

# Criminal Justice Equity and Inclusion Undergraduate Certificate

## Goal #1: Enrollment of Quality Students

**Goal Description:**

The undergraduate certificate in Criminal Justice Equity & Inclusion began being offered in the fall 2021 semester. The target population of students is primarily non-degree seeking individuals. This is also the first undergraduate certificate offered at SHSU. Given the importance of this program to current CJ needs, it is important to increase enrollment of quality students into the certificate.

**Providing Department:** Criminal Justice Equity and Inclusion Undergraduate Certificate

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

**Performance Objective: Increase enrollment**

**Performance Objective Description:**

To increase or enhance enrollment of quality students into the certificate

RELATED ITEM LEVEL 2

**KPI: Enrollment (Direct)**

**KPI Description:**

Increase enrollment of non-degree seeking students in the certificate program. Given that this is a brand new program, there is no baseline enrollment number to target.

**Target Description:**

This objective will be met if the number of students enrolled by summer 2024 is greater than the number of students enrolled in the spring 2022 semester.

**Results Description:**

This objective has been met. The number of students enrolled in the summer of 2024 is greater than the number of students enrolled in the spring of 2022.

RELATED ITEM LEVEL 3

**Action - Enrollment (Direct)**

**Action Description:**

Work to promote the certificate and have advisors to encourage it to students - both CJ and non-CJ majors.

RELATED ITEM LEVEL 2

**KPI: Enrollment (Indirect #1)**

**KPI Description:**

Work with COCJ administrators and the CJ Marketing team to advertise and promote the minor to potential students.

**Target Description:**

Strategic recruitment efforts to promote enrollment in certificate program in current SHSU students.

**Results Description:**

Efforts to promote enrollment in the certificate program have been rolled out.

RELATED ITEM LEVEL 3

**Action - Enrollment (Indirect)**

**Action Description:**

Continue to work with the marketing team in the College of Criminal Justice to create marketing materials to promote the program to CJ degree seeking students and non-CJ degree seeking students.

RELATED ITEM LEVEL 2

KPI: Enrollment (Indirect #2)

KPI Description:

Work with admissions office to develop a process for admitting non-degree seeking students into the certificate program.

Target Description:

Increase in admissions and enrollment into the certificate program.

Results Description:

Enrollment in the certificate program has increased.

RELATED ITEM LEVEL 3

Action - Enrollment (Indirect)

Action Description:

Continue to work with the marketing team in the College of Criminal Justice to create marketing materials to promote the program to CJ degree seeking students and non-CJ degree seeking students.

Goal #2: Development of Evidence-Based Knowledge on Multiculturalism and Crime

Goal Description:

A key educational objective of the certificate is for students to demonstrate their knowledge on the influence of particular group cultures, such as different races, ethnicities, sexualities, or disabilities on criminal justice outcomes based on empirical research.

Providing Department: Criminal Justice Equity and Inclusion Undergraduate Certificate

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Demonstrate Knowledge and Critical Thinking Skills

Learning Objective Description:

Students will demonstrate knowledge and critical thinking skills on the role of race/ethnicity in crime and criminal justice processing.

RELATED ITEM LEVEL 2

Assessment of Writing Assignments

Indicator Description:

Objective: Two program objectives for our minor in Criminal Justice Equity and Inclusion certificate are to understand cultural diversity issues as it relates to criminal justice and to improve critical thinking and communication skills with regard to multiculturalism

Instruments: These objectives will be assessed by scoring student writing assignments in CRIJ 4385 Criminal Justice and Social Diversity, one of the required courses for the minor. The nature of the assignment is a film review where the students are instructed to discuss how a film (relevant to the course) applies to material learned in class (3 examples). A copy of the writing prompt used for this assessment is attached. Scores will be derived using the Office of Academic Planning and Assessment’s Writing Assessment Rubric (also attached).

Process: Given that the minor is a new program with only a handful of students, we chose to focus on assessing one of the required courses for the minor: CRIJ 4385. A total of ~40 writing assignments from one section of CRIJ 4385 were assessed. Paper scores, which ranged from 1 (few features present) to 4 (features are most always present) were averaged across each of the four domains: (1)

Ideas/Critical Thinking/Synthesis, (2) Style, (3) Organization, and (4) Conventions. Further, an overall score was calculated by adding each paper's score across the four domains.

Usefulness to the program: As the minor grows, we will use these results as a baseline that can be applied in future assessment cycles where we are able to assess declared minor students. This will eventually allow for comparisons across years to track changes and or improvements on students' critical thinking and written communication skills.

Attached Files

 [Writing Assessment Rubric.docx](#)

 [Film Review Paper Guidelines.pdf](#)

#### **Criterion Description:**

A majority of written assessments will score at "Features are often present" or above on an the average total score, as well as scores for each of the four rubric domains.

#### **Findings Description:**

All writing samples from a section of CRIJ 4385 during Fall of 2023 were used to evaluate this objective. The nature of the assignment and criteria used to evaluate the objective were slightly different. Specifically, the instructor of the section asked students to identify up to three police reform measures that they believe could improve citizen and police officer relationships, especially for minority groups (see attached assignment). All writing samples were evaluated using a rubric used in Packback to evaluate the quality of submissions. In line with the threshold used to evaluate written assignments on films (i.e., features often present), it was expected that the majority of submitted assignments would receive a score of '3' (i.e., accomplished) or higher. All samples were evaluated by the Chair of the Undergraduate Curriculum and Assessment Committee.

As can be seen (see attached excel spreadsheet), the mean of all 31 submitted assignments was a 3.38 out of 4.00.

Attached Files

 [Writing Assignment #1 CRIJ 4385.docx](#)

 [Rubric for Assignment #1.docx](#)

 [CRIJ 4385 Writing Samples.xlsx](#)

#### **RELATED ITEM LEVEL 3**

##### **Action - Assessment of Writing Assignments**

##### **Action Description:**

Objective: Two program objectives for our minor in Criminal Justice Equity and Inclusion minor are to understand cultural diversity issues as it relates to criminal justice and to improve critical thinking and communication skills with regard to multiculturalism

Instruments: These objectives will be assessed by scoring student writing assignments in CRIJ 4385 Criminal Justice and Social Diversity, one of the required courses for the minor. The nature of the assignment is a film review where the students are instructed to discuss how a film (relevant to the course) applies to material learned in class (3 examples). A copy of the writing prompt used for this assessment is attached. Scores will be derived using the Office of Academic Planning and Assessment's Writing Assessment Rubric (also attached).

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

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

#### **Closing Summary**

Targeted recruitment efforts are underway for the Criminal Justice Equity and Inclusion Certificate Program. Students who have completed a minimum of 1 required certificate course have been identified and encouraged to enroll in the program. Emails were sent to these students that included new marketing

materials and instructions on how to enroll. The list of students was also shared with Academic Advisors in the SAM Center to help with recruitment efforts.

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

##### **Update of Progress**

Enrollment has increased and students are demonstrating key concepts about equity and inclusion from their course on criminal justice and social diversity.

#### **New Plan for Continuous Improvement Item**

##### **Closing Summary:**

Continue to encourage advisors to use marketing materials to recruit students into the certificate program and assess student progress in the program through writing assessments.