Program Outcomes Assessment Follow-Up 2023-2024 Program Outcome (PO) Year End Reporting Form

In response to SACSCOC 8.2, "The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results ..."

Name of Program: Criminal Justice Technology

Outcome #1: Enrollment (unduplicated)

Action Items from 2022-23 Program Outcome Year-End Report:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2022-23 program outcome year-end	item identified. Was the action item successful? If not,
	report.)	did you want to continue this action item going
		forward? If so, please include this action item in the
		2024-2025 action items table below.)
1	More targeted marketing (Assessed by:	Currently in progress. The communications team for
	Have our communications team take	the main Wayne Community College Facebook page
	photos of class activities and events to post	has posted a few posts about the program and this has
	on social media.)	been successful at reaching numerous people. I have
		also recently gained access to the Public Safety
		Facebook page and have started to post more about
		the program on there in order to reach more people.
2	Recruitment events (Assessed by: Attend	Currently in progress. Have attended Trunk or Treat,
	high schools and participate in senior	Senior night, and STEM events, thus far, which were
	nights, as well as other recruitment events.	community events that could recruit interested
	Recruit those that have just received their	individuals into the program. I am scheduled to attend
	BLET certification.)	a high school (Eastern Wayne High School) in order to
		recruit high school students interested in the program.
		I also spoke to the last BLET class to advise them on
		their options to join the program once they are done
		with their certification. My plan is to speak with the
		current BLET class in the future.

Baseline: 62 # (Average of total enrollment for the last three years – 2018-19; 2019-20; 2020-21)

Standard: 63 # Target: 65 #

Program Enrollment

Program Enrollment (unduplicated)					
Academic Year (Fall, Spring, Summer)	Enrollment				
2020-2021	52				
2021-2022	45				
2022-2023	50				

All Levels

Enrollment by Ethnicity, Gender, and Age

Ethnicity & Gender Table

	2020-2021		2021-2022		2022-2023	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	9	17.3%	5	11.1%	10	20.0%
American Indian/Alaskan Native,						
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	10	19.2%	7	15.6%	9	18.0%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	8	15.4%	9	20.0%	6	12.0%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	27	51.9%	21	46.7%	25	50.0%
African American, Male	2	3.8%	4	8.9%	4	8.0%
American Indian/Alaskan Native,						
Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	14	26.9%	15	33.3%	13	26.0%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	8	15.4%	4	8.9%	3	6.0%
Two or More Races, Male	1	1.9%	0	0.0%	3	6.0%
Unknown, Male	0	0.0%	1	2.2%	2	4.0%
Male Total	25	48.1%	24	53.3%	25	50.0%
Total	52	100.0%	45	100.0%	50	100.0%

Ethnicity & Age Range Table

Ethnicity & Age Range							
African American, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 O O O O O O O O O O O O O O O O O O O							
18		N	%	N	%	N	%
Under the age of 18 Asian, Under the age of 18 Caucasian, Under the age of 18 O O O O O O O O O O O O O O O O O O O	18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18 Caucasian, Under the age of 18 Cauc	,	0	0.00/	_	0.00/	0	0.00/
Caucasian, Under the age of 18 Hawaiian/Other Pacific Islander, Under the age of 18 Hispanic/Latino, Under the age of 18 Hispanic/Latino, Under the age of 18 O 0,0% O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, Under the age of 18 O 0,0% O 0,0% O 0,0% Unknown, 18-24 American Indian/Alaskan Native, 18-24 American Indian/Alaskan Native, 18-24 Unknown, 18-24 18-24 Total 35 O 0,0% O 0,0% O 0,0% O 0,0% Unknown, 18-24 O 0,0% O 0,0% O 0,0% O 0,0% O 0,0% Unknown, 18-24 O 0,0% O 0,0% O 0,0% O 0,0% I 2,0% African American, 25-44 American Indian/Alaskan Native, 25-44 American Indian/Alaskan Native, 25-44 Two or More Races, 25-44 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 25-44 Two or More Races, 25-44 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 45-84 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 45-84 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 65-8 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 65-8 O 0,0% O 0,0% O 0,0% O 0,0% Asian, 65-9 O 0,0% O 0,0	l			_			
Hawaiian/Other Pacific Islander, Under the age of 18	"			_			
Hispanic/Latino, Under the age of 18	Hawaiian/Other Pacific Islander,	-					
Two or More Races, Under the age of 18 O 0.0% African American, 18-24 A 15.4% A 15.4% A 15.6% A 15.6% A 16.0% A 18.24 O 0.0% A 1 2.0% A 18.24 O 0.0% I 2.0% A 12.0% A 12.	Hispanic/Latino, Under the age of						
Unknown, Under the age of 18	Two or More Races, Under the age	0	0.0%	0	0.0%	1	2.0%
Under the age of 18 Total		0	0.0%	0	0.0%	0	0.0%
African American, 18-24 American Indian/Alaskan Native, 18-24	· ·				_		
American Indian/Alaskan Native, 18-24		-	0.0%	0	0.0%	1	
Asian, 18-24 As	'	8	15.4%	7	15.6%	8	16.0%
Caucasian, 18-24 Hawaiian/Other Pacific Islander, 18-24 Hawaiian/Other Pacific Islander, 18-24 0 0,0% 0 0,0% 0 0,0% 0 0,0% Hispanic/Latino, 18-24 13 25,0% 10 22,2% 6 12,0% Two or More Races, 18-24 0 0,0% 0 0,0% 1 2,0% 18-24 Total 35 67,3% 28 62,2% 30 60,0% African American, 25-44 American Indian/Alaskan Native, 25-44 Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Mareircan Indian/Alaskan Native, 45-64 American Indian/Alaskan Native, 25-44 1 1,9% 0 0,0% 1 2,0% African American, 25-44 1 1,9% 0 0,0% 0 0,0% African American, 45-64 1 1,9% 1 2,2% 2 4,0% American Indian/Alaskan Native, 45-64 African American, 65-4 American Indian/Alaskan Native, 65		0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 18-24 10 0.0% 0.0% 0.0% 0.00% 1.00% 13 25.0% 10 22.2% 6 12.0% 1wo or More Races, 18-24 0.00% 0.0% 1.2.0% 18-24 Total 35 67.3% 28 62.2% 30 60.0% African American, 25-44 0.00% 0.0% 0.0% 0.0% Asian, 25-44 0.00% 0.0% 0.0% 0.0% 0.0% Asian, 25-44 0.00% 0.0% 0.0% 0.0% Asian, 25-44 1.10% 0.0% 0.0% 0.0% Asian, 25-44 0.00% 0.0% 0.0% 0.0% African American, 45-64 1.19% 0.00% 0.0% 0.0% African American, 45-64 1.19% 0.00% 0.0% 0.0% Asian, 45-64 0.00% 0.00% 0.00% 0.00% Asian, 65-64 0.00% 0.00% 0.00% 0.00% African American, 65-4 0.00% 0.00% 0.00% 0.00% African American, 65-4 0.00% 0.00% 0.00% 0.00% Asian, 65-6 0.00% 0.00% 0.00%	l ' -	0	0.0%	0	0.0%	0	0.0%
24	· · · · · · · · · · · · · · · · · · ·	14	26.9%	11	24.4%	14	28.0%
Two or More Races, 18-24 Unknown, 18-24 18-24 Total 35 67.3% 28 62.2% 30 60.0% African American, 25-44 American Indian/Alaskan Native, 25-44 0 0 0.0%	· .	0	0.0%	0	0.0%	0	0.0%
Unknown, 18-24	Hispanic/Latino, 18-24	13	25.0%	10	22.2%	6	12.0%
18-24 Total 35 67.3% 28 62.2% 30 60.0%	Two or More Races, 18-24	0	0.0%	0	0.0%	1	2.0%
African American, 25-44 American Indian/Alaskan Native, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 0 0.0% 0 0.0% 0 0.0% Caucasian, 25-44 9 17.3% 10 22.2% 6 12.0% Hawaiian/Other Pacific Islander, 25-44 1 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 25-44 1 1.9% 0 0.0% 1 2.2% African American, 45-64 1 1.9% 0 0.0% 0 0.0% Caucasian, 45-64 1 1.9% 0 0.0% 0 0.0% Asian, 45-64 1 1.9% 0 0.0% 0 0.0% Caucasian, 45-64 1 1.9% 0 0.0% 0 0.0% Caucasian, 45-64 1 1.9% 1 2.2% 2 4.0% Caucasian, 45-64 1 0.0% 0 0.0% 0 0.0% Caucasian, 45-64 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0	Unknown, 18-24	0	0.0%	0	0.0%	1	2.0%
American Indian/Alaskan Native, 25-44 25-44 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 25-44 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 1 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 25-44 Two or More Races, 25-44 1 1.9% 0 0.0% 1 2.2% 2 4.0% Unknown, 25-44 1 1.9% 0 0.0% 1 2.0% 2 4.0% African American, 45-64 American Indian/Alaskan Native, 45-64 Hawaiian/Other Pacific Islander, 45-64 Hawaiian/Other Pacific Islander, 45-64 Two or More Races, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0% Hispanic/Latino, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0	18-24 Total	35	67.3%	28	62.2%	30	60.0%
Asian, 25-44 Asian, 25-44 By 17.3% 10 22.2% 6 12.0% 10.0%	· · · · · · · · · · · · · · · · · · ·	2	3.8%	2	4.4%	6	12.0%
Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25- 44 Hispanic/Latino, 25-44 Two or More Races, 25-44 African American, 45-64 Hawaiian/Other Pacific Islander, 45- 64 Hispanic/Latino, 45-64 Caucasian, 65+ Caucasian	25-44	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Hispanic/Latino, 25-44 Hispanic/Latino, 25-44 Double Races, 25-45 Do	Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	· '	9	17.3%	10	22.2%	6	12.0%
Two or More Races, 25-44 Unknown, 25-44 Unknown, 25-44 1 1.9% 0 0.0% 1 2.2% 2 4.0% 2.0%	44	0	0.0%	0	0.0%	0	0.0%
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25-44 Total 15 28.8% 16 35.6% 17 34.0%	Two or More Races, 25-44	0	0.0%	1	2.2%	2	4.0%
African American, 45-64 American Indian/Alaskan Native, 45-64	Unknown, 25-44	1	1.9%	0	0.0%	1	2.0%
American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 O O O O O O O O O O O O O	25-44 Total	15	28.8%	16	35.6%	17	34.0%
Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Unknown, 45-64 O 0.0%	· · · · · · · · · · · · · · · · · · ·	1	1.9%	0	0.0%	0	0.0%
Caucasian, 45-64 1 1.9% 1 2.2% 2 4.0% Hawaiian/Other Pacific Islander, 45-64 0 0.0%	45-64	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Two or More Races, 45-64 O O O O O O O O O O O O O	· ·	0	0.0%	0	0.0%	0	0.0%
64 Hispanic/Latino, 45-64 Two or More Races, 45-64 0 0 0.0%	·	1	1.9%	1	2.2%	2	4.0%
Hispanic/Latino, 45-64 Two or More Races, 45-64 Unknown, 45-64 0 0 0.0%	,	0	0.00/		0.00/	0	0.00/
Two or More Races, 45-64 Unknown, 45-64 0 0 0.0%							
Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 45-64 Total 2 3.8% 1 2.2% 2 4.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 </td <td> '</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	'						
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American Indian/Alaskan Native, 65+ 0 0.0% 0 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0%	American Indian/Alaskan Native,						
Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0%							
Hawaiian/Other Pacific Islander, 0 0.0% 0 0.0% 0 0.0% 65+ 0 0.0% 0 0.0% 0 0.0% 0 Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%	i i					-	
65+ 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%	· · · · · · · · · · · · · · · · · · ·	U	0.0%	l ^U	0.0%	U	0.0%
Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%		0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%							
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65+ Total 0 0.0% 0 0.0% 0 0.0%	·						
	·						
			100.0%		100.0%	50	100.0%

Provide narrative for analysis of program enrollment. (Is enrollment increasing or decreasing? What are possible reasons for increase/decrease? Describe any action plans to improve or increase program enrollment.)

We increased enrollment by 5 students compared to the previous year, but have not met the target. To further increase enrollment, more recruitment events and marketing strategies will occur to further boost interest. Another way to increase enrollment is to recruit students who have just completed their BLET certification. 20 credits transfer over to the Criminal Justice Technology program from BLET, which would allow those students to complete their Associate's degree in a shorter amount of time.

2024-2025 Action Items:

Item	Action Items (What actions can be taken to increase enrollment in your program?)	Assessment of Action Items (How will you assess the results of action items?)
1	More targeted marketing	Assessed by: Have our communications team take photos of class activities and events to post on social media to the main college page. Post class activities and events on the Public Safety social media page, as well.
2	Recruitment Events	Assessed by: Attend high schools and participate in senior nights, as well as other recruitment events. Recruit those that have just received their BLET certification.

Outcome #2: Retention

Action Items from 2022-23 Program Outcome Year-End Report:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2022-23 program outcome year-end	item identified. Was the action item successful? If not,
	report.)	did you want to continue this action item going
		forward? If so, please include this action item in the
		2024-2025 action items table below.)
1	Update program (Assessed by: Provide more updated materials that apply to what is currently being used in real world applications, provide speakers in the field, attend field trips/conferences, and update the curriculum.)	Currently in progress. The course materials are being updated for the current courseload in order to keep materials up to date with real world applications. Numerous speakers have or are planned to speak to a variety of the classes, including a probation/parole officer, various corrections staff, career exploration speaker, and a public speaker for the Wayne County Re-entry program who can speak to his own experiences about prison life and re-entry. The curriculum was also updated this past year to provide a better flow through the program. Plans for the future include field trips and continuing to update the course materials.
2	Criminal Justice Club (Assessed by: Get it back up and running to boost interest with	Not yet re-established. I have been attempting to get the club back up and running. I currently have some
	students and provide opportunities for	students who are trying to gain interest in recruiting
	outreach and conferences)	officers for the club, but the interest has been minimal
	,	thus far.

Baseline: 46.0 % (*Average of last three years – 2018-19; 2019-20; 2020-21; program retention*)

 Standard:
 47 %

 Target:
 50 %

Fall to Fall	Retention Rate
Fall 2020 to Fall 2021	59.5%
Fall 2021 to Fall 2022	50.0%
Fall 2022 to Fall 2023	33.3%

All Levels

Retention by Ethnicity, Gender, and Age

Ethnicity & Gender Table

			Fall 202	Fall 2021 to Fall		2 to Fall
	Fall 2020 to Fall 2021		2022		2023	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	4	18.2%	2	11.1%	2	16.7%
American Indian/Alaskan Native,						
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	2	9.1%	4	22.2%	4	33.3%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	5	22.7%	4	22.2%	1	8.3%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	11	50.0%	10	55.6%	7	58.3%
African American, Male	2	9.1%	3	16.7%	2	16.7%
American Indian/Alaskan Native,						
Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	7	31.8%	4	22.2%	2	16.7%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	2	9.1%	1	5.6%	1	8.3%
Two or More Races, Male	0	0.0%	0	0.0%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	0	0.0%
Male Total	11	50.0%	8	44.4%	5	41.7%
Total	22	100.0%	18	100.0%	12	100.0%

Ethnicity & Age Range Table

			Fall 202	1 to Fall	Fall 202	2 to Fall
	Fall 2020 to Fall 2021		_)22		23
Ethnicity & Age Range	N	%	N	%	N	%
African American, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander,						
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the	0	0.076	U	0.076	0	0.076
age of 18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
African American, 18-24 American Indian/Alaskan Native,	5	22.7%	4	22.2%	2	16.7%
18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	6	27.3%	1	5.6%	2	16.7%
Hawaiian/Other Pacific Islander,						
18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	6	27.3%	4	22.2%	2	16.7%
Two or More Races, 18-24	0	0.0%	0	0.0%	0	0.0%
Unknown, 18-24 18-24 Total	-	0.0% 77.3%	9	0.0% 50.0%	6	0.0% 50.0%
African American, 25-44	1	4.5%	1	5.6%	2	16.7%
American Indian/Alaskan Native,		1.070		0.070	_	10.770
25-44	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	3	13.6%	6	33.3%	3	25.0%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	1	4.5%	1	5.6%	0	0.0%
Two or More Races, 25-44	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	5	22.7%	8	44.4%	5	41.7%
African American, 45-64	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64	0	0.0%	1	5.6%	1	8.3%
Hawaiian/Other Pacific Islander,						
45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64 45-64 Total	0	0.0%	1	0.0%	1	0.0%
African American, 65+	0	0.0%	0	5.6% 0.0%	0	8.3% 0.0%
American Indian/Alaskan Native,		0.070	Ŭ	0.070		0.070
65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	0	0.0%	0	0.0%	0	0.0%
Total	22	100.0%	18	100.0%	12	100.0%

Provide narrative for analysis of program retention data. (Based on the data, provide a narrative of your analysis of retention. Indicate factors that may have affected your retention. State any changes you plan to make to improve retention.)

The retention rate has taken a dip over the last few years, most likely due to the after-effects of COVID. I have also noticed an increase in students who transfer to a 4 year college prior to completing the Associate's program. The plan to further increase retention is to update the program to provide more hands-on activities that apply to real-life applications in the field, provide speakers in different sub-disciplines in the field, provide opportunities for field trips and conferences, and to continue update the course materials. The plan is also to get the Criminal Justice club back up and running to boost interest in the program.

2024-2025 Action Items:

Item	Action Items (What actions can be taken	Assessment of Action Items (How will you assess the
	to increase program retention?)	results of action items?)
1	Update program	Assessed by: Provide more updated materials that apply to what is currently being used in real world applications, provide speakers in the field, and attend field trips/conferences.
2	Criminal Justice Club	Assessed by: Get it back up and running to boost interest with students and provide opportunities for outreach and conferences

Outcome #3: Completers (unduplicated by highest level of attainment)

Action Items from 2022-23 Program Outcome Year-End Report:

Item # Action Items: (Action item identified in the 2022-23 program outcome year-end report.)

Results / Use of Results: (Provide results of the action item identified. Was the action item successful? If not, did you want to continue this action item going

forward? If so, please include this action item in the 2024-2025 action items table below.)

Increase the number of articulation agreements (Assessed by: Reach out to colleges/universities and set up meetings to add articulation agreements)

Criminal Justice Technology students seamlessly transfer over to their Bachelor's program in Criminal Justice. This program is entirely online and is a great option for those currently working in the field. The program also allows for those students to then gain their Master's degree in less time at the same University. Plans for the future include gaining more articulation agreements.

Increase awareness of pathways after degree competition (Assessed by: Update website, gain articulation agreements, provide speakers, etc.)

Currently in progress. Numerous speakers have or are planned to speak to a variety of the classes, including a probation/parole officer, corrections professionals, etc. A new articulation agreement with Mars Hill University allows students to seamlessly transfer over to their Bachelor's program in Criminal Justice. Plans for the future are to continue bringing in speakers from various disciplines, gaining more articulation agreements, and updating the website.

Baseline: 12 # (Average of total completers for the last three years – 2019-20; 2020-21; 2021-22)

 Standard:
 13 #

 Target:
 15 #

Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring					
Graduation Year Total Completers					
2021-2022	13				
2022-2023	8				
2023-2024	7				

All Levels

1

Completers by Ethnicity, Gender, and Age

Ethnicity & Gender Table

	2021-2022		2022-2023		2023-	-2024
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	1	7.7%	1	12.5%	1	14.3%
American Indian/Alaskan Native,						
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	4	30.8%	1	12.5%	3	42.9%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	2	15.4%	2	25.0%	0	0.0%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	7	53.8%	4	50.0%	4	57.1%
African American, Male	0	0.0%	2	25.0%	0	0.0%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	4	30.8%	2	25.0%	1	14.3%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	1	7.7%	0	0.0%	1	14.3%
Two or More Races, Male	0	0.0%	0	0.0%	1	14.3%
Unknown, Male	1	7.7%	0	0.0%	0	0.0%
Male Total	6	46.2%	4	50.0%	3	42.9%
Total	13	100.0%	8	100.0%	7	100.0%

Ethnicity & Age Range Table

	2021-2022		2022-2023		2023-2024	
Ethnicity & Age Range Table	N	%	N	%	N	%
African American, Under the age of						
18 American Indian/Alaskan Native,	0	0.0%	0	0.0%	0	0.0%
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander,						
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the age of	U	0.0%	0	0.0%	U	0.0%
18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
African American, 18-24	1	7.7%	2	25.0%	1	14.3%
American Indian/Alaskan Native, 18-	•	0.00/		0.00/		0.00/
24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24 Hawaiian/Other Pacific Islander, 18-	0	0.0%	2	25.0%	1	14.3%
24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	0	0.0%	2	25.0%	0	0.0%
Two or More Races, 18-24	1	7.7%	0	0.0%	1	14.3%
Unknown, 18-24	0	0.0%	0	0.0%	0	0.0%
18-24 Total	2	15.4%	6	75.0%	3	42.9%
African American, 25-44	0	0.0%	1	12.5%	0	0.0%
American Indian/Alaskan Native, 25-						
44 April	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44 Caucasian, 25-44	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 25-	8	61.5%	0	0.0%	3	42.9%
44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	2	15.4%	0	0.0%	1	14.3%
Two or More Races, 25-44	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	1	7.7%	0	0.0%	0	0.0%
25-44 Total	11	84.6%	1	12.5%	4	57.1%
African American, 45-64	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 45- 64	0	0.00/	_	0.00/	0	0.00/
Asian, 45-64	0 0	0.0% 0.0%	0	0.0% 0.0%	0	0.0% 0.0%
Caucasian, 45-64	0	0.0%	1	12.5%	0	0.0%
Hawaiian/Other Pacific Islander, 45-	O	0.070	'	12.570	O	0.070
64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	0	0.0%	1	12.5%	0	0.0%
African American, 65+	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
	Ü	0.070	Ĭ	0.070	Ü	0.070
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	0	0.0%	0	0.0%	0	0.0%
Total	13	100.0%	8	100.0%	7	100.0%

Provide narrative for analysis of completers. (Based on the data, provide a narrative of your analysis of completions. Indicate factors that may have affected your completions. How might you increase the number of completers in your program?)

The completer rate has been decreasing over the past few years. Because of this, the target was not met. With the gradual future updates to the program, this number should increase. With most of the program completely online, this allows those students currently working in a criminal justice field to be able to complete the program more easily. The goal is to increase the number of articulation agreements with universities in the area to allow for a seamless transition for students who wish to further their education.

2024-2025 Action Items:

Item	Action Items (What actions can be taken to increase student completion in your program?)	Assessment of Action Items (How will you assess the results of action items?)
1	Increase the number of articulation	Assessed by: Reach out to colleges/universities and set
	agreements	up meetings to add articulation agreements
2	Increase awareness of pathways after	Assessed by: Update website, gain articulation
	degree completion	agreements, provide speakers, etc.

Approvals

- 1. Using DocuSign (electronic signature), the Office of Institutional Effectiveness (IE) will review and approve the Program/Service Outcome Assessment when completed by the responsible program/service personnel.
- 2. Using DocuSign (electronic signature), appropriate Department Chair, Division Dean, Director, and/or AVP is asked to read and approve the Program/Service Outcome Assessment.

IE Acceptance / Date: _	Dorothy Moore	11/6/2024	
Department Chair, Dea	n, Director, and/or AVP / Date: _	Angie S. Blizzard	11/6/2024