

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: Central Community College **Program:** Criminal Justice

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on **May 18, 2023**
- the governing board's action was:

Signed: _____
(Chief Academic Officer or designated representative) (Date)

Evidence of Demand and Efficiency

		17-18	18-19	19-20	20-21	21-22	5 yr avg
Student Credit Hours (SCH)		806	1257	1854	2800	2859	1915.2
Faculty Full-time Equivalency (FTEF)*		1.91	1.96	4.53	4.41	4.48	3.46
SCH/Faculty FTE		421.99	641.33	409.27	634.92	638.17	553.53
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	AAS	6	8	12	22	18	13.2
	Diploma	7	13	17	18	35	18.0
	Certificate	20	40	59	106	105	66.0
	Total Awards	33	61	88	146	158	97.2
	# of Unduplicated Graduates	15	32	51	82	93	54.6

**By term analysis combined to conduct an annual review. Numbers reported reflect 2 different negotiated contract periods (FA17-SU20 and FA20-SU22)*

Evidence of Need (provide a detailed explanation below or attach documentation)

Justification if the program is below either of the CCPE thresholds—complete page 2

For CCPE use: reviewer/date

Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

☐ Program is critical to the role and mission of the institution (detailed explanation).

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain)

☐ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

☐ Program provides unique access to an underserved population or geographical area (explain).

☐ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).



Criminal Justice

Coordinating Commission Seven-Year Review 2023

Information in this report reviewed and recommended to cabinet:

Central Community College Educational Services, 4/27/2023

Recommended continuation of programs without monitoring:

Central Community College College Cabinet, 05/4/2023
Central Community College Board of Governors, 05/18/2023-pending

Michael David, M.P.S. – Program Faculty
John Sumsion, M.S. – Program Faculty
Wendy Baumeister, M.S.E. – Program Faculty

Alison Feeney, M.A.E. – Associate Dean of Instruction, Career & Technical Sciences
Brian Hoffman, M.A. – Associate Dean of Instruction, Career & Technical Sciences
John McKinney, M.Div. – Associate Dean of Instruction, Career & Technical Sciences

Nate Allen, Ed.D. – Dean of Instruction, Career & Technical Sciences
Chris Waddle, J.D. – Division Vice President, Career & Technical Sciences

Criminal Justice

Program Review Summary – Dr. Nate Allen

The Criminal Justice (CRIM) program at Central Community College (CCC) has grown from a single faculty member to three full-time instructors with multiple adjuncts each semester. The program has established articulation agreements with the University of Nebraska at Kearney (UNK), a well-developed pathway program at Grand Island Public Schools, and a newly built Crime House on the Grand Island campus that can be used for hands-on learning for several Criminal Justice classes.

The CRIM program has shown steady growth over the past few years, with higher completion rates, improved retention, and development of a pathway program at GIPS. Additionally, the program is seeing increased employer and graduate satisfaction. Recent data shows that the job growth rate in the CCC service area is higher than the national average at +3.6% annually but lower than the Nebraska average of +4.9%. While fewer jobs exist in the area, advertisements for CRIM-related activities accounted for 41% of the total jobs available in the service area. The most sought-after skills by employers were emergency response, social sciences, access controls, case management, probation, mental health, and law enforcement patrolling.

The program has seen a significant increase in awards granted, including degrees, diplomas, and certificates. Graduates have also significantly grown from 15 students in 2017-2018 to 93 students in 2021-2022. This is due to higher enrollment and course completion rates (5-year avg. 74.4%), hands-on learning experiences, and increased faculty involvement. The program has also seen strong full-time and part-time enrollment numbers due to faculty focusing on student engagement and course completion rates. Employer surveys show that students are learning career requirements in this diverse field of career opportunities and demonstrate competency, emphasizing professional skills and communication. According to employer surveys, graduates also have confidence in technical and professional skills, but there is room for improvement in personal confidence. The program will continue using employer and graduate surveys to improve curriculum and program delivery.

The program review plan indicates a disparity in racial diversity, with 12% of the student population being racially diverse compared to the national average of 25%. There is also a lack of gender diversity. Graduates of CCC represent only 16% of total graduates in the service area, with Criminal Justice degree graduates representing 13% (146/1098) of all CCC programs. Despite these challenges, the program has shown promise regarding job growth and market wages for our graduates. The program has also partnered with the University of Nebraska-Kearney for a 2+2 program to help students continue their education and increase their marketability.

In conclusion, the Criminal Justice program at CCC has shown promising enrollment growth and student success. We recommend the continuation of this successful program that serves all three campuses and the centers.

- I. **Program:** **Criminal Justice**
- II. **College Mission:** Central Community College maximizes student and community success.
- III. **College Vision:** The Best Choice –
- for students to achieve their educational goals.**
- quality education
 - personal service and individualized attention
 - exceptional and passionate faculty and staff
 - extraordinary value
- for developing a skilled workforce.**
- employability and/or successful credit transfers
 - graduates who advocate for CCC
 - business and industry partnerships
 - state-of-the-art facilities and technologies
- for advancing communities.**
- educational partnerships
 - strong alumni support
 - foster economic development
 - sustainability leaders
- IV. **Program Mission Statement:** The Central Community College Criminal Justice program will provide the education necessary for students to be successful in working in the criminal justice profession locally and across the state and/or continue with their higher education.
- V. **Program Vision Statement:** In order to meet the growing employment needs of the Criminal Justice field along with providing a quality and stimulating educational experience the Criminal Justice program will:
- Provide quality learning experience regardless of delivery mode or location.
 - Meet annually with professionals in the field for program input, evaluation, and modification.
 - Use continuous quality improvement principles to assure employment for graduates.
 - Build a relationship with high school counselors and educators along with participating in career fairs.
 - Utilize subject matter experts currently working in the field along with field trips to combine what is learned in the classroom with real life Criminal Justice.

EMSI Q4 2022 Data Set

EMSI data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics.

Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States.

This core offering is then enriched with data from online social profiles, resumes, and job postings to give you a complete view of the workforce.

Report Parameters

6 Occupations

Probation Officers and Correctional Treatment Specialists (21-1092)

Correctional Officers and Jailers (33-3012)

Police and Sheriff's Patrol Officers (33-3051)

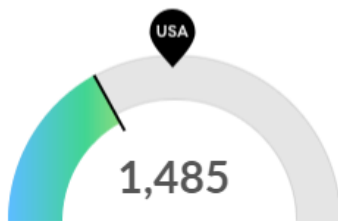
Security Guards (33-9032)

School Bus Monitors (33-9094)

Protective Service Workers, All Other (33-9099)

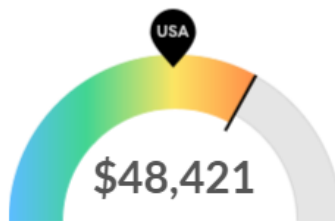
Executive Summary

Light Job Posting Demand Over a Thin Supply of Regional Jobs



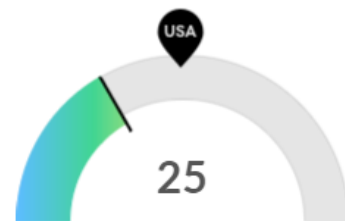
Jobs (2022)

Your area is not a hotspot for this kind of job. The national average for an area this size is 2,481* employees, while there are 1,485 here.



Compensation

Earnings are high in your area. The national median salary for your occupations is \$41,387, compared to \$48,421 here.



Job Posting Demand

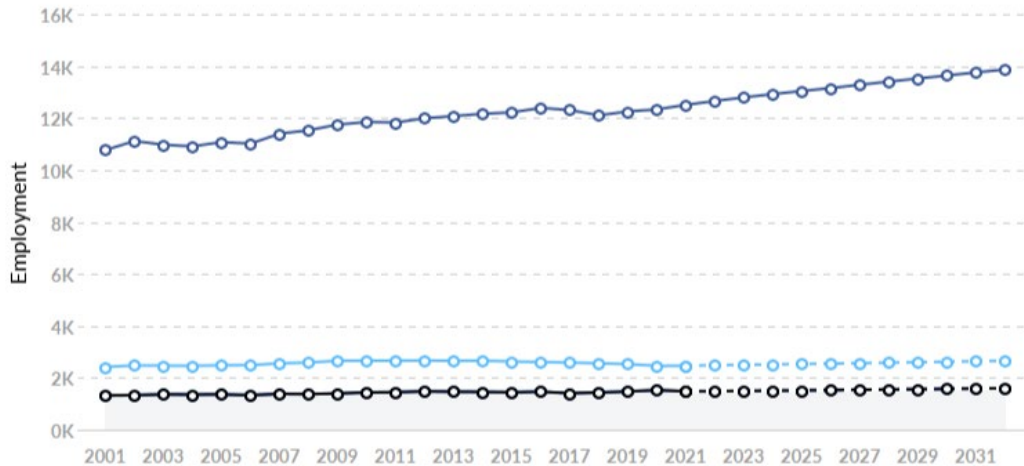
Job posting activity is low in your area. The national average for an area this size is 43* job postings/mo, while there are 25 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

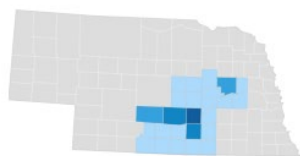
An average area of this size typically has 2,481* jobs, while there are 1,485 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2022 Jobs	2027 Jobs	Change	% Change
● CCC Service Area	1,485	1,539	54	3.6%
● National Average	2,481	2,564	83	3.4%
● CCC	1,485	1,539	54	3.6%
● State of Nebraska	12,653	13,279	625	4.9%

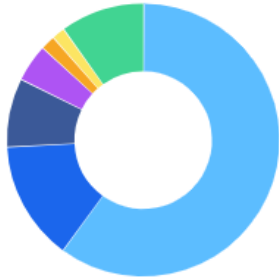
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2022 Jobs
Hall County, NE	331
Buffalo County, NE	239
Adams County, NE	204
Platte County, NE	142
Dawson County, NE	107

Most Jobs are Found in the Local Government, Excluding Education and Hospitals Industry Sector

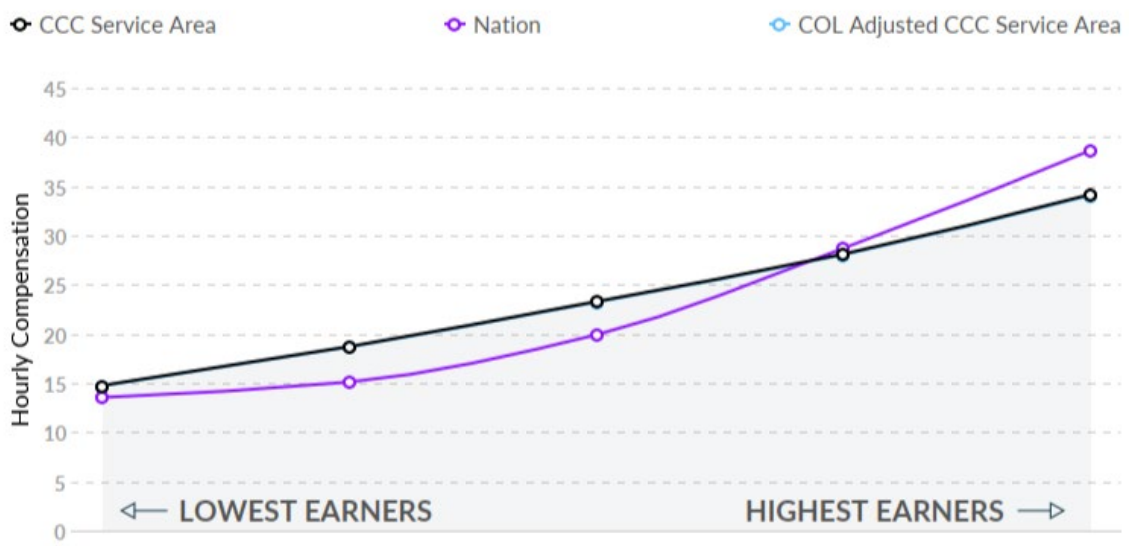


Industry	% of Occupation in Industry (2022)
Local Government, Excluding Education and Hospitals	59.9%
State Government, Excluding Education and Hospitals	14.2%
Investigation and Security Services	8.2%
Education and Hospitals (Local Government)	4.5%
Education and Hospitals (State Government)	1.7%
Federal Government, Military	1.5%
Other	10.0%

Compensation

Regional Compensation Is 17% Higher Than National Compensation

For your occupations, the 2021 median wage in your area is \$23.28/hr, while the national median wage is \$19.90/hr.



Job Posting Activity



303 Unique Job Postings

The number of unique postings for this job from Jan 2022 to Dec 2022.



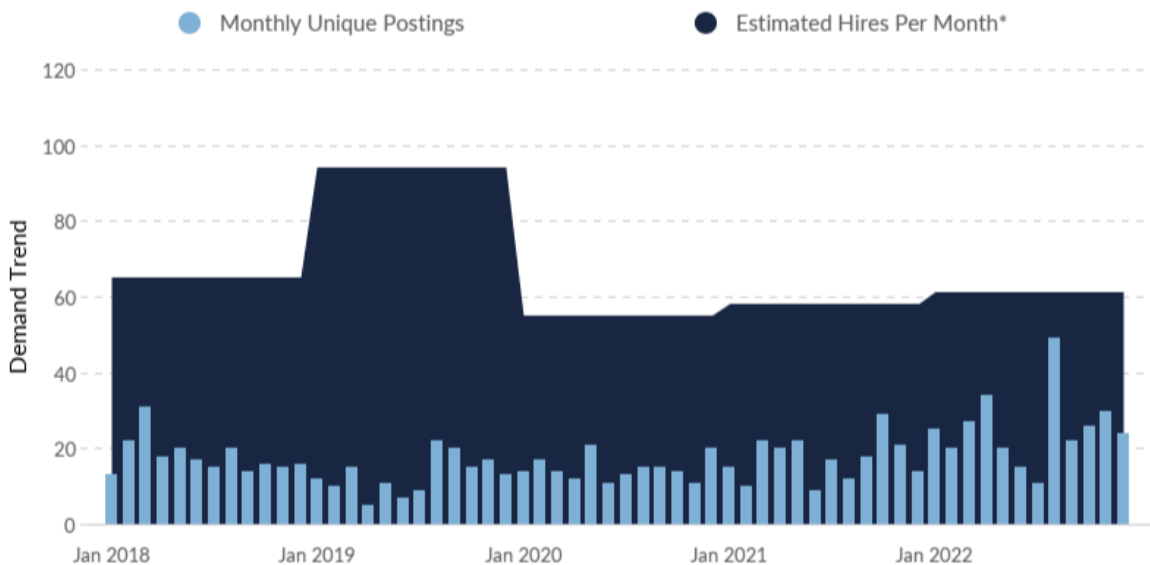
30 Employers Competing

All employers in the region who posted for this job from Jan 2022 to Dec 2022.



22 Day Median Duration

Posting duration is 5 days shorter than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2022 - Dec 2022)	Avg Monthly Hires (Jan 2022 - Dec 2022)
Security Guards	15	29
Probation Officers and Correctional Treatment Specialists	5	3
Police and Sheriff's Patrol Officers	4	16
Protective Service Workers, All Other	1	4
Correctional Officers and Jailers	1	9

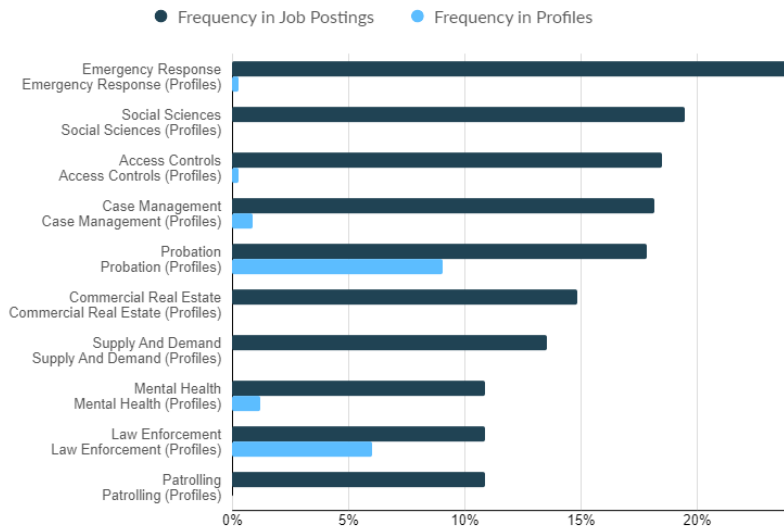
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Allied Universal	71
State of Nebraska	56
GardaWorld	27
Hastings College	26
Securitas	17
U.S. Customs And Border P	11
Agtac Services	8
SOC	7
American Security & Invest	5
Hall County Sheriff Deputy	4

Top Job Titles	Unique Postings
Security Officers	59
Campus Safety Officers	26
Probation Officers	20
Campus Security Officers	17
Specialized Probation Offic	17
Hospital Security Officers	16
Juvenile Probation Officers	15
Security Guards	15
Deputy Sheriffs	11
Police Officers	10

Top Specialized Skills

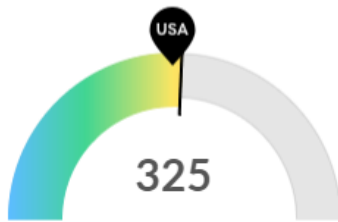
Top Specialized Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Emergency Response	73	24%	1	0%
Social Sciences	59	19%	0	0%
Access Controls	56	18%	1	0%
Case Management	55	18%	3	1%
Probation	54	18%	30	9%
Commercial Real Estate	45	15%	0	0%
Supply And Demand	41	14%	0	0%
Mental Health	33	11%	4	1%
Law Enforcement	33	11%	20	6%
Patrolling	33	11%	0	0%

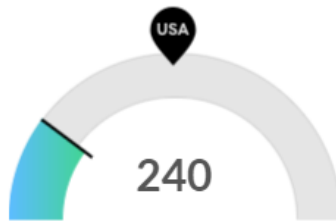
Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



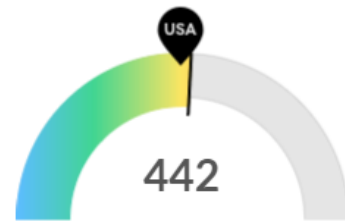
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 312* employees 55 or older, while there are 325 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 730* racially diverse employees, while there are 240 here.

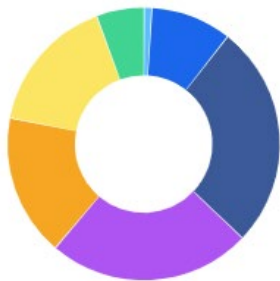


Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 421* female employees, while there are 442 here.

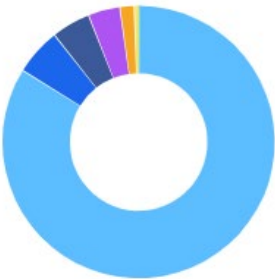
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.9%	13
19-24	9.6%	142
25-34	26.5%	392
35-44	24.1%	357
45-54	16.8%	249
55-64	16.3%	242
65+	5.7%	84

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	83.8%	1,238
Hispanic or Latino	5.6%	83
Black or African American	4.6%	68
Two or More Races	3.8%	56
American Indian or Alaska Native	1.7%	25
Asian	0.6%	9
Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	70.1%	1,037
Females	29.9%	442

Graduate Pipeline



3 Programs

Of the programs that can train for this job, 3 have produced completions in the last 5 years.



222 Completions (2021)

The completions from all regional institutions for all degree types.



165 Openings (2021)

The average number of openings for an occupation in the region is 27.

CIP Code	Top Programs	Completions (2021)
43.0104	Criminal Justice/Safety Studies	171
44.0701	Social Work	44
45.0401	Criminology	7

Top Schools	Completions (2021)
Central Community College	146
University of Nebraska at Kearney	69
Hastings College	7

2023 Summary of EMSI Q4 2022 Data Set:

While there are fewer jobs in our area, the job growth rate is higher in the CCC Service area of +3.6% annually versus National Average of +3.4% but is lower than the Nebraska Average of +4.9%. The average hourly rate of \$23.28/hr. is higher in the CCC service area versus National Average of \$19.90/hr. Advertisements of job openings for the CRIM related activities accounted for 41% of total jobs available in the Service Area. The most soft-after skills were Emergency Response, Social Sciences, Access Controls, Case Management, Probation, Mental Health, Law Enforcement Patrolling. The report indicates a large disparity in Racial Diversity of only 12% versus National Average of 25%. Also lack of Gender Diversity. Graduates of CCC represent 16% of total graduates in the Service Area. Criminal Justice Degree graduates in Service Area represent 13% (146/1098) of all Programs.

A. Supporting Data

a. Awards

Degree/ Credential Awarded	17-18	18-19	19-20	20-21	21-22	5-yr avg
AAS	6	8	12	22	18	13.2
Diploma	7	13	17	18	35	18.0
Certificate	20	40	59	106	105	66.0
Total Awards	33	61	88	146	158	97.2
# Of Unduplicated Graduates	15	32	51	82	93	54.6

2023 Summary of Awards (2021-22 data):

We continue to see growth in total awards granted with a slight fluctuation between the different category of awards. Over the last 5 years we have seen more than a triple in all categories of awards that include Degrees, Diplomas and Certificates. The gains can be attributed to higher enrollment along with higher completion rates caused by focusing on student success and engagement. Hands on as well as Instructor involvement on all campuses and learning centers also helped grown these numbers.

b. Student Credit Hours Produced per Faculty FTE

	2017-18	2018-19	2019-20	2020-21	2021-22	5-year average*
Student Credit Hours (SCH)	806	1257	1854	2800	2859	1915.2
Faculty Full-time Equivalency (FTE)	1.91	1.96	4.53	4.41	4.48	3.46
SCH/Faculty FTE	421.99	641.33	409.27	634.92	638.17	553.53

Source: Program Stats by Alpha and Instructor-Student FTE reports.

**By term analysis combined to conduct an annual review. Numbers reported reflect 2 different negotiated contract periods (FA17-SU20 and FA20-SU22)*

2023 Summary of the Student Credit Hours per Faculty FTE (2021-22 data):

We have seen more than a doubling of the Student Credit Hours per Faculty even with growing from one full-time instructor to 3 which was filled last year. This can be continued to continued enrollment which has grown more than three times as what it was 5 years ago.