

# Eastern Wyoming College

## **Instructional Program Review 2017 - 2018**

**Program:  
Associate of Arts—Criminal Justice  
Associate of Applied Science—Criminal Justice  
Certificate—Corrections**

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**EASTERN WYOMING COLLEGE**  
**Instructional Program Review 2014-2017**

**Program Name:** Criminal Justice

**Part I: Statistical Data from the past three years:**

	2014-2015	2015-2016	2016-2017	5-yr Average
Annualized FTE Enrollment	12.9	20.0	19.9	18.6
Annualized FTE Faculty	2.5	2.8	2.6	2.8
# Students	48	49	43	53.0
# Graduated	14	5	8	8.2

FTE = Full-time equivalent

**Modes of Delivery:**

Online       Compressed video       face-to-face

**Advisory Committee Member Agencies and Organizations:**

- Wyoming Highway Patrol
- Torrington Police Department
- Goshen County Sheriff
- Wyoming Department of Corrections-Institutions
- Current EWC Criminal Justice Student

**Community Partners or Internships:**

- Wyoming Department of Corrections:
- Wyoming Medium Correctional Institution Torrington
- Probation and Parole, Torrington
- Wyoming Honor Conservation Camp, Newcastle
- Wyoming Boot Camp, Newcastle
- Wyoming Women's Center, Lusk
- Wyoming State Penitentiary, Rawlins
- Wyoming Law Enforcement Academy, Douglas
- Goshen County Sheriff's Department, Torrington
- Niobrara County Sheriff's Office
- Goshen County Attorney's Office, Torrington
- Campbell County Probation and Parole Office, Gillette
- Ft. Laramie Police Department
- Converse County Sheriff's Department, Douglas
- Torrington City Attorney's Office
- Department of Family Services, Torrington
- Wyoming Game and Fish Department
- Lingle Police Department

## **Revisions in Criminal Justice Curriculum since last review:**

Since the previous program review, the Criminal Justice program has undergone significant changes. Previously, two options existed for the Criminal Justice AA degree, Corrections and Law Enforcement options. Effective Fall 2018, those two programs will be combined into one Criminal Justice AA degree program. This change was enacted with the intent of streamlining curriculum in order to facilitate transfer to four-year institutions and entry into the workforce. The curricular changes also allow the courses within the program to be delivered by one full-time faculty with reduced adjunct support.

Several new Criminal Justice courses have been proposed and approved by the Curriculum and Learning Council, as have been several deletions. These changes reflect an effort to update EWC's Criminal Justice program, and they will also take effect in Fall 2018. Efforts are being made by the newly hired Criminal Justice Instructor to modernize the program and provide students a highly relevant and academically rigorous educational experience.

The AAS degree program and the Corrections Certificate have not changed since the last review.

## **Part II Narrative Analysis:**

### **Description of Community Need:**

Criminal Justice employees continue to be in high demand in our region, the state of Wyoming as well as the rest of the country. There are three correctional facilities in our area which are located in Newcastle, Lusk and the largest being here in Torrington. These three prisons represent nearly 400 jobs in just about any field to include security, case management, counseling and other support areas. In addition to the prisons, the Department of Corrections also has more than a dozen field agents in this region that supervise offenders on either parole or probation status.

Both pre-employment education and continuing education is stressed by the Wyoming Department of Corrections. This has led to Wyoming leading the nation with evidence based correctional practices along with one of the lowest offender recidivism rates in the country. They provide opportunities for not only offender treatment, but also for participation in special operations security teams such as Hostage Negotiators, Emergency Preparedness, Special Weapons Teams, Firearms and Self Defense Etc. There are six (6) sheriff departments in our region that represent nearly a hundred law enforcement jobs. These jobs involve working in the county jails as well as patrol work. Positions range from Sheriff, Under Sheriff, Detention Officers and Deputy Sheriffs. In addition there are 14 Municipal Police Departments that employ well over a hundred officers and support staff. They are also a wide range of positions from Chief of Police, Sergeants, Corporals and Officers.

Both the county and municipal law enforcement agencies emphasize the importance of education in their hiring process as well as continuing education for their staff. Specialized training in weapons, self-defense, traffic, disaster, investigations and other specialties are available with these agencies as well. EWC has a close relationship with the Law Enforcement Academy in Douglas where the majority of the training takes place.

Local and national trends show the demand for criminal justice jobs continue to grow. The importance of education is evident in both criminal justice hiring and promotional opportunities.

Eastern Wyoming College offers an excellent Associates Degree in Criminal Justice that can be used as a stepping stone into the Criminal Justice Field as well as the first step in continuing towards a Bachelor's Degree or higher!

**Description of State and National Trends:**

Several job classifications exist for criminal justice areas. The following two are representative of common classifications.

**Police and Sheriff's Patrol Officers 2017 Wage Table**

Location	Pay Period	Low	Median	High
United States	Hourly	\$16.84	\$29.35	\$48.37
	Annual	\$35,020	\$61,050	\$100,610
Wyoming	Hourly	\$21.70	\$26.68	\$30.97
	Annual	\$45,136	\$55,488	\$64,412

**State and National Trends**

United States	Employment		Percent Change	<u>Projected Annual Job Openings</u> <sup>1</sup>
	2016	2026		
Police and Sheriff's Patrol Officers	807,000	860,300	+7%	N/A
Wyoming	Employment		Percent Change	<u>Projected Annual Job Openings</u> <sup>1</sup>
	2016	2026		
Police and Sheriff's Patrol Officers	1,225	1,259	+3.8%	44

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

**Correctional Officers & Jailers 2017 Wage Table**

Location	Pay Period	Low	Median	High
United States	Hourly	\$15.38	\$22.68	\$39.03
	Annual	\$29,540	\$43,540	\$74,940
Wyoming	Hourly	\$17.00	\$20.61	\$23.44
	Annual	\$35,362	\$42,871	\$48,761

**State and National Trends**

United States	Employment		Percent Change	<u>Projected Annual Job Openings</u> <sup>1</sup>
	2016	2026		
Correctional Officers and Jailers	468,600	433,700	-7%	N/A

United States	Employment		Percent Change	<u>Projected Annual Job Openings</u> <sup>1</sup>
	2016	2026		
Wyoming	Employment		Percent Change	<u>Projected Annual Job Openings</u> <sup>1</sup>
	2014	2024		
Correctional Officers and Jailers	1,094	1,102	+0.7%	31

<sup>1</sup>Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

### **Activities in Support of Student Recruitment and Retention:**

Participation in early registration days.

Technology Days presentations to high school students.

Collaboration with EWC recruiters so as to be available for tours and one-one meetings with students and parents.

Regional high school student visitation days.

Active advising role by instructors.

Robust collection of adjunct instructors to enhance the Criminal Justice program.

All of these activities are done with the intention of increasing the visibility and knowledge of EWC and the Criminal Justice Program and the field of Criminal Justice in order to attract future students and retaining current students.

### **Assessment of Student Learning:**

Along with traditional classroom grading and evaluation rubrics used to measure knowledge, various classroom assessment techniques are used to improve students' learning.

At the conclusion of the Criminal Justice degree programs, students are required to complete a Capstone project. Finally if enrolled in an Associate of Arts program, the students are asked to take the CAAP test to measure their education upon graduation as compared to their level when they enrolled.

### **Strengths of the Program and Faculty:**

For the past three years, the Criminal Justice program has lost its two dedicated full-time instructors. Those instructors first offered reduced course loads while transitioning to new positions then eventually vacated the Instructor role entirely. A new full-time Criminal Justice faculty member was hired in January 2018. Prior to his hire, instructional duties fell entirely to the very competent pool of Criminal Justice adjunct instructors. Each of these professionals were instrumental in continuing to deliver high-quality instruction to students. However, the program suffered as a result of not having a dedicated and on-campus advisor and instructor to assist with recruiting and retaining students. The impact of hiring a highly qualified and motivated Criminal Justice Instructor cannot be overstated. Dr. Shane Stone's educational and vocational expertise is tremendous. His hire, along with the dedicated group of adjunct instructors, serves to strengthen and reinvigorate the role of the Criminal Justice program at EWC.

### **Part III Recommendations**

#### **Faculty Recommendations:**

Recommendations at this point are to continue to foster stability in the Criminal Justice program by maintaining a full-time faculty member. In his short time on campus, Dr. Stone has worked to modernize the Criminal Justice curriculum. Seeing those changes to fruition and increasing both enrollment in courses and numbers of majors are a significant goal.

#### **Advisory Committee Recommendations:**

Due to a lack of program faculty, the Criminal Justice Advisory Committee has not met in order to provide recommendations for this report. However, with the addition of Dr. Stone, it is expected that the Advisory Committee will be reconvened.

#### **Division Chair Recommendations:**

The Criminal Justice program remains an important part of the Arts, Humanities, Social and Behavioral Sciences Division at Eastern Wyoming College (EWC). Dr. Stone has restructured the program in order to be responsive to market place demands, which we are confident, will equate to increased enrollment. Even more encouraging, Dr. Stone is an active and engaged faculty member who sees student retention as a cornerstone for this program. Therefore, the program changes combined with Dr. Stone's commitment to student success the Criminal Justice program is positioned to be a highly successful once again.

We also need to remind ourselves that virtually every important element of the State of Wyoming Criminal Justice System is represented in Torrington in a significant way---Law Enforcement, Corrections, the Courts and Juvenile Justice. Within our service area, additional facilities include WLEA, the Wyoming Women's Center and the Wyoming Honor Farm and Boot Camp. This continues to present a nearby educational opportunity of practical experience for our students that no other college in the state possesses. To benefit from this opportunity requires maintaining relationships with these agencies and entities that can help us support student learning not just in the Criminal Justice Program but other programs in the Division.

Finally, EWC will be able to support employee education within these agencies in particular, correctional officers and law enforcement officers. These relationships will also help identify courses of value to these partners. Therefore, the program needs to be flexible and creative, this to include online, outreach, campus and special topics classes. To repeat maintenance of these relationships between EWC and other agencies requires personal attention.

#### **Vice President's Recommendations:**

The Criminal Justice program represents a cluster of programs with different emphasis areas. We are fortunate to have such strong partnerships throughout our service area with the Department of Corrections, Wyoming Law Enforcement Agency, and all of the various state, county and city law enforcement or related agencies and offices. It is always interesting to note

where students participate in internships. Our full-time and part-time faculty members are well-qualified and dedicated to student success. I would emphasize the following recommendations:

- Hire a second full-time criminal justice instructor for the 2016-2017 academic year. This program has so much potential for growth; however, it really needs to have the attention of two full-time instructors.
- Continue to mentor and recruit qualified adjunct faculty members as well. Oftentimes, the real world experience these adjuncts bring with them lends great expertise to the content of the courses.
- Continue working closely with the recruiters and marketing personnel to promote both the face-to-face and the online programs.
- Study the enrollment patterns of the required courses and revise as necessary the distance learning and/or face-to-face rotation of offerings of the courses. What we have seen in recent years is that the distance courses are more likely to make, leaving some of the face-to-face courses with small numbers. Yet, in order to satisfy the more traditional students, the on-site section may need to run as well. Small numbers in the sections put a strain on the human and fiscal resources.
- Update the WLEA agreement. This is an important partnership to maintain and any changes in their curriculum need to be reviewed and aligned with our own courses. The Higher Learning Commission reviews third party agreements very closely and this agreement must be up to date at all times.