

Maine Community College System
Five-Year Program Review

College: Central Maine Community College
CIP: 43.0104

Program: Criminal Justice
Credentials: Associate in Applied Science (AAS)

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Date: February 2026

Period of Review: AY 2021-2024

Program Overview:

1) **Program description** (*from the most recent college catalog*):

The Associate in Applied Science Degree in Criminal Justice is designed with a three-fold purpose: (1) to prepare graduates for entry level positions relevant to law enforcement, (2) to prepare students for upper division coursework at universities and colleges where a bachelor's degree is desired, and (3) to respond to the growing demand of law enforcement employees seeking to upgrade their skills and knowledge base for career advancement with a college degree.

2) **Program Learning Outcomes: all program learning outcomes are expected to be assessed within the five-year cycle. Please attach an Assessment Data and Reflection Template for each program learning outcome. Explain how the department used the assessment results to improve teaching, learning, and the curriculum.**

List the program learning outcomes:	Method of assessment: list the courses and activities/assignments used to assess the learning outcomes
<ol style="list-style-type: none">1. Demonstrate an understanding of the sociological and psychological theories of crime causation and evaluation of human behavior.2. Apply critical thinking and problem-solving techniques to the criminal justice environment.3. Demonstrate the ability to apply principles of statutory law and due process within the criminal justice system.4. Demonstrate interpersonal, written, and presentation skills required for successful employment in a criminal justice field.5. Explain how the criminal justice field responds to societal expectations.	

3) Credentials Awarded within the IPEDS year, i.e. July 1-June 30:

Credentials Awarded					
Credential	AY2021	AY2122	AY2223	AY2324	AY2425
AAS	26	27	22	20	29

4) Program Graduates Employed:

Number of Completers with any Wage Data	99
% of Completers with any Wage Data	88%
# of Completers with First Year Earnings	61
Median First Year Earnings	\$33,810

5) Partnerships, collaborations, associations and memberships

a) Advisory Meeting Dates and Attendance (past 3 years)

<i>Date(s) of Meeting</i>	<i># of college attendees</i>	<i># of Non-college attendees</i>
11/06/2025	2	2
10/01/2024	3	4
11/02/2022	2	4
11/04/2021	2	2

b) Program external accreditation, associations, and memberships (if applicable):

6) Other Indicators of student success, direct and/or indirect, which may include:

	AY2021	AY2122	AY2223	AY2324	AY2425
Program Advisory Committee Member Survey (on scale of 1-5 averaged):	--	--	--	--	
Program Curriculum	--	--	--	--	4.25
Technical currency of the program	--	--	--	--	4.5
Preparation of program graduates for work in the field	--	--	--	--	4
Communication from program administration/faculty	--	--	--	--	4.75
Overall quality of the program	--	--	--	--	4.25
Major Equipment Purchased Recently for this Program with Federal Funds	--	--	--	--	3.7

*Committee members only surveyed on the years they are assessed.

7) Student demographics:

Admissions					
	2020	2021	2022	2023	2024
Fall Applications	258	190	164	175	237
% chg in Fall Applicants from PY	--	-26%	-14%	7%	35%
Enrolled (Yield)	53	35	43	67	62
% chg in Enrolled from PY	--	-34%	23%	56%	-7%

Student Enrollment ¹					
	AY2122	AY2223	AY2324	AY2425	AY2526
Unduplicated Headcount Enrolled in Program	102	97	119	143	144
% chg in Headcount from PY	--	-5%	23%	20%	1%
Enrolled Credit Hours	1,039	1,094	1,427	1,705	1,572
% chg in Credit hours from PY	--	5%	30%	19%	-8%
FTE	69	73	95	114	105
% chg in FTE from PY	--	5%	30%	19%	-8%

¹ = students within the program in the fall of the academic year

Student Success					
Cohort Year	AY2122	AY2223	AY2324	AY2425	AY2526
Cohort Enrollment	64	67	92	108	87
Retained to the next semester	69%	54%	59%	55%	0%
Retained to the next year	52%	33%	50%	26%	--
Graduation Rates					
100% of program time	28%	22%	14%		
150% of program time	41%	28%			
200% of program time	42%				
Transfer Rate (non-graduates) ²	11%				
Transfer Rate (graduates)	8%				
Enrolled in Another Program ²	3%				
Graduated from Another Program ²	2%				

². Determined at the maximum graduation point in this table, i.e. 200%

8) Strengths, challenges, and planned steps for continuous improvement: In your summary assessment you should reference sections of this review that informs the plan.

Program Strengths:

- The Criminal Justice program effectively balances theory and practice to keep students engaged. The program's simulation equipment and space are conducive to hands-on learning for students. This differentiates the program from others in the state and region. The program offers a balance of live and in-person instruction and a diverse range of elective options. The program's use of a variety of training areas to build defensive tactics and communication has met the Advisory Committee's request to continually emphasize these skills.
- The full-time and adjunct faculty in Criminal Justice represent a wealth of experience in the field. As examples, adjunct faculty also work for the following organizations: State of Maine Emergency Management Agency; Auburn Police Department; Maine Warden Service; Maine State Police; Lewiston Police; Androscoggin Sheriff's Department.
- The college has made significant investments in the program, adding the Public Service Simulation Center in 2023. This standalone building has allowed the program to thrive, with space for simulation training, enhanced feedback through video recording, and a dedicated classroom.
- The program can be completed 100% on-campus, 100% online or in a hybrid format. Students can tailor the program to match their individual interests and career goals. The program supports diverse, cutting-edge advising pathways (e.g. Death Investigations, Juvenile Justice, Victimology, Corrections, Police Operations, Crime Scene Photography).
- There is a strong connection with high school programs through dual enrollment opportunities. The faculty designed a "Road Show" to promote the programs to area high schools throughout the state, visiting 10-15 high school programs each academic year.
- Collaborative working relationships exist with many organizations including the Maine State Police, Maine Warden Service, Auburn Police, Lewiston Police, and Androscoggin County District Attorney's Office and are essential to the program. These relationships provide mentorship opportunities for students (e.g., ride-alongs) and are helpful with equipment needs (e.g. hand-me-down equipment) and guest instructors, etc. The District Attorney's office provides a unique opportunity for students to learn the inner workings of the court system. The City of Auburn's Police Activities League (PAL) program is a great learning opportunity for students and helps develop concepts of community policing by working with the city's at-risk youth.

- The program has articulation agreements with many schools, including Southern New Hampshire University, University of Southern Maine, and Husson University, among others.
- The CRJ program is housed in the Public Service and Social Sciences Department, which promotes cross-pollination with Psychology and Social Sciences majors, fostering networking opportunities with other students seeking public service careers and integrated learning with those majors in topics including crisis services, social problems, etc.
- There is a strong relationship with the program advisory board, which continuously reviews the curriculum so that it remains current with industry practices.

Challenges:

- Due to the nature and wide array of Criminal Justice occupations, career counseling and well-planned course selection is unique to each individual student. A lot of time is needed to advise each student to ensure correct choices are being made and academic pathways are flexible as students explore various directions within the industry.
- The college is currently seeking funding sources to expand the Public Service Simulation Center. This expansion will help centralize programming across the department and foster connectivity within our programs, strengthening the public service culture among our students.

Planned steps for continuous improvement:

- The college will continue to pursue funding for the expansion of the Public Service Simulation Center.
- The program will continue to be responsive to societal changes and expectations of law enforcement to be empathetic communicators, effective problem solvers, analytical critical thinkers, and positive agents of community advocacy.

Five-year Assessment Plan for Student Learning Outcomes

Criminal Justice

March 2026

Name of Program or General Education Domain

Date

Learning goal:

Student learning outcomes:	Academic year during which assessment will occur	Source(s) and type of assessment artifact(s) that will be collected (e.g.: embedded questioning, capstone assignments, standardized testing, performance observation, portfolio reviews, etc.)	Method(s) to be used for assessing artifact(s)	Assessment Goal (targets/criteria) for direct measure	Assessment Outcome (Number of Students Achieving an "acceptable" or better)	Assessment Goal was:		
						Met	Not Met	Pending Review
CM PLO CRJ 1: Demonstrate an understanding of the sociological and psychological theories of crime causation and evaluation of human behavior	2025-2026	Standardized Test- JUS 245 Final Exam	Standardized Test/Industry Professional	80 percent of students will achieve 75 percent or greater	86.4%	X		
CM PLO CRJ 2: Apply critical thinking and problem solving techniques to the criminal justice environment.	2025-2026	Standardized Test- CRJ 201 Final Exam	Standardized Test/Industry Professional	80 percent of students will achieve 75 percent or greater	86.4%	X		

CM PLO CRJ 3: Demonstrate the ability to apply principles of statutory law and due process within the criminal justice system	2025-2026	Standardized Test- CRJ 201 Final Exam	Standardized Test/Industry Professional	80 percent of students will achieve 75 percent or greater	86.4%	X		
CM PLO CRJ 4: Demonstrate interpersonal, written, and presentation skills required for successful employment in a criminal justice field	2025-2026	Standardized Test- CRJ 201 Final Exam	Standardized Test/Industry Professional	80 percent of students will achieve 75 percent or greater	86.4%	X		
CM PLO CRJ 4: Demonstrate interpersonal, written, and presentation skills required for successful employment in a criminal justice field	2025-2026	Standardized Test- CRJ 201 Final Exam	Standardized Test/Industry Professional	80 percent of students will achieve 75 percent or greater	86.45	X		

Most significant assessment findings? (Pedagogical, instructional, curricular changes). Please report on actions taken and on ongoing assessment plans.
 The consistent achievement across all PLOs demonstrates strong student mastery.