

Criminal Justice

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Section 1 of 4

UNDERGRADUATE CRIMINAL JUSTICE PROGRAM

Academic Program Review 2001

Bachelor of Science in Criminal Justice
School of Criminal Justice
College of Education and Human Services
Ferris State University
Big Rapids, Michigan

**Academic Program Review
2001
Bachelor of Science in Criminal Justice**

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Executive Summary

In 1972, the undergraduate program in Criminal Justice was founded. The program has grown extensively during the past twenty-nine years from a starting class of fifty-two students to more than five hundred students today. The enrollment has grown as the quality and breadth of the program has become better known across the Midwest. The growth in the number of students has resulted in an ever increasing and adapting undergraduate Criminal Justice program. The program originally began as a two-year program that accepted students with two years of college credit. The original focus of the program was law enforcement. Today, the program is a four year degree that has three tracks: one that focuses on law enforcement, one that focuses on corrections, and one that focuses on a general overview of the criminal justice system.

This rapid growth in enrollment lead to problems in the early to middle 1990s. The undergraduate Criminal Justice program functioned well during the 1980s. By the early 1990s, the enrollment growth had increased to a point that it was straining the resources of the program. Faculty-student ratios were far above manageable levels and were at points twice or three times the recommended levels. Faculty were strained by the demands of advising large number of students and teaching overloads to provide the required courses. In order to deal with expanding enrollments, admission standards were imposed. This resulted in a drop of students enrolled in the program from approximately eight hundred to five hundred and fifty. During this time, the advisory committee also recommended to the administration that more resources, especially in the form of new faculty lines, be provided so as to ensure a quality education for Criminal Justice majors.

In 1997, the administration approved the allocation of additional resources to the undergraduate Criminal Justice program. Three additional faculty lines were provided. In addition, a new track that focused on a general overview of the criminal justice program was approved. These additional resources allowed the program to provide quality services and instruction to the undergraduate Criminal Justice students. Since the influx of additional resources, the criminal justice undergraduate program has been expanding in new areas. A criminal justice minor was developed and approved. An inter-departmental forensic science minor was also developed and approved. The forensic science minor is built around biology, chemistry, and criminal justice courses. An effort is underway to develop a forensic science major, which would incorporate biology, chemistry, physics, and criminal justice courses. Furthermore, the criminal justice program has expanded to provide courses in the generalist track at three satellite campuses. Currently, the undergraduate program is offered in Flint, Grand Rapids, and Lansing. These programs at the three satellite campuses are offered in cooperation with the local community colleges. The first two or so years are provided by the local community college and the final two years are provided by Ferris State University. This has been a “win-win” situation for both academic institutions. While these programs offer greater outreach for non-traditional students, they have stretched the resources of the undergraduate program. There is the issue of quality advising and instruction. Therefore, as these off-campus programs grow, there will be the need for additional full-time faculty who will be assigned to teach and advise students at these off-campus sites. This will ensure both the success of these programs as well as maintaining the high level of quality provided to students in the undergraduate Criminal Justice program.

In addition to the off-campus concerns, criminal justice faculty feel that there is a need for current computer resources and training areas. Many of the faculty are using computers that are four or more years old. This has resulted in increased difficulty in integrating more current technology and software in their teaching methods and research. It is realized that the computer problem is an university wide issue. Nevertheless, it must be addressed in the near future. Additionally, more resources are required for the precision driving component of the law enforcement track. Currently, university parking lots are utilized during the summer months to provide training in driving for students in the law enforcement track. More state of the art driving facilities are needed. Finally, a larger student computer center for the College of Education and Human Services is required. The current student computer center has only fourteen terminals. This is not enough terminals for a typical class to utilize. Therefore, faculty are hampered by this lack of available terminals. It should be noted that the College of Education and Human Services has one of the largest student enrollments at the university but has one of the smallest student computer centers.

While there are problem areas, overall the undergraduate Criminal Justice program is providing quality education to students and is well regarded in the State of Michigan. The survey results of current students, graduates, advisory committee members, and employers all illustrate the point that the undergraduate program is providing quality education and is well respected. The survey results are presented in the next section. Finally, the program has stabilized with enrollments in the five hundred range. This has allowed the program to expand and to provide multiple areas of education to the students, as illustrated by the three different tracks. Overall, it is the recommendation of the program review committee that the

undergraduate program in Criminal Justice be continued. It is also the recommendation of the program committee that the administration at Ferris State University continue to provide resources that will ensure the continued growth of the program.

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Survey Results

An overview of the survey results are presented for the areas of current undergraduate Criminal Justice students, graduates of the undergraduate Criminal Justice program, advisory committee members, employers of alumni of the program, and full-time Criminal Justice faculty. The full survey results are presented in the appendices.

Survey Results of Current Students Perception of the Undergraduate Criminal Justice Program (see Appendix A).

Currently, there are over five hundred students in the undergraduate Criminal Justice major. Due to financial constraints, only a sample of current undergraduate Criminal Justice students were surveyed. During the 2001 Winter semester, a survey was administered to approximately one hundred and fifty students who were enrolled in an undergraduate Criminal Justice course. The survey was administered during class time, and all students were informed that the survey was voluntary. The students were also informed that their survey responses would be anonymous. The survey asked forty-one questions concerning the Criminal Justice undergraduate program. It is estimated that over 95% of the students asked to take the survey did so.

About 99% of the respondents are full-time students. This is consistent with the type of student that enrolls in the undergraduate Criminal Justice program. Most Criminal Justice majors at Ferris State University are young, traditional, full-time students. Each academic ranking (i.e., freshman, sophomore, etc.) is represented in the survey results. About 64% of the

students are enrolled or intending to enroll in the law enforcement track. About 13% are enrolled in or planning to enroll in the corrections track and another 13% in the generalist track. About 8% of the respondents were undecided at the time of the survey. Thus, the results indicate that having three unique tracks in the Criminal Justice program is better than a single track for meeting the needs of the diverse Criminal Justice student body.

The vast majority of the surveyed students are satisfied with the undergraduate Criminal Justice program and the faculty. About 86% marked either excellent or good when asked about the quality of the undergraduate Criminal Justice major at Ferris State University. None of the surveyed students marked the program as poor. Additionally, approximately 85% felt that the overall quality of the Criminal Justice faculty was either excellent or good. Only 1% of the students felt that the overall quality of the faculty was poor. Most of the respondents are satisfied with the quality of career advising as well. The majority of the students indicated that the degree requirements were clear. When asked if they could start over again, 64% indicated that they would choose Ferris State University. Similarly, when asked if they started over, 83% indicated that they would select Criminal Justice as their major. About 44% of the students indicated that they selected the Criminal Justice program at Ferris State University because of its reputation. The survey results of current students indicates that a quality program is being provided. Moreover, most students are aware of the quality program that is being provided to them.

While there is general satisfaction with the overall undergraduate Criminal Justice program, there appears to be four problems areas. The first is with advising. Most respondents are happy with their advisor. Over 50% marked either excellent or good when asked about the availability of their advisor and the willingness of their advisor to help. The problem appears to

be in the frequency of the meetings between the students and their advisor. About 36% of the respondents meet every semester with their Criminal Justice advisor. Nonetheless, over 50% never meet or only occasionally meet with their Criminal Justice advisor. This indicates a need to have faculty stress more frequently in the classroom the importance of meeting with an advisor. The second problem area is with quality of non-classroom facilities. Only 25% of the surveyed students marked either excellent or good when asked about the quality of non-classroom facilities, such as driving ranges, pistol range, etc. These results support the position of the Criminal Justice faculty that additional resources are needed to improve the support facilities utilized in training sessions. The third problem area is the quality of library holdings in the field of criminal justice. Only 35% of the surveyed students feel that the current library holding are excellent or good. Additionally, many of the Criminal Justice faculty also feel that the current holdings are inadequate. This is an important area that needs to be addressed by the administration at Ferris State University. The fourth problem area is in the area of professional activities and clubs in the field of criminal justice. Twenty percent of the respondents were unaware of the offerings in this area. Criminal Justice faculty must inform the students of the different opportunities and professional organizations available to Criminal Justice majors, such as Lambda Alpha Epsilon, a criminal justice professional group or Minorities in Criminal Justice.

Overall, the survey results of current students majoring in Criminal Justice at Ferris State University are positive. The majority of students are satisfied with their academic experience. Most students have positive views of the faculty and the services they provide. These results support the conclusion that the undergraduate Criminal Justice program should be continued.

The few problem areas are those that require either more communication between the faculty and students or additional resources which must be provided by the administration.

Survey Results of Graduates of the Undergraduate Criminal Justice Program (see Appendix B).

In the 2001 Winter semester, a survey was mailed to two hundred individuals who had graduated from the undergraduate Criminal Justice program from 1996 to 2000. This time frame was selected since the last program review was submitted in 1996 and the most recent class graduated in 2000. The addresses were obtained from the Alumni office. There were more than two hundred individuals who graduated during the selected time period. Due to financial restraints, a sample was done. Since twenty surveys were never delivered since the alumni had moved from the last provided address, the base population for the response rate is one hundred and eighty. A total of sixty-four usable surveys were returned. This is a response rate of 36%. This response rate is similar to that of the 1996 program review, which was 34%. In addition, a response rate of this level was expected since no follow-up mailings were done and most of the respondents are working full-time.

Eighty-three percent of the respondents are Caucasian. About 63% are male, and most are single (67%). In terms of the track they graduated from, 69% were from the law enforcement track, 12% from the corrections track, 17% from the generalist track, and 2% from the security administration track (a track that has been discontinued). Most of the respondents live in a city. About 94% of the respondents are employed full-time, and the remaining are employed part-time. None of the respondents are unemployed. The salary range of the respondents is from under \$20,000 to over \$60,000. Over 50% earn between \$30,000 to \$50,000. About 83% of the

respondents are very satisfied or satisfied with their pay. Therefore, it appears that the program allows individuals to pursue careers that pay middle class or higher wages.

There appears to be a demand for the degree. After graduation, it took an average of six or less months to obtain employment for 87% of the respondents. Most of the respondents are happy with their current job. Approximately 69% indicated that they are not looking for another job. Most are happy with their career choice. When asked if they wish they had majored in something other than Criminal Justice, 78% marked no. Most of the respondents indicated that they work in the criminal justice field because it is interesting rather than for making money.

The vast majority of the respondents are satisfied with the quality of the undergraduate Criminal Justice program and the faculty. About 93% indicated that they were very satisfied or satisfied with their overall experience with the program. No one was dissatisfied, and only one person (i.e., 2%) was very dissatisfied with his/her overall experience with the undergraduate Criminal Justice program. Over 80% indicated that they thought that the interaction with faculty and quality of instruction in the major were either excellent or good. The majority of the respondents felt that their Criminal Justice education provided them with skills to grow and learn, to deal with different types of people, to adjust to new job demands, to help them express ideas, and to help them obtain employment. They also ranked high their academic and social experiences while at Ferris State University (i.e., over 80% thought that both were either excellent or good). About 62% indicated that their degree in Criminal Justice from Ferris State University is of high quality. Only 6% marked that that the degree was of low quality. When asked if they wished that they had received their degree from another university, 86% indicated no. Forty-five percent of the respondents marked that others view the bagueette degree in Criminal Justice from Ferris State University as a high quality degree. Only 11% indicated that

others thought of the Ferris degree as of low quality. Approximately 56% of the respondents indicated that they were often challenged to do the best they could during their studies in Criminal Justice at Ferris State University. Only 7% felt that they were seldom challenged to do their best while at Ferris. Additionally, most of the alumni who responded are satisfied with the quality of advising provided to them. Over 80% of the respondents felt that availability of their advisors was either excellent or good, and over 70% thought that their advisor was willing to help.

The survey results of the alumni of the undergraduate Criminal Justice program are positive. The results support the conclusion that a quality education is being provided in the undergraduate Criminal Justice program. Most of those who responded have positive views of their experiences at Ferris State University. They feel that the education they received has prepared them for their careers. They have positive perceptions of the faculty as well.

Survey Results of Members of the Criminal Justice Advisory Committee Concerning the Undergraduate Criminal Justice Program (see Appendix C).

A survey was mailed to the sixteen members of the Criminal Justice advisory committee. A complete listing of the members of the Criminal Justice Advisory Committee and their affiliations is provided in Appendix D. A total of twelve surveys were returned. This is a response rate of 75%. The survey results from the advisory committee members are positive. About 58% marked that the undergraduate Criminal Justice program provided students with practical job application experience. About 92% indicated that the program has done a good or excellent job in being updated to keep up with changing job needs and practices. Over 90% of the respondents indicated that there are an excellent job opportunities for graduates of the undergraduate Criminal Justice program. About 40% of the respondents felt that the

instructional facilities were good. Less than 35% indicated that the facilities were excellent. These results support the contention of the Criminal Justice faculty that improvements are needed to improve the instructional facilities utilized by the undergraduate Criminal Justice program. Overall, the survey results from the advisory committee members provide support that the undergraduate Criminal Justice program provides a quality learning experience for students and that there is a demand in the criminal justice field for graduates of the program.

Survey Results of Employers of Alumni of the Undergraduate Criminal Justice Program (see Appendix E).

Since there is no accurate list of agencies that have hired Ferris Criminal Justice majors, a survey was sent to agencies believed to have hired one or more alumni from the undergraduate Criminal Justice program during the past five years. Surveys were sent to fifty criminal justice agencies throughout the State of Michigan, including sheriff departments, local police agencies, the state police, local correctional facilities, state correctional institutions, probation departments, and parole offices. A total of twenty-seven usable surveys were returned. This is a response rate of 54%.

The survey results from the employing agencies are also positive. When asked to rate the verbal communication skills of the Criminal Justice program graduates they had hired, 52% marked excellent. When asked about the written communication skills of the graduates, 33% indicated excellent and 41% marked above average. About 78% rated either excellent or above average the vocational skills (i.e., job task related skills, such as driving, first aid, etc) of the Ferris State University Criminal Justice graduates their agency had hired during the past five years. Approximately 37% of the respondents indicated that the social and human relation skills

of the graduates were excellent, and 41% indicated that these skills were above average. Only 15% indicated that graduates hired in the past five years had average or below average social and human relation skills. Over 50% of the respondents stated that the “ability to learn” of the Ferris State University Criminal Justice hires was excellent, and 30% stated that it was above average. Over 80% felt that the academic knowledge of Ferris Criminal Justice graduates hired during the past five years was either above average or excellent. When asked to compare the graduate of the Criminal Justice program at Ferris State University to graduates from other schools, 41% indicated that they were above average, and 33% stated that they were excellent. Finally, when asked if they would recommend the graduates of the program to other agencies, an astounding 89% indicated yes. Only 7% marked maybe, and 4% indicated no.

Therefore, the survey results are very supportive of the conclusion that the Criminal Justice faculty at Ferris State University are providing a quality education that is highly desired by employers in the criminal justice field. This is evident by the vast majority of respondents willing to recommend graduates of the program to other agencies. It is also evident in that most of the responding employers feel that the various skills of graduates from the Criminal Justice undergraduate program are above average or excellent.

Survey Results of Faculty and Staff of the Undergraduate Criminal Justice Program (see Appendix F).

The faculty and staff of the School of Criminal Justice were surveyed in June 2001. The director, the two secretaries, and nine of the ten faculty were available for the survey. A total of nine surveys were returned. This is a response rate of 75%. The results indicate both positive and negative aspects associated with the undergraduate Criminal Justice program.

The faculty and staff feel that a quality education is being provided by the undergraduate Criminal Justice program. Over 50% indicated that that the program did either a good or very good job of emphasizing the communication skills of students. About 67% of the respondents marked that the written skills of the program graduates are good. Similarly, 56% indicated the social/human skills of the program graduates were good. Approximately 22% indicated that the desire of the typical Criminal Justice student was acceptable, and 67% indicated that it was good. Over 75% marked that the program did a good or very good job in providing students with practical job knowledge. Over 55% of the respondents feel that the advising provided to Criminal Justice students is either good or very good. Over three-fourths indicated that the quality of instruction provided to students in the program is good or very good. None of the responding faculty or staff marked either fair or poor for this question. About 78% stated that the opportunities for interaction between faculty and students were good or very good. Finally, 77% who responded to the survey indicated that the overall quality of the Criminal Justice program is either good or very good. None of the respondents marked either fair or poor when asked about the overall quality of the Criminal Justice program.

If the faculty and staff had concerns, it was with resources outside of the program. When asked by the Criminal Justice holdings at the main Ferris State University library, 22% indicated poor, 44% indicated fair, and 33% indicated acceptable. None of the respondents felt the Criminal Justice library holdings were good or very good. When asked about the quality and size of classrooms in Bishop Hall (i.e., the building housing the Criminal Justice program), over 75% marked either poor or fair. None of the respondents marked either good or very good for quality and size of classrooms in Bishop Hall. When asked about the quality of the of facilities used by the undergraduate Criminal Justice program (e.g., driving range, firearms range, Bishop

Hall computer lab, etc.), 44% indicated these facilities were either poor or fair. About 44% marked that these facilities were acceptable. Only one person indicated that the facilities were good, and none of the respondents marked very good. The majority of the Criminal Justice faculty and staff (i.e., 56%) view the office equipment (e.g., computers, space, etc) as either poor or only fair. On the other hand, 66% of the respondents indicated that the degree of professional development provided (e.g., training, travel funds, etc.) is acceptable or better.

The survey results of the faculty and staff support the position that the undergraduate Criminal Justice program is geared towards providing students with a well-rounded education. Nevertheless, there are concerns among the faculty and staff with support resources, which are outside the direct control of faculty and staff. These problem areas need to be addressed by a joint effort between the Criminal Justice faculty and the administration.

Conclusion for the Survey Results Section

The survey results indicate that there is common agreement across the different populations surveyed concerning the undergraduate Criminal Justice program. First, there is a high degree of satisfaction with the Criminal Justice faculty and the services they provide. Second, there is a positive perception of the academic rigor required and the skills provided by the program. Third, there is a demand for graduates from the program. Fourth, there is a need to better inform students of the advising service offered and the importance of meeting on a regular basis with an advisor. Fifth, there is a perception that several instructional facilities need to be improved, such as library holdings, computer resources, classrooms in Bishop Hall, and driving range facilities. Overall, across all the different groups surveyed, there is a high degree of satisfaction with the undergraduate Criminal Justice program. Finally, the survey results

strongly support the position that the undergraduate Criminal Justice program be continued and the faculty and staff be commended for their efforts.

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Program Profile

Historical Overview of the Program

In 1972, the undergraduate program at Ferris State University was created. Since the program was only open to students with an associates degree, the original program only provided courses at the junior and senior levels. A program designed to complete the education of students from community colleges was continued until 1978. In 1978, the undergraduate Criminal Justice program was expanded to include all four levels of educational experience (i.e., freshman through senior level). This resulted in an increase of students enrolled in the Criminal Justice major at Ferris State University.

The founding faculty member of the program is Dr. Robert Parsons, who is starting his thirtieth year at Ferris State University. Dr. Parsons is a full professor of Criminal Justice and is also the Director of the Michigan Police Corps. In 1973, Dr. Terry Nerbonne joined the Criminal Justice faculty. Dr. Nerbonne is currently a full professor of Criminal Justice at Ferris State University and is also the program coordinator for the Michigan Commission on Law Enforcement Standards. Dr. Alan Lawson became the third faculty member of the Criminal Justice program in 1973. Dr. Lawson retired in 1999 as a full professor of Criminal Justice. Even though the program continued to grow, no new faculty were added to the program until 1986 when Dr. David Steeno was hired. Dr. Steeno is currently a full professor of Criminal Justice at Ferris State University. In 1987, Dr. Frank Crowe and Professor James Rowell were hired. In 1999, Professor Rowell retired. In 2000, Dr. Crowe was promoted to the Director of

the program. Dr. Crowe is also the program coordinator for the Michigan Corrections Officers' Training Council. Professor Kim Weaver was hired in 1991. In 1994, Professor Weaver left Ferris State University. In 1992, Dr. Jerry Krause joined the faculty. In 1997, Dr. Krause left Ferris State University. In 1996, Professor Michael McMorris was hired as a faculty member, and Dr. Velmar Burton was hired as the program's department head. Professor McMorris will be an associate professor of Criminal Justice this fall. Dr. Burton left Ferris State University in 1999. In 1997, due to the increases in enrollment and the inception of the generalist track and the graduate program, Dr. Shannon Barton, Dr. Alan Clarke, Dr. Nancy Hogan, and Dr. Eric Lambert were hired. Dr. Barton, Dr. Clarke, and Dr. Lambert have tendered their resignations effective at the end of the 2001 Summer semester. Dr. Barton has accepted a position at Grand Valley State University. Dr. Clarke has accepted a position at the University of Wisconsin at Parkside. Dr. Lambert has accepted a position at the University of Toledo. Dr. Hogan is an associate professor of Criminal Justice at Ferris State University. Dr. Rhonda DeLong and Dr. Steve Poland joined the Criminal Justice faculty in 2000. Both are assistant professors of Criminal Justice at Ferris State University. Cecil Queen will join the faculty in the 2001 Fall semester as an assistant professor of Criminal Justice. A search is currently under way to find a replacement for Dr. Clarke's position. A search will begin in the 2001 Fall semester to fill Dr. Barton's position.

Besides the growth and changes in faculty, the program has also changed in terms of location and course offerings. From the date of its inception in 1972 till 1985, the Criminal Justice program was housed in the Department of Sociology and Psychology, School of Arts and Sciences (now the College of Arts and Sciences). In the summer of 1985, the Criminal Justice program moved to the College of Education, where it has remained to date. In 2000, the College

of Education changed its name to the College of Education and Human Services. In 1999, the Department of Criminal Justice became the School of Criminal Justice. The title of school was bestowed on the program not only due to its size in terms of students and faculty, but also because of the quality education it provides. The Criminal Justice program has also grown in the number and types of course offerings. Originally, the program focused only on the area of law enforcement. In 1976, the program focus was increased. From 1976 to 1986, a track in security administration was offered, in addition to law enforcement track. The security administration track was not ended because of low student enrollments but was ended instead due to a lack of resources, particularly a full-time faculty member with expertise in the area. In 1987, the undergraduate Criminal Justice program was expanded to include a track which focused on the field of corrections.

In 1997, the graduate program and a generalist track were established. The graduate program leads to a Master of Science in Criminal Justice Administration. The generalist track provides an overview of the criminal justice system. Additionally, the generalist track allows students to select a concentration area that they are interested in, such as Accounting, Spanish, Forensic Science, and so on. In 1999, minors in Criminal Justice and Forensic Science were created. Furthermore, the School of Criminal Justice has established off-campus sites in Flint, Grand Rapids, and Lansing, Michigan. These off-campus sites offer the last two years of the generalist track in conjunction with the local community colleges who offer the first two years of classes (i.e., specifically, Mott Community College, Grand Rapids Community College, and Lansing Community College). It is clear that the program and its personnel have changed and grown over the past decades. While there have been changes over the years, there has been two consistent outcomes. First, a quality education has always been provided by the undergraduate

Criminal Justice program. Second, the program has continued to grow in its recognition in the State of Michigan.

Purpose of the Undergraduate Criminal Justice Program

The Criminal Justice program's main goal is to provide a quality education to students which will improve the students' analytical and cognitive skills, which prepares students for a career in the field of Criminal Justice. The program's goal is in line with the purpose of Ferris State University. The program also strives to provide students with good verbal and written communication skills. Communication skills are highly sought out in the field of criminal justice. The Criminal Justice faculty teach skills to students so that they have the ability to solve problems. Finally, the program provides a comprehensive knowledge in the field of criminal justice so that students will succeed in their careers.

In order to meet these and other goals, the program has adapted several strategies. The first strategy is to be flexible and incorporate new information and techniques that arise in the field of criminal justice education. The second strategy is to encourage Criminal Justice faculty to grow professionally. Faculty frequently attend professional conferences and workshops. Additionally, faculty have also published in their field of expertise. The third strategy is to utilize the input of advisory committee members. The members of the advisory committee are actively working in the field of Criminal Justice. They provide valuable insights to new developments and needs in the field of criminal justice. The final strategy is to allow input from students. This is accomplished via two methods. The first is through approachability of Criminal Justice faculty. Faculty typically maintain an open door policy and are willing to discuss issues that students have concerning the program and the university. The second method

is by the Dean's student advisory committee. Students serve on this committee and meet on a regular basis with the Dean of the College of Education and Human Services. Students are encouraged to submit concerns and questions to fellow students who serve on the committee. The aforementioned strategies allow for quality education that constantly is growing and changing.

The three tracks in the undergraduate Criminal Justice program are presented in Appendix G. All the students pursuing a baccalaureate degree in Criminal Justice at Ferris State University take the same "Pre-Criminal Justice" sequence of courses, which leads to an Associate of Arts degree. This "Pre-Criminal Justice" sequence of classes is largely comprised of General Educational requirements and the four Criminal Justice foundation courses. The four Criminal Justice foundation courses are Introduction to Criminal Justice (CRIM 110), Introduction to Corrections (CRIM 111), Supervision and Management in Criminal Justice (CRIM 220), and Delinquency Prevention and Control (CRIM 260). After completing the "Pre-Criminal Justice" program, students then select one of the three upper level tracks offered in the undergraduate Criminal Justice major. The three tracks are corrections, generalist, and law enforcement. The corrections track requires the student to complete at least 129 semester credit hours. The generalist track requires the student to complete at least 128 semester credit hours. The law enforcement track requires the student to complete at least 133 semester credit hours.

Program Compatibility With the Mission of Ferris State University

The undergraduate Criminal Justice program strives everyday to meet the mission of Ferris State University. "Ferris State University is dedicated to the ideal of combining career-oriented professional and technical education with a strong program of education" (2000-2002

Ferris Catalog, p. 12). Both academic and technical knowledge and skills are provided to students in the program. Students are provided analytical reasoning skills that will allow them to learn and grow in their chosen fields. A well rounded general education is required of students in the program. Besides the general education requirements, students are required to take additional upper level courses in a multiple of areas outside their academic major. This is done to ensure a well rounded graduate who processes cognitive skills and knowledge not only within their discipline but also across a wide array of areas of life that they will frequently encounter.

In addition, technical training is incorporated into several different areas so as to provide students with marketable job skills. For example, the law enforcement track is recognized by the Michigan Commission on Law Enforcement Standards. When a student graduates from the law enforcement track, he or she is Michigan Commission on Law Enforcement Standards certifiable. This means that if he or she passes the physical and written tests from the Michigan Commission on Law Enforcement Standards, the person can be hired by a law enforcement agency and is not required to attend a law enforcement training academy. This is a highly marketable asset for students seeking employment with mid-size and small law enforcement agencies. Similarly, the corrections track is recognized by the Michigan Corrections Officers' Training Council. Graduates from this track are in great demand in the field of corrections, as evidenced by the waiver of several civil service tests by the Michigan Department of Corrections for graduates of the corrections track. The generalist program allows students to obtain technical education in areas of their choice, such as accounting, management, computer information systems, and so on. All these fields are in high demand in the field of criminal justice. In addition, many graduates of the generalist program pursue graduate studies or professional education, such as law school. The undergraduate Criminal Justice program provides a quality

educational experience that is well received in the job market. The program has over a ninety percent placement rate for its graduates. The survey results of employers supports the position that the graduates of the program are in demand and are well regarded with in the criminal justice field. The survey of graduates of the program also supports the position that their education helped them in their chosen career. In summary, the undergraduate Criminal Justice program is consistent with the mission of Ferris State University.

Program Integration

The undergraduate Criminal Justice program has integration with other departments at Ferris State University and with other colleges. The program uses the resources offered by other departments to ensure a well-rounded, quality education. All of the criminal justice students, regardless of the track, are required to take courses outside of their major. Criminal Justice students either take or are allowed to take courses offered by the College of Business, such as Introduction to Business (BUSN 122), Business Law (BLAW 221), Introduction to Computer Systems (ISYS 105), management courses (MGMT 301, 305, 373, 374, 375), accounting courses (ACCT 201, 202), and so forth. Criminal Justice students either take or allowed to take numerous courses offered by the College of Arts and Sciences, including in the areas of Art, Biology, Chemistry, Communication, foreign languages, English, History, Humanities, Literature, Mathematics, Music, Political Science, Social Work, Sociology, and Theater. Therefore, the undergraduate major requires students to take numerous classes outside of their major. Furthermore, students in other majors take Criminal Justice courses.

Many of the courses outside of the major were designed specifically for Criminal Justice majors, such as Advanced First Aid (HLTH 425), Justice and Literature (LITR 286), Crime and

Violence in Literature (LITR 343), and Social Services in Corrections (SWCK 265).

Additionally, the forensic science minor is a joint effort between the School of Criminal Justice, Biology Department, and Department of Physical Sciences. Of the twenty-two hours required for the minor, ten are taught by the School of Criminal Justice (i.e., CRIM 110, 301, and 391), six are taught by the Biology Department (BIOL 207 and 307), and six are taught by the Department of Physical sciences (CHEM 207 and 307). This is inter-departmental cooperation in administering the Justice Learning Community. The Justice Learning Community is a joint effort by the College of Education and Human Services and the College of Arts and Sciences. Four courses are team taught by Criminal Justice, English, and Sociology faculty to a group of eighty students. Specifically, Introduction to Criminal Justice (CRIM 110), Introduction to Sociology (SOCY 121), English 1 (ENGL 150), and Ferris State University Freshman Seminar (FSUS 100) are taught in the Justice Learning Community. The Justice Learning Community utilizes the concept of justice to tie together the courses. It is a very attractive and successful opportunity for new students to learn. In summary, there is cooperation between the School of Criminal Justice and other departments at Ferris State University.

There is also cooperation and integration between the Criminal Justice program and other colleges. The program regularly admits students who transfer from other educational institutions, especially from community colleges. The faculty work hard to ensure a smooth transfer of credits for these students. In addition, there are agreements between the School of Criminal Justice and three community colleges in the State of Michigan to offer a baccalaureate degree in Criminal Justice. Basically, the community college provides the first two or so years of courses for the students and Ferris State University provides the last two or so years of courses at the community college campus. This allows students to pursue a baccalaureate degree in

Criminal Justice who are unable to attend classes at the main campus in Big Rapids for a variety of reasons. Specifically, agreements have been reached with Grand Rapids Community College, Lansing Community College, and Mott Community College.

The program is also involved with related criminal justice institutions. Many of the faculty are members of professional associations, such as the Academy of Criminal Justice Sciences, American Society of Criminology, Southern Association of Criminal Justice, the Midwestern Association of Criminal Justice, the Western Social Science Association, the Justice Research and Statistics Association, and the Michigan Bar Association. Criminal Justice faculty frequently attend the annual meetings of these professional associations and present papers. The Criminal Justice program is also involved with the Michigan Commission on Law Enforcement Standards and the Michigan Corrections Officers' Training Council. In conclusion, there is a high degree of integration between the undergraduate Criminal Justice program with other departments at Ferris State University, other colleges, and criminal justice professional associations and institutions.

Resources of Program

The most valuable resources of the undergraduate Criminal Justice program are the faculty and staff. There are currently ten full-time faculty members. In the fall, with the addition of Professor Cecil Queen, there will be eleven full-time faculty. Except for two, all the faculty members have a terminal degree. The two faculty without terminal degrees are currently working on terminal degrees. The Criminal Justice have been involved in a wide range of professional activities, such as teaching in the Michigan Police Corp, publishing in peer reviewed journals, and consulting. The accomplishments of the faculty illustrated in greater

detail in the resumes/vitas presented in Appendix H. Full-time Criminal Justice faculty teach a wide variety of academic courses, advise upper-level students, and conduct graduation clearances. Criminal Justice faculty also serve on various university, college, and departmental committees.

The full-time director of the School of Criminal Justice is Dr. Frank Crowe. Dr. Crowe continually strives to improve the quality of education provided to the students. He also supports the professional development of the faculty. Finally, Dr. Crowe is always searching for new ways to expand the Criminal justice program and to increase the number of students enrolled in the program. Sue Pennock is the full-time departmental secretary. Teresa Brown is a part-time secretary with the program. Both Mrs. Pennock and Mrs. Brown work tirelessly helping large numbers of students. The students speak highly of Mrs. Pennock and Mrs. Brown. Overall, the faculty and staff are the “heart and soul” of the Criminal Justice program, and the success of the undergraduate Criminal Justice program is due to these individuals.

Enrollment

The enrollment trends for the undergraduate Criminal Justice program are presented in Appendix I. The enrollment in the program has remained consistent for the past five years. There have been over five hundred students enrolled in the undergraduate Criminal Justice major during each of the past five years. The undergraduate Criminal Justice is very high in measures of productivity based upon the number of student credit hours to full-time faculty. There have also been efforts to increase enrollment through various recruitment efforts. The major obstacle has been the tight labor market. The tight labor market has led many criminal justice agencies to lower their educational hiring standards/requirements. Therefore, some students who would

have pursued a baccalaureate degree in Criminal Justice are now being hired by criminal justice agencies with only a high school diploma. While economic success in the 1990s has hindered large increases in enrollment, the quality of the program and its recognition in the state has allowed the enrollment to remain consistent, even in this “booming” economy.

With the current resources and faculty, the maximum capacity of the program is estimated to be five hundred and fifty to six hundred students. If the program is to expand, additional resources and faculty will be needed. One area that shows great potential for increasing the number of majors in the undergraduate Criminal Justice program is the off-campus joint efforts with community colleges. These programs represent a market not previously tapped by the university. These are students who are unable to attend classes at the main campus in Big Rapids, but who are interested in completing a baccalaureate degree in Criminal Justice. If these off-campus programs continue to grow, at some point a full-time faculty member will be needed to coordinate and teach at the various off-campus sites. Since all full-time faculty are needed to teach classes on-campus, this will mean the need to hire an additional full-time faculty member.

In summary, the enrollment for the program has been consistent for the past five years, with over five hundred students enrolled in the major. There are currently sufficient staff to meet the needs of the five hundred plus majors. There are efforts to recruit more students to the major. One major effort involves entering into partnerships with community colleges in the State of Michigan. If these off-campus programs continue to grow, additional resources, particularly a full-time faculty position, will be required.

Recommendations

Only two simple recommendations are made. First, the undergraduate Criminal Justice program be continued. It is a successful program that provides students with a quality educational experience. The various skills that Criminal Justice majors learn are in demand by numerous employers throughout the State of Michigan. Second, the administration needs to provide additional funding to address the concerns with the physical plant and outside facilities utilized by the program. The Bishop Hall classrooms, the restrooms, the driving range, the Bishop Hall computer lab, and the Criminal Justice holdings at the main library are all inadequate, particularly in light of the number of students who are enrolled in the undergraduate Criminal Justice program. With improvements in these areas, a very good program could be further enhanced. In addition, other academic disciplines in the College of Education and Human Services would benefit from these improvements, since they utilize the Bishop Hall classrooms and computer lab. Additionally, the administration needs to be aware of the future need for a full-time faculty position to coordinate the off-campus Criminal Justice offerings. This position is needed to ensure that quality educational experiences are provided to students enrolled at the various off-campus sites. In closing, the undergraduate Criminal Justice major is a very good program.

Appendix A

Survey Results of Current Criminal Justice Students' Perceptions of the Undergraduate Criminal Justice Program

CRIMINAL JUSTICE STUDENT SURVEY

Please answer each question on this survey form. **Thank you.**

1. Most of the time while you have attended FSU, have you been a part-time or full-time student?
 - Part-time **1%**
 - Full-time **99%**
2. What is your classification?
 - Freshman **16%**
 - Sophomore **39%**
 - Junior **13%**
 - Senior **32%**
3. What criminal justice option are you pursuing?
 - Law Enforcement Specialist **64%**
 - Generalist **13%**
 - Corrections **14%**
 - Undecided **8%**
 - Not a criminal justice major **2%**
4. What proportion of your expenses at FSU are your parents providing?
 - None **39%**
 - Some, but less than half **26%**
 - More than half **36%**
5. What is your current grade point average?
 - Less than 2.0 **2%**
 - 2.01 – 2.50 **14%**
 - 2.51 – 3.00 **45%**
 - 3.01 – 3.50 **31%**
 - 3.51 – 4.00 **24%**
6. What is your gender?
 - Male **59%**
 - Female **41%**
7. What was your high school class rank based on grades earned?
 - Lowest quartile (0 – 24%) **7%**
 - Second quartile (25 – 49%) **24%**
 - Third quartile (50 – 74%) **43%**
 - Top quartile (75 – 99%) **26%**
8. How often do you meet with your CJ advisor for advising?
 - Every semester **36%**
 - Most semesters **69%**
 - Occasionally **32%**
 - Never **26%**
9. If you could start college over, would you choose to attend FSU?
 - Definitely yes **18%**
 - Probably yes **46%**
 - Uncertain **26%**
 - Probably no **7%**
 - Definitely no **3%**
10. If you could start college over, would you choose the same major? (i.e., CJ)
 - Definitely yes **58%**
 - Probably yes **25%**
 - Uncertain **8%**
 - Probably no **6%**
 - Definitely no **2%**

11. How many hours are you currently working at a job this term?

- I am not working **29%**
- 1 to 9 hours/week **12%**
- 10 to 19 hours/week **34%**
- 20 to 29 hours/week **20%**
- 30 or more hours/week **5%**

12. My ethnicity is:

- Asian, Pacific Islander or Filipino **19%**
- Black or African-American **13%**
- Hispanic, Chicano or Spanish-speaking American **1%**
- White or Euro-American **84%**
- Native American or other **1%**

13. What was the most important reason for attending FSU as a criminal justice major?

- Availability of certification programs (MCOLES, MCOTC) **28%**
- Academic reputation of the criminal justice program **44%**
- Advice of parents, friends or high school teachers or counselors **6%**
- Cost, location or admission standards of FSU **12%**
- Other **10%**

14. If certification programs had not been available, would you have still come to FSU?

- Yes **45%**
- No **55%**

Please rate each of the following areas using the below scale

1 = Excellent 2 = Good 3 = Fair 4 = Poor 5 = Unknown

	Excellent	Good	Fair	Poor	Unknown
15. Availability of my advisor.	21%	32%	20%	5%	23%
16. Willingness of my advisor to help.	25%	32%	16%	5%	21%
17. Quality of courses in preparing me for employment.	22%	57%	19%	0%	1%
18. Fairness of grading in my criminal justice courses.	24%	60%	14%	1%	1%
19. Quality of instruction in my criminal justice courses.	32%	52%	15%	1%	0%
20. Opportunities for interaction with criminal justice faculty.	24%	50%	19%	4%	3%

	Excellent	Good	Fair	Poor	Unknown
21. Quality of textbooks used in my criminal justice courses.	12%	58%	27%	3%	1%
22. Quality of library holdings in criminal justice.	6%	29%	34%	14%	16%
23. Helpfulness of criminal justice office staff.	33%	47%	14%	1%	5%
24. Availability of professional activities or clubs in the major.	9%	29%	32%	10%	20%
25. Availability of required criminal justice courses.	24%	59%	14%	2%	1%
26. Availability of non-criminal justice courses required for graduation.	16%	46%	31%	4%	3%
27. Organization of the curriculum for the major.	16%	56%	23%	3%	3%
28. Quality of the internship experience.	20%	20%	11%	1%	47%
29. Quality of criminal justice classroom facilities.	12%	54%	29%	4%	1%
30. Quality of criminal justice laboratory facilities (pistol range, driving range, defensive tactics, etc.)	7%	18%	14%	7%	53%
31. Quality of students in the criminal justice program.	14%	48%	30%	4%	4%
32. Quality of career advising by criminal justice faculty.	16%	41%	30%	5%	8%
33. Quality of curricular advising by criminal justice faculty.	18%	41%	28%	2%	12%
34. Clarity of degree requirements in criminal justice.	27%	47%	23%	30%	3%
35. Professional competence of criminal justice faculty.	35%	48%	16%	0%	1%
36. Quality of my initial contacts with the criminal justice.	20%	57%	20%	1%	3%
37. Attitude of criminal justice faculty toward students.	28%	53%	16%	2%	1%
38. Opportunities for formal student evaluation of instruction in the major.	11%	46%	26%	4%	12%
39. Quality of computer facilities.	20%	44%	24%	8%	4%
40. Overall quality of the criminal justice major.	23%	64%	12%	0%	1%
41. Overall quality of the criminal justice faculty.	30%	55%	14%	1%	0%

Appendix B

Survey Results of Graduates of the Undergraduate Criminal Justice Program

Ferris State University School of Criminal Justice

Survey of Graduates

The School of Criminal Justice at Ferris State University is undergoing a program review. Your input is an important part of this review. In this questionnaire, you will frequently be asked to think back to your days at Ferris State University. We would like you to respond in regard to your undergraduate experiences. If you also attended the university in a graduate program, please list your responses to the programs leading to your undergraduate degree. For most questions, please circle the number corresponding to the response with which you most agree.

1. In general, how satisfied were you with your overall experience in the Criminal Justice program?

1 Very Satisfied 45%	2 Satisfied 53%	3 Dissatisfied 0%	4 Very Dissatisfied 2%
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2. When you reflect upon your time in the Criminal Justice program, how frequently were you challenged to do the very best you could do?

1 Often 56%	2 Sometimes 37%	3 Seldom 7%	4 Never 0%
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3. Thinking back to when you first left the Criminal Justice program, how did you rate the following?

	Excellent	Good	Fair	Poor
Your academic experience?	1 36%	2 56%	3 6%	4 2%
Your social experience?	1 44%	2 42%	3 12%	4 2%
Your overall experience?	1 39%	2 53%	3 6%	4 2%

4. Now, how do you rate the following aspects of your Criminal Justice program experience?

	Excellent	Good	Fair	Poor
Your academic experience?	1 40%	2 43%	3 18%	4 0%
Your social experience?	1 44%	2 43%	3 11%	4 2%
Your overall experience?	1 40%	2 49%	3 11%	4 0%

5. Please circle the response that best reflects the way you feel about each item.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My undergraduate education gave me the practical skill to obtain employment in my field.	33%	39%	19%	6%	3%
My general education gave me the skill to understand all types of people.	30%	53%	16%	2%	0%
My social experience gave me the skills to get along with all types of people.	36%	48%	14%	2%	0%
My education gave me the skills to grow and learn as a person.	37%	53%	9%	0%	0%
My undergraduate education gave me the skills to adjust to new job demands.	27%	52%	16%	3%	2%
The most important thing I received was the practical learning in my major.	28%	42%	20%	6%	3%
Most of the electives I took outside my major were valuable to me.	12%	42%	25%	16%	5%
I often think back to what I learned in particular classes.	22%	42%	28%	6%	2%
My education gave me self-confidence in expressing my ideas.	34%	44%	14%	6%	0%

6. Which of the following best represents how you feel about your degree from Ferris State University?

- 1 It is a degree of high quality. 62%
- 2 It is a degree of average quality. 31%
- 3 It is a degree of low quality. 6%

7. Which of the following best represents how you think others feel about your degree from Ferris?

- 1 It is a degree of high quality. 45%
- 2 It is a degree of average quality. 44%
- 3 It is a degree of low quality. 11%

8. Do you wish you had received your degree from another university?

- 1 No 86%
- 2 Yes 13% Why? _____

9. What was your major (Corrections, Generalist, Law Enforcement or Security Administration)?

Corrections 12%, Generalist 17%, Law Enforcement 69%, Security Administration 2%.

10. Thinking about your major, please rate the quality of each service (if you can remember). If you don't remember, please circle the "No Opinion" category.

	Excellent	Good	Fair	Poor	No Opinion
Availability of my advisor.	28%	50%	11%	6%	5%
Willingness of my advisor to help.	33%	45%	14%	5%	3%
Quality of courses for providing a good general education.	27%	62%	11%	0%	0%
Quality of courses for preparing me for employment.	33%	39%	23%	3%	2%
Fairness of grading in the major.	42%	45%	9%	2%	2%
Quality of instruction in lower division courses in the major.	34%	45%	11%	3%	6%
Quality of instruction in upper division courses in the major.	58%	33%	8%	2%	0%
Opportunities for interaction with faculty in the major.	45%	36%	16%	3%	0%

11. Please circle the response that best reflects the way you feel.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I chose my major because I was very interested in the subject matter.	66%	33%	2%	0%	0%
I chose my major because it offered me career opportunities.	49%	37%	6%	8%	0%
I chose my major because of an outstanding professor.	3%	16%	44%	19%	17%
I chose my major because I wanted to make money.	9%	16%	23%	30%	22%

12. Do you wish you had majored in something else?

1 No 78%

2 Yes 22% What? (A different area of concentration or an entirely different program?)

13. What is your current employment status?

- 1 Working full time. 94%
- 2 Working part time (more than 20 hours per week). 2%
- 3 Working 20 hours a week or less. 3%
- 4 Not working. 0%

14. Are you looking for another job?

- 1 No 69%
- 2 Yes 21% Why? _____
- 3 Not applicable 9%

15. If you began your search for a position right after graduating from Ferris State University, how long did it take to secure employment?

- 1 I had a position secured prior to leaving Ferris. 25%
- 2 Less than two months. 21%
- 3 Two – six months. 40%
- 4 Seven – twelve months. 10%
- 5 More than a year. 3%
- 6 I still have not found a position. 0%
- 7 I did not look for a position. 0%
- 8 Not applicable / can't remember. 2%
- 9 I enrolled in a graduate program. 0%

16. How many times have you changed positions since taking your first job after graduation?

- 1 I still have the same position. 49%
- 2 One or two times. 29%
- 3 Three or four times. 22%
- 4 More than four times. 0%
- 5 Not applicable / can't remember. 0%

17. How many of these job changes (if any) involved a change in your career?

- 1 None, I still have the same job. 52%
- 2 None, I have the same career, but have a different job. 18%
- 3 Once or twice. 18%
- 4 More than twice. 6%
- 5 Not applicable / can't remember. 6%

18. How did you become aware of the opening, which became your first job after graduation?

- 1 I was already working in the field. 5%
- 2 Through the Criminal Justice office. 8%
- 3 University Placement Office. 3%
- 4 Newspaper advertisement. 13%
- 5 Direct contact with employer. 33%
- 6 Faculty contact or reference. 2%
- 7 Contact through friend or relative. 13%
- 8 Other: 24% Please specify: _____

19. What was the starting salary of your first position?

- 1 Less than \$20,000 19%
- 2 \$20,001 - \$25,000 19%
- 3 \$25,001 - \$30,000 32%
- 4 \$30,001 - \$35,000 22%
- 5 \$35,001 - \$40,000 8%
- 6 Over \$40,001 0%
- 7 Not applicable / can't remember. 0%

20. How do you feel about the pay in your current job?

- 1 Very Satisfied 18%
- 2 Satisfied 65%
- 3 Dissatisfied 13%
- 4 Very Dissatisfied 5%
- 5 Not applicable 0%

21. How do you feel about the type of work you do in your job?

- 1 Very Satisfied 38%
- 2 Satisfied 51%
- 3 Dissatisfied 6%
- 4 Very Dissatisfied 2%

22. If your first job was not in your major field, why did you accept it? (Circle one)

- 1 I could not find a job in my field. 8%
- 2 I had developed new career interests since leaving Ferris State University. 3%
- 3 There was insufficient pay and limited opportunities for promotion and advancement in my major field. 2%
- 4 Other: 7% (specify) _____
- 5 Not applicable / can't remember 13%
- 6 I was (am) employed in my major field. 67%

23. If your present job is not in your major field, why did you accept it? (Circle one)

- 1 I could not find a job in my field. 5%
- 2 I developed new career interests since leaving Ferris State University. 6%
- 3 There was insufficient pay and limited opportunities for promotion and advancement in my major field. 5%
- 4 Other: 14% (specify) _____
- 5 Not applicable 17%
- 6 I was (am) employed in my major field. 52%

24. What is your current salary?

- 1 Less than \$20,000. 3%
- 2 \$20,001 - \$25,000. 3%
- 3 \$25,001 - \$30,000 14%
- 4 \$30,001 - \$40,000 34%
- 5 \$40,001 - \$50,000 28%
- 6 \$50,001 - \$55,000 9%
- 7 \$55,001 - \$60,000 3%
- 8 Over \$60,001 5%

25. What type of work do you currently do?

26. What type of organization do your work for? Please note if self-employed.

27. What is your marital status?

- 1 Single 67%
- 2 Married 33%
- 3 Divorced 0%
- 4 Widowed 0%

28. What is your race?

- 1 Asian 2%
- 2 Black 9%
- 3 Caucasian 83%
- 4 Hispanic 3%
- 5 Native American 2%
- 6 Other 2%

29. What is the size of the community where you now live?

- 1 Agricultural area 2%
- 2 Rural area but not an agricultural area 6%
- 3 Town (less than 2,500) 5%
- 4 Town (2,500 – 24,999) 13%
- 5 Small City (25,000 – 100,000) 36%
- 6 Large City (over 100,000) 39%

30. What is your sex?

- 1 Male 67%
- 2 Female 33%

31. Please enter your year of graduation. _____

32. Please circle any of the following advanced degrees you have earned.

- 1 Master's 11% Major _____
- 3 Law Degree 0%
- 4 Ph.D. 0% Major _____
- 5 Other 3% _____

Appendix C

**Survey Results of Members of the Criminal Justice Advisory Committee
Concerning the Undergraduate Criminal Justice Program**

33. If you went to graduate school, how would you characterize the preparation you received at Ferris for your subsequent academic work?

- 1 Excellent 10%
- 2 Good 33%
- 3 Fair 4%
- 4 Poor 2%
- 5 Didn't attend 51%

34. Please comment on any suggestions for changes in the program that you feel would benefit our future graduates.

Thank you !

Please take a few minutes to check that you have answered all the questions on every page. Once you have completed the questionnaire, please mail it in the enclosed envelope to :

Ferris State University
School of Criminal Justice
1349 Cramer Circle, Bishop 506
Big Rapids, MI 49307

Thank you for your assistance, Best of Luck in your career !

The Criminal Justice Faculty

6. Current and representative of that used on the job.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	17%	33%	25%	25%

Instructional Facilities:

7. Provide adequate lighting, ventilation, heating, power, and other utilities.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	42%	33%	25%

8. Allocate sufficient space to support quality instruction.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	8%	42%	25%	25%

9. Meet essential health and safety standards.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	33%	33%	33%

Placement:

10. Services are available to students completing the program.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	8%	17%	67%	8%

11. Job opportunities exist for students completing the program or leaving with marketable skills.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	8%	92%	0%

**CRIMINAL JUSTICE PROGRAM REVIEW
QUESTIONNAIRE
FOR
ADVISORY COMMITTEE MEMBERS**

Instructional Program content and quality are:

1. Based on performance objectives that represent job skills and knowledge required for successful entry level employment.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	42%	50%	8%

2. Designed to provide students with practical job application experience.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	8%	33%	58%	0%

3. Responsive to upgrading and retraining needs of employed persons.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	33%	50%	17%

4. Periodically reviewed and revised to keep current with changing job practices and technology.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	42%	50%	8%

Instructional equipment is:

5. Well maintained.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	42%	17%	42%

Follow-up studies on program completers and leavers (students with marketable skills):

12. Demonstrate that students are prepared for entry level employment.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	25%	67%	8%

13. Collect information on job success and failure of former students.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	8%	0%	42%	50%

14. Provide information used to review and, where warranted, revise the program.

	Below				Don't
Poor	Expectations	Acceptable	Good	Excellent	Know
0%	0%	0%	33%	42%	25%

Appendix D

List of Criminal Justice Advisory Committee Members and Their Affiliations

**FERRIS STATE UNIVERSITY
SCHOOL OF CRIMINAL JUSTICE
ADVISORY COMMITTEE MEMBERS**

Miguel A. Berrios
MI Dept. of Corrections
Parole Board
Grandview Plaza Bldg.
206 E. Michigan
P.O. Box 30003
Lansing, MI 48909
Work: 231-722-3181

Capt. Pamela Carrier
Grand Rapids Police Department
333 Monroe, N.W.
Grand Rapids, MI 49503
Home: 616-784-2040
Work: 616-456-3400

Nancy Cooley, Ph.D.
Dean, College of Education and Human
Services
Ferris State University
1349 Cramer Circle, Bishop 607
Big Rapids, MI 49307
Work: 231-591-2702

Kevin Courtney
Director of Public Safety
City of Big Rapids
226 North Michigan
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Stanley A. Dinius
Director, Public Safety
Ferris State University
Big Rapids, MI 49307
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Michigan State Police
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7426 N. Canal Road
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Honorable Phillip E. Hoffman
Senator, State of Michigan
Farnum Building, Room 710
Lansing, MI 48909
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W. Robert Huff
Chief of Police
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Work: 616-842-3460

Peter Jaklevic
Prosecutor
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Work: 231-592-0141

Tonya Krause-Phelan
The Krause Law Firm, P.C.
15 Ionia, S.W.
Grand Rapids, MI 49503
Work: 616-458-2000

Jeff Kruithoff
Chief of Police
Battle Creek Police Department
20 N. Division
Battle Creek, MI 49017
Work: 616-966-3322

Barbara Lee
U.S. Marshal
Western District Office
544 Federal Building
110 Michigan Ave., N.W.
Grand Rapids, MI 49503
Work: 616-456-2438

**FERRIS STATE UNIVERSITY
SCHOOL OF CRIMINAL JUSTICE
ADVISORY COMMITTEE MEMBERS**

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Aaron Hann
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Romeo, MI 48065
810-336-1394

Dr. Marlene O'Hara
Kent County Circuit Court Probation
Hall of Justice Building, Room 201
333 Monroe, N.W.
Grand Rapids, MI 49503
Home: 616-247-8983
Work: 616-336-4479

John Sonntag, Sheriff
Mecosta County Sheriff's Department
225 S. Stewart
Big Rapids, MI 49307
Work: 231-592-0150

Pam Withrow, Warden
Michigan Reformatory
1342 West Main
Ionia, MI 48846
Work: 616-527-2500, Ext. 221

Criminal Justice

APRC 2001-2002

Section 2 of 4

Appendix E

**Survey Results of Employers of Alumni of the Undergraduate Criminal
Justice Program**

FERRIS STATE UNIVERSITY
COLLEGE OF EDUCATION AND HUMAN SERVICES
SCHOOL OF CRIMINAL JUSTICE

EMPLOYER SURVEY

Please take a moment to complete this survey. Your responses are important in our review of the undergraduate Criminal Justice program at Ferris State University in Big Rapids, Michigan. You are asked to rate various areas of Ferris State University Criminal Justice graduates whom your agency has hired during the past five years. Please use the rating scale below, and circle the number that best represents your answer for each of the following questions.

RATING SCALE

- 1 = Poor
- 2 = Below Average
- 3 = Average
- 4 = Above Average
- 5 = Excellent
- US = Unsure

1. How would you rate the verbal communication skills of FSU Criminal Justice graduates hired by your agency in the past 5 years?

1	2	3	4	5	US
0%	0%	11%	33%	52%	4%

2. How would you rate the academic knowledge of FSU Criminal Justice graduates hired by your agency in the past 5 years?

1	2	3	4	5	US
0%	0%	15%	44%	37%	4%

3. How would you rate the written communication skills of FSU Criminal Justice graduates hired by your agency in the last 5 years?

1	2	3	4	5	US
4%	0%	18%	41%	33%	4%

4. How would you rate the vocational skills (e.g. job task related activities – driving, defensive tactics, First Aid, etc.) of FSU Criminal Justice graduates hired by your agency in the past 5 years?

1	2	3	4	5	US
0%	4%	11%	30%	48%	4%

5. How would your rate the social/human relation skills of the FSU Criminal Justice graduates hired by your agency in the past 5 years?

1	2	3	4	5	US
0%	4%	11%	41%	37%	4%

6. How would you rate the “ability to learn” of FSU Criminal Justice graduates hired by you agency in the past 5 years?

1	2	3	4	5	US
0%	4%	7%	30%	56%	4%

7. How would you rate FSU Criminal Justice graduates as compared to graduates hired from other schools?

1	2	3	4	5	US
0%	0%	15%	41%	33%	10%

8. Would you recommend FSU Criminal Justice graduates to other agencies?

Yes	Maybe	No
89%	7%	4%

What do you think are the strong points / skills of the Ferris State University Criminal Justice graduates that your agency has hired in the past 5 years?

What do you think are the weak points / skills of the Ferris State University Criminal Justice graduates that your agency has hired in the past 5 years?

Comments: _____

Please return the completed survey in the enclosed self-addressed, stamped envelope.

Thank-you

Appendix F

**Survey Results of Faculty and Staff of the Undergraduate Criminal
Justice Program**

**FERRIS STATE UNIVERSITY
SCHOOL OF CRIMINAL JUSTICE
FACULTY SURVEY**

The undergraduate Criminal Justice program is undergoing an academic program review. Your input is needed to evaluate the program. Please take a moment to complete the enclosed survey and return it to the mailbox of Eric Lambert, Bishop 506.

Thank-you.

RATING SCALE

- 1 = POOR**
- 2 = FAIR**
- 3 = ACCEPTABLE**
- 4 = GOOD**
- 5 = VERY GOOD**

	Poor	Fair	Acceptable	Good	Very Good
1. The FSU Library holdings in Criminal Justice	22%	44%	33%	0%	0%
2. The overall ability of the program to provide practical job knowledge.	0%	11%	11%	33%	44%
3. The amount of technology incorporated into the degree program.	22%	33%	11%	33%	0%
4. The quality of classrooms in Bishop Hall.	11%	78%	11%	0%	0%
5. The size of classrooms in Bishop Hall.	44%	33%	22%	0%	0%
6. The degree to which the program emphasizes the communication skills of students.	0%	11%	33%	33%	22%
7. The culminating academic knowledge of graduates of the program.	0%	0%	33%	44%	22%
8. The written communication skills of graduates of the program.	0%	22%	11%	67%	0%
9. The social / human relations skills of graduates of the program.	0%	33%	11%	56%	0%
10. The desire of the typical Criminal Justice student to learn.	0%	11%	22%	67%	0%
11. The degree of professional development provided, such as: training, travel funds to conferences, etc.	11%	22%	33%	22%	11%
12. The quality of laboratory facilities used by the program (e.g. driving range, firearms range, Bishop Hall computer labs, etc.).	22%	22%	44%	11%	0%
13. The quality of advising provided to Pre-CJ students.	0%	11%	33%	44%	11%
14. The quality of advising provided to upper-level CJ students.	0%	0%	11%	22%	67%
15. The amount of resources provided, by the administration, for the program.	0%	33%	56%	11%	0%
16. The quality of instruction provided to students by CJ faculty.	0%	0%	22%	33%	44%
17. The quality of office equipment (e.g. computers, space, etc.).	11%	44%	0%	44%	0%
18. The opportunities for interaction between faculty and CJ students.	0%	0%	22%	22%	56%
19. Overall quality of the CJ program.	0%	0%	22%	44%	33%

20. Strengths of the program:

21. Weaknesses of the program:

22. Comments:

Appendix G

Program Requirements of the Undergraduate Criminal Justice Program

FERRIS STATE UNIVERSITY
SCHOOL OF CRIMINAL JUSTICE
Bachelor of Science Degree

The Criminal Justice baccalaureate degree program provides a quality education package to prepare young men and women for a professional career in the Criminal Justice system in Michigan and other states.

There are three curriculum options: Law Enforcement, Corrections, and Generalist, which are briefly described below:

LAW ENFORCEMENT:

This program option is designed for those students who wish to concentrate their activities in the law enforcement area of the criminal justice system. This program is designed to prepare students for administrative and management positions within the law enforcement area at the municipal, county, state and federal level. This program option includes the entire basic police training package required by law in the State of Michigan Commission on Law Enforcement Standards (COLES). Graduates who successfully complete the program requirements and meet the minimum employment standards will be qualified for placement in Michigan police agencies. Pre-Criminal Justice students must complete and submit an application for entry into a junior track after completion of the first semester of their sophomore year, but no later than **FEBRUARY 1ST**. (2.5 GPA REQUIRED FOR ADMISSION - Fall entry *only*)

CORRECTIONS:

This program option is designed for those students who are interested in areas of criminal justice other than law enforcement. These areas include adult/juvenile institutions, probation, parole, and the treatment and control of both youth and adult offenders. Courses of instruction are designed to introduce the student to various components that make up the structure of corrections and the broad area of social work and juvenile delinquency. This option includes the minimum educational requirements for the position of corrections officer in Michigan as established by the Michigan Corrections Officers Training Council (2.0 GPA required for admission.)

GENERALIST:

This program option provides general education in criminal justice, as well as allowing students (at their choice) to obtain technical skills by enrolling in clusters of courses in the areas of accounting, computer information systems, management, Spanish, social sciences, communications and forensics. Course work is designed to provide an understanding of criminal justice, while allowing students to obtain special work-related skills to work in a variety of criminal justice agencies (police, courts, and corrections) or pursue the bachelor of science with the intent of further graduate or professional study. (2.0 GPA required for admission)

JUNIOR AND SENIOR CURRICULUM - CRIMINAL JUSTICE

Bachelor's Degree Requirement - Law Enforcement – 133/134 Sem. Hours

Bachelor's Degree Requirement - Corrections – 129/130 Sem. Hours

Bachelor's Degree Requirement - Generalist - 128 Sem. Hours

At the end of the Fall Semester of the sophomore year, each student must choose one of the program options indicated below. The student is then responsible for all course work in the option in addition to the program requirements outlined on the checksheet necessary to fulfill the required semester hours of credit for the Bachelor of Science degree in Criminal Justice. Entrance into the Junior and Senior curriculum is competitive based on grade point average and space available (never lower than a 2.5 GPA for law enforcement; 2.0 for corrections and generalist option). Continued enrollment in the program necessitates adherence to the required grade point average.

LAW ENFORCEMENT

- + CRIM 320 Conflict Management in Criminal Justice
 - + CRIM 321 Report Writing
 - + CRIM 325 Michigan Criminal Law
 - + CRIM 330 Michigan Criminal Procedure
 - + CRIM 353 Police Practicum: Patrol Problems
 - + CRIM 354 Police Practicum: Traffic Management
 - + CRIM 355 Police Practicum: Precision Driving
 - + CRIM 356 Police Practicum: Firearms
 - CRIM 391 Criminal Justice Internship
 - + CRIM 400 Physical and Defensive Tactics
 - CRIM 410 Organizational Behavior and Administration
 - + CRIM 440 Criminal Investigation
 - CRIM 485 Seminar in Current Issues in Criminal Justice
 - CRIM 498 Law Enforcement Assessment Course
 - + HLTH 425 Advanced First Aid
 - LITR 343 Crime and Violence in Literature
 - MGMT (select one from MGMT 305, 373, 374, 375)
 - PSYC (select two from PSYC 341, 325, 331, 342, 410, 422, 430)
 - SOCY (select one from SOCY 225, 230, 242, 340, 341, 344, 345, 443, 450, 460)
- + *COLES certification courses*

CORRECTIONS

- * CRIM 319 Conflict Management in Corrections
 - CRIM 322 Report Writing
 - CRIM 325 Michigan Criminal Law
 - CRIM 330 Michigan Criminal Procedure
- * CRIM 370 Correctional Institutions and Facilities
 - CRIM 391 Criminal Justice Internship
 - CRIM 400 Physical and Defensive Tactics
 - CRIM 410 Organizational Behavior and Administration
- * CRIM 435 Legal Issues in Corrections
- * CRIM 475 Correctional Clients
 - CRIM 485 Seminar in Current Issues in Criminal Justice
 - CRIM 499 Criminal Justice Assessment Course
 - LITR 343 Crime and Violence in Literature
 - SCWK 130 Social Work Interviewing Skills I
 - SCWK 263 Substance Abuse: The Problem
 - SCWK 265 Social Services in Corrections
 - MGMT (select one from MGMT 305, 373, 374, 375)
 - PSYC (select two from PSYC 341, 325, 331, 342, 410, 422, 430)
 - SOCY (select one from SOCY 225, 230, 242, 340, 341, 344, 345, 443, 450, 460)

* *MCOTC certification courses*

GENERALIST

- CRIM 310 Corrections and Society
 - CRIM 311 Police and Society
 - CRIM 321/322 Report Writing
 - CRIM 325 Michigan Criminal Law
 - CRIM 330 Michigan Criminal Procedure
 - CRIM 391 Criminal Justice Internship
 - CRIM 410 Organizational Behavior and Administration
 - CRIM 411 Crime Control Policy
 - CRIM 485 Current Issues in Criminal Justice
 - CRIM 499 Criminal Justice Assessment Course
 - LITR 343 Crime and Violence in Literature
 - SOCY (select one from SOCY 340, 341, 344, 345, 443, 450, 460)
- Select one concentration and electives (if appropriate)

PROJECTED CRIMINAL JUSTICE COURSE OFFERINGS

COURSE	COURSE TITLE	FALL	WINTER	SUMMER
CRIM 110	Introduction to Criminal Justice	X	X	X
CRIM 111	Introduction to Corrections		X	X
CRIM 220	Fundamentals of Supervision and Management in Criminal Justice	X		
CRIM 260	Delinquency Prevention and Control		X	
CRIM 301	Criminal Justice Investigation Issues		X	
CRIM 310	Corrections and Society	X		
CRIM 311	Police and Society	X		
CRIM 319	Conflict Management in Corrections		X	
CRIM 320	Conflict Management and Interpersonal Communications Within Criminal Justice	X		
CRIM 321	Report Writing for Law Enforcement Personnel			X
CRIM 322	Report Writing for Corrections Personnel			X
CRIM 325	Michigan Criminal Law	X		
CRIM 330	Michigan Criminal Procedure		X	
CRIM 353	Police Practicum: Patrol Problems		X	
CRIM 354	Police Practicum: Traffic Management	X		
CRIM 355	Police Practicum: Precision Driving			X
CRIM 356	Police Practicum: Firearms			X
CRIM 370	Correctional Institutions and Facilities	X		
CRIM 391	Criminal Justice Internship			X
CRIM 400	Physical and Defensive Tactics Training for Criminal Justice		X	
CRIM 410	Organizational Behavior and Administration in Criminal Justice Agencies	X		
CRIM 411	Crime Control Policy	X		
CRIM 435	Legal Issues in Corrections		X	
CRIM 440	Criminal Investigation		X	
CRIM 475	Correctional Clients	X		
CRIM 485	Seminar in Current Issues in Criminal Justice		X	
CRIM 497	Special Studies in Criminal Justice	X	X	X
CRIM 498	Law Enforcement Assessment Course		X	
CRIM 499	Criminal Justice Assessment Course		X	
TH 425	Advanced First Aid	X	X	
SCWK 130	Social Work Interviewing Skills I	X	X	
SCWK 263	Substance Abuse: The Problem	X		
SCWK 265	Social Services in Corrections		X	

CRIMINAL JUSTICE OPTIONS

All Criminal Justice students must make a decision during the Fall Semester of the sophomore year regarding entering one of the curriculum options. Students selecting the Law Enforcement option must sign the required COLES agreement forms and complete the required fingerprinting, medical, hearing and optometric processes. All COLES and MCOTC courses require a grade of C(2.0) or better. Criminal Justice courses are NOT to be taken out of sequence!

LAW ENFORCEMENT

JUNIOR YEAR

Fall

CRIM 320
CRIM 325
CRIM 354

Winter

CRIM 330
CRIM 353

Summer

CRIM 321
CRIM 355
CRIM 356
CRIM 391

SENIOR YEAR

Fall

CRIM 410
HLTH 425

Winter

CRIM 400
CRIM 440
CRIM 485
CRIM 498

CORRECTIONS

JUNIOR YEAR

Fall

CRIM 325
CRIM 370
SCWK 130

Winter

CRIM 319
CRIM 330
SCWK 265

Summer

CRIM 322
CRIM 391

SENIOR YEAR

Fall

CRIM 410
CRIM 475
SCWK 263

Winter

CRIM 435
CRIM 485
CRIM 499
CRIM 400

GENERALIST

JUNIOR YEAR

Fall

CRIM 310
CRIM 311
CRIM 325

Winter

CRIM 330

Summer

CRIM 391
CRIM 321/322

SENIOR YEAR

Fall

CRIM 410
CRIM 411

Winter

CRIM 485
CRIM 499

**FERRIS STATE UNIVERSITY - CRIMINAL JUSTICE PROGRAMS
PRE-CRIMINAL JUSTICE CURRICULUM**

FIRST YEAR

Fall Semester

ENGL 150	3 Cr.
CRIM 110	3 Cr.
Elective	3 Cr.
HIST, HUMN, SPAN, etc	3 Cr.
* MATH 115/proficiency	3 Cr.
Physical Education	<u>1 Cr.</u>
Total	16 Cr.

Winter Semester

COMM 105/121	3 Cr.
CRIM 111	3 Cr.
SOCY 121	3 Cr.
Sci. Understanding	3/4 Cr.
Elective	<u>3 Cr.</u>
Total	15/16 Cr.

Freshman/Sophomore Total: 63/64 Cr.

SECOND YEAR

Fall Semester

ENGL 250	3 Cr.
CRIM 220	3 Cr.
Bus. Directed Elective	3 Cr.
** Cultural Enrichment Elective	3 Cr.
PSYC 150	3 Cr.
Physical Education	<u>1 Cr.</u>
Total	16 Cr.

Winter Semester

CRIM 260	3 Cr.
** SOCY Directed Elective	3 Cr.
Sci. Understanding Lab	4 Cr.
ISYS Directed Elective	3 Cr.
LITR 286/Writing Intensive	<u>3 Cr.</u>
Total	16 Cr.

* Elective if MATH 115 completed
** One of the two courses must satisfy
Global Consciousness Criteria

**LAW ENFORCEMENT
COMPETITIVE GRADE POINT AVERAGE
FALL ADMISSION ONLY**

THIRD YEAR

Fall Semester

+ CRIM 320	4 Cr.
+ CRIM 325	4 Cr.
+ CRIM 354	4 Cr.
PSYC Directed Elective	<u>3 Cr.</u>
Total	15 Cr.

Winter Semester

+ CRIM 330	4 Cr.
+ CRIM 353	4 Cr.
LITR 343	3 Cr.
PSYC Directed Elective	<u>3 Cr.</u>
Total	14 Cr.

Summer Semester

+ CRIM 321	3 Cr.
+ CRIM 355	3 Cr.
+ CRIM 356	3 Cr.
+ CRIM 391 (350)	<u>4 Cr.</u>
Total	13 Cr.

+ COLES certification courses

FOURTH YEAR

Fall Semester

CRIM 410	4 Cr.
SOCY Directed Elective	3 Cr.
+ HLTH 425	3 Cr.
MGMT Directed Elective	<u>3 Cr.</u>
Total	13 Cr.

Winter Semester

+ CRIM 400	4 Cr.
+ CRIM 440	5 Cr.
CRIM 485	3 Cr.
CRIM 498	<u>3 Cr.</u>
Total	15 Cr.

NOTE: Three writing intensive courses
required: CRIM 321, LITR 286
and LITR 343.

**Junior/Senior Total: 70 Credits
Bachelor's Degree Total: 133/134 Credits**

**FERRIS STATE UNIVERSITY - CRIMINAL JUSTICE PROGRAMS
PRE-CRIMINAL JUSTICE CURRICULUM**

FIRST YEAR

Fall Semester

ENGL 150	3 Cr.
CRIM 110	3 Cr.
Elective	3 Cr.
HIST, HUMN, SPAN, etc.....	3 Cr.
* MATH 115/proficiency.....	3 Cr.
Physical Education	<u>1 Cr.</u>
Total.....	16 Cr.

Winter Semester

COMM 105/121	3 Cr.
+ CRIM 111	3 Cr.
SOCY 121	3 Cr.
Sci. Understanding	3/4 Cr.
Elective	<u>3 Cr.</u>
Total.....	15/16 Cr.

Freshman/Sophomore Total: 63/64 Cr.

SECOND YEAR

Fall Semester

ENGL 250	3 Cr.
CRIM 220	3 Cr.
Bus. Directed Elective.....	3 Cr.
** Cultural Enrichment Elective	3 Cr.
PSYC 150	3 Cr.
Physical Education	<u>1 Cr.</u>
Total.....	16 Cr.

Winter Semester

CRIM 260	3 Cr.
** SOCY Directed Elective	3 Cr.
Sci. Understanding Lab	4 Cr.
ISYS Directed Elective	3 Cr.
LITR 286/Writing Intensive.....	<u>3 Cr.</u>
Total.....	16 Cr.

* Elective if MATH 115 completed
** One of the two courses must satisfy
Global Consciousness Criteria

CORRECTIONS

THIRD YEAR

Fall Semester

CRIM 325	4 Cr.
+ CRIM 370.....	3 Cr.
SCWK 130.....	3 Cr.
SOCY Directed Elective	3 Cr.
MGMT Directed Elective	<u>3 Cr.</u>
Total.....	16 Cr.

Winter Semester

+ CRIM 319.....	3 Cr.
CRIM 330	4 Cr.
SCWK 265.....	3 Cr.
PSYC Directed Elective	<u>3 Cr.</u>
Total.....	13 Cr.

Summer Semester

CRIM 322	3 Cr.
CRIM 391	<u>4 Cr.</u>
Total.....	7 Cr.

+ MCOTC certification courses

FOURTH YEAR

Fall Semester

CRIM 410	4 Cr.
+ CRIM 475	4 Cr.
SCWK 263.....	2 Cr.
PSYC Directed Elective.....	3 Cr.
Elective	<u>3 Cr.</u>
Total.....	16 Cr.

Winter Semester

+ CRIM 435	3 Cr.
CRIM 485	3 Cr.
CRIM 400	4 Cr.
LITR 343	3 Cr.
CRIM 499.....	<u>1 Cr.</u>
Total.....	14 Cr.

NOTE: Three writing intensive courses
required: CRIM 322, LITR 286
and LITR 343.

**Junior/Senior Total: 65 Credits
Bachelor's Degree Total: 129/130 Credits**

**FERRIS STATE UNIVERSITY - CRIMINAL JUSTICE PROGRAMS
PRE-CRIMINAL JUSTICE CURRICULUM**

FIRST YEAR

Fall Semester

ENGL 150 3 Cr.
 CRIM 110 3 Cr.
 Elective 3 Cr.
 HIST, HUMN, SPAN, etc 3 Cr.
 * MATH 115/proficiency 3 Cr.
 Physical Education 1 Cr.
 Total 16 Cr.

Winter Semester

COMM 105/121 3 Cr.
 + CRIM 111 3 Cr.
 SOCY 121 3 Cr.
 Sci. Understanding 3/4 Cr.
 Elective 3 Cr.
 Total 15/16 Cr.

Freshman/Sophomore Total: 63/64 Cr.

SECOND YEAR

Fall Semester

ENGL 250 3 Cr.
 CRIM 220 3 Cr.
 Bus. Directed Elective 3 Cr.
 ** Cultural Enrichment Elective 3 Cr.
 PSYC 150 3 Cr.
 Physical Education 1 Cr.
 Total 16 Cr.

Winter Semester

CRIM 260 3 Cr.
 ** SOCY Directed Elective 3 Cr.
 Sci. Understanding Lab 4 Cr.
 ISYS Directed Elective 3 Cr.
 LITR 286/Writing Intensive 3 Cr.
 Total 16 Cr.

* Elective if MATH 115 completed
 ** One of the two courses must satisfy
 Global Consciousness Criteria

GENERALIST

THIRD YEAR

Fall Semester

CRIM 310 3 Cr.
 CRIM 325 4 Cr.
 CRIM 311 3 Cr.
 Concentration Course 3 Cr.
 ***SOCY Directed Elective 3 Cr.
 Total 16 Cr.

Winter Semester

CRIM 330 4 Cr.
 LITR 343 3 Cr.
 Concentration/Elective 4 Cr.
 Concentration Course 3 Cr.
 Total 14 Cr.

Summer Semester

CRIM 321/322 3 Cr.
 CRIM 391 4 Cr.

Junior/Senior Total: 64 Credits
 Bachelor's Degree Total: 128 Credits

FOURTH YEAR

Fall Semester

CRIM 410 4 Cr.
 CRIM 411 3 Cr.
 Concentration Course 3 Cr.
 Concentration Course OR Elective 3 Cr.
 Total 13 Cr.

Winter Semester

CRIM 485 3 Cr.
 CRIM 499 1 Cr.
 Concentration Course 3 Cr.
 Concentration Course 3 Cr.
 Concentration Course OR Elective 4 Cr.
 Total 14 Cr.

*** SOCY elective must be 300/400 level

CRIMINAL JUSTICE PROGRAM - DIRECTED ELECTIVES

PSYCHOLOGY/SOCIOLOGY - 12 Credits

PSYCHOLOGY COURSES - Minimum of 2

PSYC 341 - Child Psychology	3 Credits
PSYC 325 - Social Psychology	3 Credits
PSYC 331 - Psychology of Personality	3 Credits
PSYC 342 - Psychology of Adolescence	3 Credits
PSYC 410 - Behavior Modification	3 Credits
PSYC 422 - Abnormal Psychology	3 Credits
PSYC 430 - Interpersonal/Cultural Perceptions	3 Credits

SOCIOLOGY COURSES - Minimum of 2

SOCY 225 - Marriage and the Family	3 Credits
SOCY 230 - Gender Roles in Society	3 Credits
SOCY 242 - Sociology of Deviant Behavior	3 Credits
SOCY 340 - Minority Groups in America	3 Credits
SOCY 341 - Community Studies	3 Credits
SOCY 344 - World Urban Sociology	3 Credits
SOCY 345 - The Field of Aging	3 Credits
SOCY 443 - Social Stratifications/Inequality	3 Credits
SOCY 450 - Criminology	3 Credits
SOCY 460 - Social Change	3 Credits

BUSINESS DIRECTED ELECTIVES: 9 Credits

MANAGEMENT - Minimum of 1

MGMT 305 - Supervision and Leadership	3 Credits
MGMT 373 - Human Resource Management	3 Credits
MGMT 374 - Wage and Salary Administration	3 Credits
MGMT 375 - Collective Bargaining	3 Credits

INFORMATION SYSTEMS - Minimum of 1

ISYS 202 - Principles of Information System	3 Credits
ISYS 204 - BASIC Programming	3 Credits
ISYS 105 - Microcomputer Applications	3 Credits

OTHER APPROVED BUSINESS ELECTIVES

ACCT 201 - Principles of Accounting 1	3 Credits
BLAW 221 - Elementary Business Law	3 Credits
BUSN 122 - Introduction to Business	3 Credits

FERRIS STATE UNIVERSITY - COLLEGE OF EDUCATION
PRE-CRIMINAL JUSTICE - ASSOCIATE OF ARTS DEGREE

NAME: _____ SS#: _____

REQUIRED		COMMUNICATION COMPETENCE - 9 Credit Hours Required:	S.H.	GRADE
ENGL	150	English 1	3	
ENGL	250	English 2	3	
COMM		Inter. Comm. (COMM 105) OR Fund. of Public Speaking (COMM 121)	3	
SCIENTIFIC UNDERSTANDING - 7-8 Credit Hours Required: 2 courses, including at least one laboratory course from any of the following areas: ASTR; BIOL; CHEM; GEOG 111 or 121; GEOL; PHSC; PHYS.				
			4	
			3-4	
QUANTITATIVE SKILLS - Proficiency in MATH 115 or higher: This requirement can be completed by ONE of the following options: 1. Pass MATH 115 or higher. 2. Pass course proficiency exam in MATH 115 or higher. 3. ACT Math subtest score of 24 or higher (Substitute a 3 credit elective).				
			3	
CULTURAL ENRICHMENT - 9 Credit Hours Required: 3 courses from the following areas including at least one at the 200 level or above: ARCH 244; ARTH; ARTS; COMM 231; FREN; GERM; HIST; HUMN (Exclude HUMN 217); LITR; MUSI; SPAN; THTR.				
LITR	286	Justice in Literature	3	
			3	
			3	
SOCIAL AWARENESS - 9 Credit Hours Required: 3 courses, including at least one Foundations course, from at least two of the following areas: ANTH; ECON; GEOG (except 111 or 121); PLSC; PSYC; SOCY; SSCI.				
PSYC	150	Introduction to Psychology	3	
SOCY	121	Introductory Sociology	3	
SOCY		Select One: SOCY 225, 230, 242, 340, 341, 344.	3	
RELATED REQUIREMENTS - 26 Credit Hours Required:				
CRIM	110	Introduction to Criminal Justice	3	
CRIM	111	Introduction to Corrections **	3	
CRIM	220	Supervision & Management in Criminal Justice	3	
CRIM	260	Delinquency Prevention & Control	3	
		Select One: ACCT 201; BLAW 221; or BUSN 122.	3	
ISYS		Select One: ISYS 105; ISYS 202; or ISYS 204.	3	
PHED		Must be an activity class.	1	
PHED		Must be an activity class.	1	
		Elective	3	
		Elective - if needed to meet the 64 hours required for the A.A.S. degree.	3	
GLOBAL CONSCIOUSNESS: Each student must complete one course from the Global Consciousness group, which may also count toward fulfilling the Cultural Enrichment or Social Awareness requirement, respectively. Global Consciousness courses deal specifically with contemporary cultures, languages, and societies outside North America.				

FERRIS STATE UNIVERSITY

College of Education
Criminal Justice

NAME: _____

SS#: _____

LAW ENFORCEMENT OPTION - 70 Semester Hours

You **MUST** also complete all requirements on the **Pre-Criminal Justice** checksheet with this option.

REQUIRED		COURSE TITLE	S.H.	GRADE
CRIM	320	Conflict Management in Criminal Justice **	4	
CRIM	321	Police Report Writing **	3	
CRIM	325	Michigan Criminal Law **	4	
CRIM	330	Michigan Criminal Procedure **	4	
CRIM	353	Patrol Problems **	4	
CRIM	354	Traffic Management **	4	
CRIM	355	Precision Driving **	3	
CRIM	356	Firearms **	3	
CRIM	391	Criminal Justice Internship	4	
CRIM	400	Physical and Defensive Tactics **	4	
CRIM	410	Organizational Behavior & Administration in Criminal Justice Agencies	4	
CRIM	440	Criminal Investigation **	5	
CRIM	485	Current Issues in Criminal Justice	3	
CRIM	498	Law Enforcement Assessment Course	3	
HLTH	425	Advanced First Aid **	3	
LITR	343	Crime and Violence in Literature	3	
MGMT		Select One: MGMT 305, 373, 374, 375.	3	
PSYC		Select One: PSYC 341, 325, 331, 342, 410, 422, 430.	3	
PSYC		Select One: PSYC 341, 325, 331, 342, 410, 422, 430.	3	
SOCY		Select One: SOCY 225, 230, 242, 340, 341, 344, 345, 443, 450, 460.	3	
		Total	70	

GLOBAL CONSCIOUSNESS: Each student must complete one course from the Global Consciousness group, which may also count toward fulfilling the Cultural Enrichment or Social Awareness requirement, respectively. Global Consciousness courses deal specifically with contemporary cultures, languages, and societies outside North America.

NOTE: A MINIMUM 2.5 GPA IS REQUIRED FOR ADMISSION TO THIS OPTION. YOU MUST MAINTAIN A MINIMUM GRADE POINT AVERAGE OF 2.50 WHILE ENROLLED IN THE CURRICULUM. A 2.50 GPA IS ALSO REQUIRED FOR GRADUATION.

**COLES certification course - grade of " C " or better is required.

Effective: Fall 1999

10/5/99

FERRIS STATE UNIVERSITY

College of Education

Criminal Justice

CORRECTIONS OPTION - 66 Semester Hours

NAME _____

SS# _____

You **MUST** also complete all requirements on the **Pre-Criminal Justice** checksheet with this option.

REQUIRED		COURSE TITLE	S.H.	GRADE
CRIM	319	Conflict Management in Corrections **	3	
CRIM	322	Report Writing for Corrections	3	
CRIM	325	Michigan Criminal Law	4	
CRIM	330	Michigan Criminal Procedure	4	
CRIM	370	Correctional Institutions **	3	
CRIM	391	Criminal Justice Internship	4	
CRIM	400	Physical and Defensive Tactics	4	
CRIM	410	Organizational Behavior & Administration in Criminal Justice Agencies	4	
CRIM	435	Legal Issues in Corrections **	3	
CRIM	475	Correctional Clients **	4	
CRIM	485	Current Issues in Criminal Justice	3	
CRIM	499	Criminal Justice Assessment Course	1	
LITR	343	Crime and Violence in Literature	3	
MGMT		Select One: MGMT 305, 373, 374, 375.	3	
PSYC		Select One: PSYC 341, 325, 331, 342, 410, 422, 430.	3	
PSYC		Select One: PSYC 341, 325, 331, 342, 410, 422, 430.	3	
SCWK	130	Social Work Interviewing Skills I	3	
SCWK	263	Substance Abuse: The Problem	2	
SCWK	265	Social Services in Corrections	3	
SOCY		Select One: SOCY 225, 230, 242, 340, 341, 344, 345, 443, 450, 460.	3	
		Elective	3	
		Total	66	

GLOBAL CONSCIOUSNESS: Each student must complete one course from the Global Consciousness group, which may also count toward fulfilling the Cultural Enrichment or Social Awareness requirement, respectively. Global Consciousness courses deal specifically with contemporary cultures, languages, and societies outside North America.

NOTE: A MINIMUM 2.0 GPA IS REQUIRED FOR ADMISSION TO THIS OPTION. A 2.0 GPA IS REQUIRED FOR GRADUATION.

** MCOTC certification course – grade of “C” or better is required.
9/25/00

GENERALIST OPTION - 64 Semester Hours

You **MUST** also complete all requirements on the **Pre-Criminal Justice** checksheet with this track.

REQUIRED		COURSE TITLE	S.H.	GRADE
CRIM	310	Corrections and Society	3	
CRIM	311	Police and Society	3	
CRIM	321 322	Report Writing	3	
CRIM	325	Michigan Criminal Law	4	
CRIM	330	Michigan Criminal Procedure	4	
CRIM	391	Criminal Justice Internship	4	
CRIM	410	Organizational Behavior & Administration in Criminal Justice Agencies	4	
CRIM	411	Crime Control Policy	3	
CRIM	485	Current Issues in Criminal Justice	3	
CRIM	499	Criminal Justice Assessment Course	1	
LITR	343	Crime and Violence in Literature	3	
SOCY		Select One: SOCY 340, 341, 344, 345, 443, 450, 460.	3	
			38	
		SELECT ONE OR MORE CONCENTRATIONS:	12-23	
		Accounting (minor), Communication, Computer Information Systems, Human Resource Management, Military Science, Spanish (minor), Social Science, Forensic/Clinical Crime Investigation		
		Elective (Electives to bring total hours to 64)	3	
		Elective	3	
		Elective	3	
		Elective	3	
		Total	64	

GLOBAL CONSCIOUSNESS: Each student must complete one course from the Global Consciousness group, which may also count toward fulfilling the Cultural Enrichment or Social Awareness requirement, respectively. Global Consciousness courses deal specifically with contemporary cultures, languages, and societies outside North America.

NOTE: A MINIMUM 2.0 GPA IS REQUIRED FOR ADMISSION TO THIS OPTION. A 2.0 GPA IS ALSO REQUIRED FOR GRADUATION.

FERRIS STATE UNIVERSITY
 College of Education
 Criminal Justice

GENERALIST CONCENTRATIONS: Page 2

COURSE #		COURSE TITLE	S.H.	GRADE
		CONCENTRATION 4 - Spanish (minor) - 19 hours		
		<i>(SPAN 101 & SPAN 102 are prerequisites for this concentration.)</i>		
SPAN	201	Intermediate Spanish 1	4	
SPAN	202	Intermediate Spanish 2	4	
SPAN	301	Advanced Spanish 1	4	
SPAN	302	Advanced Spanish 2	4	
SPAN		Select one: SPAN 331, SPAN 332, or SPAN 333	3	
		CONCENTRATION 5 – Social Science – 15 hours		
		<i>(SOCY course from first page of check sheet can NOT be counted as part of this concentration):</i>		
PLSC	251	Public Administration	3	
PLSC	311	American State and Local Government	3	
PSYC	342	Psychology of Adolescence	3	
PSYC	422	Abnormal Psychology	3	
SOCY		Select one: SOCY 242 or SOCY 450	3	
		CONCENTRATION 6 – Forensics/Clinical Crime Investigation – 12 hours		
BIOL	207	Forensic Biology	3	
CHEM	207	Science and Crime (CHEM 107 will substitute)	3	
BIOL	307	Forensic Human Pathology	3	
CHEM	307	Forensic Chemistry	3	
		<i>Note: CJ Internship must be at a CJ Dept. approved crime laboratory</i>		

FERRIS STATE UNIVERSITY

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GENERALIST CONCENTRATIONS: Page 3

COURSE #		COURSE TITLE	S.H.	GRADE
		CONCENTRATION 7 - Communication - 15 hours		
COMM	105	Interpersonal Communication	3	
COMM	205	Effective Listening	3	
COMM	310	Nonverbal Communication	3	
COMM	370	Communication and Conflict	3	
COMM	305	Communication and Human Relations OR		
COMM	460	Communication Rights/Responsibilities	3	
		CONCENTRATION 8 - Military Science - 23 hours		
		<i>Students with prior military background are prohibited from taking this concentration without approval of the Director of the School of Criminal Justice</i>		
MSCI	101	Basic Military Skills I	2	
MSCI	102	Basic Military Skills II	2	
MSCI	201	Military Leadership I and Tactics	2	
MSCI	202	Military Instruction and Unit Tactics	2	
MSCI	301	Military Leadership II and Tactics	3	
MSCI	302	Military Training and Operations	3	
MSCI	401	Military Administration and Logistics	3	
MSCI	402	Military Justice and Leadership	3	
HIST	385	American Military History	3	
OR				
HIST	320	The U.S. and the Vietnam War	3	

MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS
Michigan Department of State Police
7426 N. Canal Road, Lansing, MI 48913
Phone: (517) 322-1948

Certification Requirements for Preservice Graduates

Student Requirements:

1. Successfully complete the preservice track program within two (2) years.
2. Graduate with an associate or baccalaureate degree from a MCOLES approved preservice track institution.
3. Be employed as a law enforcement officer within two (2) years of completion of the track courses. If employment is not gained within one (1) year, obtain a passing score on a competency exam to extend employment eligibility for a second year.
4. Comply with all selection and employment standards at the time of employment.

Selection and Employment Standards:

1. Be eighteen (18) years of age or older.
2. Be a United States citizen.
3. Have a high school diploma or a GED.
4. Have no felony convictions (including expunged convictions).
5. Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment, and personal traits and integrity. Consideration will be given to all law violations, including traffic and conservation law convictions, as indicating a lack of good moral character.
6. Possess a valid Michigan operator or chauffeur's license.
7. Be free from any physical defects, chronic diseases, organic diseases, organic or functional conditions, mental or emotional instabilities which may tend to impair the efficient performance of a law enforcement officer's duties or which might endanger the lives of others or the law enforcement officer.
8. Pure tone air conduction sensitivity thresholds for each ear, as shown on the pure tone audiogram, shall not exceed a hearing level of 20 decibels at any of the following frequencies: 500, 1000, 2000, 3000, and 4000 Hertz.*
9. Possess 20/20 corrected vision in each eye.
10. Possess normal vision functions in each eye.
11. Possess normal color vision as determined by testing the unaided eye using pseudoisochromatic plates or the Farnsworth D-15 panels.
12. Have height and weight in relation to each other as indicated by accepted medical standards.
13. Be free from any impediment of the senses, physically sound and in possession of extremities.
14. Pass the COLES reading and writing examination or an approved agency equivalent examination.
15. Pass the COLES physical skills performance examination or an approved agency equivalent examination.
16. Pass the COLES certification examination upon the completion of basic training.

Hiring Agency Responsibilities:

1. Cause the applicant to be examined by a licensed physician to determine that the applicant meets the COLES medical standards.
2. Fingerprint the applicant and search appropriate state and federal fingerprint files to disclose any criminal record.
3. Conduct a comprehensive background investigation on the applicant to determine good moral character.
4. Conduct an oral interview to determine the applicant's acceptability for a police officer position and to assess appearance, background and ability to communicate.
5. Verify that the applicant meets the selection and employment standards listed above.
6. Cause the applicant to be tested for the use of controlled substances using the COLES protocol.
7. If a determination is made to hire the preservice graduate, request the graduate's certification on Commission forms which detail compliance with the employment and training requirements.

Authority:

Michigan Administrative Code of 1979, as amended. The selection and employment standards are found in Rules 28.4102 and 28.4102A. The preservice student requirements are found in Rule 28.4309 and the hiring agencies' responsibilities are found in Rules 28.4103 and 28.4311.

** Applicants who fail the above standard should contact the MCOLES Employment Standards Section for additional unaided and aided hearing criteria as well as testing protocols.*

MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS
Employment Standards Section
Michigan Department of State Police
7426 North Canal Road, Lansing, MI 48913, (517) 322-1946

EMPLOYMENT STANDARDS FOR MICHIGAN LAW ENFORCEMENT OFFICERS

The chart below outlines the selection and employment standards published by the Michigan Commission on Law Enforcement Standards (COLES). By law, no person shall be employed as a law enforcement officer unless they fully comply with these standards. Agencies may set standards higher than these, however, the burden is upon the agency to defend the job relatedness of the higher standard.

Agencies must screen all candidates considered for employment for compliance with all standards. This includes both preservice and agency employed basic training candidates.

The selection and employment standards published under the authority of Public Act 203 of 1965 are found in Rules 28.4102, 28.4102A and 28.4103 of the Michigan Administrative Code of 1979, as amended.

Subject	Standard	Comments
Age	Not less than 18 years.	No maximum age.
Citizenship	United States Citizenship.	
Education	High school diploma or GED.	
Felony Convictions	No prior felony convictions.	Includes expunged convictions.
G Moral Character	Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment, and personal traits and integrity. Consideration will be given to all law violations, including traffic and conservation law convictions, as indicating a lack of good character.	Includes arrest and expunged convictions.
Driver's License	Possess a valid Michigan operator's or chauffeur's license.	
Disorders, Diseases or Defects	Be free from any physical defects, chronic diseases, organic diseases, organic or functional conditions which may tend to impair the efficient performance of a law enforcement officer's duties or which might endanger the lives of others or the law enforcement officer.	This includes, but is not limited to, diseases such as diabetes, seizures and narcolepsy. Each case shall be investigated to determine its extent and effect on job performance. The evaluation should include the expert opinion of a licensed physician specializing in occupational medicine. *
Hearing	Pure tone air conduction sensitivity thresholds for each ear, as shown on the pure tone audiogram, shall not exceed a hearing level of 20 decibels at any of the following frequencies: 500, 1000, 2000, 3000, and 4000 Hertz.	Testing shall be performed by either an audiologist at a hearing clinic accredited by the Professional Services Board of the American Speech-Language-Hearing Association or by an audiologist who has a Certificate of Clinical Competence. See note. **
Height/Weight	Height and weight in relation to each other as indicated be accepted medical standards.	A licensed physician shall make this determination.

(Continued Over)

Mental/Emotional	Be free from mental or emotional instabilities which may tend to impair the efficient performance of a law enforcement officer's duties or which might endanger the lives of others or the law enforcement officer.	Each case shall be investigated to determine its extent and effect on job performance. The evaluation should include the expert opinion of an appropriate health care professional. *
Physical Integrity	Be free from any impediment of the senses, physically sound and in possession of extremities.	A medical examination shall be conducted to assess compliance with the standard. Discrepancies shall be evaluated for the ability of the applicant to perform essential job functions. *
Vision, Color	Possess normal color vision.	The unaided eye shall be tested using pseudoisochromatic plates. The Farnsworth Dichotomous D-15 panels shall be used for any candidate who fails the pseudoisochromatic plates.
Vision, Corrected	Possess 20/20 corrected vision in each eye.	No uncorrected standard.
Vision, Normal Functions	Possess normal visual functions in each eye.	Includes peripheral vision, depth perception, etc.
Reading and Writing	Pass the COLES reading and writing examination or an approved agency equivalent examination.	
Physical Agility	Pass the COLES physical skills performance examination or an approved agency equivalent examination.	
Police Training	Successfully complete the COLES mandatory basic training curriculum.	This may be done by completing successfully an approved college preservice program or a basic training academy.
Certification Examination	Pass the COLES certification examination upon the completion of basic training.	
Medical Examination	Examination by a licensed physician to determine that the applicant meets all medical standards.	The medical examination must be completed after a "conditional offer of employment" (ADA requirement). *
Fingerprinting	Fingerprint the applicant with a search of state or federal fingerprint files to disclose criminal record.	Includes expunged convictions.
Oral Interview	Conduct an oral interview to determine the applicant's acceptability for a law enforcement officer position and to assess appearance, background and the ability to communicate.	
Drug Testing	Cause the applicant to be tested for the illicit use of controlled substances.	Must use a Commission certified laboratory and comply with Commission procedures.

* Agencies are encouraged to request the assistance of the Employment Standards Section of the Commission when their employment process reveals that a candidate may comply with a state standard. This is particularly true with medical conditions which may involve circumstances unfamiliar to the agency and which require medical opinions. Please call (517) 322-6525 with any questions.

** Agencies with an applicant who fails the initial hearing standard should contact the COLES Employment Standards Section for additional unaided and aided hearing criteria as well as testing protocols.

FERRIS STATE UNIVERSITY
College of Education, School of Criminal Justice

NAME _____

SS# _____

CRIMINAL JUSTICE MINOR - 18 Semester Hours

REQUIRED		COURSE TITLE	S.H.	GRADE
CRIM	110	Introduction to Criminal Justice	3	
CRIM	260*	Delinquency Prevention and Control	3	
CRIM	310	Corrections and Society	3	
	OR			
CRIM	370	Correctional Institutions	3	
CRIM	311*	Police and Society	3	
TOTAL			12	

ELECTIVES - 6 HOURS MINIMUM REQUIRED

Select any two of the following CRIM courses or
one of the below CRIM courses and one SOCY or PSYC courses**

CRIM	319	Conflict Management in Corrections	3	
CRIM	325	Michigan Criminal Law	4	
CRIM	330	Michigan Criminal Procedure	4	
CRIM	410	Organizational Behavior & Administration in Criminal Justice Agencies	4	
CRIM	411	Crime Control Policy	3	
CRIM	435	Legal Issues in Corrections	3	
CRIM	475	Correctional Clients	4	
SOCY	340	Minority Groups in America	3	
SOCY	443	Social Stratification and Inequality	3	
SOCY	450	Criminology	3	
PSYC	325	Social Psychology	3	
PSYC	331	Psychology of Personality	3	
PSYC	422	Abnormal Psychology	3	

* A student can obtain correctional officer certification as established by the Michigan Corrections Officer Training Council by completing the following courses with a grade of C or better: CRIM 111, CRIM 319, CRIM 370, CRIM 435, and CRIM 475. A student wishing to pursue this option may obtain, from the Director of the School of Criminal Justice, permission to substitute CRIM 260 with CRIM 111 (Introduction to Corrections, 3 credits) and to substitute CRIM 311 with CRIM 319 (Conflict Management in Corrections, 3 credits).

** All upper division CRIM courses must be generalist/corrections sections. The listed PSYC courses require PSYC 150 as a prerequisite. SOCY 340 requires SOCY 121, SOCY 122 or ANTH 122 as a prerequisite. SOCY 443 and 450 require SOCY 121, SOCY 122 or ANTH 122 and one other behavioral science course as a prerequisite.

FERRIS STATE UNIVERSITY
College of Education
School of Criminal Justice

Name _____

SS# _____

FORENSIC SCIENCE MINOR - 22 Semester Hours

REQUIRED		COURSE TITLE	S.H.	GRADE	OFFERED
CRIM	110	Introduction to Criminal Justice	3		F,W
CRIM	301	Criminal Justice Investigation Issues	3		W
CRIM	391	Criminal Justice Internship	4		S
		(Must be a CJ Department approved crime laboratory.)			
BIOL	207	Forensic Biology	3		F,W
BIOL	307	Forensic Human Pathology	3		W
CHEM	207	Science and Crime	3		F
CHEM	307	Forensic Chemistry	3		W
		TOTAL	22		

THIS DOES NOT APPLY TO TEACHER CERTIFICATION

Appendix H

The Resumes/Vitas of Full-Time Criminal Justice Faculty

CURRICULUM VITA

SHANNON M. BARTON

PERSONAL

Home:
20575 Indian Dr.
Paris, MI 49338
(616) 796-1458

Office:
Ferris State University
School of Criminal Justice
1349 Cramer Circle, 511 BI
Big Rapids, MI 49307
(616) 592-5009

EDUCATION

- | | | |
|--------------|-------|--|
| 1992-present | Ph.D. | Criminal Justice, University of Cincinnati, Cincinnati, Ohio; A.B.D., April, 1995; Expected Graduation Date, March, 2000. <u>Dissertation Title:</u> Love Me, Hate Me, Beat Me: The Impact of Child Maltreatment on Delinquency. <u>Dissertation Chair:</u> Edward Latessa |
| 1991-1992 | M.S. | Corrections and Juvenile Services, Eastern Kentucky University, Richmond, Kentucky. <u>Thesis Title:</u> A Descriptive Analysis of Drug Screening, Testing, and Treatment in Secure Juvenile Detention Facilities. <u>Advisor:</u> Bruce Wolford. |
| 1987-1991 | B.A. | Criminal Justice, Kentucky Wesleyan College, Owensboro, Kentucky. |

HONORS AND AWARDS

Who's Who Among American College Professors, 1998
University Graduate Scholarship, University of Cincinnati, 1992-1996
Graduate Assistant, University of Cincinnati, 1993-1995
Graduate Assistant, Eastern Kentucky University, 1991-1992
Southern Criminal Justice Association Undergraduate Student of the Year, 1991
Outstanding Senior Criminal Justice Major, Kentucky Wesleyan College, 1991

JOURNAL PUBLICATIONS

Eric Lambert, Nancy Lynne Hogan, and Shannon M. Barton, (forthcoming). "The Missing Link Between Job Satisfaction and Correctional Staff Behavior: The Issue of Organizational

Commitment.” *American Journal of Criminal Justice*).

Shannon M. Barton

Shannon M. Barton

Edward J. Latessa, Robert H. Langworthy, and Shannon M. Barton, (1994). "Second Report on Implementation of the Youth at Risk Program, Cincinnati, Ohio." Report presented to Youth Opportunities United, Inc., Cincinnati, Ohio.

Edward J. Latessa, Robert H. Langworthy, and Shannon M. Barton, (1993). "Interim Report on Implementation of the Youth at Risk Program, Cincinnati, Ohio." Report presented to Youth Opportunities United, Inc., Cincinnati, Ohio.

Ken Ayers, Terry Edwards and Shannon Barton, (1991). "A Geographical Analysis of Violent Crime in Kentucky--1988." University of Louisville, Press.

PAPERS/PRESENTATIONS

Nancy Lynne Hogan, Shannon M. Barton, and Eric Lambert (November, 1999). "Undergraduate Student Ethical Dilemmas: The Nature, Extent, and Response to the Problem." American Society of Criminology Annual Conference in Toronto, Canada.

Nancy Lynne Hogan, Shannon M. Barton, and Eric Lambert (October, 1999). "Undergraduate Student Ethical Dilemmas: The Nature, Extent, and Response to the Problem." Midwestern Criminal Justice Association Annual Conference in Chicago, Illinois.

Shannon M. Barton and Eric Lambert (March, 1999). "The Connection Between Child Maltreatment and Delinquency: What is the Relationship?" Paper accepted for presentation to the Academy of Criminal Justice Sciences Annual Conference in Orlando, FL.

Shannon M. Barton (November, 1998). "Who Am I? What Am I to Do?: Issues of Competing Domains of Correctional Officer Roles." Paper presented to the American Society of Criminology Annual Conference in Washington, DC.

Eric Lambert, Nancy Lynne Hogan, and Shannon M. Barton (November, 1998). "To Withdraw or not to Withdraw?: The Consequences of Job Satisfaction and Organizational commitment Among Correctional Staff." Paper presented to the American Society of Criminology Annual Conference in Washington, DC.

Eric Lambert, Nancy Lynne Hogan, Shannon M. Barton, and Velmer S. Burton (October, 1998). "Re-examining Correctional Staff Turnover: A Discussion of the Measurement and Testing of a Causal Model." Paper accepted for presentation to the Midwestern Criminal Justice Association Annual Conference in Milwaukee, WI.

Shannon M. Barton, Kathleen M. Olivares and Velmer S. Burton (March, 1998). "Changing Roles of Prison Industries: A National Survey." Paper presented to the Academy of Criminal Justice Sciences in Albuquerque, NM.

Paul Knepper and Shannon M. Barton (October, 1997). "Statewide Cross-Training as a Means of Court Reform: A Preliminary Analysis." Presented to the Southern Criminal Justice Association in Richmond, VA.

JOURNAL PUBLICATIONS CONT'D

Eric Lambert, Nancy Lynne Hogan, and Shannon M. Barton, (forthcoming). "The Impact of Job Satisfaction on Turnover Intent: A Test of Structural Measurement Model Using a National Sample of Workers." *The Social Science Journal*.

Paul Knepper, and Shannon M. Barton, (1998). "Cross-Training as a Means of Court Reform in Child Protection Proceedings." Brandeis Journal of Family Law 36 (Fall): 511-550.

Paul Knepper, and Shannon M. Barton, (1997). "The Effect of Courtroom Workgroups on Child Maltreatment Proceedings." Social Service Review 71 (June): 288-308.

Paul Knepper, and Shannon M. Barton, (1996). "Informal Sources of Delay in Child Maltreatment Proceedings: Evidence from the Kentucky Court Improvement Project." Juvenile and Family Court Journal 47 (Fall): 23-35.

Brandon K. Applegate, Francis T. Cullen, Shannon M. Barton, Pamela J. Richards, Lonn Lanza-Kaduce, and Bruce G. Link, (1995) "Public Support for Drunk Driving Counter Measures: Social Policy for Saving Lives." Crime & Delinquency 41 (April): 171-190.

GRANTS/GRANT ACTIVITY

Shannon M. Barton (principle investigator) (October 1, 1999 to September 30, 2000) *Ferris State University/Grand Rapids Community College 1999-2000 Michigan College/University Partnership (MICUP) Program*. State of Michigan Department of Education. Under Consideration. Proposed Award Amount = \$55,326

Shannon M. Barton (co-evaluator) (December, 1999 to May 2001). *Evaluation of the CHANGE program and its impact on inmates and staff at the Michigan Reformatory*. National Institute of Justice. Award Amount = \$49,013

Shannon M. Barton (contracted evaluator/steering committee) David Borth (Project Director, Big Rapids, MI Public Schools) (September, 1999-August, 2002). Proposal submitted to the U.D. Departments of Education, Justice, & Health & Human Services, Safe and Drug Free Schools and Communities. *S.A.F.E. 2000 A S.A.F.E. Schools--Healthy Students Community Model*. Proposed contract as external evaluator through Michigan Center for Prevention of Violence in Schools and steering committee member. Proposed Contract Award Amount = \$67,120 (total grant award requested = \$1,977,860)

Shannon M. Barton (contracted evaluator) David Borth (Project Director, Big Rapids, MI Public Schools). (August 24, 1999-September 30, 2002). *SAFE 2000-21st Century Community Learning Centers*, U.S. Department of Education, Contracted as external evaluator through Michigan Center for Prevention of Violence in Schools. Contract Award Amount = \$55,488 (total grant award = \$3,547,676).

Shannon M. Barton

Shannon M. Barton (principle investigator) (January 1, 1999-December 31, 1999). *Ferris State University/Grand Rapids Community College 1999-2000 Michigan College/University Partnership (MICUP) Program*. State of Michigan Department of Education. Award Amount = \$49,229

Shannon M. Barton (principle investigator) (April, 1999-December, 1999). *A Systemic Approach to Addressing Domestic Violence in Rural Areas: Domestic Violence Task Forces and Community Interventions*. Ferris State University, Faculty Research Grant. Award Amount = \$5,312

Shannon M. Barton (co-author), Nancy Lynne Hogan (principle investigator) (April, 1999-February, 1999). *Undergraduate Academic Dishonesty: An Examination of Behaviors and Perceptions at Ferris State University*. Ferris State University, Faculty Research Grant. Award Amount = \$1,743

Shannon M. Barton (principle investigator) (March 1, 1999-June 18, 1999). *Creation of Seminar in Juvenile Justice (CRIM 670) Course for the Master of Science in Criminal Justice Administration Program*. Ferris State University, Faculty Development Grant, Award Amount = \$700

Shannon M. Barton (1997-1998 & 1998-1999) Timme Mini Travel Grant. Ferris State University. Award Amount = \$400

AGENCY EVALUATION REPORTS

Paul Knepper and Shannon M. Barton (1997). "Final Report on Kentucky's Cross-Training and Tracking Initiatives." Report presented to Chief Justice Robert F. Stephens, Kentucky Supreme Court, Paul Isaacs, Director, Administrative Office of the Courts, Susan Stokley Clary, General Counsel and Clerk of the Supreme Court, and the Kentucky Court Improvement Project Advisory Board.

Paul Knepper, and Shannon M. Barton, (1996). "Kentucky Court Improvement Project: First Year Assessment and Recommendations." Report presented to Chief Justice Robert F. Stephens, Kentucky Supreme Court, Paul Isaacs, Director, Administrative Office of the Courts, Susan Stokley Clary, General Counsel and Clerk of the Supreme Court, and the Kentucky Court Improvement Project Advisory Board.

Edward J. Latessa, Shannon M. Barton, and Stephen Holmes, (1995). "Clermont County Juvenile Court Report." Report presented to Clermont County Juvenile Court, Batavia, Ohio.

Edward J. Latessa, Robert H. Langworthy, and Shannon M. Barton, (1994). "Final Report on the Implementation of the Youth at Risk Program Cincinnati Ohio." Report presented to Youth Opportunities United, Inc., Cincinnati, Ohio.

Shannon M. Barton (April, 1997). "Juvenile Defense in Kentucky: How Adequate Is It?." Presented to the North Central Sociological Association in Indianapolis, IN.

Paul Knepper and Shannon M. Barton (March, 1997). "The Potential of Statewide Crosstraining as a Means of Court Reform." Presented at the Academy of Criminal Justice Sciences in Louisville, KY.

Shannon M. Barton and Paul Knepper (September, 1996). "A Cross-Training Approach to Court Improvement: A Preliminary Analysis." Presented to the Southern Criminal Justice Association in Savannah, GA.

Chaired Panel titled "Victims' Rights Issues" at the Southern Criminal Justice Association's Professional meeting (September, 1996).

Paul Knepper, and Shannon M. Barton (March, 1996). "Informal Sources of Delay in Child Maltreatment Proceedings: Evidence from the Kentucky Court Improvement Project." Presented to the Academy of Criminal Justice Sciences in Las Vegas, NV.

Paul Knepper, and Shannon M. Barton (March, 1996). "The Impact of the Courtroom Workgroup in Child Maltreatment Proceedings." Presented to the Academy of Criminal Justice Sciences in Las Vegas, NV.

Chaired Panel titled "Critical Issues in Domestic Violence" at the Academy of Criminal Justice Sciences Professional meeting (March, 1996).

Shannon M. Barton, and Paul Knepper (September, 1995). "Understanding the Barriers to Effective Implementation of Federal Court Reform of Child Maltreatment Proceedings." Presented to the Southern Criminal Justice Association in Gatlinburg, TN.

Brandon K. Applegate, Francis T. Cullen, Shannon M. Barton, Pamela J. Richards, Lon Lanza-Kaduce, and Bruce G. Link, (November, 1994). "Public Support for Drunk Driving Counter Measures: Social Policy for Saving Lives." Presented to American Society of Criminology in Miami, FL.

Shannon M. Barton, (March, 1994). "Interim Report on the Implementation of the Youth at Risk Program Cincinnati Ohio." Presented to Academy of Criminal Justice Sciences in Chicago, IL.

Liqun Cao, Francis Cullen, and Shannon M. Barton, (March, 1994). "Social Determinants of Willingness to Shoot." Presented to Academy of Criminal Justice Sciences in Chicago, IL.

Shannon M. Barton, (October, 1992). "A Descriptive Analysis of Drug Screening, Testing, Treatment and Education in Secure Juvenile Detention Facilities." Presented to the Southern Criminal Justice Association in Gatlinburg, TN.

Shannon M. Barton
Justice Systems; and Correctional Administration.

1993-1996 Northern Kentucky University, Highland Heights, KY, Department of Political Science, adjunct faculty

Courses taught: Introduction to Criminal Justice, three semesters;
Conceptual Foundations in Criminal Justice, three semesters; Special Topics: Juvenile Justice Systems.

Summer, 1994 University of Cincinnati, Cincinnati, OH, Division of Criminal Justice, adjunct faculty

Course taught: Philosophy of Punishment, 1994.

COMMITTEES

1998-1999 Ferris State University
Social Awareness, University Committee
Annual Donor Dinner, College of Education, Co-Chair
Looking to the Futures Conference, University Steering Committee
School of Criminal Justice Program Development Committee
School of Criminal Justice Graduate Committee
School of Criminal Justice Development Committee

1998 Southern Criminal Justice Association, Student Awards Committee

1997 Ferris State University, Student Judicial Services, University Committee on Discipline

1995 Academy of Criminal Justice Sciences, Teller's Committee. Responsibilities included counting votes for various electorate positions.

CRIMINAL JUSTICE WORK EXPERIENCE

1990-1991 Resident Monitor
Dismas House Charities, Inc.

Responsibilities included the custody, security, control and maintenance of the facilities and residents. Also developed and administered a survey pertaining to the educational needs of the residents.

Shannon M. Barton

- 1994 Assisted in data collection for Dr. Edward Latessa, Dr. Robert Langworthy and Dr. Lawrence Travis. A grant sponsored by Office of Criminal Justice Services. Responsibilities include data collection from designated probation departments throughout the state of Ohio.
- 1993-1994 Research Assistant to Dr. Edward Latessa, and Dr. Robert Langworthy, University of Cincinnati. A grant sponsored by Youth Opportunities United, Inc. Duties include collection of data, creating and administering interviews, and surveys, and writing of evaluation reports.
- 1991-1992 Research Assistant to Dr. Bruce Wolford, Department of Corrections, Eastern Kentucky University, and Earl Dunlap, President, National Juvenile Detention Association. A grant sponsored by the Kentucky Cabinet for Human Resources and the National Juvenile Detention Association. Duties included all phases of creating and administering a survey of all the secure juvenile detention facilities in the United States. Was also responsible for data entry and analysis.
- 1991 Research Assistant to Dr. Ken Ayers, Criminal Justice Program, Kentucky Wesleyan College, and Terry Edwards, J.D., School of Justice Administration, University of Louisville. A grant from EPSCoR 1991 Regional Universities Visiting Scholars Program. Duties included data entry and graphic design.
- 1989-1991 Research Assistant to the Criminal Justice Research Center, Kentucky Wesleyan College, Owensboro, Kentucky. Duties included data collection, entry and graphic design.

TEACHING EXPERIENCE

1997-present Ferris State University, Big Rapids, MI, Department of Criminal Justice, Assistant Professor, tenure track

Courses taught:

Undergraduate: Introduction to Criminal Justice; Corrections and Society; Delinquency Prevention and Control; Seminar in Juvenile Justice; Criminal Justice Assessment

Graduate: Nature of Crime, Seminar in Corrections; and Criminal Justice Overview; Graduate Topics: Seminar in Juvenile Justice; served on approximately 20 thesis and policy paper committees.

1996-1997 Northern Kentucky University, Highland Heights, KY, Department of Political Science, one year full-time temporary appointment

Courses taught: Introduction to Criminal Justice; Conceptual Foundations in Criminal Justice; White Collar/Organized Crime; Politics of Crime; Victims and the Law; and Special Topics: Juvenile

1989-1991 Student Assistant
Criminal Justice Department
Kentucky Wesleyan College

Responsibilities included Criminal Justice student recruiting, proctoring exams, grading exams, and various other office procedures.

PROFESSIONAL ASSOCIATIONS

Academy of Criminal Justice Sciences
American Society of Criminology
Correctional Industries Association
Midwestern Criminal Justice Association
Southern Criminal Justice Association

WORK EXPERIENCE

1998- present

Research Analyst
Michigan Center for the Prevention of Violence in Schools
Ferris State University

Assisted in the creation of the MCPVS in 1998 at Ferris State University. Responsibilities include coordinating evaluation activities which encompasses developing evaluation instruments, administering surveys, analyzing data, writing reports, consulting with external entities for evaluation services.

1997-1998

Policy Analyst
School of Social Work
East Carolina University

Hired to work as a consultant and policy analyst on a grant written jointly with the Kentucky Administrative Office of the Courts. Responsibilities include coordinating site visits for Kentucky Court Improvement Project Cross-Training Initiative, conducting interviews of participants, and drafting written reports.

1995-1997

Research Associate
Department of Political Science
Northern Kentucky University

Hired to work as an associate to Dr. Paul Knepper, East Carolina University, on a grant written jointly with the Kentucky Administrative Office of the Courts. Responsibilities include the development and administration of survey and interview instruments, court observations, data analysis, and report writing.

1993-1995

Graduate Assistant
Department of Criminal Justice
University of Cincinnati

Responsibilities include the development of survey and interview instruments, data collection, and evaluation analysis.

1991-1992

Graduate Intern
Training Resource Center
Eastern Kentucky University

Responsibilities included the development of survey instruments, data collection, and conference facilitator.

ALAN W. CLARKE, J.D., LL.M.
ASSISTANT PROFESSOR OF CRIMINAL JUSTICE
FERRIS STATE UNIVERSITY
1804 NORTH STATE STREET
BIG RAPIDS, MICHIGAN 49307
(231) 796-9275 (HOME)
(231) 591-5865 (OFFICE)

EDUCATION

Queen's University, Kingston, Ontario <i>Thesis: Procedural Labyrinths and the Injustice of Death: A Critique of Death Penalty Habeas Corpus</i>	LL.M. 1994 (Human Rights Law)
College of William and Mary	J.D. 1975
College of William and Mary	B.A. 1972 (Philosophy)
Western Michigan University	Ph.D. candidate 1998 - present (Sociology)

ACADEMIC APPOINTMENTS

Ferris State University Assistant Professor of Criminal Justice	Criminal Justice Department 1997 - present
Michigan Technological University Visiting Scholars Program	Humanities Department Summer 1998 Summer 2000
Gogebic Community College Adjunct Professor of Criminal Justice	Criminal Justice 1995 - 1996
Rappahanock Community College Adjunct Professor of Business	Business Department 1987 - 1988

RESEARCH INTERESTS

Capital punishment; police misconduct; habeas corpus; human rights law; international human rights law; law of indigenous peoples; critical legal studies; legal history; communications law; comparative law (particularly Canada, Australia, New Zealand and the United Kingdom)

REFERENCES

Dr. Edward Latessa, Department Head
College of Education
Division of Criminal Justice
PO Box 210389
University of Cincinnati
Cincinnati, OH 45221-0389
(513) 556-5836

Dr. Velmer S. Burton, Jr.
Ferris State University
Department of Criminal Justice
1349 Cramer Circle, 501 BI
Big Rapids, MI 49307
(616) 592-2710

Dr. Francis Cullen,
College of Education
Division of Criminal Justice
PO Box 210389
University of Cincinnati
Cincinnati, OH 45221-0389
(513) 556-5827

PUBLICATIONS

Alan W. Clarke and Laurie Anne Whitt, *University Senates and the Law: A Case Study* 15 THOUGHT AND ACTION: THE NEA HIGHER EDUCATION JOURNAL, No. 2, 119 (Fall 1999)

Alan W. Clarke, Book Review, *Queen's Law Journal* reviewing: Jim Hornby, *In the Shadow of the Gallows: Criminal Law and Capital Punishment in Prince Edward Island, 1769-1941*, 24 QUEEN'S L.J. 327 (1998)

Alan W. Clarke, *Habeas Corpus: The Historical Debate*, 14 N.Y.L. SCH. J. OF HUM. RTS. 375 (1998)

Alan W. Clarke, *Procedural Labyrinths and the Injustice of Death: A Critique of Death Penalty Habeas Corpus, (Part Two)*, 30 U. RICH. L. REV. 303 (1996)

Alan W. Clarke, *Procedural Labyrinths and the Injustice of Death: A Critique of Death Penalty Habeas Corpus, (Part One)*, 29 U. RICH. L. REV. 1327 (1995)

Alan W. Clarke & Steven Pershing, *Back to the future: Local redistricting for minority votes in Virginia*, 3 VA. TR. L. ASSOC. L.J. 19 (1991)

Alan W. Clarke, *Virginia's Capital Murder Sentencing Proceeding: A Defense Perspective*, 18 U. RICH. L. REV. 341 (1984)

IN PRESS

Alan W. Clarke and Eric Lambert, *Executing the Innocent: The Next Step in the Marshall Hypothesis*, N.Y.U. REV. L. & SOC. CHANGE (in press).

Eric Lambert and Alan Clarke, *The Impact of Information on an Individual's Support for the Death Penalty: A Partial Test of the Marshall Hypothesis Among College Students*, CRIMINAL JUSTICE POLICY REVIEW (in press).

UNDER REVIEW

Eric Lambert, Alan W. Clarke & Janet Lambert, EXECUTIONS AND IGNORANCE: ARE CRIMINAL JUSTICE MAJORS BETTER INFORMED THAN OTHER MAJORS ABOUT CRIME AND PUNISHMENT?

BOOK CONTRACT

I have signed a book contract with Austin & Winfield, an imprint of University Press of America, for a manuscript entitled: *Liability Issues for Police and Correctional Officers: A Casebook on Officer Misconduct*.

OTHER WORKS IN PROCESS

FRANCIS L. CROWE, Ed.D.
19100 Kenny Drive
Big Rapids, Michigan 49307
(231) 796-7259

Office: 505 Bishop Hall
Ferris State University
Big Rapids, MI 49307
(231) 591-2840
Fax: (231) 591-3792

CURRICULUM VITAE of FRANCIS L. CROWE

EXPERIENCE

1987 - Present Director (1999), Acting Director (1998), Professor (1996), Associate Professor (1992) and Corrections Coordinator (1991); School of Criminal Justice, Ferris State University, College of Education, Big Rapids, Michigan 49307.

Primary responsibility is the overall administration of the School of Criminal Justice, which includes approximately 600 undergraduate and graduate students. Duties include budgeting, personnel management and program development at both the main campus and Grand Rapids campus. Other duties include coordination of certification programs with the Commission on Law Enforcement Standards (COLES) and the Michigan Corrections Officers Training Council (MCOTC), department representation at campus, statewide and national activities, grant writing and faculty professional development. Providing leadership for the Criminal Justice faculty and assuring high-quality education for students are also high priorities. I also serve as the Program Manager for the Michigan Center for the Prevention of Violence in Schools.

1989 - Present Adjunct Instructor and Consultant; Mid-Michigan Community College, Harrison, Michigan 48625

Corrections Officers Training Program. Training individuals for a career with the Michigan Department of Corrections (MCOTC approved). Also developed a five credit hour practicum which has been added to the curriculum.

1985 - 1988 Adjunct Instructor; Montcalm Community College, Sidney, Michigan 48885

College Opportunity Prison Extension. Taught Criminal Justice and Social Science courses to inmates serving prison sentences at the Michigan Reformatory, Michigan Training Unit, Riverside, and Ionia Temporary Facility.

1975 - 1987 Probation Agent; Department of Corrections, Kent County Circuit Court, Grand Rapids, Michigan 49503

Conducted pre-sentence investigations and supervised a caseload of persons convicted of felonies and high misdemeanors. Involved working with area judges, community service providers, police, attorneys, school personnel, victims and many others as well as offenders and their families.

Legal Issues - Liability for Police and Corrections Officer's Misconduct
Personnel Legal Issues

Supervision of graduate theses:

- death penalty research regarding the Marshall hypothesis
- history of capital punishment
- attitudes towards the death penalty

Undergraduate

Criminal Law

Corrections Law*

White Collar Crime

Michigan Criminal Law*

Corrections Report Writing

Supervision and Management
in Criminal Justice

Criminal Procedure

The Court System

Business Law

Michigan Criminal Procedure*

Generalist Assessment Course

Organization, Behavior and Administration
in Criminal Justice Agencies

* I am certified to teach, and have taught, law enforcement and corrections certification courses under the Michigan COLES and MCOTC requirements.

UNIVERSITY SERVICE

Senator, Academic Senate (2000 - present)

University wide - Library Committee (1998 - present)

University wide - Human Subjects Review Board (1999 - present)

Criminal Justice - Chair of the Committee on Forensics Certification (1999 - present)

Criminal Justice liaison to the library (1998 - present)

INVITED ACADEMIC LECTURES

2000

“The Court System: History and Structure” to Justice Learning Community at Ferris State University

1999

“Corporate Crime and the Critical Legal Studies Perspective” to Political Philosophy class at Michigan Technological University

“Junk Science and Science and the Law” in a class on Science, Pseudo-science and the Abuse of Science at Michigan Technological University

Laurie Anne Whitt and Alan W. Clarke, an edited reader in the radical philosophy of law

PROFESSIONAL ACTIVITIES

Generalist track coordinator for the Criminal Justice Department at Ferris State University. Duties include development of the program, organizing and presenting orientation programs and advising students within this track.

Comparison of Criminal Justice and Other Student's Attitudes About Capital Punishment, to the American Society of Criminology's annual conference in San Francisco on November 16, 2000 with Eric Lambert.

The Impact of Empirical Data on the Shaping of Death Penalty Views of Undergraduate Students at a Michigan University to the American Society of Criminology's annual conference in Toronto on November 18, 1999 with Eric Lambert

Cambridge University Press: prepublication book review of *Capital Punishment: Strategies for Abolition*, edited by Peter Hodgkinson and William Schabas.

Wadsworth Publishing Company: prepublication book review of Ferdico's *Criminal Procedure for the Criminal Justice Professional 7th*

Lectured on "Computer assisted research methods using the Lexis-Nexis database" to faculty and students at Michigan Technological University and Ferris State University on six different occasions from 1998 to present

Lectured on "Finding and presenting mitigating evidence in capital cases" to death penalty lawyers at the University of Richmond School of Law in the Fall of 1986

PROFESSIONAL ORGANIZATIONS

American Society of Criminology
Canadian Law and Society Association
American Civil Liberties Union (volunteer attorney)
National Association of Criminal Defence Lawyers

Michigan State Bar
Virginia State Bar
National Lawyers Guild

TEACHING

Graduate
Communications Law

Professors

“Labor Law and University Staff” presented to the MTU Committee On Professional Staff

1995

“Scientific Evidence and the Legal System” to a graduate level course in Science as Social Knowledge at Michigan Technological University

SERVICE

Selected service to the University:

Academic Senate

University Library Committee

University Human Subjects Review Committee (HSRC).

Criminal Justice liaison to the library

Senate elections committee

Committee on WebCT.

LEGAL EXPERIENCE

Significant Briefs

Brief Amici Curiae Virginia Trial Lawyers Association and Virginia Affiliate of American Civil Liberties Union, *Badwin v. United States* (speedy trial, constitutional issues on a petition for certiorari in the United States Supreme Court)

Brief Amicus Curiae of Association of Trial Lawyers of America in *DiAntonio v. Northhampton-Accomack Memorial Hospital* (constitutionality of medical malpractice caps on appeal to the United States Court of Appeals for the Fourth Circuit)

Admitted to Practice Before

United States Supreme Court

Michigan Supreme Court

Virginia Supreme Court

United States Circuit Court of Appeals for the Fourth Circuit

United States Circuit Court of Appeals for the Sixth Circuit

United States District Court for the Eastern District of Virginia

United States Bankruptcy Court for the Eastern District of Virginia

United States District Court for the Western District of Michigan.

“Criminal Justice as a Part of a Liberal Education” to criminal justice students and faculty at the University of Tampa, Florida

1998

“Corporate Crime and the Critical Legal Studies Perspective” to Political Philosophy class at Michigan Technological University

“Junk Science and Science and the Law” to a class on Science, Pseudo-science and the Abuse of Science at Michigan Technological University

1997

“The case against capital punishment” presented to two Ethics classes at Michigan Technological University

“Story-telling, censorship and the media” to a Composition class at Michigan Technological University

“Capital punishment: issues in the American Society” to a Sociology class at Michigan Technological University

“The case against capital punishment” to Conflict Management in Corrections class at Ferris State University

“The Coercive Force of Law” from a Critical Legal Studies Perspective to Political Philosophy class at Michigan Technological University

“Junk Science and Science and the Law” to a class on Science, Pseudo Science and the Abuse of Science at Michigan Technological University

1996

“Ethical and Jurisprudential problems presented by *Daubert v. Merrill Dow*” to Science, Pseudo-science and the Abuse of Science class at Michigan Technological University

“Engineering and the law: Employee rights, liability and expert witnesses” to Engineering Ethics class at Michigan Technological University

“Legal aspects of environmental ethics” to Environmental Ethics class at Michigan Technological University

“Issues in academe: scientific misconduct, sexual harassment and employee/employer relationships” to the Michigan Technological University chapter of the American Association of University

Criminal Justice

APRC 2001-2002

section 3 of 4

President Northern Neck Bar Association 1993; Chairperson, Board of Trustees of Regional Law Library 1978-1993; Liaison to Virginia Public Defender Commission (listing attorney's qualified for appointment in capital cases)

Virginia Bar Association 1975-1993; Boyd Graves Committee 1978-1992 (conference by invitation only with goal of improving system of justice in procedural matters) Virginia Trial Lawyers Association 1976-1993; Amicus Curiae Committee 1977-1979

United States Magistrates Nominating Commission, E.D. Va., Richmond Div. (twice)

Commissioner in Chancery, acting as Special Commissioner at the direction of the Circuit Court Judge; Special Justice, Lancaster County, Virginia

Awards & Honors

Recognized for Pro Bono work in Michigan by the Michigan State Bar in 1997

Certificate of Recognition for Public Service from the College of William and Mary in connection with the Tercentenary Celebration, October 20-24, 1993

Certificate of appreciation from the SAIF Water Committee of Interfaith Service Council, August 27, 1993

Special recognition for excellence in "Legal Redress" from The Lancaster County Branch NAACP, July 9, 1993

Certificate of Appreciation from the Special Committee on Access to Legal Services of the Virginia State Bar for "exceptional pro bono service" May 5, 1993

Award of Gratitude from the Reedville Fishermen's Association for devoted service (the RFA was the first successful fishermen's union south of the Mason-Dixon line which later merged with the United Food & Commercial Workers Union Local 400), 1989

Listed in Marquis, *Who's Who In American Law*

To be listed in Marquis, *Marquis Who's Who in America*, 2001 Ed.

Included in two publications of the International Biographical Centre: *2000 Outstanding Scholars of the 20th Century* and the Second Edition of *Outstanding People of the 20th Century*

Work History

Solo practice in Chassell, Michigan, 1994 - 1997
Partner - Clarke & Clarke, 1981-1993
Associate - Clarke & Johnston, P.C. 1975-1981

Trial Experience

Indian law, capital murder, habeas corpus (including death row representation); civil rights law, including police misconduct, environmental litigation, including toxic tort, land use, water rights and forestry litigation, including Michigan forest policy litigation (*Sierra Club v. DNR*), mine siting, oyster ground litigation and administrative remedies; torts, including accidents, maritime personal injury litigation, malpractice; labor law (union); voting rights and civil rights, representation of lawyers and dissidents, ACLU cooperating attorney

Poverty Law

Board of Directors of Rappahannock Legal Services, Inc. 1980-1993, President 1989-1992, Vice President 1988

Counsel for the SAIF Water Committee, Lancaster/Northumberland Interfaith Service Council 1991 to present

Human Rights

Lead counsel *Jones v. Murray*, post-conviction capital murder case through entire habeas corpus process including all appeals and successor petitions

Voting rights litigation for the Virginia ACLU

Labor organizing - first successful fishermen's union south of Mason-Dixon line in 1988 - Reedville Fishermen's Association, and merger with United Food & Commercial Workers Union Local 400, local counsel to UFCW Local 400 to 1993

Counsel for "Fight For Justice," a group of dissident Anishinabe at Keweenaw Bay Indian Community in a struggle to regain voting rights arbitrarily stripped by the Tribal Council

Assisted lawyers in Mexico in representation of a transportation workers union, SUTAU, which was illegally declared bankrupt and its leaders and lawyers jailed after the union expressed its support for the EZLN uprising in Chiapas; argued on behalf of the union and the Democratic National Convention before the Secretaria De Gobierno, Direccion General Regional Norte, in Mexico City.

Bar Activities

FRANCIS L. CROWE, Ed.D.
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Big Rapids, Michigan 49307
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Ferris State University
Big Rapids, MI 49307
(231) 591-2840
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CURRICULUM VITAE of FRANCIS L. CROWE

EXPERIENCE

1987 - Present Director (1999), Acting Director (1998), Professor (1996), Associate Professor (1992) and Corrections Coordinator (1991); School of Criminal Justice, Ferris State University, College of Education, Big Rapids, Michigan 49307.

Primary responsibility is the overall administration of the School of Criminal Justice, which includes approximately 600 undergraduate and graduate students. Duties include budgeting, personnel management and program development at both the main campus and Grand Rapids campus. Other duties include coordination of certification programs with the Commission on Law Enforcement Standards (COLES) and the Michigan Corrections Officers Training Council (MCOTC), department representation at campus, statewide and national activities, grant writing and faculty professional development. Providing leadership for the Criminal Justice faculty and assuring high-quality education for students are also high priorities. I also serve as the Program Manager for the Michigan Center for the Prevention of Violence in Schools.

1989 - Present Adjunct Instructor and Consultant; Mid-Michigan Community College, Harrison, Michigan 48625

Corrections Officers Training Program. Training individuals for a career with the Michigan Department of Corrections (MCOTC approved). Also developed a five credit hour practicum which has been added to the curriculum.

1985 - 1988 Adjunct Instructor; Montcalm Community College, Sidney, Michigan 48885

College Opportunity Prison Extension. Taught Criminal Justice and Social Science courses to inmates serving prison sentences at the Michigan Reformatory, Michigan Training Unit, Riverside, and Ionia Temporary Facility.

1975 - 1987 Probation Agent; Department of Corrections, Kent County Circuit Court, Grand Rapids, Michigan 49503

Conducted pre-sentence investigations and supervised a caseload of persons convicted of felonies and high misdemeanors. Involved working with area judges, community service providers, police, attorneys, school personnel, victims and many others as well as offenders and their families.

REFERENCES

Allan Manson,
Professor, Faculty of Law
Queen's University,
Kingston, Ontario K7L 3N6
(613) 545-2220

Philip Goldman, Professor,
Faculty of Law and Policy Studies Faculty (joint appointment)
Queen's University
Kingston, Ontario K7L 3N6
(613) 545-2220

Kent Willis, Director
ACLU of Virginia
6 N. 6th Street, Suite 400
Richmond, Virginia 23219
(804) 644-8080

Gordon Bale, Professor Emeritus
Faculty of Law
Queen's University,
Kingston, Ontario K7L 3N6
(613) 545-2220

Dr. Jennifer Daryl Slack
Humanities Department
Michigan Technological University
Houghton, MI 49931
(906) 487-3228

Dr. Eric Lambert
School of Criminal Justice
Ferris State University
Big Rapids, MI 49307
(231) 591 - 5013

Michigan Jail Association - Member
International Association of Residential & Community Alternatives – Member

International Who's Who of Professionals, 2000 Edition

Who's Who Among America's Teachers, 6th Edition, 2000

Who's Who Among America's Teachers, 5th Edition, 1999

Who's Who Among America's Teachers, 4th Edition, 1998

SELECTED PRESENTATIONS – PAPERS

Fifth Annual Learning Communities and Collaboration Meeting, "Five Years Experience with the Fully Integrated Justice Learning Community." Designed for Pre-Criminal Justice freshmen. November 15-17, 2000. Frankenmuth, MI.

Michigan Association of Colleges for Teacher Education, "Michigan Center for the Prevention of Violence in Schools: Addressing Safe Schools Through Curriculum." Discussed the collaborative agreement between the criminal justice and teach education faculty to offer a course on school violence in the Elementary Education curriculum at Ferris State University. May 5, 2000. University of Michigan, Dearborn, MI.

Academy of Criminal Justice Sciences, "Partnerships for the Next Millennium." The presentation centered on how universities must develop partnerships with state governmental departments to help better meet the needs of the criminal justice system. March 10-13, 1999. Orlando, FA.

American Society of Criminology, "Where's A Cobbler When You Need One?" A return to Augustus practices in corrections. November 20-23, 1996. Chicago, Illinois

Academy of Criminal Justice Science, "The Future of Corrections Is In Its Past." A cognitive approach to dealing with offenders. March 12-16, 1996. Las Vegas, Nevada.

American Criminal Justice Association Region Four Conference, "Liability Issues in Community Corrections." A co-presentation with Ms. Rita Dooley, Mecosta County Community Corrections Director, giving a historical perspective of community corrections. October 26-27, 1995. Big Rapids, Michigan.

Midwestern Criminal Justice Association, "Correctional Treatment: Back to Basics." Changing offender behavior must focus on correcting a "cycle of thinking errors" that lead most offenders into a world of crime: October 10-17, 1995. Chicago, Illinois.

Academy of Criminal Justice Sciences, "A Study in Correctional Leadership and Conflict within the Correctional Setting." Research findings concerning the inmates use of conflict resolution skills. March 15-18, 1995. Boston, Massachusetts.

EXPERIENCE (Continued)

- 1973 - 1975 Criminal Justice Coordinator; West Michigan Regional Planning Commission (Region 8 Criminal Justice Planning Commission).
LEAA Grant writing for a nine county area. Technical assistance, crime data analyzing, program development and monitoring.
- 1968 - 1972 Probation/Parole Officer; Oakland County Circuit, Pontiac, Michigan 48053
Conducted pre-sentence investigations and supervised convicted felons.
- 1967 - 1968 Assistant Traffic Manager: TRW, Inc. Warren, Michigan.
- 1966 - 1967 Management Trainee: Ford Motor Company, Dearborn Engine Assembly.

EDUCATION

- Doctor of Education---Educational Leadership (Criminal Justice Cognate)
Western Michigan University, Kalamazoo, Michigan
Graduated: June 25, 1994
Dissertation: "A Study in Leadership and Conflict in the Informal Organization of a Correctional Setting: A Paradigm Shift in Correctional Treatment."
Department of Education, 1984. Aquinas College, Grand Rapids, Michigan, Completed nine hours of teaching methodology.
- Specialty Program in Alcohol and Drug Abuse (SPADA) Western Michigan University; Graduated 1983.
- Master of Public Administration (Criminal Justice emphasis). Thesis topic: "The Probation Officer's Manual." Western Michigan University; Graduated with Honors, 1980.
- Bachelor of Science (Political Science and Psychology) Eastern Michigan University, Ypsilanti, Michigan; Graduated 1966.

AFFILIATIONS and CERTIFICATIONS

- Harvard University Management Development Program - Graduate
Education Policy Fellowship Program, (IEL) - Fellow
Academy of Criminal Justice Sciences - Member
National Community Sentencing Association - Member
Correctional Education Association - Professional Member
American Correctional Association - Professional Member
Michigan Corrections Association - Professional Member
Department of Mental Health - Certified Substance Abuse Counselor
Midwestern Criminal Justice Association - Member

SELECTED PRESENTATIONS – PAPERS (Continued)

Mid-Michigan Correctional Facility Delegation, "A Career in Corrections." Moderator for a distinguished panel of corrections officials informing the Criminal Justice student body of careers with the Michigan Department of Corrections. Ferris State University, Big Rapids, Michigan, October 23, 1990 and October 8, 1991.

8 Cap, Inc., "Why Fund An Internship Training Program?" Mid-Michigan Community College, Mt. Pleasant, Michigan, June 6, 1990.

Kent County Probate Court, Juvenile Division. "Interns and the Court", Grand Rapids, Michigan, February 1989.

LAMBDA ALPHA EPSILON, Chapter of the American Criminal Justice Association. "Job Search Strategies in Criminal Justice", November 1988.

43rd International Conference of the Corrections Education Association. "Back Out There." Paper explaining the ex-offender's reintegration process. Presented July 12, 1988, Grand Rapids, Michigan.

PROFESSIONAL INVOLVEMENT/RESEARCH

Harvard Graduate School of Education. A comprehensive two-week Management Development Program sponsored by the Harvard Institutes For Higher Education. June 18th through June 30, 2000. Cambridge, Massachusetts 02138

Member of the Michigan Education Policy Fellowship Program (EPFP) is a program of the Institute for Educational Leadership (IEL), Washington, D.C. EPFP is a state-based leadership development program and experience that is connected to a national organization - IEL - which has broad policy and program connections at all governance levels and in many sectors. The mission of the program is to help institutions and individuals work together across boundaries to make better decisions and to take actions that improve the educational, social and personal development of children and youth. Lansing, MI. Class of 2000.

Presented the first statewide program on Safe Schools in Michigan. The program, "Strategies for Creating Safe Schools", was held in Lansing, Michigan on August 17, 1999. Michigan Attorney General Jennifer Granholm was the keynote speaker and two nationally known speakers conducted the training seminars. The program was supported by the Michigan Education Association and the Michigan Education Alliance.

Presented testimony to Michigan Senate Task Force on Safe Schools chaired by Senator Joanne G. Emmons, 23rd District, Lansing, Michigan, June 3, 1999.

SELECTED PRESENTATIONS - PAPERS (Continued)

Midwestern Criminal Justice Association, "Managing Inmate Conflict: A Cognitive Model." The management of inmate conflict resolution modes to more accurately assess and classify inmates. September 15, 1994. Chicago, Illinois.

Academy of Criminal Justice Sciences, "Institutional Conflict: A Humanistic Perspective." A cognitive approach to help inmates better deal with conflict. March 8-12, 1994. Chicago, Illinois.

Tenth Annual Correctional Symposium, "Changing Criminal Thinking Patterns: A Cognitive Model." A three-dimensional approach to addressing the criminal's cognitive and social decision-making deficiencies. December 5-8, 1993. Lexington, Kentucky.

Midwestern Criminal Justice Association, "The Correctional Practicum: Melding Practice with Theory." A paper illustrating the great opportunity in field placement programs for both student and professor. September 14-18, 1993. Chicago, Illinois.

Academy of Criminal Justice Sciences, "The Three Dimensions of Correctional Treatment: A Paradigm Shift." Explaining cognitive approaches to changing offender behavior. March 16-20, 1993. Kansas City, Missouri.

Midwestern Criminal Justice Association, "The Correctional Treatment Paradigm." A co-presentation with Mr. Peter Wickenden, College Senior, on treatment programs during the past 30 years and "Post Release Stress Syndrome," emotional and physical effects on individuals released from prison. Academy of Criminal Justice Sciences, October 8, 1992, Chicago, Illinois.

Academy of Criminal Justice Sciences, "A March Down Freedom Road: The Development of a Black Scholar." A paper examining certain obstacles and unorthodox roads traveled by some Blacks to become dynamic leaders. Also, a panel member discussing sexual harassment and affirmative action. March 10-14, 1992, Pittsburgh, Pennsylvania.

National Conference on Corrections and Higher Education. "The Corrections Practicum: A Symposium." A "how to" program on developing, designing and implementing a corrections internship. Co-presentation with John Zappala, Associate Dean of Continuing Education, Mid-Michigan Community College, November 21, 1991, Columbus, Ohio.

National Conference of the National Community Sentencing Association. "Correctional Leadership: The Dynamics of Motivation and Engagement" (paper presented) and Conference panelist in the closing plenary session, "Blacks In The Criminal Justice System: A National Crisis," August 4-7, 1991, Detroit, Michigan.

Mid-Michigan Community College, MCOTC graduation, "Other Career Paths For The Corrections Officer," Harrison, Michigan, April 26, 1991.

PROFESSIONAL INVOLVEMENT/RESEARCH (Continued)

Michigan Department of Corrections - Consultant. "A Quantitative Analysis of the Multivariant Sentencing Structure in Michigan." A major research project on sentencing patterns in Kalamazoo, Michigan. Also established a baseline for additional research. Submitted September 18, 1991.

Mid-Michigan Community College - Consultant. Designed and implemented a five credit hour practicum that has been added to the curriculum, Summer 1990.

Supervisor's Training Program, Criminal Justice Institute. Coordinator for two 46-hour Police Command Officers' Training Program, June 1988 and August 1988.

Correctional Education Association - Strand Leader (Probation and Parole). Supervised and designed program for 43rd CEA International Conference, 1987-1988.

PUBLICATIONS

Journal of Offender Rehabilitation. "Qualifying Conflict Resolution Styles Among Prison Inmates," Winter, 1997 (Volume 25, Numbers 3/4) (Refereed).

Michigan Corrections Association Quarterly. "The Future of Community Corrections," Summer, 1996.

American Jails. "The Correctional Practicum: Melding Theory with Practice," September-October, 1995 (Refereed).

Corrections Today. "The Real Thing: Off-Campus Course Helps Students Prepare for Career in Corrections," pp. 178-181. April, 1993.

MI Office of Community Corrections. "Mecosta County Community Corrections Plan," (108 pages), March, 1993.

Correctional and Higher Education Monograph. "The Correctional Practicum: Invitational Education in Participation, Self-Awareness and Professionalism," Eastern Kentucky University, February 1993: pp. 26-34 (ACJS Refereed).

UNIVERSITY SERVICE

University - International Education Committee, 1996-1997, 1997-1998, 1998-1999.

College of Education, Associate Dean Search Committee Chair, 1996-97, 1999-2000.

University - Search Committee of Director of Center for Teaching, Learning Faculty Development, 1996-97.

PROFESSIONAL INVOLVEMENT/RESEARCH (Continued)

Program Manager for the Michigan Center for the Prevention of Violence in Schools developed to provide a safer school environment for K-12 students, staff and educators. The Center will assist school districts in dealing with school violence and its prevention, classroom management, conflict resolution and disciplinary techniques. The Center will also assist in developing school district and statewide policy. Big Rapids, MI. September, 1998.

Community Learning Theory Seminar. Evergreen State College, Seattle, Washington, June 7-15, 1997.

Mecosta County Community Corrections Advisory Board Member, appointed by the Board of Commissioners to monitor the program and develop a comprehensive corrections plan for the county. The board members consist of Criminal Justice officials, judges, county officials, prosecutor, sheriff and chief of police. February 15, 1995.

Corrections Training Officers Development Program. Criminal Justice Institute, Big Rapids, Michigan, June 8-10, 1994.

Criminal Justice Institute. "Mental Cruelty In Prisons". Guest speaker, Mr. Peter Wickenden, Ex-Federal prisoner and graduate student. Organized the program. Big Rapids, Michigan, September 23, 1993.

Michigan Corrections Officers Training Council's annual meeting. Appointed to chair a Committee on Minority Recruitment, Lansing, Michigan, November 15, 1992.

Mecosta County General Elections. "Meet The Candidates." Directed a debate between Prosecutor James Samuels and challenger Mike Mathews. Big Rapids, Michigan, October 27, 1992.

Office of Community Corrections, Lansing, Michigan; Project Director for writing a comprehensive plan for Mecosta County grant awarded by the Community Corrections Advisory Board to the Center of Criminal Justice Technology, July 6, 1992.

Michigan Association of the Vocational Industrial Clubs of America, State Leadership Conference and Skill Olympics, Grand Rapids, Michigan. May 1-3, 1992. Judged the Law Enforcement Skill Contest.

Michigan Corrections Officers Training Council, Advisory Committee member for Ferris State University's Correctional Curriculum Development, 1990-1991, 1991-1992.

SELECTED SEMINARS, CONFERENCES AND WORKSHOPS (Continued)

“Leadership Matters.” Sponsored by the Education Policy Fellowship Program, the Institute of Educational Leadership and the Collaborative Leaders Program. Washington Policy Seminar. Washington D. C. March 15-18, 2000

“Making the National Connection(s) – Diversity, Dialogue & the Leadership Connection.” Sponsored by the Institute for Educational Leadership in conjunction with the Michigan Education Program Fellowship Program (EPFP). Irvine, CA. November 30 – December 4, 1999.

“The Department Chair As Academic Leader.” American Association for Higher Education (AAHE), San Antonio, TX. November 3-6, 1999.

Preventing Violence: Developing Skills for Prevention and Intervention. William Steele, MA, MSW. Oakland Schools, Waterford, MI, April 22, 1999.

Criminal Justice Research on the Internet and Multimedia. Professional Criminal Justice Seminars & Oakland Community College. Auburn Hills, MI, March 19, 1999.

Crime and Justice Across the Millennium. Academy of Criminal Justice Science Annual Meeting. Orlando, FA, March 9-13, 1999.

National Conference on School Violence. Teacher's Workshop. St. Louis, MO, February 25-27, 1999.

Essentials for Tomorrow. Michigan Community Corrections. September 21-24, 1998. Lansing, Michigan.

Successful Programs Are The Way. American Correctional Association, Detroit, Michigan, August 9-13, 1998.

Community Policing. Chief Harry Dolan, Grand Rapids, Michigan, August 3, 1998.

Interdisciplinary Innovation: Spaces and Places. Third Annual Conference on Learning Communities and Collaboration. Frankenmuth, Michigan, November 13-14, 1997.

Learning Communities. Evergreen State College. Seattle, Washington, June 7-15, 1997.

Criminal Justice: Education, Research, and Technology. Academy of Criminal Justice Sciences, Louisville, Kentucky, March 11-15, 1997.

Controlling Crime and Achieving Justice. American Society of Criminology, Chicago, Illinois, November 20-23, 1996.

UNIVERSITY SERVICE (Continued)

University Summer Term Curriculum Committee, 1989-1990, 1990-1991, Chair.

University - Mentor to new Criminal Justice faculty member, 1989-1990, 1991-1992, 1996-1997, 1997-1998.

College of Education, Curriculum Committee, present.

College of Education, Graduate Studies Program.

College of Education, Promotions Committee, 1990-1991, 1991-1992, 1992-1993, 1993-1994.

College of Education, Sabbatical Committee, 1988-89, 1989-90, 1990-91, 1991-92, 1992-93. Chair 1993-94, 1998-99.

College of Education, Nominating Committee for the Outstanding Student Award (alumni awards), 1990-91, 1991-92, 1992-93, 1993-94, 1994-95, 1995-96, 1996-97, 1997-98, 1998-99.

Criminal Justice Institute, Departmental Policies and Procedures Committee, 1987 - present.

Criminal Justice Institute - Departmental Curriculum Committee, 1987 - present.

Criminal Justice Institute - Faculty Search Committee, 1987-1988, 1988-1989, 1989-1990, 1990-91, 1991-92, 1992-93, 1994-95, Chair, 1995-96, Chair 1997-98.

Criminal Justice Institute - Departmental Internship Committee, 1990-1991 - present.

Criminal Justice Institute - Semester Conversion Committee, 1990-1991, 1991-92, 1992-93.

Criminal Justice Institute - Program Review Committee for Certification, 1990-1991, present.

SELECTED SEMINARS, CONFERENCES and WORKSHOPS

“What Every First-Year Teacher Needs To Know About Violence In Schools.”
Sponsored by the Michigan Association of Colleges for Teacher Education.
University of Michigan, Dearborn, MI. May 5, 2000.

“Questioning the Quality of Justice in Social and Political Contests.” Academy
of Criminal Justice Sciences Annual Meeting, New Orleans, LA. March 21-27, 2000

SELECTED SEMINARS, CONFERENCES AND WORKSHOPS (Continued)

Dacum - Task Analyses, National Occupational Competency Testing Institute, Ferris State University, Big Rapids, Michigan. March 27, 1992.

The Legacy of the Conservative Ideology, Academy of Criminal Justice Sciences, Pittsburgh, Pennsylvania, March 10-14, 1992.

Total Quality Approach To Improved Outcomes, Michigan Institute for Educational Management, Lansing, Michigan, February 11, 1992.

Values: The Hidden Motivators, Creative Consultants, Flint, Michigan, February 7 and 8, 1992.

What A Sentence Really Means: Practical Information on Prison and Non-Prison Sanctions. Michigan Judicial Institute, Grand Rapids, Michigan, December 7, 1991.

The Role of Post-Secondary Education and Corrections, National Conference on Corrections and Higher Education, Columbus, Ohio, November 21-23, 1991.

Sentenced To Serve: Justice In The 1990's, The National Community Sentencing Association's National Conference, Detroit, Michigan, August 4-7, 1991.

Into The Future, Michigan Corrections Association's 58th Annual Conference, Grand Rapids, Michigan, October 10-12, 1990.

Challenges For Alternative Sentencing In Our Communities: Substance Abusers And Other Special Needs Offenders. The National Community Service Sentencing Association, Minneapolis, Minnesota, September 19-22, 1990.

The Massey Triad, Western Michigan University, July 10 and July 24, 1990.

Computerized Jail Management, Mecosta County Sheriff's Department, Big Rapids, Michigan, May 31, 1990.

Managing Difficult To Control Adolescents Without Coercion: A Reality Therapy - Control Theory Approach, a one day seminar with William Glasser, M.D., Department of Psychology, University of Notre Dame, South Bend, Indiana, May 17, 1990.

Perfect Daughters: Adult Daughters Of Alcoholics, Two-day seminal with Robert Ackerman, Western Michigan University, Kalamazoo, Michigan, November 16-17, 1989.

SELECTED PRESENTATIONS – PAPERS (Continued)

The Future of Crime: Justice, Academy of Criminal Justice Sciences, Las Vegas, Nevada, March 12-16, 1996.

Liability Issues in Criminal Justice. American Criminal Justice Association. Big Rapids, Michigan, October 26-27, 1995.

Back to Basics. Midwestern Criminal Justice Association. Chicago, Illinois, October 10-17, 1995.

Justice at the Crossroads. Academy of Criminal Justice Science. Boston, Massachusetts, March 15-18, 1995.

We've Come This Far, But Where Are We Going? Michigan Corrections Association's 62nd Annual Conference. Lansing, MI, October 5-7, 1994.

Criminal Justice: Theory and Practice. Midwestern Criminal Justice Association, Chicago, Illinois, September 14-16, 1994.

Innovative Alternatives in Corrections, Tenth Annual Correctional Symposium, Lexington, Kentucky, December 5-8, 1993.

Gender Issues and Self-Defeating Behavior in Treatment, Dr. Robert Ackerman, Forest View Counseling Center, Grand Rapids, Michigan, November 12, 1993.

"Criminal Justice At The Crossroads". Midwestern Criminal Justice Association, Chicago, Illinois, September 14-18, 1993.

Cognitive Self-Change Program (CSC), Dr. Jack Bush, Ionia, Michigan. June 6-7, 1993.

Class, Race and Gender, Academy of Criminal Justice Sciences, Kansas City, Missouri, March 16-30, 1993.

Seven Habits of Highly Effective People, Plante and Moran, Grand Rapids, Michigan, January 21, 1993.

Confronting and Treating Adolescent Sex Offenders, Dr. Stanton Samenow, The Children's Village and Probation Officer's Professional Association of Indiana, South Bend, Indiana, September 23, 1992.

Applied Technical and Vocational Education, Leadership Development Program, Oakland Community College, Auburn Hills, Michigan. April 3-4, 1992.



*Rhonda K. DeLong, Ph.D. MCOLES Certified
Police Officer*

CURRICULUM VITA

EDUCATION

- Ph.D.** Western Michigan University, 1997
Department of Sociology
- Major area of study: Community Policing
- Dissertation: *An analysis of police perceptions of community
policing and female officers.*
- Advisor: Dr. Susan Caringella-MacDonald
-
- M.A.** Western Michigan University, 1994
- Master's Thesis: *The community policing philosophy at work:
It's influence on police-community complaints
in Kalamazoo, Michigan.*
-
- SPADA** Western Michigan University
Specialty Degree in Alcohol and Drug Abuse
-
- B.S.** Western Michigan University
Double major: Criminal Justice and Sociology, 1989
-
- A.A.S.** Kalamazoo Valley Community College, 1985
Law Enforcement

COURSES TAUGHT

CRIM 110 - Justice Learning Community
CRIM 110 - Introduction to the Criminal Justice System
CRIM 111 - Introduction to Corrections
CRIM 319 - Conflict Management in Corrections
CRIM 321 - Law Enforcement Report Writing
CRIM 322 - Corrections Report Writing
CRIM 350 - Internship: Law Enforcement and Corrections
CRIM 360 - Delinquency Prevention and Control
CRIM 370 - Correctional Institutions and Facilities
CRIM 380 - Probation and Parole
CRIM 475 - Correctional Clients
CRIM 485 - Current issues in Corrections
CRIM 497 - Independent Study
CRIM 499 - Senior Assessment

Western Michigan University:

Undergraduate: Sociology of Law Enforcement

Kalamazoo Valley Community College:

Undergraduate: Contemporary Social Problems

Work Experience:

Substance Abuse Prevention Specialist/Coordinator: Van Buren County Public Health Department. Developed educational programming for grades K-12, County Jail, and community groups/organizations. Worked in Middle and High schools on conflict resolution skills, preventing gang affiliation, and Substance use/abuse education and prevention. Created, developed, and implemented programs designed to reduce and prevent alcohol and other drug use/abuse. Developed and implemented the first Victim Impact Panel in Van Buren County, served as president of the Tri-County Coalition on Alcohol and Other Drugs. (1991-1995)

Crime Prevention Organizer: Vine Neighborhood, Kalamazoo, Michigan. Assisted the Department of Public Safety and Neighborhood Liaison Officers in developing and implementing crime prevention strategies. Worked closely with neighborhood organizations in initiatives to improve the quality of life in the community. Targeted the problem of crack cocaine dealing in the area by developing programs/strategies to reduce the incidence of dealing. Assisted residents in target-hardening activities and conducted neighborhood meetings to inform residents on crime prevention issues. (1990-1991)

Police Officer: Village of Lawrence, MI 1991- (part-time)

City of Plainwell, MI. 1989 (part-time)

City of Portage, MI. 1987-1988 (full-time)

City of Marshall, MI. 1985-1987 (full-time)

Duties included: enforcing State laws and city ordinances, traffic control, investigation of crime, intoxicated driver enforcement, domestic violence response, motorized, foot, and bicycle patrol, community interaction, and court appearances. Currently assisting Lawrence Police department in policy development.

Veterinary Technician: Portage Animal Hospital 1973-1985. Assisted in surgical procedures, laboratory analysis, animal caretaking, and served as surgical anesthesiologist.

ACADEMIC APPOINTMENTS

1998
To Present **Assistant Professor**
Indiana University South Bend
School of Public and Environmental Affairs
South Bend, Indiana 46634

1997-
1998 **Instructor**
Indiana University South Bend
School of Public and Environmental Affairs
South Bend, IN 46634

1995-
1996 **Visiting Lecturer**
Indiana University South Bend
School of Public and Environmental Affairs
South Bend, IN 46634

1993-
1994 **Part-Time Instructor**
Western Michigan University
Department of Sociology
Kalamazoo, MI 49008

08/94-
12/94 **Part-Time Instructor**
Kalamazoo Valley Community College
Sociology
Kalamazoo, MI 49009

TEACHING ASSIGNMENTS:

Indiana University South Bend

Undergraduate: Criminal Investigation
Introduction to American Law Enforcement
Sex Crimes
Gangs and Youth Violence (class I developed)
Police Administration
Police in the Community
Police Operations
American Criminal Justice System
Introduction to Corrections

Graduate: Law and Control in Society
Criminal Justice Systems

Social Control Theory and Community Policing
Shooting Deaths of Indiana Police Officers

Presentations: (dates on request)

North Central Sociological Association, Dearborn, MI
Society for the Study of Social Problems, Cincinnati, OH
Society for the Study of Social Problems, Pittsburgh, PA
Academy of Criminal Justice Sciences, Chicago, IL
Michigan Sociological Association, Kalamazoo, MI
Midwestern Criminal Justice Association, Indianapolis, IN
American Society of Criminology, Chicago, IL
Urban Conference, Indiana University South Bend
Criminal Justice Symposium, Indiana University South Bend
Organized/Chaired panel on Community Policing: Chicago, IL
Academy of Criminal Justice Sciences
Organized/Chaired panel on Community Policing: Toledo, OH
North Central Sociological Association

Professional Organizations:

Midwest Gang Investigator's Association
Academy of Criminal Justice Sciences

Honors and Awards:

Gold Key National Honor Society Western Michigan University
Alpha Phi Sigma: Western Michigan University
Alpha Kappa Delta: Western Michigan University
Dean's List 1989: Western Michigan University
Recipient of Chair's Graduate Student Excellence Award: Western Michigan University.
Nominated for Educator of the Year: Indiana University South Bend: 1995-1998.
Indiana University South Bend "Unsung Hero" Award.
Gold Medal Winner: Pan American Master's Weightlifting Championships.

Community Service Activities:

Board member: Tri-County Coalition on Alcohol and Other Drugs.
President: Tri-County Coalition 1992-1994
Implemented and coordinated "Project Graduation" rallies in Van Buren County.
Consulted with Kalamazoo Township Police department on Community Policing issues.
Served as "McGruff the Crime Dog" in Lawrence, MI
WMU Forum Series: Cable Television Series: Community Policing.
Developed, organized, and implemented Victim Impact Panel in Van Buren County, MI.
Assisted Dr. Katherine Karl with the Community Policing Task Force in

Publications:

Book Chapter: *Issues in Community Policing*: Chapter 14.
“Police-Community Partnerships: Neighborhood Watch and the Neighborhood Liaison Officer Program in Kalamazoo, Michigan.” March 1995. Anderson Publishing Monograph Series.

Community Policing Exchange. “Problem-Solvers Wanted: How to Tailor Your Agency’s Recruiting Approach.”
Publication of the Community Policing Consortium, Washington, D.C.
March/April 1999

Current Projects:

“Reserve Officer Typology” A research project designed to identify the types of individuals who are selected to serve as reserve officers and to identify their role within the community and police department.

Blonde with a Badge: Arresting the Myths of Women in Policing. A text which examines the role of women and their impact on policing.

“An Evaluation of Police Calls for Service in a Small Town Police Department.” This project examines the type of call received, how the officer handled the call (formally or informally), and how the type of call reflects the community.

Unpublished Papers:

“Toward a Better Understanding: Theoretical Integration, Police Use of Force, and Rodney King.”

“Militarism and the Police.”

“Creating an Environment for Corruption: Community Policing?”

“Preventing Police Abuse of Power: A Strategy for Social Change.”

“The Victim Impact Panel in Van Buren County.”

Topics for Future Research: (working papers)

Hate Groups in the Midwest

The Peacemaking Perspective and Community Policing

The Influence of Military Experience on Police Perceptions of Women in Policing and Community Policing.

The Influence of Higher Education on Successful Implementation of Community Policing.

REFERENCES

Dr. Susan Caringella-MacDonald
Western Michigan University
Department of Sociology
Sangren Hall
Kalamazoo, MI 49008
616-387-5279

Dr. Lewis Walker, Retired Chair Sociology Department
C/O Pat Martin
Western Michigan University
Department of Sociology
Sangren Hall
Kalamazoo, MI 49008
616-387-5270

Chief William Strong
Village of Lawrence, MI
157 North Paw Paw Street
Lawrence, MI 49064

Dr. Barry Hancock
Southwest State University
Sociology/Justice Administration
Marshall, MN 56258
507-537-7290

Dr. Ken Mentor
New Mexico State University

South Bend, Indiana.
Developed selection and promotion questions for South Bend Police Dept.
Faculty advisor for Criminal Justice Association, Indiana University
South Bend.
Search and screen committee (4 searches) Police/Security positions:
Indiana University South Bend
Served on committee to bring Sarah Brady to Indiana University
South Bend.
Member of General Studies Faculty committee: Indiana University
South Bend
Organized the 1998 Annual Criminal Justice Symposium: Indiana
University South Bend
Faculty Search and screen committee: Indiana University South Bend
Participated in new student orientation night at Indiana University
South Bend
Assisted General Studies program in student portfolio review
Worked (working) with local Girl Scout council on law enforcement
badge requirements.
Assisted in development and implementation of career fair: Indiana
University South Bend
Panel member: Criminal Justice Symposium 1995. Panel moderator:
1996, Discussant: 1999.
Will be working with South Bend Police department's Community
Policing Task Force and Citizen's Police Academy
Academic advisor for students: Indiana University South Bend
Facilitated Juvenile Justice data gathering project: South Bend
Interviewed by Channel 3 in Kalamazoo, MI regarding Los Angeles
Riots.
Interviewed by South Bend Tribune: School Violence
Interviewed by South Bend Tribune: Police Deaths
Invited to speak for South Bend's Lifelong Learning Series
Member of South Bend's Speaker's Bureau
Guest speaker for American Criminal Justice class: Indiana University
South Bend
Guest speaker for Introduction to Criminal Justice class: Western
Michigan University
Educator for consent probation program: Van Buren County Juvenile
Court.

Nancy Lynne Hogan, Ph.D.
527 Ridgeview Drive
Big Rapids, Michigan 49307
231-592-3104

Educational Background

Doctor of Philosophy (1996), Justice Studies, *Arizona State University*, Tempe, AZ 85287

Dissertation: "May The Force Be With You": Men and Women Detention Officers Using Force.

Honors: Graduate Teaching Assistant, 1992-1995
Adjunct Teaching Associate, 1996
ASU Teaching Assistant Excellence Award, April 1993; May, 1994
Justice Studies Outstanding Teaching Associate, April, 1995

Master of Science (1991), Administration of Justice, *Mercyhurst College*, Erie, PA 16546

Thesis: "Testing AIDS Educational Methods for Inmates"

Honors: James V. Kinnane Outstanding Graduate Award
National Dean's List
Graduate Fellowship

Bachelor of Arts (1979), Criminal Justice, *Gannon University*, University Square, Erie, PA 16541

Honors: Magna Cum Laude
Who's Who Among American Colleges
Pi Gamma Mu Honor Social Science Fraternity
Dean's List

Academic Teaching Experience

August, 1997-present **Associate Professor, Graduate Program Coordinator**
School of Criminal Justice, Ferris State University, Big Rapids, Michigan,
tenure-track.

Courses include: Nature of Crime (Graduate); Seminar in Corrections
(Graduate); Research Methods (Graduate); Correctional Institutions;
Correctional Clients; Introduction to Corrections; Crime Control Policy;
Report Writing, Graduate Topics, and Comprehensive Critique/Exam.

May, 1996- July, 1997 **Assistant Professor**
Sociology & Criminology, Morehead State University, Morehead,
Kentucky

- June, 1997 "Social Construction of Target Populations and the Transformation of Prison-Based AIDS Policy: A Descriptive Case Study" Article in *The Journal of Homosexuality*.
- June, 1994 "HIV Education for Inmates: Uncovering Strategies for Program Selection" Article in *The Prison Journal*. June:220-243.

Technical Papers/Agency Evaluation Reports

- 2001 "Semi-Annual Progress Report of the Evaluation of the CHANGE Program." Submitted to the Office of Justice Programs, U.S. Department of Justice in Jan. 2001. (co-author: Eric Lambert).
- 2000 "Evaluation Report of the 2000 Valuing Diversity Workshop at the Kent County Juvenile Detention Facility." Submitted to the Kent County Juvenile Detention Facility, Grand Rapids, Michigan. (co-authors: Eric Lambert and Shannon Barton).
- 2000 "Semi-Annual Progress Report of the Evaluation of the CHANGE Program." Submitted to the Office of Justice Programs, U.S. Department of Justice in June 2000. (co-author: Eric Lambert).
- 2000 "Evaluation of the Mecosta County Sheriff Department's School Resource Officer Program." Submitted to the Mecosta County Sheriff's Department for competition of an evaluation grant. (co-authors: Eric Lambert and Shannon Barton).
- 2000 "Ethical Dilemmas Faced by Undergraduate Students: The Nature, Extent, and Possible Responses to the Problem. The Final Report." Submitted to Ferris State University, Faculty Research Grant Committee for completion of a grant. (co-authors: Shannon Barton and Eric Lambert).
- 2000 "A Systemic Approach to Addressing Domestic Violence in Rural Areas: Domestic Violence Task Forces and Community Interventions. The Final Report." Submitted to Ferris State University, Faculty Research Grant Committee for completion of a grant. (co-authors: Shannon Barton and Eric Lambert).
- 1996 "Defensive Driving Program Outline", unpublished policy document for Community Services Associates, Inc. Chandler, AZ, a contracted division of the Arizona Supreme Court. 14 pages.
- 1993 "Confronting Violent Crime in Arizona", unpublished report prepared for Arizona Town Hall by Arizona State University (co-authored with Barbara Lynn

Courses included: Contemporary Social Problems; Criminology; Seminar in Criminal Behavior; History of Corrections; Sex & Gender

1995-1996

Adjunct Teaching Associate

School of Justice Studies, Arizona State University, Tempe, Arizona
Criminal Justice Administration, Arizona State University West, Phoenix, Arizona

Courses included: The Correctional Function; Basic Statistical Analysis

1992-1995

Graduate Teaching/Research Assistant

School of Justice Studies, Arizona State University, Tempe, Arizona

Courses included: Discretionary Justice; Women, Law & Social Control; The Correctional Function; Basic Statistical Analysis.

Research and Teaching Interests

My interests primarily lie in the field of Corrections, especially health & safety issues for officers and inmates; use-of-force in conflict situations; programming for inmates; gender-specific issues for inmates and officers; correctional & criminal justice policy; ethics; criminological theory, and criminal behavior.

Scholarly Productivity

Published Works

- May, 2001 "The Antecedents And Turnover Intent Withdrawal Consequences of Job Satisfaction: A Test of A Model Using a National Sample of Workers. co-authored by Eric Lambert and Shannon Barton. Article in *Social Science Journal*.
- Fall, 1999 "The Missing Link Between Job Satisfaction and Correctional Staff Behavior: The Issue of Organizational Commitment". co-authored by Eric Lambert and Shannon Barton. *American Journal of Criminal Justice*.
- June, 1997 "Social Construction of Target Populations and the Transformation of Prison-Based AIDS Policy: A Descriptive Case Study" pp.79-115
Book Chapter in *Activism and Marginalization in The AIDS Crisis*.
M. Hallett (ed.) San Francisco, CA: Haworth Press.

Principal Investigator. "Undergraduate Academic Dishonesty: An Examination of Behaviors and Perceptions at Ferris State University". Eric Lambert & Shannon M. Barton (co-authors). **Ferris State University, Faculty Research Grant** Award Amount = \$1,743.

Principal Investigator. Creation of "Crisis Intervention and Negotiation" Seminar. **Ferris State University, Faculty Development Grant** Award Amount: \$700.

"A Systemic Approach to Addressing Domestic Violence in Rural Areas: Domestic Violence Task Forces and Community Interventions". Co-Author Eric Lambert & Shannon M. Barton (Principal Investigator). **Ferris State University, Faculty Research Grant** Award Amount = \$5,312.

"Evaluation of the Pilot CHANGE Program". Co-evaluators-Shannon M. Barton and Eric Lambert. **Ferris State University, College of Education** Award Amount = \$ 700.

Ferris State University Timme Travel Grant 1997, 1998 Award Amount = \$400.
1999, 2000 Award Amount = \$600.
group grant) 2000 Award Amount = \$10,000.

Presentations

- 2000 American Society of Criminology, November 17, 2000 San Francisco, CA.
Paper Presentation: "Impact of a Cognitive Program on Institutional Misconduct of Inmates in a Midwestern Prison." Co-presenters: Shannon Barton and Eric Lambert.
- 2001 Midwestern Criminal Justice Association, October 5, 2000, Chicago, IL
Paper Presentation: "A Comparison of Faculty and Student Perceptions of Undergraduate Student Academic Dishonesty at a Midwestern University."
Co-presenters: Shannon Barton and Eric Lambert
- 2000 Academy of Criminal Justice Sciences
Paper Presentation: "Read Versus Perceived Needs in Forensic Science"
Co-presenters: Shannon Barton, Phillip Watson, Eric Lambert.
- Paper Presentation: " Undergraduate Academic Dishonesty: Faculty Perceptions". Co-presenters: Shannon Barton, Terry Nerbonne, Eric Lambert.

Bloss; M.A. Bortner; Gray Cavender; Kathleen Ferraro; Nancy Jurik; Aogan Mulcahy; & Anne L. Schneider) 132 pages.

1993 "Mesa Project Evaluation: Summary, Analysis & Interpretation", unpublished Report prepared for the Arizona Prevention Resource Center (co-authored With David Altheide), 21 pages.

1987-1992 "Infectious Disease Policy", unpublished annual policy & procedure document For the Department of Corrections-Erie County, PA 40 pages.

Work Under Review

"Satisfied Correctional Staff: A Review of the Literature on the Antecedents and Consequences of Correctional Staff Job Satisfaction". Submitted to *Journal of Criminal Justice and Behavior*. Received a revise and resubmit." co-authors Eric Lambert and Shannon Barton.

"The Impact of Work-family Conflict on Correctional Staff Job Satisfaction". Submitted to *Criminal Justice Policy Review*". Co-authors Eric Lambert and Shannon Barton.

"The Nature of Work-Family Conflict among Correctional Staff". Submitted to *Criminal Justice Review*. Co-authors Eric Lambert and Shannon Barton.

"Can the Lady Use Force?" A Look At Male and Female correctional Officers' Definition and Response to Conflict Situations'. Submitted to *Justice Quarterly*. Co-authors: John Hepburn, Velmer Burton, Francis Cullen, & Eric Lambert.

Work in Progress

"Men and Women Detention Officers Using Force: The Influence of Inmate Physical Stature and Inmate Sex on Officers Assessment of Severity and Risk in Conflict Situations"

"Spray or Stun? Non-lethal Weapons as a Choice in Officer Use of Force".

Grants and Research

"Impact of the CHANGE Program on Youthful Offenders and Staff at the Michigan youth Correctional Facility." **Office of Juvenile Justice and Delinquency Prevention**. Proposed Award Amount=\$99,907 currently under consideration, co-investigator.

Principal Investigator. "Evaluation of the CHANGE Program and Its Impact on Inmates and Staff at the Michigan Reformatory". Shannon Barton and Eric Lambert (co-authors). **National Institute of Justice** Award Amount = \$49,013

Seminars/Field Training

- 2001 S.T.O.R.M. (Sobriety Trained Officers Representing Michigan) Lansing, MI
Lecturer: Train the Trainer "Adult Learners" & "Teacher Preparation"
- 2000 Ferris State University Summer Institute, Big Rapids, MI
Guest Lecturer: "Work Place Violence, What you Should Know".
- 2000 S.T.O.R.M. (Sobriety Trained Officers Representing Michigan) Mt. Pleasant, MI
Lecturer: Train the Trainer "Adult Learners" & "Teacher Preparation"
- 1999 Michigan Legislative Leadership Conference, July 30, 1999, Big Rapids, MI
Guest Speaker: "Violence in Society". Co-presenter: Shannon M Barton
- 1998 Criminal Justice Women of Michigan, Spring Conference, Roscommon, MI
Guest Speaker "Women and the World of Criminal Justice: We Can Effectively Use Force!"

Certifications

Michigan Correctional Officers Training Council--certified to teach required Corrections courses.
Michigan Department of Corrections.

Michigan Coalition on Law Enforcement Standards (MCOLES) Precision Driving Instructor School
Kalamazoo Valley Community College, December 11, 12, 1998.

Administrative Experience

School of Criminal Justice: Graduate Program Coordinator, 1997-

Responsibilities include: advertising and marketing (posters, pamphlets, printed and TV ads), developing and updating the program's web site, revising program content when necessary, advising all graduate students, supervising all thesis committees, developing and updating the Graduate Program Handbook, recruitment, scheduling of classes, submitting a yearly Unit Action Plan, supervise off-campus expansion, and participate in all graduate committees that affect program.

For the Fall, 1997 the enrollment was 29 students. Fall 1998 the enrollment increased to 39 students. In the third year of the program, fall, 1999 enrollment was 55. Currently, the enrollment is 65 students.

- 1999 American Society of Criminology, November 12, 1999 Toronto, Canada
 Paper Presentation: "Undergraduate Academic Dishonesty: Comparing Criminal Justice Majors to Non Criminal Justice Majors". Co-presenters Shannon Barton and Eric Lambert.
- 1999 Midwestern Criminal Justice Association, October 7, 1999, Chicago, IL
 Paper Presentation: "Undergraduate Student Ethical Dilemmas: The Nature, Extent, and Response to the Problem". Co-presenter: Shannon Barton.
- 1998 American Society of Criminology, Washington, DC
 Paper Presentation: "Am I Happy? The Salient Determinants of Job Satisfaction and Organizational Commitment Among Correctional Staff".

 Paper Presentation: "To Withdraw or Not To Withdraw? The Consequences Of Job Satisfaction and Organizational Commitment Among Correctional Staff". co-presenters, Shannon Barton and Eric Lambert.
- 1998 Midwestern Criminal Justice Association, Milwaukee, WI
 Paper Presentation: "Reexamining Correctional Staff Turnover: A Discussion of the Measurement and Testing of a Causal Model. Co-presenters, Shannon Barton and Eric Lambert.
- 1998 Academy of Criminal Justice Sciences, Albuquerque, NM
 Paper Presentation: "Detention Officers and the Use of Non-lethal Weapons"
- 1997 American Society of Criminology, San Diego, CA
 Paper presentation: "Men and Women Detention Officers Using Force: The Influence of Inmate Physical Stature and Inmate Gender on Decision-Making in Conflict Situations"
- 1997 North Central Sociological Association, Indianapolis, IN.
 Panel presentation: "Coming Together in Cyberspace: Using the Internet to Promote & Facilitate Student Organizations" co-presenter: Paul Becker
- 1997 Academy of Criminal Justice Sciences, Louisville, KY
 Paper presentation: "Gender Differences in Responding To Conflict Situations"
- 1996 American Society of Criminology, Chicago, IL
 Paper presentation: " Through the Eyes of Gender: The Assessment of Severity and Risk in Conflict Situations by Men & Women Detention Officers"
- 1996 Academy of Criminal Justice Sciences, Law Vegas, NV
 Paper Presentation: "Gender Differences and the Use of Force"

Consultant--Community Services Associates, Inc. Chandler, AZ--a contracted division of the Arizona Supreme Court, 1992-1996

Criminal Justice Employment History

- 1992-1996- Arizona Supreme Court Defensive Driving Division; Traffic Safety Instructor.
contract through Community Services Associates, Inc.
Instructor of the Year Award: 1993, 1996.
- 1992- Valle Del Sol Family Services; Project Thrive Supervisor.
Supervised program that was contracted by Child Protective Services to provide intense in-home services to drug exposed newborns and their mothers. Monitored child's health, nutrition, and medical needs; provided drug & alcohol counseling, parenting classes, networking to community resources, and financial help to mothers. Oversaw disbursement of funds and acted as a liaison to other provider agencies.
- 1984-1992- Department of Corrections, Erie County: Corrections Counselor/AIDS Specialist.
Duties included classification of inmates, crisis prevention and intervention, mental health and suicide assessments, recommendations to court, initiation of trustee, work release, and parole for inmates, writing, implementing, and training staff and inmates on HIV/AIDS, public relations to community and other agencies, and HIV trainer for police and probation department.
- 1979-1984 Department of Corrections, Erie County: Correctional Officer.
Performed security-minded operations inclusive of booking, searches, block supervision & control, response to altercations, and statistical reporting to the state of Pennsylvania.
- 1979 Adult Probation Department of Erie County: Intern Probation Officer.
Job duties included presentence investigations, firearms training, arrest techniques, court proceedings, and case management of clients.
- 1978 Millcreek Diversion Program: Mentor.
Program designed for first-time juvenile offenders.

Professional Development/Service

National Affiliations

Member--American Society of Criminology, 1994-present
Member--Academy of Criminal Justice Sciences, 1996-present
Member--Academy of Criminal Justice Sciences Membership Committee, 2000-
Member--Midwestern Criminal Justice Association, 1998-
Mentor--American Society of Criminology Mentoring Program, 1996-present

Ferris State University

current committees:

Member-Vice President's Task Force on Graduate Education
Member-Associate Dean's Lab Site Committee
Chair- Faculty Search committee
Chair--Graduate Program Review Committee
Member--Undergraduate Program Review Committee
Chair--Ferris State University's College of Education Graduate Committee, 1997-
Chair--School of Criminal Justice Graduate Committee 1997-
Reviewer-- American Journal of Criminal Justice.

past committee work:

Member-Law Enforcement faculty search committee-2000
Member--Vice President's Task Force on Curriculum, 1999
Chair--Criminal Justice Faculty Search Committee, 1999-2000
Member--Ferris State University's Committee for North Central Accreditation-1999-2000
Member--Senate Budget Advisory Committee, 1999
Member--Criminal Justice Director Search Committee, 1998-1999
Member--Ferris State University's Ad Hoc Graduate Committee 1998-present
Member--Secretary Search Committee, 1998
Member--School of Criminal Justice Development Committee, 1999
Member--School of Criminal Justice Tenure Committee, 1998
Consultant--The Institute for Correctional Research and Training Morehead State University, 1996-1999

Morehead State University

Co-Developer--Morehead State Criminology Web Page, 1996-1997
Co-Advisor--Morehead State Student Criminological Association, 1996-1997
Chair-- Criminology Curriculum Committee, 1996-1997
Reviewer-- The Journal of Contemporary Criminal Justice, 1996

Eric G. Lambert, Ph.D.

*Assistant Professor of Criminal Justice
School of Criminal Justice
Ferris State University
901 South State Street
Big Rapids, Michigan 49307
231-591-5013 (Work)
231-796-7448 (Home)
231-591-3792 (Fax)
E-Mail: Lamberte@ferris.edu*

EDUCATION:

School of Criminal Justice State University of New York at Albany	Ph.D.	May 1999
Dissertation Title:	A Path Analysis of the Antecedents and Consequences of Job Satisfaction and Organizational Commitment Among Correctional Staff	
School of Criminal Justice State University of New York at Albany	M.A.	May 1988
Saginaw Valley State University (Major - Criminal Justice/Sociology) (Minor - History)	B.A.	May 1987

ACADEMIC APPOINTMENTS:

Ferris State University	Assistant Professor Of Criminal Justice	August 1997 to Present
State University of New York at Albany	Adjunct Professor of Criminal Justice	1996-1997
State University of New York at Albany	Graduate Teaching Fellow School of Criminal Justice	1994-1995
State University of New York at Albany	Graduate Teaching Assistant School of Criminal Justice	1988-1990
Saginaw Valley State University	Adjunct Professor of Criminal Justice	1989

CRIMINAL JUSTICE WORK EXPERIENCE:

Bureau of Research and Evaluation Investigative Aide/Intern 1996-1997
New York Division of Criminal
Justice Services

Worked on the Youth Recidivism Project. Primary duties were to sort, read, interpret, and code relevant information from files of juveniles assigned to the custody of New York Division for Youth. Development of questionnaires for staff at facilities concerning programs and social climates. Responsible for maintaining and cleaning system files and data sets. Assisting in statistical analysis and interpretation of results.

Federal Bureau of Prisons Correctional Treatment 1990-1994
United States Penitentiary Specialist (Case Manager)
Lompoc, California

Managed and supervised a caseload of over 185 long term, sophisticated inmates. Assigned program goals, coordinated with various law enforcement agencies, adjudicated disciplinary infractions, maintained records and central files, composed official correspondences, prepared transfer requests, developed release plans, responded to congressional and judicial inquiries, performed necessary custodial duties, and participated in strategic planning. Utilized my counseling skills and persuasion techniques to motivate inmates. Assigned job tasks for inmates and monitored performance, changing assignments as necessary. Performed the duties of unit manager and case management coordinator as needed.

RESEARCH INTERESTS:

Organizational behavior issues; organizational effects on criminal justice performance outcomes; death penalty attitudes; the effects of treatment interventions on institutional behavior and post-release behavior of convicted individuals; ethical behavior of criminal justice employees and students; measurement and structural equation modeling issues; criminal justice agency evaluation; the testing of criminological theories, particularly in different environments and sub-populations; correctional staff attitudes and behaviors; and correctional management models and the impact of the different models on quality of life issues for inmates and staff.

RESEARCH ACTIVITY:

Eric Lambert (Principal Investigator), Alan Clarke, and Terry Nerbonne (Co-Investigators). "Attitudes of Ferris State University Students Towards the Death Penalty: A Test of the Marshall Hypothesis." Ferris State University, Faculty Research Grant. Award Amount = \$1,493.00. Grant time frame: April 2000 to February 2001.

Hypothesis.” The manuscript has been accepted for publication in the *New York University Review of Law and Social Change*.

Eric Lambert. (2001). “An Unexplored Stressor for Correctional Staff: The Issue and Impact of Work-family Conflict.” Accepted for publication in *Correctional Compendium*.

Eric Lambert and Alan Clarke. (2000). “The Impact of Information on an Individual’s Support of The Death Penalty: A Test of the Marshall Hypothesis Among College Students at a Michigan University.” Accepted for publication in *Criminal Justice Policy Review*.

Eric Lambert. (2001). “Absent Correctional Staff: A Discussion of the Issue and Recommendations for Future Research.” Accepted for publication in the *American Journal of Crime Justice*.

Journal Articles Under Development and Review:

Eric Lambert. (2000). “To Stay or to Quit: A Review of the Literature on Correctional Staff Turnover and a Proposal for a Causal Model of Correctional Staff Turnover.” Under review for the *American Journal of Criminal Justice*.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2000). “Satisfied Correctional Staff: A Review of the Literature On the Antecedents and Consequences of Correctional Staff Job Satisfaction.” Under review for *Criminal Justice and Behavior*.

Eric Lambert, Alan Clarke, and Janet Lambert. (2001). “Executions and Ignorance: Are Criminal Justice Majors Better Informed Than Other Majors About Crime and Capital Punishment?” Under review for the *Social Science Journal*.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2001). “The Impact of Work-family Conflict on Correctional Staff Job Satisfaction.” Under review for *Criminal Justice Policy Review*.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2001). “The Nature of Work-Family Conflict Among Correctional Staff.” Under review for *Criminal Justice Review*.

Eric Lambert. (2001). “Justice in Corrections: The Impact of Organizational Justice on Correctional Staff.” Under review for *Justice Quarterly*.

Eric Lambert. (2001). “The Impact of Job Characteristics on Correctional Staff.” Under review for the *Journal of Crime and Justice*.

Eric Lambert, Shannon Barton, and Nancy Hogan. (2001). “The Impact of Instrumental Communication and Integration on Correctional Staff.” The article is completed and will be submitted shortly to a peer reviewed academic journal.

I worked on a research project for the Bureau of Research and Evaluation, New York Division of Criminal Justice Services concerning recidivism of youths discharged from the care and custody of the New York Division for Youth. I worked on the project from February 1996 to August 1997. The project was funded by a \$250,000 plus grant from the State of New York.

Travel Grants:

Eric Lambert. Timme Travel Grant. Award Amount=\$400. Grant time frame: 1997-1998.

Eric Lambert. Timme Travel Grant. Award Amount=\$400. Grant time frame: 1998-1999.

Eric Lambert. Timme Travel Grant. Award Amount=\$600. Grant time frame: 1999-2000.

Eric Lambert. Timme Travel Grant. Award Amount=\$600. Grant time frame: 2000-2001.

Research Contributions and Acknowledgments:

Bruce Frederick. (1999). Factors Contributing to Recidivism Among Youth Placed With the New York State Division for Youth. Research Report, Office of Justice Systems Analysis, New York State Division of Criminal Justice Services. I received several acknowledgments for helping with the research project the final report was based upon.

Conference Chair and/or Discussant:

Chair, Panel 2 (Criminal Justice Issues) at the 2000 annual Midwestern Criminal Justice Association in Chicago, Illinois.

PAPERS AND PUBLICATIONS

Journal Articles:

Eric Lambert, Nancy Hogan, and Shannon Barton. (In Press). "The Impact of Job Satisfaction on Turnover Intent: A Test of a Structural Measurement Model Using a National Sample of Workers." Submitted to and accepted for publication in the *Social Science Journal*. Scheduled to be published in the May, 2001 issue (Vol. 38, No. 2).

Eric Lambert, Nancy Hogan, and Shannon Barton. (1999). "The Missing Link Between Job Satisfaction And Correctional Staff Behavior: The Issue of Organizational Commitment." *American Journal of Criminal Justice*, 24 (1), pp. 95-116.

Alan Clarke and Eric Lambert. (2001). "Executing the Innocent: The Next Step in the Marshall

Shannon Barton and Eric Lambert. (1998). "Who Am I? What Am I to Do? Issues of Competing Domains of Correctional Officer Roles" Paper presented at the 1998 annual meeting of the American Society of Criminology in Washington, D.C.

Eric Lambert, Nancy Hogan, and Shannon Barton. (1998). "To Withdraw or Not to Withdraw: The Consequences of Job Satisfaction and Organizational Commitment Among Correctional Staff." Paper presented at the 1998 annual meeting of the American Society of Criminology in Washington, D.C.

Technical Reports:

Eric Lambert (Principal Investigator), Alan Clarke, and Terry Nerbonne (Co-Investigators). (2000). *Attitudes of Ferris State University Students Towards the Death Penalty: A Test of the Marshall Hypothesis. Final Report.* Submitted to Ferris State University, Faculty Research Grant Committee for completion of a grant.

Gary Lowery and Eric Lambert. (2000). *Summary Report of the Results of the Evaluation of the 2000 Summer Session of the Rails to Trails Project.* Submitted to the Rails to Trails Project Coordinator in December 2000.

Nancy Hogan, Eric Lambert, and Shannon Barton. (2000). *2000 Semi-Annual Progress Report of the Evaluation of the CHANGE Program.* Submitted to the Office of Justice Programs, U.S. Department of Justice in December 2000.

Gary Lowery and Eric Lambert. (2000). *Summary of Evaluation Results of the Rails of Trails Project.* Submitted to the Rails to Trails Project Coordinator in September 2000.

Eric Lambert, Tamsey Andrews, Susanne Chalder, Nancy Cooley, Eric Lambert (Co-Authors), and Michelle Johnston (Principal Author). (2000). "Status of Academic Service-Learning in Michigan: 1999-2000 School District-Level Survey." Submitted to Learn and Serve Michigan, Council of Michigan Foundations, Michigan Department of Education, for completion of grant.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2000). *Evaluation Report of the 2000 Valuing Diversity Workshop at the Kent County Juvenile Detention Facility.* Submitted to the Kent County Juvenile Detention Facility, Grand Rapids, Michigan.

Eric Lambert. (2000). *Evaluation of the Connect With Learner Workshop.* Submitted to University College, Ferris State University and Lowery and Associates in July 2000. The workshop was held at Ferris State University in June 2000.

Nancy Hogan, Eric Lambert, and Shannon Barton. (2000). *2000 Semi-Annual Progress Report of the Evaluation of the CHANGE Program.* Submitted to the Office of Justice Programs, U.S. Department of Justice in June 2000.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2000). *Evaluation of the Mecosta County*

Conference Papers:

Eric Lambert and Alan Clarke. (2000). "Comparison of Criminal Justice and Other Students' Attitudes About Capital Punishment." Paper Presented at the 2000 annual meeting of the American Society of Criminology in San Francisco, California.

Nancy Hogan, Shannon Barton, and Eric Lambert. (2000). "Impact of a Cognitive Program on Institutional Misconduct of Inmates at a Midwestern Prison." Paper Presented at the 2000 annual meeting of the American Society of Criminology in San Francisco, California.

Nancy Hogan, Shannon Barton, and Eric Lambert. (2000). "A Comparison of Faculty and Student Perceptions of Undergraduate Student Academic Dishonesty at a Midwestern University." Paper presented at the 2000 annual Midwestern Criminal Justice Association in Chicago, Illinois.

Nancy Hogan, Shannon Barton, Eric Lambert, and Terry Nerbonne. (2000). "Undergraduate Academic Dishonesty: The Nature, Extent, and Responses to the Problem - The Perceptions of Faculty. Paper Presented at the 2000 annual meeting of the Academy of Criminal Justice Sciences in New Orleans, Louisiana.

Nancy Hogan, Shannon Barton, Eric Lambert, Terry Nerbonne, Jack Buss, and Phillip Watson. (2000). "The Real Versus Perceived Needs in Forensic Sciences." Paper Presented at the 2000 annual meeting of the Academy of Criminal Justice Sciences in New Orleans, Louisiana.

Eric Lambert and Alan Clarke. (1999). "The Impact of Empirical Data on the Shaping of Death Penalty Views of Undergraduate Students at a Michigan University." Paper presented at the 1999 annual American Society of Criminology in Toronto, Canada.

Nancy Hogan, Eric Lambert, and Shannon Barton. (1999). "Ethical Dilemmas Faced by Undergraduate Students: The Nature, Extent, and Response to the Problem. A Comparison of Criminal Justice Majors to Other Majors." Paper presented at the 1999 annual American Society of Criminology in Toronto, Canada.

Nancy Hogan, Shannon Barton, and Eric Lambert. (1999). "Undergraduate Student Ethical Dilemmas: The Nature, Extent, and Response to the Problem." Paper presented at the 1999 annual Midwestern Criminal Justice Association in Chicago, Illinois.

Eric Lambert, Nancy Hogan, and Shannon Barton. (1998). Re-examining Correctional Staff Turnover: A Discussion of a Causal Model." Paper presented at the 1998 annual Midwestern Criminal Justice Association in Milwaukee, Wisconsin.

Eric Lambert. (1998). "The Missing Link Between Job Satisfaction and Correctional Staff Behavior: The Issue of Organizational Commitment. Paper presented at the 1998 annual meeting of the American Society of Criminology in Washington, D.C.

Criminal Justice Undergraduate Program Review Committee, Chair, Ferris State University	2000 to Present
Criminal Justice Graduate Program Review	2000 to Present
Criminal Justice Development Committee, Chair Ferris State University	1999 to Present
General Education, Social Awareness Committee Ferris State University	1999 to Present
Criminal Justice Faculty Search Committee Ferris State University	2000
Criminal Justice Faculty Search Committee Ferris State University	1999 to 2000
Criminal Justice Graduate Committee Ferris State University	1998 to Present
College of Education Curriculum Committee Ferris State University	1998 to Present
University Curriculum Committee Ferris State University	1998 to Present
University College Dean Search Committee Ferris State University	1998-1999

PROFESSIONAL ASSOCIATIONS:

Academy of Criminal Justice Sciences
American Society of Criminology
Justice Research and Statistics Association
Midwestern Criminal Justice Association
Southern Criminal Justice Association
Western Social Science Association

OTHER RELEVANT SKILLS:

Sheriff Department's School Resource Officer Program. Submitted to the Mecosta County Sheriff's Department for competition of an evaluation grant.

Eric Lambert, Nancy Hogan, and Shannon Barton. (2000). *Ethical Dilemmas Faced by Undergraduate Students: The Nature, Extent, and Possible Responses to the Problem. The Final Report.* Submitted to Ferris State University, Faculty Research Grant Committee for completion of a grant.

Shannon Barton, Eric Lambert, and Nancy Hogan. (2000). *A Systemic Approach to Addressing Domestic Violence in Rural Areas: Domestic Violence Task Forces and Community Interventions. The Final Report.* Submitted to Ferris State University, Faculty Research Grant Committee for completion of a grant.

Eric Lambert and Shannon Barton. (1999). *Evaluation Report of the Pilot Valuing Diversity Workshop at the Kent County Juvenile Detention Facility.* Submitted to the Kent County Juvenile Detention Facility, Grand Rapids, Michigan.

TEACHING

Graduate Courses:

Criminal Justice Research Methodology
Criminal Justice Agency Evaluation
Comprehensive Critique

Undergraduate Courses:

Introduction to the Nature of Crime and Its Control
Introduction to the Criminal Justice Process
Introduction to Criminal Justice
Introduction to Corrections
Supervision and Management in Criminal Justice
Delinquency Prevention and Control
Introduction to Statistics in Criminal Justice
Conflict Management in Corrections
Correctional Report Writing
Criminal Justice Internship
Organizational Behavior and Administration in Criminal Justice Agencies
Correctional Clients
Crime Control Policy
Child Abuse and the Criminal Justice System

COMMITTEES:

MICHAEL A. MCMORRIS

*P.O. Box 32, Comstock Park, Michigan 49321
(231) 796-5124 Email: MMCMOR8748@AOL.COM*

EDUCATION

Doctor of Philosophy (Anticipated July 2001 completion)

Capella University (Minneapolis, Minnesota) Major: **Education** (Cognate: **Criminal Justice**)

Dissertation: *"Perceptions of Criminality: Michigan Police Recruits Rank Likely Criminal Types"*

Master of Arts 1988

Saginaw Valley State University (University Center, Michigan)

Major: **Criminal Justice/Political Science**

Bachelor of Arts 1985

Saginaw Valley State University (University Center, Michigan)

Major: **Criminal Justice** Minor: **Sociology**

LAW ENFORCEMENT EXPERIENCE

1993-1995 U.S. Department of the Treasury

United States Customs Service (Savannah, Georgia)

Special Agent/Criminal Investigator

Duties: investigated illegal shipments of arms and high technology to foreign entities; the illicit transportation of currency into and out of the United States, in support of criminal enterprises; and the smuggling or transportation of narcotics into and out of the United States.

Training Institutions:

1993 U.S. Department of the Treasury

Federal Law Enforcement Training Center (Glynco, Georgia)

U.S. Special Agent/Criminal Investigator School (Certificate of Graduation)

1993 U.S. Department of the Treasury

United States Customs Service Academy (Glynco, Georgia)

U.S. Customs Basic Enforcement School (Certificate of Graduation)

1985-1989 City of Saginaw Police Department (Saginaw, Michigan)

Police Officer

Duties: patrolled the city; enforced state laws, city ordinances and traffic laws; worked in an undercover capacity during drug enforcement activities; prepared incident and accident reports; collected and stored criminal evidence; provided court testimony in criminal trials; and responded to calls for police service.

Proficient with numerous software program, including WordPerfect, Word, Windows, Paradox, MapInfo, Right Site, Quattro Pro, SPSS, LISREL, EQS, and Minitab programs on IBM compatible personal computers, along with several main-frame systems.

I also have a strong methodological and statistical background.

HONORS AND AWARDS:

Listed in Who's Who Among America's Teachers	2000
Teaching Fellowship at Graduate School of Criminal Justice, State University of New York	1994
Quality Salary Award for Outstanding Work Performance U.S. Penitentiary at Lompoc, California	1994
Quality Salary Award for Outstanding Work Performance U.S. Penitentiary at Lompoc, California	1993
Cash Award for Superior Work Performance U.S. Penitentiary at Lompoc, California	1992
Employee of the Month U.S. Penitentiary at Lompoc, California	1991
Academic Honors, Federal Bureau of Prisons	1990
Eliot Lumbar Award for Outstanding Academic Excellence at the Graduate School of Criminal Justice, Albany, NY	1989
Fellowship to Graduate School of Criminal Justice	1987-1988
Graduated <i>Summa Cum Laude</i> from Saginaw Valley State University and named Outstanding Graduating Student in both Criminal Justice and Sociology Departments	1987
Dean's or President's List each semester at Saginaw Valley State University	1985-1987
Graduated from High School with Honors	1983

References Available Upon Request

1991 Saginaw Valley State University
Criminal Justice Department
University Center, Michigan

Adjunct Professor

Duties: developed and taught an upper division " Correctional Policy and Treatment" course; prepared exams and maintained student records; and provided academic counseling to students.

1992 & 91 Cranbrook/Kingswood Schools
1988 & 85 Horizons Upward Bound Program
Bloomfield Hills, Michigan

Criminal Justice Instructor

Duties: developed and taught law enforcement, social studies and government courses for high school students; and provided academic counseling.

PROFESSIONAL CONSULTING

1999-00 The Golliday Group (Detroit, Michigan)

Urban Planning/Economic Development Consultant

Duties: Assisted company acquire public records regarding Liquor Licensing Control and Public Documents; and provided recommendations for Urban Planning and Economic Development.

1999 Bill Mar Foods (Michigan Division)
Corporate Security Department

Corporate Security Consultant

Duties: Provided safety and security recommendations to Corporate Security Manager, regarding court ordered access to their facility, by plaintiffs in a civil court action; provided advice on facility and document access; provided advice regarding restrictions on the use of surveillance and recording devices by plaintiffs and their attorneys.

1992 The Buena Vista Township School District
Department of Campus Security (Saginaw, Michigan)

1990 & 91 The School District of the City of Saginaw
Department of Campus Security (Saginaw, Michigan)

Professional Consultant (Test Developer/Administrator)

Duties: developed and administered the Physical Agility Performance Test and Obstacle Course; and videotaped and scored the test. These tests were components of the application process for Campus Security Officer positions in both school districts.

Institution: Michigan Department of State Police
Michigan Law Enforcement Officers Training Council
Delta College 1986 (University Center, Michigan)

**Basic Police Officers Training Program
Certificate of Graduation**

TEACHING EXPERIENCE

1996-present Ferris State University School of Criminal Justice
Big Rapids, Michigan

Associate Professor of Criminal Justice (Tenured)

Duties: to develop and teach innovative courses in Criminal Justice; to provide academic advice and counseling to students; to serve on college and advisory committees; and to conduct research and maintain expertise in the Criminal Justice Arena.

May 2001 Academic Scholars Program People's Republic of China
Capital University of Economics & Business
Beijing, China

Visiting Professor

Developed and presented Lecture Series, "*American Police & Society*" for Law Students, Graduate Students and Undergraduate Students.

1995-96 Ocean County College Social Sciences Department
Toms River, New Jersey

Criminal Justice Instructor

Duties: developed and taught innovative courses within the Criminal Justice Department; provided academic counseling to students; served on college committees and advisory boards; participated in department and college meetings; maintained a liaison with external organizations and agencies; and contributed to and support the college's mission of diversity.

1989-93 The School District of The City of Saginaw
Averill Career Opportunities Center
Saginaw, Michigan

Law Enforcement/Security/Public Safety (Tenured Lead Instructor/Coordinator)

Duties: developed and coordinated the school district's law enforcement curriculum; taught high school and adult students; provided academic counseling for students; prepared and administered performance and written tests; assisted with student recruitment; prepared annual program budget; coordinated student interns; and organized and maintained a law enforcement program advisory committee. Also developed and taught an "Introduction to Corrections Officer Training Program" for adults, in 1990.

become Federal Law Enforcement Officials. This seminar focused on the importance of realistic personal assessment, academic preparation and goal pursuit, relative to Federal employment. The importance of developing, repairing, and maintaining a viable personal background was also emphasized.

December 1998 Ferris State University (Big Rapids, Michigan)
Guest Lecturer (Justice Learning Community)

Presented the lecture, "*Preparation for Careers in the Criminal Justice Arena*" to criminal justice students. This lecture focused on the importance of realistic personal assessment, academic preparation and goal pursuit, relative to securing employment, in Criminal Justice agencies, upon graduation from college.

November 1998 Ferris State University (Big Rapids, Michigan)
Opposing Viewpoints Panel Discussion Series

Developed, moderated and facilitated a university discussion entitled, "*Are College fraternities and Sororities Still Needed?*" This panel discussion featured FSU students, student leaders, and staff, as they discussed and debated issues surrounding today's college fraternities and sororities, and their impact on society.

September 1998 Ferris State University (Big Rapids, Michigan)
Federal Law Enforcement Employment Seminar

Developed and implemented "*So, You Want to Be A Federal Agent?*" This Seminar was designed to assist students with successfully navigating their way through the entire application process, to become Federal Law Enforcement Officials.

April 1998 Ferris State University (Big Rapids, Michigan)
Opposing Viewpoints Panel Discussion Series

Developed, moderated and facilitated a university discussion entitled, "*Distance Education vs. Traditional Education: Advantages and Disadvantages.*" This panel discussion featured faculty, administrators and students, from colleges and universities, throughout West Michigan, as they discussed and debated the advantages and disadvantages of various methods of curricula delivery.

March 1997 Western Michigan University (Kalamazoo, Michigan)
Guest Lecturer

Presented the lecture, "*Police Brutality in America*" to Sociology of Law students. This lecture traced Police Brutality from its roots in London, England, to its present-day existence in American society, as well as the policies that allow it to perpetuate and permeate civilized society.

February 1989 Saginaw Valley State University (University Center, Michigan)
Guest Lecturer

SELECTED LECTURES, PRESENTATIONS & SEMINARS

April 2001 Academy of Criminal Justice Sciences Annual Conference
Paper Presentation (Washington, DC)

Presented the paper, "Perceptions of Criminality: Michigan Police Recruits Rank Likely Criminal Types." (Doctoral Dissertation)

February 2001 National Association of African American Studies Annual Conference
Paper Presentations (Houston, Texas)

Presented the paper, "Against All Odds: The Plight of African American Males to Acquire Knowledge from American Educational Institutions."

Presented the paper, "African American Police: An Historical Overview of Their Triumphs & Troubles in America."

November 2000 Ferris State University (Big Rapids, Michigan)
Guest Lecturer (Justice Learning Community)

Presented the lecture, "Racial Profiling & Criminal Stereotyping" to Criminal Justice Students. This lecture addressed the current problems ethnic/racial minorities face, relative to being confronted by law enforcement officials for their perceived natural involvement in criminal activity.

February 2000 National Association of African American Studies Annual Conference.
Paper Presentation (Houston, Texas)

October 1999 Midwestern Criminal Justice Association Annual Conference
Paper Presentation (Chicago, Illinois)

Presented, "*Continuity 2000: A Realistic Review of the Historical Relationship between African-Americans and the Police, America's Usual Suspects, in the New Millennium.*"

October 1999 Ferris State University (Big Rapids, Michigan)
Opposing Viewpoints Panel Discussion Series

Developed, facilitated, and moderated a university discussion entitled, "*Race Relations on Campus: The Past, The Present, and Our Hope for the New Millennium.*" This panel discussion featured FSU students, faculty, and staff as they discussed the implications of race on college campuses, in conjunction with President Bill Clinton's Campus Week of Dialog.

October 1999 Ferris State University (Big Rapids, Michigan)
Federal Law Enforcement Employment Seminar

Developed and implemented "*So, You Want to Be A Federal Agent?*" This Seminar was designed to assist students with successfully navigating their way through the entire application process, to

- School of Criminal Justice Faculty Development/Teaching Portfolio Committee
- College of Education & Human Services Sabbatical Committee

AWARDS AND HONORS

1999 **International Who’s Who of Professionals**
 Awarded to individuals who have excelled in their chosen professions, throughout America, and around the world.

1998 & 2000 **Who’s Who Among America’s Teachers (multiple year recipient)**
 Awarded to Educators in America who have been nominated by successful, former students as the one teacher, from their entire academic career, who “made a difference in their life.”

1993 U.S. Department of the Treasury (Glynco, Georgia)

Sharpshooter Award (Certificate)

Awarded to Special Agents who performed with a high degree of accuracy with semi-automatic firearms during firearms training.

1987 The City of Saginaw Police Department (Saginaw, Michigan)

Distinguished Service Award

Awarded to police officers for displaying a high degree of professionalism while performing one's duties, when providing service to the public.

COURSES TAUGHT & DEVELOPED

Police Science	Introduction to Corrections
Study Skills	Introduction to Corrections Officer Training
Social Studies	Correctional Policy & Treatment
Social Problems	American Government
Police & Society	Criminology
Supervision & Management in Criminal Justice	Investigation Issues in Criminal Justice
Introduction to Criminal Justice	Current Issues in Criminal Justice
Introduction to Law Enforcement	Organizational Behavior in Criminal Justice
Introduction to Security Administration	Juvenile Delinquency & Prevention
Criminal Justice Assessment	Crime Control Policy

Police Academy Courses:

Police Precision Driving (Driving Range Co-Coordinator)

Police Patrol Problems (Individual Sections Include):

Patrol Operations	Patrol Techniques	Police Tactical Techniques
Dealing with Juvenile Offenders	Mechanics of Arrest/Search	Vehicle Stops

Presented the lecture "*Cultural Differences and Policing*" to Criminal Justice students. This lecture explored the various attitudes of police officers towards different ethnic/racial groups. The lecture further addressed those variables that influence law enforcement, relative to their discretion, when deciding how to handle disputes between ethnic/racial minority citizens.

PROFESSIONAL AFFILIATIONS

Academy of Criminal Justice Sciences (ACJS), Midwestern Criminal Justice Association (MCJA)
National Education Association (NEA), Michigan Education Association (MEA)
National Association of African American Studies (NAAAS)

RESEARCH AND PUBLICATIONS

McMorris, M. (2002) Criminal justice scenarios. In J. Brewer. Criminal justice administration in the new millennium. California: Allyn and Bacon. (textbook contribution)

McMorris, M. (2000). Assault on academe: Are college officials increasingly becoming targets of misplaced student violence? Campus Safety & Student Development, vol. 2. (1) pp. 1-2, 15.

McMorris, M. (1999). Continuity 2000: A realistic review of the historical relationship between black Americans and the police. In G.E. Matthews (Ed.). Journey towards nationalism: The implications of race and racism (pp. 103-112). New York: Forbes Custom Publishing .

"So, You Want to Be a Federal Agent? An Instructional Guide for Potential Special Agents."
Instructional Manual and Video (1999). (Self-Published).

Michigan Department of Education, Vocational-Technical Education Service (1991). Public Safety/Protective Services Cluster Guide. State Administrative Board, Lansing, Michigan. (Principal Writer-Cluster Guide Development Team)

"Hostile Corridors: Advocates & Obstacles to Educating Blacks in America."
(manuscript in progress).

"The Criminal Kind: Why People of Color are America's Favorite Criminal Suspects." (manuscript in progress)

FERRIS STATE UNIVERSITY COMMITTEE SERVICE

- Gates Millennium Scholarship Committee
- Chair, School of Criminal Justice Faculty Search Committee
- University Social Awareness Committee
- Director of Student Judicial Affairs Search Committee
- Criminal Justice Curriculum Development Committee
- Morris Hood, Jr. Educator Development Program Grant Committee, (Michigan Department of Education)
- School of Criminal Justice Forensics Certification Committee

TERRY M. NERBONNE
CURRICULUM VITAE
December 2000

ADDRESS INFORMATION

Home: 19580 23 Mile Road, Hersey, MI 49639; 231-832-4991

Office: Ferris State University, 519 Bishop Hall, Big Rapids, MI 49307; 231-591-2836

EDUCATIONAL RECORD

Ph.D. Michigan State University, East Lansing, Michigan.
Doctor of Philosophy: Education (December 1980)
Major: Highway Traffic Safety Administration
Cognate: Criminal Justice
Dissertation: *An Evaluation of the Time Formats Used for Teaching the Michigan State University Highway Traffic Introductory Traffic Accident Investigation Course.*

M.S. Michigan State University, East Lansing, Michigan.
Major: Highway Traffic Safety Administration

B.S. Michigan State University, East Lansing, Michigan.
Major: Criminal Justice

EDUCATIONAL EXPERIENCE

FERRIS STATE UNIVERSITY
BIG RAPIDS, MICHIGAN

- 8/73 Hired as Assistant Professor in the Criminal Justice Program. Responsibilities included:
- 1) Designing and implementing a new baccalaureate degree program.
 - 2) Teaching the following core courses: Introduction to Criminal Justice, Criminal Investigation, Traffic Law, Accident Investigation, Patrol Techniques, Police Community Relations, Crime Prevention, Crisis Intervention, Defensive Tactics, and Police Precision Driving.
 - 3) Advising students.
 - 4) Working on committees:
 - a) Member of School of Criminal Justice Faculty Search Committee (Chair).
 - b) Member of College of Education and Human Services Promotions Committee.
 - c) Member of College of Education and Human Services Tenure Committee.
 - d) Member of School of Criminal Justice Tenure Committee (Chair).
 - e) Member of the Athletic Advisory Committee.
 - f) Member of the Academic Program Review Council.
 - g) Member of School of Criminal Justice Department's Curriculum Review Committee and Program Review Committee.

ACADEMIC INTERESTS & AREAS OF EXPERTISE

Interests: Police Brutality & Police Corruption; Law Enforcement Recruitment, Selection & Training Practices; Cultural Perceptions of Criminality; and Ethnic and Racial Discrimination in Educational Institutions. **Expertise:** United States Customs Criminal Investigations (Drug Smuggling, Money Laundering, Fraud Investigations & Trademark Violations).

ADDITIONAL LAW ENFORCEMENT CERTIFICATIONS

1999 Michigan State Police (Lansing, Michigan) 40 Hour Advanced Precision Driving Certificate & 16 Hour Refresher Precision Driving Certificate.

TEACHING PHILOSOPHY

I enjoy learning from each and every student that I come into contact with. It is my goal to work with students, employing a combination of traditional (Socratic Method) and nontraditional methods, in an effort to assist them in growing intellectually, culturally, and socially.

Moreover, I believe in the “*learning wall*” approach to knowledge. That is, when students enter the classroom, they are in search of knowledge. As a course begins, we, as educators, have the ability to look over the learning wall, peering into vast areas of knowledge, that comprise the course content, some of which was acquired via practical experienced, or academic preparation. However, even we do not possess total knowledge in our areas of expertise, as we have not yet benefited from discourse with all students, and more importantly, ideals and concepts are constantly changing. Therefore, we must provide a learning environment that encourages the students to challenge themselves to reach the highest level of academic prowess attainable. The learning environment must also be conducive to creativity, intellectual growth, and innovative thought, and the students must be receptive to new ideas, concepts and knowledge, if they are going to fully benefit from the learning experience.

Although the students may not possess the initial skills to obtain the knowledge possessed by the educator, the obligation is on the educator to hoist the students upon his/her shoulders, so that by the end of the course the students can peer farther over the *learning wall*. This would thereby demonstrate an understanding of concepts and ideals that were initially foreign to the students. As a result it is hoped that the students would desire to undertake further investigation into the subject matter, beyond that possessed by the educator.

Finally, if the educator has done his/her job properly, the students will possess the skills necessary to successfully navigate their way over the learning wall, realizing that learning transcends the classroom, and in fact is life-long. It’s only at this point, that the educator can truly say that he/she has properly served the students.

REFERENCES Provided upon request.

- 9/91 to 9/96 Assumed all responsibilities of the Department Head of the Criminal Justice Program.
- 9/96 Awarded merit within rank.
- 9/96 to present Coordinator of Law Enforcement Specialist Program.
- 1998 Awarded sabbatical leave to assist the Michigan Commission on Law Enforcement Standards in the development and certification of a model policy for the operation of emergency vehicles.

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICHIGAN

- 8/72 to 8/73 Hired as Director of Law Enforcement Programs. Responsibilities included:
- 1) Designing, implementing and administering a two-year associate degree program in Law Enforcement and Criminal Justice.
 - 2) Teaching four core classes in the associate degree program: Introduction to Criminal Justice, Police Administration, Police Operations, and Criminal Investigations.
 - 3) Coordinating eighty police and legal instructors for a seven-week training program at the Upper Peninsula Basic Police Academy.
 - 4) Developing curriculum, implementing, and coordinating inservice schools such as narcotics and dangerous drugs, criminal investigation, juvenile investigation, accident investigation, and command schools.
 - 5) Preparing appropriate grant application materials.
 - 6) Maintaining effective liaison with law enforcement agencies and personnel.
 - 7) Planning and designing curriculum for a Bachelor of Science Degree Program in Criminal Justice.
 - 8) Reviewing and evaluating training grant applications from local governmental jurisdictions to insure statewide coordination of effort.

EXPERIENCE IN FIELD

LANSING POLICE DEPARTMENT
LANSING, MICHIGAN

- 4/68 to 8/72 Hired as police officer, Lansing Police Department, Lansing, Michigan. Assignments included:
- 1) Patrol Division - foot beats and cruiser patrols.
 - 2) Traffic Safety and Police Community Relations Division - developing and presenting programs dealing with various police subjects to schools and to adult groups.

- h) Served on the Academic Senate.
 - i) Served on the Academic Senate Executive Board.
 - j) Served on the Senate Governance Committee.
 - k) Served on the Graduate Alumni Assessment Committee.
 - l) Served on the Criminal Justice Master's Degree Curriculum Development Committee.
 - m) Served on the All-University Semester Implementation Team.
 - n) Served on the MAGB Distinguished Faculty Award Committee.
 - o) Served on the All-College Athletic Advisory Committee.
 - p) Served on the All-College Student Intern Work Study Committee.
 - q) Served as chairman of the Ferris State University Time Capsule Committee for the 1984 Centennial.
 - r) Served on the Search Committee for selection of the Dean of the School of General Education.
 - s) Served on the committee to develop a policy statement on faculty evaluation and tenure for the School of General Education.
 - t) Served on the Promotion Committee for the School of Education.
 - u) Served on the Search Committee for selection of the Director of Public Safety for Ferris State University.
 - v) Served on the Academic Senate representing the School of Education.
 - w) Served on the Academic Senate Appointments Committee.
 - x) Served on the First-Year Experience Task Force.
 - y) Served on the Minority Retention Committee.
 - z) Served on the Search Committee for the selection of the Dean of the College of Education.
 - aa) Served on the All University General Education Committee.
- 5) Student organization involvement:
- a) Faculty Advisor to Lambda Alpha Epsilon, the American Criminal Justice Association Fraternity.
- 6) Public Address Announcer for Ferris volleyball games.

- 8/77 Promoted to Associate Professor and Acting Coordinator of the Criminal Justice Program, Ferris State University.
- 5/84 to present Promoted to Full Professor in the Criminal Justice Program, Ferris State University.
- 9/85 Promoted to Coordinator of the Criminal Justice Program, Ferris State University. Responsible for the administration of the Criminal Justice Program.
- 1985 Awarded sabbatical leave to conduct research dealing with the civil liabilities of police pursuit and emergency driving.
- 9/91 Awarded merit within rank.

- 3/00 Presented two papers, “The Real Versus the Perceived Needs in Forensic Sciences” and “Undergraduate Academic Dishonesty: the Nature, Extent and Response to the Problem—the Responses of Faculty,” at the Academy of Criminal Justice Sciences Conference.
- 2/00 Chair for the Michigan SkillsUSA-VICA Law Enforcement Section Planning Committee.
- 11/99 & 12/99 Served as Facilitator in the development of The Crime Scene Investigation Guide for Law Enforcement for the U.S. Department of Justice, National Institute of Justice.
- 5/99 - 10/99 Served as Primary Instructor for the 18-week Michigan Police Corps Academy funded by the U.S. Department of Justice (instructed 180 out of 950 hours).
- 5/99 Served as Instructor on a two-day Police Precision Driving School at Muskegon Community College.
- 4/99 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 4/99 Served as Judge and Team Leader for the Vocational Industrial Clubs of America (VICA) Law Enforcement competition.
- 3/99 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving and Policy Development for Kalamazoo Valley Community College Police Training Center.
- 1/99 & 2/99 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving for the West Michigan Police Training Consortium.
- 11/98 Served as Instructor in an eight-hour course of instruction on Handling Citizen Complaints and Internal Investigations for the West Michigan Police Training Consortium.
- 5/98 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 4/98 Served as Judge and Team Leader for the Vocational Industrial Clubs of America (VICA) Law Enforcement competition.
- 4/98 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.

- 3) Personnel and Training Division - Police Instructor for Mid-Michigan Police Academy.
- 4) Member of special crowd control unit.
- 5) Member of Police Community Relations team.

**WURZBURG'S DEPARTMENT STORE
LANSING, MICHIGAN**

4/70 to 8/72 Hired as part-time security agent. Duties included:
 1) Store security.
 2) Assessing store security needs.

PROFESSIONAL AND CONSULTING ACTIVITIES

- | | |
|-----------------|---|
| 11/00 | Served as Instructor in a three-day Police Precision Driving School at West Shore Community College. |
| 10/00 | Member of the Michigan Commission on Law Enforcement Standards Task Force to develop physical training standards for police recruits in the State of Michigan. |
| 10/00 | Served as Instructor in the National Instructor Development Academy for Training Death Investigation for the U.S. Department of Justice, National Institute of Justice. |
| 8/00 | Served as Instructor in a four-hour course of instruction on self-defense for women for the National Turkey Association (Women in the Woods). |
| 5/00 -
10/00 | Served as Primary Instructor for the 19-week Michigan Police Corps Academy funded by the U.S. Department of Justice (instructed 195 out of 1000 hours). |
| 5/00 | Delivered graduation speech for the West Shore Community College Police Academy. |
| 5/00 | Served as Instructor in a three-day Police Precision Driving School at West Shore Community College. |
| 5/00 | Served as Instructor in two two-day Police Precision Driving Schools at Muskegon Community College. |
| 4/00 | Served as Judge and Team Leader for the Michigan SkillsUSA-VICA Law Enforcement competition. |
| 4/00 | Served as Instructor in a three-day Police Precision Driving School at West Shore Community College. |
| 3/00 | Member of the Michigan Commission on Law Enforcement Standards Task Force to develop a Police Driving Standard for police recruits in the State of Michigan. |

Criminal Justice Association Fraternity.

- 5/95 Served as Instructor in a four-hour course of instruction on Team Building for the 1995 Michigan State Police Sergeant's Conference.
- 5/95 Served as Instructor on the Legal Aspects of Authorized Emergency Vehicle Operation for the West Shore Police Training consortium.
- 5/95 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 4/95 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 4/95 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 3/95 Served as Instructor in a four-hour course of instruction on Team Building for the Michigan State Police Executive Development School.
- 1/95 Served as Instructor in a four-hour course of instruction on Team Building for the Michigan State Police Training Academy staff.
- 11/94 Served as Instructor in a four-hour course of instruction on Self Defense for Women for the Ferris State University Professional Women's Association.
- 11/94 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 8/94 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 6/94 Served as Instructor on the Legal Aspects of Authorized Emergency Vehicle Operation for Mason County Ambulance and Firefighters.
- 5/94 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 5/94 Served as Instructor in a two-day Police Precision Driving School for the West Central Michigan Law Enforcement Training Consortium.
- 4/94 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.

- 3/98 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving and Policy Development for Wilson Community College, Wilson, North Carolina.
- 3/98 Served as Instructor in a four-hour course of instruction on Self-Defense for Women for the Ferris State Resident Hall Directors.
- 12/97 Served as Instructor in a two-day PPCT Defensive Tactics Program for the Mackinac Island Police Department.
- 8/97 Served as Instructor in a four-hour course of instruction on Self-Defense for Women for the Mackinaw Island Professional Women's Group.
- 5/97 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 5/97 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 3/97 & 4/97 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving for the West Michigan Police Training Consortium.
- 12/96 Served as Instructor in a five-day PPCT Defensive Tactics Program for the Mackinac Island Police Department.
- 10/96 Served as Instructor in a four-hour course of instruction on Pursuit Driving for the Mt. Pleasant Tribal Police.
- 5/96 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 5/96 Served as Instructor in a four-hour course of instruction on Team Building for the South Eastern Michigan General Agencies and Managers Association.
- 4/96 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 3/96 Served as Instructor in a four-hour course of instruction on Team Building for the Michigan State Police Executive Development School.
- 1/96 Served as Instructor in a four-hour course of instruction on Self Defense for Women for the Select Sixty Women's Group.
- 11/95 Served as Guest Speaker at the Midwest Regional Conference of the American

- 7/91 Served as Instructor in a five-day PPCT “Spontaneous Knife Defense and Impact Weapon” instructor program for police personnel - Northern Michigan University, Marquette, Michigan.
- 5/91 Served Instructor in a five-day “Jail Supervisor” program - Ferris State University, Big Rapids, Michigan.
- 3/91 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 2/91 Served as Instructor in an eight-hour block of instruction on Legal Aspects of Police Pursuit and Emergency Driving at Schoolcraft Community College.
- 10/90 Served as Instructor in a two-day Police Policy Development Workshop in Plymouth, Michigan.
- 10/90 Served as Project Leader, Protective Services Area, in the Vocational Technical Education Curriculum Project for the Michigan Department of Education.
- 10/90 Served as Instructor in an eight-hour block of instruction on the Legal Aspects of Police Pursuit and Emergency Driving at Schoolcraft Community College.
- 10/90 Addressed the Michigan State Police Post Commanders' Workshop on Police Pursuit and Emergency Driving.
- 10/90 Member of the Michigan Spouse Abuse Task Force to develop a domestic violence curriculum for police officers in the State of Michigan.
- 10/90 Instructor in the National Police Pursuit Driving Workshop held in Detroit, Michigan.
- 9/90 Served as Instructor of an eight-hour block of instruction on Police Emergency and Pursuit Driving at Alpena Community College.
- 9/90 Addressed the Spouse Abuse Task Force Workshop on research in the area of mandatory arrest procedures for domestic violence assault cases.
- 7/90 Served as Instructor of an eight-hour block of instruction on Police Emergency and Pursuit Driving for the Criminal Justice Institute.
- 6/90 Served as Instructor in a two-day Police Policy Development Workshop at the Northwestern University Traffic Institute Command School.
- 4/90 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.

- 1/94 Served as Instructor in a two-day "Occupant Protection" Instructor Program for the Michigan Law Enforcement Officers Training Council.
- 9/93 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving for the West Michigan Police Training Consortium.
- 7/93 Served as Consultant to the Michigan Law Enforcement Officers Training Council to develop an Occupant Protection Police Training Program for the State of Michigan.
- 6/93 Served as Instructor in a five-day Precision Driving Instructor Certification Training School sponsored by Jackson Community College.
- 5/93 Served as Instructor in a two-day Police Precision Driving School at Muskegon Community College.
- 4/93 Served as Instructor in a two-day Police Precision Driving School at West Shore Community College.
- 11/92 Served as Consultant to the Michigan Municipal League to assist in preparing a written examination for "First Level Police Supervisors."
- 11/92 & 9/92 Served as Instructor in a five-day "First Line Supervisor" Program, Ferris State University, Big Rapids, Michigan.
- 9/92 Served as Instructor in a three-day Police Precision Driving School at West Shore Community College.
- 8/92 Served as Instructor in an eight-hour course of instruction on the Legal Aspects of Police Pursuit and Emergency Driving for the Saginaw Police Department.
- 7/92 Served as Instructor in a five-day Precision Driving Instructor Certification Training School sponsored by Delta Community College.
- 6/92 Served as Instructor in a five-day Precision Driving Instructor Certification Training School sponsored by Jackson Community College.
- 6/92 Served as Presenter in the Management Development Retreat at Ferris State University.
- 10/91 Served as Instructor in a two-day "Police Policy and Procedure Development" program - Kentwood Police Department.

- 6/87 Served as Consultant for the Criminal Justice Institute, Ferris State College, to present a two-day Management Tune-Up Training Seminar entitled, "The Art and Science of Police Policy Development."
- 5/87 Presented the Michigan mandated precision driving course at the National Precision Driving Task Force Meeting in Lansing, Michigan.
- 5/87 Served as Instructor in a three-day Defensive Driving School sponsored by Jackson Community College in cooperation with Chrysler Motor Company.
- 4/87 Served as Instructor of an eight-hour block of instruction on Police Policy Development at the Northwestern Traffic Institute Police Command School at Eastern Michigan University.
- 3/87 Served as Consultant to the National Forest Service, Department of Agriculture, to present a two-day training seminar entitled, "Non-Deadly Force and Civil Liabilities."
- 1986 Served as Consultant to Meijer Corporation to conduct a job task analysis and to develop a training program for their security division.
- 3/86 to 8/86 Served as Consultant for the Criminal Justice Institute, Ferris State University to present nine two-day Critical Issues Training Seminars entitled:
 1) Police Precision Driving Practices
 2) The Decision Process in Non-Lethal Subject Control.
- 3/86 to 8/86 Served as Consultant for the Criminal Justice Institute, Ferris State University to present six two-day Management Tune-Up Training Seminars entitled, "The Art and Science of Police Policy Development."
- 12/84, 12/85 & 12/86 Served as Instructor in a week-long precision driving instructor certification training school sponsored by the Michigan Law Enforcement Officers Training Council.
- 1985 Appointed to an advisory committee by the Michigan Law Enforcement Officers Training Council to revise and update the current state-mandated precision driving curriculum.

- 3/90 Served as Instructor in a two-day Police Policy Development Workshop in Ann Arbor, Michigan.
- 2/90 Served as Instructor in an eight-hour block of instruction on Legal Aspects of Police Emergency and Pursuit Driving at Schoolcraft Community College.
- 2/90 Addressed the Michigan Chiefs of Police Mid-Winter Conference on Policy and Procedure Developments in the Area of Police Pursuit and Emergency Driving.
- 11/89 Served as Instructor in a three-day Police Precision Driving School sponsored by Delta College.
- 7/89 & 9/89 Served as Instructor in the Emergency Vehicle Response Training Workshop conducted by the Michigan Law Enforcement Training Council.
- 5/89 & 8/89 Served as Instructor of an eight-hour block of instruction on Police Emergency and Pursuit Driving for the Criminal Justice Institute, Ferris State University.
- 8/89 Served as Consultant for the Criminal Justice Institute, Ferris State University to conduct a Comprehensive Multi-State Analysis of Law Enforcement/Local Corrections Training and Management Resources.
- 4/89 Served as Instructor of an eight-hour block of instruction on Police Policy Development at the Northwestern Traffic Institute Command School at Eastern Michigan University.
- 1987 to 1989 Served as Consultant to the Michigan Law Enforcement Officers Training Council to revise and update the current state-mandated precision driving curriculum and develop the instructor training course.
- 12/88 Served as Instructor in a three-day Police Precision Driving School sponsored by West Shore Community College.
- 1987 to 1989 Served as Research Assistant for the National Precision Driving Task Force to develop a standardized precision driving course for the U.S. Department of Transportation.
- 5/88 Served as Consultant to the Continuing Education Division, Northern Michigan University, to present seminars entitled:
- 1) Police Policy and Procedure Development
 - 2) Liability Issues in Regard to Police Pursuit and Emergency Driving
 - 3) Liability Issues in Regard to Police Use of Non-Deadly Force.
- 5/88 Served as Consultant to the City of Flushing, Michigan, to provide a management review of the Flushing Police Department.

Criminal Justice

APRC 2001-2002

Section 4 of 4

1974 & Served as Consultant to Michigan Law Enforcement Officers Training Council in
1973 the development of a standardized test bank in criminal law and traffic subjects.

AWARDS

2000 Induction into the Who's Who Among America's Teachers for 2000.
1999 Induction into the Who's Who Among America's Teachers for 1999.
1998 Induction into the Who's Who Among America's Teachers for 1998
1993 Awarded the Ferris State University Distinguished Teacher Award
1992 Nominated for the MAGB Distinguished Faculty Award
1990 Awarded the Michigan Legislature Teaching Excellence Award
1990 Finalist, Ferris State University Distinguished Teacher Award
1989 A Resolution: "Recognizing and Applauding for the Significant Contribution to Law Enforcement Training through participation and support to the National Law Enforcement Driver Training Project." Presented by the International Association of Directors of Law Enforcement Standards and Training
1982 A Resolution: "For the significant contribution to the Michigan Law Enforcement Officers Training Council as a developer and subject matter expert for the traffic curriculum instruction program for state-wide recruit training"

PUBLICATIONS

The following publications have had my involvement:

1999 "The Shield Organizational System for the Public Safety Professional," Shield International. Prepared the Accident Investigation and Pursuit Driving Incident modules.

1993 "Michigan Occupant Protection Guide," produced by the State of Michigan, Department of State Police, Michigan Law Enforcement Officers Training Council. Served as co-developer and author.

1991 "Public Safety/Protective Services Cluster Guide," produced by the Michigan Department of Education Vocational-Technical Education Services.

1989 "Michigan Law Enforcement Driver Training Reference Guide," produced by State of Michigan Department of State Police Michigan Law Enforcement Officers Training Council. Served as research associate and contributor.

1989 "Guidelines for the Evaluation and Structuring of a Driver Training Process for Law Enforcement Personnel: A Task Force Report," by the International Association of Directors of Law Enforcement Standards and Training. Served as an advisor and reviewer.

1989 "A Comprehensive Multi-State Analysis of Law Enforcement/Local Corrections Training and Management Resources." Served as a project consultant.

- 1985 Served as Consultant for the Gerholz Institute for Lifelong Learning, Ferris State University, to present the following one-day police management workshops:
- 1) Patrol Allocation Techniques
 - 2) Policy and Procedure Development for Police Executives
 - 3) Law Enforcement Policy Making: Police Emergency, and Pursuit Driving
 - 4) Law Enforcement Policy Making: The Use of Non-Deadly Force.
- 1985 & Served as Consultant to the Michigan Municipal League to present seminars on
1984 Law Enforcement Policy Making, Police Emergency and Pursuit Driving.
- 6/84 & Served as Instructor in a week-long defensive tactics instructor certification
6/83 training school sponsored by the Michigan Law Enforcement Officers Training Council.
- 5/84 Served as Consultant to Eastern Michigan University, Division of Continuing Education, Office of Professional Development and Department of Public Safety to present two day-long programs entitled:
- 1) Executive "Tune-Up" Part One--Police Screening and Selection
 - 2) Executive "Tune-Up" Part Two--Policy and Procedure Workshop for Police Executives.
- 12/83 Appointed to a committee by the Michigan Law Enforcement Officers Training Council to revise and update the current state-mandated defensive tactics curriculum.
- 4/83 Served as workshop participant to revise the traffic component of the mandated police basic training curriculum.
- 6/82 Served as Committee Chairman of a research team headed by the Research and Development Section of the Michigan Law Enforcement Officers Training Council. The organizational objectives of the committee were to assist the M.L.E.O.T.C. in achieving:
- 1) The development of training modules for the mandated basic training program that will be used to standardize instruction throughout the statewide M.L.E.O.T.C. training system.
 - 2) The development of a comprehensive final examination (mastery test) that will be given to all individuals who are preparing to graduate from one of the M.L.E.O.T.C. certified regional or pre-service basic training programs.
- 1979 Served as Consultant to Montcalm Community College in the design of their associate degree program in Criminal Justice.
- 1975 Served as Consultant to Nazareth College for design of their baccalaureate degree program in Criminal Justice.

- 1990 Conducted a year and one-half long research project for the Michigan State Police to study their high-speed driving incidents.
- 1990 Conducted a national research project with Mr. Darrell L. Ross to study the use of force by correctional officers to overcome prisoner's resistance in federal and state correctional institutions.
- 1989 Research study to analyze law enforcement and correctional training and management resources in Florida, Mississippi, Alabama and Georgia.
- 1987-89 Research assistant for the National Precision Driving Task Force to develop a standardized precision driving course for the International Association of Directors of Law Enforcement Standards and Training.
- 1987 A research study to conduct a job task analysis of store detective and courtesy clerk positions within the Meijer Corporation.
- 1985 Conducted a research project dealing with the civil liabilities along with a prescriptive package for police pursuit and emergency driving.

TECHNICAL TRAINING

- 9/00 One-day "Physical Fitness Assessment for Police Officers" conducted by the Cooper Institute.
- 6/98 One-day "Michigan Force Matrix Workshop" conducted by the Michigan Law Enforcement Officers Training Council.
- 5/98 Three-day "Pressure Point Control Tactics Management Systems" instructor recertification program.
- 11/97 One-day "Domestic Violence" instructor program for police personnel.
- 8/97 One-day "Certified domestic Violence Instructor Update" recertification program.
- 3/96 Three-day "Pressure Point Control Tactics Management Systems" instructor recertification program.
- 8/93 Two-day "Domestic Violence" instructor program for police personnel.
- 5/93 Two-day "Pressure Point Control Tactics Management System" instructor recertification Program.
- 1/92 One-day "Michigan Accident Crash Report" instructor program for police personnel.
- 6/91 Three-day "Spontaneous Knife Defense" instructor program for police personnel.

- 1988 A Management Review of the Flushing City Police Department Project Report.
- 1987 "A Job and Task Analysis of the Positions of Store Detective and Courtesy Clerk Within the Meijer Corporation and the Development of Curriculum Outlines." Major consultant report by Dr. Terry Nerbonne, Mr. William Nash and Dr. Robert L. Parsons.
- 1983 "Traffic Law Subject Area Instructors and Student Lesson Guide Manual," published by the Michigan Law Enforcement Officers Training Council.

UNPUBLISHED RESEARCH MANUSCRIPTS

- 1999 "Driving Techniques in Emergency and Pursuit Driving."
- 1999 "Liability Issues in Emergency and Pursuit Driving."
- 1999 "Results of the Questionnaire on Emergency Vehicle Operation Courses."
- 1985 "Law Enforcement Policy Making, Police and Pursuit Driving." A research paper developed for presentation to Police Chief Executives for the development of policy and procedures in the area of police emergency and pursuit driving.
- 1980 "An Evaluation of the Time Formats Used in Teaching the Michigan State University Highway Traffic Safety Center Introductory Traffic Accident Investigation Course."
- 1972 "Characteristics of Revoked or Suspended Drivers."
- 1970 "Stay Away From Strangers," Lansing Police Department.

RESEARCH ACTIVITIES

- 2000 Conducted research in the area of Police Officers' Attitudes Toward Domestic Violence with Dr. Barton and Dr. Lambert.
- 2000 Conducted research in the area of Undergraduate Attitudes Toward the Death Penalty with Dr. Lambert and Dr. Clark.
- 1999 Conducted a research project on Undergraduate Academic Dishonesty with Dr. Barton, Dr. Hogan and Dr. Lambert.
- 1999 Conducted a research project on Academic Needs in Forensic Sciences with Dr. Barton, Dr. Hogan, Dr. Lambert, Dr. Watson and Dr. Buss.
- 1999 Conducted a research project for the Michigan Commission on Law Enforcement Standards to survey the Emergency Vehicle Operations programs that are being taught at state-certified police academies.

- 12/72 One-week Federal Bureau of Narcotics and Dangerous Drugs Training School conducted by the Bureau of Narcotics and Dangerous Drugs, U.S. Department of Justice.
- 11/72 One-week Police Community Relations Workshop conducted by Michigan State University and the National Conference of Christians and Jews.
- 11/71 One-week Scuba Diving Training School conducted by the Michigan State Police.
- 9/71 One-week School Safety Education Seminar conducted by Michigan State University.

PROFESSIONAL ORGANIZATIONS

Member of the National Academy of Criminal Justice Sciences.

Member of the Association of Professional Law Enforcement Emergency Vehicle Response Trainers.

Member of the Michigan Criminal Justice Educators Association.

Member of the Michigan Law Enforcement Training Directors Association.

Past Member of the International Association of Police Planners and Research Officers.

EXPERT WITNESS

Served as an expert witness in over 180 cases in the fields of:

- 1) Police Emergency and Pursuit Driving.
- 2) Defensive Tactics and the Use of Non-Lethal Force.
- 3) Police Procedures.
- 4) Domestic Violence.

GRANT DEVELOPMENT

1982 Co-authored a proposal to provide a thirteen-month English/Traffic-Training Program for thirty sergeants with the Saudi Arabian Traffic Department, Ministry of the Interior. As a result, twenty-two Saudi Arabian command officers spent one year at Ferris State University, from October 1985 to October 1986, studying English and Criminal Justice Management and Traffic Control under a \$150,000 grant.

- 7/90 One-week Pressure Point Control Tactics Management System Advanced Instructor Certification School.
- 7/90 Three-day Advanced Instructor Training Program for Police Driving Instructors at the Ford Motor Company's Test Grounds.
- 1/90 One-week Executive Protection Driving Course conducted by the Detroit Metropolitan Police Academy.
- 7/89 Three-day Emergency Vehicle Response Training Workshop conducted by the Michigan Law Enforcement Officers Training Council.
- 9/88 Two-day Advanced Instructor Training Program in the General Motors Advanced Driver Training Course.
- 1/88 One-week Pursuit Driving Training Colloquy conducted by the Department of the Treasury, Federal Law Enforcement Training Center.
- 1/86 One-week Pressure Point Control Tactics Management System Instructor Certification School conducted by the Justice System Training Association.
- 10/84 One-week Precision Driving Instructor Certification Training School conducted by the Michigan Law Enforcement Officers Training Council.
- 6/84 Two-day Do-Rite Restraint Instructor's School conducted by the Charles F. Pegg Center for Law Enforcement.
- 6/83 One-week Advanced Defensive Tactics Instructor School conducted by the Michigan Law Enforcement Officers Training Council.
- 7/82 Three-day Defensive Tactics Instructor Certification Training School conducted by the Michigan Law Enforcement Officers Training Council.
- 7/79 Two-week Motor Vehicle Traffic Accident Investigation School conducted by the Traffic Institute, Northwestern University.
- 6/78 One-week Police Traffic Accident Investigation School conducted by the Highway Traffic Center, Michigan State University.
- 10/77 One-day Criminal Investigation Aspects of Forensic Pathology Workshop sponsored by the Michigan Region Eight Training Council.
- 6/75 One-week Police Alcohol Training School conducted by the Highway Traffic Safety Center, Michigan State University.

Robert L. Parsons
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Big Rapids, MI 49307
231-796-8189

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Ferris State University
Big Rapids, MI 49307
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Fax: (231) 591-2787

Email parsonsr@ferris.edu

CURRICULUM VITAE OF ROBERT L. PARSONS, Ph.D.

Professor of Criminal Justice

Director of The Criminal Justice Institute & Michigan Police Corps

EDUCATIONAL BACKGROUND

1. High School Graduation - 1961 from Clarkston High School.
 2. B.S. Police Administration (Industrial Security), Michigan State University, 1965.
 3. M.S. Police Administration (Personnel Management) Michigan State University, 1968.
 4. Ph.D. Administration in Higher Education, Michigan State University, 1980.
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PROFESSIONAL EXPERIENCE

1. Employed from March, 1965 until January, 1969 at the Michigan State University Department of Safety.
 - A. 39 months general law enforcement experience.
 - B. 3 months special investigative experience with detective bureau.
2. Employed from January, 1969 until June, 1970 (11/2 years) with the Michigan Law Enforcement Officers Training Council as a training officer. Primary responsibilities were as follows:
 - A. Development, coordination, implementation and evaluation of various law enforcement training programs.
 - B. Supervision of the administrative operations of the training council.
 - C. Handled all reimbursement procedures regarding \$200,000/ year (prior to the enactment of the Mandatory Training Bill). (S.B. 1618 - 1970)
 - D. Development of policy statements regarding recruitment, selection and training of law enforcement personnel in behalf of the Council.
 - E. Development of forms, documents and other printed materials originating from the Council offices.
 - F. Responsible for researching and writing federal grant applications for the operation of training programs in Michigan and ultimately for the administration of those programs once funded.

5. Appointed as Acting Department Head, July 1, 1977 to June 30, 1978, Department of Sociology, Psychology and Geography (FSU). Responsibilities for this position include:
 - A. Administration of a department consisting of 28 faculty persons in four academic disciplines: Sociology, Psychology, Geography, and Social Science, as well as three professional degree programs: Criminal Justice - B.S., Human Service - B.S., and Social Service Technician, A.S.
 - B. Coordination of all academic scheduling within the department.
 - C. Liaison with all established department committees and between committees, agencies, and/or persons external to the department.
 - D. Ongoing review of existing departmental course and program offerings. Leadership role in the needed revision of these courses and/or programs.
 - E. Evaluation of professional faculty.
 - F. Development and maintenance of department budget.
 - G. Recruitment and selection of full and part-time faculty.

6. Responsible for the development and creation of the Criminal Justice Institute at Ferris State University during the 84/85 academic year. Appointed Director of CJI effective July 1, 1985. Initial responsibilities for this position included the following:
 - A. Administering the Baccalaureate Degree Program in Criminal Justice.
 - B. Responsible for the administration of the Military Science (R.O.T.C.) Program which was instituted at Ferris in fall 1985.
 - C. Responsible for the administration of the Technical Assistance Division which deals with a cross-spectrum of training programs in the police, corrections and security areas, as well as the provision of management consulting services to a myriad of criminal justice agencies.
 - D. Liaison between CJI and various professional criminal justice organizations such as Michigan Association of Chiefs of Police, Michigan Sheriffs' Association, International Association of Chiefs of Police, and American Society for Industrial Security.
 - E. The development and submission of various grant and contract proposals which address several significant problems within both the public and private criminal justice system.

ADJACENT PROFESSIONAL ACCOMPLISHMENTS

1. Past President, Midwest Association of Criminal Justice Educators, (11 state organization), November, 1977 - November, 1978.
2. Past Membership on Executive Board, Academy of Criminal Justice Sciences (1977).
3. Past President, Michigan Criminal Justice Educators Association, September, 1980 - June, 1981.
4. Certified Instructor for M.C.O.L.E.S.. Regional Police Academies.
5. Director, American Pukang Association, National Professional

2. (continued)
 - G. Responsible for liaison between the training council and other state agencies, i.e., Governor's Commission on Law Enforcement and Criminal Justice, Office of Highway Safety Planning as well as with academic institutions involved in police training.

3. Employed from June 30, 1970 to April, 1972 with the Governor's Office of Criminal Justice Programs as Assistant Director of Regional Affairs.
 - A. Criminal justice planning and research and the writing of comprehensive statewide plans.
 - B. Special administrative assignments in research and coordination of criminal justice operations.
 - C. Liaison between OCJP and such agencies as:
 1. MLEOTC
 2. Michigan Department of Education
 3. Model Cities
 4. Michigan Colleges and Universities
 - D. Review and assistance in processing of grant applications in the police services program area.
 - E. Provision of technical assistance (TA) to applicants around the state.
 - F. Coordination of the 11 criminal justice regional planning operations throughout the state.

4. Employed from May, 1972 until September, 1991 as Director of the Criminal Justice B.S. Degree Program at Ferris State University. (Current academic rank of Professor.) The program now has over 600 full and part-time students enrolled on campus and twelve full-time and approximately twelve part-time faculty. Responsibilities for this position included:
 - A. Basic design and continual revision of baccalaureate degree curriculum.
 - B. Overseeing admission and selection standards for all students in the program.
 - C. Counseling up to 100 students per quarter.
 - D. Basic supervision of full and part-time faculty in program.
 - E. Teaching in the curriculum.
 - F. Establishment and supervision of student internship program each summer quarter (100-120 student assignments each summer).
 - G. Committee assignments, grantsmanship and other related administrative duties.
 - H. Ongoing liaison with MLEOTC relative to the mandatory Basic Police Training included within the Ferris Criminal Justice Program.

Guidelines for Police Officers in the Use of Non-Deadly Force in Confrontation Situations. A videotape training system developed to provide a non-deadly force decision making guidelines. 1985

A Management Analysis of the Sault Ste. Marie Police Department and the Chippewa County Sheriff Department to Identify Potential Areas of Consolidation of Services. Major consultant report by Dr. Alan Lawson and Dr. Robert L. Parsons published April, 1986. 1986

A Job and Task Analysis of the Positions of Store Detective and Courtesy Clerk Within the Meijer Corporation and the Development of Curriculum Outlines. Major consultant report by Dr. Terry Nerbonne, Mr. William Nash and Dr. Robert L. Parsons. Final Report, Phase I, published 1987

A Comprehensive Analysis of In-Service Police Training Needs in Michigan. A major research report published February, 1989

Development of a Meijer Loss Prevention Regional Training Delivery System and Store Detective Basic Training Program Final Examination. Major consultant report by Dr. Darrell Ross, Dr. Terry Nerbonne, Dr. Fred Swartz and Dr. Robert Parsons, published August, 1989. 1989

A Comprehensive Multi-State Analysis of Law Enforcement/Local Corrections Training and Management Resources. Major consultant report by Dr. Darrell Ross and Dr. Robert L. Parsons, published September, 1989. 1989

A Management Review of the Thomas Township Police Department. Major consultant report by Dr. Darrell Ross and Dr. Robert Parsons, published February 1992. 1992

A Management Review of the Mount Pleasant Department of Public Safety - Police Division - Policies and Procedures and Management Practices. Major consultant report by Dr. Robert L. Parsons, published September, 1994. 1994

10. Use of Force Credentials

1979 - Michigan Police Officer Job Analysis. Research team member of the project.

1979-80 - Contracted by the MLEOTC to develop statewide police defensive tactics program.

1978-1980 - Completed research on and published doctoral study on "Task Analysis of the Physical Performance Requirements Necessary to Perform as a Michigan Police Officer."

Association of Martial Arts Instructors (Pukang Style).

6. Have served as a consultant to such agencies as:
 - A. M-C.O.L.E.S. - Development of pre-service training programs, Statewide task analysis study for the patrol officer position in Michigan.
 - B. Montcalm County Community College - Development of an Associate Degree Program in Criminal Justice.
 - C. Charter Township of Plymouth - Development of a new police department for the Township.
 - D. Michigan Municipal Risk Management Authority - Development of a video training system in the "Guidelines in the Use of Non-Deadly Force."
 - E. City of Sault Ste. Marie/Chippewa County, Michigan - Police Management Study.
 - F. Antrim County, Michigan - Police Manpower Study.
 - G. Meijer, Inc. - Corporate-wide Task Analysis/Curriculum Development Project for Meijer Inc. (Loss Prevention Area). Design and Implementation of a Regional Loss Prevention Training System. Design of a Subject Restraint System.
 - H. Kingdom of Saudi Arabia - Design and Implementation of a (1) Year Intensive English/Police Management Training Program for 22 Saudi Police Command Officers.
 - I. City of Flushing, Michigan - Police Management Study.
 - J. Thomas Township, Michigan - Police Management Study.
 - K. Mt. Pleasant, Michigan - Police Management Study.

7. Routinely serve as an expert witness in litigation cases involving public and private criminal justice agencies.

8. Past President of the Michigan Law Enforcement Training Directors Association (Nov. 1989-August 1991).

9. Major Publications:

Task Analysis of the Physical Performance Requirements Necessary to Perform as a Michigan Police Officer. Doctoral Dissertation 1980

Michigan Patrol Officer Defensive Tactics Training Manual. 1981

Michigan Law Enforcement Officers Training Council Defensive Tactics - Student Manual. 1984

Michigan Defensive Tactics Administrative Manual Guidelines for Defensive Tactics Instructors. 1984

Comprehensive Study of the Police Services Being Provided by Contract to The Charter Township of Plymouth.

Major consulting report published December, 1984

12. Created, implemented and direct the Central West Michigan Law Enforcement Training Consortium. The consortium is administered through the Criminal Justice Institute by myself and provides 40 hours of standardized in-service training to officers from consortium member departments each year. Training is held one day each month, September-June of each year.
13. Currently serve as a staff instructor for the Law Enforcement Leadership Institute sponsored by Central Michigan University.
14. Serve as an ongoing consultant to the Meijer and Amway Corporations in the area of Loss Prevention and Executive Protection Training.
15. Appointed in 1997 as Director of the Michigan Police Corps Program by the National Office of the Police Corps: US Department of Justice. Currently serve as Director of the Michigan Police Corps Basic Training Academy.
16. Current Professional Memberships include:
 - A. ASLET - American Society of Law Enforcement Trainers
 - B. PPCT- Pressure Point Control Tactics

1980 - Published Defensive Tactics Training pilot manual; tested: Lansing Community College Police Academy, Flint Police Academy.

1981 - Wrote and edited first issue of the MLEOTC Defensive Tactics manual, utilized by all Michigan Regional Basic Police Training Academies.

1981 - Developed video training program to accompany the 1981 Defensive Tactics Manual utilized in Regional Police Academies.

1981-1983 - Conducted under contract two Michigan instructor training programs for MLEOTC certified defensive tactics instructors.

1984 - Developed the "Police Decision Matrix," a guideline for escalation and de-escalation of physical force for the 1984 MLEOTC Manual.

1984 - Developed under contract the 2nd edition of the MLEOTC Defensive Tactics Program (included the Police Decision Matrix).

1984 - Developed the Michigan Defensive Tactics Administrative Manual, "Guidelines for Defensive Tactics Instructors."

1985 - Wrote and produced "Guidelines for Police Officers in the Use of Non-Deadly Force in Confrontation Situations," a 26 minute video training tape with study guidelines, under contract for the Michigan Municipal Risk Management Authority.

1987 - Hosted a statewide Senior Instructor Level Defensive Tactics Workshop at the Criminal Justice Institute, Ferris State University. Primary goal of this workshop was to revise the current defensive tactics training system in Michigan.

1989 - Completed under contract with Meijer Inc. (large multi-state Retail Chain) the development of a restraint matrix and physical restraint system for 900 loss prevention employees.

1995 to Present, Serve on a statewide task force assisting the Michigan Commission on Law Enforcement Standards in developing state-wide guidelines in the use of non-deadly and deadly force.

11. Recent Training Seminars Presented

"Becoming an Expert Witness in the Criminal Justice System"

"Liability Issues Involved in Law Enforcement - Response to Critical Incidents"

"Pro-Active Risk Management Techniques for Law Enforcement Personnel"

"Defensive Tactics Instructor-Training Programs"

"Use-of-Force Report Writing"

Cecil R. Queen
51304 Shadywood Drive
Macomb, MI 48042-4292
H (810) 677-5973, W (810) 446-2800

Education

September 2000, Doctor of Philosophy Degree (Initiating Degree Program)
Inter-disciplinary Doctoral Program in Social Science – Criminal Justice and
Criminology Concentration
Michigan State University, School of Criminal Justice
E. Lansing, MI

May 2000, Master of Science Degree
Criminal Justice Management
Michigan State University, School of Criminal Justice
E. Lansing, MI
Thesis: Police Pursuit Driving: A Study of Municipal Police Discord
July 1994 – August 1994, Criminal Justice Overseas Study Program – Great
Britain Comparative Analysis of Criminal Justice Systems (Five Weeks)
Host Agencies/Universities: Bramshill Police Staff College, Cambridge
University Institute of Criminology, Oxford University, University of London,
London Metropolitan Police, Scotland Yard, National Criminal Intelligence
Service, Crown Prosecution Service, and the Staffordshire Constabulary.

May 1992, Bachelor of Science Degree
Criminal Justice, Magna cum laude
Wayne State University
Detroit, MI

December 1986, Associate of Applied Science Degree
Law Enforcement, Summa cum laude
Macomb Community College
Mt. Clemens, MI

Employment Experience

Sterling Heights Police Department 1974-Present
Sterling Heights, MI

December 1997 – Present *Lieutenant*
Administration Division: Training Bureau; commanded and coordinated field
Training Officer program; solidified training curriculum; supervised in-service

Patrol Division: Administrative Assistant to Division Commander; developed evidence processing policies and procedures; supervised the Communications Center, police evidence technicians, civilian dispatchers, and animal control officers; conducted research for and implemented innovative training programs such as the Field Training Officer and Dispatcher Training programs; facilitated training and equipment needs of evidence technicians and analyzed crime scene evidence collection.

Received advanced training in homicide investigation and supervision, critical incident command, crime scene management and supervision, interviews and interrogations, sex crime investigation, computer and internet crime investigations related child pornography, dignitary protection, employee supervision, juvenile sex crime investigation, hate crime investigation, records management and evidence room control, Windows NT computer network administration, and crime analysis.

April 1988 – November 1989 *Uniform Patrol Officer*

Provide field training for new recruits through the FTO program; conducted field investigations, traffic enforcement, and arrests; provide court testimony and case management.

October 1985 – April 1988 *Detective*

Office of the Chief: Special Investigations Division; investigated organized crime, political corruption, liquor law violations, vice crimes, and crimes committed by police officers and city employees; prepared cases for trial and provided court testimony; arrested criminals; conducted surveillance and intelligence gathering activities on continuing criminal enterprises; prepared criminal intelligence reports; conducted undercover investigations; developed department's first alcohol purchase decoy program resulting numerous prosecutions for sale of alcohol to minors.

April 1983 – October 1985 *Patrol Officer*

January 1978 – October 1982

Proactively pursued criminals through patrol techniques and traffic duties, produced highest rate of arrests and field investigations resulting in numerous department citations and letters of commendation, performed regular patrol duties and assignments through directed patrol actions.

October 1982 – April 1983 *Detective*

Office of the Chief: Special Investigations; Assigned to Michigan Intelligence Network Team Michigan State Police C.I.D., Organized Crime Unit; conducted surveillance and intelligence gathering of Detroit-area organized crime members; provided analytical intelligence reports, acted in undercover capacity, coordinated case reports and notes between several state and federal agencies i.e., F.B.I., I.R.S. Intelligence Unit, U.S. Secret Service; conducted internal investigations for Michigan State Police

training program for sworn and civilian employees; managed fleet maintenance system; established police officer recruitment process; department liaison and coordinator of emergency management program; examined department risk management issues and coordinated with city risk manager; evaluated and revised department policies and procedures; assisted with public information disbursement and media relations; supervised Police Citizen and Youth Academies; audited and facilitated department equipment and supply purchases; authored and controlled state and federal grants.

Patrol Division: Shift Commander; supervised and commanded patrol shift (four sergeants and twenty-three patrol officers); analyzed shift statistical reports, deployed patrol resources and facilitated shift scheduling; commanded emergency tactical responses; conducted citizen complaint investigations with recommendations for remedies; supervised crime scenes and coordinated multi-divisional responses; coordinated Field Training Officer program during intense hiring process; established on-shift training program.

Received advanced training in executive leadership and police management from the Law Enforcement Executive Leadership Institute (Mt. Pleasant, MI), from the Center for Police Executive Development (Macomb Community College University Center), as well as in Field Training Officer program development and supervision.

November 1989 – December 1997 *Sergeant*

Youth Bureau: Detective Sergeant; commanded squad of detectives related to juvenile crimes and youth gangs; established tri-county youth gang investigator consortium by coordinating monthly meetings for information disbursement;

Criminal Investigations Division: Detective Sergeant; supervised and commanded squad of detectives related to adult crime investigation; reviewed and analyzed crime reports; directed case assignments and crime scene investigation activities; coordinated scheduling and roll call functions; investigated criminal accusations lodged against all members of the department and their relatives; investigated other criminal cases as assigned; reviewed and evaluated investigative reports; conducted and supervised surveillance/intelligence gathering functions; monitored search warrant executions; acted as department liaison with U.S. Secret Service for multiple executive protection assignments; drafted and developed policies and procedures related to all aspects of criminal investigations.

Records and Computer Services Division: Supervised (15) civilian personnel; developed monthly crime analysis reports and published the department annual report; oversaw and administered IBM AS400 computer system; maintained records management software functions; facilitated department computer workstations and designed computer-generated report forms; provided transition training in computer network and processes; supervised and audited evidence storage procedures.

References

Dr. David Carter, Professor
Michigan State University
School of Criminal Justice
560 Baker Hall
East Lansing, MI 48824
(517) 355-9308

Dr. Dennis Payne, Professor
Michigan State University
1600 Hillside (Home)
Okemos, MI 48864
(517) 381-9280

Mr. Ernest A. Costa, Retired Professor
Wayne State University
9306 Centerway Drive (Home)
Glen Allen, VA 23059
(804) 262-4509

Mr. James Owens, Retired Police Captain
1876 Fair Oaks Drive
Rochester Hills, MI 48309
(248) 601-2797

Mr. John Wilk, Police Captain
(Current Supervisor)
Sterling Heights Police Department
40333 Dodge Park
Sterling Heights, MI 48313
(810) 446-2806

Mr. Steven Blasky, Police Lieutenant
(Previous Scout Car Partner)
Sterling Heights Police Department
40333 Dodge Park
Sterling Heights, MI 48313
(810) 446-2897

December 1974 – January 1978 *Police Cadet*

Support Services and Communications Division; processed and controlled all impounded evidence; audited and organized evidence storage room; ordered and distributed department supplies; dispatched patrol officers and answered 911 emergency calls for service; arranged and conducted disposal of evidence and confiscated property as required.

**Macomb Regional Police Academy
Fraser, MI**

December 1995 – Present

Instructor/Trainer

Search Warrant Procedures, Arrest Warrant Procedures, Court Procedures and Preparations, Arraignments, Civil Disputes and Processes

Awards

Fraternal Order of Police, Outstanding Officer of the Year, April 1989

Twenty-eight (28) Merit Citations and Letters of Commendation

Good Samaritan Award, American Police Hall of Fame

Circle of Honor Hall of Fame Award, Michigan Special Olympics, 1995

Personal and Professional Interests

Member, American Society of Law Enforcement Trainers

State Director, Michigan Law Enforcement Torch Run for Special Olympics, 1990-1991

Also, State Planning Committee, 1988-1990

Torch Runner, 1985-1999

Member, Fraternal Order of Police Lodge 118, 1978-Present

Member, Sterling Heights Police Commander Officers Association

Member, Michigan State University Alumni Association

Past Member, Juvenile Officers Association of Michigan and Ontario 🇺🇸

Past Member, Macomb County Detectives Association

Member, United States Tennis Association

Stephen G. Poland, Ph.D.
2634 N. Bellamy Road
Ionia, Michigan 48846-9555
Home Phone: (616) 761-3753

EDUCATION

Purdue University
Ph.D. June 1971
Major: Counseling

University of Evansville
M.A., June 1968
B.A., June 1962

EXPERIENCE

1994 – 1999

Riverside Correctional Facility, Ionia, Michigan 48846
Department of Community Health

Supervise approximately seventy mental health professionals (psychiatrists, psychologists, social workers, registered nurses, recreation therapists, occupational therapists, music therapists, medical records staff and secretarial staff) who provide mental health services in thirteen correctional facilities. Included are three residential treatment programs with 230 beds. The current operating budget exceeds six million dollars.

1988 – 1994

Riverside Correctional Facility, Ionia, Michigan 48846
Mental Health Administrator

Supervise psychologists, social workers, and a psychiatrist who provides outpatient services to clients in nine correctional facilities. This includes policy development, budgetary input, staff selection and training, discipline, grievances, labor/management issues, problem solving with nine different institutional heads and medical staff. Coordinate admissions to inpatient and residential mental health care for the region. Serve on Psychological Services Advisory Committee to develop statewide policies. Train psychologists and social workers who present a two day training program on recognition and treatment of mental disorders. This program, which I authored, is required training for all new departmental employees

References

David L. Carter, Ph.D., *Professor*, Michigan State University, School of Criminal Justice
(517) 355-9308

Dennis Payne, Ph.D., *Professor*, Michigan State University, School of Criminal Justice
(517) 349-2441

James A. Owens, *Sterling Heights Police Captain* (Retired)
(248) 601-2797

VITA

DAVID L. STEENO

520 Mecosta Avenue
Big Rapids, Michigan 49307

(231) 591-2834 (work)
(231) 796-6413 (home)
dsteeno@michbar.org

EDUCATION

Juris Doctorate, The Thomas M. Cooley Law School, Lansing, Michigan

Master of Science, Criminal Justice, Michigan State University, East Lansing, Michigan

Bachelor of Science, Political Science, University of Wisconsin, Madison, Wisconsin

Certificate, American University, Institute of Correctional Administration, eight-week resident program of full-time graduate study in correctional theory and administration.

Certificate, University of Southern California, Institute of Police Administration, eight-week resident program of full-time graduate study in public administration.

In addition to the above, numerous training courses were attended while in the military to include a six-week Air Police Officers Course in Texas and a four-week Combat Security Police Course in Hawaii.

EXPERIENCE

1985 - Present Professor, School of Criminal Justice, Ferris State University, Big Rapids, Michigan.

Instruct upper division courses in criminal law, criminal procedure, interview and interrogation, report writing, creating safe schools and legal issues in corrections. Instructor for introductory criminal justice course. Internship field coordinator for mandatory ten-week summer internship program. Certified as a legal instructor by the Michigan Commission on Law Enforcement Standards and by the Michigan Corrections Officer Training Council. State of Michigan certified domestic violence instructor. Legal Advisor for the Michigan Center for the Prevention of Violence in Schools. Legal Instructor, Michigan Police Corps. Tenure awarded September 5, 1989.

- 1984 – 1997 Human Development Associates, Ionia, Michigan 48846
Private Practice
- Provide marital, family, group, individual psychotherapy,
Psychological evaluations
- 1979 - 1988 Riverside Correctional Facility, Ionia, Michigan 48846
Associate Director
- Supervise professional staff of a 130 bed licensed mental health
inpatient unit. Responsible for daily operation of the center, policy
development, state wide coordination of admissions and discharges.
Coordinate probate procedures, labor-management meetings with
three unions, second step grievances, staff selection and training,
discipline, budget development, program development. On two
separate occasions, for approximately one year each, served as
acting director of the center due to extended illness of the director.
- Prior to 1979 Developed a county alcohol treatment program. Psychologist/
project coordinator community mental health. Juvenile probation
officer/psychologist. Psychologist for various institutions. Private
practice. Consultant to law enforcement and schools. Peace Corp
in Kenya, Africa. Instructor for various psychology and criminal
justice classes (approximately 40 classes) at three community
colleges and three universities.

PROFESSIONAL ORGANIZATIONS

American Correctional Association
Michigan Correctional Association

ADDITIONAL INFORMATION

Licensed Psychologist (#003202) – State of Michigan
Listed in Who's Who in the Midwest

REFERENCES

References will be furnished upon request.

1971 - 1973 District Security Manager, Venture Stores, a Division of The May Department Stores Company, St. Louis, Missouri.

Responsible for the recruitment, training and supervision of 56 store detective and guard personnel in 7 retail stores. Supervised an executive staff consisting of management, check collection and investigative personnel. Performed security and safety inspections, business records audits and security surveys. Conducted investigations of major employee theft cases in a Illinois, Missouri and Kansas. Served as Acting Director of Security in his absence.

MILITARY SERVICE

1966 - 1970 Chief, Operations and Training, 862nd Security Police Squadron, Minot Air Force Base, North Dakota.

Second-in-command of an 800-person unit having physical security and law enforcement functions. Directly supervised 8 junior officers. Responsible for training, missile security, aircraft security and base police functions. Duty in Vietnam with the 821st Combat Security Police Squadron. Nominated for a Bronze Star for bravery. Offered a regular Air Force commission. Honorable discharge as a Captain.

AWARDS AND PROFESSIONAL/HONORARY SOCIETIES

Ferris State University Faculty Merit Award, May 2000.

Nominated for Michigan Association of Governing Board Distinguished Faculty Award, February 2000

Outstanding Instructor Award, Second Academy, Michigan Police Corps, 2000.

Outstanding Instructor Award, First Academy, Michigan Police Corps, October, 1999.

Western Illinois University Department of Law Enforcement Administration
Award for Outstanding Service

Alpha Phi Sigma National Criminal Justice Honor Society

Outstanding Young Men in America

Phi Alpha Delta Professional Legal Fraternity

Who's Who in American Law

Who's Who of Emerging Leaders in America

Who's Who in the Midwest

Who's Who Among America's Teachers

1978 - 1985 Associate Professor, Department of Law Enforcement and Justice Administration, Western Illinois University, Macomb, Illinois.

Teaching responsibilities in the Bachelor of Science and Master of Arts Degree Programs. Primary teaching areas were criminal law, criminal procedure, evidence, civil law and civil and criminal liability of police and security personnel. Secondary responsibility for courses in security administration. Tenure awarded in May, 1983.

1976 - 1978 Attorney-at-Law, Schneider, Handlon and Steeno, Midland, Michigan.

Partner in a law firm engaged in the general practice of law. Full responsibility for the representation of clients in criminal and civil cases including pre-trial proceedings, motion practice, trial, appeals and post-conviction remedies. Active membership in the State Bar of Michigan and Federal Bar since 1976.

1975 - 1976 Research Clerk, Ingham County Prosecuting Attorney's Office, Lansing, Michigan.

Part-time position while attending law school. Worked approximately twenty hours per week with the Appellate and Consumer's Affair Division conducting research, writing legal briefs and memoranda of law.

1973 Instructor and Assistant Coordinator of Law Enforcement Studies, Police Training Institute, University of Illinois, Champaign, Illinois.

Teaching responsibilities encompassing preparation for no less than sixty hours of classroom instruction out of the 240-hour basic law enforcement curriculum required for certification as a peace officer in Illinois. Planned and coordinated eight basic law enforcement classes annually, each of six weeks duration. Reviewed and recommended changes to the state approved curricula. Developed and improved instructional methods and material.

1971 - 1973 District Security Manager, Venture Stores, a Division of The May Department Stores Company, St. Louis, Missouri.

Responsible for the recruitment, training and supervision of 56 store detective and guard personnel in 7 retail stores. Supervised an executive staff consisting of management, check collection and investigative personnel. Performed security and safety inspections, business records audits and security surveys. Conducted investigations of major employee theft cases in a Illinois, Missouri and Kansas. Served as Acting Director of Security in his absence.

MILITARY SERVICE

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AWARDS AND PROFESSIONAL/HONORARY SOCIETIES

Ferris State University Faculty Merit Award, May 2000.

Nominated for Michigan Association of Governing Board Distinguished Faculty Award, February 2000

Outstanding Instructor Award, Second Academy, Michigan Police Corps, 2000.

Outstanding Instructor Award, First Academy, Michigan Police Corps, October, 1999.

Western Illinois University Department of Law Enforcement Administration
Award for Outstanding Service

Alpha Phi Sigma National Criminal Justice Honor Society

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Who's Who in American Law

Who's Who of Emerging Leaders in America

Who's Who in the Midwest

Who's Who Among America's Teachers

PUBLICATIONS

Criminal Law and Procedure: A Manual for Michigan Police Officers, contributing author, published in conjunction with the Michigan State Police Training Academy, Lansing, Michigan, 2000.

"Legal Issues in the Security/Loss Prevention Field", Chapter 5, Suggested Preparation for Careers in Security/Loss Prevention, Edited by Chuvala and Fischer, Kendall/Hunt Publishing Company, Dubuque, Iowa, 1991.

"The Legal Basis of Liability", Part II, Security Management, January 1983.

"The Legal Basis of Liability", Part I, Security Management, December, 1982.

"The Legal Basis of Authority", Security Management, May, 1982.

Chapter Seven, Legal Issues, Physical Security Practices and Technology by Charles Schnabolk, Butterworth Publishers, 1983. Portions were reprinted in Police Work, "Police/Security Interface issue, published by the Milwaukee Area Technical College, 1983. Excerpts also appear in Security Management Readings from 'Security Management' Magazine, edited by Shari Gallery, Butterworth Publishers, Boston, Massachusetts, 1984.

"Be Sure Your Security Is Legally Secure", Security World, June, 1981.

Commentary, "Liability of Moonlighting Police", Security Industry and Product News, November, 1980.

"Hiring Security Personnel: The Employment Interview", Security World, January, 1980.

"Give Your People the Opportunity to Fail: A Reply", Security Management, September, 1979. The article also appears in Security Management Readings from 'Security Management' Magazine edited by Shari Gallery, Butterworth Publishers, Boston, Massachusetts, 1984.

"Retail Security Tackles the Internal Threat", Security Management, October, 1978.

"Retail Security Faces the External Threat", Security Management, September, 1978.

"Loss Prevention in Retail Stores", Security World, December, 1973.

"Developing A Retail Loss Prevention Program", Security Management, November, 1973.

SPEECHES/PRESENTATIONS

Panelist: "Opportunities in the Legal Profession", Legal Explorer's Post, Big Rapids, Michigan, January 9, 1995.

Speaker: "Legal Aspects of Investigations", American Society for Industrial Security 31st Annual Seminar and Exhibits, Dallas, Texas, October 2, 1985.

Panel Moderator: "Legal Liability and Jail Standards", Workshop on Corrections in the Community, Illinois Correctional Association, Macomb, Illinois, May 1-2, 1985.

Panelist: "Police and Private Security: Licensing and Contracting" and panelist, "Retail Security", Workshop, The Private Sector and Criminal Justice Services: The Issues and Responses, co-sponsored by the Section on Criminal Justice Administration, American Society for Public Administration, School of Public and Environmental Affairs of Indiana University, John Jay College of Criminal Justice--City University of New York, and the School of Criminology, Florida State University, Indianapolis, Indiana, March 23, 1985.

Speaker: "Security and the Law", Quad City Chapter of the American Society for Industrial Security, Moline, Illinois, May 9, 1984.

Speaker and Moderator: "Developing Security Internship and Co-op Programs", and Speaker, "Investigations--Legal Implications", American Society for Industrial Security 30th Annual Seminar and Exhibits, Chicago, Illinois, September 19-20, 1984.

Speaker, "White Collar Crime in the Private Sector", a conference sponsored by the School of Criminal Justice, Michigan State University and the State of Michigan Office of Criminal Justice Programs, East Lansing, Michigan, February 28, 1983. Television interview concerning conference aired February 28 and March 1, 1983 on WJIM-TV.

Speaker, "Legal Issues in Private Security", International Security Conference and Exposition, New York, New York, August 31, 1982.

Speaker, "Legal Issues in Private Security"; International Security Conference and Exposition, Chicago, Illinois, June 15, 1982.

Speaker: "Rape Shield Laws: The Unconstitutional Exclusion of Probative Evidence", and panel chairman, "Rape Law and Law in Rape", Academy of Criminal Justice Sciences Annual Meeting, Louisville, Kentucky, March 27, 1982.

Speaker and Program Chairman, "Legal Aspects of Private Security", a conference sponsored by the Anderson Publishing Company, Boston, Massachusetts, March 8-10, 1982.

Speaker, "Legal Issues in Private Security"; International Security Conference and Exposition, Los Angeles, California, February 23, 1982.

Speaker and Program Chairman, "Legal Aspects of Private Security", a conference sponsored by Anderson Publishing Company, Dallas, Texas, November 16-18, 1981.

Speaker and Program Chairman, "Legal Aspects of Private Security", a conference sponsored by Anderson Publishing Company, Miami, Florida, October 26-28, 1981.

Panelist: "The Relationship Between Public Police and Private Security: Potential or Peril?" Midwestern Association of Criminal Justice Educators, 1981 Annual Meeting, St. Louis, Missouri, October 23, 1981.

Speaker, "Legal Issues in Private Security"; International Security Conference and Exposition, New York, New York, September 25, 1981.

Speaker, "Legal Issues in Private Security"; International Security Conference and Exposition, Chicago, Illinois, June 12, 1981.

Panelist: "The Enforcement Function", Annual Spring Conference on Criminal Justice, Illinois State University, Normal, Illinois, April 30, 1981.

Speaker, "Legal Issues in Private Security"; International Security Conference and Exposition, Los Angeles, California, January 30, 1981.

Speaker: "The Argument for Expanding the Role of Counsel at Pretrial Lineups", Annual Conference of Society of Police and Criminal Psychology, Atlanta, Georgia, October 24, 1980.

Speaker, "Legal Issues in Private Security", International Security Conference and Exposition, New York, New York, October 1, 1980.

Panelist: "Quality for Academic Security Programs", American Society for Industrial Security 26th Annual Seminar and Exhibits, Miami Beach, Florida, September 23, 1980.

SEMINARS/SYMPOSIA INSTRUCTED

Michigan Police Corps Academy Legal Instructor, Michigan Criminal Law and Procedure, Ferris State University, Big Rapids, Michigan, June to October 2000. Recipient of the Outstanding Academy Instructor Award by vote of the recruits who participated in the 19-week resident academy.

Michigan Police Corps Academy Legal Instructor, Michigan Criminal Law and Procedure, Ferris State University, Big Rapids, Michigan, June to October 1999. Recipient of the Outstanding Academy Instructor Award by vote of the recruits who participated in the 18-week resident academy.

Critical Issues Training Seminar, "Criminal Law Update", Alpena, Michigan, November 7, 1990.

Critical Issues Training Seminar, "Criminal Law Update", Big Rapids, Michigan, April 25, 1990.

Critical Issues Training Seminar, "Criminal Law Update", Big Rapids, Michigan, August 28, 1989.

Critical Issues Training Seminar, "Criminal Law Update", Big Rapids, Michigan, June 5, 1989.

Management Training Seminar, "Performance Appraisals and Supervisor Liability", Big Rapids, Michigan, August 17-19, 1988.

Management Training Seminar, "Performance Appraisals and Supervisor Liability", Big Rapids, Michigan, June 8-10, 1988.

Critical Issues Training Seminar, "Criminal Law Update", Marquette, Michigan, May 27, 1988.

Critical Issues Training Seminar, "Criminal Law Update", Sault Ste. Marie, Michigan, May 22, 1987.

Critical Issues Training Seminar, "Criminal Law Update"; Muskegon, Michigan, April 24, 1987.

Critical Issues Training Seminar, "Criminal Law Update"; Ypsilanti, Michigan, December 5-6, 1986.

Management Training Seminar, "Legal Issues in the Selection and Promotion of Police Personnel", Traverse City, Michigan, August 5-6, 1986.

Management Training Seminar, "Legal Issues in the Selection and Promotion of Police Personnel", Plymouth, Michigan, July 1-2, 1986.

Management Training Seminar, "Legal Issues in the Selection and Promotion of Police Personnel", Big Rapids, Michigan, June 18-19, 1986.

Critical Issues Training Seminar, "Criminal Law Update"; Plymouth, Michigan, May 7, 1986.

Critical Issues Training Seminar, "Criminal Law Update", Big Rapids, Michigan, April 30, 1986.

Critical Issues Training Seminar, "Criminal Law Update"; Big Rapids, Michigan, April 2 1986.

"Hiring Security Personnel", Western Illinois University Student Chapter of the Quad city Chapter of the American Society for Industrial Security Meeting, April 4, 1984.

"Law School and Beyond", presented to the Phi Kappa Theta Fraternity, Macomb, Illinois, May 7, 1981.

"Getting Into Law School--And Staying There", presented to the Western Illinois University Political Science Department Seminar on Law class, February 17, 1981.

Presentation on Constitutional Law to the Western Illinois University Management Department Business Law class, February 25, 1980.

"Legal Elements of Shoplifting", Annual Shoplifting Seminar, Macomb Chapter of Commerce, October 24-25, 1978.

CONSULTING

Legal Advisor, Michigan Center for the Prevention of Violence in Schools, Ferris State University, Big Rapids, Michigan, 1999 to present.

Handled criminal appeals as a member of the Michigan Appellate Assigned Counsel program from 1985 to 1995, responsible for more than two dozen appeals in felony cases in the State of Michigan.

Michigan Municipal League, developed test items for the arrest, search and seizure portion of the written exam for "First Level Police Supervisors", Ann Arbor, Michigan 1992-1993.

Police Training Curriculum Development Project Constitutional Law Module, Kellogg Community College, May 20-July 1, 1986.

St. John's Hospital, "Legal Aspects of Hospital Security", Springfield, Illinois, May 23, 1985.

English and Associates, Inc. and Continental Testing Services, Inc., Lisle, Illinois. Developed test items regarding security law to be used in the State of Illinois Detective and Private Contractor examinations for individuals and companies wishing to be licensed by the Illinois Department of Registration and Education.

The Sherwin-Williams Corporate Security Conference, "Trends in Security Litigation", Cleveland, Ohio, September 14, 1982.

SCM Corporation, "Current Problems in Security Litigation", Corporate Security Conference, Amelia Island, Florida, November 2, 1981.

SEMINARS, CONFERENCES AND WORKSHOPS ATTENDED

"Police Training Academy Legal Instructor Workshop", Michigan Department of State Police Training Academy, East Lansing, Michigan, March 24, 2000.

"Community Policing", Grand Rapids Police Department Chief Harry Dolan, Ferris State University, Big Rapids, Michigan, February 23, 2000

"Legal Update for Police Officers", Central West Michigan Law Enforcement Training Consortium, Big Rapids, Michigan, December 16, 1999.

"Suppression of Physical Evidence and Self-Incriminating Statements", Michigan Institute of Continuing Legal Education, Grand Rapids, Michigan, December 15, 1999.

State Bar of Michigan 64th Annual Meeting, Grand Rapids, Michigan, September 17, 1999.

"Strategies for Creating Safe Schools", Michigan Education Association and Ferris State University, Lansing, Michigan, August 17, 1999.

'National Conference on School Violence", presented by The Teacher's Workshop, St. Louis, Missouri, February 27-28, 1999.

"Investigating Citizen Complaints and Defense Against Civil Litigation", Central West Michigan Law Enforcement Training Consortium, Big Rapids, Michigan, November 6, 1998.

"Sudden Deaths in Custody", Central West Michigan Law Enforcement Training Consortium, Big Rapids, Michigan, October 20, 1998.

State Bar of Michigan Annual Meeting, Grand Rapids, Michigan, September 18, 1998.

"Certified Domestic Violence Instructor Update", Michigan State Police Training Academy, Lansing, Michigan, August 20, 1997.

"Michigan's Domestic Abuse Law", Michigan Association of Municipal Attorneys and the Michigan Municipal League, Lansing, Michigan, August 23, 1995.

"Prosecuting the Drunk Driver", Michigan Association of Municipal Attorneys and the Michigan Municipal League, Flint, Michigan, August 2, 1995.

"Advanced Criminal Defense Practice Conference", Criminal Defense Attorneys of Michigan, Traverse City, Michigan, November 4-5, 1994.

"Prosecuting the Drunk Driver", by the Michigan Municipal League, Lansing, Michigan, June 8, 1994.

"Advanced Criminal Defense Practice Conference", Criminal Defense Attorneys of Michigan, Traverse City, Michigan, November 5-6, 1993.

"How Does Michigan Really Deal With the Serious Juvenile Offender?", State Bar of Michigan Annual Meeting, Criminal Law Section, Grand Rapids, Michigan, October 1, 1993.

"Seminar on Employment Law Matters", presented by Miller, Canfield, Paddock and Stone, Fetzer Center, Western Michigan University, Kalamazoo, Michigan, May 18, 1993.

"What A Sentence Really Means: Practical Information on Prison and Non-prison Sanctions", Michigan Judicial Institute, the Michigan Department of Corrections, the Criminal Defense Attorneys of Michigan, and the Prosecuting Attorneys Coordinating Council, Grand Rapids, Michigan, December 6-7, 1991.

"Guilty Plea Appeals", Michigan Appellate Assigned Counsel System, Ann Arbor, Michigan, May 31, 1991.

"Effective Advocacy on Appeal", Michigan Appellate Assigned Counsel System, Lansing, Michigan, June 22, 1990.

"Orientation Training", Michigan Appellate Assigned Counsel System, Lansing, Michigan, June 3, 1989.

"Seminar on Employment Law Matters", presented by Miller, Canfield, Paddock and Stone, Fetzer Center, Western Michigan University, Kalamazoo, Michigan, June 2, 1989.

"Personnel Law Update", Michigan Municipal League, Traverse City, Michigan, July 14, 1989.

"Basics of Labor Relations Workshop", Michigan Public Employer Labor Relations Association, Cedar, Michigan, May 25-26, 1989.

"Legal Update: Criminal Law Enforcement", Michigan Municipal League, Lansing, Michigan, November 9, 1988.

"Governmental Immunity Seminar: Strategies for Fighting Back Part 1", National Lawyer's Guild, Detroit, Michigan, October 14, 1988.

"Governmental Immunity Seminar: Strategies for Fighting Back Part 2", National Lawyer's Guild, Detroit, Michigan, September 16, 1988.

"Seminar on Employment Law Matters" presented by Miller, Canfield, Paddock and Stone, Fetzer Center, Western Michigan University, Kalamazoo, Michigan, June 6, 1988.

Michigan Public Employer Labor Relations Association Annual Meeting, Flint, Michigan, June 3, 1988.

"The Criminal Law Revolution--An Update of the New Criminal Law and Procedure", The Michigan Prosecuting Attorneys Coordinating Council, Department of Attorney General, Grand Rapids, Michigan, May 22, 1988.

"Legal Considerations in Managing Problem Employees", National Business Institute, Saginaw, Michigan, April 8, 1988.

"Public Sector Damage Suits", The Institute of Continuing Legal Education, Grand Rapids, Michigan, October 21, 1987.

"Civil Practice in the Federal District Courts", The Institute of Continuing Legal Education, Traverse City, Michigan, October 2, 1987.

"Juvenile Justice--The Winds of Change: A Rethinking of Achievable Goals", State Bar of Michigan Annual Meeting, Criminal Law Section, Grand Rapids, Michigan, September 18, 1987.

"Seminar on Employment Law Matters", presented by Miller, Canfield, Paddock and Stone, Fetzer Center, Western Michigan University, Kalamazoo, Michigan, June 17, 1987.

"Alternate Methods of Dispute Resolution: Dispute Resolution Without Litigation", State Bar of Michigan Seminar, Michigan State University, East Lansing, Michigan, May 15, 1987.

"Developing and Defending Wrongful Discharge Litigation", Michigan Institute of Continuing Legal Education 38th Annual Advocacy Institute, University of Michigan, Ann Arbor, Michigan, May 8-9, 1987.

"Scientific Evidence and Expert Witnesses" and "Law of Search and Seizure", Criminal Law Section of the State Bar of Michigan, Criminal Advocacy Mini-Lecture Series, Grand Rapids, Michigan, April 10, 1987.

"Labor Employment Law Update in Michigan", presented by the National Business Institute, Grand Rapids, Michigan, October 14, 1986.

"Police Civil Liability and the Defense of Citizen Misconduct Complaints", Americans for Effective Law Enforcement Workshop, Chicago, Illinois, September 15-17, 1986.

"Basic Skills Workshop", The Institute of Continuing Legal Education, Kalamazoo, Michigan, August 19, 1986.

"Criminal Law and Procedure Update", Lansing Community College, Lansing, Michigan, March 24, 1986.

"Sale of A Home", The Institute of Continuing Legal Education, East Lansing, Michigan, March 6, 1986.

"Arrest, Search and Seizure", Illinois Institute of Continuing Legal Education Seminar, November 11, 1985 and "Interrogation and Confessions", November 12, 1985.

Academy of Criminal Justice Sciences Annual Meeting, Chicago, Illinois, March 27-28, 1984.

"Manager Practical Law for the Security", sponsored by the American Society for Industrial Security, Washington, D.C., May 23-24, 1983.

"Litigation Standards", a working-seminar sponsored by the Crime Control Research Corporation's Security Law Institute, Washington, D.C., May 25, 1983.

"Criminal Interrogation" presented by John E. Reid and Associates, Moline, Illinois, April 14, 1983.

Midwestern Association of Criminal Justice Educators Annual Meeting, Indianapolis, Indiana, October, 1982 and Moline, Illinois, October, 1979.

"Legal Liability Seminar", sponsored by the W.H. Brownyard Insurance Corporation, Chicago, Illinois, June 18-19, 1980.

"Federal Criminal Practice", Illinois Institute of Continuing Legal Education Seminar, May 10, 1980.

"Illinois Civil Trial Evidence", Illinois Institute of Continuing Legal Education seminar, January 26, 1980.

"Handling DUI Cases", Illinois Institute of Continuing Legal Education Seminar, November 16, 1979.

"Prosecution of a Criminal Case", Illinois Institute of Continuing Legal Education Seminar, April 6, 1979.

"Seminar on Evidence", John Marshall Law School, Chicago, Illinois, March, 1979.

"The Trial of a Criminal Case" and "Michigan Rules of Evidence", The Institute of Continuing Legal Education, Bay City, Michigan, 1976.

GRANTS

Fall semester, 2000, Awarded a Faculty Development Grant, to support participation in People to People Ambassador Program, Criminal Law Leaders Delegation to the People's Republic of China.

Fall semester, 1994, Awarded a Timme Grant, to fund sabbatical secretarial assistance for the development of coursepack on Michigan Criminal Law.

FACULTY DEVELOPMENT COURSES ATTENDED

Using the Web to Report Grades, Ferris State University, Big Rapids, Michigan, June 21, 2000.

LCD Projector demonstration, Ferris State University, Big Rapids, Michigan, June 6, 2000.

Michigan Police Corps Academy Instructor Orientation and Training, Criminal Justice Institute, Ferris State University, Big Rapids, Michigan, June 7 to 11, 1999.

"Legal Issues for Educators", Ferris State University, The Center for Teaching, Learning and Faculty Development, March 18, 1999.

"Harassment/Sensitivity Training", Ferris State University, Office of Affirmative Action, January 19, 1999.

"Spinning Your Web Page Via Netscape Composer", Ferris State University Center for Teaching, Learning and Faculty Development, presented by Gloria Lukusa, November 5, 1998.

"Computer Assisted Legal Research Using the Lexis-Nexis Database", Ferris State University Center for Teaching, Learning and Faculty Development, presented by Alan Clarke and Claybourne Williams, October 6, 1998.

"Windows 95", Ferris State University College of Education, conducted by Femi Fadayomi, April 23, 1998.

"Network Basics", Ferris State University College of Education, conducted by Femi Fadayomi, March 5, 1998.

"Computer Network", Ferris State University College of Education, conducted by Femi Fadayomi, February 24, 1998.

"Word for Windows", Ferris State University End User Computing Service, July 21, 1995.

"Windows Next Step", Ferris State University End User Computing Service, April 11, 1995.

"SIS+ Training", Ferris State University End User Computing Service, October 28, 1993.

School of Education Computer Lab Demonstration, presented by the Ferris State University Information/Learning Center, April 28, 1989.

"Foundations of Educational Law", Michigan State University School of Education, graduate course EAD 852G, Fall Quarter, 1987.

Basic Computing Class, Ferris State University, Academic Computing Office, 12 hours, completed January, 1987.

"Written Tests and Analysis", Ferris State University Testing Office, October 31, 1986.

PROFESSIONAL MEMBERSHIPS (past and present)

Academy of Criminal Justice Sciences
 Air Force Security Police Association
 American Bar Association
 American Correctional Association
 American Society for Industrial Security
 Michigan Corrections Association
 Michigan Education Association
 Michigan Public Employer Relations Association
 Michigan Sheriffs Association

Midwestern Association of Criminal Justice Educators
 National District Attorneys Association
 National Education Association
 Security Law Institute
 Society of Police and Criminal Psychology
 State Bar of Michigan
 United States Circuit Court of Appeals, Sixth, Seventh and Eighth Circuits
 United States District Court, Eastern and Western Districts of Michigan
 Vietnam Security Police Association

COMMUNITY/COMMITTEE SERVICE

FSU School of Criminal Justice Tenure Committee, 1989 - present
 FSU School of Criminal Justice Search Committee, 1987, 1988, 1989, 1991,
 1992, 1993, 1995, 1996, Chair 1997, 1999, 2000, 2001
 FSU Campus Parish Decorations Committee, February 13 -14, 1999
 FSU Campus Parish Student Dinner Worker, 1997-1999
 FSU Michigan Center for the Prevention of Violence in Schools Information Booth,
 Mecosta County Hospital Auxiliary Ice Cream Social, June 24, 1999
 FSU Criminal Justice Advisory Committee Meetings, April 26, 1997, May 1, 1998, April
 9, 1999
 FSU College of Education Promotions Committee, 1991 -1992, 1998 - 1999, 2000 -
 2001
 FSU College of Education, Director of the School of Criminal Justice Search
 Committee, 1998 -1999
 FSU Campus Parish Bishop Baraga Bookstore Sale, 1997, 1998, 1999
 FSU University Search Committee for the Vice-president of Academic Affairs, 1997-
 1998
 FSU Faculty Mentoring Program, 1987-1988, 1993 -1994, 1997-1999
 FSU Department of Criminal Justice Policies and Procedures Committee, 1987-1999
 Alma College Parent Board, 1995 -1999
 Big Rapids High School Band Boosters, 1995 -1999. Band chaperone, equipment
 mover, band awards dinner worker
 Cancer Society Relay for Life, College of Allied Health Team Member, 1997, 1998
 Coordinated Department Faculty Mentor/Department Head Departure Dinner, Holiday
 Inn, May 7, 1998
 FSU Autumn Adventure Criminal Justice Booth Volunteer, October 4, 1997
 FSU Criminal Justice Academic Program Review Panel, 1995 -1997
 Big Rapids High School Parent Teacher Association Charter Member, 1997
 FSU Campus Parish Volunteer Photographer for photo directory, 1996 -1997
 FSU Department of Criminal Justice Phone Caller to Incoming Freshmen, 1997
 FSU Career EXPOsure, CJ Representative, Fall 1996 and 1997
 Big Rapids Public Schools Bond Campaign Committee Volunteer, 1995
 FSU Judicial Disciplinary Hearing Board, 1990 -1993
 FSU College of Education Tenure Committee, 1993 -1994

FSU Academic Program Review Council, 1987-1991
 FSU College of Education Curriculum Committee, 1986 -1990
 FSU Criminal Justice Graduate Program Development Committee, 1986 -1990
 Assistant Coach, American Youth Soccer Organization, 1990 -1991
 State Bar of Michigan Committee on Defender Systems and Services, 1990 -1991
 State Bar of Michigan Committee on Criminal Jurisprudence, 1987-1990
 FSU Department of Criminal Justice Curriculum Committee, 1986 -1989
 FSU College of Education Academic Program Review Committee, 1989
 FSU College of Education Library Committee, 1989
 American Society for Industrial Security Committee on Academic Programs in Colleges
 and Universities, 1982, 1984
 WIU Foundation Board of Directors, 1983 -1985
 WIU Pre-Law Committee, 1980 -1985
 American Society for Industrial Security Committee on Academic Programs in Colleges
 and Universities, 1982, 1984
 WIU College of Applied Sciences Distinguished Teaching Award Committee, 1984
 WIU Department Professional Status (Personnel) Committee, Chair, 1981-1982
 WIU Department Graduate Committee, 1979, 1981 -1986
 WIU Department Grade Appeals Committee, Chair, 1979-1982, Member, 1982 -1984
 WIU Department Outstanding Teaching Award Committee, 1984 -1985
 WIU Department Ad Hoc Committees: Search Committee, March-May, 1984, March-
 April 1983, March 1980; Review of Criminal Justice Programs in Illinois, 1980;
 Committee on 5-year Academic Plan, 1979.
 Co-Advisor, WIU Student Chapter of the Quad Cities Chapter of the American Society
 for Industrial Security, 1982 -1984
 Oral Board Member, Police Officer I Candidates for the Department of Public Safety,
 Western Illinois University, June, 1981 and January 1980

PUBLICATIONS IN WHICH QUOTED

Hotel/Motel Security and Safety Management, Vol. 4, No. 9, August 1986, pp. 5 -7.

Hospital Security and Safety Management, Vol. 3, No. 10, February, 1983, p. 9 and
 Vol. 3, No. 8, December, 1982, pp. 5 - 8.

Security World, February, 1982, pp. 23, 24 and 26, January, 1982, p. 31 and August,
 1981, p. 15.

Security Industry and Product News, April, 1981, p. 10.

TEXTBOOK ACKNOWLEDGMENTS

Introduction to Security, Green as revised by Robert J. Fischer, Fourth Edition,
 Butterworth Publishers, 1987, page xx.

Introduction to Private Security, Hess and Wrobleski, West Publishing Company, 1982, page xii.

Physical Security: Practices and Technology, Charles Schnabolk, Butterworth Publishers, 1983, page x.

BOOK REVIEWS

Butterworth Publishers, Stoneham, Massachusetts

Anderson Publishing Company, Cincinnati, Ohio

West Publishing Company, Minneapolis, Minnesota

Appendix I

Enrollment Trends For the Undergraduate Criminal Justice Program

ADMINISTRATIVE PROGRAM REVIEW: 2000

Program/Department: Criminal Justice

Date Submitted: 11/10/00

Dean: Nancy Cooley

Please provide the following information:

Enrollment

	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000
Tenure Track FTE	8	11	11	11	11
Overload/Supplemental FTEF	1.00	0.50	2.15	3.4	3.25
Adjunct/Clinical FTEF (unpaid)	.058	0.00	1.33	.75	.75
Enrollment on-campus*	561	577	558	576	532
Freshman	210	204	174	193	171
Sophomore	141	121	112	112	130
Junior	109	112	119	105	96
Senior	101	102	123	132	108
Masters	-	31	30	34	27
Doctoral	-	-	-	-	-
Pre-Professional Students	-	-	-	-	-
Enrollment off-campus*	-	7	9	29	69
Traverse City				-	-
Grand Rapids				29	58
Southwest				-	-
Southeast				-	11

*Use official count (7-day)

If there has been a change in enrollment, explain why:

Capacity:

Estimate program capacity considering current number of faculty, laboratory capacity, current equipment, and current levels of S&E. What factors limit capacity?

550 Students

What factors limit program capacity? Additional tenure-track faculty would be needed.

Financial

Expenditures *	FY 96	FY 97	FY 98	FY 99	FY 00
Supply & Expense	\$58,120	\$53,333	\$68,850	\$64,477	\$62,000
Equipment	\$0	\$8,364	\$27,380	\$2,541	\$154,500
Voc. Ed. Funds				-	0
General Fund				\$2,541	\$4,500
In-Kind				-	-
Non-General Fund **				\$46,725.72	\$150,000
Revenues					
Clinic Income				-	-
Scholarship Donations				-	-
Gifts, Grants & Cash Donations	\$21,862	\$18,982	\$30,765	\$1,140,990*	\$1,785,000
Endowment Earnings					-
Institute Programs/Services					-

*Use end of fiscal year expenditures

** Michigan Police Corps

ADMINISTRATIVE PROGRAM REVIEW: 2000

Other

	AY 95/96	AY 96/97	AY 97/98	AY 98/99	AY 99/00
Number of Graduates* - Total	191	158	198	178	196
- On campus	191	158	198	178	196
- Off campus	-	-	-	-	-
Placement of Graduates	97%	93%	TBA-Picmt Services		TBA
Average Salary	\$23,000	\$25,544	TBA-Picmt Services		TBA
Productivity - Academic Year Average	687.13	579.67	491.16	512.19	494.07
- Summer	189.29	145.50	141.83	121.99	149.10
Summer Enrollment	106	109	176	209	210

* Use total for academic year (S, F, W)

1. a) Areas of Strength:

The faculty and staff contribution to the program and to FSU.

The Michigan Police Corps continues to reaffirm our program's position as the leader in the state among Criminal Justice programs.

Our Masters program continues to attract high quality mid-career students interested in advancement in administration.

b) Areas of Concern and Proposed Action to Address Them:

Additional resources are needed for the MCPVS program if we are to continue the program.

The Administration must support our program as we venture off-campus to Grand Rapids, Flint and Lansing.

2. Future goals (please give time frame)

Expanding our masters program in Grand Rapids to offer one-year completion instead of a two-year part time sequence by school year 2001/2002.

Increasing the number of students in our GR generalist program at Grand Rapids (2002) and Flint (2004).

Start another off-campus program at Lansing Community College (2001).

Formulate a collaborative partnership with the Michigan Dept. of Corrections offer an "educational component" for their corrections officers academy by 2003.

3. Other Recommendations:

An administrative assistant is needed to help manage the School of Criminal Justice.

Upgrade a 32-hour part time adult position to a Secretary II position, since this position was lost due to restructuring of the College of Education and Human Services.

Additional funding to increase the number of graduate assistants from four to eight per semester and two for the summer semester.

ADMINISTRATIVE PROGRAM REVIEW: 2000

4. Does the program have an advisory committee? Yes

a) If yes, when did it last meet? March 31, 2000

b) If no, why not? By what other means do faculty receive advice from employers and outside professionals?

Many members of our advisory committee serve as adjunct faculty, guest lecturers, and are always willing to work with our students career advising, establishing internships and also hiring them.

c) When were new members last appointed? March 31, 2000

d) Are there on-alumni/ae on the committee? How many? Seven

5. Does the program have an internship or other cooperative or experiential learning course? Yes.

a) If yes, is the internship required or recommended?

A 216-hour internship is required in all three Criminal Justice tracks --- Law Enforcement, Corrections and Generalist.

b) If no, what is the reason for not requiring such an experience?

6. Does the program offer courses through the web? No. Several in planning stage.

a) Please list the web-based (fully delivered through the internet) courses the program offered last year.

b) Please list the web-assisted (e.g., WebCT) courses the program offered last year.

7. Is this a program with state, regional and/or national recognition? Yes

a) For what special strengths or characteristics is it recognized?

1) Michigan Police Corps

2) Unique design of our certification programs in law enforcement and corrections.

3) Dr. Parsons and Dr. Nerbonne have national reputation in their respective field of Use of Deadly Force and Traffic Management (consulting/expert witnesses)

b) If not, what are some strategies that could lead to national recognition?

Form Completed by: Frank Crowe, Director of the School of Criminal Justice
Name and Title

Reviewed by Dean: _____
Date