

ACADEMIC PROGRAM REVIEW:

COLLEGE OF CRIMINAL JUSTICE AND EMERGENCY RESPONDERS

5-YEAR REVIEW: 2019-2023

LAKE SUPERIOR STATE UNIVERSITY

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5-Year Academic Program Review 2023

Due to the Dean's Office by October 27, 2023

This reporting form was introduced in FY2020; numerical data prior to FY2020 may be excluded.

CRIMINAL JUSTICE

Submitted by: *Herbert Henderson, Chair*

Date: *10/16/2023*

School: *School of Criminal Justice, Fire Science and EMS*

Academic Program(s): *BS Criminal Justice*

Annual Program Data Reporting

The following table summarizes data from the Annual Update Reports conducted for this program:

	2019-2020	2020-2021	2021-2022	2022-2023
Enrollments	Freshmen: #27 Sophomores: #34 Juniors: #48 Seniors: #37	Freshmen: #23 Sophomores: #31 Juniors: #38 Seniors: #60	Freshmen: 45 Sophomores: 26 Juniors: 21 Seniors: 44	Freshmen: #31 Sophomores: #25 Juniors: #25 Seniors: #27
Retention as of fall 2023	Fr to So: # Retained So to Jun: # Retained Jun to Sen: # Retained	Fr to So: # 11 So to Jun: # 7 Jun to Sen: # 33	Fr to So: #18 So to Jun: # 23 Jun to Sen: #27	Fr to So: # 27 So to Jun: # 17 Jun to Sen: # 9
Degrees Conferred	21	57	45	22

Graduate Placement Data:

Overall graduation placement and continuing their education has been very successful for our graduates. The 2020 placement data identifies that 90.3% of our graduates are employed in their field of choice and/or continuing their education. The 2021 placement data identifies that 93.8% of our graduates are employed in their field of choice and/or continuing their education. The 2022 placement data identifies that 90% of our graduates are employed in their field of choice and/or continuing their education. This time frame also had a dramatic increase in graduates seeking out higher education beyond their degree as 50% self-reported continuing their education.

High Impact Practices:

High Impact Practices Applied: The core Criminal Justice courses are rigorous and students are exposed to the first-year freshman seminar two course series (CJUS 198 and CJUS 199), Sophomore seminar 299 and Junior seminar 399. The Sophomore and Junior seminars build on knowledge and skills of the freshman level courses in applying APA guidelines and standards to all of their writing. Additionally, writing-intensive courses with

writing threaded throughout the courses of the degree. Students are exposed and expected to work collaboratively on group assignments and projects. Students have the opportunity to live in the First Responders Association Living and Learning house in a community of learning. The First Responders Association is our College's student service organization that builds community between the students and the greater community. The College added the Emergency Responders group for students in 2022. This group of students was supervised by faculty who were also licensed paramedics and fire fighters. The group provided emergency response support for the greater university and at athletic and special events. This provided real world experiences for our students in experiential learning. The students all complete undergraduate research prior to their final capstone research project. Students experience a diverse global learning community with a service learning focus built around the senior level internships and capstone courses. Students experience collaborative learning in a multi discipline large emergency response scenario that includes, Criminal Justice, Fire Science, Emergency Medical Services, Nursing, Community Health, and Theater students.

Summary of Annual Assessment Updates

The following table summarizes assessment data from the Annual Update Reports conducted for this program:

	2019-2020	2020-2021	2021-2022
Program Learning Outcome Findings	Students have reported a desire for greater exposure and practical application of research prior to the senior seminar course. The addition of CJUS 345 as a pre-req is showing positive results but will need to be continually assessed. Students have achieved in their development of presentation skills and group work.	Students continue to improve with the addition of the CJUS 345 as a pre-req to their senior seminar capstone. Additionally, the School is evaluating the addition of seminar courses from freshman up to senior level to improve the students success when completing large research projects.	The addition of the seminar courses freshman to senior was completed this fall and should show improvement over the next 2-3 years during implementation. Students continue to achieve at a very high rate in presentation and group project assessments. The addition of as project based option for the 401 Senior Seminar will be assessed going forward as a new option.

Summary of decisions, recommendations, and/or improvements concerning the future of the program

Decisions and recommendations should include budgets, additions of new courses or concentrations, discontinuation or suspension of the program, etc.

2019-2020

The School of Criminal Justice, Fire Science and EMS during schools meetings throughout the year discussed assessment and program improvement.

January 14th, 2019 Teaching Qualification Forms (TQF's) for faculty and adjuncts with the adjuncts being reviewed and TQF's adjusted. Fulltime Faculty also had their TQF's adjusted based on new courses and or new degrees achieved. All TQF's conform to HLC requirements. Dean Hutchens has requested faculty review the benefits of IFSAC accreditations verses ProBoard Accreditation for

our FS program. Dean Hutchens has requested another fulltime position for CJ. School Faculty need to review the position posting prior to posting.

February 18, 2019 Dean Hutchens presented the cancellation letter that will be sent to IFSAC as the School will be going forward with ProBoard accreditation. It was found that the ProBoard accreditation will allow our Canadian and out of state students in the FS program to achieve certification seamlessly as compared to IFSAC accreditation. Dr. Gordier off on FMLA Prof Henderson and Adjunct Clegg covering her classes. Prof. Henderson will be picking up her advisees during this time to stabilize for the students during this time. The open position for FS was discussed and will be posted soon. Curriculum matters of Emergency Management will be being developed.

March 18, 2019 Senior Dinner discussed which was cut under Dean Myton. This senior event is a beneficial capstone for our graduates and their families. Faculty want the even back for students. Dr. Westrick concerned about student “back lash” do to the lack of faculty and the need for additional CJ faculty. Hence the posted CJ position is needed.

August 20, 2020, The School has now been approved for the Chair position to be filled and Prof. Henderson was selected. Assoc Provost Essmaker presented HLC planning with continues evaluation and assessment. The faculty will be working to improve all CLO’s to the PLO’s to the ILO’s. Associate Provost Essmaker identified that approx. 66% of Outcomes are in good shape but the rest need minor changes to make them truly measurable. Dean Hutchens the Emergency Management curriculum work needs to be developed this fall. Additionally, CJ looking to add Early Middle College AS program in the future.

September 4th, 2019, Discussion continued about CLO’s updated throughout all syllabi and in Tracdat. Further discussion about the need to have competent graduates verse simply learning the materials for exams. Need true critical thinkers. Chair Henderson has requested changes and correction from faculty for the web page and marketing ideas. Program fees and Course fees discussed as a source to purchase new equipment. Curriculum changes were presented by Chair Henderson for new courses in Advance Firearms and Hate Crimes based on student demand both courses approved. Continue to work on CLO, PLO updates.

September 16th, Discussion about confirming and finalizing CLO’s. FS Accreditation issues as Social Media slammed for changing to ProBoard (driven by disgruntled former faculty member) All FS students have met with FS faculty and Chair Henderson so they understand that the program is still accredited and the new benefits for many students. Marketing and Web Page still not updated Dean Hutchens to look into this issue.

October 7th 2019, potential Emergency Management program discussed still waiting on curriculum forms form Prof. Strait. May need to add 3-4 courses to develop the new Emergency Management program. Discussion about faculty updating their assessment from the prior summer/spring needs to be completed for all courses and CLO’s.

October 16th, 2019, Dean Hutchens many courses not updated CLO and PLO’s since 2018 they need to be updated for 2019-2020. Adjunct Instructor Robert Beaulieu discussed and TQF approved. November 11, 2019, Discussion about bring FIRE 204 back into the curriculum. It had been not offered for the prior 2 year period based on discussion with former faculty member but current FS faculty have identified the need for the course as it is a pre-req that has great detailed information needed for students as they get further in the program. FIRE 204 will be brought back into the Fall schedule rotation.

November 18th, 2019, Chair Henderson reminded the faculty that they need to ensure that all CLO’s are truly measurable and to enter the Spring 2020 CLO’s as soon as possible with appropriate updates. Dr. Westrick had concerns that Tracdat is a difficult system to use. Dean Hutchens stated that he would ask Assoc Provost Essmaker to a future meeting as a work session to develop better CLO’s and linkages to PLO’s Dean Hutchens also once again the need to identify costs and the need

for new program fees to support systems such as the shooting range and Virtra range.

January 22, 2020, Assoc Provost Essmaker not able to make this meeting. There was robust discussion regarding assessment. Chair Henderson passed out COL, PLO, and ILO Assessment Cycle for faculty. We discussed and set our standard for assessment as follows: Lower level classes 70% of students will be at the 70% level, 10% of students will be greater than 80% on average. Prof. Fuller identified that he uses the state certification standard as his minimums, which are higher than the prior identified achievement levels. Chair Henderson stressed that ALL faculty must complete assessment of their measurable outcomes. Dr. Westrick said he has all of the data but is having a hard time uploading and he will meet with Assoc Provost Essmaker. Dr. Gordier said that she would work on updating CLO's for CJUS 101 specifically. Chair Henderson also stated that faculty need to identify the university ILO's in their syllabi and make sure that the ILO's are being met in the courses with the data linked in Tracdat.

February 3, 2020, Dean Hutchens, discussion about CJUS 345 Statistics and Research Design is supposed to be a pre-req for CJUS 401 and FIRE 401 Senior Seminar capstone. This was completed in curriculum change in 2018 and therefore the course needs to be taught as such per Dean Hutchens as it has not been being instructed per the curricula document and the CLO, PLO, ILO linkages. Dean Hutchens further identified that we should standardize evidence based research like the Nursing program. Dr. Westrick identified that "we" as a school own the course not an individual professor as it seems that is being the case. Chair Henderson identified that no matter who teaches the course it should be instructed to the same rigor and meet the CLO's, PLO's and ILO linkages. Syllabi have been sporadically updated with CLO's, PLO's and ILO linkages. Dean Hutchens will be asking for Spring 2020 syllabi to be printed with notes made on the printed copies to track the needed updates. The development of writing intensive seminar courses to help build skills early in students academic career. There was concern over only offering 1 section of CJUS 321 Ethics in the fall as that course should not have a student group of 40 or more students as the depth and breathe of discussions and group work will negatively impacted by increasing the class size.

February 10th, 2020, Fall 2019 CLO's and PLO's discussed. Chair Henderson asked faculty to continue to work on improving their course CLO's and that syllabi outcomes must match Tracdat CLO's. The USEM 101 course was discussed Dr. Gordier states that all CJ students and FS students should have their own USEM course, as it should be a "bonding" experience so it would be beneficial to have separate CJ and FS/EMS USEM courses. Assoc Provost Essmaker was present and did help with Tracdat demonstration and course mapping for faculty. Assoc Provost Essmaker did provide faculty with a user guide.

February 24, 2020, Chair Henderson again identified that outcomes on syllabi must match the outcomes in Tracdat and please faculty make the updates. In addition, that there must by 1 ILO on every syllabi which should be achievable based on the broad ILO statements. Prof Strait stated he is still working on the new Emergency Management program. Additionally, Prof. Strait stated that he is looking to add a lab or exercise for CJUS 341.

March 9, 2020, Chair Henderson reminded faculty to submit their mid-term grades for all classes as those grades help students succeed and or make decisions about their classes. Prof. Strait said he is still working on EM proposed courses. Dr. Gordier identified concerns with student depression and anxiety issues in this Covid time.

2020-2021

The School of Criminal Justice, Fire Science and EMS during schools meetings throughout the year.

August 17, 2020, Dean Light discussed syllabi outcomes need to be measurable and match Tracdat with the exact words. 3-5 outcomes per course. Additionally, Dean Light stressed the need to

have last falls and Spring's assessments uploaded. There was thorough discussion about CJUS/FIRE 401 senior seminars and CJUS 345 statistics and research methods. Dr. Gordier identified that students start in CJUS 345 and write chapter 1 and set up their final study. Then they complete CJUS/FIRE 401 with a 30+ page research paper. Curriculum changes to add CJUS 199 and FIRE 199 to replace the generic USEM 101. The faculty feel that this would be a large benefit to our students and would make each course career focused. Dr. Gordier had great concerns for Covid and if faculty will be notified of students who test positive for Covid.

August 31, 2020, USEM 101 to CJUS/FIRE 199 curriculum changes was again discussed and planning on adding a potential CJUS/FIRE 198 then CJUS/FIRE 199 as freshman seminar I and II. Chair Henderson reminded faculty to make sure the outcomes in Tracdat match their syllabi and are measurable. Additionally, a Junior seminar course was discussed as another way to improve overall student success. Web page updates need information by September 4th as Dean Light will be getting the password to make all needed changes to the Web Site and get our web site current, as it has been out of date since 2014.

September 14, 2020, Deans across campus are to be working with faculty who have missing assessment data in Tracdat. Dean Light reminded faculty to have Tracdat updated for 2019-2020 as we will have an HLC visit in March 2021. CJUS/FIRE 199 was again discussed and how to make the smallest impact on student credit load as a freshman. Junior seminar was discussed and how the CLO's would link to the PLO's. Prof. Strait discussed Emergency Management potential courses and curriculum linkages. Discussion about students who fail the current USEM 101 will we make them re-take USEM 101? Dean Light if students attending class and attempting outcomes should be able to pass. Web page the CJ/FS Mission and Vision statements updated. PLO's updated but we need to provide further updates needed for Web page.

September 28, 2020, Dean Light looking to change CJUS/FIRE 199 option from 2 credits to a 1 credit lab to allow for 2 hours of instruction but only create a 1 credit additional load on students. Dr. Gordier to complete the curriculum forms. Chair Henderson reminded all faculty to make sure their Tracdat is updated. Additionally, Chair Henderson further discussed the potential Junior Seminar CJUS/FIRE 399 and how the outcomes would link with the PLO and help students improve overall writing.

October 12, 2020, Dean Light asked where the USEM 101 change to CJUS/FIRE 199 was at and Dr. Gordier stated it was in process. Chair Henderson reminded faculty update their data in Tracdat form Spring 202. Prof. Fuller identified he is working on Spring 20 and Summer 20. Chair Henderson identified that the Junior Seminar was tabled for the next meeting.

November 2, 2020, Chair Henderson reminded faculty to make sure all data is in Tracdat and that it is current. Additionally, it was stated that the old data should NOT be deleted. Maintain all data if the outcome is inactive that fine but don't delete prior assessments. Prof. Strait said he is still working on Emergency Management courses. Junior seminar was discussed and Prof. Vaught identified how valuable this course would be for FS students. Dean Light stated that any Web page changes should be sent to her or Chair Henderson and that Sharmay Wood was making the updates. Chair Henderson and Dean Light both identified that substitution waivers should be kept to a minimum. If a student needs a course to graduate and the course has not been offered that is when we should substitute a class but not just because a students doesn't want to take a course.

2021-2022

On August 17th 2022 the School of Criminal Justice, Fire Science and EMS held a school meeting to review the school annual assessment. Present during this meeting Professor Henderson, Associate Professor Westrick, Assistant Professor Fuller, Assistant Professor Strait, and Assistant Professor Olthof. The topics of discussion were enrollment and retention concerns, Curriculum

Changes and needs, Internship Experiences and opportunities, and Marketing of the programs.

Enrollment and retention was discussed and the concern over the lack of marketing of our programs being the driving force behind the lack of enrollment. The retention concern was driven by a shift in the State of Michigan as many agencies in our fields are now hiring students without degrees and certification in hand and paying them to attain the required state licensure at different locations. Mostly Community College based programs. The faculty felt that if we could get help with marketing our programs and updating our website the enrollment issue would be lessened. The need to re-connect with Sault College was also discussed as they had historically been a good source of fall transfer students in the Bridge program a 3+1 transfer agreement between LSSU CJ and Sault College CJ. The Covid-19 pandemic did have an impact on this relationship.

Action Plan: Update the website and reestablish the Bridge program with Sault College.

Curriculum changes that the faculty thought had been finalized in Spring of 2022 by then Dean Light was found to be incomplete. Therefore, Chair Henderson will finish formalizing the new seminar series for both CJUS and FIRE. Additionally, CJUS 345 Research Methods was discussed as a pre-req for CJUS 401. It was made a pre-req in 2018 and has since shown positive student achievement. The changing of CJUS 345 as a pre-req for FIRE 401 to also improve student success was discussed and all faculty agree that it should go forward as a curriculum change. HLTH 328 was reviewed by Prof Fuller and it was found that many of our students who transfer into the program bring a diversity course already transcribed but still need to take SOCY 101(pre-req for HLTH 328) and then HLTH 328. The change of removing the HLTH 328 as a required Gen Ed Diversity course would allow students who transfer into the program the ability to use their prior taken Gen Ed Diversity course as well as reducing the additional SOCY 101 4 credit load. The full faculty discussed and approved the curriculum change which was approved by the curriculum committee.

Action Plan: Finish formalizing CJUS/FIRE 198, CJUS/FIRE 199, CJUS/FIRE 299 and CJUS/FIRE 399 seminar series. Submit curriculum changes for Fire Science to require CJUS 345 as a pre-req for FIRE 401.

Internships and the amount of potential paid internships has increased. These are positive for our students and the potential hiring agencies. Specifically, Sault Fire Dept. has now begun allowing FS and EMED Interns who complete their internship with Sault Fire Dept. then apply and are hired by Sault Fire Dept. The students get to include their internship time as part of their probationary 1st year of employment allow the student to pass the probationary period more quickly and achieve a pay raise months sooner than traditional hires.

Action Plan: Continue to work with agencies to get high quality student placements.

Marketing has been a concern for the School of CJ, FS and EMS for many years. The faculty does not feel that the university markets our programs as rigorously as many other programs across the university. Additionally, the University as a whole does not have a good social media presence as compared to the other public and private universities in Michigan.

Action Plan: Attempt to meet with LSSU Marketing Director to discuss potential improvements in the marketing of our programs.

2022-2023

On August 23rd 2023 the School of Criminal Justice, Fire Science and EMS held a school meeting to review the school annual assessment. Present during this meeting Professor Henderson, Associate Professor Westrick, Assistant Professor Clegg, Assistant Professor Fuller, Assistant Professor Strait, and, and Assistant Professor Vaught. The topics of discussion were enrollment and retention concerns, Curriculum Changes and needs, Internship Experiences and opportunities, and Marketing of the programs.

Enrollment and retention was discussed and the concern over the lack of marketing of our programs being the driving force behind the lack of enrollment. Additionally, the outdated Website continues to be a concern. The retention concern was driven by a shift in the State of Michigan as many agencies in our fields are now hiring students without degrees and certification in hand and paying them to attain the required state licensure at different locations. Mostly Community College based programs. The faculty felt that if we could get help with marketing our programs and updating our website the enrollment issue would be lessened. The re-connection with Sault College was discussed as the fall transfer students in the Bridge program a 3+1 transfer agreement between LSSU CJ and Sault College CJ has started to return. The Covid-19 pandemic did have an impact on this relationship and it continues to have an impact.

Action Plan: Seek out improved Marketing for the program and improved website.

Curriculum changes that Professor Henderson finalized last Fall with the new seminar series for both CJUS and FIRE have been received well by students and should over time show improved retention and student achievement. The new Narcotics and Human Trafficking course that was developed and approved through curriculum in the spring of 2023 will be offered in spring 2024. This course will provide knowledge in a highly needed topic of Human Trafficking as Michigan is #5 in the nation for incidents of Human Trafficking.

A new Degree option of BS Cybersecurity was brought forward by Professor Henderson. This new degree included four new classes and revising a current class that had not been updated since 1992. These courses and degree option were thoroughly discussed and voted on each item and then the degree option all passing unanimously. The new degree is an across discipline degree with computer science making it qualify as a STEM degree. This degree will fill the need for Cybersecurity professionals across Michigan and the Nation. Hence, this degree has a great potential for a sudden increase in enrollment.

Action Plan: Submit all curriculum forms to the Curriculum Committee for approval. Seek out increased marketing for an enrollment push.

Rationale or justification for decisions made for the future of the program

The former Dean of the School of Criminal Justice, Fire Science and EMS had concerns with a faculty member who was teaching CJUS 345 and therefore the course was not offered 2021-2022 and the Spring of 2023. Hence, there was a laps of the outcomes for that course being delivered to the student population. However, the course was brought back to the regular teaching load with a new faculty member. The Emergency Management program that was developed and added to the school in 2021 has shown no actual growth as there has not been student enrollment. This degree option has

been discussed at School meetings and the curriculum of this degree option has been under evaluation for changes. This degree option will be discussed further and may be slated to be frozen pending demand. A BS CJ Cybersecurity degree was developed in the Spring and Summer of 2023. The degree was submitted to the curriculum committee in September and was finalized and approved at the University level. This degree will be a STEM qualified program as it was developed between Criminal Justice and Computer Science. This new degree option is the future of a large portion of the field and should have a very positive impact on enrollment. The BS Fire Science has been discussed in reference to bringing back FS degree options that had been deleted in 2014. These options include BS FS Hazardous materials and BS FS Engineering. These two program options have demand in the greater population.

Long-range future goals or plans for the program

The capital outlay project submitted for the School is a major portion of future planning for all of our areas. Increased enrollment is a key goal across the School. The addition of new degree options that meet the needs of the professions.

Quality, Resources, and Support for the program

Summarize Strengths and Weaknesses in each area.

Student Learning:

Students self-report a high degree of satisfaction with their course work in their major fields. There has been concerns over specific general education courses that have high failure percentages among the student population. Until issues are resolved academic advisors are recommending alternate general education courses to all for better student success while meeting those outcomes. Dean Light in March of 2022 recommended we develop our own Gen Ed Diversity course that anyone can take and Dr. Gordier stated she would develop the new course for curriculum. This course was never brought forward for review. The Freshmen seminar has improved general student success across all courses. It will take a 4 years cycle to be able to assess the seminar series and student outcomes. The Internships and senior capstone courses continue to show great students success and positive feedback.

Graduate Success:

Graduate self-reported employment and or graduate education placement identifies high achievement of our graduates. Many graduates have secured employment well prior to graduation. In many instances in FS and EMS students are employed by their internship agency. A large portion of CJ students are employed prior to graduation in part-time employment with agencies that then become fulltime upon graduation. Our graduates achieve employment with their chosen agencies. In prior decades graduates would be employed by one of many agencies they had applied to however currently our graduates are able to be very selective in choosing their employers.

Academic Programming and Rigor:

The faculty are driven and continue to improve overall course materials and instructional modality. Our program all receive additional accreditation, evaluation and assessment by state and national agencies.

The Michigan Commission On Law Enforcement Standards (MCOLES) maintains a minimum curriculum of instruction that the school increases greatly. The MCOLES state representative completes random on sight evaluations of instructors, the facility, and course outcomes

throughout the spring and summer.

The Michigan Fire Fighter Training Counsel (MFFTC), ProBoard and the International Society of Fire Service Instructors complete annual reviews and evaluations of our FS program and faculty. FS Faculty have yearly training and educational requirements to maintain their instructor credentials.

The LSSU EMS Education Program is accredited by two governing bodies: The Commission on the Accreditation of Allied Health Education Programs (CAAHEP) for our Paramedic Program, and the State of Michigan Department of EMS Education for lower levels of EMS Education (MFR, EMT). CAAHEP accreditation compliance is monitored by the Committee on the Accreditation of Emergency Medical Services Programs (CoAEMSP). CoAEMSP makes recommendations to CAAHEP regarding Paramedic Program accreditation. Accreditation cycles last three years for each body. Accreditation Requirements: State of Michigan: Annual Program Review / Report submission (July 31 each year) - reviews are completed on programs completing 2 years prior to review due date. Successful program candidates have an NREMT eligibility window of two years following program completion. Re-accreditation Site visit - once every three years, before renewal. Performed by EMS Education auditors from the SOM. NREMT certification exam Pass Rate: 72% minimum for initial (up to three) attempts. Programs with Pass Rates below this standard are required to complete an extensive report for the deficient program year. This report requires the inclusion of a program-specific improvement plan.

Program Personnel requirements: Instructors - Must be licensed as a Michigan EMS Instructor/Coordinator at or above the level of the program (our EMS I/C Paramedics can teach all levels of the program).

All licensed EMS I/C personnel in Michigan must complete at least 30 hours of continuing education every three years for license renewal. The three topic areas for CE are Program Administration, Instructional Techniques, and Measurement / Evaluation. Our faculty regularly participate in conferences offered within Michigan to meet renewal requirements.

Faculty Qualifications, Staffing, and Effectiveness of Instruction:

Faculty maintain current in their fields with professional development seminars and additional graduate course work.

Assistant Professor Brad Clegg presents nationally and instructs for the state of Michigan. He maintained state of Michigan licensure as a police officer and completes mandatory yearly training. He has attained and re-certified as an instructor trainer in multiple areas.

Assistant Professor Bryan Fuller maintains state and national instructor certification by completing yearly continuing educational trainings.

Assistant Professor Nick Vaught has attained prestigious certification from the EMU Staff and Command school for Fire Fighter command officers. He was the first in the Upper Peninsula to achieve this certification. He completes yearly continuing education and conferences to maintain his fire fighter instructor II certification.

Assistant Professor Scott Strait has attended emergency management conferences to stay current.

Associate Professor Dr. Aaron Westrick attends yearly conferences such as International Association of Chiefs of Police and presents.

Professor Herb Henderson is completing an additional Master's degree in Cybersecurity to enable improved instruction for our pending our new BS CJ Cybersecurity degree. He attends yearly conferences and educational symposiums such as the American Academy of Forensic Sciences and International Association for Identification. He also maintains state of Michigan licensure as a police

officer and completes yearly training. He has attained and re-certified as an instructor trainer in multiple areas.

Assessment Practices:

Assessment practices continue to develop and improve over time. We have had in depth discussions about the importance of assessment and assessing every learning outcome for every class. We have developed a minimum score value for lower level courses to be used as a benchmark. We have had Assoc. Provost Essmaker present multiple times to the faculty and provide assessment methods. We do have faculty who need to improve on their assessment both style and inputting the data. Currently faculty are to complete their assessments for the semester and upload their data into Tracdat prior to leaving for the winter or summer break. However, it has been found that not all faculty were completing the uploads. Therefore, we will have a mandatory school meeting the Tuesday after finals week each semester to allow for group assessment review and data input. This will also allow for greater discussion about CLO's and PLO's to help keep the curriculum current. Additionally, as stated prior our programs have outside agencies that complete yearly evaluations and accreditations.

Resources / Facilities:

The School of Criminal Justice, Fire Science and EMS was partnered this past spring and summer with the School of Computer Science and Mathematics, and the School of Engineering in a Capital Outlay project. The project was supported by the University and was selected out of 4 proposals to be submitted to the State of Michigan for funding. This project would revitalize all of the programs from all of these schools. This project would also allow for greater growth and collaboration between these Schools.

5-Year Academic Program Review 2023

Due to the Dean's Office by October 27, 2023

This reporting form was introduced in FY2020; numerical data prior to FY2020 may be excluded.

FIRE SCIENCE

Submitted by: *Herbert Henderson, Chair*

Date: *10/16/2023*

School: *School of Criminal Justice, Fire Science and EMS*

Academic Program(s): *BS Fire Science*

Annual Program Data Reporting

The following table summarizes data from the Annual Update Reports conducted for this program:

	2019-2020	2020-2021	2021-2022	2022-2023
Enrollments	Freshmen: <i>Fall #</i> Sophomores: <i>Fall #</i> Juniors: <i>Fall #</i> Seniors: <i>Fall #</i>	Freshmen: <i>#6</i> Sophomores: <i>#11</i> Juniors: <i>#14</i> Seniors: <i>#25</i>	Freshmen: <i>#12</i> Sophomores: <i>#11</i> Juniors: <i>#8</i> Seniors: <i>#16</i>	Freshmen: <i>Fall #</i> Sophomores: <i>Fall #</i> Juniors: <i>Fall #</i> Seniors: <i>Fall #</i>
Retention as of fall 2023	Fr to So: <i># Retained</i> So to Jun: <i># Retained</i> Jun to Sen: <i># Retained</i>	Fr to So: <i># Retained</i> So to Jun: <i># Retained</i> Jun to Sen: <i># Retained</i>	Fr to So: <i>#5</i> So to Jun: <i>#12</i> Jun to Sen: <i>#12</i>	Fr to So: <i># 7</i> So to Jun: <i># 8</i> Jun to Sen: <i># 9</i>
Degrees Conferred	7	16	36	10

Graduate Placement Data:

Overall graduation placement and continuing their education has been very successful for our graduates. The 2020 placement data identifies that 90.3% of our graduates are employed in their field of choice and/or continuing their education. The 2021 placement data identifies that 93.8% of our graduates are employed in their field of choice and/or continuing their education. The 2022 placement data identifies that 90% of our graduates are employed in their field of choice and/or continuing their education. This time frame also had a dramatic increase in graduates seeking out higher education beyond their degree as 50% self-reported continuing their education.

High Impact Practices:

High Impact Practices Applied: The core Fire Science courses are rigorous and students are exposed to the first-year freshman seminar two course series (FIRE 198 and FIRE 199), sophomore seminar FIRE 299 and junior seminar FIRE 399 build on the freshman level courses in developing student knowledge and skills in APA style and guidelines for professional writing. Additionally, writing-intensive courses with writing threaded throughout the courses of the degree. Students are exposed and expected to work collaboratively on group assignments and projects. Students have the opportunity to live in the First Responders Association Living and Learning house in a community of learning. The First Responders Association is our College's student service organization that builds community between the students and the greater community. The College added the Emergency Responders group for students in 2022. This group of students was supervised by faculty who were also licensed paramedics and fire fighters. The group provided emergency response support for the greater university and at athletic and special events. This provided real world experiences for our students in experiential learning. The students all complete undergraduate research prior to their final capstone research project. Students experience a diverse global learning community with a service learning focus built around the senior level internships and capstone courses. Students experience collaborative learning in a multi discipline large emergency response scenario that includes, Criminal Justice, Fire Science, Emergency Medical Services, Nursing, Community Health, and Theater students.

Summary of Annual Assessment Updates

The following table summarizes assessment data from the Annual Update Reports conducted for this program:

	2019-2020	2020-2021	2021-2022
Program Learning Outcome Findings	Students have reported a desire for greater exposure and practical application of research prior to the senior seminar course. The addition of CJUS 345 as a pre-req is showing positive results but will need to be continually assessed. Students have achieved in their development of presentation skills and group work.	Students continue to improve with the addition of the CJUS 345 as a pre-req to their senior seminar capstone. Additionally, the School is evaluating the addition of seminar courses from freshman up to senior level to improve the students success when completing large research projects.	The addition of the seminar courses freshman to senior was completed this fall and should show improvement over the next 2-3 years during implementation. Students continue to achieve at a very high rate in presentation and group project assessments. The addition of as project based option for the 401 Senior Seminar will be assessed going forward as a new option.

Summary of decisions, recommendations, and/or improvements concerning the future of the program

Decisions and recommendations should include budgets, additions of new courses or concentrations, discontinuation or suspension of the program, etc.

2019-2020

The School of Criminal Justice, Fire Science and EMS during schools meetings throughout the year discussed assessment and program improvement.

January 14th, 2019 Teaching Qualification Forms (TQF's) for faculty and adjuncts with the adjuncts being reviewed and TQF's adjusted. Fulltime Faculty also had their TQF's adjusted based on new courses and or new degrees achieved. All TQF's conform to HLC requirements. Dean Hutchens has requested faculty review the benefits of IFSAC accreditations verses ProBoard Accreditation for our FS program. Dean Hutchens has requested another fulltime position for CJ. School Faculty need to review the position posting prior to posting.

February 18, 2019 Dean Hutchens presented the cancellation letter that will be sent to IFSAC as the School will be going forward with ProBoard accreditation. It was found that the ProBoard accreditation will allow our Canadian and out of state students in the FS program to achieve certification seamlessly as compared to IFSAC accreditation. Dr. Gordier off on FMLA Prof Henderson and Adjunct Clegg covering her classes. Prof. Henderson will be picking up her advisees during this time to stabilize for the students during this time. The open position for FS was discussed and will be posted soon. Curriculum matters of Emergency Management will be being developed.

March 18, 2019 Senior Dinner discussed which was cut under Dean Myton. This senior event is a beneficial capstone for our graduates and their families. Faculty want the even back for students. Dr. Westrick concerned about student "back lash" do to the lack of faculty and the need for additional CJ faculty. Hence the posted CJ position is needed.

August 20, 2020, The School has now been approved for the Chair position to be filled and Prof. Henderson was selected. Assoc Provost Essmaker presented HLC planning with continues evaluation and assessment. The faculty will be working to improve all CLO's to the PLO's to the ILO's. Associate Provost Essmaker identified that approx. 66% of Outcomes are in good shape but the rest need minor changes to make them truly measurable. Dean Hutchens the Emergency Management curriculum work needs to be developed this fall. Additionally, CJ looking to add Early Middle College AS program in the future.

September 4th, 2019, Discussion continued about CLO's updated throughout all syllabi and in Tracdat. Further discussion about the need to have competent graduates verse simply learning the materials for exams. Need true critical thinkers. Chair Henderson has requested changes and correction from faculty for the web page and marketing ideas. Program fees and Course fees discussed as a source to purchase new equipment. Curriculum changes were presented by Chair Henderson for new courses in Advance Firearms and Hate Crimes based on student demand both courses approved. Continue to work on CLO, PLO updates.

September 16th, Discussion about confirming and finalizing CLO's. FS Accreditation issues as Social Media slammed for changing to ProBoard (driven by disgruntled former faculty member) All FS students have met with FS faculty and Chair Henderson so they understand that the program is still accredited and the new benefits for many students. Marketing and Web Page still not updated Dean Hutchens to look into this issue.

October 7th 2019, potential Emergency Management program discussed still waiting on curriculum forms form Prof. Strait. May need to add 3-4 courses to develop the new Emergency Management program. Discussion about faculty updating their assessment from the prior summer/spring needs to be completed for all courses and CLO's.

October 16th, 2019, Dean Hutchens many courses not updated CLO and PLO's since 2018 they need to be updated for 2019-2020. Adjunct Instructor Robert Beaulieu discussed and TQF approved. November 11, 2019, Discussion about bring FIRE 204 back into the curriculum. It had been not offered for the prior 2 year period based on discussion with former faculty member but current FS faculty have identified the need for the course as it is a pre-req that has great detailed

information needed for students as they get further in the program. FIRE 204 will be brought back into the Fall schedule rotation.

November 18th, 2019, Chair Henderson reminded the faculty that they need to ensure that all CLO's are truly measurable and to enter the Spring 2020 CLO's as soon as possible with appropriate updates. Dr. Westrick had concerns that Tracdat is a difficult system to use. Dean Hutchens stated that he would ask Assoc Provost Essmaker to a future meeting as a work session to develop better CLO's and linkages to PLO's Dean Hutchens also once again the need to identify costs and the need for new program fees to support systems such as the shooting range and Virtra range.

January 22, 2020, Assoc Provost Essmaker not able to make this meeting. There was robust discussion regarding assessment. Chair Henderson passed out COL, PLO, and ILO Assessment Cycle for faculty. We discussed and set our standard for assessment as follows: Lower level classes 70% of students will be at the 70% level, 10% of students will be greater than 80% on average. Prof, Fuller identified that he uses the state certification standard as his minimums, which are higher than the prior identified achievement levels. Chair Henderson stressed that ALL faculty must complete assessment of their measurable outcomes. Dr. Westrick said he has all of the data but is having a hard time uploading and he will meet with Assoc provost Essmaker. Dr. Gordier said that she would work on updating CLO's for CJUS 101 specifically. Chair Henderson also stated that faculty need to identify the university ILO's in their syllabi and make sure that the ILO's are being met in the courses with the data linked in Tracdat.

February 3, 2020, Dean Hutchens, discussion about CJUS 345 Statistics and Research Design is supposed to be a pre-req for CJUS 401 and FIRE 401 Senior Seminar capstone. This was completed in curriculum change in 2018 and therefore the course needs to be taught as such per Dean Hutchens as it has not been being instructed per the curricula document and the CLO, PLO, ILO linkages. Dean Hutchens further identified that we should standardize evidence based research like the Nursing program. Dr. Westrick identified that "we" as a school own the course not an individual professor as it seems that is being the case. Chair Henderson identified that no matter who teaches the course it should be instructed to the same rigor and meet the CLO's, PLO's and ILO linkages. Syllabi have been sporadically updated with CLO's, PLO's and ILO linkages. Dean Hutchens will be asking for Spring 2020 syllabi to be printed with notes made on the printed copies to track the needed updates. The development of writing intensive seminar courses to help build skills early in students academic career. There was concern over only offering 1 section of CJUS 321 Ethics in the fall as that course should not have a student group of 40 or more students as the depth and breathe of discussions and group work will negatively impacted by increasing the class size.

February 10th, 2020, Fall 2019 CLO's and PLO's discussed. Chair Henderson asked faculty to continue to work on improving their course CLO's and that syllabi outcomes must match Tracdat CLO's. The USEM 101 course was discussed Dr. Gordier states that all CJ students and FS students should have their own USEM course, as it should be a "bonding" experience so it would be beneficial to have separate CJ and FS/EMS USEM courses. Assoc Provost Essmaker was present and did help with Tracdat demonstration and course mapping for faculty. Assoc Provost Essmaker did provide faculty with a user guide.

February 24, 2020, Chair Henderson again identified that outcomes on syllabi must match the outcomes in Tracdat and please faculty make the updates. In addition, that there must by 1 ILO on every syllabi which should be achievable based on the broad ILO statements. Prof Strait stated he is still working on the new Emergency Management program. Additionally, Prof. Strait stated that he is looking to add a lab or exercise for CJUS 341.

March 9, 2020, Chair Henderson reminded faculty to submit their mid-term grades for all classes as those grades help students succeed and or make decisions about their classes. Prof. Strait said he is still working on EM proposed courses. Dr, Gordier identified concerns with student

depression and anxiety issues in this Covid time.

2020-2021

The School of Criminal Justice, Fire Science and EMS during schools meetings throughout the year.

August 17, 2020, Dean Light discussed syllabi outcomes need to be measurable and match Tracdat with the exact words. 3-5 outcomes per course. Additionally, Dean Light stressed the need to have last falls and Spring's assessments uploaded. There was thorough discussion about CJUS/FIRE 401 senior seminars and CJUS 345 statistics and research methods. Dr. Gordier identified that students start in CJUS 345 and write chapter 1 and set up their final study. Then they complete CJUS/FIRE 401 with a 30+ page research paper. Curriculum changes to add CJUS 199 and FIRE 199 to replace the generic USEM 101. The faculty feel that this would be a large benefit to our students and would make each course career focused. Dr. Gordier had great concerns for Covid and if faculty will be notified of students who test positive for Covid.

August 31, 2020, USEM 101 to CJUS/FIRE 199 curriculum changes was again discussed and planning on adding a potential CJUS/FIRE 198 then CJUS/FIRE 199 as freshman seminar I and II. Chair Henderson reminded faculty to make sure the outcomes in Tracdat match their syllabi and are measurable. Additionally, a Junior seminar course was discussed as another way to improve overall student success. Web page updates need information by September 4th as Dean Light will be getting the password to make all needed changes to the Web Site and get our web site current, as it has been out of date since 2014.

September 14, 2020, Deans across campus are to be working with faculty who have missing assessment data in Tracdat. Dean Light reminded faculty to have Tracdat updated for 2019-2020 as we will have an HLC visit in March 2021. CJUS/FIRE 199 was again discussed and how to make the smallest impact on student credit load as a freshman. Junior seminar was discussed and how the CLO's would link to the PLO's. Prof. Strait discussed Emergency Management potential courses and curriculum linkages. Discussion about students who fail the current USEM 101 will we make them re-take USEM 101? Dean Light if students attending class and attempting outcomes should be able to pass. Web page the CJ/FS Mission and Vision statements updated. PLO's updated but we need to provide further updates needed for Web page.

September 28, 2020, Dean Light looking to change CJUS/FIRE 199 option from 2 credits to a 1 credit lab to allow for 2 hours of instruction but only create a 1 credit additional load on students. Dr. Gordier to complete the curriculum forms. Chair Henderson reminded all faculty to make sure their Tracdat is updated. Additionally, Chair Henderson further discussed the potential Junior Seminar CJUS/FIRE 399 and how the outcomes would link with the PLO and help students improve overall writing.

October 12, 2020, Dean Light asked where the USEM 101 change to CJUS/FIRE 199 was at and Dr. Gordier stated it was in process. Chair Henderson reminded faculty update their data in Tracdat form Spring 202. Prof. Fuller identified he is working on Spring 20 and Summer 20. Chair Henderson identified that the Junior Seminar was tabled for the next meeting.

November 2, 2020, Chair Henderson reminded faculty to make sure all data is in Tracdat and that it is current. Additionally, it was stated that the old data should NOT be deleted. Maintain all data if the outcome is inactive that fine but don't delete prior assessments. Prof. Strait said he is still working on Emergency Management courses. Junior seminar was discussed and Prof. Vaught identified how valuable this course would be for FS students. Dean Light stated that any Web page changes should be sent to her or Chair Henderson and that Sharmay Wood was making the updates. Chair Henderson and Dean Light both identified that substitution waivers should be kept to a minimum. If a student needs a course to graduate and the course has not been offered that is when we

should substitute a class but not just because a students doesn't want to take a course.

2021-2022

On August 17th 2022 the School of Criminal Justice, Fire Science and EMS held a school meeting to review the school annual assessment. Present during this meeting Professor Henderson, Associate Professor Westrick, Assistant Professor Fuller, Assistant Professor Strait, and Assistant Professor Olthof. The topics of discussion were enrollment and retention concerns, Curriculum Changes and needs, Internship Experiences and opportunities, and Marketing of the programs.

Enrollment and retention was discussed and the concern over the lack of marketing of our programs being the driving force behind the lack of enrollment. The retention concern was driven by a shift in the State of Michigan as many agencies in our fields are now hiring students without degrees and certification in hand and paying them to attain the required state licensure as different locations. Mostly Community College based programs. The faculty felt that if we could get help with marketing our programs and updating our website the enrollment issue would be lessened. The need to re-connect with Sault College was also discussed as they had historically been a good source of fall transfer students in the Bridge program a 3+1 transfer agreement between LSSU CJ and Sault College CJ. The Covid-19 pandemic did have an impact on this relationship.

Action Plan: Update the website and reestablish the Bridge program with sault College.

Curriculum changes that the faculty thought had been finalized in Spring of 2022 by then Dean Light was found to be incomplete. Therefore, Chair Henderson will finish formalizing the new seminar series for both CJUS and FIRE. Additionally, CJUS 345 Research Methods was discussed as a pre-req for CJUS 401. It was made a pre-req in 2018 and has since shown positive student achievement. The changing of CJUS 345 as a pre-req for FIRE 401 to also improve student success was discussed and all faculty agree that it should go forward as a curriculum change. HLTH 328 was reviewed by Prof Fuller and it was found that many of our students who transfer into the program bring a diversity course already transcribed but still need to take SOCY 101(pre-req for HLTH 328) and then HLTH 328. The change of removing the HLTH 328 as a required Gen Ed Diversity course would allow students who transfer into the program the ability to use their prior taken Gen Ed Diversity course as well as reducing the additional SOCY 101 4 credit load. The full faculty discussed and approved the curriculum change which was approved by the curriculum committee.

Action Plan: Finish formalizing CJUS/FIRE 198, CJUS/FIRE 199, CJUS/FIRE 299 and CJUS/FIRE 399 seminar series. Submit curriculum changes for Fire Science to require CJUS 345 as a pre-req for FIRE 401.

Internships and the amount of potential paid internships has increased. These are positive for our students and the potential hiring agencies. Specifically, Sault Fire Dept. has now begun allowing FS and EMED Interns who complete their internship with Sault Fire Dept. then apply and are hired by Sault Fire Dept. The students get to include their internship time as part of their probationary 1st year of employment allow the student to pass the probationary period more quickly and achieve a pay raise months sooner than traditional hires.

Action Plan: Continue to work with agencies to get high quality student placements.

Marketing has been a concern for the School of CJ, FS and EMS for many years. The faculty does not feel that the university markets our programs as rigorously as many other programs

across the university. Additionally, the University as a whole does not have a good social media presence as compared to the other public and private universities in Michigan.

Action Plan: Attempt to meet with LSSU Marketing Director to discuss potential improvements in the marketing of our programs.

2022-2023

On August 23rd 2023 the School of Criminal Justice, Fire Science and EMS held a school meeting to review the school annual assessment. Present during this meeting Professor Henderson, Associate Professor Westrick, Assistant Professor Clegg, Assistant Professor Fuller, Assistant Professor Strait, and, and Assistant Professor Vaught. The topics of discussion were enrollment and retention concerns, Curriculum Changes and needs, Internship Experiences and opportunities, and Marketing of the programs.

Enrollment and retention was discussed and the concern over the lack of marketing of our programs being the driving force behind the lack of enrollment. Additionally, the outdated Website continues to be a concern. The retention concern was driven by a shift in the State of Michigan as many agencies in our fields are now hiring students without degrees and certification in hand and paying them to attain the required state licensure as different locations. Mostly Community College based programs. The faculty felt that if we could get help with marketing our programs and updating our website the enrollment issue would be lessened. The re-connection with Sault College was discussed as the fall transfer students in the Bridge program a 3+1 transfer agreement between LSSU CJ and Sault College CJ has started to return. The Covid-19 pandemic did have an impact on this relationship and it continues to have an impact.

Action Plan: Seek out improved Marketing for the program and improved website.

Curriculum changes that Professor Henderson finalized last Fall with the new seminar series for both CJUS and FIRE have been received well by students and should over time show improved retention and student achievement. The new Narcotics and Human Trafficking course that was developed and approved through curriculum in the spring of 2023 will be offered in spring 2024. This course will provide knowledge in a highly needed topic of Human Trafficking as Michigan is #5 in the nation for incidents of Human Trafficking.

A new Degree option of BS Cybersecurity was brought forward by Professor Henderson. This new degree included four new classes and revising a current class that had not been updated since 1992. These courses and degree option were thoroughly discussed and voted on each item and then the degree option all passing unanimously. The new degree is an across discipline degree with computer science making it qualify as a STEM degree. This degree will fill the need for Cybersecurity professionals across Michigan and the Nation. Hence, this degree has a great potential for a sudden increase in enrollment.

Action Plan: Submit all curriculum forms to the Curriculum Committee for approval. Seek out increased marketing for an enrollment push.

Rationale or justification for decisions made for the future of the program

The former Dean of the School of Criminal Justice, Fire Science and EMS had concerns with a

faculty member who was teaching CJUS 345 and therefore the course was not offered 2021-2022 and the Spring of 2023. Hence, there was a laps of the outcomes for that course being delivered to the student population. However, the course was brought back to the regular teaching load with a new faculty member. The Emergency Management program that was developed and added to the school in 2021 has shown no actual growth as there has not been student enrollment. This degree option has been discussed at School meetings and the curriculum of this degree option has been under evaluation for changes. This degree option will be discussed further and may be slated to be frozen pending demand. A BS CJ Cybersecurity degree was developed in the Spring and Summer of 2023. The degree was submitted to the curriculum committee in September and was finalized and approved at the University level. This degree will be a STEM qualified program as it was developed between Criminal Justice and Computer Science. This new degree option is the future of a large portion of the field and should have a very positive impact on enrollment. The BS Fire Science has been discussed in reference to bringing back FS degree options that had been deleted in 2014. These options include BS FS Hazardous materials and BS FS Engineering. These two program options have demand in the greater population.

Long-range future goals or plans for the program

The capital outlay project submitted for the School is a major portion of future planning for all of our areas. Increased enrollment is a key goal across the School. The addition of new degree options that meet the needs of the professions.

Quality, Resources, and Support for the program

Summarize Strengths and Weaknesses in each area.

Student Learning:

Students self-report a high degree of satisfaction with their course work in their major fields. There has been concerns over specific general education courses that have high failure percentages among the student population. Until issues are resolved academic advisors are recommending alternate general education courses to all for better student success while meeting those outcomes. Dean Light in March of 2022 recommended we develop our own Gen Ed Diversity course that anyone can take and Dr. Gordier stated she would develop the new course for curriculum. This course was never brought forward for review. The Freshmen seminar has improved general student success across all courses. It will take a 4 years cycle to be able to assess the seminar series and student outcomes. The Internships and senior capstone courses continue to show great students success and positive feedback.

Graduate Success:

Graduate self-reported employment and or graduate education placement identifies high achievement of our graduates. Many graduates have secured employment well prior to graduation. In many instances in FS and EMS students are employed by their internship agency. A large portion of CJ students are employed prior to graduation in part-time employment with agencies that then become fulltime upon graduation. Our graduates achieve employment with their chosen agencies. In prior decades graduates would be employed by one of many agencies they had applied to however currently our graduates are able to be very selective in choosing their employers.

Academic Programming and Rigor:

The faculty are driven and continue to improve overall course materials and instructional modality. Our program all receive additional accreditation, evaluation and assessment by state and national

agencies.

The Michigan Commission On Law Enforcement Standards (MCOLES) maintains a minimum curriculum of instruction that the school increases greatly. The MCOLES state representative completes random on sight evaluations of instructors, the facility, and course outcomes throughout the spring and summer.

The Michigan Fire Fighter Training Counsel (MFFTC). ProBoard and the International Society of Fire Service Instructors complete annual reviews and evaluations of our FS program and faculty. FS Faculty have yearly training and educational requirements to maintain their instructor credentials.

The LSSU EMS Education Program is accredited by two governing bodies: The Commission on the Accreditation of Allied Health Education Programs (CAAHEP) for our Paramedic Program, and the State of Michigan Department of EMS Education for lower levels of EMS Education (MFR, EMT). CAAHEP accreditation compliance is monitored by the Committee on the Accreditation of Emergency Medical Services Programs (CoAEMSP). CoAEMSP makes recommendations to CAAHEP regarding Paramedic Program accreditation. Accreditation cycles last three years for each body. Accreditation Requirements: State of Michigan: Annual Program Review / Report submission (July 31 each year) - reviews are completed on programs completing 2 years prior to review due date. Successful program candidates have an NREMT eligibility window of two years following program completion. Re-accreditation Site visit - once every three years, before renewal. Performed by EMS Education auditors from the SOM. NREMT certification exam Pass Rate: 72% minimum for initial (up to three) attempts. Programs with Pass Rates below this standard are required to complete an extensive report for the deficient program year. This report requires the inclusion of a program-specific improvement plan.

Program Personnel requirements: Instructors - Must be licensed as a Michigan EMS Instructor/Coordinator at or above the level of the program (our EMS I/C Paramedics can teach all levels of the program).

All licensed EMS I/C personnel in Michigan must complete at least 30 hours of continuing education every three years for license renewal. The three topic areas for CE are Program Administration, Instructional Techniques, and Measurement / Evaluation. Our faculty regularly participate in conferences offered within Michigan to meet renewal requirements.

Faculty Qualifications, Staffing, and Effectiveness of Instruction:

Faculty maintain current in their fields with professional development seminars and additional graduate course work.

Assistant Professor Brad Clegg presents nationally and instructs for the state of Michigan. He maintained state of Michigan licensure as a police officer and completes mandatory yearly training. He has attained and re-certified as an instructor trainer in multiple areas.

Assistant Professor Bryan Fuller maintains state and national instructor certification by completing yearly continuing educational trainings.

Assistant Professor Nick Vaught has attained prestigious certification from the EMU Staff and Command school for Fire Fighter command officers. He was the first in the Upper Peninsula to achieve this certification. He completes yearly continuing education and conferences to maintain his fire fighter instructor II certification.

Assistant Professor Scott Strait has attended emergency management conferences to stay current.

Associate Professor Dr. Aaron Westrick attends yearly conferences such as International Association of Chiefs of Police and presents.

Professor Herb Henderson is completing an additional Master's degree in Cybersecurity to enable improved instruction for our pending our new BS CJ Cybersecurity degree. He attends yearly conferences and educational symposiums such as the American Academy of Forensic Sciences and International Association for Identification. He also maintains state of Michigan licensure as a police officer and completes yearly training. He has attained and re-certified as an instructor trainer in multiple areas.

Assessment Practices:

Assessment practices continue to develop and improve over time. We have had in depth discussions about the importance of assessment and assessing every learning outcome for every class. We have developed a minimum score value for lower level courses to be used as a benchmark. We have had Assoc. Provost Essmaker present multiple times to the faculty and provide assessment methods. We do have faculty who need to improve on their assessment both style and inputting the data. Currently faculty are to complete their assessments for the semester and upload their data into Tracdat prior to leaving for the winter or summer break. However, it has been found that not all faculty were completing the uploads. Therefore, we will have a mandatory school meeting the Tuesday after finals week each semester to allow for group assessment review and data input. This will also allow for greater discussion about CLO's and PLO's to help keep the curriculum current. Additionally, as stated prior our programs have outside agencies that complete yearly evaluations and accreditations.

Resources / Facilities:

The School of Criminal Justice, Fire Science and EMS was partnered this past spring and summer with the School of Computer Science and Mathematics, and the School of Engineering in a Capital Outlay project. The project was supported by the University and was selected out of 4 proposals to be submitted to the State of Michigan for funding. This project would revitalize all of the programs from all of these schools. This project would also allow for greater growth and collaboration between these Schools.