



2. Need:

A. Student Demand:

- i. Estimated enrollment each year for the first five years for full-time and part-time students

**Form SE**

**LAW ENFORCEMENT ACADEMY STUDENT ENROLLMENT PROJECTIONS**

*\*\*Table includes enrollment for SEK and Cape Girardeau sites (Cohorts for Malden, Sikeston, and Perryville will be implemented as demand and need is demonstrated.)*

Year	1	2	3	4	5
Full-Time	40	45	50	55	60
Part-Time	15	15	18	20	20
TOTAL	55	60	68	75	80

*Note: Only degree-seeking students are eligible for financial aid and must be enrolled as full-time students for the certificate training program to be eligible for financial aid.*

- ii. Will enrollment be capped in the future?

Response: No, there are no plans to cap enrollment in the future.

B. Market Demand:

- i. National, state, regional, or local assessment of labor need for citizens with these skills

Job opportunities in criminal justice and security continue to grow. The Bureau of Labor Statistics (2011) illustrates both in state and local governments, patrol officers (municipal and county) are amongst the largest occupations, with annual mean wages of \$55,670. In state governments, correctional officers now encompass the largest individual occupation. The U.S. Department of Labor (BLS) further projects that law enforcement and corrections are among the top 25 fastest growing occupational categories in the United States (2010).

Location Quotients (LQ), defined by the Bureau of Labor Statistics (2010) as the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one ( $LQ > 1.0$ ) indicates the occupation has a higher share of employment than average, whereas a location quotient less than one ( $LQ < 1.0$ ) indicates the occupation is less prevalent in the area than average.

Regarding current employment in law enforcement at the national, state and regional levels:

- LQ for police officers in the United States, nationwide is 0.895. (Bureau of Labor Statistics, Police and Sheriff's Patrol Officers, 2010)
- LQ for police officers in the state of Missouri is 0.966 (Bureau of Labor Statistics, Missouri-May 2010 OES State Occupational Employment and Wage Estimates, 2010)
- LQ for police officers in Southeast Missouri is 1.201 (Bureau of Labor Statistics, Southeast Missouri Nonmetropolitan Area, 2010), which indicates there are more police officers per capita in Southeast Missouri than in the two areas listed above.

Criminal justice degrees will continue to be in high demand, with a projected 10% increase in jobs in the policing fields (accounting for 70,000 new jobs) in the next decade, including a 17% increase in the demand for criminal investigators and detectives (Bureau of Labor Statistics, Occupational Handbook, 2010), which typically requires some measure of formal education. A college degree holds substantial and significant value to law enforcement officers, as an increasing number of policing agencies are preferring that applicants have a college education.

Concerning other aspects of projected job growth in the criminal justice field: 9% expected growth in the demand for correctional officers and supervisors of correctional officers, and a 19% growth in employment of correctional treatment specialists (Bureau of Labor Statistics, Occupational Handbook, 2010). Employment for frontline police officers is expected to increase 8.7% between 2008 and 2018 (Bureau of Labor Statistics, National Employment Matrix: Occupational Report Police and Sheriff's Patrol Officers, 2010). Overall, the employment expectations and growth projection look very similar in Missouri (Projections Central, 2011). Criminal justice agencies, including policing and corrections, historically male-dominated fields, are currently facing changes related to race and gender. Women and minorities will account for a greater share of the workforce, including criminal justice and security.

C. Societal Need:

- i. General needs which are not directly related to employment

Missouri's population increased 7% between 2000 and 2010, and future projections forecast a 14.9% escalation by 2030 (U.S. Census, 2010). Phone inquiries seeking trained officer for unfilled vacancies indicate that the Southeast Missouri and Kennett regions are underserved regarding needs for police officers. In response to meet the demands of the growing predicted population projections, additional trained police officers will be necessary to provide law enforcement services to these communities. The Kennett area is underrepresented, with no local area law enforcement academy training available for prospective police officers. It is vital to offer training to eligible and potential police officers to protect and serve the Southeast Missouri region, including the underserved Kennett area.

The certificate will be utilized as part of the Bachelor's degree program in Criminal Justice at Southeast, with 24 credit hours applied as elective credits. The predominant benefit of this certificate program is that it may be utilized to fulfill requirements for Bachelor of Science Degree in Criminal Justice at Southeast, allowing students to enter into the criminal justice field, simultaneously earn a college degree and a law enforcement academy training certificate. More important, financial aid will be available for students wishing to enroll in the certificate law enforcement training, as courses for the training are proposed (as stated in this document) to be embedded in the BS program as elective credits.

D. Methodology used to determine "B" and "C" above.

U.S. Department of Labor, Bureau of Labor Statistics; Projections Central: State Occupational Projections, and the U.S. Census Bureau. Missouri Sheriffs' Training Academy website, Mineral Area College website, Missouri State University—West Plains website, Drury University Law Enforcement Academy website, Missouri Western State University website, St. Louis Police Academy Transfer Guide website, Columbia College Partnership Law Enforcement Program website.

3. Duplication and Collaboration: If similar programs currently exist in Missouri, what makes the proposed program necessary and/or distinct from the others at public institutions, area vocational technical schools, and private career schools?

The following law enforcement academies, their locations and college credit opportunities are available in Missouri:

- The Missouri Sheriffs' Association Training Academy provides services to Bolivar, Camdenton, Harrisonville, Jefferson City, Kirksville, Popular Bluff, Reeds Spring, St. Joseph, Union and West Plains with agreements that students enrolling through Missouri State University—West Plains can earn 30 college credits toward an AAS in Law Enforcement.
- Up to 42 College Credits (for AAS in Law Enforcement) can be earned through the Mineral Area College Law Enforcement Academy, Park Hills, Missouri.
- 18 college credits are awarded toward the AS in Law Enforcement Degree through the Law Enforcement Academy at Drury University, Springfield, Missouri.
- Western Institute Law Enforcement Academy, through a partnership with Missouri Western State University in St. Joseph, Missouri offers 18 hours of college credit which are embedded within Criminal Justice courses (in AS or BS in Criminal Justice), where degree-seeking students may concurrently pursue academy certification.
- Maryville University's Criminal Justice/Criminology Program, St. Louis, Missouri, accepts 13 hour of college credit for law enforcement academy certification.
- A maximum of 64 credit hours earned at either the police academy or another college can be applied towards the Bachelor's Degree at St. Louis University, School for Professional Studies' B.A. in Criminal Justice and Security Management.
- Columbia College, Columbia Missouri collaborates with law enforcement academies across Missouri through their Partners in Law Enforcement Program, which will accept 24 semester hours in Criminal Justice courses for successful completion of the academy.

Proposed Significance and Necessity of Certificate in Law Enforcement at Southeast (SEK) and Main Campus (Cape Girardeau)

This proposed certificate program will meet the training needs of the Southeast Missouri Region. Graduates of certificate programs for police officers can work in the public and private sector as police officer, security guards, loss prevention specialists, correctional officers or dispatchers. The Law Enforcement Academy at Southeast Missouri State University has been designated by the Missouri Peace Officer Standards and Training (P.O.S.T) as being the primary entity to deliver basic and in-service training to this region. Furthermore, the completion of this certificate program may be used as elective credits (24) towards a Bachelor of Science Degree in Criminal Justice at Southeast. It is being proposed that Southeast Missouri State University Law Enforcement Academy will simultaneously deliver training and services to the Kennett region, by allowing students to receive financial aid for this certificate program, as it may be utilized for 24 hours of elective academic credit for the four-year criminal justice degree.

This certificate program (which will incorporate additional hours than standard P.O.S.T. training) will go beyond what other similar academies in Missouri offer. All instructors are licensed by the Missouri Department of Public Safety and certified by Missouri Peace Officer Standards and Training. Faculty must be recognized and certified by P.O.S.T., which requires a Bachelor's degree, plus four years of experience in designated areas of expertise, or eight years of experience in designated areas of expertise without a Bachelor's degree. Instructors are subject-matter experts in their respective assignments of teaching (criminal law, rules of evidence, constitutional law, Missouri Statutory law, traffic law, interpersonal perspectives, technical studies, criminal investigation, report writing, defensive tactics, driver training and firearms, with additional training in Taser and Data Master, crime analysis and basic Geographic Information Systems --GIS). Potential collaborations from Southeast faculty will offer enrichment and rigor to the standard 600+ hour law enforcement academy training curriculum, as English Department faculty and graduate students may assist in supplementary report writing preparation, on-line learning opportunities and homework. Lastly, the tuition and fees for the Law Enforcement Academy at Southeast will be \$5400.00, which is lower than the competitor institutions.

Unique features of this program will include partnered collaboration with Southeast Missouri State University's Departments of Criminal Justice & Sociology; Health, Human Performance & Recreation; Nursing, and Social Work may assist efforts in teaching in areas of physical training, interpersonal skills, crisis intervention, multi-cultural and diversity, first responder, first aid, domestic violence, child abuse, conflict resolution and criminal law. Furthermore, this certificate program will require 40 additional hours of homework and writing exercises via on-line learning laboratory settings, enabling the courses to adequately meet appropriate definitions of a credit hour.

Does delivery of the program involve a collaborative effort with any external institution or organization? If yes, please complete Form CL.

Response: *No.*

4. Program Structure:

**Form PS  
PROGRAM STRUCTURE**

- A. Total credits required for graduation: 24
- B. Residency requirements, if any: No
- C. General education (total credits): No

General education courses (specific courses OR distribution area and credits):

<u>N/A</u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.

- D. Major requirements (total credits): 24 credit hours

<u>LE 199</u>	<u>6</u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>LE 299</u>	<u>6</u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>LE 399</u>	<u>6</u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.
<u>LE 499</u>	<u>6</u>	cr.	<u>        </u>	<u>        </u>	cr.	<u>        </u>	<u>        </u>	cr.

- E. Free elective credits  
(sum of C, D, & E should equal A): N/A

- F. Requirements for thesis, internship or other capstone experience: Participants are required to pass Missouri Peace Officers Standards and Training (P.O.S.T) exam to receive certificate.

- G.. Any unique features such as interdepartmental cooperation: Criminal Justice & Sociology faculty will offer expertise, upon request of the Academy, in teaching criminal law and conflict resolution, while combining efforts with the Department of Social Work faculty to train participants in areas of cultural diversity; crisis intervention; family violence and child abuse awareness, interventions, and detection. The Department of Health, Human Performance and Recreation has agreed to train participants in areas of physical training and first aid, when available.



- Estimated percentage of credit hours that will be assigned to full-time faculty. Please use the term "full-time faculty" (and not FTE) in your descriptions here.  
Response: *All of the courses and training in the certificate program will be delivered by adjunct instructors.*
- Expectations for professional activities, special student contact, teaching/learning innovation  
Response: *All instructors must ensure certifications are up-to-date and must remain in good standing with Missouri Peace Officer Standards and Training (P.O.S.T). All instructors are required to maintain proper certifications in criminal law, criminal procedures, juvenile law, evidence collection, 1<sup>st</sup> responder, defensive tactics, Data Master and firearms.*  
Note: *Collaborating faculty from Southeast Missouri State University (English, Nursing, Criminal Justice & Sociology, Social Work, and Health, Human Performance & Recreation) will not be required to hold P.O.S.T. certifications, but will assist as needed.*

### Enrollment Projections

- Student FTE majoring in program by the end of five years  
Response: *Kennett Law Enforcement Academy FTE =20; Cape Campus Law Enforcement Academy FTE=60*
- Percent of full-time and part-time enrollment by the end of five years  
Response: *Full-time: 75%; Part-time: 25%*

### Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation  
Response: *In Kennett, 18 graduates per annum at three years and 20 graduates five years after implementation. Whereas, in Cape Girardeau, 50 graduates per annum at three years are projected with 60 graduates five years after implementation.*
- Special skills specific to the program  
Response: *Students successfully receiving certificates will hold a Class-A Missouri Peace Officer License that will enable them to gain employment with county or municipalities within the state of Missouri.*
- Proportion of students who will achieve licensing, certification, or registration  
Response: *100%*
- Performance on national and/or local assessments, e.g., percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.  
Response: *State Licensure with score of 70% or higher.*
- Placement rates in related fields, in other fields, unemployed  
Response: *Related fields: 80%; Other fields: 20% (private security, corrections officer, jailer, dispatcher, etc).*
- Transfer rates, continuous study  
Response: *N/A.*

### Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide reasons.  
Response: *The Law Enforcement Academy is accredited and licensed by the Missouri Department of Public Safety and Missouri Peace Officer Standards and Training.*

### Alumni and Employer Survey

- Expected satisfaction rates for alumni, including timing and method of surveys  
Response: *Program graduates will be surveyed six months after receiving certification to assess their satisfaction with their training at the academy. Ninety-percent of graduates will reflect positive experiences.*
  - Expected satisfaction rates for employers, including timing and method of surveys  
Response: *Employer surveys will be conducted one year after graduation regarding general performance issues, as well as program quality and recommendations for change or improvement.*
7. Accreditation: If accreditation is not a goal for this program, provide a brief rationale for your decision. If the institution is seeking program accreditation, provide any additional information that supports your program.  
Response: *The program is accredited by the Department of Public Safety and Missouri Peace Office Standards and Training. In October 2011, the academy was re-accredited for three years until December 2015.*
8. Institutional Characteristics: Please describe succinctly why your institution is particularly well equipped or well suited to support the proposed program.  
Response: *The academy has been offering basic and service training for the past 27 years, utilizes state-of-the-art equipment with having trained over 2,000 police officers. Only qualified, P.O.S.T. certified instructors with extensive experience teach and train academy recruits. All staff are currently attorneys or experienced police officers continuously abreast of current challenges in law enforcement.*

9. Any Other Relevant Information:

**Certificate Program Courses for Southeast Missouri State University (SEK) and Cape Girardeau (Curriculum)**  
**(24 credit hours)**

**LE 199 Basic Law Enforcement Academy I**

First segment of training program prescribed by Missouri Peace Officer Standards and Training (P.O.S.T.) certificate required by the State of Missouri to become a sworn law enforcement officer. Intense, detailed instruction by certified POST instructors for 180 of the hours necessary to secure certification to perform law enforcement duties.

Prerequisite: Permission of instructor; must successfully complete background investigation, and must be at least 21 years of age. Credit Hrs: 6.00

\*\*Cannot be combined with CJ/LE/CO 491

\*\*The police academy sessions meet on a slightly different schedule than the normal academic semester.

**LE 299 Basic Law Enforcement Academy II**

Second segment of training program prescribed by Missouri Peace Officer Standards and Training (P.O.S.T.) certificate required by the State of Missouri to become a sworn law enforcement officer. Intense, detailed instruction by certified POST instructors for 180 of the hours necessary to secure certification to perform law enforcement duties.

Prerequisite: LE 199 and permission of instructor. Credit Hrs: 6.00

\*\*Cannot be combined with CJ/LE/CO 491

\*\*The police academy sessions meet on a slightly different schedule than the normal academic semester.

**LE 399 Basic Law Enforcement Academy III**

Third segment of training program prescribed by Missouri Peace Officer Standards and Training (P.O.S.T.) certificate required by the State of Missouri to become a sworn law enforcement officer. Intense, detailed instruction by certified POST instructors for 180 of the hours necessary to secure certification to perform law enforcement duties.

Prerequisite: LE 299 and permission of instructor. Credit Hrs: 6.00

\*\*Cannot be combined with CJ/LE/CO 491

\*\*The police academy sessions meet on a slightly different schedule than the normal academic semester.

**LE 499 Basic Law Enforcement Academy IV**

Final segment of training program prescribed by Missouri Peace Officer Standards and Training (P.O.S.T.) certificate required by the State of Missouri to become a sworn law enforcement officer. Intense, detailed instruction by certified POST instructors for 180 of the hours necessary to secure certification to perform law enforcement duties.

Prerequisite: LE 399 and permission of instructor. Credit Hrs: 6.00

\*\*Cannot be combined with CJ/LE/CO 491

\*\*The police academy sessions meet on a slightly different schedule than the normal academic semester.

## References

- Bureau of Labor Statistics, U.S. Department of Labor. (2010). *National Employment Matrix: Occupational Report Police and Sheriff's Patrol Officers*. Retrieved, November 7, 2011, from <http://data.bls.gov.oep/nioem>.
- Bureau of Labor Statistics, U.S. Department of Labor. (2011). *Occupational Employment and Wages, 2010*. Retrieved, December 3, 2011, from <http://www.bls.gov/opub/#chartbooks>.
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