



COMMITTEE ON ACADEMIC PLANNING AND REVIEW

15-16 CAPR 13
Thursday, April 21, 2016

TO: The Academic Senate

FROM: The Committee on Academic Planning and Review (CAPR)

SUBJECT: 15-16 CAPR 13: 2014-2015 Five-Year Program [Review](#) for Criminal Justice Administration

PURPOSE: For Action by the Senate

ACTION REQUESTED: Acceptance of the Five-Year Program Review of the Criminal Justice Administration Program: it is recommended that the program continue without modification. The date of the next Five-Year Program Review is AY 2021-2022.

BACKGROUND:

The Chair of Criminal Justice Administration (CRJA), Dawna Komorosky, presented the program's five-year review at the April 4, 2016 CAPR meeting. The previous five-year review was completed in 2008-09.

CRJA offers a major leading to a Bachelor of Science degree and a minor. Majors select one of two options, Justice and Enforcement or Community Alternatives and Corrections. CRJA is the largest and one of the fastest growing majors in CLASS. The five-year review reveals that the department has grown from 416 majors in fall 2010, to 631 in fall 2013. Dr. Komorosky reported that at the time of her visit to CAPR the number of majors was over 800.

The department had six T-T faculty and eight lecturers at the writing of the five-year review. In 2009 the external reviewer noted that the department was understaffed and recommended T-T searches. Five T-T searches were conducted since the last review, but only one search for two positions culminated in two T-T hires. These hires brought faculty numbers up from four to six. At the April 4th CAPR meeting, Dr. Komorosky indicated that CRJA was awarded two more T-T searches for AY 2015/16.

CRJA faculty continue to engage in scholarly activities and in service to the community. Since the last review, CRJA faculty were awarded five grants, three of which were for substantial dollar amounts. Faculty have also been consulted by and cited in several newspapers.

New hires prompted the development of several new courses. New courses such as Animal Cruelty, Youth, Crime and Empowerment, and White Collar Criminals are viewed by the

department as timely updates to the Criminal Justice curriculum. New course development has brought the department in line with new developments in the field and, thus, has enhanced job readiness for students. The implementation, in 2011, of a grade policy that requires students earn a minimal grade of a C in major courses, further enhances job readiness among CRJA students. New hires have also allowed the department to offer multiple sections of high-enrolled courses.

Student engagement has improved since the last review. Engagement is fostered by the opportunity to join the Forensic Science Club and by opportunities to engage in community services (discussed in more detail below).

Overview of Documents Submitted to CAPR

The following documents were submitted to CAPR:

- A self-study
- A five-year plan
- External reviewer's report
- Response to the external reviewer's report

CAPR Analysis of the Program's Five-Year Review

Program Improvements since the Last Review

The 2009 external reviewer's report cited several areas for improvement. Of chief concern was the low number of T-T faculty, the lack of space, and the lack of resources in general. The reviewer also suggested that the department attend to assessment and student advising and mentoring. The department reports improvement in the following areas.

1. Faculty

As noted above, two T-T faculty were hired in 2014, and a search for two more T-T faculty was authorized for 2015-16.

2. Space

The department recently moved to the SF building. This move alleviated the serious space problems noted by the external reviewer.

3. Assessment

The department has begun working on assessment. Since the last review, the department has revised SLOs and mapped SLOs with ILOs. They have created rubrics for several SLOs and they conducted assessment of two SLOs.

4. Student Advising and Mentoring

The high student/faculty ratio has had a negative impact on student advising as noted by the 2009 external reviewer. The department alleviated some of this pressure by working with

AD Dennis Chester to move advising online. Streamlining the clerical aspects of advising leaves faculty with more time to advise students on substantive matters such as career goals. The external reviewer recommended that faculty do more to assist students in job readiness. In 2014 a full-time lecturer organized the first CRJA internship fair. Moreover, since their last review, the department has increased the number of student placements.

5. Student Engagement

Since the last review the department has increased opportunities for student engagement with the local community, by establishing a University Role Model Program. Students in this program mentor students attending Hayward area high schools. The department increased the number of internships since their last review. Internships align well with student's career goals. Another notable contribution to the local community was the student/faculty production of a film focused on the legal rights of day laborers. This film was a course project (CRJA 4330) and was screened at the Hayward Day Labor Center. CRJA students also participated as panelists at the Restorative Justice Conference held at CSUEB.

Areas of Continuing Concern

1. Faculty

Three concerns regarding faculty remain. First, despite two new hires, with the growth in majors, CRJA remains understaffed. This problem is evidenced in the fact that the number of FTES taught by lectures has grown from 22.8% in 2009 to 57% in 2013. Understaffing results in courses with high enrollment caps. A total SFR of 39 in 2014 (43.5 for lecturers and 34.8 for regular faculty) further underscores this problem. The department continues to rely on lecturers to fill the gap.

Failed searches are of concern. Failed searches are attributed to several factors including a lack of qualified candidates, a low starting salary in a high cost of living region, and, in one case, a delay at the administrative level. The department attributes the recent successful hires to job descriptions that call for an open specialization which generated a pool of qualified candidates.

The third area of concern is faculty diversity. The external reviewer recommended that the department both hire more T-T faculty and increase faculty diversity if awarded new hires. In 2014, a little over 42% of majors identified as Hispanic, 14% as Black, and 15.5% as Asian. Yet, all except two faculty members identified as white; one TT faculty identified as Hispanic and one lecturer identified as Black. Although the department worked with the DELO and the Office of Diversity to develop strategies that would generate a diverse pool of candidates, the department remains predominately White. The department took note of this concern in the review and indicated that it is an area that they will continue to work on.

2. Understaffing and the Concord Campus

The external reviewer suggested that the department consider the viability of course offerings on the Concord campus. The department continues to staff the Concord campus offering two courses per quarter, and this continues to have a negative impact on course offerings at the Hayward campus.

3. Assessment

Assessment is a key area of concern. Although the department has made some progress toward assessment only two of the five required (one assessment is required for each academic year) assessments were completed since the last review. Assessment reports were included in the body of the review. However, the description of the assessment process for SLO6 was vague, and the report of the assessment outcome was very slim. Moreover, instruments used to conduct embedded assessments were not included in the body or appendices of the review.

CAPR Recommendations for Continuation of the Program

CAPR recommends the continuation of the program without modification. CAPR recommends that resources be allocated to conduct additional T-T searches, and that strategies be employed to ensure a successful search. CAPR also recommends that the department continue to work with the DELO and Office of Diversity to improve chances for a diversity hire. In line with the external reviewer, we recommend that CRJA continue to explore the viability of offering courses at Concord campus.

At the April 4th meeting CAPR committee members made suggestions for improving assessment. CAPR strongly recommends that the suggestions be taken under advisement. CAPR looks forward to receiving an assessment report with each annual review. We also recommend that CRJA include assessment instruments as appendices in the annual report, and that the assessment process and outcomes are described in more detail in the assessment report.

Date of the Programs Next Review

2021-2022