam. This will include T/F, Multiple Choice and Short Answer.
Measurement (attached copy of instrument with point distribution)	CRMJ 1223- Exam
Evaluation Criteria	The goal for the program is that students will achieve a minimum of 70% correct responses for each program objective.

Last Semesters results	N/A
Results	Spring 2017 CRMJ 1223 1 Section Tested 16 Students Examined 15 Specific Questions Utilized 94 % Competency Demonstrated Goal is Met
Summary of previous changes	N/A
Recommendation for changes	Due to lack of essay portion completion during final, will re-examine which specific questions or assignments to utilize for assessment.
Timeline for Review	Fall/spring data will be collected and reviews in the spring by instructors from all campuses will determine needed adjustments.
<b>Spring 2018</b>	
Date	<b>Spring 2018</b>
Competency # and Description	3. Evaluate the concept, causes, and consequences of juvenile delinquency through theory, data, societal viewpoint, and discussion.
Course	CRMJ 2233 – Juvenile Delinquency
Activity	CRMJ 2233 - A block of 20 questions that directly assesses Program Objective 3 will be included in the comprehensive section of the final exam. This will include T/F, Multiple Choice. A written assignment in the form of a PowerPoint presentation will also be included.
Measurement (attached copy of instrument with point distribution)	CRMJ 2233-Mid Semester Powerpoint presentation on school violence and Final Exam
Evaluation Criteria	The goal for the program is that students will achieve a minimum of 70% correct responses for each program objective.
Last Semesters results	N/A
Results	
Summary of previous changes	N/A
Recommendation for changes	
Timeline for Review	Fall/spring data will be collected and reviews in the spring by instructors from all campuses will determine needed adjustments.
<b>Spring 2018</b>	
Date	<b>Spring 2018</b>
Competency # and Description	4. Analyze the theories, principles and applications for the laws of evidence.

Course	CRMJ 1333 – Criminal Evidence
Activity	The criminal justice program director identified a set of questions from exams, written assignments, or projects that test the competency of each enrolled students for the program objective.
Measurement (attached copy of instrument with point distribution)	Criminal Justice Competency Grid that identifies exam questions and assignments is attached: Competency Examined: <ol style="list-style-type: none"> <li>1. Basic rules of evidence applicable to criminal law and criminal procedure and explain the exceptions to the rules and procedures.</li> <li>2. Understand the limitations placed on the Criminal Justice System by the U.S. Constitution, the limits of the federal government to enact criminal laws, and the impact of the Supremacy Clause.</li> <li>3. Distinguish the differing levels of proof required within the Criminal Justice System.</li> </ol>
Evaluation Criteria	The goal for the program is that students will achieve a minimum of 70% correct responses for each program objective.
Last Semesters results	Spring 2016 CRMJ 1333 Competency 1 2 Sections Tested 28 Students Examined 78% Competency Demonstrated Goal is Met Competency 2 2 Sections Tested 28 Students Examined 87% Competency Demonstrated Goal is Met Competency 3 2 Sections Tested 28 Students Examined 83% Competency Demonstrated Goal is Met
Results	
Summary of previous changes	Division chair Mark Silkey met with New Criminal Justice Program Director to discuss the findings of the spring 2016 review of competency. Recommend that Objective 4 will be reexamined through an alternate set of questions to increase reliability of standard (Spring 2016).
Recommendation for changes	
Timeline for Review	Fall/spring data will be collected and reviews in the spring by instructors from all campuses will determine needed adjustments.

### B.3. Minimum Productivity Indicators:

Time Frame (e.g.: 5 year span)	Head Count/Graduates				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Criminal Justice	150/29	142/21	134/28	122/22	122/16

### B.4. Other Quantitative Measures:

a. Number of courses taught exclusively for the major program for each of the last five years and the size of classes:

Course Number	Course Name	Sections/Average Size of Class				
		2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
CRMJ 1113	Intro to Criminal Justice	7/24.4	6/20.7	6/17.7	5/23.4	4/23.5
CRMJ 1223	Criminal Law	4/17.3	4/10.8	2/16	2/17.5	2/20.5
CRMJ 1333	Criminal Evidence	3/20	2/16.5	1/36	2/16	2/15
CRMJ 1523	Intro to Corrections	1/27	0	1/16	0	0
CRMJ 2113	Criminal Investigation	1/22	1/14	1/16	1/16	1/14
CRMJ 2233	Juvenile Delinquency	4/21	3/18	3/20	3/14.7	2/11.5

b. Student credit hours by level generated in all major courses that make up the degree program for five years:

Course Number	Course Name	Hours Generated				
		2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
CRMJ 1113	Intro to Criminal Justice	513	372	318	351	282
CRMJ 1223	Criminal Law	207	129	96	105	123
CRMJ 1333	Criminal Evidence	180	99	108	96	90
CRMJ 1523	Intro to Corrections	81	0	48	0	0
CRMJ 2113	Criminal Investigation	66	42	48	48	42
CRMJ 2233	Juvenile Delinquency	252	162	180	132	69
<b>Total</b>		<b>1299</b>	<b>804</b>	<b>798</b>	<b>732</b>	<b>606</b>

c. Direct instructional costs for the program for the review period:

50 of 80 sections referenced above taught by full-time instructor at approximate cost of \$7333.50 per 3-credit hour course, with salary and benefits = \$366,650.
30 sections taught at adjunct/overload rate of \$1900 average = \$57,000

d. The number of credits and credit hours generated in the program that support the general education component and other major programs including certificates:

Course Number	Course Name	Hours Generated				
		2012-2013	2013-2014	2014-2015	2015-2016	2016-2017

SOCI 1113	Principles of Sociology	2508	2088	2070	2196	1839
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e. A roster of faculty members, faculty credentials and faculty credential institution(s). Also include the number of full time equivalent faculty in the specialized courses within the curriculum:

Faculty	Credential	Institution that granted degree
Full-time Faculty:		
Gerald Konkler	Juris Doctorate	University of Tulsa
Adjunct Faculty:		
Jimmie Marston	MA in Sociology	Trinity University, San Antonio
Randy Tyner	BA CRMJ/Work Certified	UCO

f. If available, information about employment or advanced studies of graduates of the program over the past five years:

N/A
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g. If available, information about the success of students from this program who have transferred to another institution:

NA
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**B.5. Duplication and Demand:**

In cases where program titles imply duplication, programs should be carefully compared to determine the extent of the duplication and the extent to which that duplication is unnecessary. An assessment of the demand for a program takes into account the aspirations and expectations of students, faculty, administration, and the various publics served by the program. Demand reflects the desire of people for what the program has to offer and the needs of individuals and society to be served by the program.

**B.5. Duplication and Demand Issues:**

*Address Duplication:*

NA
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*Address Demand:*

<p>Communities throughout Northern Oklahoma have benefited from academically trained law enforcement officers from our program. The need for such personnel continues to exist.</p> <p>While the associate degree is intended as a transfer degree, students who continue on to receive a bachelor’s degree and work in the field of probation officers and correctional treatment specialists can expect to earn \$35,000 to \$54,999, according to the US Bureau of Labor Statistic’s Occupational Outlook Handbook, and 10,000 to 49,999 new jobs are projected. The job projections are lower for correctional officers, jailers, detectives, and criminal investigators, whose entry-level education is a high school diploma.</p>
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Students from the area come to Northern in order to study within the Criminal Justice program. Their interests vary, but are supported by our academic training for entrance into the different law enforcement fields.

**B.5.a.** Detail demand from students, taking into account the profiles of applicants, enrollment, completion data, and occupational data:

Career opportunities for graduates with a degree in Criminal Justice include the following: probation officer, social worker, corrections officers/jailers, and criminal investigator/detective.

As of May 2016, EMSI database reports the ten-year job prospects for this field as:

**Correctional Officer/Jailer – High School Diploma**

Median Salary - \$15.10/hr.  
Growth – 8%  
10 year change in jobs - +491

**Criminal Investigator/Detectives – High School Diploma**

Median Salary - \$24.92/hr.  
Growth – 4%  
10 year change in jobs - +56

**Probation Officers – Bachelor’s degree**

Median Salary - \$18.43/hr.  
Growth – 8%  
10 year change in jobs - +88

**Social Worker – Bachelor’s degree**

Median Salary - \$21.10/hr.  
Growth – 8%  
10 year change in jobs - +64

**B.5.b.** Detail demand for students produced by the program, taking into account employer demands, demands for skills of graduates, and job placement data:

Data not available, but anecdotal evidence exists for the success of our students in jobs throughout our region.

**B.5.c.** Detail demand for services or intellectual property of the program, including demands in the form of grants, contracts, or consulting:

NA

**B.5.d.** Detail indirect demands in the form of faculty and student contributions to the cultural life and well-being of the community:



Through internships, voluntary Criminal Justice club activities, and service learning projects Northern students have served our local communities well.

**B.5.e.** The process of program review should address meeting demands for the program through alternative forms of delivery. Detail how the program has met these demands:

Each of our Criminal Justice courses is offered either online or through Interactive Television classes.

**B.6. Effective Use of Resources:**

Resources include financial support, (state funds, grants and contracts, private funds, student financial aid); library collections; facilities including laboratory and computer equipment; support services, appropriate use of technology in the instructional design and delivery processes, and the human resources of faculty and staff.

Northern’s Information Technology department has provided needed resources for the successful maintenance of the Criminal Justice program through ITV studios maintained for general education and other program courses as well. In addition, Quality Matters and Blackboard Training has been provided for distance education courses but also for all faculty who use the internet for web-enhanced courses; therefore, the costs have not been exclusive to any one program.

\*Low Producing Program Reviews follow a different format and template.

**Institutional Program Recommendations:** (describe detailed recommendations for the program as a result of this thorough review and how these recommendations will be implemented, as well as the timeline for key elements)

<b>Recommendations</b>	<b>Implementation Plan</b>	<b>Target Date</b>
The Criminal Justice program will continue to utilize the Assessment plan to improve curriculum and classrooms	The Criminal Justice program director will meet with the divisional chair, academic dean, and vice president of academics to review any needed improvements within the program.	Yearly review
The Criminal Justice program implemented its first advisory committee in March 2016. Minutes from the committee can be found on the program’s website at <a href="http://www.noc.edu/criminal-justice-advisory-committee">http://www.noc.edu/criminal-justice-advisory-committee</a> .	The Criminal Justice director and department chair will review Advisory Committee recommendations on a yearly basis and implement improvements as they fit within the program’s objectives.	Yearly meeting

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<b>Program Objectives Associate in Arts-Criminal Justice</b>	<b>Course Mapping</b>	<b>2015- 2016</b>	<b>2016- 2017</b>	<b>2017- 2018</b>	<b>2018- 2019</b>	<b>2019- 2020</b>
<b>Objective 1:</b> Evaluate the sociological principle of social control in the goals, institutions, and functions of the American Criminal Justice System.	CRMJ 1113	X	X		X	
<b>Objective 2:</b> Describe the process for creation, implementation, interpretation, and execution of American Criminal law.	CRMJ 1223		X		X	
<b>Objective 3:</b> Evaluate the concept, causes, and consequences of juvenile delinquency through theory, data, societal viewpoint, and discussion	CRMJ 2233			X		X
<b>Objective 4: Measure:</b> Analyze the theories, principles and applications for the laws of evidence.	CRMJ 1333	X		X		X

Note: Course competencies are reinforced through additional coursework beyond course designated for assessment purposes.

**Summary of Recommendations:**

	<b>Department</b>	<b>School/College</b>	<b>Institutional</b>
<b>Possible Recommendations:</b>			