

# Snow College

## Criminal Justice/Social Work R411

submitted to the State Board of Regents  
Summer 2017

Reviewed the spring semester 2017 with the rating of recommended.

### Reviewers:

- Dr. Bryan Burton, Assistant Professor, Department of Political Science & Criminal Justice, Southern Utah University.
- Doug Johnson, Director of Concurrent Enrollment, Snow College

### Criminal Justice/Social Work Program Description:

The Criminal Justice program was finally developed as a program in 1995. This came after requests from the community, Weber State University, law enforcement agencies, and students. The Social Work program was started in 2001 at the requests of students. Both programs are designed to inform and prepare students to explore and choose careers that will provide them with a rewarding lifestyle. These courses are developed to: instruct and involve students in developing skills to apply what they have learned, teach ethical conduct and standards to prepare them for productive lifestyles, and to provide quality programs and facilities that enhance and enrich the life of those who visit the Snow College campus. Criminal Justice and Social Work programs are changing as the impact of crime and social needs are increasing.

Specific to criminal justice, law classes are now co-requisites to criminal investigation and forensic courses. Our social work courses help prepare students to seamlessly transfer to the bachelor's program offered at the University of Utah. Recently, the criminal justice program has offered courses and training specific to the Peace Officer Standards and Training program. The addition of these courses fulfills a direct community and economic need given the location of a county jail and the Central Utah Correctional Facility located in college's immediate service area.

Together the Criminal Justice/Social Work curriculum consists of 6 courses in Criminal Justice and 2 courses in Social Work that will transfer to four-year schools and contribute to the completion of a baccalaureate degree. In addition, available cooperative education experiences provide student credit for criminal justice or social work related on-the-job experience.

### Faculty and Staff:

The faculty of the Criminal Justice/Social Work Program consists of 1 full-time faculty and 5 adjunct faculty. All faculty have, in addition to advanced degrees, extensive work experience in the fields of law enforcement, courts, corrections, and social work.

- Dennis Schugk: Masters of Arts in Education, Counseling emphasis, full-time faculty, Assistant Professor
- Eldon Barnes: Licensed Clinical Social Worker, retired Snow College Faculty, adjunct faculty
- Brody Keisel: Juris Doctor, practicing lawyer, County Attorney, adjunct faculty
- Keane Janes: Masters of Science, adjunct faculty.
- Zac Barnes, BS, Working on Masters of Social Work, Sheriff Deputy, adjunct faculty

	2011	2012	2013	2014	2015
<b>Faculty Headcount</b>					
<b>With Doctoral Degrees</b>					
Full-Time Tenured					
Full-Time Non-Tenured					
Part-Time			1	1	1
<b>With Master's Degrees</b>					
Full-Time Tenured	1	1			
Full-Time Non-Tenured				1	1
Part-Time	1	1	2	1	1
<b>With Bachelor's Degrees</b>					
Full-Time Tenured					
Full-Time Non-Tenured	1	1	1		
Part-Time	1	1		1	2
<b>Other</b>					
Full-Time Tenured					
Full-Time Non-Tenured					
Part-Time					
<b>Total Headcount Faculty</b>	4	4	4	4	5
<b>Full-Time Tenured</b>	1	1	0		
<b>Full-Time Non-Tenured</b>	1	1	0	1	1
<b>Part-Time</b>	2	2	4	3	4
<b>FTE</b>					
Full Time	1.2	1.6	0	1.3	1.2
Teaching Assistants	0	0	0	0	0
Part-Time	.9	1.1	2.1	2.9	2.0
<b>Total Faculty FTE</b>	2.1	2.7	2.1	4.2	3.2

**Student Learning Outcomes and Assessment:**

The student learning outcomes for the criminal justice component of the program are as follows:

- know the criminal justice process and organizations
- know the basic theories and procedures of criminal justice;
- know the concept and theoretical foundations of the American criminal justice system;
- know the relationship among the three criminal justice components, namely, the police, the courts, and corrections;
- describe the components of the criminal justice system and the role of each component;
- identify the types and need for laws;
- discuss the principles and values that serve as a basic for criminal and social justice;
- appreciate the complexities of justice and due process;
- appreciate the social dilemmas of law enforcement and corrections;
- appreciate the impact of the criminal justice system on American social and cultural systems.

The program learning outcomes for social work students include:

- know the history of social work;
- know the roles of social workers in society;
- know the basic concepts of social welfare;
- can discuss social work as a profession;
- can identify the skills and knowledge of social work practice;
- appreciate social welfare from the political perspective;
- appreciate social and biological systems impact on children and childhood;
- appreciate the influence of diversity and social status on human behavior;
- appreciate social work as a helping profession;

Graduating Class	2011	2012	2013	2014	2015
<b>Number of Graduates</b>					
Certificates	NA	NA	NA	NA	NA
Associate Degrees	19	17	14	0	17
Bachelor's Degrees	NA	NA	NA	NA	NA
Master's Degrees	NA	NA	NA	NA	NA
Doctoral Degrees	NA	NA	NA	NA	NA
<b>Number of Students</b>	2011	2012	2013	2014	2015
Total Declared Majors	30	19	7	10	14
Total Department FTE	40.1	50.2	59.6	80.5	94.0

Total Department SCH	601.5	753	894	1207.5	1410
Student FTE/Faculty FTE	19.1	18.6	28.3	19.2	29.3

Students participating in either the criminal justice or social work aspect of the program receive a solid knowledge based for careers in the areas of law enforcement, the court system, and various life counseling fields. A number of students have become social workers or correctional officers. The program has facilitated the transfer of many students to social work programs at universities such as the University of Utah, Utah State University, and Brigham Young University.

**Program Support:**

Cost Study Fiscal Year	2011	2012	2013	2014	2015
<b>Cost</b>					
Direct Institutional Expenditures	\$80,152	\$77,643	\$81,767	\$28,241	\$56,082
Cost per Student FTE	\$1,999	\$1,547	\$1,372	\$351	\$597
<b>Funding:</b>					
Appropriated Fund	NA	NA	NA	NA	NA
<b>Other:</b>					
Special Legislative Appropriation	NA	NA	NA	NA	NA
Grants of Contracts	NA	NA	NA	NA	NA
Special Fees/Differential Tuition	NA	NA	NA	NA	NA

**Program Assessment:**

In accordance with Utah State Board of Regents’ policy R411 on the periodic review of educational programs, an on-site visit of Snow College’s Criminal Justice/Social Work program was conducted in February 2017. This visit was followed careful reading of the self-study document and included a comprehensive tour of educational facilities, conversations with students, class visits, and faculty interviews.

**Program Strengths:** The Criminal Justice/Social Work program at Snow College has a number of strengths that should be highlighted.

1. **Excellent Faculty Members:** The CJ/SW Department has faculty members with strong practical and extensive experience in the field. Faculty members are either currently working or have retired from the field. This is a benefit to the students.
2. **Outstanding Teaching:** Observation of two criminal justice courses rendered lectures that were engaging and encouraged critical thought. The students expressed great respect for their instructor and enjoyed the hands-on/interactive learning environment. Student group work in the

classroom was also appreciated.

3. **Small Class Sizes:** Small class sizes give students personalized attention. Students cannot hide amongs hundred of classmates. I believe the average class size at Snow College ranges from 20 to 30 students. Scholarly studies, however, have found mixed findings on the correlation between small class size and the achivement of student learning outcomes.
4. **Highly Regarded Students:** Students from Snow College are able to transfer their credit to SUU and other four-year institutions. These transfer students have a reputation of being well-prepared and highly regarded among transfer faculty. One of the faculty members at Southern Utah University is an alumna of Snow College's Criminal Justice/Social Work program.

**Reviewer's Recommendations:** The Criminal Justice/Social Work program at Snow College has a number of weaknesses that should be noted. Snow College's responses follow in recommendation, indented and italicized.

1. **Lack of Diversity:** There are no female faculty members in the entire program. Women who work in the field have different perspectives and experiences than their male counterparts. It is important for students to have faculty who reflect the general population.

***Institutional Response:** Snow College agrees with the need to have female faculty in the CJ/SW program. It is difficult to find a faculty member with a Master's degree in the field. However, it is noted that adjunct faculty are not required to hold MA degrees. Program leadership will look to recruit qualified BA adjunct faculty and expand the search for a full-time MA faculty member outside the six-county-service area. This recruitment depends on the institutional approval of another full-time faculty member in the social sciences division.*

2. **Only one full-time faculty member:** There is only one full-time faculty member. He is currently teaching 21 credit hours a semester, which is simply too much for one full-time instructor. It is recommended that the CJ department hire an additional full-time faculty member (preferably female, see recommendation #1). Adjunct instructors are great but they are less likely to be on-campus and accessible to students as regular on-campu full-time faculty.

***Institutional Response:** The CJ/SW department agrees on the need for another full-time faculty member. The department has been in a re-building state over the past few years, adding courses based on feedback from the community. The ability to offer on-line and distance courses to college-age and high school students has bolstered the program. There now exists enough student demand to merit another full-time faculty member. It is the intent of the program to seek a qualified female applicant to fulfill this needed position. A formal request was made to the college, March 2017. Instituional leadership must approve the hiring of an additional social science faculty member, specific to the CJ/SW program.*

3. **CJ Department Website:** The website is out-of-date. It only lists two faculty members; non of the adjunct instructors are listed. No biographical information or pictures exists for faculty members. It is important for students to know the backgrounds of their instructors; therefore, it is recommended that steps be taken to update the web-site to reflect current program and faculty information.

*Institutional Response: The CJ/SW department website is being worked on with the help of John Stevens. CJ/SW website improvements should be completed the summer of 2017.*

4. **Course Syllabi:** Each course syllabus should have a standardized general statement that provides students with important information about campus resources and services. It should be uniform on all syllabi. It is recommended that the Criminal Justice/Social Work syllabi (including that provided to students on the first day of class or otherwise) include standardized statements on ADA, Emergency Management, and HEOA Compliance.

*Institutional Response: CJ/SW faculty will update all existing syllabi with the recommended information by August 2017.*

5. **Limited Scope of the Department:** The CJ/SW department only focuses on the criminal behaviors of the poor (known as "street-level" crimes). There are no courses that focus on white-collar criminals, which are far more harmful to society in economic, physical, and social terms. Students at Snow College seemed interest in learning more about white-collar criminal activity. Brief discussions about white-college crime are given to students, but the scope of the program could incorporate an entire course devoted to fraudulent activity in the medical, banking, investment, and other business areas. It is recommend that the program explore opportunities to develop such a course, including offering the course via distance (i.e. the course is taught at another site delivered to Snow College students using interactive video technology).

*Institutional Response: The limited scope of courses is due to the requirements of a lower division program. The white-collar crime course recommend often represents a course above the 2000 level, which is beyond the level of course offerings permitted at a two-year institution. However, further discussions with other four-year institutions at state-wide majors' meetings will explore the possibility of offering a white-collar crime class. Other options include a guest lecture class/series that brings in experts from other areas of criminal activity (i.e. white-collar crime) that students can attend throughout the semester.*

## **Conclusion:**

Snow College is an outstanding college and the Criminal Justice/Social Work program exemplifies that excellence. The weaknesses outlined in this review are fixable. The reviewers express their appreciation for the opportunity to review the program and look forward to the program's growth and improvement.