

Administrative and Educational Support Report*

Department of Criminal Justice

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008

*Student Learning Outcomes for this department are available at
<http://www.ie.utpa.edu/CoBALearningOutcomes.htm>



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: Department of Criminal Justice

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs

Unit Head: S. George Vincentnathan

Unit Mission: The mission of the Criminal Justice Department is to impart knowledge and promote critical thinking about the crime problem, and its control through criminal justice institutions and public cooperation. The Department emphasizes development of knowledge through research and scholarly activities. Students receive comprehensive criminal justice education in criminal law, criminology, policing, courts, corrections, and crime prevention, in the context of a general and liberal arts education, with background in the social sciences. The Department seeks to help students become agents of change in criminal justice organizations and serve well the communities in which they are located. We will accomplish this mission with:
• Excellence of teaching that utilizes pedagogically sound teaching techniques, based on the principles of academic freedom, and that help our students to become committed to life-long learning, critical-thinking, social involvement, and to dealing ethically and empathetically with others.
• Scholarship that promotes discovery, research, collaboration, and dissemination of knowledge that can improve the social conditions of our society, our region, the global community, and our professions.
• Service based on principles of collegial decision making that contributes to the well being of our university, our respective professions, and our regional, national, and international communities.

UTPA Goal: 1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion

Academic Affairs Objective: 1.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

College/AVP Objective: 1.A. The College of Social and Behavioral Sciences (CSBS) will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation,

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retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.	The CJ Department will increase graduation, retention, and persistence rates by 1%, compared to 2006-07.	The CJ Dept will utilize the services of experienced and skilled advisors in the advisement center and the faculty advisors in the CJ Dept.	The CJ Dept will make a comparison of graduation, retention, and persistence rates for 2007-08 with 2006-07.	none

UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.B. The Provost's Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking and improving of the key outcome measures associated with enhancing student learning outcomes.

College/AVP Objective: 1.B. CSBS will assist the departments in establishing a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.B. The Criminal Justice	68% of the CJ students will	The CJ Assessment	68% of the CJ students will	none

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Department will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.	achieve 70% or more in the SLO exit test. The CJ Dept will describe the methodology developed and improve SLOs by 3%. The data collected will be used to improve student learning.	Committee will meet and discuss, and come up with a reliable methodology and criteria to be used, and compare the achievements made due to these efforts with the previous year's achievements.	achieve 70% or more in the SLO exit test.	

UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

College/AVP Objective: 1.C. CSBS will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.C. The Criminal Justice Department will establish a systematic methodology for the collection, reporting and	Exposure of students to educational programs and opportunities will be facilitated, and the achievement realized will be	These objectives will be achieved through the cooperation of high school relations office, Learning Communities	The CJ Chair will collect the data, some of which may be new and will be used to establish baselines for later comparison, and some for which comparative data is	none

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>numerically presented:</p> <ul style="list-style-type: none"> a. high school students will be exposed to the Criminal Justice Program. b. freshmen in the Learning Communities and Learning Framework classes will be helped to understand criminal justice education and opportunities. c. opportunities for internship in Criminal Justice will be expanded. d. information about employment opportunities will be provided through Career Day events. e. students will be exposed to international programs. f. opportunities for research for graduate students will increased g. the CJ Dept will increase its enrollment (both graduate and undergraduate) . 	<p>and Learning Framework instructors, Career Services Office, and the Office of International Studies, as well as the cooperation of instructors teaching and doing research with graduate students.</p>	<p>available from the previous year.</p>	

UTPA Goal: 2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship

Academic Affairs Objective: 2.A. The Provost’s Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

College/AVP Objective: 2.A CSBS will support the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.A The CJ Department will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.	<p>The CJ Dept will numerically identify the number of conferences attended, presentations given, publications, and research papers developed by its faculty. These will be compared with the previous year’s scholarly activities.</p> <p>The number of student assistants provided in support of faculty research will be recorded.</p>	Encourage, motivate, and facilitate faculty to do research, give presentations, travel to conferences, and publish their works.	The achievements that can be compared with previous year’s data will be presented, and new data on items that were not included in the previous year’s reports will also be presented to be used to establish baselines for later comparisons.	To support both graduate and undergraduate research in facilitation of faculty research, a sum of \$7,000 is needed.

UTPA Goal: 2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective: 2.B. The Provost’s Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.

College/AVP Objective: 2.B. CSBS will assist the departments to establish systematic methodology for the collection, reporting and benchmarking and of

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Objective: key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.B. The Criminal Justice Department will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.	Faculty in the CJ Dept will develop 2 grant proposals.	Faculty in the CJ Dept will be encouraged to write up grant proposals helped to identify external funding sources that relate to their chosen research fields.	Proposals for grants submitted will be counted, whether or not they receive funding.	None

UTPA Goal: 3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

Academic Affairs Objective: 3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

College/AVP Objective: 3.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. The Criminal Justice Department will establish	The number of courses added at the graduate and	The CJ Curriculum Committee and the CJ	The number of courses added, and the number of on-line courses	Resources to train faculty interested in

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit course offerings and will increase credit course offerings as measured by these outcomes.	undergraduate levels, and the number of on-line courses created.	faculty will revise, modify, and add courses to the curriculum. Those faculty who are interested in offering on-line courses will be helped to get the training needed.	added.	offering on-line courses.

UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

Academic Affairs Objective:

3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures

College/AVP Objective:

3.B. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. The CJ Dept will establish a systematic methodology for	Participation in professional and community service activities will be increased,	Acquaint the faculty with opportunities to engage in professional and	The Chair will monitor the advances made in professional and community service activities	none

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
collecting, reporting and benchmarking of the key outcome measures that measure the CJ Department's participation in professional and community activities and will increase its participation in professional and community activities as measured by these outcomes.	in comparison to that of 2006-07.	community service activities.	in comparison with the last academic year.	

UTPA Goal:

5. Infuse inter-American and global perspectives throughout the University community.

Academic Affairs Objective:

5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

College/AVP Objective:

5.A. CSBS will assist departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will increase activities in global learning and research and enhance access to inter-American and global perspectives as measured in these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
5.A. The CJ Dept will establish a systematic methodology for the collection, reporting and	Increase in the number of faculty participation in International Week and Pan American Days	Encourage and motivate faculty to present papers in International Week and Pan American Days;	The Chair will collect information and data as to the accomplishments made in these areas, and when applicable, in	\$600 in relation to expenses in bringing a speaker from abroad, plus a \$100 honorarium.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p>	<p>Have at least one CJ expert from abroad come and speak on criminal justice issues.</p> <p>An increase in the number of courses that relate to international/global crime, violence, and criminal justice, and environmental issues.</p> <p>At least one opportunity for faculty to do research in another country or cultural area.</p> <p>Have a cooperative relationship with the University of Tamaulipas Criminal Justice Studies in Reynosa.</p>	<p>invite a scholar from Spain/Mexico for International Week; help faculty develop courses that relate to the study of crime, criminal justice, and environmental crime; the Chair will help develop research opportunities in another country; and the Chair will initiate educational cooperation to partner with the University of Tamaulipas Criminal Justice Studies in Reynosa.</p>	<p>comparison to the previous year.</p>	

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards.

Academic Affairs Objective:

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

College/AVP Objective:

6.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	Data will be collected to find the difference between scheduled seats and filled seats for courses offered during Fall, Spring, and Summer, 2007-08.	The course offerings in the CJ Dept will be closely monitored to optimize enrollments for the next two years.	The CJ Chair will collect, review, and maintain data to help optimize enrollments for the courses offered during 2007-08.	none

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards

Academic Affairs Objective:

6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

College/AVP Objective:

6.B. CSBS will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.B. The Criminal Justice Department will establish a systematic methodology for the collection, reporting, and	Information about applicants for faculty positions will be maintained, and capable persons will be hired.	The CJ Dept will develop a recruitment plan, advertise positions, and recruit faculty members, as per rules and	The Chair will review the recruitment documents, and maintain them, and check whether established criteria and rules are followed in the recruitment	Continuation of the new faculty salaries, sanctioned in the CJ budget.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.		regulations governing hiring faculty.	process.	Funds to conduct faculty searches. Start-up funds for new faculty hires.

AES FY08 Assessment Results Report

UTPA

Dept - Criminal Justice

Unit Mission: The mission of the Criminal Justice Department is to impart knowledge and promote critical thinking about the crime problem, and its control through criminal justice institutions and public cooperation. The Department emphasizes development of knowledge through research and scholarly activities. Students receive comprehensive criminal justice education in criminal law, criminology, policing, courts, corrections, and crime prevention, in the context of a general and liberal arts education, with background in the social sciences. The Department seeks to help students become agents of change in criminal justice organizations and serve well the communities in which they are located. We will accomplish this mission with:

- Excellence of teaching that utilizes pedagogically sound teaching techniques, based on the principles of academic freedom, and that help our students to become committed to life-long learning, critical-thinking, social involvement, and to dealing ethically and empathetically with others.

- Scholarship that promotes discovery, research, collaboration, and dissemination of knowledge that can improve the social conditions of our society, our region, the global community, and our professions.

- Service based on principles of collegial decision making that contributes to the well being of our university, our respective professions, and our regional, national, and international communities.

Unit Head: S. George Vincentnathan

College: College of Social and Behavioral Sciences

Division: Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Criminal Justice - Degree Programs - Systematic Methodology - 1.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status:</p>	<p>Assessment Method: The CJ Dept will make a comparison of graduation, retention, and persistence over successive years to determine the percentage increase.</p> <p>Criterion for Success: 1. improve student retention 2. increase 4-, 5-, and 6-year graduation rates</p>	<p>09/01/2008 - Most of the data used are for Fall semesters, as some data for Spring 08 is not available. The retention of first year freshmen during Fall 07 was 60.1%, a decline of 1.8% from 61.9% in Fall 06. In comparison to Fall 03 the decline is 0.2%. The number of CJ degrees awarded was the highest in comparison other departments in CoSBS. Since Fall 03, the rate of increase of degrees awarded was 106%. The CJ Dept graduated 130 students during Fall 07, in comparison to 136 in Fall 06, a small decline. During Fall 07 the enrollment headcount for undergraduates was 792, and in Spring 08 it was 741 (51 students less). If we minus the 130 students who graduated from 792 students, the 662 students can be expected to remain/persist for Spring 08. However, the headcount was 741 in Spring 08, 79 students higher. The percent of</p>	<p>09/01/2008 - For some years the enrollment for CJ has been steadily and remarkably increasing, but now seems it is stabilizing. The increase or decrease, therefore, is going to be erratic. However, the faculty will devote their efforts in increasing the enrollment, and at the same time, increase retention, graduation, and persistence rates.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Active/Ongoing</p> <p>Strategies:</p> <p>1. The CJ Dept will utilize the services of experienced and skilled advisors in the advisement center and the faculty advisors in the CJ Dept.</p> <p>2. Appropriate advisement materials will be made available to students and advisors.</p>		<p>persistence is 83.6% (662/792*100). The CJ SCH at the graduate level has increased from 162 in Fall 06 to 180 in Fall 07, even though the degrees awarded declined. The headcount increased from 27 in Fall 06 to 31 in Fall 07. From Fall 03 to Fall 07 the increase was 24%. Some criteria were met, and some were not met.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Dept - Criminal Justice - SLOs - Systematic Methodology - 1.B. The Criminal Justice Department will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p>	<p>Assessment Method: The CJ Department will determine whether the criteria for each measurable outcome has been met.</p> <p>Criterion for Success: 65% of the CJ students will achieve 70% or more in the SLO exit test. The CJ Dept will describe the methodology developed and improve SLOs in this regard. The data collected will be used to improve student learning.</p>	<p>09/01/2008 - In Spring 08, the CJ Dept conducted assessment of student learning outcomes in 4 areas, the first three conducted among graduating seniors in the capstone class:</p> <p>1. Theories of Criminal Behavior, the Law, Law Enforcement, the Courts Systems, and Corrections. RESULTS: 44% of students (17 of 39) scored 70% or higher. Criteria were not met.</p> <p>2. Critical Thinking. RESULTS: 72% of students achieved a score of 70% or higher. Criteria were met.</p> <p>3. Research Methods, including Statistics. RESULTS: The anticipated 40% of students achieving a score 70% or higher was not achieved,</p>	<p>09/01/2008 - 1.a. The faculty felt that the new curriculum proposed could help improve student learning, as the requirements in the major would increase from 36 to 48 semester hours.</p> <p>b. As 55-60 students in most classes is not uncommon, faculty sometimes find it difficult to give written assignments and monitor student progress. The faculty expressed that the dept needs at least two more full-time, tenure-track faculty, in addition to the 10.5 positions and 4 part-time positions that we have. This would be necessary, especially in relation</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <p>1. The CJ Assessment Committee will meet and discuss, and come up with a reliable methodology and criteria to be used, and compare the achievements made due to these efforts with the previous year's achievements.</p> <p>2. Based on the results (1) improvements in teaching, (2) improvements in SLO assessments methods, and (3) improvements in student learning will be made.</p>		<p>only 26% of students achieved 70% or more.</p> <p>4. Students in the Research Methods classes (a required course) were given projects to test their abilities to use technology to retrieve and analyze qualitative and quantitative information to arrive at results. RESULTS: The average GPA achieved was 3.4, well above the minimum of 2.5 expected.</p> <p>NOTE: These data for the four areas could not be calculated together for an overall result.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: \$1500</p> <p>Resources Needed - Salaries: \$110,000 to \$120,000 for two tenure-track faculty</p> <p>Resources Needed - Travel: \$3500 for bringing and interviewing candidates for faculty positions</p> <p>Resources Needed - Wages: none</p>	<p>to the implementation of the new curriculum, which would increase the SCH by 25%.</p> <p>2. The faculty are satisfied with the result, and will help students further improve in this area.</p> <p>3.a. The faculty have proposed a new course requirement, Statistical Applications in Criminal Justice, in addition to the CJ Research Methods class, to help improve learning in this area.</p> <p>b. In Addition, it is suggested that the enrollment for CJ Research Methods and the Statistically Applications in CJ courses be limited to 35 students in each.</p> <p>c. It was also felt that availability of computer classrooms and labs could greatly help to improve student learning.</p> <p>4. The outcome for this area is good. The faculty will continue to involve students in small and challenging research projectis, in conjunction with CJ Research Methods and the CJ Statistical Applications courses.</p>
<p>Dept - Criminal Justice - Access - Systematic Methodology - 1.C. The Criminal Justice Department will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as</p>	<p>Assessment Method: The CJ Chair will collect the data, some of which may be new and will be used to establish baselines for later comparison, and some for which comparative data is available from the previous year.</p> <p>Criterion for Success:</p>	<p>09/01/2008 - A. Three groups of high school students, two consisting of some 40 students each and one of nine students, were given information about criminal justice education, and employment prospects.</p> <p>B. During Fall 07 four CJ instructors participated in the Learning Framework classes,</p>	<p>09/01/2008 - During 2008-09 greater efforts will be devoted to recruiting both undergraduate and graduate students.</p> <p>All the progress noted will be continued or improved.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. These objectives will be achieved through the cooperation of high school relations office, Learning Framework instructors, Career Services Office, the Office of International Studies, and Criminal Justice student organizations.</p>	<p>Exposure of students to educational programs and opportunities will be facilitated, and the achievement realized will be numerically presented:</p> <p>a. high school students will be exposed to the Criminal Justice Program.</p> <p>b. freshmen in the Learning Framework classes will be helped to understand criminal justice education and opportunities.</p> <p>c. opportunities for internship in Criminal Justice will be expanded.</p> <p>d. information about employment opportunities will be provided through Career Day events.</p> <p>e. students will be exposed to international programs.</p> <p>f. opportunities for student research will increase</p> <p>g. graduate and undergraduate CJ enrollments will increase</p>	<p>and gave introductions to criminal justice education and employment opportunities.</p> <p>C. During 2007-08, there were 28 students who interned in CJ agencies. This is the same number as during 2006-07. Internship opportunities that were available were larger in number than what students needed. However, internship programs are created by CJ faculty, incorporating Political Science Department and county-level law, and law enforcement agencies, and the Federal Public Defender's Office.</p> <p>D. Information about employment in criminal justice was given to the CJ students through the criminal justice agencies seeking candidates for filling positions. There were 3 visits by Border Patrol, Dallas Police Dept, and Hidalgo County Sheriff's Dept. As the calls from CJ agencies to visit UTPA CJ classes to inform students about jobs became too many, the CJ Dept felt the class time would suffer, and wanted to facilitate the agencies' hiring goals through the UTPA Career Services Office. With the help of Susan Chapa in this office, two CJ-related major job expos were conducted, along with 4 other general employment programs, in which a small number of CJ agencies have participated as well.</p> <p>E.i. Three presentations were given that relate to international topics in CJ classes as a part of UTPA's International Week.</p> <p>ii. Two presentations by CJ faculty were given at a mini-conference conducted at the University of Tamaulipas, Reynosa.</p> <p>iii. Dr. Alberto Alvarez, a scholar from Spain, who is teaching at the University of Colima, Mexico, was invited during the Pan American Week; he gave three presentations to our student and faculty.</p> <p>iv. A student from University of Tamaulipas, Reynosa, and a student from France took courses in CJ, and helped to create an international focus.</p> <p>F. The CJ Dept had 6 student assistants engaged in research under the direction of 4</p>	<p>09/01/2008 - During 2008-09 greater efforts will be devoted to recruiting both undergraduate and graduate students.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		<p>faculty members.</p> <p>G. The CJ enrollment has stabilized after many years of continual increase, but still the CJ Dept has the largest enrollment in CoSBS. The average enrollment by headcount for undergraduates and graduates during 2006-07 in Fall and Spring was 793, while in 2007-08 it was 794.5, a slight increase of 1.5. The headcount increase, when viewed over a longer period, has been large. Between Fall 03 and Fall 07, the rate of increase was 19% for undergraduate and 30% for graduate enrollment; and between Spring 04 and Spring 08, it was 13% for undergraduate and 14% for graduate enrollment.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: \$7008 for two more student assistantships</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Dept - Criminal Justice - Scholarly Productivity - Systematic Methodology - 2.A</p> <p>The CJ Department will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p>	<p>Assessment Method: The achievements that can be compared with previous year's data will be presented, and new data on items that were not included in the previous year's reports will also be presented to be used to establish baselines for later comparisons.</p> <p>Criterion for Success: The CJ Dept will numerically identify the number of conferences attended,</p>	<p>09/01/2008 - There are 11 faculty members (10.5 positions) in the CJ Dept. Six of them are under "Research Track" and two are on "Teaching Track," and three others are lecturers.</p> <p>The six faculty on reseach track gave presentations in relation to their research areas. Three faculty have published articles/books (3 publications, including one coauthored). During 2007-08 the conference presentations and publications were less than the previous year, but</p>	<p>09/01/2008 - During the 2008-09 year, it seems there will be more presentations and publications, based on faculty research activities. A two-year action plan assessment would be better to assess such achievements, due to common delays in publications.</p> <p>The CJ Dept will continue to</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Encourage, motivate, and facilitate faculty to do research, give presentations, travel to conferences, and publish their works. 2. Facilitate utilization of research assistants.</p>	<p>presentations given, publications, and research papers developed by its faculty. These will be sequentially compared.</p> <p>The number of student assistants provided in support of faculty research will be recorded.</p>	<p>the next year it seems these would increase.</p> <p>The CJ Dept received \$17,520 for 5 student assistantships during 2007-08, but the need for student assistantships was greater, and as a consequence the number of hours that students worked was reduced to accommodate 6 student assistants instead of 5. There is a greater need for student assistantships that could not be met. The additional \$7,000 that was requested to hire more student assistants to facilitate faculty and student research was not given, so this objective could not be achieved.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: \$7,000 for hiring an additional two student assistants for 2008-09 could help.</p>	<p>pursue faculty and student research, and would need 2 more student assistants, over the 5 it now has, for a total of 7.</p>
<p>Dept - Criminal Justice - Acquisition of External Funds - Systematic Methodology - 2.B. The Criminal Justice Department will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Faculty in the CJ Dept will be</p>	<p>Assessment Method: Proposals for grants submitted will be counted, whether or not they receive funding.</p> <p>Criterion for Success: Faculty in the CJ Dept will write 3 grant proposals.</p>	<p>09/01/2008 - Four CJ faculty members were involved during 2007-08 in grant-writing and revising grant proposals. Three of those initiatives were collaborative, and one, solo. Two of the collaborative grant initiatives seemed promising, but fell through. The result on the other collaborative grant initiative is not yet known. The solo grant initiative failed, but the grant proposal might be submitted to a different foundation.</p> <p>Based on these initiatives, the objectives were met.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation:</p>	<p>09/01/2008 - The efforts to secure grants will not be given up, but will be continued.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>encouraged to write up grant proposals, and helped to identify external funding sources that relate to their chosen research fields.</p> <p>2. Faculty will be encouraged to participate in collaborative grant seeking, and will be helped to identify opportunities for collaboration.</p>		<p>none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Dept - Criminal Justice - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit course offerings and will increase credit course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> The CJ Curriculum Committee and the CJ faculty will revise, modify, and add courses to the curriculum. Those faculty who are interested in offering on-line courses will be helped to get the training and offer on-line courses. 	<p>Assessment Method: The number of courses added, and the number of on-line courses added.</p> <p>Criterion for Success:</p> <ol style="list-style-type: none"> an increase in the number of courses added at the graduate and undergraduate levels. an increasethe number of on-line courses created. 	<p>09/01/2008 - The CJ Dept has developed a revised CJ curriculum based on SLO Assessments. To enable students to improve their learning, the CJ Dept has proposed a 40 S.HR. major in comparison to current requirements of 36 S.HR. There are 7 new junior and senior level courses in the proposal for the undergraduate program, 2 of which are in the CJ core. Similarly at the graduate level some courses were modified, and new courses were introduced, along with a revised core. Currently the Dept is looking into the SCH that will be generated, and the faculty needs to in relation to these changes.</p> <p>Two instructors in the CJ Dept began to offer 2 on-line courses, CRIJ 3355 Criminal Evidence and Proof (Spring 2008) and CRIJ 1306 Court Systems and Practices (Fall 2008). They both received the necessary training from UTPA's Distance Learning Office.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: \$1500 (noted in 1.B.)</p> <p>Resources Needed - Salaries: \$110,000 to \$120,000 for two tenure-track faculty (noted in 1.B.)</p>	<p>09/01/2008 - The appropriate approvals for the proposed new CJ undergraduate and graduate curricula will be sought, along with the two new faculty positions needed.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		Resources Needed - Travel: \$3500 for bringing and interviewing candidates for faculty positions (noted in 1.B.) Resources Needed - Wages: none	
<p>Dept - Criminal Justice - Professional and Community Participation - Systematic Methodology - 3.B. The CJ Dept will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure the CJ Department's participation in professional and community activities and will increase its participation in professional and community activities as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Acquaint the faculty with opportunities to engage in professional and community service activities. 2. Encourage the faculty to participate in professional and community service activities.</p>	<p>Assessment Method: The Chair will monitor the advances made in professional and community service activities year to year.</p> <p>Criterion for Success: Participation in professional and community service activities, both on campus and external, will increase.</p>	<p>09/01/2008 - In comparison to 2006-07, in 2007-08 the CJ faculty engaged in a greater number of community service activities, including service to the college and university, and to other outside groups and the local community. There were some 16 activities noted. In addition, previously established relationships with local and other community agencies (such as Hidalgo County criminal justice agencies, the Dallas PD, Channel 5, The Monitor, Texas Defense Lawyers Association) were continued.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified: none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	<p>09/01/2008 - The faculty will continue or increase their community service. Some of these service activities were also used to help promote student learning, internships, and employment opportunities.</p>
<p>Dept - Criminal Justice - Qualified Applicants - Systematic Methodology (2009-2011) - 4.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting and</p>	<p>Assessment Method: The CJ chair will maintain information about outcomes for improving the pool of qualified student applicants for the Criminal Justice Program.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>benchmarking of the key outcome measures related to improving the pool of qualified student applicants for higher education.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Maintain contact with high school in the area, promote information about criminal justice education and the CJ program for recruitment, and facilitate on-campus high school visits.</p>	<p>Criterion for Success:</p> <ol style="list-style-type: none"> 1. The number of active partnerships/presentations in middle and high schools. 2. The number of high school students visiting UTPA to learn about the CJ Program. 		
<p>Dept - Criminal Justice - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. The CJ Dept will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Encourage and motivate faculty to present papers in International Week and</p>	<p>Assessment Method: The Chair will collect information and data as to the accomplishments made in these areas, and when applicable, compare them sequentially.</p> <p>Criterion for Success:</p> <ol style="list-style-type: none"> 1. Increase in the number of faculty participation in International Week and Pan American Days. 2. Have at least one CJ expert from abroad come and speak on criminal justice issues each year. 3. An increase in the number of courses that include international/global crime, violence, criminal justice, and environmental justice issues. 4. At least one opportunity for faculty to do research in another country or cultural area. 	<p>09/01/2008 - Four faculty members gave 5 presentations during UTPA's International Week and at a University of Tamaulipas, Reynosa mini-conference, as a part of the initiative to help the Criminal Justice Program at the University of Tamaulipas. Additionally the faculty gave four other presentations on international topics in the national annual conventions of the American Society of Criminology and the Academy of Criminal Justice Sciences, making it a total of 9 international presentations for 2007-08. This is an increase over 6 such presentations given in 2006-07.</p> <p>The CJ Program had two foreign students taking courses, one from France, and the other from the University of Tamaulipas.</p> <p>During Spring 08 the Dept brought a scholar from Spain/Mexico for UTPA's Pan American Days. Dr. Alberto Alvarez of the University of Colima, Mexico gave three presentations connected with international aspects of crime, organized crime, and immigration.</p> <p>At the graduate level a second course relating</p>	<p>09/01/2008 - It is felt that these international activities and events has helped students and faculty to increase their knowledge of global and inter-American aspects of criminal justice. The CJ Dept will continue to engage in these activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Pan American Days</p> <p>2. invite scholars in criminal justice from abroad for International Week and/or Pan American Days, or at some other time.</p> <p>3. help faculty develop courses that relate to the study of crime, criminal justice, and environmental crime that include inter-American and global perspectives.</p> <p>4. the Chair will help develop research opportunities in other countries</p> <p>5. the Chair will initiate educational cooperation to partner with the University of Tamaulipas Criminal Justice Studies in Reynosa.</p>	<p>5. Increase the cooperative relationship with the University of Tamaulipas Criminal Justice Studies in Reynosa.</p>	<p>to Law and Justice in Cultures and Societies was proposed. A course on Environmental Crime and Justice (including international focus) was proposed for graduate and undergraduate credit, and was taught during Summer II 2008 as a selected topic course.</p> <p>Two CJ faculty went abroad and collected data relating to "caste and violence among the Catholics in a South Indian community."</p> <p>An informal agreement was made between the Dept of Criminal Justice at UTPA and the University of Tamaulipas at Reynosa to facilitate student education, faculty development, and research at the University of Tamaulipas.</p> <p>In terms of the number of events and activities run connected with inter-American and global education, 2007-08 surpassed 2006-07.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Dept - Criminal Justice - Optimization of Course Offerings - Systematic Methodology - 6.A. The Criminal Justice Department will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the</p>	<p>Assessment Method: The CJ Chair will collect, review, and maintain data to help optimize enrollments for the courses offered.</p> <p>Criterion for Success: 1. Data will be collected to find the difference between scheduled seats and</p>	<p>09/01/2008 - Because the enrollment for CJ has been steadily increasing for some time, and the number of faculty given was smaller than needed, the maximum enrollments often had to be changed or increased. Therefore, a stable relationship between seats scheduled and seats filled could not be clearly arrived at. Assuming</p>	<p>09/01/2008 - The data is used toward optimizing enrollment, with due regard to limiting student numbers for courses that are difficult and for which students need more attention.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>optimization of course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. The course offerings in the CJ Dept will be closely monitored to optimize enrollments.</p>	<p>filled seats for courses offered during the 2009-2011 period.</p> <p>2. Publish a two-year schedule of criminal justice courses.</p>	<p>that for most undergraduate classes the minimum enrollment should be at least 15 students and a desirable enrollment, around 35 to 40 (except for internship and independent study courses), instead during 2007-08 the 59 (31 + 28) undergraduate courses taught had on average 46.4 students. 44 of the 59 courses offered had 50 to 61 students.</p> <p>The enrollment for graduate classes ranged between 5 to 14 students, with 105 students enrolled in 10 classes during 2007-08.</p> <p>The Dept has effectively used space and available faculty resources to meet student needs.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Dept - Criminal Justice - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Criminal Justice Department will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p>Assessment Method: The Chair will review the recruitment documents, and maintain them, and check whether established criteria and rules are followed in the recruitment process.</p> <p>Criterion for Success: 1. Information about applicants for faculty positions will be maintained, and at least two tenure/tenure-track faculty will be hired.</p>	<p>09/01/2008 - The CJ Dept was given an Assistant Professor position for 2008-09. The Faculty Search Committee developed a plan of recruitment, advertized the position in CJ national employment bulletins. Five candidates applied, and two were selected for interview by applying the criteria and HOP policies, but they were not invited for interviews, as some faculty thought they were not an exact fit for the position. As the number of positions open in CJ in</p>	<p>09/01/2008 - As the proposed and revised CJ curriculum has been expanded, the need for 2 full-time, tenure-track faculty positions is vital. Our intention is to seek 2 positions during 2008-09, one, the unfilled position from 2007-08, and another new one, bringing the number of full-time faculty to 13 (12.5 positions).</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. The CJ Dept will develop a recruitment plan, advertise positions, and recruit faculty members, as per rules and regulations governing hiring faculty. 2. The CJ faculty will network at national CJ conferences and elsewhere to find highly qualified faculty for possible recruitment.</p>	<p>2. New faculty hired will be provided with keys, computers, and email accounts on the first day of hire, at least within that week.</p>	<p>the country surpasses the number of candidates available, the recruitment effort had to be stopped for 2007-08.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified: none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: \$110,000 to \$120,000 to hire 2 tenure-track faculty (noted in 1.B. & 3.A.)</p> <p>Resources Needed - Travel: \$3500 for bringing and interviewing candidates for faculty positions (noted in 1.B. & 3.A.)</p> <p>Resources Needed - Wages: none</p>	