

Agenda/Minutes

Criminal Justice Advisory
April 11, 2018
Clock Tower – Vermilion Room
11:30 Lunch 12:00 meeting

Penny McConnell, Suzanna Aguirre, Lara Conklin, Rickey Williams, Dave Kietzmann, Sherriff Pat Hartshorn, Judy Hartshorn, Larry Thomason, Dr. Nacco, Nick Chatterton, Nick Catlett, Amie Musk, Jane McFadden, Chris Yates, Ron Eltzeroth
Absent: Warden Victor Calloway, Tom Gregory, Sergeant Brian Ingram

1. Welcome/Introductions

- a. Please thank Ron Eltzeroth, is officially leaving us after many years of service and the cohort in crime with Rickey in College Express. Thank you for all your support

2. Old Business

College Express-Nick Chatterton, Rickey has 41 in his college express. Very popular for the high school kids so hopefully we are feeding that pipeline to get some interest. Penny-we have an opening for the noon College Express due to Ron E. leaving. Ron has done college express since before it was called college express, since VOTEC. So we are losing many years of institutional knowledge there. Rickey has identified a person who has expressed interest in teaching the 12:30-2:00 p.m., Monday through Friday. Suzanna has been in contact with the potential applicant. We can't just hire anyone for this. The bottom line is Rickey can't teach both of those sections and if we don't hire someone else we would have to limit the number of seats available. We don't want to do that but that is our back plan. We think this person knows what he is applying for. When potential candidates find out the class meets five days a week at noon with high schools kids they say "oh I don't want to do that." So we have to be very intentional about who we talk to and recruit for that. This person seems really interested and has talked with Rickey more than once. Rickey, keep your fingers crossed because we have done this several times now. Penny, if there is anyone you know who would be interested in teaching for this please contact Rickey or myself and we could have a backup plan.

Criminal Justice Certificates-Penny

One thing we discussed last year and going through the program review with ICCB. We have a certificate in Corrections but no certificate for those going into the Law enforcement side. Last meeting we all approved the students who are pursuing the Law Enforcement program to get a certificate before they get a degree and this was modeled after the certificate we use for Early Childhood certificate.

-Basic Certificate (12 credit hours) with core courses in CRIM and College Express. These are the 4 course they take in College Express. But when they would finish they wouldn't have anything to show for. State of IL is always looking for us to provide stackable credentials. With that being said there are two questions. How many credit hours do they have to have for an entry level position? In terms of the sheriff's department or city of Danville. We know ISP requires a bachelor's degree in anything or an associates with so many years' experience.

Sherriff has not hired in the last 15 years without a bachelor's degree but you can come in with just a high school diploma.

Larry we are 30 hours but pushing more towards a bachelor's degree. They do not all have to be in CRIM but must still be in a related field.

Penny financial aid will normally only provide if 16 credit hours need to check since this is attached to a larger program. Nick, our welding program is similar so we would be ok. Our biggest goal is that we are wanting to get College Express students to come out getting some credit. Does anyone see any issues with this? Amie for the Math electives change to Math or Science elective for their second semester due to most people opting for a Science elective. We will move forward to get approved through ICCB with Bob Mattson.

3. New Business

Findings from Criminal Justice Program Review 2017-Penny
ICCB every program is reviewed every 5 years.

Graduate Satisfaction Survey results, we don't normally get students to respond last year we had 10 which is not very many but of those 10, 60% were not happy with their preparation for the job. So it wasn't that they didn't like the content of their courses but they just didn't feel ready to go out and look for that job. One thought would be to do a 1 credit hour employment seminar their last semester. This would help them get their resume together and whatever else they may have to have to apply for a job. We can't add hours to the program but we want to add to a class. Could we reduce Laws of Evidence down from 4 credits to 3 credits? What are your thoughts for the seminar: job search career readiness, mock interviews done by Nick Catlett. What should be in it from your stand point?

Pat, if they aren't getting hired it could be that they are not getting on the qualified list or they not getting any further because of their interview skills, written exam, the psychological test, or their background check review. There are so many factors and some just don't do well with the written exam. The written exam is a comprehension exam you couldn't really prepare for. You just have to remember what you previously read. The other big one is their physical agility test. We get people who are bright and do well on the tests with college degrees but they are not good with physical conditioning. Penny, are there mock agility tests we could give them? Pat, we could but it would still have to be life changes that need to be made. Penny this might be a good time to do a recap with the students that these are the things they will have to do well on. We could utilize the Writing Center in reviewing how to remember what you read. There could be some strategies to help them. We can add this to be part of that employment seminar. Pat, do we know why they aren't getting employed? Do they come back and talk to you? Rickey, that's what's wrong with the survey we didn't make the questions. Penny, sounds like we need to get more information from the students on why they were not employed. Pat the background check is very particular. Rickey we need a set of questions to ask them. Pat, in this day in age there are a lot of private security not just with agency's that employee people but a lot of corporations that have employees with security jobs that don't do as much as we do with agility tests and written exam, they could apply for those jobs.

Yates, I have to leave but I would just add that take an hour away from Laws of Evidence I know there were several times that I needed more time with students. We would also like to know if there is a follow up to the surveys. Penny, so you think you still need 4 hours to cover the material because if we go through with this we can look elsewhere to

put that hours in. Yates, I just know that a lot of the nights I wasn't releasing them before the 3 hours and 40 minutes and lots of times we did go to 4 hours. Larry, I would back that up also because it was like that when I taught it. Obviously then that's probably not a good idea in reducing in that curriculum. We need to look somewhere else. We could also add an hour to the degree because it's still very low and would barely be over that 60 hours minimum.

Program completion data-identified within 5 years who has completed the program, out of 170 students who identified themselves as Criminal Justice 54 got a degree and actually earned 62 awards meaning 8 students got a certificate and a degree 30% completers. So from Bob's list we pulled who started and didn't complete. Rickey looked at it and who did not complete, there were 65 people on the list of that 31 some are still in school here at DACC, Illinois State, Indiana State we have 9 going to Eastern, 6 have changed their degree program. People who are working either in Illinois or Indiana prisons are 7, those working for Chicago PD or Vermilion Danville or Indianapolis is 6 and in private security we had 3. Penny, glance at this list and see if there are some names you recognize and know where they are if they were with you at one point. We have about 34 students who we don't know what they are doing. The next thing we would want to do is look at these students who didn't finish their program of study so we can reach out to them and encourage them to complete. We would also like to next look at the big shortage in people applying for a position. Larry, still have 15 positions left open. Right now we don't even have enough qualified people applying. Penny we really need to see that we are getting as many people into the pipeline as we can. We are looking at ways to market the program not only to finish but some to start.

4. Marketing the program-Lara Conklin

We have started a lot of digital and social media marketing. We are currently using Facebook and Twitter. These ads let you put in demographics when placing the ads. We need to know what some common personalities are you want to see. If you googled something in your career path what would they be because we can do that. We can create a profile with those demographics. Just registering for summer classes we know by IP addresses where to deliver ads to. New recruiters will be helping and adding snapchat and Instagram. We are also concentrating on Indiana people and gearing towards them. An incentive is that those who work more than 35 hours or more in Illinois can get in state tuition. The age limit to apply is 21 and for Corrections it's 20.

Send an email to Suzanna if there any key words you want to include.

Most folks who are interested in this field are....

What would be in that photo for advertising add with other questions

5. Curriculum Update-Rickey

Internships-every year we ask for this. Please thank Bruce for me. Right now we only have 4 applications but possible total of 7. Larry, we will have a tight summer because of the new hires.

Professor Oglesby and I are getting ready to start co-teach Criminology and Forensic Chemistry working with the chemistry part of it. We are structuring and developing where they will use the labs not only for the Criminalistics side of it but actually get into the applications and look at what we just talked about.

We talked with Director Thomason and they haven't started to use drones but Sherriff have you started to use them? Pat, we will use them if they eased up on the

restrictions they have on them right now. Larry we have not been able to use. Only state and federal agencies are able to use them.

Criminal Justice Club get people in shape and change their mind set. We don't know how that will look but this is student driven and could be part of the club hopefully get it up and running in over summer. Penny, we could add the employment seminar to this instead of to another class.

6. Employment Opportunities:

Sherriff no openings currently hired 5 deputies and 9 correctional officers. Testing on May 19th for both. Judy, we currently have one opening for Juvenile Department. Larry we have hired 5 and 4 pending 3-4 openings by the end of the year. Have to be 21 to be sworn in.

7. Items from the floor:

Penny are you represented at our job fair that is coming up? Sherriff we will have someone there. Larry we don't have anyone there currently this year.