# Homeland Security Studies BA/BS

## Goal 1: Grow the Newly Developed Undergraduate Programs Online

**Goal Description:**

Enhance and develop programmatic quality and scope of undergraduate online offerings in HS and sustain their growth during the first five years.

**Providing Department:** Homeland Security Studies BA/BS

**Progress:** Ongoing

RELATED ITEMS/ELEMENTS - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

RELATED ITEM LEVEL 1

**Performance Objective Goal 1: Grow the Newly Developed Undergraduate Programs Online**
**Performance Objective Description:**

Ensure sufficient resources (faculty and logistical needs) to support academic programming needs for BA/BS in HS and to sustain its projected growth.

Monitor and track trends across programmatic course delivery as well as faculty and course quality.

RELATED ITEM LEVEL 2

**KPIs for Goal 1: Grow the Newly Developed Undergaduate Programs Online**
**KPI Description:**

KPI 1 - The department will have sufficient faculty and resources to support academic programming needs at the undergraduate level

KPI 2 - All new courses online will be fully developed and exceed online development rubric assessment criteria

KPI 3 - New Certificates will be developed to focus core knowledge on areas most needed in the field

**Results Description:**

KPI 1 - For 2021/22 Department hired a junior faculty with expertise in Public Health and Biosecurity to enhance tenure-track faculty support to new programs

KPI 2 - Courses have been fully developed but additional new premium digital learning model courses were developed for 2021/22 in:

Introduction to Homeland Security; Introduction to Emergency Management, Transportation Security, Public Health and Security

KPI 3 - Four new certificates: **Security and Resilience: Chemical and Energy; Security and Resilience: Healthcare; Security and Resilience: Transportation, and Security and Resilience: Biosecurity and Pandemics** were developed and approved and can being offered at the department effective January 2023

RELATED ITEM LEVEL 3

**Action for Goal 1: Grow the Newly Developed Undergraduate Programs Online**
**Action Description:**

Four new certificates approval has been a great programmatic accomplishment but the department will continue to explore other concentrations in the future; also, the department will provide ongoing technical expertise and content assessment to premium digital courses being

developed at COCJ in Phase II such as Healthcare Security and Resilience

# Goal 2: Increase Enrollment and Retention

**Goal Description:**

To increase enrollment via recruitment and retention of qualified and motivated students

**Providing Department:** Homeland Security Studies BA/BS

**Progress:** Ongoing

RELATED ITEMS/ELEMENTS - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

RELATED ITEM LEVEL 1

**Perfromance Objective for Goal 2: Increase Enrollment and Retention**

**Performance Objective Description:**

To increase and sustain the numbers of qualified and motivated undergraduate students as projected in the five year programmatic planning

RELATED ITEM LEVEL 2

**KPIs for Goal 2: Increase Enrollement and Retention**

**KPI Description:**

KPI 1 - Number of new recruited students will reflect programmatic projections

KPI 2 - Retention of students will meet or exceed 80% rate

**Results Description:**

KPI 1 - Numbers of students enrolled exceed projections

KPI 2 - Retention is at 84% and 72% for FTT and FTF; Full time freshmen retention rates  are lower than tranfer students and need to be monitored

Attached Files

📄 Copy of Department of Security Studies enrollment.xlsx

📄 Retention .png

RELATED ITEM LEVEL 3

**Action for Goal 2: Increase Enrollment and Retention**

**Action Description:**

The Department will continue to collaborate on new marketing strategies and new venues for student recruitment such as local, regional, and national conferences.  We would like to keep retention at higher than 70%  FTF and FTT.

# Goal 3: Demonstrate Core Knowledge Competency

**Goal Description:**

Students enrolled in BA/BS degree in Homeland Security Studies will demonstrate  knowledge of major trends, issues and principles associated with the field of Homeland Security.

**Providing Department:** Homeland Security Studies BA/BS

**Progress:** Ongoing

RELATED ITEMS/ELEMENTS - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -

RELATED ITEM LEVEL 1

**Learning Objective 3.1: Gaining Basic Understanding**

**Learning Objective Description:**

Students will gain a basic understanding of the subject (e.g., factual knowledge, methods, principles, generalizations, and theories)

**Gaining Basic Understanding ICF 3.1.1.**

**Indicator Description:**

This indicator will be the score obtained from general faculty IDEA evaluations

**Criterion Description:**

In order to satisfy the indictor level, the 4.0 average across the department has been set as benchmark; moreover, no faulty will score below 4.0 in their respective assessment on that item.

**Findings Description:**

Even though the department held the average of 4.2, several scores of adjunct and junior faculty were below 4.0. See attached.

Attached Files

📄 IDEA Scores 21 and 22.docx

**Action for Gaining Basic Understanding ICF 3.1.1.**

# Update to Previous Cycle's Plan for Continuous Improvement Item

**Previous Cycle's Plan For Continuous Improvement (Do Not Modify):**

**Closing Summary**

The undergraduate BA/BS programs show a continuous growth. While all courses have been now fully designed, opportunities in public health, as well as transportation and energy sectors will continue to demand from the department ongoing assessments for concentrations and/or certificates. For 2021/2022 we plan to develop fully all Forms B for the certificate in Public Health Security which has been conceptualized; we plan to have the series of courses in the certificate approved by the Higher Education Coordination Board and ready to be technically designed online in Fall 2022. The transportation, health, and energy sectors have been identified as core components of focus for the newly established Homeland Security Institute. The department will evaluate ways and avenues for collaboration with the Director of the Institute and the undergraduate program to include cross-walking or adaptation of curricular offerings from BA/BS program at the Institute. Concurrently, we will endeavor in 2021/2022 cycle to coordinate with future leadership and expert partners at the Institute to seek avenues for development and mutual cooperation in research, teaching, and technical support. We will work jointly with the office of assessment at the SHSU and the Associate Dean of Assessment and Planning at COCJ to devise a better BA/BS student retention strategy, mitigate against student dropout, and elicit student satisfaction via avenues other than IDEA evaluations. We will certify additional courses, particularly those in public health and security as Academic Community Engaged and we ill continue to pursue undergraduate student learning opportunities through immersion programs such as Study Abroad model. Because we anticipate an ongoing interest in our degrees, we will collaborate with the College and the University on planning for additional faculty lines for 2022/2023 cycle. As we have instituted a new Internship Director Office at COCJ, we will shift our focus to support this unit in (a) internship placement for our undergraduate students, (b) student internship assessment, and (c) undergraduate student job placement post internship. We will also work with appointed new staff on undergraduate alumni tracking to determine career paths, sectors for job placement, and ongoing education. We will work towards creating a position of Program Director at our department in the future and support faculty administrative and leadership skills by supporting opportunities for professional development in those areas. As we have hired 5 new adjuncts for the 2020/2021 cycle, we will monitor their performance and student satisfaction scores from IDEA evaluations to mitigate dropout rates and low scores albeit we will lower the benchmarking of individual course scores to 3.5 because we anticipate continuous effects of COVID 19 on student retention rates and satisfaction.

**Update of Progress to the Previous Cycle's PCI:**

The undergraduate BA/BS programs show a continuous growth. For 2021/2022 we planned to develop fully all Forms B for the certificate in Public Health Security which not only has been conceptualized but 3 addtional certificates were developed as well. We accomplished 4 certificates being approved in Summer 2022 and will be launched within department in Spring 2023 (some technical design is ongoing). The transportation, health, and energy sectors have been identified as core components of focus for the newly established Institute for Homeland Security Institute. - Transportation Security and Public Health Security courses both have been redesigned into premium digital style and those undergraduate offerings will be available as curricular offerings at the Institute as well. In 2021/2022 all faculty coordinated with executive leadership at IHS having discussion about research, teaching, and technical support. Our efforts at the office of assessment at the SHSU and the Associate Dean of Assessment and Planning at COCJ resulted in premium digital course design as a student retention strategy and student satisfaction. We are still in pursuit of avenues avenues other than IDEA evaluations. We certified additional courses, Public Health and Security as Academic Community Engaged and we continued to pursue undergraduate student learning opportunities through immersion programs such as Study Abroad model. However, because of Ukraine conflict our program which had substantive enrollment had to be cancelled for summer 2022. We were not able to secure additional faculty lines for 2022/2023 cycle. As we instituted a new Internship Director Office at COCJ, we shifted our focus to support this unit in (a) internship placement for our undergraduate students, (b) student internship assessment, and (c) undergraduate student job placement post internship. We worked with alumni tracking to determine career paths, sectors for job placement, and ongoing education but so fa our response rates to exit surveys have been vey low. We will continue to work towards creating a position of Program Director at our department in the future and support faculty administrative and leadership skills by supporting opportunities for professional development in those areas. As we have hired 5 new adjuncts for the 2020/2021 cycle, we monitored their performance and student satisfaction scores from IDEA evaluations - some of those were abysmally low and we advised those faculty - their subsequent scores in Spring 2022 improved from Fall 2021.

## New Plan for Continuous Improvement Item

**Closing Summary:**

The undergraduate BA/BS programs show a continuous growth. For 2022/2023 we need to focus our attention on assessment of new curses particularly the ones offered in a new digital format to ensure successful delivery and student satisfaction - while we believe 5 module-delivery is attractive to our students the design is experimental and IDEA scores need to be closely monitored. Because we exceeded goals for new certificates, we need to ensure that all courses comprised within them have been offered. Our adjunct pool has increased making the department one with the highest ratio of adjuncts to full faculty and communications with adjuncts are becoming increasingly critical. The department will continue to collaborate closely with the Institute for Homeland Security executive leadership for research, student opportunities, and connections to practitioners. We will continue support to the Internship Director Office at COCJ, in (a) internship placement for our undergraduate students, (b) student internship assessment, and (c) undergraduate student job placement post internship. Because our undergraduate programs are growing, we will continue to work towards creating a position of Program Directors at our department in the future and support faculty administrative and leadership skills by supporting opportunities for professional development in those areas. We endeavored to maintain retention rates at above 80% - COVID-19 might be a factor in our freshmen retention not meeting this benchmark and that is why it will be very important for us to continue gauging student satisfaction with new courses. For 2022/2023 we will continue to evaluate effective methods to upskill students with professional credentials and certificates and will examine how those might be integrated into premium design courses. The department will continue to find ways to improve teaching practices through planned redesign of FES teaching criteria and setting standards that align with the University strategic visioning.