

**Criminal Justice Program Review Action Plan: CJ Response to Administration Timeline**

<b>Initiatives</b>	<b>Actions</b>	<b>Timeline</b>	<b>Comments</b>	<b>CJ Response – 9/28/21</b>
<b>Review CJ Curriculum</b>	Focus on - <ol style="list-style-type: none"> <li>1. Streamlining CJ electives</li> <li>2. Creation of course rotation</li> <li>3. Stable scheduling of CJ courses</li> </ol>	Immediately	Critical precursor to CJ Department	We have begun our review, with a view towards advancing social and community justice.
<b>Expand CJ Grad Program</b>	<ol style="list-style-type: none"> <li>1. Create additional track</li> <li>2. Expand marketing</li> <li>3. Grow applicant pool</li> <li>4. Add graduate faculty</li> </ol>	Immediately	Critical precursor to CJ Department	We are in the process of gradually adding courses to our roster to serve a community-oriented track, as we gradually add to our student body. Would be well-served by a marketing analysis, but current CJ resources and staffing do not permit such an analysis. Our analysis of best practices in 21 <sup>st</sup> -century community-oriented CJ graduate education and of community needs and existing resources currently underway, with the goal of facilitating social and community justice.
<b>Institute for Social, Community, and Criminal Justice</b>	Initial focus on the integration of the “Policing and Conflict Resolution Project” with active participation of Human Services, and sociology.	Fall 2021	Critical precursor to CJ Department	The Institute is anticipated to arise organically from other efforts to increase social and community justice. Unrealistic and unwise to create an institute without laying proper groundwork, including a needs assessment and funding source, and in the absence of a discrete CJ department.
<b>Develop Advising Coordinator Role</b>	Identify mechanism to fund and hire PT faculty to -- <ol style="list-style-type: none"> <li>1. Coordinate the advising of 200 plus undergraduate students</li> <li>2. Coordinate assignments of CJ students to CJ faculty</li> <li>3. Coordinate advising across programs to ensure consistent and accurate advising and ease transfer</li> <li>4. Create and maintain an advising website.</li> </ol>	Fall discussion for Spring 2022 hire		It’s not the responsibility of a single program, a subset of a larger department, to identify funding sources. The scope of job, which should be combined with the internship coordinator position, has been defined by the CJ program.
<b>Develop Internship Coordinator Role (may be added to above role will impact current APRs)</b>	Identify mechanism to fund and hire PT faculty to work with internship sites, both existing and future, which will include internship supervision and teaching the internship seminar.	Spring 22 discussion for Fall 2022 hire		A single position of Internship and Advising Coordinator should be created, with a single hiring date. The individual should be committed to the CJ department and its vision, as well as the vision of the University. A full-time person would also be better-positioned to advance the University’s commitment to high-impact and experiential learning than either a part-time faculty member or a full-time faculty

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				member carrying out an “alternative professional responsibility.”
<b>Improve the Availability of On-Campus Academy Facilities</b>	This is an ongoing process, and because of annual and summer delivery may be difficult given university space constraints.	Ongoing		We appreciate any progress made towards this goal.
<b>Create a Criminal Justice Academic Department</b>	After the development of the above initiatives, if the CJ program continues to demonstrate that its complexity and quality requires a distinct department, then prepare governance proposal.	Summer 2022 discussion and AUC proposal in Fall 22.	Will require analysis of conversion of APRs	Creation of Institute unlikely within current departmental structure.
	<b>Other Proposed Actions</b>			
<b>Serve New Potential Student Pools: Prisoners</b>	Establish an inside-out program with local prison(s) that would see inmates and Fitchburg students sharing classes	Spring 2023		Would advance social and community justice by better preparing prisoners for their re-entry into society and providing our students with opportunities for enlightening and empathetic connections with the clients of the CJ system
<b>Serve New Potential Student Pools: Community Providers</b>	Ensure that new CJ graduate track attracts individuals working outside the CJ system but with overlapping populations, including but not limited to individuals dealing with homelessness, mental health issues, domestic violence, child maltreatment, delinquency prevention, gang prevention, addiction, and re-entry from prison into society.	ongoing		Fitchburg State could provide a template for other master’s programs and a node of cooperation for community service providers.
<b>Increase Empathy and Understanding among Police Program students and Acceptance of the Police among Other Future Service Providers</b>	Create a first-year experience and/or other interdisciplinary experience for Police Program students that will integrate them with other students who also focus on the betterment of society but perhaps with a different perspective, so that they may begin to understand each another’s worldviews, morals, and motives.	Fall 2022 or 2023		Self-selection into the CJ Police Program ensures that many students will resist ideas that they perceive as “anti-police”, simply because they imply that the police cannot handle every problem on their own. Similarly, people in the helping professions outside law enforcement do not always understand or trust the police.