

**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 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.)
1	More targeted marketing (Assessed by: Have our communications team take photos of class activities and events to post on social media.)	Currently in progress. The communications team for the main Wayne Community College Facebook page has posted a few posts about the program and this has 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 high schools and participate in senior nights, as well as other recruitment events. Recruit those that have just received their BLET certification.)	Currently in progress. Have attended Trunk or Treat, Senior night, and STEM events, thus far, which were community events that could recruit interested individuals into the program. I am scheduled to attend 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

Ethnicity & Gender	2020-2021		2021-2022		2022-2023	
	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	2020-2021		2021-2022		2022-2023	
	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%	1	2.0%
Two or More Races, Under the 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%	1	2.0%
African American, 18-24	8	15.4%	7	15.6%	8	16.0%
American Indian/Alaskan Native, 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	14	26.9%	11	24.4%	14	28.0%
Hawaiian/Other Pacific Islander, 18-24	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%
Unknown, 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	2	3.8%	2	4.4%	6	12.0%
American Indian/Alaskan Native, 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	9	17.3%	10	22.2%	6	12.0%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	3	5.8%	3	6.7%	2	4.0%
Two or More Races, 25-44	0	0.0%	1	2.2%	2	4.0%
Unknown, 25-44	1	1.9%	0	0.0%	1	2.0%
25-44 Total	15	28.8%	16	35.6%	17	34.0%
African American, 45-64	1	1.9%	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	1	1.9%	1	2.2%	2	4.0%
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	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%
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	52	100.0%	45	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 <i>(What actions can be taken to increase enrollment in your program?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
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: <i>(Action item identified in the 2022-23 program outcome year-end report.)</i>	Results / Use of Results: <i>(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.)</i>
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 students and provide opportunities for outreach and conferences)	Not yet re-established. I have been attempting to get the club back up and running. I currently have some students who are trying to gain interest in recruiting 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

Ethnicity & Gender	Fall 2020 to Fall 2021		Fall 2021 to Fall 2022		Fall 2022 to Fall 2023	
	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

Ethnicity & Age Range	Fall 2020 to Fall 2021		Fall 2021 to Fall 2022		Fall 2022 to Fall 2023	
	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 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	5	22.7%	4	22.2%	2	16.7%
American Indian/Alaskan Native, 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	0	0.0%	0	0.0%	0	0.0%
18-24 Total	17	77.3%	9	50.0%	6	50.0%
African American, 25-44	1	4.5%	1	5.6%	2	16.7%
American Indian/Alaskan Native, 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	0	0.0%	0	0.0%	0	0.0%
45-64 Total	0	0.0%	1	5.6%	1	8.3%
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%
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 <i>(What actions can be taken to increase program retention?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
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.)
1	Increase the number of articulation agreements (Assessed by: Reach out to colleges/universities and set up meetings to add articulation agreements)	Currently in progress. I completed an articulation agreement with Mars Hills University in order to have 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.
2	Increase awareness of pathways after degree completion (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

Completers by Ethnicity, Gender, and Age

Ethnicity & Gender Table

Ethnicity & Gender	2021-2022		2022-2023		2023-2024	
	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

Ethnicity & Age Range Table	2021-2022		2022-2023		2023-2024	
	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 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	1	7.7%	2	25.0%	1	14.3%
American Indian/Alaskan Native, 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	0	0.0%	2	25.0%	1	14.3%
Hawaiian/Other Pacific Islander, 18-24	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	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	8	61.5%	0	0.0%	3	42.9%
Hawaiian/Other Pacific Islander, 25-44	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	0.0%	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	12.5%	0	0.0%
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	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%
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%

