

Criminal Justice Leadership and Management Certificate

G - Advance Professional Growth and Career Development

Goal Description:

The online Criminal Justice Leadership and Management Certificate caters to working professionals currently in the field of criminal justice. The certificate provides an opportunity for students to advance professional growth and career development while maintaining their occupational responsibilities.

Providing Department: Criminal Justice Leadership and Management Certificate

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

LO - Importance of Psychological Bias and Influence in Leadership

Learning Objective Description:

Students will be able to identify and discuss some of major psychological and cognitive biases and influences in how we think about, influence, and relate to one another.

RELATED ITEM LEVEL 2

Demonstration of Relevant Psychological Biases in Leadership

Indicator Description:

As a required component of CRIJ 6363 — Leadership Psychology in Criminal Justice Leadership, the participants will complete an open-ended assessment in which their understanding of the relevant psychological biases and cognitive processing preferences and errors are evaluated.

Criterion Description:

It is anticipated ≥ 80% of the students taking the assessment identified in this goal’s Indicator will successfully identify and discuss three (3) or more of the major cognitive processing influences, errors, or biases as presented in the course (*e.g.*, Hindsight Bias, Fundamental Attribution Error, Actor-Observer Bias, Self-Handicapping Strategy, etc.). The student will be able to provide examples of how these major cognitive processing issues are manifest in real-world leadership settings.

Findings Description:

> 90% of participants met or exceeded this element.

RELATED ITEM LEVEL 3

Demonstration of Relevant Psychological Biases in Leadership

Action Description:

The findings revealed this program’s working criminal justice practitioners were successful in identifying relevant cognitive and psychological influences that can impact their leadership success. This topic has been identified to be of great importance by both the MSCJLM Committee and those field agencies employing our participants/graduates. These essential qualities will continue to be assessed by the program director and will again be assessed in the upcoming cycle.

Update to Previous Cycle's Plan for Continuous Improvement Item

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

Closing Summary

Findings revealed criterion was met and students were successful in identifying elements considered crucial by the program director. The program director will continue to assess these essential strategies and theories for effective leadership in the upcoming assessment cycle, and focus on targeted assessment for certificate students.

Update of Progress to the Previous Cycle's PCI:

The program director continued to assess the essential strategies and theories for effective leadership in the upcoming assessment cycle. No changes were made to the assessment plan.

New Plan for Continuous Improvement Item

Closing Summary:

The Director will review the end-of-program (2 year cycle) evaluations offered by our practitioner/professional participants/graduates to determine if program elements continue to meet the needs of those serving the field as well as their employing agencies. Assessment rubrics will be evaluated and updated as necessary. The findings/results demonstrate a strong appreciation of the participants for the program's development of their knowledge, skills, and abilities. We will continue to review these offerings so that result remains intact.