

## Criminal Justice Coordinator's Response to External Reviewers' Report

The report is a fair and accurate assessment of the CSUF Criminal Justice Program.

### **RESOURCES**

As detailed in the Criminal Justice Self Study and the Reviewers' Report, the Criminal Justice faculty and associated staff are severely understaffed. This has had, and continues to have, a significant negative impact on virtually every aspect of the Criminal Justice Program.

#### **A. Faculty Hiring**

There is no doubt that the Criminal Justice Program needs additional faculty. While the Program was authorized to hire one additional tenure track faculty member this year, the first in six years, the search was unsuccessful even though two offers were made. This was due to a variety of factors, 1) It is far more difficult to hire in Criminal Justice than any other discipline in the College of Humanities and Social Science, particularly in light of the current market situation where there are more positions nationwide than there are qualified candidates; 2) the lack of timely action by CSUF administration making offers, 3) the extremely high cost of living in the local area in conjunction with salaries that are similar to those at campuses with a much lower cost of living. In addition, it is even more difficult to find competent faculty in the area of policing, an area where we are in significant need of tenure-track faculty.

The Criminal Justice Program needs, **at a minimum**, two tenure track positions and two full time lecturer positions. While we recognize that the program is currently at 72% tenure track, it is important to remember that we were assured there would be no impact on our tenure track/non/tenure track proportion by welcoming a Division faculty position who requested a transfer from another academic unit on campus. To date, the Administration has failed to live up to that assurance.

#### **B. Academic Advising**

Criminal Justice (actually, the Division of Politics, Administration and Justice) has tried a variety of methods to advise the large number (1200) of majors. It is important to note that **all** faculty do career and class advising. However, many students require a great deal of assistance in understanding the major requirements and course selection. Currently, 5 faculty members serve as advisors to handle these issues and even this number is inadequate to meet these needs, particularly during high impact times such as applying for graduation and

registration. In the past, POSC graduate students did the bulk of this type of advising, freeing the faculty to spend more time doing more mentoring and career and skill advising which is sorely needed. Ideally, the budget would support hiring qualified staff members to do much of the day to day course advising. Since the Evaluators visited the campus, we have begun discussing other means of handling this problem, including large group based major orientations and a video which would give a detailed explanation of the major requirements to be linked to the Division website.

### **C. Irvine Program**

The Criminal Justice Program can not afford to use its limited resources on the Irvine Program. Currently long waiting lists for classes on the Fullerton campus exist for most classes, while the classes at Irvine are under-enrolled. The degree of under-enrollment is so great that there is a negative impact on the learning environment. In addition, it contributes to an inequitable workload with some faculty teaching 10 or fewer students in comparison with 50-60 students on the Fullerton Campus. Furthermore, since the inception of the Irvine campus, the majority of Criminal Justice faculty has voiced strong objections to using resources to support the Irvine Program. The Program agrees with the reviewers that the offerings at the Irvine extension campus should be minimized and reduced so that the resources can be better used to help students advance to graduation more quickly.

### **D. Staff**

The serious understaffing of the Division office has had and continues to have major consequences. The staff is overworked due to understaffing in general, as well as the consistent absence of a full time staff member. The College of H&SS Dean's office is fully aware of the problem and is trying to rectify the problem. However, the current staff are overworked and suffering from burnout, and as a result, mistakes are being made, travel reimbursement is at halt and anything that does not have an immediate deadline is put off. In addition, faculty have limited support for programs and events that could provide high impact educational opportunities for students. Thus, it is nearly impossible to even begin thinking about possible changes to the major.

### **E. Space**

The Division Chair has been working diligently to find additional and/or larger classrooms to accommodate the large number of students. If the University is seriously concerned with length of time to graduation, the Dean's office must rectify this problem. If one looks at the

room usage by other departments who regularly do not fill their assigned rooms to capacity, this should be easily accomplished. Office space currently is acceptable, however with future faculty hires to meet student demand and curricular needs across the Division, space will be tight.

As is obvious, with regard to Resources there is complete agreement between the Self Study and Reviewers on all issues.

## **FACULTY**

### **A. Full Time Faculty**

The Criminal Justice Faculty agree with the Reviewers with regard to the need for additional faculty whose specialties are in policing, victimology comparative criminology, and research methods. Resolving this deficit is strongly influenced by the current resources allotted to criminal justice. As previously noted, an additional two tenure track and two lecturers would begin to address this deficiency.

#### 1. Teaching Effectiveness

The faculty are currently examining a realistic means of assessing student learning. Again, because the faculty are sorely understaffed and overburdened with other service obligations, the development of a long-term assessment strategy has moved more slowly. An assessment plan is currently being considered for adoption with an implementation date scheduled for the upcoming academic year. Additional staff and faculty support will allow the Department to move forward on this goal.

#### 2. Research and Scholarship

Personnel guidelines are Division wide, thus any changes in the Personnel Guidelines would be addressed at this level. Given the number of students and teaching obligations in Criminal Justice, it is not surprising that it has affected the amount of scholarship completed. Additional resources to support faculty research are greatly needed and systems of rewards based on productivity may be very helpful. It is also important to note that there are currently talks underway to broaden the scope of the Center for Public Policy to give Criminal Justice greater visibility. Hopefully, this change will increase the research activity of the Criminal Justice Faculty.

It is also important to cite once again the lack of support from the CSUF Administration in terms of research. That support was not given to bring the editorship of a leading international journal is a travesty. Clearly this lack of support has given a strong message that scholarship is not valued. Administration **MUST**

give greater support and resources to research and scholarly activity to increase faculty productivity.

3. Service

The amount of service within the Division is unequally distributed among the faculty. Clearly some faculty members do more service on campus and in the community and that must be taken into account. It may be useful to identify all service activities faculty are involved in and make that information available to all. Currently there are individuals who are serving on both personnel and search committees. This should not occur. In the future, it would be helpful to elect a Personnel Committee and exclude those members from other time consuming service. Again, with additional faculty members, the degree of burnout should be decreased.

4. Adjunct Faculty

The Criminal Justice Department is lucky to have a number of excellent long time adjunct faculty. The Reviewers' recommend closely examine the structure of matching adjunct faculty with course assignment.

The following draft of minimum qualifications for adjunct assignment will be brought to the Criminal Justice Faculty:

*Undergraduate Criminal Justice Instructors: The minimum requirements to teach all undergraduate courses in criminal justice (numbered 100 and 300-499, excluding law courses for which unique minimum qualifications are required) is an earned master's degree in criminal justice, criminology, or a closely related discipline. Preference will be given to those with an earned doctorate/specialization in criminology or criminal justice from a regionally accredited university. Priority will be given to those with published research in these fields. Experience as a practitioner in criminal justice is desirable, though not required, and experience alone does not qualify an applicant in lieu of academic experience. Applicants must also have a minimum of one year of teaching experience.*

*Legal Instructors: The minimum requirement to teach law-based courses (including CRJU 310A: Substantive Criminal Law; CRJU 310B: Procedural Criminal Law; CRJU 480: Courtroom Evidence; CRJU 485: Search, Seizure and Interrogation I; CRJU 486 Search, Seizure and Interrogation II) is an earned J.D. or LL.B. from an ABA-accredited law school.*

## **CURRICULUM**

The Reviewers identify four deficiencies in the curriculum, 1) Courts; 2) Criminal Procedure; 3) Ethics; and 4) Statistics that would begin to comply with the Academy of Criminal Justice

Sciences Curriculum Standards. In order to even begin to rectify these deficiencies, additional faculty are necessary.

1) Courts

In the past, the Political Science Department taught courses on the Courts. However, recent retirements have left a hole in this area. A Division hire in the area of Courts would be beneficial to both Criminal Justice and Political Science students.

2) Criminal Procedure

With the current faculty it is impossible to add additional requirements to the major. If Criminal Justice receives enough additional faculty lines, the Law faculty, in conjunction with the Criminal Justice faculty will consider this change. However, given the current resources, it is not possible.

3) Ethics

Over the years, a number of faculty have proposed a Criminal Justice Ethics class. It is vitally important and a clear deficit. However, as already indicated, it is impossible to add an additional requirement with the current faculty allocation. Furthermore, the Philosophy Department has blocked earlier ethics course proposals. The Dean of H&SS needs to take action so that this class can be developed and, until additional faculty are allotted, at least teach the course as an elective.

4) Statistics

While it is true that Criminal Justice students who apply to Graduate School are at a disadvantage due to a lack of an undergraduate statistics course, only a very small number of our majors go on to graduate school in areas that require this course. Given that nearly all of our students intend to work in the field where knowledge of statistics is not necessary, it makes little sense to require this course of all students. However, the Reviewers comments are important to consider. Therefore, at the current time all Criminal Justice material will be revised to include a statement that any student interested in attending graduate school in the social sciences should take Sociology 303. In light of the fact that this is an Upper Division GE class, it should not create any hardship on those students.

### **Prerequisites**

The Reviewers' recommend developing more lower division courses and reexamining our current prerequisite requirement. As stated earlier, developing new classes is impossible at the current time due to the current faculty allocation and the difficulty in getting Criminal Justice classes through the H&SS Curriculum Committee. Given that it took five years for CJ 100 to get through the committee as only a major requirement, it is unreasonable to ask current, already overworked, faculty to spend years on that process. However, it seems reasonable and long overdue for the faculty to reexamine the current prerequisite situation. This discussion will be added to the agenda of an upcoming Criminal Justice faculty meeting.

### **Adding Cutting Edge Courses**

While the faculty would like to offer new cutting edge courses, two previously mentioned issues prohibit us doing so, these are the lack of needed faculty and difficulties encountered with the Curriculum Committee. Once these issues have been rectified, the Criminal Justice faculty will be able to identify and create new cutting edge courses. It should be noted that Animals, Law and Society was recently added as an elective.

### **Leadership and Communication**

Currently the Criminal Justice Coordinator receives one course release; while this may be less than ideal support, only a few years ago, there was no course release for the coordinator. Currently, the job of coordinator has been made much more difficult and time consuming due to the lack of Division Staff. Once the staff allocation is increased and the workload is reduced, it may be necessary to revisit this.

Communication within the Division should be discussed at the Division Level. It may be that this is a topic to go before the Division Executive Committee.

### **Recommendations**

#### **1. Impaction**

While this may be one way of controlling the number of majors, an earlier attempt at doing so created significant problems that persisted long after the impaction was lifted. Limiting majors is an issue that will be addressed at a future criminal Justice faculty.

#### **2. Advising Reforms**

This issue was addressed at the last Division meeting and discussions regarding advising will continue at the Division level. Further resources would assist in solving this problem.

#### **3. Faculty**

Additional Faculty are drastically needed. It is necessary that a multiple year hiring commitment be made by the CSUF Administration.

#### **4. Fix Core Deficiencies**

Given the current faculty allocation, it is impossible to fix these deficiencies. Additional faculty are needed.

#### **5. Assessment**

The faculty acknowledge that further assessment is needed. This topic will be addressed at the next (already scheduled) faculty meeting.