

May 11, 2016

Program Review  
Master of Criminal Justice Program  
Weber State University

Francis B. Harrold  
Dean, College of Social and Behavioral Sciences

I have read the MCJ Program Self-study, the Report of the Evaluation Team, and the program's

In response to the fourth recommendation, concerning compensation of the department secretary, I have contacted the Associate Director of the Human Resources Office. She will review the secretary's duties for both the MCJ program and the undergraduate program, in comparison to the situations of other secretaries of graduate programs across campus, and in relation to the Non-Exempt Staff Pay Scale and Career Profile, to see whether an adjustment in her grade and/or compensation is appropriate.

Recommendations 5 and 6 concern the linked issues of faculty attitudes toward the MCJ program, and incentives to teach in it. Regarding the first issue, I believe that the majority of department faculty accepts, as do I, that the transition to the online program was the right decision. I suspect that, once the program had satisfied the pent-up demand in WSU's catchment region for MCJ degrees, the continuing demand going forward was insufficient to sustain the program in its original format. The report notes some reservations among faculty regarding the online nature of the program, but it is my sense that the majority value the program and the service it provides to law-enforcement professionals. Regarding incentives, I have inquired into incentives in other graduate programs across campus, and those in the MCJ program rank among the more generous. Nonetheless, within the confines of the MCJ program budget (which the evaluation report describes as adequate), some alternative incentive arrangements are possible, including "non-monetary incentives (e.g., course reduction)," as the evaluation report puts it, for those teaching in the MCJ program. I encourage Dr. Bayley to engage his colleagues in discussions of what the most desirable arrangement of incentives, monetary and/or non-monetary, would be.

While I see the MCJ program as emerging from a sometimes-difficult period of transition, and while I am encouraged by recent gains in admissions and enrollments, I agree with the report's final recommendation that faculty should again assess the program, and its future, in two years.