Wayne Community College
Program Review and Outcome Assessments, 2019-20
(Previous Program Review Cycle, 2016-17)

Department Name: Criminal Justice Technology – Forensic Science

Section 1: Program Overview

Mission/Purpose:

To provide students with extensive technical and professional knowledge in relation to the dynamic fields of employment within the Criminal Justice system.

Degrees, Diplomas, and Certificates Offered: Utilizing the table below, list all degrees, diplomas, and certificates offered, along with program codes.
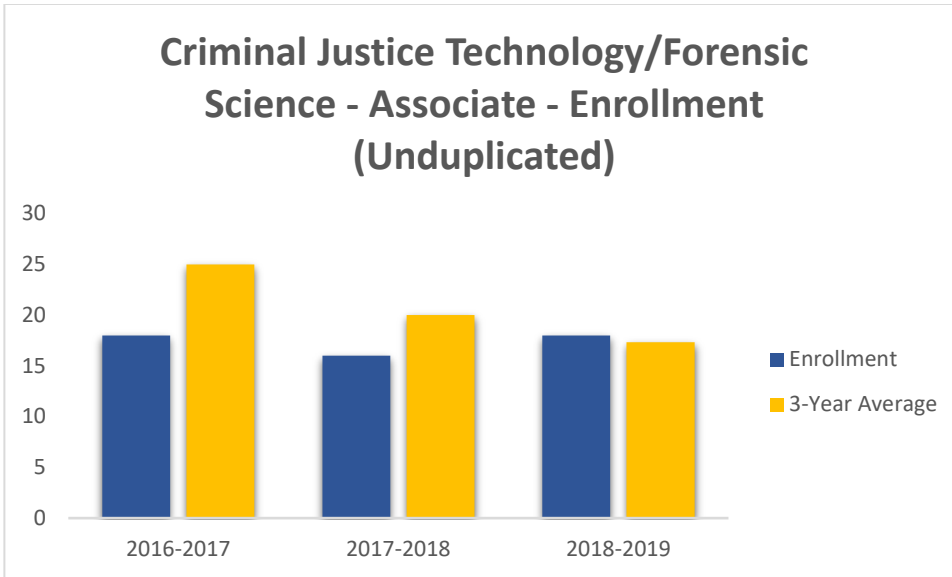
Program Type (Associate, Diploma, or Certificate)	Program Title	Program Code
Associate	Criminal Justice Tech/Forensic Science	A5518C
Certificate	Criminal Justice Tech/Forensic Science	C5518CF

Describe how the program's mission aligns with the College's vision, mission, core values, and strategic goals. Institutional goals identified that align with academic programs are: Institutional Goal 2: Ensure Program Excellence and Institutional Goal 3: Improve Student Success

The Criminal Justice Technology/Forensic Science program best aligns with goals 1 and 3, ensuring program excellence and improving student success by offering both theoretical and practical learning opportunities for students that will qualify them for employment in a variety of criminal justice organizations.

Program Enrollment (Fall, Spring, Summer) – for each degree level (Associate, Diploma, Certificate)

Program Enrollment (Associate) *(unduplicated)*		
Year	Enrollment	3-Year Average
2016-17	18	25
2017-18	16	20
2018-19	18	17

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Criminal Justice Technology/Forensic Science - Associate - Enrollment (Unduplicated)

Program Enrollment (Certificate) *(unduplicated)*		
Year	Enrollment	3-Year Average
2016-17	2	5
2017-18	7	6
2018-19	4	4

Criminal Justice Technology/Forensic Science - Certificate - Enrollment (Unduplicated)
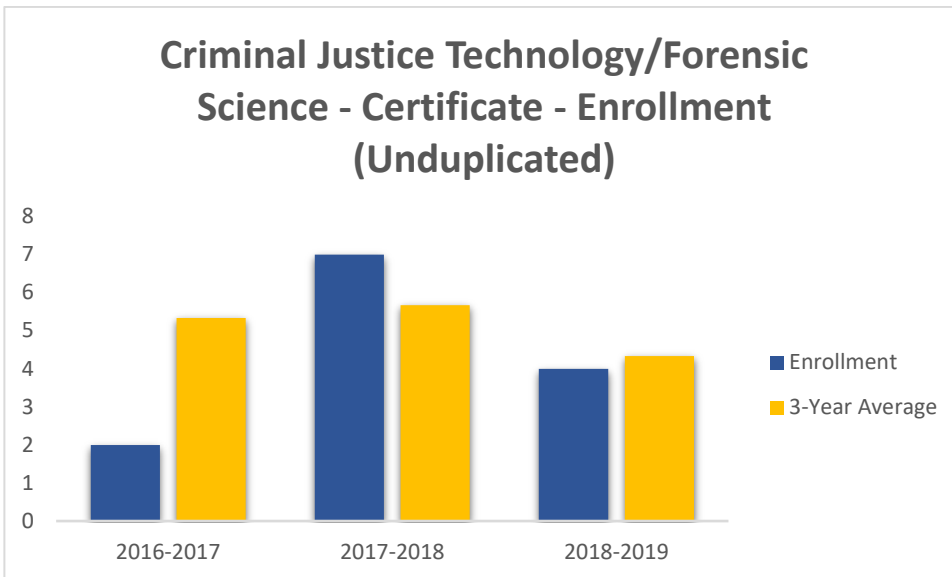
Provide narrative for analysis of program enrollment. *(Is enrollment increasing or decreasing? What possible reasons for increase/decrease? Describe how you plan to address program enrollment.)*

 Enrollment for the Associate Degree and Certificate remains steady. Since the program is fairly new, marketing strategies have been designed to increase awareness of the program, however, the certificate program will more likely see a larger increase in enrollment over the next 3 years due to the job market availability for the standing Associate Degree program.

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Program Budget Full-Time Equivalent (FTE)

Analysis of program budget full-time equivalent (BFTF) *(The number of full-time equivalent (FTE) student for which colleges are funded through State funding formulas. An amount of instruction that equates to an annual FTE student; one curriculum FTE equals 512 student hours.)*

While enrollment numbers and FTE remain the primary gauge for program growth, the program sustains the ability to fund the full-time position currently and all part-time positions within the division. Program FTE has increased over the last three years, from 11.78 in 2016-17, 9.72 in 2017-18, and 13.94 in 2018-19.

Program Changes

Activities to ensure program changes (2016-17; 2017-18; 2018-19)

List program curriculum changes, revisions, deletions in table.

Course Title	Date – Updated / Revised / Deleted
Criminal Justice Technology/Latent Evidence	Deleted Program (SP2018)
Criminal Justice Technology/Forensic Science	New Program (SP2018)
Public Safety Administration (A55480)	New Program (FA 2019 effective FA2020)

Provide an overview of the significance of the program changes and improvements that occurred over the past three years. *(What were the program's / discipline's goals and rationale for expanding and improving student learning, including new courses, programs, and delivery methods?)*

The NCCCS eliminated the Criminal Justice Technology/Latent Evidence program and proposed a new program, Criminal Justice Technology – Forensic Science for community colleges. Wayne Community College proposed the deletion of the CJC – Latent Evidence program and was approved for the CJC – Forensic program in Fall 2017 to become effective Spring 2018. This change will help in aligning the student with more marketable job skills training.

Advisory Committee: dates, summary of minutes, activities (2016-17; 2017-18; 2018-19)

Summary of Advisory Committee Activities

Year	Meeting Dates	Recommendations / Activities
2016-17	FA2016/SP2017	Align programs with job skills
2017-18	FA2017/SP2018	Implementation of new certificate programs
2018-19	FA2018/SP2019	Implementation of new degree programs to provide a more broad opportunity for those seeking to become Public Safety Professionals

Describe program's participation with Advisory Committee or external organizations that contribute to maintaining program relevance. *(File Advisory Committee Meeting Minutes for past three years in Program Review Attachment folder.)*

The CJC/EM Joint Advisory Committee provides an annual review of the overall programs for Criminal Justice Technology and Emergency Management Technology to ensure that the students are being provided with the skills, knowledge, and opportunities to afford them sustainable employment upon completion of their degree or

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certificate. A new Public Safety Administration program was approved by the curriculum committee for implementation in Fall 2020.

Analysis of trends in the field or industry (emerging needs)
Provide narrative for analysis of trends in the field. *(Based on environmental scans, advisory committees, and other sources external to the program/discipline, how well is the program/discipline responding to the current and emerging needs of the community? Is there new technology/equipment that needs to be added to your program?)*

New technology was added to the CJC Technology/Forensic program ensuring that the student was exposed to current technology being utilized by field practitioners. Both the CJC Technology and Forensic Science programs provide instruction through digital composition for criminal investigations reports, sketches, diagrams, etc. A new planning objective was funded 2019-2020 for the program to purchase new cameras comparable with the types utilized in the professional field for crime scene documentation and photography. Cameras have been received and were utilized for part of Fall 2019 and Spring 2020.

Section 2: Faculty Profile

Have all the faculty credentials been verified? (*Verify required documents are in personnel files.*)
Yes ☒   No ☐

List of Faculty and Status (2016-17; 2017-18; 2018-19)

Faculty / Name	Full-Time / Part-Time	Total Years of Service
Duane Everhart	Full-Time	15
Steven Powers	Part-Time	21
Jeremy Mozingo	Full-time	2.5
Ralph Benedetto	Full-Time (Co-Instructs CJC 250)	12
Brad Lanier	Full-time (Deceased 2017)	5
Beverly Deans	Full-time	31
Lee Szatkowski	Part-time	30
Theresa Chiero	Part-time	17

Provide narrative for adequacy of faculty numbers. *(Do you have enough faculty to support your program?)*

There is one (1) full-time faculty member assigned to the CJC Technology & Forensic Science program, with 3 other faculty members that are able to assist with providing instruction within the program as needed. Several part-time instructors are contracted as needed to provide instruction based on the semester schedule. With the provision of having multiple full-time faculty members within the same division to assist with instruction and contracted part-time faculty, program support needs are met.

Faculty Contact and Credit Hours

Faculty / Name	Full-Time Part-Time	Summer 2016		Fall 2016		Spring 2017	
		Contact	Credit	Contact	Credit	Contact	Credit
Duane Everhart	Full-time	6	6	9	9	17	16
Brad Lanier	Full-time	8	7	3	3		
Beverly Deans	Full-time			3	3	6	6

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Lee Szatkowski	Part-time			3	3	6	6
Theresa Chiero	Part-time			3	3	3	3
Ralph Benedetto	Full-Time			4	3	4	3

| Faculty / Name | Full-Time | Summer 2017 | | Fall 2017 | | Spring 2018 | |
	Part-Time	Contact	Credit	Contact	Credit	Contact	Credit
Duane Everhart	Full-time	6	6	9	9	17	16
Beverly Deans	Part-time			3	3	3	3
Lee Szatkowski	Part-time			3	3	3	3
Theresa Chiero	Part-time			3	3	3	3
Jeremy Mozingo	Full-time	3	3	3	3	3	3
Ralph Benedetto	Full-Time			4	3	4	3

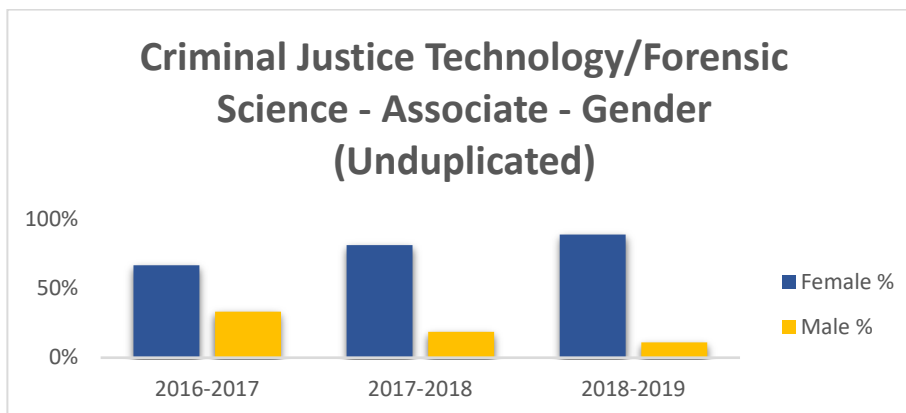| Faculty / Name | Full-Time | Summer 2018 | | Fall 2018 | | Spring 2019 | |
	Part-Time	Contact	Credit	Contact	Credit	Contact	Credit
Duane Everhart	Full-time	6	6	9	9	17	16
Beverly Deans	Part-time			3	3	3	3
Lee Szatkowski	Part-time			3	3	3	3
Theresa Chiero	Part-time			3	3	3	3
Jeremy Mozingo	Full-time	3	3	3	3	3	3
Ralph Benedetto	Full-Time			4	3	4	3

Professional Development
Professional development activities of faculty (2016-17; 2017-18; 2018-19)
Verify departmental professional development (PD) tracking logs are completed and filed in Program Review
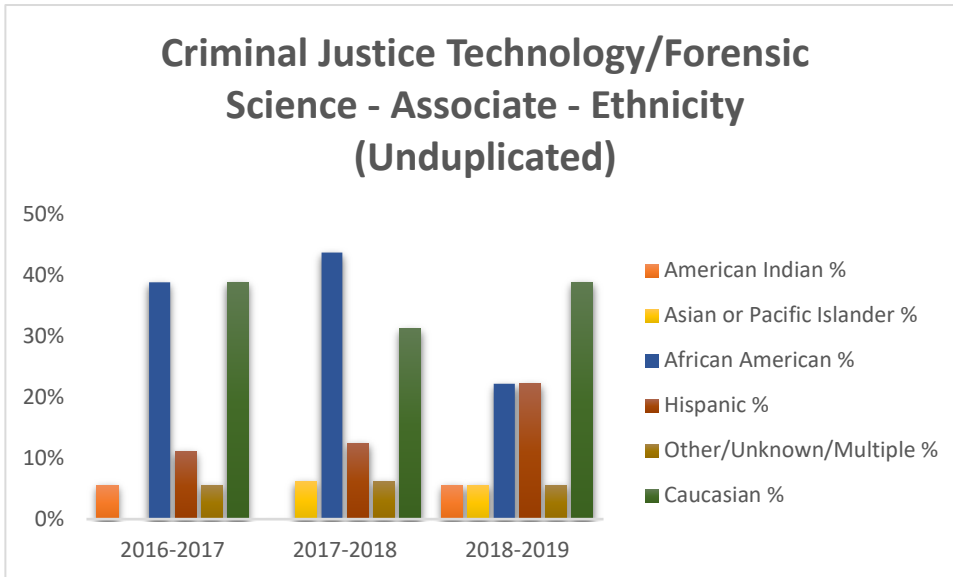Professional Development folder.
Yes ☒   No ☐

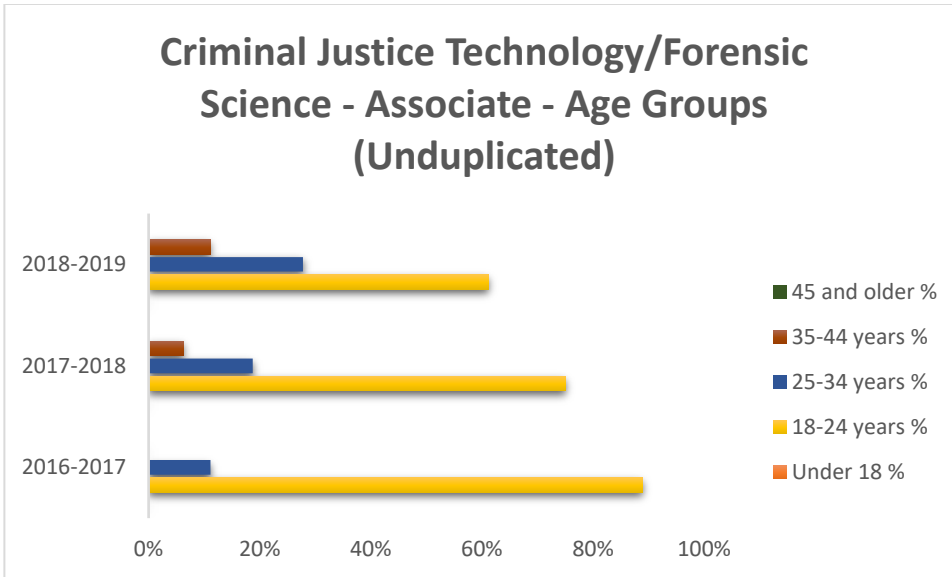**Section 3: Student Demographics - *Parent program (highest level only) data is provided.***

Gender *(Associate - unduplicated)*						
Academic Year	Female		Male		Total	
	N	%	N	%	N	%
2016-17	12	67%	6	33%	18	100%
2017-18	13	81%	3	19%	16	100%
2018-19	16	89%	2	11%	18	100%

Criminal Justice Technology/Forensic Science - Associate - Gender (Unduplicated)

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Ethnicity (Associate – unduplicated)	2016-17		2017-18		2018-19	
	N	%	N	%	N	%
American Indian	1	6%	0	0%	1	6%
Asian or Pacific Islander	0	0%	1	6%	1	6%
African American	7	39%	7	44%	4	22%
Hispanic	2	11%	2	13%	4	22%
Other/Unknown/Multiple	1	6%	1	6%	1	6%
Caucasian	7	39%	5	31%	7	39%
Total	18	100%	16	100%	18	100%

Criminal Justice Technology/Forensic Science - Associate - Ethnicity (Unduplicated)

Age (Associate – unduplicated)	2016-17		2017-18		2018-19	
	N	%	N	%	N	%
Under 18	0	0%	0	0%	0	0%
18-24 years	16	89%	12	75%	11	61%
25-34 years	2	11%	3	19%	5	28%
35-44 years	0	0%	1	6%	2	11%
45 and older	0	0%	0	0%	0	0%
Total	18	100%	16	100%	18	100%

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Criminal Justice Technology/Forensic Science - Associate - Age Groups (Unduplicated)

Provide narrative for analysis of student demographics. *(What are you doing to recruit / retain a diverse student population? Do you have a diverse population of students?)*
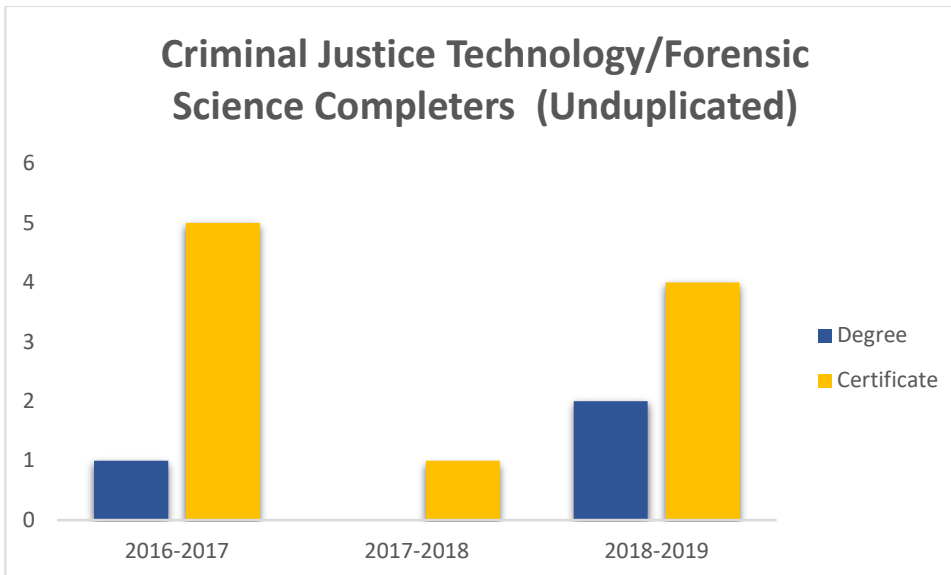
The program is seeing an increase with the Hispanic populations while the Caucasian populations remains the same. The age range of 25-34 years has seen an increase in students. The program does have a diverse population both in online classes and traditional classes that are offered. The program has recruited in many areas such as career fairs, middle and high school visits at WCC, STEAM, and having the Criminal Justice Club active on and off campus, which has had the outcome of having new student join the Criminal Justice Club. New flyers were also created and are being passed out at events.

Section 4: Program Outcomes

Completers *(unduplicated) (Degree level, highest level of attainment)*

Baseline: 4 # (*Average of total completers for the last three years – 2016-17; 2017-18; 2018-19*)
Standard: 12 #
Target: 20 #

Number of Completers *(unduplicated)*				
	Degree	**Diploma**	**Certificate**	**Total**
2016-17	1	0	5	6
2017-18	0	0	1	1
2018-19	2	0	4	6

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Criminal Justice Technology/Forensic Science Completers (Unduplicated)

Provide narrative for analysis of completers. *How might you increase the number of completers in your program?*

The degree program is seeing far less completers than the certificate program. The Forensic Science program should focus on current students that are enrolled in the technology program and encourage them to seek the certificate. Most students are well aware that while enrolled in the Technology Program, they are afforded the opportunity to complete BLET and receive credit for their last semester if the student passes. The student can then seek a career opportunity in law enforcement as a certified law enforcement officer, which then gives the student the opportunity to be vested in the North Carolina Law Enforcement Retirement System. The student knows being employed with a Criminal Justice agency is now able to perform the same duties as one can with the Forensic Science Degree, but the Forensic Science student can't perform all of the duties that a certified officer can do. The Forensic Science Degree is considered a civilian position and typically make less than an officer and they also don't have the opportunity to be vested in the law enforcement retirement system.

Provide narrative for analysis of completer standard/target. *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*

New completer standard and target was set based on the three-year baseline data from 2016-17, 2017-18, and 2018-19. Forensic Science is a fairly new program with the onset of many students will enroll in the Criminal Justice Technology Associate Degree program and the Certificate program for Forensic Science since this would be reflective of a more marketable job skill for employment based on current job market data analysis from EMSI.

Identify Completer Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Evaluate enrollment over the next year to determine whether we should propose to offer only the Certificate program of the parent Associate Degree program Forensic Science based on enrollment and current trends in the job market.	December 2021	Will be based on Measurable Enrollment Data provided by the Office of Institutional Effectiveness.
2	N/A		

Retention

Baseline: 45.5 % *(Average of last three years – 2016-17; 2017-18; 2018-19; <u>fall-to-fall</u> program retention)*
Standard: 65 %
Target: 75 %

Fall-to-Fall

Year	Program Fall Enrollment Cohort	Program Completers	Program Returners	Program Non-Completers	Program Transfers	Program Retention
Fall 2016-Fall2017	13	0	6	5	2	46.2%
Fall 2017-Fall 2018	9	0	3	5	1	33.3%
Fall 2018-Fall 2019	14	4	4	4	2	57.1%

Criminal Justice Technology Forensic Science Fall-Fall Program Retention
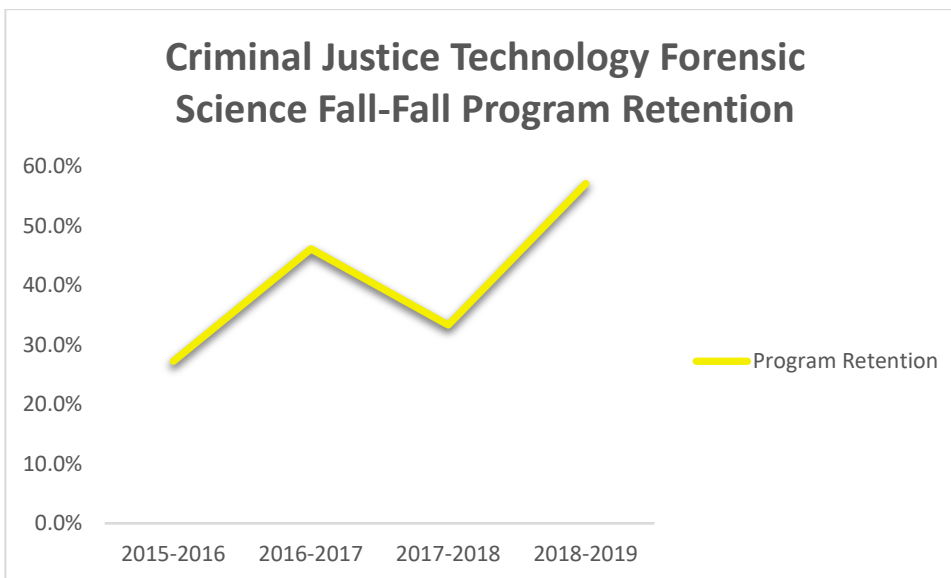
Provide narrative for analysis of program retention. *(Based on the data, provide a narrative of your analysis of fall to fall retention. Indicate factors that may have affected your retention. State any changes you plan to address for next year that may affect retention.)*

New program retention standard and target was set based on the three-year baseline data from 2016-17, 2017-18, and 2018-19 fall to fall retention. Forensic Science has had a negative retention rate due to individuals dropping from the program for the purposes of seeking other degree programs or leaving school. Enrollment in the program is also low with only 3 students registering for Trace Evidence. This program needs 2 instructors to participate for the class to make it become eligible for credit. This will leave the program with only 2 students continuing in Forensic Science due to one of the students graduating this semester. It is planned to shelve this program and focus more on the Forensic Science Certificate, making it more accessible to individuals that are currently enrolled and, in the future, will enroll in the Criminal Justice Technology Degree Program having the opportunity to enroll sequentially in the Forensic Science Certificate program.

Identify Retention Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Shelve program so current students can graduate but continue to offer certificate and make it more attainable for current Technology students.	Fall 2021	Will be focusing on continuing to offer the Certificate program and shelving the Degree program based on Measurable Data retrieved from the Office of Institutional Effectiveness.
2	N/A		

Job Placement / Employment *(to be provided by program)*

Baseline: 2 # *(Average number employed for the last three years – 2016-17; 2017-18; 2018-19)*
Standard: 5 #
Target: 7 #

Year	Completers (unduplicated)	# Employed (within 1 Yr)	Unknown
2016-17	6	2	4
2017-18	1	0	1
2018-19	6	1	5

Provide narrative for analysis of student job placement. *(Are students finding jobs within the program of study?) (How can your program promote higher employment of students in the field?*

There are jobs that are attainable for students that graduate at local departments without being a certified law enforcement officer, but these jobs are very competitive with applicants and typically require prior experience. Most departments such as the SBI require employees to have attained a bachelor's degree from a university in Forensic Science or Biology.

Provide narrative for analysis of standard/target. *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target*

New job placement/employment standard and target was set based on the three-year baseline data from 2016-17, 2017-18, and 2018-19.

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Identify Job Placement / Employment Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Due to job requirements and availability, students should be encouraged to pursue the Forensic Science Certificate through the Technology Degree Program.	Fall 2021	Will be based on Measurable Data retrieved from the Office of Institutional Effectiveness and student feedback referencing job placement after completion of degree.

Labor Market Data
Provide narrative for analysis of Labor Market Data. *(Review Labor Market Data provided in the audit data reports and provide an assessment of the data.)*

According to the U.S. Bureau of Labor Statistics the employment is projected to grow 14% from 2018 to 2028. Even though the percentage is 14% its only projected to have 2,400 positions due to the occupation is considered to be small. The educational requirements will vary from agency to agency with most crime scene officers already being officers that are sworn with the department. However, some department hire civilians as crime scene technicians, but most require the individuals to have a degree in either forensic science or natural science. The need for officers will vary and be shown in certain locations dependent upon department budgets. Applicants will be faced with having other applicants with better opportunities due to education, military experience, and lateral transfers. The statistics showed that the median annual salary was $59,150 in May 2019. The lowest 10% earn less than $35,620 and the highest 10% earned more than $97,350.

Bureau of Labor Statistics, U.S. Department of Labor *Occupational Outlook Handbook, Police and Detectives.* Retrieved April 4,2020 from https://www.bls.gov/ooh/life-physical-and-social-science/forensic-science-technicians.htm

Licensure and Certification Passing Rates (if applicable)

Baseline: n/a % (*Average of last three years; identify last three licensure years*)
Standard: n/a %
Target: n/a %

Licensure / Certification Exam – Title – Not applicable

NCCCS Report	Exam Year	# Tested	# Passed	% Passing
2016	2014-15			
2017	2015-16			
2018	2016-17			
2019	2017-18			

Provide narrative for analysis of licensure / certification passing rates. *(Are you satisfied with your program licensure rates?)*

Not applicable.

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Provide narrative for analysis of licensure and certification passing rates standard/target. *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*

Not applicable.

Identify Licensure and Certification Passing Rates Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	n/a	n/a	n/a
2	n/a	n/a	n/a

Third-Party Credentials (if applicable)

Baseline: ____ # *(Average number credentials earned for the last three years – 2016-17; 2017-18; 2018-19)*
Standard: ____ #
Target: ____ #

Third-Party Credentials

Year	Credentials for Program of Study	# Tested *(duplicated)*	# Passed
2016-17			
2017-18			
2018-19			

Provide narrative for analysis of third-party credentials. *(Are there other industry-recognized credentials that need to be addressed for the program of study?) (What are other means to promote program third-party credentials?)*

N/A

Provide narrative for analysis of third-party credentials standard/target. *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*

N/A

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Identify Third-Party Credentials Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	N/A		
2			

Program Success Rate (all delivery methods) (*Program Success Rate tab*)

Baseline: 60.3 **%** (*Average % program success students for the last three years – 2016-17; 2017-18; 2018-19*)
Standard: 65 %
Target: 75 %

Semester	Program Enrolled Students	Program Success Students	Program Success Rate
2016-17	71	42	59%
2017-18	52	30	58%
2018-19	81	52	64%

Provide narrative for analysis of student success in program courses. *(Ex – Are students more successful in program courses in face to face, online, hybrid, or blended methods of course delivery? In evaluating the methods of delivery, should certain methods of delivery be considered for deletion or modification?)*

The low program success is largely due to students declaring a double major for Criminal Justice Technology and Forensic Science. Upon completion of the primary degree, Criminal Justice Technology, the student chooses not to complete the Forensic Science program but rather transfer to a university to seek a Bachelor's Degree for career enhancement.

Provide narrative for analysis of student success in program courses standard/target. *(As a result of the data analysis, indicate changes to the standard or target. Did you meet your standard/target? If you met your standard/target, what percentage would you like to increase your standard/target?*

New student success standard and target was set based on the three-year baseline data from 2016-17, 2017-18, and 2018-19. The program will maintain the current standard and target to provide a more accurate review of the data to determine if the standard and target need to be increased. It is the goal of the program to see a minimum of a 5% increase over the next academic year.

Identify Student Success in Program Courses Action Items
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	Due to low student entrance into the program it is in planned to shelve the	Fall 2021	Will be based on referencing retention success data retrieved from the Office

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	program so current students can graduate, but the certificate program is planned to be more accessible to current Technology students.		of Institutional Effectiveness reference student success.

Section 5: Other Assessments

External Reviews

In addition to SACSCOC, is there an accrediting body specifically related to the program? If so, please name the professional organization, describe the program's current status, and most recent date of accreditation. Additionally, do you have program survey data, self-assessment, or other assessment used to evaluate the program.

None

Identify External Review Action Items *(if applicable)*
(Address program outcome assessments that fall below the established standard and/or target and additional recommendations resulting from the review.)

Item	Action Items *(Identify action items as a result of your program outcome assessment.)*	Target Date *(Identify your projected target date for completion of action items.)*	Assessment of Action Items *(State the method of assessment; how you plan to evaluate/assess the results of the action items.)*
1	N/A		
2			

Resources

Program Facilities - location and adequacy
Provide narrative for program facilities adequacy and/or needs.

The program needs additional classroom space dedicated to a learning lab for crime scene processing, trace evidence, investigative photography, and other courses that require a lab component. At the current time, there is no space identified for a specialize criminal justice related learning lab with the necessary components to provide students a more realistic approach to the criminal justice profession involving forensic and investigative processes.

Academic / Student Support Services
Provide narrative for academic / student support services. *(Are services adequate for your program?)*

Student services through Academic and Student Support Services is adequate for the students enrolled in the Criminal Justice Technology Program. Library services are adequate for research and completion of assignments and the Academic Skills Center provides students an opportunity for student success through the tutorial services offered.

Planning Objectives (2016-17; 2017-18; 2018-19)

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Provide a summary of planning objectives submitted for the last three years, including the use of results, of the planning objectives in the table provided.

Summary of Planning Objectives

Planning Year	Objective(s) Submitted	Use of Results
2016-17	None submitted	n/a
2017-18	Dedicated classroom lab space	Hold, not approved.
2018-19	Digital High Spec Cameras – Forensic Science & CJC Technology;	Approved, Purchased, and In Use
	Dedicated classroom lab space	Hold, Not approved

Environmental Factors
Provide narrative for analysis of the program's / discipline's strengths, weaknesses, and opportunities.

Program strength is experienced faculty and relevance of program to current profession objectives.

Weaknesses are in enrollment and completion, technology usage in internet delivery for online classes, and a dedicated learning crime scene laboratory that will benefit multiple programs on campus, i.e. Criminal Justice, Forensic Science, Detention Officer Training, Basic Law Enforcement Training, Law Enforcement In-Service Training, Emergency Medical Science, and Fire Services.

Opportunities – Develop partnerships with local agencies and officers to enhance the knowledge base of students through exposure and shadowing criminal justice professionals.

Section 6: Recommendation Follow-Up – Status Report
Recommendation follow-up status reports to be addressed spring semester following review year (2020-21 and 2021-22).

Review prepared and submitted by: *(Please list name(s) and titles)*

D. Michael Smiley, Criminal Justice Technology, Program Coordinator/Instructor

Approvals
- Using DocuSign (electronic signature), appropriate Division Dean is asked to review and approve the Review and Outcome Assessment as submitted.
- Using DocuSign (electronic signature), the Office of Institutional Effectiveness (IE) will review the Program/Service Review and Outcome Assessments when completed by the responsible program/service personnel. The Office of Institutional Effectiveness will forward the review documents to the appropriate administrator upon completion.
- Using DocuSign (electronic signature), appropriate Vice President/Associate Vice President is asked to review and approve the Review and Outcome Assessment and Recommendations as submitted.

8/10/2020
Dean Acceptance / Date: ___Beverly Deans_____

8/10/2020
IE Acceptance / Date: ___Dorothy Moore_____

8/10/2020
Administrator Approval / Date: _____Patty Pfeiffer_____

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