

**Columbus State University  
Department of Criminal Justice & Sociology**

**2012-13**

**Bachelor of Science Degree in Criminal Justice**

**Comprehensive Program Review  
Self-Study**

Submitted

By

Dr. Michael P. Bailey

Chair

Department of Criminal Justice & Sociology

**EXECUTIVE SUMMARY  
BACHELOR OF SCIENCE DEGREE  
IN CRIMINAL JUSTICE**

**Columbus State University Criminal Justice B. S. Degree Program and Requirements**

The Columbus State University Department of Criminal Justice offers two degree programs, the Applied Associate of Criminal Justice and the Bachelor of Science. The requirements for the Bachelor of Science degree in criminal justice are found in Appendix 1 of this report.

**Major Findings of the Program's Quality and Productivity**

The Columbus State University criminal justice program is very strong in both quality and productivity. Sheer numbers alone justify the existence of such a popular program. Diversified rates of enrollment, graduation, and employment further justify the significance of this program. Criminal justice majors participate in extra-curricular activities and honors programs that are recognized nationally. Students are given opportunities to network with various professional leaders and practitioners in the field of criminal justice. These networks will aid continued success as they go beyond graduation. Many of the practitioners in criminal justice agencies, in this community alone, are either direct or indirect products of the criminal justice program at Columbus State University. All have been served well by their preparatory education provided through Columbus State and the criminal justice program.

**List of Recommendations for Improving Program Quality**

The Columbus State University criminal justice program is in dire need of more full-time faculty with specialized areas of expertise in the specific fields of criminal law, criminal and deviant behaviors, community policing, forensic investigation, homeland security, fire science, and cyber-crime. These particular topics require support in the forms of both qualified personnel and appropriate curriculum offerings. Interactive instruction and on-line course offerings are also areas that have been identified as future improvements needed for an increase in program quality.

**List of Recommendations for Improving Program Productivity**

Having students enroll in the Columbus State University criminal justice program and providing each with an exceptional education in criminal justice are not major issues. These steps to furthering one's education are easy. Having students succeed in the CSU criminal justice programs and graduate in the end is not difficult either as the raw numbers bear out this factual occurrence. The graduating and graduate students in criminal justice and justice administration are eager to find employment in their field of study. However, entry level pay in

every area of criminal justice remains lower than would be hoped, in the south. Indicators are that CSU criminal justice graduates are still loyal to their degree of study and work for low entry-level pay with a belief that they will be able to network effectively and rise to the top of their field creating a career for themselves rather than simply holding down a job. The CSU criminal justice program will continue to work diligently toward creating this belief and fostering the skills needed to produce this continued success.

### **Conclusion about the Program's Viability at CSU**

The Columbus State University criminal justice programs have shown an upward trend during the last few years that saw the major count go to over 400 majors in criminal justice. In Spring 2014, the numbers are still very respectful at approximately 350 total enrolled. Combined, the two programs have seen a rising trend in the graduation rate (from 30.4 % for the Fall 2003 cohort that graduated in 2009 – 45.0 % for the Fall cohort of 2006 that graduated in 2012 and a respectful 40.0 % for the Fall 2007 cohort that graduated in 2013). The majority of criminal justice majors find employment in some area of criminal justice and many graduates continue their education through Master degree programs, and some continue on-track to post graduate education. The viability of such a program as the CSU program is not difficult to justify or prove. The raw numbers and averages tell the story without much interpretation required.

### **Program Improvement Plan**

There is so much that can be done to improve (enhance) the Columbus State University criminal justice program, bringing the curriculum and discipline into the 21<sup>st</sup> century. However, only small improvements are possible at this time until more full-time personnel can be added. Once the manpower is added, the primary goal is to provide on-line courses and distance learning opportunities to expand the criminal justice program both regionally and statewide.

The second goal for the criminal justice program would be to provide more interactive opportunities for students to learn first-hand and to acquire skills through practical experience that will add to the classroom education they receive in preparation for employment in criminal justice.

The third goal of the CSU criminal justice program is to attempt and instill, or awaken, in each criminal justice major a sense of professionalism that will serve and benefit each one in the future, regardless of their choice of employment.

### **Summary Recommendation and Supporting Rationale**

It is the recommendation of the faculty in the CSU criminal justice program that the current program be maintained and enhanced/expanded. The current program is very strong and is in high demand. The faculty is committed to adding to the program as resources become available in order to enhance and strengthen the curriculum and the individual student as each completes his/her course of study in all aspects of criminal justice.

## **Enhance or Expand the Program**

This is the goal of the Columbus State University criminal justice program. The program is already very strong and only requires efforts to enhance and expand the program that is already deeply rooted in a solid foundation of high educational quality and productivity.

### **I. Brief Program Overview**

The Columbus State University Criminal Justice program, via the Department of Criminal Justice & Sociology, paves the way for students to a diverse range of career opportunities. Graduates of the CSU criminal justice program are armed with current and accurate knowledge in criminal justice that allows them to secure jobs with local, state, and federal government agencies such as city and state police and sheriffs' departments, probation and parole departments, the FBI, the Georgia Bureau of Investigation, drug enforcement agencies, the Secret Service, correctional institutions, juvenile justice agencies, and loss prevention and security programs. Career opportunities are found in both the public and private sectors. The United States Department of Justice continues to recognize the Columbus State University criminal justice program as a primary source for career recruitment.

### **II. Summary Findings of Program's Overall Quality**

#### **Assessment Indicator: *Satisfactory to Above Average***

The Columbus State University Criminal Justice Program provides students with the opportunity to receive a Bachelor of Science degree. The program is staffed by 4 full-time faculty members and supplemented with the addition of 12 part-time instructors who are employed "as needed." All of the part time instructors are practitioners in the field of criminal justice. In the past year (Fall 2012) the B. S. and A.A.S. programs generated a total of 6432 student credit hours, an increase of nearly 37 % since Fall 2008. This increase reflects an increase in criminal majors from 311 (in Fall 2008-09) to a total number of majors rose to 386 in Fall 2012-13. The average for the five year period was 356 total criminal justice majors in the B. S. and A. A. S. programs.

#### **About Stakeholder's Satisfaction with the Program**

The major stakeholders are our current students and graduates and those would employ our graduates. As is directed each semester, students in every course are given a faculty/course evaluation. When the results are returned to the department, the department chair maintains a copy of each evaluation for each course and each faculty member, both full-time and part-time. These evaluations and continuous feedback from current students allows the department chair to gage the state of the program and to make appropriate adjustments to the curriculum. Also, graduation rates, graduate hiring rates in criminal justice fields, and continuous contact with employed graduates provide the department chair with the same measurements for gauging.

Comprehensive Program Review Department of Criminal Justice and Sociology Programs: AASCJ and BS in Criminal Justice Quantitative Measures						
Measure	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Avg
BS Criminal Justice						
Full-Time	198	225	244	286	271	245
Part-Time	89	80	91	100	92	90
Total	287	305	335	386	363	335
Combined Undergraduate Programs						
Full-Time	207	236	250	293	288	254.8
Part-Time	104	95	98	113	98	102
Total	311	331	348	406	386	356
State Funds	\$547,233	\$744,004	\$716,785	\$682,097	\$572,885	\$652,601
Grant Funds						
Total	\$547,233	\$744,004	\$716,785	\$682,097	\$572,885	\$652,601
<i>Cost per Major - Fiscal Year</i>						
(Total Expenditures/Number of Declared Majors)	\$1,760	\$2,248	\$2,060	\$1,680	\$1,484	\$1,846
(State Funds/Number of Declared Majors)	\$1,760	\$2,248	\$2,060	\$1,680	\$1,484	\$1,846
Credit Hours Taught Fall and Spring Semesters	4,698	5,394	6,117	6,882	6,432	5,905
<i>Cost per Credit Hour - Total Expenditures</i>	\$116	\$138	\$117	\$99	\$89	\$112
<i>Cost per Credit Hour - State Funds</i>	\$116	\$138	\$117	\$99	\$89	\$112

### Instructional Costs for Criminal Justice 2008 -2012 (Will be observed again in **Section III G.**)

This Bachelor of Science degree program is very strong and deeply rooted in the foundation of Columbus State University. Criminal justice is a very popular program nationwide, and our students and have proven to be readily prepared for employment after graduation. Faculty members and staff strive continuously to provide exciting and enlightening material to criminal justice majors that are both current and accurate and reflect the changes that take place regularly in society and that permeate the public view through various media outlets. The CSU criminal justice program is dedicated to staying abreast of all aspects that relate both directly and indirectly to the function, operation, and administration of criminal justice.

There is no current process of measuring this component. The CSU Criminal Justice program has developed a survey for our alumni, but we have not yet implemented it. Our plans are to begin the survey in Spring 2015 (Appendix 1 Criminal Justice Alumni Survey rev 02082014).

### II A. The Quality of Faculty

**Assessment Indicator:** *Above average to Strong*

The Columbus State University criminal justice program entered this last year of review (2012-13) supported by a faculty of four (4) full-time faculty members: two tenured, two with terminal degrees, and two full time Lecturers, all former practitioners in a specific field of criminal justice. The program also utilizes the specific expertise of 12 adjunct instructors who hold varying degrees related to their fields of expertise and who are current long-term practitioners in criminal justice.

## Faculty Credentials

### Full Time Faculty

**Dr. Michael Bailey, Associate Professor, Chair** D.P.A., Public Administration, University of Alabama, 2005 28+ years of experience as a law enforcement practitioner with Muscogee County Sheriff's Department, Columbus, Georgia.

**Dr. Dorinda Dowis, Professor**, D.P.A., Public Administration, University of Alabama, 2003  
A former practitioner in the area of juvenile justice.

**Professor Bridget Downs, Lecturer**, M.P.A. Public Administration, Columbus State University, 1998 Background as practitioner in Corrections

**Professor Theresa Willey, Lecturer**, M.P.A., Public Administration, Columbus College, 1994  
Background as practitioner in law enforcement (Former Director of Public Safety for Callaway Gardens, Pine Mountain, Georgia)

**Professor Rhonda Bone, Temporary Lecturer**, M.P.A., Public Administration, Columbus State University, 2010

### Part Time Faculty

**Professor Michael Brown, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2005 Police officer, Columbus Police Department, Columbus, Georgia.

**Professor Johann Claassens, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2006 Director of Georgia State Crime Lab

**Professor Steve Craft, Adjunct**, J.D., Law, Atlanta Law School, 1994  
Attorney, Public Defender's Office, Columbus, Georgia

**Professor Jonnie Ellerbee, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2008 Deputy Sheriff, Muscogee County Sheriff's Department, Columbus, Georgia

**Professor Michael Joyner, Adjunct**, J.D., Law, Emory University, 1979  
Private Practice attorney, Recorder's Court Judge, Columbus, Georgia

**Dr. David Kerr, Adjunct**, Ph.D Organization & Mgmt., Capella University, 2006  
Former Chief of Police, West Point, Georgia

**Professor Brown Keys, Jr., Adjunct**, M.Ed, Counseling & Psych. Services, Georgia State University, 1982, M.S., Criminal Justice, Troy State University, 1979, Former Deputy Warden, Georgia Department of Corrections

**Professor Curtis Lockette, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2008 Muscogee County Marshall's Office, Columbus, Georgia

**Professor Mark Lott, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2009 Columbus State University Police Department

**Professor Joseph McCrea, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2001 Retired Muscogee County Sheriff's Department, Head of Security, St Francis Hospital, Columbus, Georgia

**Professor James Railey, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2004 Georgia Department of Natural Resources (Game Warden)

**Professor Christopher Samra, Adjunct**, M.P.A., Justice Administration, Columbus State University, 2008 Investigator, Muscogee County District Attorney's Office, Columbus, Georgia

Diversity of Faculty

**Assessment Indicator:** *Satisfactory*

In addition to gender and ethnic diversity, the faculty members in the criminal justice program represent the various areas of specialty in criminal justice. They have expertise in various areas of the criminal justice field and sub-disciplines within general fields of criminal justice. We have selected new faculty members based on needs of the Department and areas of new direction based on the job market and current trends in criminal justice (e.g., new courses being offered in forensic science). As we grow and our faculty positions increase (especially full time faculty positions), diversity will continue to be a goal.

Full Time and Part Time Faculty 2007 – 2012

Full-Time Faculty						
	2007	2008	2009	2010	2011	2012
Male/White	1	1	1	1	1	1
Male/Black	0	0	0	0	0	0
Female/White	2	2	2	2	2	2
Female/Black	1	1	1	1	1	1
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>

The CSU criminal justice faculty is diverse in numerous ways. The full-time faculty is made up of two gender minorities (women) and one ethnic minority (African-American). The part-time faculty, at present, is made up of and ten white men, and two African-American men.

Part-time faculty teach one or two classes per semester (three credit-hour)

Part-Time Faculty						
	2007	2008	2009	2010	2011	2012
Male/White	8	10	12	12	11	12
Male/Black	2	2	2	2	2	2
Female/White	4	3	4	3	2	0
Female/Black	0	0	0	0	0	0
<b>Total</b>	<b>14</b>	<b>15</b>	<b>18</b>	<b>17</b>	<b>15</b>	<b>14</b>

Teaching practices are assessed and rewarded based on student evaluations, instructor evaluations, department chair evaluations, and continuous verbal feedback from the criminal justice student body. The criminal justice faculty, both full and part-time, is comprised of current or former practitioners in the criminal justice field in various areas of expertise. Each is employed by CSU for the direct purpose of utilizing their specific expertise. Each has no less than a Master's degree and all have extensive practical experience. Of the three (4) full-time faculty, two (2) have doctoral degrees and a third is in the process of pursuing a terminal degree. Other part-time adjuncts have recently indicated their intentions of pursuing terminal doctoral degrees as well.

All criminal justice faculty members, both full and part-time, are encouraged to maintain and continue to pursue personal and professional growth and development that will add to the foundation of the criminal justice faculty base. Part-timers tend to pursue these opportunities on their own or through their professional agency. Full-time faculty are encouraged to participate annually in some form of personal and professional growth and development, either through a general professional participation in criminal justice advancement or through their own professional expert field of advancement. All criminal justice faculty members tend to comply willingly. The continuing gain of expert professional knowledge by criminal justice faculty is essential to the continued growth of the department and its degree areas.

Part-time faculty members are completely integrated into the program, and they are included in annual departmental faculty meetings and carbon-copied on all departmental memos and policy changes and implementations.

Program improvement concerning faculty revolves around the urgent need for two additional full-time faculty members in order to meet the needs of a growing student body. Included in this increase is the need for more minorities who are qualified candidates for both full-time and part-time positions. Also, increased funding for continued faculty development is always an issue and of high priority.



## II B. The Quality of the Teaching

### **Assessment of Indicator:** *Above Average to Very Strong*

The Social Research Center provided summary data of course evaluations for Spring semester 2012. All Criminal justice courses combined yielded an average evaluation score of 4.57 out of 5 (N = 555) with the highest value scored for the item “The instructor promotes an academic environment in which all are treated with respect” = 4.72. This was followed closely “The instructor is well prepared” = 4.70. The lowest for “The course was academically challenging” = 4.22. All course levels (1000, 2000, 3000, and 4000) were pretty consistent (ranging from 4.53 in 3000 level to 4.65 for the 4000 level courses. The highest average score was for a full-time faculty member at 4.97, and the lowest was for a part-time faculty member at 4.19. (See Appendix 2 Criminal Justice data from Social Research Center for Spring 2012)

The numbers reported support the assessment of above average to very strong, but that does not mean that there is no room for improvement for both full-time and part-time faculty members. There is a large demand for criminal justice courses and these courses are provided, based on the expertise and successful teaching practices of the current faculty and staff. The program also continues to receive resumes and curriculum vitae from criminal justice experts who wish to teach in an adjunct capacity.

The Chair of the department teaches two classes in the Fall and two in the Spring. Additionally, the Chair teaches one class in the Summer semester. The three (3) remaining full-time criminal justice faculty teach a full load of courses each semester, as allowed, also teach additional classes in the Summer, as allowed, to attempt to meet the needs of our students. All part-time faculty members are utilized to the maximum allowed annually. As the criminal justice student body has continued to grow, the demand for criminal justice courses each semester also increases. However, the provision of criminal justice courses to meet this demand is beginning to suffer due to the restrictions placed upon the use of both full-time and part-time faculty. The faculty members, due to their dedicated professionalism, strive to maintain quality deliverance of the criminal justice curriculum. (See Appendix 3 Courses Taught and Current Full Time Workload)

Advising procedures are strategically specified within CSU Department of Criminal Justice & Sociology policy. Advising of criminal justice students is generally required, and due to the large number of criminal justice students and the lack of adequate full-time faculty to assist in this important area, the criminal justice department began making immediate use of the CSU Academic Advising Center in the Schuster Center for Success, upon its earliest inception. All freshman and sophomore criminal justice students are advised through the Academic Advising Center. Once, criminal justice students approach junior status, they are advised in our department (junior and senior criminal justice students are assigned to and advised by a specific full-time faculty member). No part-time adjuncts are used for advising purposes.

Criminal justice full-time faculty members are readily available to assist students with both advising and tutoring services. Each professor maintains specified office hours. Part-time adjunct instructors also provide contact information and are readily available as well, to assist students. Interaction between faculty and students is high outside of the classroom. Field trips and “hands-on” learning opportunities are common as part of criminal justice course work. (e.g., Drug Dog Demonstrations, Taser Demonstrations, field trips)

Since criminal justice is not considered a core course in Areas A-E, any tutoring opportunities available to criminal justice students take place within the department and are addressed by criminal justice faculty and staff with the student in separate sessions outside of the classroom.

Student internships are not required of criminal justice majors but are strongly encouraged. Students must be seniors in order to be eligible for an internship and internship opportunities are numerous and varied. Internships provide a beneficial breeding ground for networking and internships often result in permanent placements in some area of criminal justice. Students in criminal justice are routinely encouraged to participate in programs initiated by the CSU Career Center and to attend the annual Career Expo sponsored by the Career Center. The Criminal Justice Department does not hesitate to call upon and include the CSU Career Center in each semester’s functions.

Program improvements continue to be considered for immediate implementation in the following categories in order to modernize the existing program:

1. Full-time faculty recruitment (in process)
2. Teaching and advising assessments (in process)
3. Program interaction (in process)

## **II C. The Quality of Research and Scholarship**

**Assessment Indicator:** *Satisfactory to Above Average*

Keeping in mind that one of the six departmental learning objectives in criminal justice is to develop the student’s research skills, most every course offering requires some type of research initiative. Faculty members include varying types of research opportunities for students from research papers to research projects to assignments that require search and research activities.

Faculty members, both part-time and full-time, participate in personal research on a regular basis, as professionals, in order to remain current in the material each uses in his and/or her specific class lectures and presentations. Issues and topics in the field of criminal justice change quite frequently. Therefore, the instructor has to make sure that he and/or she is as current and accurate in their own knowledge of the subject matter as is possible to assure that the student is also up to date in each subject as is possible.

Criminal justice faculty, as practicing professionals, continue to indicate their willingness to serve as mentors to criminal justice students in preparing them for employment in criminal justice. Also, as practicing and former practicing professionals, all criminal justice faculty members maintain professional memberships and certification that aid in their mentoring of students for future employment. Part-time faculty members participate in such memberships and programs through their individual fields of expertise and agencies. Full-time faculty participate in many of the same memberships and programs as well as professional academic memberships and programs that provide further resources for the criminal justice educator in particular.

Full-time criminal justice faculty members in particular, are encouraged to present papers at professional conferences and conventions annually, to participate in public lectureships and speaking engagements upon request, and to continue to work toward topics and research that may eventually provide publication opportunities. All full-time faculty members have been involved to-date in book reviews and research assistance. (See Appendix 4 Research and Scholarship)

Program improvement in this area continues to focus on faculty development, subject research, and publication preparedness and opportunities.

## **II D. Quality of Service**

### **Assessment Indicator:** *Very Strong*

Declared criminal justice undergraduates average approximately 300 in raw figures, per school year. The average GPA for declared criminal justice undergraduates over the past five year period was 2.77 for the Bachelor's Degree. This equates to a high "C." The majority of declared criminal justice undergraduates tended to make B's, C's, and D's in their assigned coursework. However, effective Fall 2006, all declared criminal justice undergraduates were required to make a "C" or better in all criminal justice courses in order to receive credit. Therefore, there was a slight improvement average GPA. This policy was implemented in order to raise the standard of knowledge and character in the average criminal justice major prior to graduation and their attempts to find employment in the criminal justice field as the field itself continues to raise hiring expectations. In the bachelor's degree program, the average was 80 for the same period which speaks well for the retention rate of criminal justice majors. The transfer of students from other institutions and the change of majors from other departments, within CSU, continue to increase weekly and by semester.

Faculty and staff members in criminal justice continue to focus on student learning, satisfaction, and the successful meeting of all course and departmental learning objectives. It is also a separate departmental goal to assist all criminal justice graduates in the pursuit of gainful and successful employment. We continue to be successful in this goal as well.

The CSU criminal justice program, faculty, and students continue to participate in the majority of college, institutional, community, state, regional, and national activities and projects that serve to promote and develop the criminal justice degrees offered through Columbus State University. (See Appendix 5 CJ Service) Full-time criminal justice faculty attends visitation days and all orientation and advising sessions. The criminal justice department has recently implemented a freshman; sophomore and transfer student orientation offered by faculty and recognized senior criminal justice majors on a regular semester basis in order to aid new criminal justice students in understanding policies and expectations for degree completion. Also, the department has recently implemented a senior graduation orientation seminar that is offered annually and includes members of the registrar's office to answer questions and provide assistance to seniors preparing for graduation.

The recognition of certain "senior associates" by departmental faculty has also created a senior leadership cadre that serves to promote an accelerated standard of behavior, professionalism, and knowledge that will hopefully provide examples of the type of graduate the criminal justice program wishes to promote and to ultimately add to the criminal justice workforce.

The CSU criminal justice program also offers both an active chapter of the national criminal justice professional fraternity, the American Criminal Justice Association-Lambda Alpha Epsilon, and the national criminal justice honor society, Alpha Phi Sigma. Criminal justice students are strongly encouraged to join and actively participate in both of these organizations on campus, in the community, and in the criminal justice community locally, statewide, regionally, and nationally. Faculty members, as chapter advisors, also participate in these organizations and their scheduled conferences, conventions, and activities.

During the period leading up to this review, program improvements in this area were concentrated on providing appropriate and uniform assessment measuring tools for each course and for the department and in the implementation of a Senior Capstone Course that was initiated in Spring 2008. Improvement plans should include plans to form active partnerships with criminal justice agencies and programs in the community in support of the criminal justice system and to promote leadership programs and initiatives in criminal justice in order to fortify both the professional knowledge and professional behavior of its proposed graduates as they seek employment in the criminal justice system.

## **II E. Quality of Faculty and Student Achievements**

### **Assessment Indicator:** *Above average*

The majority of graduates from the CSU criminal justice program are currently working (successfully) in the criminal justice system, from the local level of government to state government and at the national level of government and criminal justice. Also, the majority of graduates from this program find successful employment in both the public and private sectors relating to criminal justice.

The ultimate achievements for all criminal justice majors are successful graduation from one or both of the existing degree programs and the acquisition of successful employment. There is no other agenda that could assess the achievement and success of criminal justice graduates. Current students in the criminal justice program take the initiative to begin working toward employment opportunities in their junior year of study. As a result, many graduates are already employed or are set to accept employment at the time they matriculate from Columbus State University. Faculty members continue to hear regularly from former students who have graduated and are working actively in the criminal justice system.

The CSU criminal justice program continues to maintain a high reputation and regard in the criminal justice community locally, statewide, and nationally. The Lambda Alpha Epsilon professional fraternity has always received high honors in various competitions regionally and nationally, with the exception of the last two years in which the chapter voluntarily went inactive to correct inconsistencies within its constitution and by-laws. The chapter is currently active and is preparing to begin participation in regional and national competitions again soon.

Each year, one student is recognized at the CSU Honors Convocation as the criminal justice student of the year. It is unfortunate that this department, with such a large student body and with so many outstanding students, does not have the option to recognize more than one student as a student of the year. As academic, behavioral, and professional standards among our students continue to rise, more and more criminal justice majors are eligible for honors recognition.

Many criminal justice majors are also students representing other student organizations and entities on campus. As they excel in criminal justice, they also excel in academics, talent, and leadership in ROTC, athletics, science, sociology, music, art, theater, political science, math, business, and CSU student activities. The criminal justice department tries continuously to keep up with all of the achievements of its students and works hard to make sure the student knows that the department is aware of their successes, as are their fellow students.

The CSU criminal justice program maintains its professional accreditation according to the academic standards established by the Academy of Criminal Justice Sciences. Full-time faculty members maintain continuous professional membership in the ACJS and try to attend the annual ACJS conference at least once every two years, pursuant upon available funding. (See Appendix 6 CJ Faculty Honors and Achievements)

CSU criminal justice graduates have, and continue to serve as mayor's, council members, city managers, state and federal legislators, police chiefs, elected sheriffs, lawyers, judges, prosecutors, public defenders, wardens, probations officers (local, state, and federal), parole officers (local, state, and federal), social workers, law enforcement officers, GBI and FBI agents, U.S. marshals, investigators, criminalists, military officers, customs and treasury agents, secret service agents, and are generally found throughout government and criminal justice agencies in the community, around the state, and nationwide. According to the U.S. Department of Justice, the stellar reputation of the CSU criminal justice degree and graduate precedes them into their

application for employment. Many law enforcement and correctional officers from the CSU criminal justice program have been recognized as “officers of the quarter and or year” in the respective local, state, and federal agencies. Criminal justice graduates of Columbus State University are instilled with an overwhelming desire to work in fields related to their courses of study, many times accepting positions at low, entry levels of compensation. However, they continue to strive toward more acceptable levels of comfortable compensation because they are committed to their work in the criminal justice system.

Current criminal justice majors continue to participate in campus activities and honor programs that supplement their criminal justice studies and help to promote the CSU criminal justice program. Students participate in Servant Leadership and national honor societies, receive honors from the U.S. military through the CSU ROTC program, and are continually recognized through student social organizations as homecoming queens, Greek leaders, orientation leaders, SGA presidents, senators, officers, and representatives, Miss Columbus State contestants, Miss Georgia contestants, etc.

CSU criminal justice faculty members, both part-time and full-time, continue to participate and receive professional recognition as well as academic recognition for their continued professional and academic performances. One faculty member has been named Educator of the Year and two others have been recognized several times as nominees for CSU Educators of the Year and can be found in numerous additions of Who’s Who editions of College and Universities Educators and Professional Business Men and Women. All CSU criminal justice faculty members are continually recognized for their participation on a wide variety of community and state advisory and working committees that focus on the positive growth of respective agencies, the community and the state. These honors and recognition continue to place Columbus State University and its autonomous criminal justice program in the forefront of University System of Georgia programs of similar nature.

Program improvements include attempts to establish more scholarly recognition for its students, encouraging more students to attend and participate in local, state, regional, and national criminal justice conventions and competitions, and to encourage students to work more closely with local criminal justice entities to shore up their foundations within the community, as needed.

## **II F. Quality of Curriculum**

**Assessment Indicator:** *Very Strong*

The Columbus State University Criminal Justice Bachelor of Science Degree (B.S.) Program meets educational standard for employment required by the majority of criminal justice and governmental agencies directly associated with the criminal justice field. The courses required for the Bachelor of Science degree for criminal justice prepare the student for an easy transition from education to employment as a practitioner in the field of criminal justice. Departmental learning objectives are derived from specified requirements indicated by the criminal justice

system itself, based upon individual skills necessary for employment upon receipt of a college degree. (See Appendix 7 Criminal Justice Course Descriptions and Appendix 8 Degree Requirements for Bachelor of Science Criminal Justice Degree)

Aside from the general employment and recognition successes of the CSU criminal justice program's graduates, the continued acceptance and successful completion of baccalaureate students into post-baccalaureate and graduate programs is very high. It is beneficial, naturally, to have successful programs for continued study located on the Columbus State University campus. A high majority of CSU criminal justice graduates continue study in either the traditional Master of Public Administration degree program or the professional Justice Administration program of the Georgia Law Enforcement Command College. Numerous criminal justice graduates also chose to pursue juris doctorate degrees in premier law schools throughout the nation.

The curriculum provided by the CSU Criminal Justice B. S. Degree is comprehensive, specific and taught by experts in each subject area. The learning outcomes for each course are specific to that course and in line with the learning objectives of the department. The learning objectives of the department are specified according to employment hiring practices and performance assessment and promotion requirements outlined within the various agencies in criminal justice administration. Departmental learning objectives include the following:

1. Reading comprehension
2. Critical thinking abilities
3. Writing skills
4. Research skills
5. Oral Communication skills
6. Professionalism and a high ethical standard

All of these learning objectives require technological skill and are required for employment in all areas of criminal justice. Students are encouraged to include multidisciplinary studies in the form of general and upper division electives that will aid them in their chosen fields of employment.

All criminal justice agencies and administrations today are diversity, multicultural, and internationally sensitive. Therefore, every criminal justice course includes components that relate to and prepare the student to address these issues that continue to grow in society and criminal justice operations as well.

Program and curriculum improvements continue to be considered and implemented regularly in order to maintain standards established by the field of criminal justice itself.

1. Selected topics courses are created each semester in order address current issues in criminal justice and to provide for knowledge of the rapid changes of society that directly affect the criminal justice field.

2. Faculty continues to foster students in the departmental learning objectives in order to train each in preparation to meet the high expectations for hiring they will encounter upon graduation.

Numerous changes have been made within the Columbus State University criminal justice program over the past several years for the purpose of positive change and improvement in order to keep up with changes in society and the effects of those changes on the criminal justice system.

New expert full-time and part-time faculty members have been added. New curriculum that reflects changes in society and criminal justice has been added. New programs have been added and are slated for the future to aid in the expansion of the criminal justice program and its ability to meet the demands being requested by agencies statewide. New policies and procedures have been added to assist the criminal justice student body in raising their standard of education and ethical behavior in preparation for employment in criminal justice. New departmental learning objectives and course learning objectives have been created that are degree and course specific so that students realize what is expected from each of them. Courses and faculty are continuing to work toward making curriculum more interactive in order to allow students to more accurately experience the workings of the criminal justice system prior to their placement for employment. Added to these additions is the re-activation of the criminal justice fraternity, LAE, and efforts to re-charge the on-campus chapter of the criminal justice national honor society, Alpha Phi Sigma. Also, an accurate upgrade of the criminal justice website is currently in the works in order to assure that all program information is at the student and potential student's fingertips through the Internet.

The reorganization of advising procedures and assignments, the implementation of a freshman/sophomore/transfer student orientation and a senior graduation preparation seminar, and the extension of the criminal justice degree programs to the Ft. Benning campus have all been added recently to bring the CSU criminal justice program into the 21<sup>st</sup> century.

All criminal justice faculty and staff are continuously and regularly included in the changes that have and are taking place in the criminal justice department and degree programs. Since all of the criminal justice faculty are experts in specific fields, their input is crucial to the content and provision of current, accurate, and quality information in all areas of the criminal justice field

## **II G. Quality of Facilities and Equipment**

**Assessment Indicator:** *Satisfactory*

As the overall number of CSU students has increased, and the overall number of criminal justice students has increased, the lack of parking space and classroom space has greatly affected the efficiency rating in the provision of a quality education to our students. Also, the conditions of the existing facilities falls far short of the professional appearance of facilities at other like institutions. The CSU criminal justice program, though highly sought after by many students, is



not considered a core or essential discipline and therefore gets little attention and little funding consideration, despite the fact that it is the third largest program on campus, by student body count. The quality of facilities and equipment supporting the program is satisfactory but could certainly benefit from upgraded facilities and equipment. The library is highly supportive of the criminal justice program at CSU as are many in the infrastructure of the administration.

Program improvement here rests primarily with the institution and the funding for improvement of facilities and equipment necessary campus wide.

### **III. Indicators of Program Productivity**

**Assessment Indicator:** *Very Strong*

The numbers speak for themselves. Interest in the CSU criminal justice program is high. Enrollment in criminal justice at CSU is high. Graduation rates from the criminal justice program also remain high. Employment of these graduates in varying fields of criminal justice is also steady and high. This program and its productivity are integral parts of the Columbus State University curriculum. The program successfully stands alone and is more than capable of supporting itself. Students continue to rave that they are learning so much and having fun doing so. Those who have gone on to work in a field of criminal justice have proven to be highly successful. Program faculty have been accused by city leaders of “teaching our students too well” as they graduate and move on to other communities to find employment. The only reason for this is that the Columbus community does not pay as well as other communities. Regardless, the CSU criminal justice students and graduates are most always successful and this fact justifies the programs productivity.

#### **III A. Enrollment of Students in the Program (past five years)**

**Assessment Indicator:** *Very Strong*

The fall semester enrollments in the BS criminal justice program increased from 2008 to 2012 by 26.4%, while overall enrollment growth for the university was found to be 9 % for the period. Our BS program in criminal justice achieved more than 2.5 times the growth of the overall growth of CSU programs, and we are now the third largest program on campus (behind Nursing and Biology). This has been achieved while the number of our full time faculty has remained at 4. These percentages for this particular level of courses over this period of time declined. However, the same enrollment percentages for fall semester enrollments in 4000 level criminal justice courses during the same period of time has been 10.8 percent and has shown a steady increase during the same period of time.

<b>Comprehensive Program Review</b> <b>Department of Criminal Justice and Sociology</b> <b>Programs: AASCJ and BS in Criminal Justice</b> <b>Quantitative Measures</b>						
Measure	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Avg
<b>Number of Declared Majors - Fall Semester</b>						
AASCJ						
Full-Time	9	11	6	7	17	10
Part-Time	15	15	7	13	6	11
<i>Total</i>	24	26	13	20	23	21
<b>BS Criminal Justice</b>						
Full-Time	198	225	244	286	271	245
Part-Time	89	80	91	100	92	90
<i>Total</i>	287	305	335	386	363	335
<b>Combined Undergraduate Programs</b>						
Full-Time	207	236	250	293	288	254.8
Part-Time	104	95	98	113	98	102
<i>Total</i>	311	331	348	406	386	356

One of the most interesting trends noted in the CSU criminal justice program over the past five (5) years has been the increasing number of major change forms signed weekly from other majors to criminal justice. On average, there are five (5) “Change of Major” forms signed each week where students are changing their major to criminal justice.

The major change in criminal justice curriculum implemented to help with stabilizing the enrollment percentages of the 3000 course level classes has been the recent addition of 3000 level courses in program elective areas for degree completion. Also, changes in criminal justice hiring practices that tend to require more extensive educational requirements will most certainly initiated an increase in the enrollment of students into 3000 and 4000 level criminal justice courses.

The Columbus State University criminal justice program still maintains, to-date, the third largest student body, according to major declaration, on campus. The continued demand for criminal justice education and degree completion repeatedly justifies the existence of such a program in this regional area of the State of Georgia.

**III B. Degrees Awarded Over Past 5 Years**

**Assessment Indicator:** *Very Strong*

The number of degrees conferred for the BS in criminal justice has continued to increase. The criminal justice program only sees a continued increase in these numbers as the program also continues to grow. We are second only to Kennesaw State University over the five year period.

Baccalaureate Degrees Awarded in Criminal Justice Programs at USG State Universities						
USG Institution	2007-08	2008-09	2009-10	2010-11	2011-12	5-Year Avg
Albany State University	59	47	53	54		53
Armstrong Atlantic State University	43	33	33	36		36
Augusta State University	22	29	28	17		24
Clayton College & State University	42	44	64	48		50
Columbus State University	70	78	66	93	83	78
Fort Valley State university	27	26	21	27		25
Georgia College & State University	33	24	31	41		32
Georgia Southwestern State University	0	0	0	0		0
Kennesaw State University	67	103	86	91		87
North Georgia College & State University	70	55	66	61		63
Savannah State University	32	21	29	42		31
Southern Polytechnic State University	0	0	0	0		0
State University of West Georgia	0	0	0	0		0
<i>Total</i>	<i>465</i>	<i>460</i>	<i>477</i>	<i>510</i>	<i>83</i>	<i>399</i>

As relates to the number of declared majors in the criminal justice degree program, the average graduation rate reported is a direct correlation and easily justifiable. The number of graduates each year continues to reflect the high number of criminal justice student body members as being among the top five (5) programs campus wide.

Specific program improvements come from knowledge that the demand for criminal justice courses is high. As more students enter the programs, more improvements and expansions are created in order to provide for the demand. More interactive initiatives are provided and more selected topic courses are created and faculty members with networking opportunities continue to provide these same opportunities to criminal justice students.

### III C. Comparison with CSU & University System of Georgia Programs

**Assessment Indicator:** *Very Strong*

The table from Section III B. certainly describes how competitive CSU Criminal Justice program is with the other USG universities. We are second only to Kennesaw State University over the past five years.

### III D. Retention Rates

**Assessment Indicator:** *Below average to satisfactory*

The retention rates for the period do not appear to be quite as productive as we would hope. There is certainly room for improvement. Currently, all program improvements and/or expansions arise from demands created by the criminal justice student body themselves. The program's largest challenge is providing the qualified faculty to supply for the demand. Three

(3) full-time faculty members and a less than adequate budget requires that we do more with less. Our program provides an above average education in this practitioner field, but we could do so much more with the appropriate faculty, staff, and funding.

<b>Retention Rates for Baccalaureate Programs</b>						
<b>Major Program</b>	<b>Returned Fall 2008</b>	<b>Returned Fall 2009</b>	<b>Returned Fall 2010</b>	<b>Returned Fall 2011</b>	<b>Returned Fall 2012</b>	<b>Average</b>
Accounting	55.0%	78.9%		0.0%	33.3%	55.7%
Art	77.8%	68.2%	76.0%	63.0%	46.2%	66.2%
Art Education	50.0%	50.0%		66.7%	60.0%	56.7%
Biology	72.9%	70.7%	69.8%	69.3%	70.8%	70.7%
Chemistry	92.3%	83.9%	70.0%	84.6%	79.2%	82.0%
Communication	61.5%	80.0%	92.3%	84.2%	70.8%	77.8%
Computer Science	75.0%	54.9%	61.5%	78.8%	64.3%	66.9%
<b>Criminal Justice</b>	<b>75.0%</b>	<b>57.9%</b>	<b>63.6%</b>	<b>57.6%</b>	<b>45.7%</b>	<b>60.0%</b>
Early Childhood Education	81.0%	80.0%	72.5%	78.4%	72.2%	76.8%
Earth & Space Science/Geology	50.0%		33.3%	66.7%	50.0%	50.0%
English Language	80.0%	77.8%	85.2%	64.0%	76.0%	76.6%
Exercise Science	66.7%	72.7%	57.1%	73.3%	67.7%	67.5%
Finance	55.6%	53.8%			83.3%	64.2%
General Business	65.0%	80.0%			64.3%	69.8%
Health & Physical Education	75.0%	33.3%	66.7%	50.0%	40.0%	53.0%
Health Science	50.0%	77.8%	86.7%	80.0%	61.1%	71.1%
History	50.0%	44.4%	83.3%	60.0%	100.0%	67.5%
History & Secondary Education	85.7%	40.0%	66.7%	62.5%	55.6%	62.5%
Information Technology		100.0%	33.3%	62.5%	100.0%	74.0%
Management	71.4%	41.7%	100.0%		50.0%	65.8%
Management Information Systems	66.7%	33.3%			33.3%	44.4%
Marketing	66.7%	64.3%			86.7%	72.6%
Mathematics	55.6%	50.0%	76.5%	66.7%	77.8%	55.3%
Middle Grades Education	40.0%	66.7%	85.7%	87.5%	62.5%	68.5%
Modern Language & Culture	100.0%		85.7%	100.0%	75.0%	90.2%
Music Performance	85.7%	72.7%	78.6%	84.4%	62.5%	76.8%
Music Education	78.6%	80.0%	86.4%	80.0%	91.7%	83.3%
Music, General	66.7%	62.5%	50.0%	75.0%	62.5%	64.6%
Nursing	77.4%	63.0%	74.7%	65.7%	69.0%	70.0%
Political Science	44.4%	66.7%	70.0%	78.6%	64.3%	64.8%
Pre-Business			71.9%	72.7%	52.9%	65.8%
Psychology	70.6%	61.5%	72.1%	51.1%	67.8%	64.6%
Sociology	60.0%	57.1%	80.0%	50.0%	75.0%	64.4%
Spec Ed - General Curriculum	100.0%	66.7%	66.7%	50.0%	80.0%	72.7%
Theatre Arts	85.2%	73.1%	75.5%	81.1%	89.5%	80.9%
Theatre Education	88.9%	76.5%	80.0%		57.1%	75.6%
<i>Total Baccalaureate</i>	72.5%	67.6%	72.7%	70.7%	67.8%	70.3%

### III E. Student Learning Indicators

**Assessment Indicator:** *N/A*

We do not presently have anything in place to measure this component. We hope to be utilizing the Major Field Test for Criminal Justice, effective in Spring 2015.

### III F. Graduation Rate of the Program

**Assessment Indicator:** *Satisfactory*

The graduation rate for the B. S. criminal justice program experienced a decline in 2011 (from 36.7 % in 2010) to 27.5 % in 2010. During 2011 the rate jumped to 45 % (the highest it has been since 2008).

Six Year Graduation Rates by Baccalaureate Program						
Program	2002-2008	2003-2009	2004-2010	2005-2011	2006-2012	Average
Accounting	61.9%	27.6%	39.1%	42.1%	43.5%	42.8%
Art	20.0%	38.5%	27.3%	21.4%	22.2%	25.9%
Art Education	50.0%	0.0%	50.0%	50.0%	0.0%	30.0%
Biology	27.3%	36.7%	29.5%	37.6%	39.8%	34.2%
Chemistry	22.2%	30.8%	45.5%	37.5%	26.1%	32.4%
Communication	37.5%	30.8%	25.0%	47.4%	34.8%	35.1%
Computer Science	16.7%	29.7%	6.9%	34.5%	29.2%	23.4%
<b>Criminal Justice</b>	<b>40.0%</b>	<b>30.4%</b>	<b>36.7%</b>	<b>27.5%</b>	<b>45.0%</b>	<b>35.9%</b>
Early Childhood Education	42.4%	50.9%	44.4%	44.6%	45.1%	45.5%
Earth & Space Science/Geology		100.0%	50.0%	0.0%	50.0%	50.0%
English Language	52.6%	36.0%	35.0%	34.8%	50.0%	41.7%
Exercise Science	40.0%	25.0%	53.3%	38.9%	70.0%	45.4%
Finance	33.3%	66.7%	50.0%	58.3%	36.4%	48.9%
General Business	25.9%	35.1%	37.8%	42.1%	25.0%	33.2%
Health & Physical Education	100.0%	16.7%	11.1%	0.0%	66.7%	38.9%
Health Science	20.0%	10.0%	45.5%	46.2%	12.5%	26.8%
History	40.0%	50.0%	20.0%	27.3%	30.0%	33.5%
History & Secondary Education	33.3%	27.3%	23.1%	0.0%	62.5%	29.2%
Management	18.8%	20.0%	27.3%	42.5%	35.3%	28.8%
Management Information Systems	44.4%	42.1%	44.4%	25.0%	23.1%	35.8%
Marketing	5.9%	33.3%	37.5%	25.0%	31.3%	26.6%
Mathematics	50.0%	63.6%	42.9%	27.3%	33.3%	43.4%
Middle Grades Education	40.0%	33.3%	0.0%	50.0%	100.0%	44.7%
Modern Language & Culture			0.0%	50.0%	28.6%	26.2%
Music Performance	43.8%	56.0%	61.5%	52.4%	52.6%	53.3%
Music Education	34.6%	55.9%	68.8%	65.0%	90.9%	63.0%
Music, General	46.7%	50.0%	40.0%	50.0%	66.7%	50.7%
Nursing	47.0%	47.4%	53.7%	32.2%	42.7%	44.6%
Political Science	46.7%	26.9%	28.6%	39.1%	17.6%	31.8%
Psychology	20.7%	32.0%	25.0%	27.8%	35.7%	28.2%
Sociology	50.0%	0.0%	66.7%	33.3%	33.3%	36.7%
Spec Ed - General Curriculum	66.7%	50.0%	0.0%	50.0%	0.0%	33.3%
Theatre	42.9%	25.0%	35.7%	34.8%	47.4%	37.2%
Theatre Education	20.0%	33.3%	55.6%	62.5%	54.5%	45.2%
<i>Total Baccalaureate</i>	<i>34.6%</i>	<i>37.5%</i>	<i>37.1%</i>	<i>37.1%</i>	<i>40.3%</i>	<i>37.3%</i>

The CSU criminal justice program's graduation rate for the period from 2008 – 2012 was given an assessment of satisfactory because over the five year period it was located in the middle (measured over five year periods), compared to other programs at CSU. We most certainly want to see it improve, but, in raw numbers, the B. S. program graduates about 300 students annually. As addressed in Section II B, this identifies the CSU B. S. criminal justice program as second only to Kennesaw State in the University System of Georgia (with regard to numbers of B. S. graduates per year).

The following are included in our plans to improve retention and graduation:

1. Continue to expand on our internship opportunities (to promote the idea that internships can lead to job opportunities).
2. Identify and utilize peer leadership to improve student performance in classes with large enrollment.
3. Continue in our use of the Advising Center for Excellence (ACE) for freshman and sophomore Criminal Justice majors.
4. We should be more proactive in preregistration at orientations for new freshmen. This will help to facilitate the most productive scheduling as possible for the new students.
5. Expand our course offerings to include study abroad opportunities to attract better qualified students.
6. Monitor Degree Evaluation Records more closely to ensure that our students are on track and ready to graduate (while also promoting autonomy).
7. Continue to expand in online or distance learning, in order to offer more students improved flexibility in scheduling, and to complete an online degree option for criminal Justice students.

### **III D. Efficiency and Clarity of the Program's Course Requirements**

**Assessment Indicator:** *Very Strong*

Our course requirements for CSU criminal justice Bachelor degree students are specifically and concisely spelled out in the CSU catalog, on criminal justice bulletin boards, through freshman/sophomore/transfer student orientations and through thorough, one-on-one contact with individual students. Every faculty and staff person is aware of the degree requirements and when meeting with individual students, works to develop up a degree progress sheet that is provide to the student indicating what progress has been achieved and what work is left to be completed (See Appendix 1). Departmental policy requires that all students meet regularly with an advisor or full-time faculty member so each is (or should be) well aware at all times of

exactly what is needed to complete degree work and what all options are for future enrollment (See, again, Appendix 3).

As students near the completion of their degree requirements, some run into problems scheduling the last courses they may need, for various reasons. The CSU criminal justice program is always amenable and more than flexible and adaptable enough to provide appropriate alternatives and options that allow the student to complete their degree requirements as scheduled. With the continued help of part-time faculty, the Ft. Benning program, and the Justice Administration program as well as the professionalism of full-time faculty, students have the options of taking night classes on campus, night classes at Ft. Benning, weekend classes at the Georgia Law Enforcement Command College, and/or through independent studies in order to complete course requirements for graduation.

### **III E. Frequency and Sequencing of Course Offerings Required for Program Completion**

**Assessment Indicator:** *Very Strong*

All Area F required courses are offered every semester, including additional offerings often being made available in summer semester. Even during the summer, at least 2-3 of these Area F courses is offered. These same courses are usually offered during evening hours, in Saturday classes, as well as online sections, in order to meet our students' needs.

At least 80% of all Area G Program Requirements are offered during all three semesters. Several, if not all, of these courses area also offered at alternate times during the semester, day and evening, depending on student demand and proximity to graduation. These courses are also offered on occasion at Ft. Benning.

Approximately 70% of Area H (a) Program Electives are offered during all three semesters as well, also during day and evening hours. These courses are also offered on occasion at Ft. Benning, Georgia.

Alternatively, Area H (b) Program Electives are offered through different program disciplines. These courses are suggested for criminal justice students in order to help bolster their all-around education in preparation for work in a criminal justice field. These alternative disciplines have always been more than cooperative in their offering of courses to include criminal justice students. These courses are all offered at least once a year, if not more often.

Also, JADM 3000 and 4000 courses are accepted as Area H and Area I elective substitutes. These courses are generally offered 2-3 times a semester, all three semesters.

Courses are offered based upon student demand. The CSU criminal justice program prepares semester schedules based on graduation ceremonies and the courses that are most required

for degree completion. Schedules are also based on ability to fill a class and accommodate for non-traditional students unable to attend school during the day.

### **III F. Enrollment in the Program's Required Courses**

**Assessment Indicator:** *Very Strong*

The majority of CSU criminal justice courses are 2000 level courses or above. CRJU 1105, Introduction to Criminal Justice, is the only freshman level course in the curriculum and that is due to the BOR's requirement that all CRJU programs in the USG offer this same course uniformly. This is an Area F degree requirement so ALL criminal justice students must take this course. Fall semester enrollment generally runs around 50%.

There are numerous 2000 level criminal just courses, some required, some not required. The CRJU one-year professional certificate generally requires students to take 30 hours, 10 courses, 1000 or 2000 level only for a program certificate. Until recently, the criminal justice program only offered seven (7) of these lower level courses. Five (5) new 2000 level courses were recently activated specifically for police officers working under a time guideline to complete a prescribed level of education in order to retain employment. Six (6) 2000 level courses of an active eleven (11) are required of all criminal justice students. Average course enrollment in these courses is generally just shy of 50%, approximately 45% each fall.

Numerous upper level courses in CRJU and JADM are offered regularly. Some are required, others are optional. Enough of these courses are offered to allow criminal justice students to pick courses as electives that will be more in line with their preferred employment intentions upon graduation. Enrollment in combined 3000 and 4000 level courses each fall is approximately 42-43%.

Again, CRJU courses offered and when they are offered is all directly related to student demand or need.

### **III G. Cost-Effectiveness of Instructional Delivery**

**Assessment Indicator:** *Very Strong*

As cost-per-credit-hour of instruction for CSU has increased from \$193 - \$221 between 2008 and 2012, the cost-per-credit-hour of instruction in Criminal justice has remained virtually the same, at \$108. As is the environment of Georgia higher education at this time, the CSU criminal justice department is, as much as any other department expected to do a great deal with very little funding and resources. The bottom line here is: close to 400 majors, 4 full-time faculty (we were able to add a part time Lecturer for part of Fall 2013, we are not sure we will be able to renew her contract beyond Spring 2014), approximately 12 part-time faculty, 20-30 sections offered per semester, 1 administrative staff person and a budget that has seen very little change throughout the last 5 years. The department keeps a tight lid on expenditures and



when the budget gets tight, many faculty members provide from their own pockets and resource availability. The program remains successful and concerns itself only with what is required to keep the criminal justice program and department operating and producing successfully. Each department on the Columbus State University campus is responsible for their own success and when asked, we continually offer the argument that we have very competitive at keeping the costs of education down when and where can. (See Appendix 9 Credit Hours)

Total Instructional Costs for Columbus State University:

<b>Fiscal Year</b>	<b>Instructional Costs</b>	<b>Total Credit Hours Generated</b>	<b>Total Headcount</b>	<b>Cost per Credit Hour</b>	<b>Cost per Headcount</b>
2008	\$31,868,466.00	164,732	7,590	\$193	\$4,199
2009	\$31,193,232.00	171,280	7,953	\$182	\$3,922
2010	\$34,596,532.00	178,470	8,179	\$194	\$4,230
2011	\$37,092,885.00	178,078	8,298	\$208	\$4,470
2012	\$39,203,981.00	177,773	8,307	\$221	\$4,719
2013	\$41,445,383.00	178,125	8,239	\$233	\$5,030

Instructional Costs for Criminal Justice 2008-2012

<b>CSU Criminal Justice Program</b>	<b>Fiscal Year</b>					
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>5-Year Avg</b>
State Funds Costs	Missing Data	\$547,233	\$744,004	\$716,785	\$682,097	\$672,530
Grant Funds Costs	n/a	\$0	\$0	\$0	\$0	\$0
<b>Total Costs</b>	n/a	\$547,233	\$744,004	\$716,785	\$682,097	\$672,530
Total Cost Per Major (Total Cost/Number of Declared Majors)	n/a	\$1,653	\$2,138	\$1,765	\$1,767	\$1,831
State Funds Costs Per Major (State Funds Total/Number of Declared Majors)	n/a	\$1,653	\$2,138	\$1,765	\$1,767	\$1,831
Credit Hours Taught Spring and Fall Semesters	4698	5394	6117	6882	6432	5905
Cost per Credit Hour - Total Expenditure	n/a	\$101	\$122	\$104	\$106	\$108
Cost per Credit Hour - State Funds	n/a	\$101	\$122	\$104	\$106	\$108

The criminal justice program continues to be cost-effective despite the lack of funding and resource availability. The program would definitely benefit from a revision and increase in its budget but until that time, the program will continue to be successful with what little is available. The three (3) primary resource improvements that would benefit this program are: more full-time faculty, more operating funds, and much better teaching facilities.

The CSU criminal justice program is continually successful in graduating its students regardless of gender, ethnicity, nationality, and age, the same as initial enrollment. The students come to us; we provide the education, the student stays with the program and graduates. There is very little that the criminal justice faculty is required to do other than provide advising, education, and direction for finding employment. There are very few times when a student's gender, ethnicity, nationality, or age plays a part in the educational success and graduation of the criminal justice student. The same holds true of their successful employment after graduation or their continuation of education through the CSU Masters degree program in public administration with a justice administration concentration.

The diversity among Columbus State University criminal justice majors is visibly obvious and of high priority to the faculty of the criminal justice program. The same holds true when addressing the diversity of practitioners in the American criminal justice system. CSU criminal justice majors cross all gender, ethnicity, nationality, and age barriers. Criminal justice majors are equally both part-time and full-time. Both enrollment and graduation rates, by ethnic origin, are again, diverse across the board, the majority of students being either black or white. International students, Asian, Hispanic, American Indian and Multi-Racial students are also represented but not to the extent that white and black students are represented. The CSU program does not actively recruit students. There is no need. Students flock to this program and are all allowed an opportunity to find their niche in the program and the ability to see themselves being employed in the criminal justice field. The diverse numbers become more pronounced as students begin work on their BS degree. By gender, male and female students are close to being equally represented across the board. Female students tend to be slightly more represented in the criminal justice program, but not by much, simply a mere quarter of all criminal justice majors.

By age, criminal justice students are represented throughout all described age groups, the highest being those 21-25 years old and the lowest being over 60. Those over 60 have, on a regular basis, been represented by at least one student in the study of criminal justice. The criminal justice program has always enrolled a highly diverse group of both traditional and non-traditional students. Average rates of students, according to age, remain steady at approximately 25% annually.

### Baccalaureate Degrees Awarded in Criminal Justice Programs at USG State Universities

USG Institutions	2007	2008	2009	2010	2011	5 year Average
Albany State University	51	59	47	53	54	53
Armstrong Atlantic State University	24	43	33	33	36	34
Augusta State University	22	22	29	28	17	24
Clayton College & State University	21	42	44	64	48	44
Columbus State University	67	70	78	68	91	75*
Fort Valley State University	31	27	26	21	27	26
Georgia College and State University	35	33	24	31	41	33
Georgia Southwestern State University	0	0	0	0	0	0
Kennesaw State University	79	67	103	86	91	85
North Georgia College and State University	60	70	55	66	61	62
Savannah State University	23	32	21	33	42	30
Southern Polytechnic State University	0	0	0	0	0	0
State University of West Georgia	0	0	0	0	0	0
<b>Total</b>	413	465	460	483	508	646

\* Second only to Kennesaw State University in USG

The criminal justice program at Columbus State University is very competitive with other universities that offer a criminal justice B. S. degree. (See above) It was originally founded and accredited based on the standards for such a program provided by the national Academy of Criminal Justice Sciences. With the most recent change in department chairs, program revisions and expansion have been made that began with consideration of the Columbus State University mission statement. The criminal justice program at Columbus State University continuously keeps in mind the mission of the institution as a whole and adapts as needed to follow the University's mission statement first, and the departmental mission second. The criminal justice program maintains its own mission statement, learning objectives, and standard operation policies and procedures that are discipline-specific. The criminal justice degree program remains loyal to the existence and mission of Columbus State University and is proud to do so.

#### **IV A. Summary of Program's Viability**

The criminal justice program at Columbus State University is not only viable but also essential, to the institution, community, region, state, and nation. The American criminal justice system is a constant. As a constant, the system requires individual, highly educated and trained people to maintain its very operation. The CSU program of criminal justice provides these graduates to the criminal justice system, at all levels. The majority of criminal justice graduates leave CSU with an overwhelming desire to put their degree to actual use within the system. This majority is able to find employment easily. They then thoroughly enjoy their work and are successful to the extreme and on all levels. These students are not recruited; they come to the criminal justice department themselves, on their own, searching for an education that will provide them with success in the workforce. They find it at Columbus State University in criminal justice and justice administration.

Criminal justice employers, who are searching for help, whether it is full-time or part-time employment, internships, and/or volunteers, continually contact the Columbus State University criminal justice department. The program is continually successful in providing students to all of those programs who make requests. The program rarely has a problem providing students for employment, internships, and/or volunteerism. The criminal justice program at CSU is highly successful in this capacity. A criminal justice degree from Columbus State University is a highly employable degree and the outstanding reputation of the department is far-reaching, from the federal government level down to the local government level.

#### **IV B. Summary of Program Improvement Plan**

The Columbus State University criminal justice program does not intend on “standing still” and becoming complacent in status quo. As society changes, whether behaviorally, structurally, or culturally, and as more factions of the population get caught up in deviant and criminal behavior, the CSU criminal justice program will adapt and change to provide the student with the current and accurate knowledge he or she needs to compete successfully for employment in criminal justice. Crime will always exist in society; all aspects of the criminal justice system are required to deal with this one element of society that will not go away and that will continue to draw more and more citizens into its dysfunctional web. More and more individuals, educated in the field of criminal justice, will be needed to protect the rest of society from the miscreants. This program will continue to adapt and format to the conditions of society, as required. This program will continue to pride itself in the effective productivity of qualified criminal justice practitioners.

The inclusion of the Criminal Justice Major Field Test in Spring 2015 and the delivery of a survey to our alumni will be of utmost importance when evaluating our success. The three (3) most immediate improvements, as listed in the Executive Summary are 1) that addition on on-line courses for distance learning 2) further inclusion of more interactive components for students that relate directly to the criminal justice system and 3) the continued increase of professionalism on the part of, and within the character of criminal justice students prior to graduation and future employment.

**Recommendation: Continue to move the program forward and expand as needed, to provide adaptability that parallels the current workings of the American criminal justice system and to better prepare our criminal justice students as they strive to make a contribution to that system.**

As the Columbus State University criminal justice program continues to grow in number, the program will also grow and expand to accommodate the number of students finding their way to criminal justice at Columbus State. Qualified personnel should be added, curriculum should be activated or deactivated to maintain content that is current, accurate and relevant to society today, and the program will continue to make itself more and more student friendly and interactive for the benefit of its student body. The next step, specifically, will be to add on-line courses and expand into distance learning as more resources are added.

## Appendix 1 Alumni Survey Instrument

### Columbus State University Criminal Justice Alumni Survey

Please help us assess and improve our program. We are conducting a survey of all CSU Criminal Justice alumni as part of a department self –study. We would appreciate your assistance. Please take a few minutes to respond to the following questions and return the survey in the enclosed stamped, pre- addressed envelope by July 17, 2015. Thank you!

1. What is your gender?

Male

Female

2. In what year were you born? \_\_\_\_\_

3. Did you graduate from CSU with a degree in Criminal Justice?  Yes  No

4. If yes, what year did you graduate? \_\_\_\_\_

5. Did you transfer from another college/university?

Yes

No

6. What was your final CSU grade point average? (please Select one)

2.00 – 2.50  2.51 – 3.00  3.01 – 3.50  3.51 – 4.00

7. What was the salary range of your first full-time job following graduation? (Select one)

Less than \$20,000  \$20,000 to \$29,999  \$30,000 to \$39,999  \$40,000 to \$49,999

\$50,000 to \$59,999  \$60,000 to \$69,999  \$70,000 to \$79,999  \$80,000 or more

8. What is the salary range of your current job? (Select one)

Less than \$20,000  \$20,000 to \$29,999  \$30,000 to \$39,999

\$40,000 to \$49,999  \$50,000 to \$59,999  \$60,000 to \$69,999

\$70,000 to \$79,999  \$80,000 or more

9. What degrees or credentials have you earned? (Select all that apply)

Certificate in Criminal Justice

Associate Degree

Bachelor's

Master's

Professional Licensure (If so, in what? \_\_\_\_\_)

Doctorate

Other

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10. If you continue formal education, what degree or other credentials do you plan to attain? (Select all that apply)

Bachelor's

Master's

Doctorate

Other

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11. What is the nature of the field in which you are currently employed? (Select one)

Education

Corporate/Business Law Practice

Local Law Enforcement

State Law Enforcement

Federal Law Enforcement

Criminal/Civil Law Practice

Private business

Public service (non-law enforcement)

Other \_\_\_\_\_

12. My undergraduate study of Criminal Justice has proved useful to my career because it has provided me with the skills to succeed in graduate school. (Select one)

Strongly agree

Agree

Neutral

Disagree

Strongly Disagree

Question is not applicable

13. My undergraduate study of Criminal Justice has proved useful to my career because it provided me with the skills to become a practitioner in the field of criminal justice. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Question is not applicable to my career

14. Please assess each of the following statements about your undergraduate studies in Criminal Justice at CSU.

a. It provided me with an understanding of the American criminal justice system.  
(Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

b. It provided me with an understanding of the American criminal justice system's culture and history. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

c. It provided me with a basic understanding of the three fundamental areas of criminal justice (police, corrections, and the courts). (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

d. It helped me develop the ability to be ethical in the assessment of criminal justice issues. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

e. It helped me develop the ability to identify issues of concern for criminal justice practitioners. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

f. It helped me develop my critical thinking skills. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

g. It helped me develop my ability to read and understand difficult material. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

h. It helped me improve my ability to utilize criminal justice resources via the computer and internet. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



15. My undergraduate study of Criminal Justice has enriched my life by enhancing my understanding of people, places, and cultures I will undoubtedly encounter in my career. (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Question is not applicable to my personal life

16. Please rate your response to this statement: "I am glad I majored in Criminal Justice at CSU." (Select one)

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

17. Why did you become an Criminal Justice major? (Select all that apply)

- I liked my CRJU 1105 professor and that professor encouraged me
- I have always liked Criminal Justice
- I felt Criminal Justice was what I was best at
- I felt it was a good preparation for law/graduate school
- I felt it would provide a solid background for most anything in life
- Other \_\_\_\_\_

18. What is the most valuable aspect of having been an Criminal Justice major?

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19. If we were to develop an e-newsletter (with alumni news) about the Department of Criminal Justice & Sociology, would you be interested in receiving it? If so, would you please provide your email address (Please print neatly.)

Email  Yes  No

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20. Is there anything (or any person) in particular that you would like to learn about in the e-newsletter?

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Thank you for responding to this survey and for returning it by July 17, 2015, in the stamped, pre-addressed envelope.

Sincerely,

Dr. Michael P. Bailey  
Chair  
Department of Criminal Justice & Sociology  
bailey\_michael@columbusstate.edu  
(706) 507-8703

## Appendix 2 Data from the Social Research Center

Criminal Justice Review Data Spring 2012 prepared by the Social Research Center					
<b>All CRJU courses (N=555)</b>					
Course Evaluation Questions	Mean	Standard Deviation	Median	Minimum	Maximum
1. The instructor is well prepared.	4.70	0.71	5	1	5
2. The instructor effectively conveys the content area.	4.58	0.81	5	1	5
3. The instructor clearly communicates all assignments including tests and papers.	4.67	0.76	5	1	5
4. The instructor promotes a class environment conducive to learning.	4.64	0.77	5	1	5
5. The instructor encourages questions.	4.66	0.76	5	1	5
6. The instructor promotes an academic environment in which all are treated with respect.	4.72	0.69	5	1	5
7. Overall the instructor is effective.	4.58	0.80	5	1	5
8. I have progressed in my ability to think critically, to solve problems, and/or to make decisions.	4.39	0.88	5	1	5
9. This course was academically challenging.	4.22	1.00	5	1	5
10. I can articulate core concepts or content of this course.	4.54	0.79	5	1	5
	<b>Avg=4.57</b>				
<b>1000 level CRJU courses (N=7)</b>					
Course Evaluation Questions	Mean	Standard Deviation	Median	Minimum	Maximum
1. The instructor is well prepared.	4.71	0.76	5	3	5
2. The instructor effectively conveys the content area.	4.29	1.50	5	1	5
3. The instructor clearly communicates all assignments including tests and papers.	4.71	0.49	5	4	5
4. The instructor promotes a class environment conducive to learning.	4.86	0.38	5	4	5
5. The instructor encourages questions.	4.57	0.79	5	3	5
6. The instructor promotes an academic environment in which all are treated with respect.	5.00	0.00	5	5	5
7. Overall the instructor is effective.	4.86	0.38	5	4	5
8. I have progressed in my ability to think critically, to solve problems, and/or to make decisions.	3.86	0.90	4	3	5
9. This course was academically challenging.	3.86	0.90	4	3	5
10. I can articulate core concepts or content of this course.	4.67	0.82	5	3	5
	<b>Avg=4.54</b>				
<b>2000 level CRJU courses (N=188)</b>					
Course Evaluation Questions	Mean	Standard Deviation	Median	Minimum	Maximum
1. The instructor is well prepared.	4.76	0.66	5	1	5
2. The instructor effectively conveys the content area.	4.62	0.77	5	1	5
3. The instructor clearly communicates all assignments including tests and papers.	4.69	0.74	5	1	5
4. The instructor promotes a class environment conducive to learning.	4.61	0.76	5	1	5
5. The instructor encourages questions.	4.63	0.78	5	1	5
6. The instructor promotes an academic environment in which all are treated with respect.	4.71	0.70	5	1	5
7. Overall the instructor is effective.	4.58	0.83	5	1	5
8. I have progressed in my ability to think critically, to solve problems, and/or to make decisions.	4.33	0.89	5	1	5
9. This course was academically challenging.	4.15	1.02	4	1	5
10. I can articulate core concepts or content of this course.	4.51	0.80	5	1	5
	<b>Avg=4.56</b>				
<b>3000 level CRJU courses (N=233)</b>					
Course Evaluation Questions	Mean	Standard Deviation	Median	Minimum	Maximum
1. The instructor is well prepared.	4.64	0.76	5	1	5
2. The instructor effectively conveys the content area.	4.53	0.85	5	1	5
3. The instructor clearly communicates all assignments including tests and papers.	4.66	0.78	5	1	5
4. The instructor promotes a class environment conducive to learning.	4.61	0.78	5	1	5
5. The instructor encourages questions.	4.63	0.77	5	1	5
6. The instructor promotes an academic environment in which all are treated with respect.	4.69	0.68	5	1	5
7. Overall the instructor is effective.	4.51	0.85	5	1	5
8. I have progressed in my ability to think critically, to solve problems, and/or to make decisions.	4.38	0.89	5	1	5
9. This course was academically challenging.	4.15	1.06	5	1	5
10. I can articulate core concepts or content of this course.	4.54	0.76	5	1	5
	<b>Avg=4.53</b>				
<b>4000 level CRJU courses (N=127)</b>					
Course Evaluation Questions	Mean	Standard Deviation	Median	Minimum	Maximum
1. The instructor is well prepared.	4.70	0.67	5	1	5
2. The instructor effectively conveys the content area.	4.60	0.74	5	1	5
3. The instructor clearly communicates all assignments including tests and papers.	4.67	0.76	5	1	5
4. The instructor promotes a class environment conducive to learning.	4.71	0.77	5	1	5
5. The instructor encourages questions.	4.78	0.69	5	1	5
6. The instructor promotes an academic environment in which all are treated with respect.	4.76	0.71	5	1	5
7. Overall the instructor is effective.	4.69	0.66	5	1	5
8. I have progressed in my ability to think critically, to solve problems, and/or to make decisions.	4.53	0.80	5	1	5
9. This course was academically challenging.	4.47	0.80	5	1	5
10. I can articulate core concepts or content of this course.	4.56	0.82	5	1	5
	<b>Avg=4.65</b>				

### Appendix 3 Courses Taught and Current Full Time Workload

Courses Taught	2007 Campus Sections	2008 Campus Sections	2009 Campus Sections	2009 OnLine Sections	2010 Campus Sections	2010 OnLine Sections	2011 Campus Sections	2011 OnLine Sections	2012 Campus Sections	2012 OnLine Sections	Contact hrs/3 per Section	Change/ No Change	Notes
CRJU 1105	6	5	6	1	6	3	5	3	5	3	129	No Change	
CRJU 2105	2	3	3		3	2	2	1	2	2	60	No Change	
CRJU 2106	3	3	3	1	2	1	2	2	3	1	63	No Change	
CRJU 2116	3	3	4		4	1	2	1		1	57	No Change	
CRJU 2145	3	2	4		3	2	3	3	2	2	72	No Change	
CRJU 2146	4	2	4	1	5	1	5	1	1	3	81	No Change	
CRJU 2165	6	2	1		5	3	4	3	5	3	96	No Change	
CRJU 2166		1		1							6	Yes	Changed to 4000 Level
CRJU 2168	1	1									6	Yes	Changed to 4000 Level
CRJU 2175	2	1									9	Yes	Changed to 4000 Level
CRJU 2176		1									3	Yes	Changed to 4000 Level
CRJU 2177	2	1									9	Yes	Changed to 4000 Level
CRJU 3115	4	2	2		2		1	1	4		48	No Change	
CRJU 3116	2	2	2		2		3		1	2	42	No Change	
CRJU 3117	1				1						6	No Change	
CRJU 3125	2	3	2		3		3	1	2	1	51	No Change	
CRJU 3126	5	2	2		1		3		1	1	45	No Change	
CRJU 3128	1	1	2		2				1		21	No Change	
CRJU 3135	4	2	3		2		1		2		42	No Change	
CRJU 3136	4	2	3		3		3	1	3		57	No Change	
CRJU 3146		3			1		1			1	18	No Change	
CRJU 3155	3	2	2		2		1	1	2		39	No Change	
CRJU 3165	3	3	3		4	1	2	1	3	1	63	No Change	
CRJU 3167			1		2		1		2		18	No Change	
CRJU 3168							1				3	No Change	
CRJU 3555	5	6	3		4		1		1		60	No Change	
CRJU 4155	3	1	2		2		1		1		30	No Change	
CRJU 4158	1	1					1				9	No Change	
CRJU 4165	4	3	5		3		3		2	1	63	No Change	
CRJU 4167			1		2		2		1		18	No Change	
CRJU 4168			1				1		1		9	No Change	
CRJU 4169					2		1		1		12	No Change	
CRJU 4175			1		1		1		2		15	No Change	
CRJU 4176					2				1		9	No Change	
CRJU 4178									2		6	No Change	
CRJU 4210		2	2		3		4		2	1	42	No Change	
CRJU 4698	4	2	3		3		3		3		108	No Change	CRJU 4698 is 6 credit hours
CRJU 4899	6	5	3		3		4		6		81	No Change	
<b>Sections Taught</b>												<b>Total Sections</b>	
Campus Sections	84	67	68		78		65		62			424	
Online Sections				4		14		19		23		60	
	2007 Campus	2008 Campus	2009 Campus	2009 OnLine	2010 Campus	2010 OnLine	2011 Campus	2011 OnLine	2012 Campus	2012 OnLine		484	Sections for the period from 2007 - 2012, or...
Contact Hours	252	201	204	12	234	42	195	57	186	69		1506	Total Contact Hours for the period

Current Faculty Workloads per year			Goals			Needs/Options			
<b>Full Time</b>									Additional Full Time Faculty
Bailey	6	Sections							
Dowis	5	Sections							
Downs	8	Sections							
Wiley	10	Sections							
<b>Part Time</b>									

## Appendix 4 Research and Scholarship

Theresa (Tracy) Willey

### RESEARCH, PROFESSIONAL GROWTH & DEVELOPMENT:

- 2013 Certificate earned from Quality Matters (*Applying the Quality Matters Rubric*)
- 2013 Presented at the First Year Experience Program entitled "Privacy Rights vs. Public Safety: Has Society Prepared the Crime for the Criminal to Commit?" The presentation was a followup to a visit by Lucinda Roy (author of the book, *No Right to Remain Silent: The Tragedy at Virginia Tech*, 2009)

Bridget Downs

### RESEARCH, PROFESSIONAL GROWTH & DEVELOPMENT:

- 2013 Certificate earned from Quality Matters (*Applying the Quality Matters Rubric*)
- 2010 Conference on Rosa Parks Women of Courage – Women in Government
- 2010 Association of Paroling Authorities International (APAI) – Annual Conference
- 2009 Conference on Rosa Parks Women of Courage – Women in Law
- 2008 Georgia Tech Academic Advisors Network
- 2007 Attended Academy of Criminal Justice Sciences Annual Meeting
- 2007 Attended Conference on Clandestine Methamphetamine Laboratories

Dorinda Dowis

### SIGNIFICANT POSITIONS HELD:

- 2009 - 2010 Columbus State University, Chair of Department of Criminal Justice & Sociology
- 2005 - 2010 Columbus State University Chairs Assembly
- 2004 - 2009 Columbus State University, Chair of Department of Criminal Justice
- 2007 - 2008 CSU Krimson Kourt, Faculty Advisor
- 2006 - 2007 University Board of Regent's Comprehensive Program Review
- 2004 - 2007 University of Alabama, Temporary Member of the Graduate Faculty
- 2004 - present Georgia Law Enforcement Command College, Staff Instructor
- 2002 - 2004 Columbus State University, Acting Chair of Department of Criminal Justice
- 2002 Granted Tenure
- 1997 - 2002 Columbus State University, Assistant Professor (tenure track)

## RESEARCH, PROFESSIONAL GROWTH & DEVELOPMENT:

- 2010 Grant Writing USA Class
- 2010 Webcasts on "What Dept. Chairs Most Want to Know," (5 webcasts)
- 2010 Forensic Symposium, "Advanced Death Investigation," Dahlonega, Georgia
- 2010 Women's Leadership Conference, Cunningham Center
- 2010 Webinar: Conducting Rights and Compliance Audits: Implementing Rights
- 2010 Webinar: Identifying and Managing Classroom Aggression and Violence
- 2010 Webinar: Creating Diversity in Curriculum
- 2010 Women's Athletic Leadership Seminar, Augusta, Georgia
- 2010 Servant Leadership Dialogue Partnership (Leah Fuller)
- 2010 - present Independent Contractor/Consultant, Pearson Publishing, Cjinteractive
- 2010 Presented "Crime, Urban Development, and Empirical Sociology," (abstract submitted to SCJA for paper presentation in August/Sept)
- 2010 Attendee and Participant, Southern Criminal Justice Association Annual Conference, Clearwater, Florida (Paper presentation) (Pending publication).
- 2009 Department Chairs Workshop, Austin, Texas
- 2009 Nav.Tech. Software Presentation, Cunningham Center CitiSmart Program Development
- 2009 SOCAD Contract Development
- 2009 QEP Writing Workshop, October
- 2009 COLS Strategic Plan Development
- 2009 University of Georgia Summit for Threat Preparedness and Response
- 2009 "Theory W," co-author with Dr. Roger Fontana
- 2009 Forensic and Simulation Laboratory Proposal
- 2009 Contributive Research, "What Dept. Chairs Most Want to Know," survey participation
- 2009 Book Review. Criminal Procedure, 8<sup>th</sup> Edition, by Joel Samaha for Cengage Learning
- 2009 Text Book Chapter Reviews. Three chapters included in Criminal Procedure Issues by Walter Signorelli for Cengage Learning
- 2009 Publication Proposal. HOPE VI Project Revisited. (Abstract submitted for conference presentation, accepted).
- 2009 Publication Proposal. Age of Enlightenment and Age of Change. Outline completed
- 2009 "Pearson Presents: Criminal Justice in the City," Cj interactive launch event
- 2009 ACE Department Chairs Workshop, Austin, Texas
- 2008 Attendee and Participant, Southern Criminal Justice Association Annual Conference, New Orleans, Louisiana (Paper presentation)
- 2008 Presented "Georgia Juvenile Justice Reform Revisited," (introduction and literature review), Southern Criminal Justice Association Annual Conference, New Orleans, Louisiana.
- 2008 GEMA and Texas A&M Workshop on Homeland Security and Emergency Preparedness (to include "active shooter" scenarios)
- 2007 - 2008 Technical Research Publication. Peabody Apartments HOPE VI Project, Final Report 2007 - 2008 William Chappell, Dorinda Dowis, and Gina Sheeks. The Housing Authority Columbus, Georgia
- 2007 - present Columbus State University Leadership Academy



- 2006 Georgia Emergency Management Agency Law Enforcement Response to Weapons of Mass Destruction: Operations Level Train-The-Trainer
- 2006 National Center for Biomedical Research and Training Academy of Counter-Terrorist Education Course – Operational WMD Response for Law Enforcement Performance
- 2006 ROTC – Educators Leadership Camp, Ft. Lewis, Washington
- 2006 Technical Research Publication. Peabody Apartments HOPE VI Project, Third Annual Report 2006 William Chappell, Dorinda Dowis, and Gina Sheeks. The Housing Authority of Columbus, Georgia.
- 2005 Technical Research Publication. Peabody Apartments HOPE VI Project, Second Annual Report, 2005 William Chappell, Dorinda Dowis, and Gina Sheeks. The Housing Authority of Columbus, Georgia.
- 2005 NIMS – National Incident Management Strategy.
- 2004 Technical Research Publication. Peabody Apartments HOPE VI Project, First Annual Report, 2004 Bradley Burks, Scott Buchanan, William Chappell, Dorinda Dowis, and Gina Sheeks. The Housing Authority of Columbus, Georgia.
- 2004 Georgia Network to End Sexual Assault, Law Enforcement Sexual Assault Training
- 2004 Columbus, Muscogee County Juvenile Court Citizens Review Panel Training
- 2004 Chair, *Sudden Death While in Custody* roundtable discussion, Criminal Justice Association of Georgia Conference, Savannah, Georgia
- 2004 Attendee, Academy of Criminal Justice Sciences, Las Vegas, Nevada
- 2003, 2005, 2006 University System of Georgia Homeland Security Seminar
- 2003 Technical Research Publication. Peabody Apartments HOPE VI Project Baseline Report, 2003. Shannon Buckner, Bradley Burks, William Chappell, Dorinda Dowis, Todd Levins, and Gina Sheeks. The Housing Authority of Columbus, Georgia
- 2003 Discussant, Criminal Justice Association of Georgia Conference, Pine Mountain, Georgia
- 2003 NCAA Regional Action Academy, Atlanta, Georgia
- 2003 Presented “Georgia Juvenile Justice Reform: The Prosecution of Children as Adults,” (research methodology, results, and conclusions), Criminal Justice Association of Georgia Conference, Pine Mountain, Georgia
- 2002 Discussant, Alabama Academy of Sciences, Livingston, Alabama
- 2002 Attendee, Academy of Criminal Justice Sciences, Washington, D.C.
- 2001 Attendee, Academy of Criminal Justice Sciences, New Orleans, Louisiana
- 2002 Presented “Georgia Juvenile Justice Reform: The Prosecution of Children as Adults,” (introduction and literature review), Alabama Academy of Sciences Conference, Livingston, Alabama
- 2000 Presented “Children at Risk,” National Recreation and Parks Association Southern Regional Conference, Huntsville, Alabama
- 2000 Presented “Juvenile Justice and Prevention Funding,” National Recreation and Parks Association Southern Regional Conference, Huntsville, Alabama
- 2000 Presented “Juvenile Delinquency Impact on Parks and Recreation,” National Recreation and Parks Association Southern Regional Conference, Huntsville, Alabama
- 2000 - 2001 Columbus State University, First Executive College
- 1997 - present NCAA Regional Workshops for Athletic SWA’s, FAR’s, and Compliance Coordinators, Atlanta, Georgia

- 1997 - present Attendee and Participant, Peach Belt Conference Fall Meetings, Augusta, Georgia
- 1997- present. Attendee and Participant, Peach Belt Conference Annual Conferences, various locations
- 1995 Attendee, National Council of Juvenile and Family Court Judges, San Antonio, Texas, Spring

Michael Bailey

#### PROFESSIONAL GROWTH & DEVELOPMENT

- 2012 Developed a “Student Resource Center” located at FOB 308 to benefit Sociology, Criminal Justice, Political Science, and MPA students by providing an additional computer access resource within the Faculty Office Building.
- 2012 Developed two new online classes - CRJU 3146 CRN 84995 Criminal Justice Administration, and Fall 2012 CRJU 4165 CRN 23673 Police Community Relations
- 2011 Developed a new online class (CRJU 3136 CRN 83569 Ethics)
- 2010 Named Chair of Department of Criminal Justice & Sociology
- 2010 - Became Interim Chair of the Department of Criminal Justice & Sociology
- 2010 - Promoted to Associate Professor
- 2010 - Granted Tenure
- 2010 Attended Southern Criminal Justice Association Annual Conference, Clearwater, Florida and Presented: *Targeting groups for attendance at a citizen police academy*
- 2010 Coordinated the 2010 Regional Conference of the American Criminal Justice Association/Lambda Alpha Epsilon (Region 5 conference was sponsored by our Gamma Lambda chapter and was hosted at Columbus State University campus)
- 2009 Submitted for review an article entitled *CPA Attendance and Citizens Opinions Regarding Effective Delivery of Police Services*, to Justice Quarterly (the official journal for the Academy of Criminal Justice Sciences).
- 2009 Attended 2 day seminar on The Summit for Threat Preparedness & Response co-sponsored by Muscogee County Sheriff’s Department, Columbus Regional Healthcare Systems, and Columbus Office of Homeland Security
- 2009 Attended Pearson Publishing Company faculty development seminar on interactive computer software–aided criminal justice education in Atlanta, Georgia
- 2009 Attended Criminal Justice Association of Georgia Annual Conference, Calloway Gardens, Pine Mountain, Georgia
- 2009 As faculty advisor, I accompanied four CSU Criminal Justice students (Jessica Geister, Brian Brown, Nicholas Simmons, and Belinda Terry) to the September 2009 Regional Conference of the American Criminal Justice Association/Lambda Alpha Epsilon (conference was held at Western Kentucky University in Richmond, Kentucky). The students participated in various competitions (including several written exams, a physical agility test, a team mock crime scene investigation, and a firearms competition)

The four CSU Criminal Justice students competed in several areas and brought back a total of eight medals:

Belinda Terry	2 <sup>nd</sup> Place	(Juvenile Justice Exam) (Lower Division*)
Jessica Geister	3 <sup>rd</sup> Place	(LAE Knowledge Exam) (Professional Division***)
	3 <sup>rd</sup> Place	(Corrections Exam) (Professional Division***)
Nicholas Simmons	1 <sup>st</sup> Place	(Physical Agility) (Professional Division***)
Brian Brown	1 <sup>st</sup> Place	(Police Org and Mgmt Exam) (Professional Division***)
	1 <sup>st</sup> Place	(Criminal Law Exam) (Professional Division***)
	1 <sup>st</sup> Place	(Juvenile Justice Exam)(Professional Division***)
Team:	3 <sup>rd</sup> Place	(Crime Scene Investigation) (Professional Division***)
Belinda Terry		
Brian Brown		
Jessica Geister		

\* Lower Division - Denotes students in either their freshman or sophomore year

\*\* Upper Division - Denotes students in their junior or senior year

\*\*\* Denotes chapter members who are either employed professionally in the criminal justice field or have worked in some capacity for a professional agency (i.e. internships)

- 2008 Attended Southern Criminal Justice Association Annual Conference, New Orleans, Louisiana
- 2008 Presented: *CPA Attendance and Citizens Opinions Regarding Effective Delivery of Police Services*, Southern Criminal Justice Association Conference, New Orleans, Louisiana
- 2008 Attended the National Association of Schools of Public Affairs and Administration (NASPAA) regional meeting concerning upcoming revision of accreditation standards
- 2007 Attended the Annual Conference of the National Association of Schools of Public Affairs and Administration (NASPAA)
- 2007 Book (Chapters) Review: *Criminal behavior: Theories, typologies, and criminal justice applications*, by Jacqueline B. Helfgott. Sage Publications
- 2007 Army Substance Abuse Program, Region 8 Emergency Medical Service, and Drug Enforcement Administration sponsored class on Clandestine Methamphetamine Laboratories (Fort Benning, Georgia)
- 2006 Academy of Criminal Justice Sciences 43<sup>rd</sup> Annual Conference, Baltimore, Maryland
- 2006 Criminal Justice Association of Georgia Annual Conference, Savannah, Georgia
- 2006 Book (Chapters) Review: *Criminal behavior: Theories, typologies, and criminal justice applications*, by Jacqueline B. Helfgott. Sage Publications
- 2005 Completed National Incident Management System Objectives for ICS 100, ICS 200, ICS 300, ICS 700 (Columbus State University)
- 2005 Completed my terminal degree (Doctor of Public Administration)
- 2004 Presented: *Topics and issues concerning in-custody deaths*, Criminal Justice Association of Georgia Annual Conference, Savannah, Georgia

- 2004 - present Spring, Summer, and Fall semesters pre-registration advising for freshman, sophomore, junior, and senior criminal justice majors (including professional track students, associate degree students, and bachelor degree students)**
- 2004 - present Spring 2013 and Fall 2013 Semester Orientation for new criminal justice/sociology students and visitation for prospective students and parents**

## Appendix 5 Service

### Full Time Faculty in Criminal Justice

Theresa (Tracy) Willey

#### SERVICE:

Department, College, University

2013 Taught eleven classes during the year (spring, summer, and fall) serving 334 students

2013 Again served as Facilitator for the CSU Foundation

2013 Served on the WHO's WHO Committee

2013 Served as the advisor for Phi Alpha Delta (a Pre-Law fraternity)

2013 Supported the LAE Chapter (Gamma Lambda) in various activities on and off campus.

2013 Served as advisor to more than 100 junior and senior students

2013 Criminal Justice Association of Georgia Annual Conference

2012 Served as Facilitator for the Faculty/Staff Campaign for the Columbus State University Foundation

2010 - present Various orientation days and attended spring and fall graduations

#### Community

2006 - present Volunteer for Chipley Woman's Club

Bridget Downs

#### SERVICE:

Department, College, University

2009 CSU West Point Campus Launch

2009 - present CSU Rho Upsilon Chapter of Sigma Gamma Rho Sorority, Faculty Advisor

2004 - 2006 Columbus State University, LAE Fraternity Advisor

2004 - present Columbus State University, Academic Athletic Advisor

2003 - present Columbus State University, Assistant Athletic Director

2002 - present CSU Cougars for Christ, Faculty Advisor

1997 - 2007 Columbus State University, Alpha Phi Sigma National Honor Society Advisor

1999 - present Columbus State University, Internship Coordinator

1994 - 1997 Columbus College, Temporary Instructor (non-tenure track)

1992 - 2009 West Georgia Regional Police Academy

1997 - 2008 Columbus State University, Senior Woman Athletic Administrator (NCAA endorsed position)

1997 - 2007 Columbus State University, Athletic Leadership Committee (NCAA-SAAC) Advisor

1989 - 1994 Columbus, Muscogee County Juvenile Court, Intake/Probation Officer, December

## Community

- 2008 - present One Columbus Crime Prevention Committee
- 2007 - 2008 Columbus, Muscogee County Homeland Security Critical Infrastructure Protection Committee, Education Sub-Committee 2005-2010
- 2006 - 2009 Columbus, Muscogee County Sexual Assault Center Advisory Board (Annual Tennis Tournament Director)
- 2005 - present Honorary Sheriff's Deputy, Muscogee County Sheriff's Office, Sheriff Ralph Johnson
- 2005 - 2007 Mayor's Task Force on Homeland Security
- 2004 Committee to Re-elect Judge Roxanne Daniel
- 2003 - present Columbus, Muscogee County Juvenile Court Drug Court Advisory Board
- 2003 Columbus, Muscogee County Juvenile Court Drug Court Advisory Board, Chair
- 2003 - 2008 Research Participant in Hope VI Project
- 2001 - 2004 Children's Treehouse Board of Directors
- 1999 - 2005 Columbus High School Senior Project Judge
- 1999 Columbus Consolidated Government Visions Planning Project, Co-Chair
- 1997 CASA Training Instructor
- 1994 - 2002 Victims of Crime Against Leniency (VOCAL)
- 1990 - 1994 Ft. Benning Juvenile Review Board
- 1990 - 2000 Exchange Club of Columbus
- 1990 - present Various Speaking Engagements, on child and family issues and on violence, at community schools and churches

## NEWS MEDIA:

- 2007 Media Interview to WTVM on "Columbus Spike in Violence"
- 1999 Media Interview to WTVM on "Warning Signs of School Violence"
- 1995 Media Interview on "Re-establishing the Chain Gang in Alabama"

## SERVICE:

- Department, College, University
- 2009 - present American Criminal Justice Association – LAE Assistant Advisor
- 2008 - present Zeta Phi Beta Advisor
- 2008 COAL Awards Committee
- 2007 COAL (College of Arts & Letters) Personnel Committee
- 2007 - present Alpha Phi Sigma Advisor
- 2006 Curriculum Committee

## Community

- 2010 Participant in Speak Up/Speak Out - SASC
- 2010 Participant in Serving a Cause- SASC
- 2010 Crime Stoppers fundraiser for Special Olympics
- 2010 Crime Stoppers fundraiser with Columbus Lions
- 2010 Crime Stoppers – National Night Out
- 2009 Jordan Vocational High School –Future Business Leaders of America (FBLA) Speaker

2009 Speaker at Mayors Task Force – Crime Prevention  
2009 Department of Corrections: Faith-Based Initiative - Board Member/Assessment Team  
2009 - present Volunteer for Chamber of Commerce/Crime Stoppers Board  
2009 - present Volunteer for United Way  
2008 Department of Corrections: Faith-Based Initiative - Board Member/Assessment Team  
2007 Georgia on the Move – Columbus Education Symposium  
2007 - present Volunteer Sexual Assault Support Center, Inc (SASC)  
2007 - present Volunteer for Georgia Meth Project

Dorinda Dowis

SERVICE:

Department, College, University

2009 CSU West Point Campus Launch  
2009 - present CSU Rho Upsilon Chapter of Sigma Gamma Rho Sorority, Faculty Advisor  
2004 - 2006 Columbus State University, LAE Fraternity Advisor  
2004 - present Columbus State University, Academic Athletic Advisor  
2003 - present Columbus State University, Assistant Athletic Director  
2002 - present CSU Cougars for Christ, Faculty Advisor  
1997 - 2007 Columbus State University, Alpha Phi Sigma National Honor Society Advisor  
1999 - present Columbus State University, Internship Coordinator  
1994 - 1997 Columbus College, Temporary Instructor (non-tenure track)  
1992 - 2009 West Georgia Regional Police Academy  
1997 - 2008 Columbus State University, Senior Woman Athletic Administrator (NCAA endorsed position)  
1997 - 2007 Columbus State University, Athletic Leadership Committee (NCAA-SAAC) Advisor  
1989 - 1994 Columbus, Muscogee County Juvenile Court, Intake/Probation Officer, December

Community

2008 - present One Columbus Crime Prevention Committee  
2007 - 2008 Columbus, Muscogee County Homeland Security Critical Infrastructure Protection Committee, Education Sub-Committee 2005-2010  
2006 - 2009 Columbus, Muscogee County Sexual Assault Center Advisory Board (Annual Tennis Tournament Director)  
2005 - present Honorary Sheriff's Deputy, Muscogee County Sheriff's Office, Sheriff Ralph Johnson  
2005 - 2007 Mayor's Task Force on Homeland Security  
2004 Committee to Re-elect Judge Roxanne Daniel  
2003 - present Columbus, Muscogee County Juvenile Court Drug Court Advisory Board  
2003 Columbus, Muscogee County Juvenile Court Drug Court Advisory Board, Chair  
2003 - 2008 Research Participant in Hope VI Project  
2001 - 2004 Children's Treehouse Board of Directors  
1999 - 2005 Columbus High School Senior Project Judge

1999 Columbus Consolidated Government Visions Planning Project, Co-Chair  
1997 CASA Training Instructor  
1994 - 2002 Victims of Crime Against Leniency (VOCAL)  
1990 - 1994 Ft. Benning Juvenile Review Board  
1990 - 2000 Exchange Club of Columbus  
1990 - present Various Speaking Engagements, on child and family issues and on violence, at community schools and churches

#### NEWS MEDIA:

2007 Media Interview to WTVM on "Columbus Spike in Violence"  
1999 Media Interview to WTVM on "Warning Signs of School Violence"  
1995 Media Interview on "Re-establishing the Chain Gang in Alabama"

Michael Bailey

#### SERVICE

Department, college, and university

2012 - present Served on the Facilities & Safety Committee for Columbus State University  
2011 - present College of Letters and Sciences Curriculum Committee  
2011 - present COLS College Curriculum Committee  
2011 Recruited and made arrangements for guest speaker Chief Tony Scipio (Chief of Police for Clarkston, Georgia) to speak at our campus on *Cultural Diversity: A Law Enforcement Perspective*  
2010 - present Chair of Department of Criminal Justice & Sociology  
2010 - present Chairs Assembly for Columbus State University  
2009 Served on the Facilities & Safety Committee for Columbus State University 2007 Named to Information Security Awareness Group Columbus State University  
2007 Participated as a dialogue partner with Columbus State University Servant Leadership Program  
2005 - present Served as faculty advisor for Gamma Lambda chapter of Lambda Alpha Epsilon (American Criminal Justice Association)  
2006 - 2008 Served on the Graduate Council for Columbus State University  
2006 - 2008 Served on the Post Tenure Review Committee for COAL, Columbus State University  
2005 - 2008 Served on the Comprehensive Program Review Committee for Columbus State University  
2005 Served on a search committee for Assistant Professor of Criminal Justice  
2005 Served on a search committee for Director of Columbus State University's Fort Benning Operations  
2005 Served on a search committee for Chief of University Police, CSU



## Community

- 2009 Participated in "Count the Homeless" initiative sponsored by Columbus Leadership (part of a statewide initiative to assess the status of homelessness in Georgia and to develop a long term strategy to eradicate homelessness)
- 2009 Member of the Critical Infrastructure Protection Committee for Columbus, Georgia
- 2009 Volunteer for United Way of Chattahoochee Valley (Hands on the Valley Initiative)
- 2008 Appointed to the Critical Infrastructure Protection Committee for Columbus, Georgia
- 2009 - present Volunteer for United Way of Chattahoochee Valley
- 2005 - 2009 Authorized instructor for the Georgia Alcohol and Drug Awareness Program (ADAP); authorized by the Georgia Department of Public Safety Education Unit. This program is set up fill the requirements of students who wish to obtain their drivers licenses in the state of Georgia.
- 2005 - 2009 Instructor for the West Georgia Regional Police Academy, teaching (when called upon) in the Basic Jail Course and the Basic Mandate Course.
- 2005 Participated in Career Day at Eddy Middle School, Muscogee County School District representing Columbus State University and the Criminal Justice Department

## Appendix 6 Faculty Honors and Achievements

Theresa (Tracy) Willey

### MEMBERSHIP:

2013 - present Criminal Justice Association of Georgia  
2011 - present Alpha Gamma Delta Fraternity  
2011 - present Sigma Delta Chi Fraternity 2006 - present Georgia Association Chiefs of Police  
2006 - present National Fire Protection Agency

Bridget Downs

### MEMBERSHIP:

American Correctional Association (current)  
Criminal Justice Association Georgia (current)  
Academy of Criminal Justice Sciences (current)  
Association of Paroling Authorities International (APAI) (current)

### OTHER AWARDS & HONORS:

2012 Nominated for Educator of the Year  
2012 Named a Finalist for Educator of the Year

Dorinda Dowis

### MEMBERSHIP:

Department, College, University  
2009 - 2010 CSU Military Affairs Committee  
2009 - present COLS Post-Tenure Committee  
2009 - present COLS Curriculum Committee  
2009 - 2010 CSU Search Committee, Political Science  
2009 CSU Search Committee, Registrar  
2009 - present CSU QEP Writing Rater  
2008 - 2009 CSU Disability Services Advisory Council  
2008 - present CSU Emergency Operations Committee  
2007 - present CSU TAC/BART (Threat Assessment/Behavior Assessment Recommendation Team) Committee, Charter Member  
2007 - present Faculty Reading Group Facilitator through Teaching Development Center  
2007 - present Columbus State University Emergency Preparedness Committee  
2006 - present Pi Alpha Alpha National Honor Society  
2006 - present SAT and PRAXIS Exam Proctor for CSU Testing Center  
2002 - present Columbus State University Homeland Security Committee, Chair  
2000 - 2008 Columbus State University College of Arts and Letters Curriculum Committee

1998 - 2000 Columbus State University Curriculum Committee  
1997- present Columbus State University Athletic Committee, Chair, 2003-present, Committee Member  
2003 - 2008 Columbus State University College of Arts and Letters Personnel Committee  
2003 - present Columbus State University Careers Expo Executive Committee, Faculty Advisor  
2003 - 2004 Columbus State University Recruitment and Retention Committee  
2003 - 2008 National Association of Collegiate Women Athletics Administrators  
2003 - present Criminal Justice Association of Georgia  
2002 - present Pi Sigma Alpha National Honor Society  
2001 - present Academy of Criminal Justice Sciences  
2001 - present University System of Georgia Board of Regents Criminal Justice Advisory Board  
2001 - 2003 Peach Belt Conference Tournament Director and Tournament Committee Chair  
1999 Columbus State University President's Long-Term Planning Committee  
1999 - 2000 CSU Athletic Enhancement Task Force and Survey Subcommittee  
1997 - 1999 Columbus State University Activities Committee  
1997 Columbus State University Public Safety Uniform Committee  
1997 - present Various CSU Search Committees for Faculty and Staff  
1996 - present National Council of Juvenile and Family Court Judges  
1993 - 1994 Immediate Past President Georgia Association of Independent Juvenile Courts  
1992 - 1993 President Georgia Association of Independent Juvenile Courts  
1991 - 1992 Vice President Georgia Association of Independent Juvenile Courts  
1990 - 1991 Parliamentarian Georgia Association of Independent Juvenile Courts

#### OTHER AWARDS & HONORS:

2008 Nominated to Marquis Who's Who of American Women  
2007 Honorary Member of CSU Cougar Battalion and Guest Speaker at Spring Banquet  
2007 Named Educator of the Year, Columbus State University  
2007 Nominated for MEA Golden Apple Award  
2005 - 2008 Nominated to Cambridge Who's Who  
2003 Nominated to Who's Who Among Teachers in American Colleges and Universities  
2000 Nominated to Who's Who Among Teachers in American Colleges and Universities  
2000 Nominated for Educator of the Year, Columbus State University  
1999 Nominated for Educator of the Year, Columbus State University  
1998 Finalist, Educator of the Year, Columbus State University  
1998 Nominated to International Who's Who of Professional and Business Women  
1995 Nominated to Who's Who Among Teachers in American Colleges and Universities  
1994 President's Award, Georgia Association of Independent Juvenile Courts  
1993 Who's Who Among Students in American Colleges and Universities

Michael Bailey

MEMBERSHIP:

- 2006 - Present American Criminal Justice Association
- 2006 - Present Pi Alpha Alpha
- 2005 - Present Lambda Alpha Epsilon (Gamma Lambda Chapter/Advisor)
- 2005 - Present Academy of Criminal Justice Sciences
- 2005 - Present Georgia Political Science Association
- 2004 - Present Criminal Justice Association of Georgia
- 1998 - Present Pi Sigma Alpha
- 1996 - Present Phi Kappa Phi

OTHER AWARDS & HONORS:

- 2009 Nominated for Educator of the Year
- 2008 Recognized as outstanding faculty by Women's Soccer Outstanding Faculty Appreciation Night
- 2006 Nominated for Educator of the Year
- 2006 Recognized as outstanding faculty by Columbus State University Athletic Department at the CSU Athletic Banquet
- 2005 Recognized by Columbus State University Cougars (Yandell Brown), Faculty Recognition Night

## Appendix 7 Criminal Justice Course Descriptions

### CRJU - Criminal Justice

**CRJU 1105. Introduction to Criminal Justice (3-0-3)** A survey of history, philosophy, functions, and relationships among criminal justice systems. Particular attention will be given to the behavioral, social, political, and policy aspects of the justice system at the state and federal levels including constitutional issues.

**CRJU 2105. Criminology (3-0-3)** Critical analysis and evaluation of major theories concerning the causes of crime and the implications of them for the prevention of criminal behavior.

**CRJU 2106. Survey of Corrections (3-0-3)** Analysis and evaluation of both historical and contemporary correctional systems. Deals with the development, organization, operation and results of different systems of corrections found in America.

**CRJU 2116. Victims of Violence (3-0-3)** Theories of victimization and the extent of victimization in society introduces this course. Spouse abuse, child maltreatment, elder abuse, rape, homicide, and issues in victims rights are discussed to illustrate the interaction between the victim, the criminal, the criminal justice system, and society.

**CRJU 2145. Criminal Law (3-0-3)** This course covers the historical origins and evolution of substantive law and its current purposes in the criminal justice system and U.S. society.

**CRJU 2146. Criminal Procedure and Evidence (3-0-3)** A study of the introduction and progressive development of constitutional and legal procedures that govern the conduct of the United States criminal justice process.

**CRJU 2165. Police Organization and Operation (3-0-3)** A study of the history of law enforcement organizations, their duties and operational functions as an integral part of the criminal justice system.

**CRJU 2177. First Response Techniques (3-0-3)** This course provides the officer/student with an awareness of the importance of the proper and essential procedures and techniques required of the "first responder" to any scene of a violation of law or an accident, in order to protect the merits of an investigation and/or possible impending civil or criminal court case. A general knowledge of inter-agency cooperation among all "first responders" is also provided.

**CRJU 3115. Deviant Behavior (3-0-3)** *Prerequisite:* Junior standing. Focuses on the individual who violates social and legal norms and the consequences for both the individual and society.

**CRJU 3116. Criminal Behaviors (3-0-3)** *Prerequisite:* Junior standing. A study of specific categories of criminal offenders such as murderers, rapists, embezzlers, etc.

**CRJU 3117. Research Methods in Criminal Justice (3-0-3)** *Prerequisite:* Junior standing. An overview of research methods employed in criminal justice. It examines theoretical principles on which scientific research is based in addition to application of principles and methods in criminological research. Students will learn the historical development of social research as well as techniques and problems encountered in criminal justice research methods.

**CRJU 3125. Community Based Corrections (3-0-3)** *Prerequisite:* Junior standing. A comprehensive overview which covers the historical and contemporary development, organization, operation, and effectiveness of community based correctional programs.

**CRJU 3126. Institutional Treatment of Criminal Offenders (3-0-3)** *Prerequisite:* Junior standing. This course examines institutional and individual theories of correctional treatment of criminal offenders.

**CRJU 3128. Correction Law (3-0-3)** *Prerequisite:* Junior Standing. The aim of this course is to examine the Constitution and Bill of Rights, court decisions and statutes that apply to U.S. corrections, and the function law plays in the juvenile and adult correctional context.

**CRJU 3135. Women in Crime and Justice (3-0-3)** *Prerequisite:* Junior standing. A comprehensive overview of women offenders, women victims, and women workers in the criminal justice system.

**CRJU 3136. Criminal Justice Ethics (3-0-3)** *Prerequisite:* Junior standing. Current issues in the ethics of law enforcement, courts, corrections, or criminal justice.

**CRJU 3146. Criminal Justice Administrations (3-0-3)** *Prerequisite:* Junior standing. Examines theories of organization, management, and administration as they relate to criminal justice practices in law enforcement, corrections, and the courts. Organizational life, leadership, personnel management, bureaucracy, resource management, and other critical administration issues are addressed.

**CRJU 3155. Juvenile Delinquency (3-0-3)** *Prerequisites:* Junior standing and CRJU 2105 with a grade of "C" or better. Fundamental topics including history, definition, extent, cause, treatment, prevention and control of juvenile delinquency are covered in detail.

**CRJU 3165. Criminal Investigative Techniques (3-0-3)** *Prerequisite:* Junior standing. An introduction to the theories, procedures, and techniques of modern criminal investigation.

**CRJU 3167. Forensic Evidence (3-0-3)** *Prerequisite:* Junior standing. This course is designed to provide the student with a basic knowledge of the role of the forensic sciences with specific reference to aspects of forensic evidence (physical evidence) in crime scene investigation, law enforcement, and criminal justice. It provides a contemporary view of the forensic sciences that will give the student a solid foundation of knowledge regarding the current techniques in forensic analysis of physical evidence.

**CRJU 3168. Crime Scene Reconstruction and Investigation (3-0-3)** This course is designed to teach the student specific methods of crime scene reconstruction and investigation relevant to first-response, investigative methods used by criminologists and forensic techniques of investigation used by criminalists.

**CRJU 3555. Selected Topics in Criminal Justice (3-0-3)** *Prerequisites:* Admission to B.S. Criminal Justice, Junior standing, and approval of Department Chair. Specialized topics from law enforcement, law, courts, corrections, delinquency, victimology, and juvenile justice by means of lecture, discussion, special seminar, and/or field investigations. May be repeated twice for credit.

**CRJU 4155. The Juvenile Justice System (3-0-3)** *Prerequisites:* Junior standing and CRJU 3155 with a grade of "C" or better. This course considers the relationships of various criminal justice agencies with juvenile delinquency and the juvenile justice system.

**CRJU 4158. Juvenile Corrections (3-0-3)** *Prerequisites:* Junior standing and CRJU 4155 with a grade of "C" or better. This is a detailed course designed to investigate existing programs of juvenile corrections and the continuous creation of alternatives for juvenile corrections to include funding issues, program operations, program effectiveness, problems and solutions.

**CRJU 4165. Police Community Relations (3-0-3)** *Prerequisite:* Junior standing. The relationship and responsibilities of the criminal justice agencies to problems of social change and conflict between groups and individuals in the community.

**CRJU 4167. Criminal Justice and Cultural Diversity (3-0-3)** *Prerequisite:* Junior standing. This course is designed to focus on the increasing issues of cultural diversity that exist in the criminal justice system, to include discrimination, disparities, hate crimes, various miscarriages of justice, and the growing number of diverse populations entering society.

**CRJU 4168. Professionalism in Criminal Justice (3-0-3)** *Prerequisite:* CRJU 3136. This course is designed to further the student's understanding of professionalism in criminal justice. Includes current, accurate training and education, the requirements for further awareness of public relations procedures and practices, and the continuing evolution of criminal justice procedures in the 21st century.

**CRJU 4169. Technical Writing in Criminal Justice (3-0-3)** *Prerequisite:* Junior standing. This course helps students improve the technical writing skills required in all criminal justice fields. Special emphasis will be placed on essential, objective, and factual report writing, note taking, the writing of extensive agency and court narratives, and the writing of social histories/reports when necessary. The provision of basic computer skills will also be included.

**CRJU 4175. Interpersonal Communication Skills for Criminal Justice (3-0-3)** *Prerequisite:* Junior standing. This course is designed to improve the student's ability to communicate, both verbally and non-verbally, while working with conforming, non-conforming, and increasingly diverse populations of the community.

**CRJU 4176. Constitutional Law and Police Issues (3-0-3)** *Prerequisite:* Junior standing. This course addresses specific constitutional law cases, historical and current, that will clarify and validate with the student those cases of law that are designed to guide efficient and proper procedural action in criminal justice.

**CRJU 4178. Forensic Criminal Justice (3-0-3)** This course is designed to provide the student with forensic knowledge that relates to criminal investigations that require the use of new, high-tech, techniques in criminalistics. Investigative techniques such as criminal mapping, blood stain analysis and patterning, criminal profiling, DNA analysis, fingerprinting analysis, etc. are topics included in the study of forensic criminal justice.

**CRJU 4210. Criminal Justice Capstone Course (3-0-3)** This course is required of each senior criminal justice major in order to assess the fulfillment of all departmental learning objectives for graduation.

**CRJU 4698. Internship (0-0-6)** *Prerequisites:* Admission to B.S. in Criminal Justice, senior standing, and approval of Department Chair. Practical experience through field work and selected seminars in the student's area of interest. (Course fee required.)

**CRJU 4899. Independent Study (3-0-3)** *Prerequisites:* Admission to B.S. in Criminal Justice, senior standing, and approval of Department Chair. Topics must be assigned in advance by the instructor. (Course fee required.)



## Appendix 8 Degree Requirements

### Bachelor of Science Criminal Justice

#### Area A Essential Skills Required Hours: 9

ENGL 1101 (with a grade of "C" or better)

ENGL 1102 (with a grade of "C" or better)

*Select one of the following courses:*

MATH 1001, MATH 1101, MATH 1111, MATH 1113, MATH 1125, MATH 1131

#### Area B Institutional Options Required Hours: 4-5

COMM 1110

*Select two of the following courses:*

ITDS 1125/ITDS 1779/ITDS 2726/ITDS 2727/ITDS 2735/ITDS 2746/ITDS 2748/ITDS 2749/ITDS 2755

OR

*Select one of the following courses:*

EURO 2105/ LEAD 1705/ LIBR 1105/ POLS 2401/ HIST 1111/HIST 1112/Foreign Language 1001, 1002, 2001, or 2002/Any Area C-E course with a study abroad component.

*Note: the extra hour may be used as an elective.*

#### Area C Humanities/Fine Arts/Ethics Required Hours: 6

*Select one of the following humanities courses:*

ENGL 2111/ENGL 2112/ITDS 1145\*/ITDS 1155/ITDS 2125/PHIL 2010

*Select one of the following fine arts courses:*

ARTH 1100/ ITDS 1145\*/ MUSC 1100/ THEA 1100

*\*ITDS 1145, though listed under both humanities and fine arts, may be taken only once.*

#### Area D Science/Math/Technology Required Hours: 10-11

*Select one science course with a lab; the other course may be lab or non-lab:*

ANTH 1145 (no lab); ASTR 1105/1305 (lab optional); ASTR 1106/1306; BIOL 1215K (lab included); BIOL 1125 (no lab); BIOL 1225K (lab included); CHEM 1151/1151L; CHEM 1152/1152L; CHEM 1211/1211L; CHEM 1212/1212L; ENVS 1105 (no lab); GEOL 1110 (no lab); GEOL 1112/1112L; GEOL 1121 (lab included); GEOL 1122/1322; GEOL 2225 (lab included); PHYS 1111/1311; PHYS 1112/1312; PHYS 1125/1325 (lab optional); PHYS 2211/2311; PHYS 2212/2312

*Select one of the following courses or a science course from above:*

CPSC 1105; CPSC 1301/ 1301L; GEOG 2215; MATH 1113; MATH 1125; MATH 1131; MATH 1132; MATH 1165; MATH 2125; PHIL 2500; STAT 1127

**Area E Social Sciences Required Hours: 12**

*Select one course from the following two courses:*

[HIST 2111](#)

[HIST 2112](#)

*Take the following course:*

[POLS 1101](#)

*Select one behavioral science course from the following courses:*

[ECON 2105/ECON 2106/ PHIL 2030/ PSYC 1101/ SOCI 1101](#)

*Select one world cultures course from the following courses:*

[ANTH 1105/ANTH 1107/ANTH 2105/ANTH 2136/ ENGL 2136/ GEOG 1101/ HIST 1111/HIST 1112/ ITDS 1146/ITDS 1156](#)

**Wellness Requirement Required Hours: 3**

[PHED 1205](#)

Select any one [PEDS](#) course.

**Area F Courses Related to Major Required Hours: 18**

A grade of "C" or better is required in each [CRJU](#) course.

[CRJU 1105 Introduction to Criminal Justice](#)

[CRJU 2106 Survey of Corrections](#)

[CRJU 2105 Criminology](#)

[CRJU 2116 Victims of Violence](#)

[CRJU 2145 Criminal Law](#)

[CRJU 2165 Police Organization and Operation](#)

**Area G Program Requirements Required Hours: 21**

A grade of "C" or better is required in each [CRJU](#) course.

[CRJU 2146 Criminal Procedure and Evidence](#)

[CRJU 3125 Community Based Corrections](#)

[CRJU 3136 Ethics](#)

[CRJU 3155 Juvenile Delinquency](#)

[CRJU 3165 Criminal Investigative Techniques](#)

[CRJU 4165 Police Community Relations](#)

[CRJU 4210 Criminal Justice Capstone Course](#)

**Area H Program Electives Required Hours: 24**

*Select nine hours from the following;*

A grade of "C" or better is required in each CRJU course.

CRJU 3115 Deviant Behavior

CRJU 3116 Criminal Behavior

CRJU 3126 Institutional Treat of Criminal Offenders

CRJU 3135 Women in Crime and Justice

CRJU 3146 Criminal Justice Administrations

CRJU 3167 Forensic Evidence

CRJU 3168 Crime Scene Reconstruction and Investigation

CRJU 3555 Selected Topics in Criminal Justice

CRJU 4155 Juvenile Justice

*Select fifteen hours from the following:*

CRJU 3117 Research Methods in Criminal Justice

CRJU 3128 Correction Law

CRJU 4158 Juvenile Corrections

CRJU 4167 Criminal Justice & Cultural Diversity

CRJU 4168 Professionalism in Criminal Justice

CRJU 4169 Technical Writing in Criminal Justice

CRJU 4175 Interpersonal Communication in Criminal Justice

CRJU 4176 Constitutional Law & Criminal Justice

CRJU 4178 Forensic Criminal Justice

CRJU 4698 Criminal Justice Internship

*Any JADM 3000 or 4000 level approved by department chair*

**Area I General Electives Required Hours: 15**

**Total Hours Required: 123**

## Appendix 9 Credit Hours

Comprehensive Program Review Department of Criminal Justice and Sociology Programs: AASCJ and BS in Criminal Justice Quantitative Measures						
Measure	2008-09	2009-10	2010-11	2011-12	2012-13	5-Year Avg
BS Criminal Justice						
Full-Time	198	225	244	286	271	245
Part-Time	89	80	91	100	92	90
<i>Total</i>	287	305	335	386	363	335
Combined Undergraduate Programs						
Full-Time	207	236	250	293	288	254.8
Part-Time	104	95	98	113	98	102
<i>Total</i>	<b>311</b>	331	348	406	386	<b>356</b>
State Funds	\$547,233	\$744,004	\$716,785	\$682,097	\$572,885	\$652,601
Grant Funds						
<i>Total</i>	\$547,233	\$744,004	\$716,785	\$682,097	\$572,885	\$652,601
<i>Cost per Major - Fiscal Year</i>						
(Total Expenditures/Number of Declared Majors)	\$1,760	\$2,248	\$2,060	\$1,680	\$1,484	\$1,846
(State Funds/Number of Declared Majors)	\$1,760	\$2,248	\$2,060	\$1,680	\$1,484	\$1,846
Credit Hours Taught Fall and Spring Semesters	<b>4,698</b>	5,394	6,117	6,882	<b>6,432</b>	5,905
<i>Cost per Credit Hour - Total Expenditures</i>	\$116	\$138	\$117	\$99	\$89	\$112
<i>Cost per Credit Hour - State Funds</i>	\$116	\$138	\$117	\$99	\$89	\$112