



OAKLAND UNIVERSITY CRIMINAL JUSTICE PROGRAM MANUAL

Updated 2021

CRIMINAL JUSTICE PROGRAM OVERVIEW

Thank you for your interest in the criminal justice major at Oakland University! This manual contains detailed information about the CJ program, including a breakdown of major and minor requirements, an overview of the specialization areas, and a comprehensive internship guide. Students with questions should feel free to contact the Director of Field Services and Student Support for more information:

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STATEMENT OF PHILOSOPHY

The criminal justice major at OU is an interdisciplinary program grounded in the theoretical, methodological, and applied policy traditions of criminology & criminal justice, as well as those related disciplines that have contributed to its core knowledge (i.e., sociology, political science, public administration, law, philosophy, and psychology).

DEFINING THE MAJOR

The OU criminal justice major has three defining features: (1) a required interdisciplinary component, (2) a required internship, and (3) a required capstone course.

Required Interdisciplinary Component

First, perhaps the most unique feature of the OU criminal justice major is its required interdisciplinary component, which mirrors the interdisciplinary structure of the department overall. Unlike most undergraduate criminal justice programs, the OU program requires students to take four elective courses: two within the department (Criminal Justice Electives) and two from outside the department (Interdisciplinary Electives). The purpose of the Interdisciplinary Electives is to ensure students' exposure to a broad spectrum of disciplinary knowledge. This interdisciplinary training is especially important for criminal justice majors given the complexity of both crime causation and crime-control policies.

Additionally, the program offers two specializations, which are designed to be even more strongly interdisciplinary: Information Security and Assurance and Homeland Security. In addition to being more demanding (i.e., requiring more credit hours), these two specializations require students to take additional external courses in Political Science and Management Information Systems, among other departments. These two specializations provide a distinctive interdisciplinary niche for the OU criminal justice major. Moreover, the interdisciplinary preparation and skill-set provided to students in these specializations makes them highly marketable in these growing areas.

Required Internship

Second, OU criminal justice majors are required to complete an internship once they reach senior academic standing. Internships are coordinated by a full-time administrative professional and include a classroom component supervised by a full- or part-time faculty member. Internship placements are available in the metropolitan Detroit area. Requirements for the academic component of internships will be standardized to ensure uniformity in students' classroom experiences.

Internships are particularly crucial for criminal justice students. Popular media depictions of the criminal justice system – and of criminal justice careers especially – are greatly exaggerated, distorted, and inaccurate. While these depictions often prompt student interest in criminal justice careers, they

also promote unrealistic ideas about what such work is like. Therefore, it is imperative that students receive actual work experience in the criminal justice system so that they may make more informed decisions about the type of career they wish to pursue. By requiring an internship for students, the OU criminal justice major prioritizes experiential and applied learning, while promoting professionalism.

Required Capstone Course

Third, OU criminal justice majors are required to complete a capstone course once they reach senior academic standing and have completed all of their required pre-requisite courses. This capstone course offers seniors the opportunity to systematically marshal knowledge gained from their coursework and internship experience in order to link theory, research, and policy to address a complex criminal justice issue.

Capstone students complete a semester-long independent research project about a criminal justice problem of their choosing. The goal of this research project is for students to demonstrate their ability to link theoretical knowledge and empirical evidence about a key criminal justice question in order to inform and improve public policy. This research project will culminate in a written paper of approximately twenty to twenty-five pages, as well as an oral presentation of the findings.

CRIMINAL JUSTICE DEGREE REQUIREMENTS

MAJOR & MINOR ELIGIBILITY

Students must officially declare a Criminal Justice major (or minor) through the College of Arts & Sciences. The program is designed to accommodate students who wish to double-major (or double-minor) in Criminal Justice and an additional area of study. All students – majors and minors alike – must obtain a grade of C+ in each criminal justice course in order to remain in good standing in the program and to successfully obtain a degree in Criminal Justice.

More specifically, students must earn a minimum grade of C+ in the following major courses to successfully obtain a degree in Criminal Justice:

- CRJ 1100
- CRJ 2100
- All CRJ core courses
- All CRJ electives
- CRJ 4950
- CRJ 4970

BACHELOR OF ARTS IN CRIMINAL JUSTICE

Required Courses	24 credits
CRJ 1100 Introduction to Criminal Justice*	
CRJ 2100 Criminological Theory*	
SOC 2010 Introduction to Methods of Social Research	
SOC 2020 Social Statistics with Computer Applications	
CRJ 4950 Criminal Justice Internship*	
CRJ 4970 Capstone: Criminal Justice Policy Analysis*	
Core Courses (select 2 of 4)	8 credits
CRJ 3223 Delinquency & Juvenile Justice System*	
CRJ 3224 Corrections & Rehabilitative Institutions*	
CRJ 3227 Police & Society*	
CRJ 3229 Criminal Law & the Courts*	
Criminal Justice Elective Courses (select 2)	8 credits
CRJ 3300 Alcohol, Drugs & Society*	
CRJ 3320 Criminology & Public Policy*	
CRJ 3330 Women, Crime & Justice*	
CRJ 3332 Race/Ethnicity, Crime & Justice*	
CRJ 3340 White-Collar Crime*	
CRJ 3341 Cybercrime*	
CRJ 3342 The Surveillance Society*	
CRJ 3345 Introduction to Terrorism and Counter Terrorism*	
CRJ 3346 Profiling and Threat Assessment*	
CRJ 3347 Neighborhoods, Schools, & Crime*	
CRJ 3348 Terrorism and Homeland Security*	
CRJ 3349 Applied Intelligence*	
CRJ 3350 Introduction to Security*	
CRJ 3351 Geography of Crime*	
CRJ 3360 Crime and the Life Course*	
CRJ 3365 Critical Incident Analysis*	
CRJ 3095 Special Topics: Criminal Justice Elective*	

* **Minimum C+ required in each CRJ course**

Interdisciplinary Elective Courses (select 2)		8 credits
AN 3127/SOC 3610	Race & Ethnic Relations	
AN 3222	Forensic Anthropology	
AN 3230/SOC 3460	Law & Society	
AN 3800	Introduction to Geographic Information Systems	
AN 3801	Principles of Cartography	
AN 3802	Remote Sensing Using Aerial and Satellite Imagery	
AN 3803	Spatial Data Modeling and Analysis	
HST 3235	Working Detroit	
HST 3270	History of American Cities	
HST 3275	History of American Families	
HST 3277	History of Murder in America	
HST 3280	The Civil Rights Movement in America	
HST 3510	Modern Middle East	
HST 3540	Arab-Israeli Conflict	
PHL 3120	Philosophy of Law	
PHL 3600	Political Philosophy	
PHL 3610	Philosophy of International Relations: Law, War, Peace	
PHL 3620	Global Justice	
PHL 3630	Philosophy of Crime, Policing and Punishment	
PS 3040	International Politics: Theory and Practice	
PS 3115	The Judicial Process	
PS 3250	Law and Politics	
PS 3255	U.S. Constitutional Law	
PS 3260	Civil Rights & Civil Liberties	
PS 3660	International Law	
PS 3780	International Terrorism: Causes, Consequences, Responses	
REL 3130	Islam in the Modern World	
REL 3140	Religion in the Modern World	
REL 3450	Islam in America	
PSY 3210	Child Development	
PSY 3220	Adolescence & Youth	
PSY 3410	Adult Psychopathology	
PSY 3430	Child Psychopathology	
SOC 2210	Sociology of Deviance	
SOC 2220	Sociology of Mental Illness	
SOC 3220	Social Welfare Policies	
SOC 3410	Family & Community Processes	
SOC 3600	Social Stratification	
SOC 3620	Sociology of Gender	
SOC 3640	Urban and Community Sociology	
SPN 3580	Spanish for First Responders	
WGS 3010	Introduction to LGBTQ Studies	
WHP 4350	Environmental Justice	

**BACHELOR OF ARTS IN CRIMINAL JUSTICE:
HOMELAND SECURITY SPECIALIZATION**

COURSES	
Required Courses	32 credits
CRJ 1100 Introduction to Criminal Justice*	
CRJ 2100 Criminological Theory*	
SOC 2010 Introduction to Methods of Social Research	
SOC 2020 Social Statistics with Computer Applications	
CRJ 3227 Police & Society*	
CRJ 3229 Criminal Law & the Courts*	
CRJ 4950 Criminal Justice Internship*	
CRJ 4970 Capstone: Criminal Justice Policy Analysis*	
Criminal Justice Elective Courses (select 4)	16 credits
CRJ 3300 Alcohol, Drugs, & Society*	
CRJ 3320 Criminology and Public Policy*	
CRJ 3332 Race & Ethnicity, Crime & Justice*	
CRJ 3340 White Collar Crime*	
CRJ 3341 Cybercrime and Information Assurance*	
CRJ 3342 Surveillance Society*	
CRJ 3345 Introduction to Terrorism and Counter Terrorism*	
CRJ 3346 Profiling and Threat Assessment*	
CRJ 3347 Neighborhood and Crime*	
CRJ 3348 Terrorism and Homeland Security*	
CRJ 3349 Applied Intelligence*	
CRJ 3350 Introduction to Security*	
CRJ 3351 Geography & Crime*	
CRJ 3360 Crime and the Life Course*	
CRJ 3365 Critical Incident Analysis*	
CRJ 3905 Special Topics (pending program advisor approval)*	

* **Minimum C+ required in each CRJ course**

Interdisciplinary Elective Courses (select 3)	12 credits
AN 3127/SOC 3610 Race & Ethnic Relations	
AN 3800 Introduction to Geographic Information Systems	
AN 3801 Principles of Cartography	
AN 3802 Remote Sensing Using Aerial and Satellite Imagery	
AN 3803 Spatial Data Modeling and Analysis	
HST 3295 Religion, Politics, & American Culture	
HST 3405 Nationalism in Modern Europe	
HST 3510 Modern Middle East	
HST 3520 Cold War in the Middle East	
HST 3540 Arab-Israeli Conflict	
HST 3550 Modern Iran and Iraq	
PHL 3610 Philosophy of International Relations: Law, War, Peace	
PHL 3620 Global Justice	
PHL 3630 Philosophy of Crime, Policing and Punishment	
PS 3040 International Politics: Theory and Practice	
PS 3115 The Judicial Process	
PS 3250 Law and Politics	
PS 3255 U.S. Constitutional Law	
PS 3260 Civil Rights and Civil Liberties	
PS 3415 Politics of the Middle East & North Africa	
PS 3430 Political Systems of Asia	
PS 3660 International Law	
PS 3780 International Terrorism: Causes, Consequences & Responses	
REL 3130 Islam in the Modern World	
REL 3140 Religion in the Modern World	
REL 3450 Islam in America	
SPN 3580 Spanish for First Responders	
WHP 4350 Environmental Justice	

BACHELOR OF ARTS IN CRIMINAL JUSTICE:

INFORMATION SECURITY AND ASSURANCE SPECIALIZATION

Required Courses	32 credits
CRJ 1100 Introduction to Criminal Justice*	
CRJ 2100 Criminological Theory*	
SOC 2010 Introduction to Methods of Social Research	
SOC 2020 Social Statistics with Computer Applications	
CRJ 3227 Police & Society*	
CRJ 3229 Criminal Law & the Courts*	
CRJ 4950 Criminal Justice Internship*	
CRJ 4970 Capstone: Criminal Justice Policy Analysis*	
Required MIS Courses	18 credits
MIS 3010 Survey of Management Information Systems	
MIS 3050 Information Technology Foundation	
MIS 4130 Networks	
MIS 4140 Information Systems Security Lab	
MIS 4170 Practical Cyber Security Fundamentals	
MIS 4180 Information System Risk Analysis and Controls Development	
Criminal Justice Elective Courses(select 2)	8 credits
CRJ 3320 Criminology and Public Policy*	
CRJ 3332 Race & Ethnicity, Crime & Culture*	
CRJ 3340 White-Collar Crime*	
CRJ 3341 Cybercrime and Information Assurance*	
CRJ 3342 The Surveillance Society*	
CRJ 3345 Introduction to Terrorism and Counter Terrorism*	
CRJ 3346 Profiling and Threat Assessment*	
CRJ 3348 Terrorism and Homeland Security*	
CRJ 3349 Applied Intelligence*	
CRJ 3350 Introduction to Security*	
CRJ 3351 Geography and Crime*	
CRJ 3360 Crime and the Life Course*	
CRJ 3365 Critical Incident Analysis*	
CRJ 3905 Special Topics (see program advisor for approval)*	

* Minimum C+ required in each CRJ course

Interdisciplinary Elective Courses (select 1)	3-4 credits
AN 3800 Introduction to Geographic Information Systems	
AN 3801 Principles of Cartography	
AN 3802 Remote Sensing Using Aerial and Satellite Imagery	
AN 3803 Spatial Data Modeling and Analysis	
MIS 4700 Information Systems Security	
MIS 4750 Mobile Security & Secure Application Development	
MIS 4900 Information Systems Privacy	
PHL 3620 Global Justice	
PHL 3830 Artificial Intelligence	
PS 3115 The Judicial Process	
PS 3250 Law and Politics	
PS 3255 U.S. Constitutional Law	
PS 3260 Civil Rights and Civil Liberties	
PS 3780 International Terrorism: Causes, Consequences & Responses	

CRIMINAL JUSTICE MINOR REQUIREMENTS

Required Courses	8 credits
CRJ 1100 Introduction to Criminal Justice*	
CRJ 2100 Criminological Theory*	
Core Courses (select 1)	4 credits
CRJ 3223 Delinquency & Juvenile Justice System*	
CRJ 3224 Corrections & Rehabilitative Institutions*	
CRJ 3227 Police & Society*	
CRJ 3229 Criminal Law & the Courts*	
Criminal Justice Elective Courses (select 2)	8 credits

* Minimum C+ required in each CRJ course

CRIMINAL JUSTICE INTERNSHIP REQUIREMENTS

IMPORTANT DEFINITIONS

Director of Field

An Oakland University employee who is responsible for student internship placement, course and internship advising, interacting with Field Supervisors, and teaching CRJ 4950 Internship in Criminal Justice.

Field Supervisor

An agency/organization employee who accepts the supervisory role of an Oakland University Criminal Justice student intern.

Student Intern

An Oakland University Criminal Justice student who completes a semester-long internship at a designated agency/organization and CRJ 4950 Internship course.

PURPOSE OF INTERNSHIP

Field experience is an integral part of the criminal justice curriculum at Oakland University. It creates a natural linkage between the classroom and the “real world” of professional practice. The internship program is designed to offer interface with criminal justice practitioners, clients, and other cross-disciplinary professionals. It creates the ability to observe the application of theoretical concepts, the implementation of justice-related policies, and the function of criminal justice organizations in the community and governmental environments, as learned in the undergraduate curriculum. After observing and participating in the work activities of criminal justice professionals, students are better prepared to assess their own criminal justice career interests.

The internship is also an academic learning experience, as students take CRJ 4950 Internship course in Criminal Justice in conjunction with completing required internship hours. In class, students discuss internship experiences, build upon relationships within the agency setting, evaluate their techniques and skill sets, complete various written assignments that capitalize on internship experiences, discuss ethics and confidentiality, and build professionalism and a strong resume while networking within the criminal justice field.

INTERNSHIP ELIGIBILITY

Students should take the following steps to maximize their opportunity to obtain an approved Criminal Justice internship:

- 1) Student must officially declare a Criminal Justice major.
- 2) All criminal justice major students must maintain a C+ in all CRJ courses in order to remain in good standing in the program and to successfully obtain a degree in Criminal Justice.
- 3) Student must meet with the Criminal Justice Director of Field Services and Student Support during the semester **immediately preceding** the semester of enrollment in CRJ 4950:

<i>Meeting with Field Director</i>	<i>Online Application Due Date</i>	<i>Enrolled in CRJ 430/Internship</i>
August/Sept	October 1 st	Winter Semester
December/January	February 1 st	Summer Semester
April/May	June 1 st	Fall semester

- 4) Student must have completed all required prerequisite courses prior to registering for CRJ 4950, and be at least Junior standing. CRJ 4950 is taken the student's second to last semester at Oakland University.
- 5) Student must be able to devote 16-20 hours a week at internship site. Most students work two full business days a week at agency/organization, however some agencies can be flexible with days/times. The minimum of 224 hours must be completed during the semester. These hours are completed between Monday-Friday.
- 6) Student must be enrolled in CRJ 4950 in conjunction with internship placement to receive academic credit. This is a course that meets weekly and provides supervision and support to students in their placement.
- 7) Student must complete all steps of application process online by deadline.
- 8) Student is required to accept the first internship placement offered, cancelling all other interviews with potential placements.

Students should consult with the Director of Field to obtain an approved internship site. When possible, the Director will attempt to match the student career interest with the internship placement, however this is not guaranteed. Placement with specific agencies and/or experiences are not guaranteed. If student secures an internship placement on their own the student must seek written approval of the site from the Director of Field in order to receive credit. Internship placements are mandatory for Criminal Justice majors. For more information regarding the required internship and for a step by step process please see the Criminal Justice Internship webpage. <https://www.oakland.edu/socan/criminal-justice/criminal-justice-internship>

ROLE OF FIELD SUPERVISOR/AGENCY

Each agency may have its own guidelines for selection of interns. The agency has the right to reject intern applicants. The agency may wish to conduct a formal or informal orientation of the student, which may cover working hours, breaks, personal conduct, appropriate dress, procedures, and routines, and confidentiality of information. The Field Supervisor may also wish to include a discussion of the agency and the student intern's role within the agency, the organization and administration of the agency, clarifying the various departments and positions, chain of responsibility, and accountability. Discussion of the agency's relationship with other local, state and federal agencies may also be instructive. Discussing the philosophy and objectives of the agency, and the services and programs it provides, is educational for the student. The Field Supervisor will provide regular, direct feedback to the student intern about his/her adaptation to the site. The Field Supervisor will complete an evaluation of the student at the end of the semester, which will be provided by the Director of Field. The agency may want to meet with the Director of Field one time per semester for a brief update on student progress, learning objectives, and areas of concern. The Director of Field and Field Supervisor will have open communication throughout the semester regarding the student intern.

ROLE OF THE STUDENT INTERN

During the course of an internship, the student intern represents the Oakland University Criminal Justice Program. All students will adhere to the following guidelines:

- 1) Attendance: If you become ill and cannot attend your internship site, you must contact your Field Supervisor. When you are absent, you must contact your Field Supervisor and arrange to make up the missed hours. Tardiness and leaving early are neither professional nor accepted behaviors.
- 2) You should discuss the appropriate standard of dress with your Field Supervisor.

- 3) You should understand that confidentiality means not disclosing, verbally or in writing, any client/agency/staff information of which you have knowledge while you are on site or after you leave it. When you begin an internship, family and friends will want to know what you are experiencing, and what it is like for you. What you can discuss are your own reactions about what you are learning, but you cannot discuss specific information, client identification data, or anything that would compromise the agency or the clients receiving services from the agency.

SECURING AN INTERNSHIP

The Director of Field identifies all approved internship opportunities for students and schedules the student for agency interviews. All efforts will be made to match the student's internship experience with their career goals. Specific agencies and/or experiences cannot be guaranteed. Therefore, students are expected to be flexible with respect to internship placements as agency needs and site availabilities can vary from semester to semester.

Prior to the identification of internship placement, students are expected to disclose to the Director of Field any and all legal infractions that could result in an agency rejection of their placement. Students should not assume an infraction that was "dismissed" or occurred when they were a minor is unavailable to criminal justice agencies when they conduct background checks. Agencies vary with respect to their tolerance of criminal histories for interns. Consequently, it is important to have an open discussion with the Director of field about such matters to facilitate and identify the appropriate field placement for the student.

An interview with an agency does not guarantee placement with that agency. At times, for various reasons, agencies may not decide to place a student. However, if an agency determines the student is not suitable or competent for placement, the Director of Field will meet with the student to address student deficiencies and provide constructive feedback based on their interview performance and agency feedback. Students may be required to undertake professional and career development efforts after which the Director of Field will determine the student's readiness for another internship interview. Upon successful completion of these efforts within a reasonable time frame, one additional opportunity for obtaining an internship placement will be provided. If the student is still unsuccessful in obtaining a placement, alternative options for program completion will be discussed.

Students may present internship opportunities to the Director of Field where no formal relationship with Oakland University currently exists. In order for this agency to qualify as an approved internship placement, the Director of Field will contact the agency to review the necessary academic and experiential requirements and establish a formal agreement with that agency. Final decisions on whether an internship opportunity meets the requirements of CRJ 4950 is left to the sole discretion of the Director of Field or designee.

After students complete an interview and are offered an internship position, students must communicate with the Director of Field immediately. Students must discuss the acceptance or refusal of an internship position with the Director of Field prior to any discussions related to the offer with the agency. Students are required to accept the first placement offered to them, canceling all other scheduled or future interviews. Students who do not consult with the Director of Field prior to the refusal of an internship offer may not be given additional interview opportunities. Students are required to cancel all scheduled upcoming interviews once placement is secured.

CRIMINAL JUSTICE INTERNSHIP POLICIES

Student Safety Policy

To prepare students for this internship experience, students are provided with a basic, generic knowledge of safety issues as a topic discussed in the field seminar course. Students with specific safety concerns should contact the Director of Field and their Field Supervisor for further discussion and guidance. It is expected that the Field Supervisor will discuss safety concerns and agency policies with the student intern, and assess the understanding of safety matters as well as the student's ability to handle potentially threatening situations in a mature and professional manner. At the beginning of the internship, the Field Supervisor shall provide instruction on agency policies regarding safety matters. This should include information on all emergency procedures both on and away from the agency premises.

It is the responsibility of the agency to advise and educate students regarding potential health risks in the work environment. Students are to inform their Field Supervisor of any health conditions that may potentially affect performance of their duties in the field. Oakland University and the Criminal Justice program/faculty will not be held liable in the event of a safety-related matter. The Field Supervisor and Director of Field are expected to assist the student in developing skills to assess the potential dangers of interacting with clients and communities, and to provide instruction on how to diffuse these situations if possible, as well as to ensure access to appropriate assistance when needed.

Student interns are not permitted to transport clients, make unsupervised home visits, or be in the agency without a qualified, professional staff member available for supervision. It is the right of any criminal justice student intern to refuse to perform any activity due to concerns regarding safety.

Student Use of Private Vehicles Policy

In some agencies, students are required to use their own vehicles in the performance of field internship duties. Students should be aware that the driver of the vehicle has the responsibility in the extent of personal injury or property damage, and that the responsibility is distinct from that of the agency or Oakland University. Students who use a private vehicle in the performance of agency internship duties are advised to check with their insurance agency to determine if the student has appropriate insurance coverage.

Client Service Continuity Policy

Students in criminal justice field placements are expected to develop and maintain significant and meaningful relationships with agency personnel, clients, and/or other constituents during their internships. Some flexibility in academic scheduling may be required of students during times when the University designates a holiday or semester break. Although scheduled exams take precedence over internship experience, Oakland University expects student interns to consider client/agency needs when scheduling absences from agencies during semester breaks. Semester breaks are also important times for students to rest and attend to nonacademic obligations. The University intends for all students to have breaks between semesters. Students are not required by the University to maintain a presence in the field agency during semester breaks, unless prior arrangements have been made with the agency and confirmed with the Director of Field. All students and Field Supervisors should discuss agency expectations for student availability during semester breaks, and agree to a plan during the initial interview between student intern and Field Supervisor before accepting agency/student match. Whenever the student intern and Field Supervisor agree that the student will continue to provide services in the agency during semester breaks, the student must inform the Director of Field.

Social Media Policy

Students are expected to practice in an ethical manner while working with clients or programs within their placement. Students using social media sites are expected to use the highest privacy settings on their social media profiles to ensure private information and photographs cannot be accessed by field agency personnel or clients. Students are not permitted to link to or view the social media profiles of clients or employees of the field placement agency.

In the event that a student's social media profile or linkage is considered a poor professional practice or an ethical violation, the student will be subject to a review for unprofessional conduct.

Drug Free Policy

Students must maintain a negative drug screen throughout the internship. This requirement stems from the fact that individual government agencies, clinics, courts, jails, police departments, and other facilities used in the internship component of the criminal justice major all require a drug screen to be completed before allowing a student to perform internship duties at their agencies. OU will not alter its requirement that an internship must be completed in order to graduate. The internship is a fundamental requirement of the program and is a prerequisite to graduate. Further, despite the fact that you possess a Michigan marijuana registry identification card, which only precludes arrest, prosecution under state law, it remains a violation of federal law to use and possess marijuana. Violations of the federal prohibition against marijuana use could put into jeopardy our federal funding as we are subject to the federal Drug-Free Schools and Communities Act. Please feel free to contact Oakland University's Disability Support Services (DSS) office. DSS assists in coordinating services and programs for students with disabilities.

University Non-Discrimination Policy

Oakland University, as an equal opportunity and affirmative action employer, complies with all applicable state and federal laws regarding anti-discrimination, equal opportunity and affirmative action. "It is the policy of the university that there shall be no unlawful discrimination against any person on the basis of race, sex, sexual orientation, age, height, weight, disability, color, religion, creed, national origin or ancestry, marital status, familial status, veteran status, or any other characteristic protected by federal or state law."

CRIMINAL JUSTICE INTERNSHIP STANDARDS & EXPECTATIONS

Ethical and Professional Standards

The fundamental duties of criminal justice professionals include serving the community, keeping property and lives safe, keeping the peace, protecting the community, and ensuring liberty, equality and justice.

While criminal justice work can be risky, student interns must not allow themselves to be placed in dangerous situations (i.e., carrying a gun, making arrests, or participating in any other activity or behavior that is dangerous). If the Field Supervisor orders a student intern to participate in a dangerous situation, the student should respectfully but firmly decline to participate and immediately contact the Director of Field. Students who have problems or concerns regarding internship placement should contact the Director of Field immediately.

Standards for Professional Conduct Within the Internship

Criminal justice education serves the function of ensuring that competent persons enter the criminal justice profession. Protection of the integrity of the profession and the rights of clients to quality service requires that graduates from Oakland University are prepared in a professional manner. At times it becomes necessary to review a student's motivation and suitability for a career in criminal justice.

The Criminal Justice program has the responsibility for evaluating, screening, and monitoring students for suitability in the criminal justice profession. If a concern about a student arises, the matter will be addressed by the Director of Field. If the concern is serious enough to jeopardize the student's continuation in the internship, the Department Chair will be consulted.

Expected professional conduct for criminal justice students includes ethical behavior, treating others with respect and dignity, demonstrating tolerance, compassion, competence, and possessing adequate interpersonal skills and the necessary psychological well-being sufficient to interact positively and constructively with others (Cobb & Jordan, 1989). Examples of unprofessional conduct include:

- Inability to form adequate relationships with others
- Inability to accept feedback
- Disruptive behaviors that undermine the teaching, learning, and morale of others
- Inability to perform due to personal problems
- Inadequate work skills such as absences and tardiness
- Inability to recognize and respect personal/professional boundaries
- Non-compliance with agency policies and procedures

Examples of unethical behaviors include:

- Participation in dishonest, fraudulent, deceitful, or misrepresentative behavior
- Failure to treat others with respect
- Exploitation of others for personal advantage
- Engaging in sexual activities with clients or agency staff

Grounds for Failing CRJ 4950

Students who graduate with a degree in criminal justice must meet the highest standards for maturity, judgement, and professionalism to ensure they have what it takes to work in the field and with vulnerable populations. These qualities are best evaluated through academic coursework in CRJ 4950 and performance at the internship site, which is why the internship and CRJ 4950 are mandatory for all CRJ majors. All students who wish to graduate with a CRJ major are thus required to satisfactorily complete both the internship and all course work of CRJ 4950. Students who do not meet these requirements of coursework, deadlines, and professionalism may be asked to withdraw from CRJ 4950, may receive a failing grade in CRJ 4950, may be prohibited from retaking CRJ 4950, and may be expelled from the criminal justice major permanently – all possibilities are at the sole discretion of the Director of Field, Professor Byrd or designee. Pending the reasons behind the lack of successfully completing the requirements, students may be referred to the Dean of Students for further review.

Grounds for Failing CRJ 4950 include, but are not limited to:

- 1) Termination of the internship prior to completion by the student, the Field Supervisor, or by the Director of Field.

- 2) Failure to complete a minimum of 224 hours at the internship site. Students at risk of not completing their hours for reasons beyond their control (such as a reduction of hours by the field supervisor) must immediately inform the Director of Field so that alternative arrangements can be made.
- 3) Failure to satisfactorily complete all coursework and/or poor attendance in CRJ 4950. Check the syllabus for the most current attendance policy to ensure compliance.
- 4) Failure to promptly and truthfully report to the Director of Field any arrest, citation, moving violation, or other change in criminal history.
- 5) Failure to take and pass any drug tests required by an internship site in time to begin the internship placement as scheduled.
- 6) Disclosure of any information obtained at the research site that the student was required to keep confidential.
- 7) During the weeks placed at the internship site, engaging in conduct on social media sites (such as Twitter, Instagram, Facebook, Snapchat, message boards, etc.) that is discriminatory, harassing, unprofessional, or provides evidence of recent criminal behavior or problem substance abuse.
- 8) Fraternalization with agency staff or clients.

Process For Reviewing Unprofessional Conduct

Concerns, suggestions, or other issues pertaining to the student intern will be identified by the Director of Field and discussed with the student on an ongoing basis. The Director of Field is a resource for faculty and students to use in identifying and addressing concerns before reaching a point in which the student's continuation in the internship is in jeopardy. Recognizing that this is not always possible, the following steps will be taken when a student is unable or unwilling to meet the program's standards:

- 1) When concerns arise regarding a student intern's non-professional conduct in the program the Director of Field or Field Supervisor should discuss the concerns first with the student. Generally speaking, students should be given the opportunity to correct their behavior by having expectations clarified or by developing a plan for improvement. All concerns should be documented on the concerns form and forwarded to the Director of Field. Concern forms should be completed in detail, clearly articulating issues/concerns/complaints.
- 2) If the concerns are not resolved or are of a serious nature, the problem will be put in writing and forwarded to the Director of Field, who will then meet with the student as soon as possible to address the issues and outline further action. Documentation of this activity will be noted in the student's file.
- 3) If the issues continue to be unresolved and are serious enough to possibly warrant the student intern's termination of the internship, the Department Chair will be asked to review the matter.
- 4) All parties will be provided with opportunities to present information and discuss the matter. Potential outcomes of the review include but are not limited to:
 - Development of a learning contract or plan for the student intern's continued growth and ultimate success within the program
 - Termination of internship
 - Failing CRJ 4950
 - Expulsion from the CRJ major
 - Referral to the Dean of Students

CONCLUSION

Internships give students the opportunity to work on enhancing their career goals, to develop contacts, start networking in their field, and to experience professional work life. Our courses are taught by Ph.D.-level Criminologists and Sociologists who offer our students a higher level of education. We here at Oakland University hope to continue to foster strong working relationships within our community criminal justice agencies.

APPENDIX: CRIMINAL JUSTICE FORMS

See following pages for:

- Field Placement Contract
- Field Supervisor's Evaluation of Student Intern
- Student Evaluation of Internship Site
- Field Agency Safety Review
- Concerns Form



CRIMINAL JUSTICE

Field Placement Contract

Agency/Organization: _____

Address: _____

Phone: _____

Name of Field Supervisor: _____

Email address of Field Supervisor: _____

Field Site Supervisor: I have discussed this internship with the intern and have agreed to the assigned projects and activities. I will provide the intern with an orientation to the organization and its relevant policies and procedures. The intern will be present 16-20 hours a week at the agency/organization. I also agree to provide the completed student evaluation at the end of the semester to Kim Byrd, LMSW, Director of Field and Student Support (byrd@oakland.edu).

Signature of Field Supervisor: _____

_____ accepts

_____ from Oakland University in

Field Placement for _____ Semester of 20__.

The intern will be involved in the following projects:

INTERN: I agree with and accept the projects and activities of the field placement. I agree to complete all tasks promptly and to the best of my ability. I accept the obligation of confidentiality in my work and relationship with my field supervisor(s). I agree to represent Oakland University professionally.

Intern Signature: _____ Date: _____



Criminal Justice

Field Supervisor Evaluation of Student

Field Supervisor Directions: Please complete this form and email to Dr. Kimberly Byrd at byrd@oakland.edu. This form is used to provide student feedback, constructive criticism and scored as part of the final grade in class.

Intern Name:

Date:

Supervisor Name:

Supervisor Email:

Name of Agency/Organization:

Will/Has the student complete(d) the required number of hours (224) for the semester?

Quality of Work: Accuracy, completeness, appropriately applied knowledge and problem-solving skills

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Organization: Ability to plan, organize and understand the structure of the agency

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor



Criminal Justice

Potential: Prepared for an entry-level position in the criminal justice or related professional field

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Judgement: Educated decision making, maturity, assessment of own strengths and weaknesses

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Attitude: Interested, enthusiastic, asks questions, seeks answers, is motivated to develop new skills, takes initiative

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor



Criminal Justice

Dependability: Reliable, accepts responsibility

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Attendance: Is punctual, limited days absent, seeks out appropriate time to make up missed hours/tasks

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Congeniality: Works harmoniously and professionally with coworkers, clients, visitors. Functions as a team player and displays respect for authority

5 Excellent

4 Very Good

3 Average

2 Below Average

1 Poor

Comment on intern's accomplishments or activities:

Constructive Feedback:



Criminal Justice

Student Evaluation of Internship Site

Student Directions: Please circle the number that best represents your agreement/disagreement with the following statements.

Intern Name:

Date:

Supervisor Name:

Supervisor Email:

Name of Agency/Organization:

Will/Has the student complete(d) the required number of hours (224) for the semester?

I was treated as an employee of the agency.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

The internship experience has improved my understanding of criminal justice agencies.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

The agency trained me to perform the assigned tasks as necessary.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree



Criminal Justice

The assignments given to me by the agency met my expectations.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

I was assigned to tasks that were appropriate to the internship.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

I felt like I was given exposure to numerous tasks and employee functions within the agency.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

My field supervisor took an active interest in my progress and training.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree



Criminal Justice

I felt like I had support within my agency setting.

5=Strongly Agree

4=Agree

3=No Opinion or N/A

2=Disagree

1=Strongly Disagree

Comments:



Field Agency Safety Review

CRJ 4950 Internship

Instructions: Students are asked to become familiar with various aspects of agency life that could have an impact on an individual's safety. Please review this form with your Field Supervisor and address areas that may be of potential risk to your physical safety and health. Simply put the acronym "NA" if any items do not apply to your field experience setting. Keep form for your records.

Name of Placement:

Orientation

- What is your agency's specific safety procedures regarding home visits and outreach activities?
- What are you expected to do if you find yourself in a situation with a potentially violent or threatening person?
- How are high-risk neighborhoods or areas identified?
- What safety practices are recommended for after hours or evening meetings?

Health

- Are there health risks in this setting?
- If you answered yes, what are those risks and what precautions are you taking?
- Is information and training made available on prevention, particularly from communicable diseases or infections or precautionary procedures?

Reporting

Whom would you contact regarding the following?	Name and Phone Number
• A potentially violent client	
• Unsafe physical surroundings	
• Harassment by an agency staff person	Dr. Kimberly Byrd byrd@oakland.edu
• Exposure to a communicable disease	
• An internship related injury	
• Harassment by your Field Supervisor	Dr. Kimberly Byrd byrd@oakland.edu
• Threatening behavior by a client in their home	



Criminal Justice

Overview

- How do you feel about the overall safety of this internship?
- How do you feel about your own preparedness at this time to participate safely in this internship experience?
- Please include any additional comments pertaining to safety that you want to share.
- We have reviewed this completed form together and have addressed any noted safety concerns.

Student's Signature and Date:

Field Supervisor's Signature and Date:



Criminal Justice

Concern From

Field Supervisor/Student/Director of Field Directions: Please complete when a professional, personal, ethical, or other behavioral concern is identified during the internship experience. Upon completion of this form, the student and Field Supervisor will meet to discuss concern in an attempt to resolve. The Director of Field may also be consulted. Please fax (248-370-4608) or email (byrd@oakland.edu) this form to Kimberly Byrd upon completion in order for it to become a part of the student's academic file.

Intern's Name:

Date of Observed Concern:

Date of Meeting:

Field Supervisor Name:

Agency/Organization:

Field Supervisor Email:

Was the Director of Field consulted?

Was the Chair of the Department consulted?

Was the Dean of Students consulted?

1. Behaviors of Concern: Please describe the behaviors that are causing your concern.
2. How long have the above behaviors been observed?
3. What action was taken (e.g., learning plan, goals, established time line for behavior correction)? Please attach plan to address behaviors if appropriate.
4. Was the student/Field Supervisor in agreement with the above action?

Date to be reevaluated by Field Supervisor/Director of Field/student:

Field Supervisor: _____ Date: _____

Student: _____ Date: _____

Director of Field: _____ Date: _____

Chair of Department: _____ Date: _____