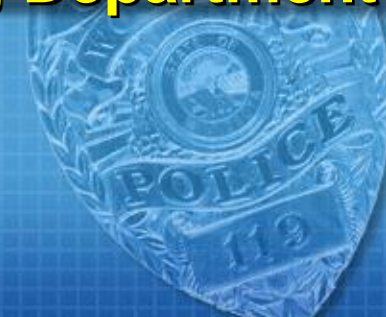# Criminal Justice Department Enhancement Position Request: Presentation to the Educational Policy Committee

Northern Michigan University

Dr. Charlie Mesloh, Department Head

Criteria #1: Alignment with Mission

- **Intellectual Foundation** – **Our department synthesizes theoretical with practical. Our curriculum focuses students on the historical basis of criminal justice systems from a global perspective, then examines the nature and function of the American system of justice.**

- **Active Learning** – **The program concentrates on developing critical thinking, scientific inquiry, writing and public speaking skills. Students have access to applied courses involving problem-solving through the use of technology.**

Career Preparation – Our faculty consists of all former practitioners representing different components of the criminal justice system. This asset is supplemented by classes that are continually updated to reflect the state of the profession.

Community Engagement- The department offers service learning courses, a criminal justice club, a study abroad program and internships.

Criteria #2: History, Development and Expectations

- 1962- Developed 2-year police science curriculum
- 1974- 4-year Criminal Justice degree created
- 1977- Criminal Justice became an academic dept
- 1991- 8 faculty + 1 department head
- 2000- Criminal Justice masters degree established
- 2007- Established college credit for police academy
- 2008- Loss Prevention program established
- 2009- 3 faculty + 1 department head
- 2013- 5 faculty + 1 department head

Criteria #3: External Demand

- **National- Most people only think of the large popular law enforcement agencies (FBI, DEA, etc.) but nearly every single federal agency has an investigative bureau. There are about 120,000 federal officers and agents. Nationwide, there are 765,000 state and local officers in 18,000 agencies. In the private sector, there are about 2 million employed in private security.**

- **Regional- There are 2,600 sworn law enforcement officers and 15,000 corrections officers in Michigan.**

Criteria #4: Internal Demand

- **Sociology students regularly take our courses as there are distinct similarities between our systems.**

- **A significant number of students majoring in wildlife and environmental conservation choose a minor in criminal justice to provide a background in law and policing.**

- **Five of our CJ courses have been incorporated into the Forensic Bio-Chemistry major as required and elective classes.**

Criteria #5: Quality of the Program Inputs and Resources

- **Faculty:**
  - 1   (department head)
  - 5   (tenured / tenure earning)
  - 17   (contingent / adjunct)
- **Equipment**
  - Bob Barrington Library & Reading Room / Correctional Officer Development Center
- **Facilities**
  - Forensics Lab
  - Access to law enforcement academy resources

Criteria #6: Quality of Program Outcomes

- **Job Placement – Consistent placement at the local, state and federal level. Forty-seven percent of our students (47%) reported that they were employed with twenty-five percent (25%) continuing their education (NMU Career Services, 2013).**

- **Employment Outlook - In 2010, BLS reported that state and local law enforcement officers earned on average $55,010 annually. At the federal level, there are 40 specific job series (categories and salary schedules) in over 100 different agencies (FBI, Secret Service, State Dept, etc).**

Criteria #7: Size , Scope and Productivity

- 410 Criminal Justice / Loss Prevention

- 27 Criminal Justice (masters)

- Heaviest advising load per faculty among all NMU departments (75+/faculty in Fall, 2013).

- Classroom size average = 31 (range 17-60)

- Number of courses offered = 31 (64 sections)

Enrollment over Time

|			2004	2005	2006	2007	2008	2009	2010
CJ	CMGT	Criminal Justice Management	0	0	0	0	3	4	3
	CRIM	Criminal Justice	346	321	354	376	347	361	401
	LAWE	Law Enforcement	13	24	18	11	11	19	13
	LCOR	Local Corrections	0	0	32	1	27	1	0
	LOSS	Loss Prevention Management	0	0	0	14	25	36	34
	SAFE	Advanced Law Enforcement	19	52	180	194	160	148	1
CJ			**378**	**397**	**584**	**596**	**573**	**569**	**452**

Criteria #7: Size , Scope and Productivity

- FTETF = 10.8 (NMU average: 16.8)

- Credit Hours / FTETF = 794.5 (NMU average: 628.4)

- Ratio of full time faculty to adjuncts = .35 / 1 (NMU average 1.69 / 1)

- Retention = 56.4 % (NMU average: 43.7 %)

- Graduation = 45.3 % (NMU average: 44.6 %)

- Over 100 graduates each year (3 yr average)

GRADUATES SINCE 2002
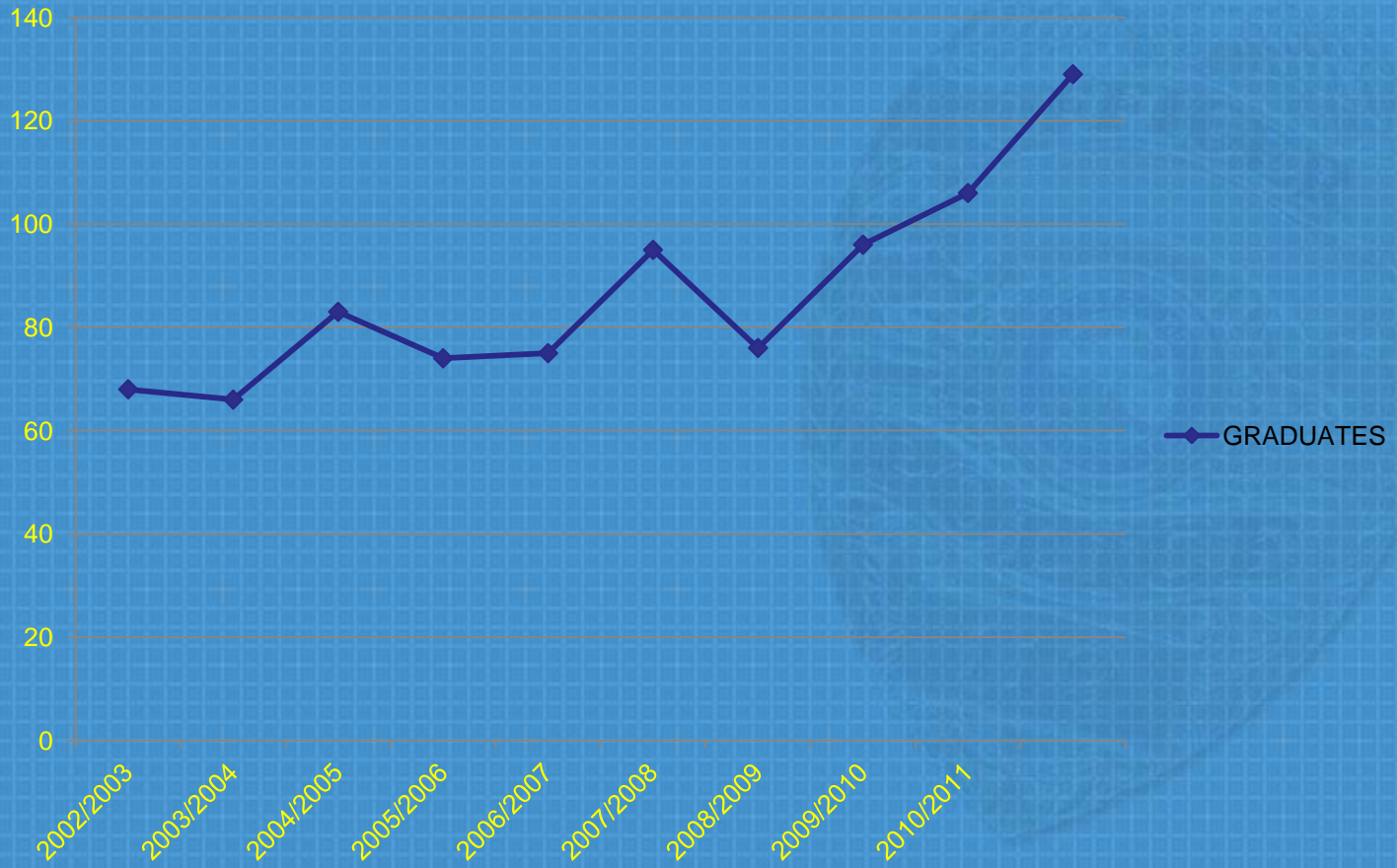
Criteria #8: Revenue and Other Resources Generated

- Tuition Generated Per FTETF =
  $196,694 (NMU average = $155,383)

- Compensation per SCH Produced =
  $80 (NMU average = $127)

- Faculty grants (approx $100k since 2002)

- Actively pursuing federal grant funding

Criteria #9: Costs and Other Expenses

Two additional tenure-track faculty are requested

- **Instructional Costs- Anticipated that each new faculty member will cost $74,050 to $78,493 (salary and benefits)**

- **New Support Needed- none**

- **Total requested- $148,100 to $156,986**

Criteria #10: Impact, Justification and Overall Essentiality

- Student enrollment has grown in the major including the graduate program as a result of active recruitment in neighboring states.

- A major recruitment plan is under development to substantially increase the size of both the undergraduate and graduate programs.

- However, additional faculty resources are required for our department to keep pace with the regional market.

Market Comparisons (F/13)

Institution	Tenured	Adjuncts	Sections	Ratio
NMU (437)	6	17	64	.35/1
Ferris (1,277)	9	8	134	1.1/1
LSSU (284)	4	10	39	.40/1
GV State (713)	18	2	80	9.0/1

Criteria #11: Opportunity Analysis

- These positions will allow the department to reduce its overreliance on adjunct instructors while simultaneously reducing the individual advising responsibilities.

- They will also allow us to create new technology-based classes or programs such as crime mapping / G.I.S.

- Finally, this will allow the department the opportunity to make a substantial growth increase without sacrificing the integrity of the academic environment.