

**Master of Science in Criminal Justice and Public Safety
To Be Offered as a Collaborative Academic Program
By Indiana University**

1. Characteristics of the Program

a. Campus(es) Offering Program:

Bloomington
East
Indianapolis
Kokomo
Southeast

b. Scope of Delivery (Specific Sites or Statewide):

Multi-Campus Collaborative Degree

c. Mode of Delivery (Classroom, Blended, or Online):

100% online

d. Other Delivery Aspects (Co-ops, Internships, Clinicals, Practica, etc.):

Not Applicable

e. Academic Unit(s) Offering Program:

Department of Criminal Justice,
College of Arts and Sciences—Bloomington

Program in Political Science and Criminal Justice,
School of Humanities and Social Sciences—East

Program in Criminal Justice and Public Safety,
School of Public and Environmental Affairs—Indianapolis

Department of Criminal Justices and Homeland Security,
School of Humanities and Social Sciences—Kokomo

Program in Criminal Justice
School of Social Sciences--Southeast

2. Rationale for the Program

The collaborative IU Masters of Science in Criminal Justice and Public Safety draws on the teaching expertise and instructional resources of five Indiana University campuses to provide working professionals with a high quality 100% online degree. The online mode of instruction and collaborative model of pooled resources will offer students increased flexibility in terms of scheduling and course selection, which will making it easier to balance the demands of advanced graduate study with work and family obligations.

The MSCJPS will appeal to individuals who seek to sharpen their skills and develop new strategies and approaches to the fair and effective administration of justice and promotion of public safety. In graduate seminars, students will read and discuss foundational texts and contemporary scholarship to deepen their understanding of the perspectives and policy debates that shape current practices. They will undertake rigorous training in research methods and data analysis to hone the critical skills necessary to evaluate empirical data. This well-rounded curriculum combines rigorous analytical and methodological coursework across both fields with two distinct concentrations (Criminal Justice and Public Safety) to foster an understanding of the fields that is both comprehensive and in-depth.

The skills and approaches the MSCJPS teaches will not only allow students to become better workers in their current positions but will also open doors to career advancement. Over time, as MSCJPS graduates move into leadership positions within their agencies and organizations and apply the knowledge and skills they develop in the program, they will extend the reach and impact of researchers in the field.

a. Institutional Rationale

- How is it consistent with the mission of the institution?
- How does this program fit into the institution's strategic and/or academic plan?

The [Indiana University Bicentennial Strategic Plan](#) stresses the university's obligation to benefit the people of the state through civic engagement. The MS in Criminal Justice and Public Safety contributes to this goal by providing a curriculum that focuses on the intersection of current research with policy debates and organizational challenges. Graduates of the program will be well positioned to attain leadership roles in a variety of public and private organizations that will allow them to apply and implement many of the skills and ideas required to greater efficiency and real reform.

The mission of Indiana University Kokomo, a regional campus of Indiana University, is to enhance the educational and professional attainment of the residents of north central Indiana through effective teaching, learning, and civic engagement and by providing a wide range of degrees. By offering the MS in Criminal Justice and Public Safety, Indiana University Kokomo is providing full-time graduate students and working professionals with the opportunity to advance their knowledge and professional qualifications, not only throughout north central Indiana, but statewide and beyond.

This program also aligns with a primary goal of Indiana University Kokomo's Strategic Plan: Increasing college enrollment and degree attainment in north central Indiana. By providing full-time students and working professionals with the flexibility of an online M.S. in Criminal Justice and Public Safety, Indiana University Kokomo is working to reach a broader pool of applicants and prospective graduates.

- How does this program build upon the strengths of the institution?

The December 2014, [Indiana University Bicentennial Strategic Plan](#) linked the integration of new educational technologies and collaborative platforms to the development of a robust program of online education and identified this convergence as a means of increasing access and better serving the citizens of Indiana.

As a part of this initiative, the university developed IU Online to serve as administrative home "coordinating and catalyzing [sic] IU's efforts in this area." The plan summarizes the specific benefits as follows:

Online and hybrid delivery allow IU through IU Online to expand its offerings across campuses in a cost-effective way, through developing systems of shared online resources. IU will complete through IU Online a university-wide framework for online education, to enhance instructional quality and support, and create scalable economies in course and program delivery for all campuses.

The M.S. in Criminal Justice and Public Safety leverage the teaching resources and expertise from five Indiana University campuses to simultaneously increase access and ensure quality. The online degree not only facilitates collaboration across campuses but also builds bridges between the Arts and Sciences and Public and Environmental Affairs units on the Indianapolis and Bloomington campuses.

See Appendix 1 for web addresses to:

- [Indiana University Bicentennial Strategic Plan](#)
- [January 2016 IU Online: A Collaborative Model for Online Education at Indiana University.](#)

b. State Rationale

- How does this program address state priorities as reflected in the ICHE's 2016 strategic plan [Reaching Higher, Delivering Value](#).

The proposed MSCJPS addresses two of the four central goals of *Reaching Higher, Delivering Value* by delivering value and teaching concepts and skills that will increase the effectiveness and career prospects of graduates.

The MSCJPS delivers value to students by eliminating many of the structural barriers that prevent individuals from pursuing graduate study in a "bricks and mortar" setting. For example, students enrolling in this 100% online degree program will:

- Find it easier to enroll in courses that do not conflict with their work schedule;
- Choose from a wide selection of courses available throughout the year;
- Save time and reduce costs associated with commuting to campus.

Furthermore, the online mode of instruction facilitates collaboration across IU campuses allowing for the creation and delivery of this new degree program without requiring additional investments in infrastructure or new hiring. Pooling the instructional talents of faculty from individual campuses will make it easier to offer a full spectrum of courses throughout the year without overtaxing instructional resources or diverting time away from research and other faculty commitments. The program’s faculty steering committee will meet regularly and engage in strategic scheduling. The committee will be able to forecast demand and assign instructors to ensure that students can find required classes when they are able to enroll. The goal will be to eliminate graduation bottlenecks while simultaneously running courses with sustainable enrollments.

As a professional degree, MSCJPS will help individuals to achieve their career goals and improve their chances for promotion. The curriculum promotes the application of new ideas and the insights of current research to a variety of public policy and structural challenges.

c. Evidence of Labor Market Need

i. National, State, or Regional Need

- Is the program serving a national, state, or regional labor market need?

Data posted on potential job and wage growth at the U.S. Department of Labor’s O*NET website indicate a mixed picture. For example, the 2014-2024 long term projection data for Detectives & Criminal Investigators (Occ. Code 33.3021) forecast little to no growth nationally but average 5% growth in Indiana. At the other end of the spectrum, the projected growth rate for Criminal Justice and Law Enforcement Teachers, Postsecondary (Occ. Code 25.1111) is 21.4 % nationally and 20.1 % in Indiana, which is much above average.

The narrow focus of these two occupation categories do provide an adequate representation of the types of jobs that MSCJPS students will be seeking upon completion. To address this issue, this proposal also consulted data for BLS “career clusters” like “Law, Public Safety, Corrections & Security” and “Public Administration and Government and Criminal Justice Management.” Jobs tracked in these categories often recruit across the private/public sector divide and seek individuals with expertise in two or more fields. A rationale for the inclusion of employment and wage data is included with the Indiana Department of Workforce Development and U.S. Bureau of Labor Statistics data in *Appendix 2*.

ii. Preparation for Graduate Programs or Other Benefits

- Does the program prepare students for graduate programs or provide other benefits to students besides preparation for entry into the labor market?

The MS in Criminal Justice and Public Safety is a terminal professional degree; it does not feed directly into any doctoral programs on either the Bloomington or the Indianapolis campus.

iii. Summary of Indiana DWD and/or U.S. Department of Labor Data

- Summarize the evidence of labor market demand for graduates of the program as gleaned from employment projections made by the Indiana Department of Workforce Development and/or the U.S. Department of Labor.

DWD and BLS data indicate average to above average demand for a variety of jobs that MSCJPS graduates would pursue. Salaries vary by level of seniority and responsibility, but there is clear indication that adding a Master's degree will be an advantage to individuals seeking to move into public sector management positions, and the growth in earning potential offsets the costs associated with the degree.

See Appendix 2: Summary of Indiana DWD and/or U.S. Department of Labor Data

iv. National, State, or Regional Studies

- Summarize any national, state, or regional studies that address the labor market need for the program.

Example: 2013 *Educational Advisory Board* Analysis of Trends and Projected Growth in Graduate Education.

Graduate enrollment patterns and growth projections for employment in the justice and security sector of the economy indicate strong demand for the proposed IU Online Master's degree in Criminal Justice and Public Safety. This interest is well attested nationally, regionally, and in the state of Indiana. In a 2013 presentation to the IU Bloomington Graduate Education Summit, Matt Pellish, Senior Director of Strategic Research and Education with the Education Advisory Board, presented data on current trends and future demands for graduate education in general, and several of his slides included particular data that encouraged faculty involved in this proposal to move forward with this collaborative degree. Key data points include:

- Overall Master's degree completions are forecast to grow by 31% over a ten-year span from 2013 to 2023. Fastest among all degrees.
- Conferred Master's degrees in Criminal Justice grew by 110% between 2007 and 2013 with 4,723 degrees awarded during this six-year period.
- Between 2011-2013 Master's degree completions in Security, Law Enforcement, and related fields grew by 40% among IU and its peer institutions.
- Among online graduate programs in Criminal Justice, there is no one dominant player indicating both opportunity and demand for IU to establish a vibrant

online program. For example, the University of the Phoenix, which is the largest institution in the online “for-profit” sector, has only a 5.7 % share in Criminal Justice. Several of IU’s regional peers, including Michigan State and the University of Cincinnati, have well-established in-state programs, but there is room to grow.

With a curriculum that focuses on the intersection of Criminal Justice and Public Safety, the MSCJPS will target professionals who hold an undergraduate degree and are working in related fields. Given the unpredictable, shift-based nature of many criminal justice and security jobs, a significant number of these individuals will opt for an online program that they can slot into busy schedules. Furthermore, as “career advancers,” this demographic will be interested in obtaining knowledge and skills directly applicable to real world settings. Potential students, including military veterans and students interested in homeland security, emergency management, crime mapping, geographic information systems, and cybersecurity will be drawn to the program’s flexible curriculum and online mode of instruction. Highly motivated, full-time students can complete the degree in 12 months (Fall/Spring/Summer/12-12-9 credit loads); part-time students can complete the degree in two-three years depending up their enrollment patterns (2 x Fall/Spring/Summer/6-6-6 and 6-6-3 credit loads).

Example: The website of the Emergency Management Institute of the Federal Emergency Management Administration posts a variety of resources for individuals seeking careers in emergency management and related fields and links to a number of BLS Occupational Outlook Handbooks for Occupations that the Bureau of Labor Statistics *CIP to SoC* crosswalk align with Criminal Justice and Public Safety programs. Links to these handbooks are included below:

[BLS Occupational Outlook Handbook Polices and Detectives
https://www.bls.gov/ooh/protective-service/police-and-detectives.htm](https://www.bls.gov/ooh/protective-service/police-and-detectives.htm)

[BLS Occupational Outlook Handbook Protective Service Occupations
https://www.bls.gov/ooh/protective-service/home.htm](https://www.bls.gov/ooh/protective-service/home.htm)

[BLS Occupational Outlook Handbook Emergency Management Directors](#)

- Summarize the results of any surveys of employers or students and analyses of job postings relevant to the program.

Appendix 3 contains five job postings from a February 8, 2017 search that reflect the types of jobs MSCJPS graduates may pursue. This search assumes that the majority of MSCJPS students will be working professionals looking for a program of study that will facilitate mid-career moves into leadership positions.

- a. Chief of Police, Fullerton CA
- b. Chief of Police, Lawrence, KA

- c. Criminal Justice Instructor, Daymar College, Nashville TN
- d. Criminal Justice Instructor, Everett CC, Everett WA
- e. Regional Emergency Management Director, Northbrook IL

The Chief of Police positions are national searches. Applicants will likely be chiefs in smaller departments or other high-ranking officers such as Captains and Detective Supervisors. The ads indicate a preference for applicants with graduate study. While exams and other forms of evaluation are the primary means for officers to advance and seek promotion earlier in their career, high-level command positions also require knowledge of administration, planning, and policy. The MSCJPS curriculum provides extensive instruction in these areas.

The two Criminal Justice instructor ads are for positions at community colleges. The ads list an M.S. in Criminal Justice or a related field as the minimum level of educational attainment and indicate a preference for instructors with field experience. In contrast to Ph.D. holders, who seek academic positions at research-oriented universities, some MSCJPS graduates will seek these types of teaching positions at community colleges where Criminal Justice and Public Safety programs are growing and offer a bright employment outlook.

The Regional Emergency Management Director position indicates that applicants should have significant work experience including supervisory and/or command experience in public agencies and indicates a strong preference for individuals with graduate study.

3. Cost of and Support for the Program

a. Costs

i. Faculty and Staff

- Of the faculty and staff required to offer this program, how many are in place now and how many will need to be added (express both in terms of number of full- and part-time faculty and staff, as well as FTE faculty and staff)?

The faculty and staff required to deliver the collaborative online MSCJPS are in place. At IU Kokomo there are three full-time and no part-time faculty members who will be eligible to teach in the program.

See Appendix 4: List of IU Kokomo teaching for the online Collaborative M.S. in Criminal Justice and Public Safety

******Each Campus should list only faculty on their campus eligible to teach for the credential. We will collate these lists if required to do so for ICHE and/or HLC.***

ii. Facilities

- Summarize any impact offering this program will have on renovations of existing facilities, requests for new capital projects (including a reference to the institution's capital plan), or the leasing of new space.

This program will not require facility renovations or new capital expenditures.

iii. Other Capital Costs (e.g. Equipment)

- Summarize any impact offering this program will have on other capital costs, including purchase of equipment needed for the program.

No additional capital costs will be required to deliver this collaborative degree.

b. Support

i. Nature of Support (New, Existing, or Reallocated)

- Summarize what reallocation of resources has taken place to support this program.

Not Applicable

- What programs, if any, have been eliminated or downsized in order to provide resources for this program?

Not Applicable

ii. Special Fees above Baseline Tuition

- Summarize any special fees above baseline tuition that are needed to support this program.

None.

4. Similar and Related Programs

a. List of Programs and Degrees Conferred

i. Similar Programs at Other Institutions

The IPEDS Navigator lists the following data on similar programs in Indiana and across the nation:

Indiana institutions with similar program:

Masters (Advanced): 4 (BSU, IUB, IUPUI, IWU); 1 online (IWU)

National institutions with similar programs (as of 2013-14):

Masters (Advanced): 156; 70 online

IPEDS Completions data

Masters: 2,876 (15 from Indiana)

- In *Appendix A*, CHE staff will summarize data from the Commission’s Program Review Database on headcount, FTE, and degrees conferred for similar programs in the public sector, as well as information on programs in the non-profit and proprietary sectors, to the extent possible.

ii. Related Programs at the Proposing Institution

- In *Appendix B*, CHE staff will summarize data from the Commission’s Program Review Database on headcount, FTE, and degrees conferred for related programs at the proposing institution.

b. List of Similar Programs Outside Indiana

The following list includes the top five ranked online graduate programs in Criminal Justice. There are fewer online Public Safety programs. IU will have significant cost advantages over all five including the leading regional programs delivered by Michigan State and the University of Cincinnati.

- UC-IRVINE--Master of Advanced Study in Criminology, Law & Society
- FLORIDA STATE--Master of Science in Criminology
- Michigan State--Master of Science in Criminal Justice
- U of Cincinnati--Master of Science in Criminal Justice
- Arizona State University—Master of Arts in Criminology & Criminal Justice

c. Articulation of Associate/Baccalaureate Programs

Not Applicable

d. Collaboration with Similar or Related Programs on Other Campuses

- Indicate any collaborative arrangements in place to support the program.

The collaborative online MSCJPS will be included in the IU Online website and receive marketing and recruitment support from the Office of Online Education (OOE). OOE staff and representatives receive training to answer initial responses regarding online programs and refer prospective students to the campuses for follow-up. OOE partners with collaborating units and campuses to provide marketing and recruitment campaigns that reinforce the overall recruitment message and maximize the utilization of OOE, campus, and program resources. OOE will provide effectiveness tracking of marketing campaigns and establish Return on Investment for marketing and recruitment of IU Online students.

5. Quality and Other Aspects of the Program

a. Credit Hours Required/Time To Completion

- Credit hours required for the program and how long a full-time student will need to complete the program

See Appendix 5.1 Curriculum Map and Appendix 5.2 for Semester-by-Semester Enrollment Plan

b. Exceeding the Standard Expectation of Credit Hours

- If the associate or baccalaureate degree program exceeds 60 or 120 semester credit hours, respectively, summarize the reason for exceeding this standard expectation.

Not Applicable

c. Program Competencies or Learning Outcomes

- List the significant competencies or learning outcomes that students completing this program are expected to master.

MSCJPS Graduates will be able to:

- Critically discuss criminal justice and public safety system actors, agencies, and processes; describe the underlying operations of police, emergency management, courts, and corrections agencies, and identify the major policy issues in criminal justice and public safety systems.
- Communicate effectively within a complex and diverse criminal justice or public safety constituencies.
- Discuss the philosophical underpinnings and development of law, and critically evaluate how Criminal Justice and Public Safety policies balance individual rights and public order.
- Rigorously analyze criminal justice and public safety policies using a variety of tools, including quantitative research methods and statistical techniques.
- Identify, analyze, and apply tools essential to improve criminal justice and public safety agencies.
- Identify and critically analyze current criminal justice and public safety policies, using available research and empirical evidence to discuss the strengths and limitations of various approaches.

MSCJPS graduates completing the Public Safety Concentration will be able to:

- Identify public safety risks using various risk analysis tools, and describe ways to plan, prepare, manage, and mitigate natural and human made risks.

MSCJPS graduates completing the Criminal Justice Concentration will be able to:

- Discuss the nature and extent of crime, critically evaluate major theories of crime, and critically analyze and evaluate the effectiveness of the criminal justice system

and non-criminal justice programs and policies that respond to crime.

d. Assessment

- Summarize how the institution intends to assess students with respect to mastery of program competencies or learning outcomes.
 - a. The Steering/Curriculum Committee will assess individual courses on an annual basis following national standards for best practices in online instruction as promulgated by Quality Matters.
 - b. Each campus will be responsible for insuring that the faculty teaching collaborative MSCJPS courses have had QM training and that the courses adhere to QM Rubric standards.
 - c. In addition to applying QM standards, the committee will also consider course evaluations, student correspondence, questionnaires, and feedback from advisors and faculty.
 - d. A full program review will be conducted in the fourth year prior to the expiration of the current Memoranda of Understanding.

e. Licensure and Certification

Not Applicable

f. Placement of Graduates

- Please describe the principle occupations and industries, in which the majority of graduates are expected to find employment.

<http://www.discovercorrections.com/resources/types-of-positions>

[Discover Corrections](#) is a career resource site sponsored by a number of national public policy organizations and employee unions. It looks at a wide spectrum of jobs associated with the field of corrections, law enforcement, and public policy. The site identifies a number of careers where an MS in Criminal Justice and Public Safety would facilitate career advancement.

In the Leadership/Managerial Supervisory category, it lists the following job titles:

- Assistant Commissioner
- Business Manger
- Chief Facility Security Supervisor (Captain)
- Director of Corrections
- Superintendent/Assistant Warden
- Director of Public Safety

Under Policy, Research, Planning and Evaluation it lists:

- Data Analyst
 - Planner
 - Policy Analyst/Legislative Coordinator
 - Project Manager/Principle Investigator
- If the program is primarily a feeder for graduate programs, please describe the principle kinds of graduate programs, in which the majority of graduates are expected to be admitted.

Not Applicable

g. Accreditation

The Higher Learning Commission classifies programs shared and delivered by multiple universities and campuses as “consortial degrees” and oversees a review and approval process for such programs independent of the conventional campus accreditation procedures.

IU will seek HLC approval for the collaborative MS in Criminal Justice and Public Safety.

6. Projected Headcount and FTE Enrollments and Degrees Conferred

NEW ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

Institution/Location: Indiana University Kokomo

Program: Master of Science in Criminal Justice and Public Safety

Proposed CIP Code: 43.0103

Base Budget Year: 2016-17

	Year 1 2017-18	Year 2 2018-19	Year 3 2019-20	Year 4 2020-21	Year 5 2021-22
Enrollment Projections (Headcount)					
Full-time Students	-	-	-	-	-
Part-time Students	2	4	5	6	6
Total:	2	4	5	6	6
Enrollment Projections (FTE)					
Full-time Students	-	-	-	-	-
Part-time Students	1	3	3	4	4
Total:	1	3	3	4	4
Degree Completion Projection:		2	2	3	3

CHE Code:

Campus Code:
County Code:
Degree Level:
CIP Code:

Appendix 1: Institutional Rationale

The [Indiana University Bicentennial Strategic Plan](https://strategicplan.iu.edu/plan/education.html) can be accessed at <https://strategicplan.iu.edu/plan/education.html>

The IU policy paper on online collaborative programs, “[January 2016 IU Online: A Collaborative Model for Online Education at Indiana University](https://uaa.iu.edu/academic/ooe/docs/ooe_model.pdf)” can be viewed at https://uaa.iu.edu/academic/ooe/docs/ooe_model.pdf.

Appendix 2: Summary of Indiana DWD and/or U.S. Department of Labor Data

Employment Data for Criminal Justice and Public Safety Occupations		May 2015 Jobs and Salary Data				Bureau of Labor Statistics Long Term Projections 2014-24			
		Positions		Average Salary		Projected Annual Openings		Projected Growth %	
Title	Occ. Code	Indiana	Nation	Indiana	Nation	Indiana	Nation	Indiana	Nation
Education, Training, and Library Occupations	250000	155,830	8,542,670	\$47,100	\$53,000	1,341	698,100	8.6	7.6
Postsecondary Teachers, All Other	251199	3,660	191,220	\$67,400	\$71,060	38	21,700	10.1	9.3
Criminal Justice and Law Enforcement Teachers, Postsecondary	251111	230	14,560	\$49,610	\$64,460	6	3,700	20.1	21.4
Instructional Coordinators	259031	1,730	139,460	\$56,270	\$64,870	18	10,500	10.8	7
Protective Service Occupations	330000	60,430	3,351,620	\$37,480	\$44,610	455	161,900	7.5	4.5
First-Line Supervisors of Police and Detectives (Commanding Officer, Detective Supervisor)	331012	1,680	100,370	\$65,240	\$85,810	7	4,500	4.5	4.2
Detectives and Criminal Investigators (Detective, Marshal)	333021	1,280	106,580	\$63,670	\$79,620	6	***	5	-1.2
Managers, All Other (Highway Patrol Commander, Safety Coordinator)	119199	8,520	376,440	\$68,940	\$104,850	140	37,900	6.8	3.9
Emergency Management Directors	119161	340	9,840	\$45,390	\$67,330	4	600	12	6.2

Note: The majority of jobs included in this table use Standard Occupation Codes (SoC) that the Bureau of Labor Statistics “CIP to SoC Crosswalk” associates directly with the Classification of Instructional Program (CIP) code 43.0103, which covers the MSCJPS. Two additional occupation categories “Instructional Coordinators” (SoC 25-9031) and “Emergency Management Directors” (11-9161) are included because they include data for several job titles that the U.S. Department of Labor’s data application *O*Net OnLine* includes in Protective Service career clusters.

**The BLS figure for projected annual number of openings for Detectives and Criminal Investigators lists 28,230, which appears to be incorrect.

Source: Adapted from tables posted at by the Research and Analysis division of the Indiana Department of Workforce Development at www.in.gov/dwd/ra. Cite visited February 9, 2017.

Appendix 2.1 Rationale for Occupations included in Employment Tables and Sample Job Listings.

A significant number of students pursuing the degree will be working professionals seeking additional training and expertise to improve their performance and increase their opportunities for career advancement. A February 2017 review of current job listings and career profiles posted to national job search websites like Indeed.com and professional organization bulletin boards, such as the “Career Center” page on the website of the *National Emergency Management Association* illustrate an MSCJPS will benefit graduates during job searches:

- 1) A significant number of postings for Police Chief and Public Safety Directors list a preference for applicants with graduate study in Criminal Justice and Public Safety. *Appendix 4* contains job postings for police chief positions in Fullerton California and Lawrence, Kansas. Both ads mention a preference for applicants with graduate work. The BLS tracks employment data for police chiefs and other law enforcement leadership and command positions in a catchall SoC category “Managers, All other” 11-9199.
- 2) Emergency Management Directors (Occ. Code 11-9161) encourage applications from individuals with leadership experience in police departments and other government agencies and often indicate a preference for individuals with graduate work in public safety and/or criminal justice. *Appendix 4* contains a February job posting from the National Emergency Management Association website for the position of “Executive Director of the Regional Emergency Dispatch Center in Northbrook, Illinois.” The ad lists three years of “supervisory or command” experience in a “governmental public safety organization” as minimum level of work experience for qualified applicants and cites a completion of a master’s degree in related field as highly desirable.
- 3) A third pool of potential MSCJ students not adequately captured by the current BLS occupation categories are individuals who work as investigators and cyber security specialists in private industry. For example, job listings for fraud investigators and cybercrime seek individuals who combine expertise in finance and computer science with criminal justice training. The MSCJ PS will appeal to individuals who wish to combine advanced study in criminal justice and public safety with prior training and work experience in business and computer science to pursue security related careers where these skills intersect.

Source: national Center for O*NET Development. Law, Public Safety, Corrections & Security Career Cluster. *O*NET OnLine*. Retrieved February 1, 2017, from: <https://www.onetonline.org/find/career?c=12&g=Go>

Appendix 3: Sample Job Postings

The following links are for copies of five job listings for open positions as of February 7, 2017. They are stored on IU Box.

- 1) [Chief of Police, Fullerton, CA](#)
- 2) [Police Chief Lawrence, KS](#)
- 3) [Criminal Justice Instructor, Daymar College, Nashville TN](#)
- 4) [Criminal Justice Instructor, Everett CC, Everett WA](#)
- 5) [Regional Emergency Management Director, Northbrook IL](#)

Appendix 4: List of IU Kokomo teaching for the online Collaborative M.S. in Criminal Justice and Public Safety

Dr. Kelly Brown

Dr. Beau Shine

Dr. Angela Glosser

Appendix 5.1 Required Credit Hours and Courses

The MSCJPS requires 33 credits overall comprised of 15 credits of core coursework completed by all students in the program and 18 credits of coursework in one of 2 concentrations: Criminal Justice or Public Safety. The Core and Concentration requirements are listed in the following table.

MSCJPS Core LO 1--Introduction to Graduate Study in Public Safety: Students will identify key functions of public safety and their contemporary and historical contexts.		Cr
Course #	Course Title	3
SPEA J586	Public Safety in the U.S.	
MSCJPS Core LO 2--Introduction to Graduate Study in Criminal Justice (3 cr): Students will identify, describe and analyze core components, processes and major issues in the criminal justice system. <i>Complete one of:</i>		3
Course #	Course Title	
CJUS P501	Proseminar: Criminal Justice I	
SPEA J582	Criminal Justice Systems	
MSCJPS Core LO 3--Research Methods (3 cr): Students will use appropriate methodological techniques for criminal justice research and discuss findings effectively. <i>Complete one of:</i>		3
Course #	Course Title	
SPEA J502	Research Methods in Criminal Justice and Public Safety	
CJUS P594	Introduction to Research Methods	
MSCJ Core LO 4--Statistics (3 cr): Students will analyze data in a variety of criminal justice and public safety contexts to make effective decisions. <i>Complete one of:</i>		3
Course #	Course Title	
SPEA V506	Statistical Analysis for Effective Decision Making	
CJUS P595	Data Analysis in Criminal Justice	
MSCJPS Core LO 5--Capstone in Criminal Justice and Public Safety (3 cr): Students will apply a variety of skills developed throughout the MSCJPS curriculum to complete a substantial project or paper addressing a public policy issue. <i>In the final semester, students complete one of:</i>		3
Course #	Course Title	
CJUS P619	Crime and Public Policy	
SPEA J666	Criminal Justice Policy and Evaluation	
MSCJPS Concentration LO 6 Criminal Justice or Public Safety (18 cr): Students will pursue in-depth graduate study in either Criminal Justice or Public Safety combining theory courses with elective courses related to their interests and career goals.		
MSCJPS LO 6.A.1--Criminal Justice Concentration--Theory Requirement (3 cr): Students will analyze and assess fundamental concepts, theories and systems that shape contemporary criminal justice systems. <i>Choose one of:</i>		3
Course #	Course Title	
SPEA J501	Evolution of Criminological Thought and Policy I	
CJUS P502	Proseminar: Criminal Justice II	

MSCJPS LO 6.A.2--Criminal Justice Concentration--Electives (15 cr): Students will discuss the nature and extent of crime, critically evaluate major theories of crime, and critically analyze and evaluate the effectiveness of criminal justice system and non-criminal justice programs and policies that respond to crime. <i>Choose five from:</i>		15
Course #	Course Title	
CJUS P512	Corrections	
CJUS P515	Police in Society	
CJUS P517	Juvenile Justice	
CJUS P519	Probation and Parole	
CJUS P602	Courts and Criminal Justice	
CJUS P623	Violent Behavior	
CJUS P627	White-collar Crime	
CJUS P629	Victimization	
CJUS P634	Sentencing Theory and Practice	
CJUS P671	Comparative Criminal Justice Systems	
CJUS P680	Seminar: Issues in Criminal Justice and Public Safety	
CJUS P682	Seminar on Law Enforcement and Minorities	
SPEA J520	Mapping and Analysis for Public Safety	
SPEA J550	Topics in Criminal Justice and Public Safety	
SPEA J588	Law and Control in Society	
SPEA J587	Criminal Violation: Problems and Characteristics	
SPEA J682	Planning and Management	
MSCJPS LO 6.B.1--Public Safety Concentration--Theory Requirement (3 cr): Students will analyze and assess fundamental concepts, theories and systems that shape contemporary approaches to Public Safety		3
Course #	Course Title	
SPEA J528	Risk Analysis for Public Safety	
MSCJPS LO 6.B.2--Public Safety Concentration--Electives (15 cr): Students will identify public safety risks using various risk analysis tools, and describe ways to plan, prepare, manage, and mitigate natural and human made risks. <i>Choose five from:</i>		15
Course #	Course Title	
CJUS P680	Seminar: Issues in Criminal Justice and Public Safety	
SPEA J581	Public Safety Law	
SPEA J520	Mapping and Analysis for Public Safety	
SPEA J524	Crisis Management for Public Safety	
SPEA J531	National and Homeland Security in America	
SPEA J550	Topics in Criminal Justice and Public Safety	
SPEA V560	Public Budgeting and Finance	
SPEA V561	Public Human Resources Management	

Appendix 5.2 Semester-by-Semester Enrollment Maps

MS in Criminal Justice and Public Safety with a Criminal Justice Concentration (Part-Time Enrollment)		
Fall I (6cr) SPEA J586 Public Safety in the U.S. CJUS P501 Proseminar: Criminal Justice I	Spring I (6cr) CJUS P594 Intr. to Research Methods SPEA V506 Statistical Analysis for Effective Decision Making	Summer I (6cr) CJUS P502 Proseminar: Criminal Justice II CJUS P623 Violent Behavior
Fall II (6cr) CJUS P629 Victimization SPEA J588 Law and Control in Society	Spring II (6cr) CJUS P519 Probation and Parole SPEA J587 Criminal Violation: Problems & Characteristics	Summer II (3cr) CJUS P619 Crime and Public Policy
MS in Criminal Justice and Public Safety with a Criminal Justice Concentration (Full-Time Enrollment)		
Fall 1 (12cr) SPEA J586 Public Safety in the U.S. CJUS P501 Proseminar: Criminal Justice I CJUS P602 Courts and Public Policy CJUS P671 Comparative Criminal Justice Systems	Spring I (12cr) CJUS P594 Intr. to Research Methods SPEA V506 Statistical Analysis for Effective Decision Making CJUS P623 Violent Behavior SPEA J520 Mapping and Analysis for Public Safety	Summer I (9cr) CJUS P502 Proseminar: Criminal Justice II CJUS P623 Violent Behavior SPEA J666 Criminal Justice Policy and Evaluation
MS in Criminal Justice and Public Safety with a Public Safety Concentration (Part-Time Enrollment)		
Fall I (6cr) SPEA J586 Public Safety in the U.S. CJUS P501 Proseminar: Criminal Justice I	Spring I (6cr) CJUS P594 Intr. to Research Methods SPEA V506 Statistical Analysis for Effective Decision Making	Summer I (6cr) SPEA J528 Risk Analysis for Public Safety SPEA J581 Public Safety Law
Fall II (6cr) SPEA J524 Crisis Management for Public Safety SPEA J531 National and Homeland Security	Spring II (6cr) CJUS P680 Seminar: Issues in Criminal Justice and Public Safety SPEA J520 Mapping and Analysis for Public Safety	Summer II (3cr) CJUS P619 Crime and Public Policy
MS in Criminal Justice and Public Safety with a Public Safety Concentration (Full-Time Enrollment)		
Fall 1 (12cr) SPEA J586 Public Safety in the U.S. CJUS P501 Proseminar: Criminal Justice I SPEA J550 Topics in Criminal Justice and Public Safety SPEA V560 Public Budgeting & Finance	Spring I (12cr) CJUS P594 Intr. to Research Methods SPEA V506 Statistical Analysis for Effective Decision Making SPEA J520 Mapping and Analysis for Public Safety SPEA V561 Public Human Resources Mgmt	Summer I (9cr) SPEA J528 Risk Analysis for Public Safety SPEA J581 Public Safety Law SPEA J666 Criminal Justice Policy and Evaluation