

# Georgian College

## *PATHWAYS INTO THE BACHELOR OF HUMAN SERVICES: POLICE STUDIES DEGREE*

Delivery to:

**The 2<sup>nd</sup> Annual**

**Student Pathways in Higher Education Conference**

**Westin Harbour Castle, Toronto**

**28 February 2013**

# What does success look like?



August 2012, OPP Constable Matt Starzecki receiving his warrant card and badge from Georgian College Police Foundations Coordinator Mr. Peter Maher (Barrie Police retired). Commissioner Chris Lewis (online degree student) and Superintendent Hugh Stevenson Ed.D. (Part-time degree Professor) observe the presentation.


***Constable Matt Starzecki is a graduate of the following programs:***

2008 Police Foundations Diploma (Georgian College)


2010 Bachelor of Human Services (Police Studies)(Georgian College)

# Statement of Purpose


The purpose of this project is to develop pathways into the Bachelor of Human Services (Police Studies) from all of the following high affinity diploma programs in Ontario

- Community and Justice Services diploma program
  - Police Foundations diploma program
  - Protection, Security and Investigation diploma program
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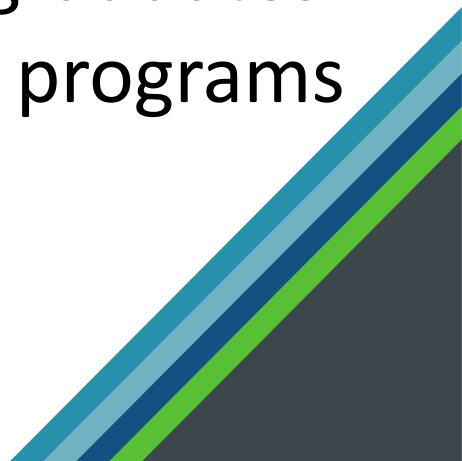
# Statement of Objectives

- Develop **pathways** based on provincial program standards for the respective diploma programs.
  - Conduct a **gap analysis** comparing provincial program standards and degree level requirements
  - Develop/identify a **bridge course**
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# Statement of Objectives

- Identify the minimum GPA
  - Identify the courses/credits for which transfer credit will be granted to students entering the degree program via each established pathway as well as the remaining credits/courses to be completed at the college
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# Statement of Objectives

- Identify the **number of semesters/years** that will be required to complete the degree following entry into the program including any required bridge
  - **Extend eligibility** for the pathway to graduates of all colleges offering the respective programs
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# Provincial Program Standards met

- All Ontario college diploma programs have been developed and approved by the Ministry of Training, Colleges and Universities.
  - Each College President has provided assurance that all diploma programs meet the provincial mandated program standards.
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# Challenges

- High affinity programs are developed with academic independence resulting in individual course outcomes which are challenging to match.
  - This project has explored provincial wide pathways into the degree, based on provincially mandated program standards.
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# Analysis and Findings


## How does it all fit?



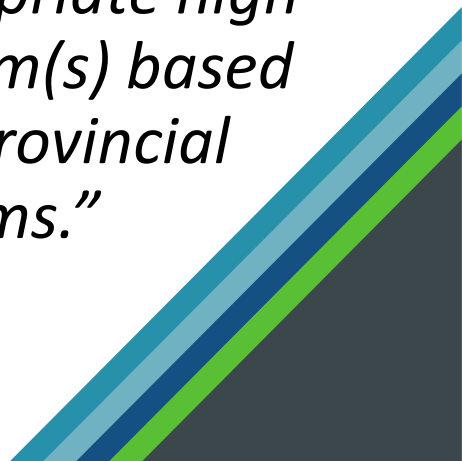
### Gap Analysis

*Conduct a gap analysis between the knowledge, skills and abilities articulated in the learning outcomes of the provincial program standards for each identified program and the requisite knowledge, skills and abilities expected of students at an identified entry point of the degree program.*

# Gap Analysis

- This project includes the results of an analysis of gaps between the knowledge, skills and abilities articulated in the **learning outcomes** of the **provincial program standards** for:
    - Police Foundations,
    - Protection, Security, and Investigation
    - Community and Justice Services programs.
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# Pathways

- This project is designed to develop new transfer pathways that are accessible, have broad application and address areas of established or unmet potential student demand.
  - *“Develop a pathway or pathways from appropriate high affinity diploma or advanced diploma program(s) based on the learning outcomes articulated in the provincial program standards for the respective programs.”*
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## Pathway into Degree Program

### Pathway 1

Police Foundations  
Program

#### **FAST TRACK TO A DEGREE ENTRY YEAR 3**

The 2-year PFP diploma will give you the advanced standing to transfer into year three of the Bachelor of Human Services – Police Studies degree.

### Pathway 2

Community Justice  
Services Program

#### **FAST TRACK TO A DEGREE ENTRY YEAR 2+**

The 2-year CJS diploma will give you the advanced standing to transfer into year two + of the Bachelor of Human Services – Police Studies degree.

### Pathway 3


Protection, Security and  
Investigation Program

#### **FAST TRACK TO A DEGREE ENTRY YEAR 2+**

The 2-year PSI diploma will give you the advanced standing to transfer into year two+ of the Bachelor of Human Services – Police Studies degree.

**Bachelor of Human Services – Police Studies 4 year degree**

# Analysis to Identify Courses

- *“Identify the courses/credits for which transfer credit will be granted to students entering the degree program via each established pathway as well as the remaining credits/courses to be completed at the college.”*
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**PROPOSED PROGRAM PATHWAY FOR  
POLICE FOUNDATIONS**

<b>Semester 1 (Fall)</b>	<b>Note</b>	<b>Semester 6 (Winter)</b>	<b>Note</b>
Introduction to Police Studies	Exempt	Sociology for Policing	Required
Communications for Policing	Exempt	Criminal Law: Advanced Procedures	Required
Canadian Criminal Justice	Exempt	Investigation and Evidence	Required
Diversity in Policing	Exempt	Optional Courses (1)	Required
Liberal Arts Elective (1)	Exempt	Liberal Arts Elective (1)	Required
<b>Semester 2 (Winter)</b>	<b>Note</b>	Coop Hour	Required
Introduction to Criminal Law	Exempt	<b>Co-operative Work Term 1 (Summer)</b>	Required
Human Kinetics for Policing	Exempt	<b>Semester 7 (Fall)</b>	<b>Note</b>
Interpersonal and Cross Cultural Communication	Exempt	Ethics in Policing	Required
Youth and the Law	Exempt	Professional Standards in Policing	Required
Liberal Arts Elective (1)	Exempt	Optional Courses (1)	Required
<b>Vacation Semester (Summer)</b>		Liberal Arts Elective (1)	Required
<b>Semester 3 (Fall)</b>	<b>Note</b>	Liberal Arts Elective (1)	Required
Police Powers	Exempt	<b>Co-operative Work Term 2 (Winter)</b>	Required
Community Policing	Exempt	<b>Semester 8 (Summer)</b>	<b>Note</b>
Provincial Offences	Exempt	Major Incident Command and Negotiating Skills	Required
Psychology for Policing	Exempt	Public and Media Relations	Required
Liberal Arts Elective (1)	Exempt	Human Resources Management in Policing	Required
<b>Semester 4 (Winter)</b>	<b>Note</b>	Optional Courses (1)	Required
Contemporary Issues in Criminology	Exempt	Liberal Arts Elective (1)	Required
Forensic Science	Exempt	<b>Optional Courses Pool (Special Topics in Policing)</b>	<b>Note</b>
Principles in Traffic Law	Exempt	Forensic Science: Advanced Techniques and Applications	
Document Preparation and Presentation for Policing	Exempt	Contemporary Social Movements	
Ergonomics and Wellness Issues in Policing	Exempt	Organized Crime	
		Policing in Cyberspace: Trends and Issues	
<b>Vacation Semester (Summer)</b>		Organized Crime	
<b>Semester 5 (Fall)</b>	<b>Note</b>	Police Governance	
Interviewing: Practices /Process/Techniques	Required	Victimology	
Police Studies: Advanced Perspectives	Required	Community Policing: Advanced Perspectives	
Research Methods for Policing	Required		
Rules of Evidence	Required	<b>Total Program Course/Hours</b>	<b>40 120</b>
Liberal Arts Elective (1)	Required	<b>Core &amp; Related Field Hours/% (Min)</b>	<b>32 80%</b>
Coop Hour	Required	<b>Breadth Courses Hours/%</b>	<b>8 20%</b>
		<b>Coop Hours</b>	<b>1040</b>



**PROPOSED PROGRAM PATHWAY FOR  
COMMUNITY JUSTICE SERVICES  
PROGRAM**

Semester 1 (Fall)		Note
Communications for Policing		Exempt
Canadian Criminal Justice		Exempt
Diversity in Policing		Exempt
Introduction to Criminal Law		Exempt
Liberal Arts Elective (1)		Exempt
Semester 2 (Winter)		Note
Human Kinetics for Policing		Exempt
Interpersonal and Cross Cultural Communication		Exempt
Youth and the Law		Exempt
Psychology for Policing		Exempt
Liberal Arts Elective (1)		Exempt
Vacation Semester (Summer)		
Semester 3 (Fall)		Note
Contemporary Issues in Criminology		Exempt
Ergonomics and Wellness Issues in Policing		Exempt
Liberal Arts Elective (1)		Exempt
Introduction to Police Studies		Required
Police Powers		Required
Interviewing: Practices /Process/Techniques		Required
Liberal Arts Elective (1)		Required
Coop Hour		Required
Semester 4 (Winter)		Note
Sociology for Policing		Required
Criminal Law: Advanced Procedures		Required
Provincial Offences		Required
Community Policing		Required
Coop Hour		Required
Co-operative Work Term 1 (Summer)		Required
Semester 5 (Fall)		Note
Police Studies: Advanced Perspectives		Required
Research Methods for Policing		Required
Rules of Evidence		Required
Liberal Arts Elective (1)		Required
Semester 6 (Winter)		Note
Investigation and Evidence		Required
Principles in Traffic Law		Required
Document Preparation and Presentation for Policing		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
Vacation Semester (Summer)		
Semester 7 (Fall)		Note
Forensic Science		Required
Ethics in Policing		Required
Professional Standards in Policing		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
Coop Hour		Required
Co-operative Work Term 2 (Winter)		Required
Semester 8 (Summer)		Note
Major Incident Command and Negotiating Skills		Required
Public and Media Relations		Required
Human Resources Management in Policing		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
Optional Courses Pool (Special Topics in Policing)		Note
Forensic Science: Advanced Techniques and Applications		
Contemporary Social Movements		
Organized Crime		
Cybercrime: Trends and Issues		
Corporate & White Collar Crime		
Police Governance		
Victimology		
Community Policing: Advanced Perspectives		
Total Program Course/Hours		
	40	120
Core & Related Field Hours/% (Min)		
	32	80%
Breadth Courses Hours/%		
	8	20%
Coop Hours		
	1040	

**PROPOSED PROGRAM PATHWAY  
PROTECTION SECURITY AND  
INVESTIGATION**

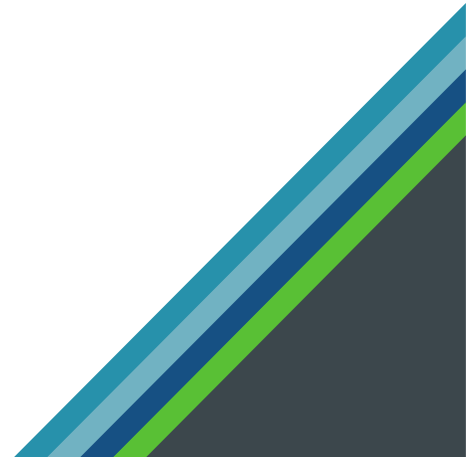
<b>Semester 1 (Fall)</b>		<b>Note</b>
Communications for Policing		Exempt
Canadian Criminal Justice		Exempt
Diversity in Policing		Exempt
Introduction to Criminal Law		Exempt
Liberal Arts Elective (1)		Exempt
<b>Semester 2 (Winter)</b>		<b>Note</b>
Human Kinetics for Policing		Exempt
Interpersonal and Cross Cultural Communication		Exempt
Psychology for Policing		Exempt
Ergonomics and Wellness Issues in Policing		Exempt
Liberal Arts Elective (1)		Exempt
<b>Vacation Semester (Summer)</b>		
<b>Semester 3 (Fall)</b>		<b>Note</b>
Liberal Arts Elective (1)		Exempt
Introduction to Police Studies		Required
Youth and the Law		Required
Police Powers		Required
Contemporary Issues in Criminology		Required
Coop Hour		Required
<b>Semester 4 (Winter)</b>		<b>Note</b>
Sociology for Policing		Required
Criminal Law: Advanced Procedures		Required
Community Policing		Required
Provincial Offences		Required
Liberal Arts Elective (1)		Required
Coop Hour		Required
<b>Co-operative Work Term 1 (Summer)</b>		Required
<b>Semester 5 (Fall)</b>		<b>Note</b>
Police Studies: Advanced Perspectives		Required
Research Methods for Policing		Required
Rules of Evidence		Required
Interviewing: Practices /Process/Techniques		Required
Liberal Arts Elective (1)		Required
Coop		Required

<b>Semester 6 (Winter)</b>		<b>Note</b>
Principles in Traffic Law		Required
Document Preparation and Presentation for Policing		Required
Investigation and Evidence		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
Coop Hour		Required
<b>Vacation Semester (Summer)</b>		
<b>Semester 7 (Fall)</b>		<b>Note</b>
Forensic Science		Required
Ethics in Policing		Required
Professional Standards in Policing		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
<b>Co-operative Work Term 2 (Winter)</b>		
<b>Semester 8 (Winter)</b>		<b>Note</b>
Major Incident Command and Negotiating Skills		Required
Public and Media Relations		Required
Human Resources Management in Policing		Required
Optional Courses (1)		Required
Liberal Arts Elective (1)		Required
<b>Optional Courses Pool (Special Topics in Policing)</b>		<b>Note</b>
Forensic Science: Advanced Techniques and Applications		
Contemporary Social Movements		
Organized Crime		
Cybercrime: Trends and Issues		
Corporate & White Collar Crime		
Police Governance		
Victimology		
Community Policing: Advanced Perspectives		
<b>Total Program Course/Hours</b>	<b>40</b>	<b>120</b>
<b>Core &amp; Related Field Hours/% (Min)</b>	<b>32</b>	<b>80%</b>
<b>Breadth Courses Hours/%</b>	<b>8</b>	<b>20%</b>
<b>Coop Hours</b>	<b>1040</b>	




# Bridge Courses

- In the paper titled, “Strengthening Ontario’s Centres of Creativity, Innovation and Knowledge,” the authors stated, “...it is difficult to understand why students have to repeat the same courses when they transfer from one institution to another” (p. 16).




# Bridge Courses

- Students who participated in the Georgian College 2007 and 2008 diploma to degree bridge program were required to take five courses over the summer and they did not receive any credit for successfully completing those courses.
  - The bridge course work required of the Police Foundations program graduates was a repeat of the work they completed in the diploma program.
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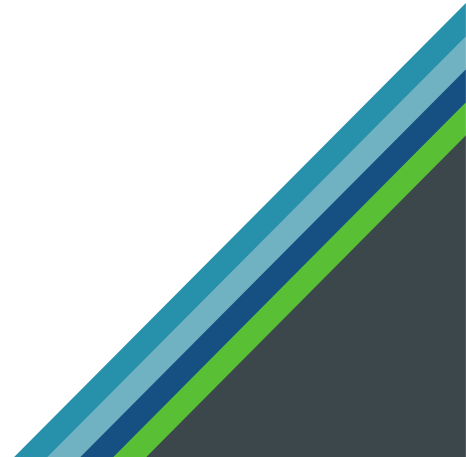
# Bridge Courses

This project concluded that there **was not** a need for bridge courses to address any gaps in knowledge, skills or abilities identified through the gap analysis for Police Foundations; Protection, Security, and Investigation; and Community and Justice Services Programs.



# Minimum GPA

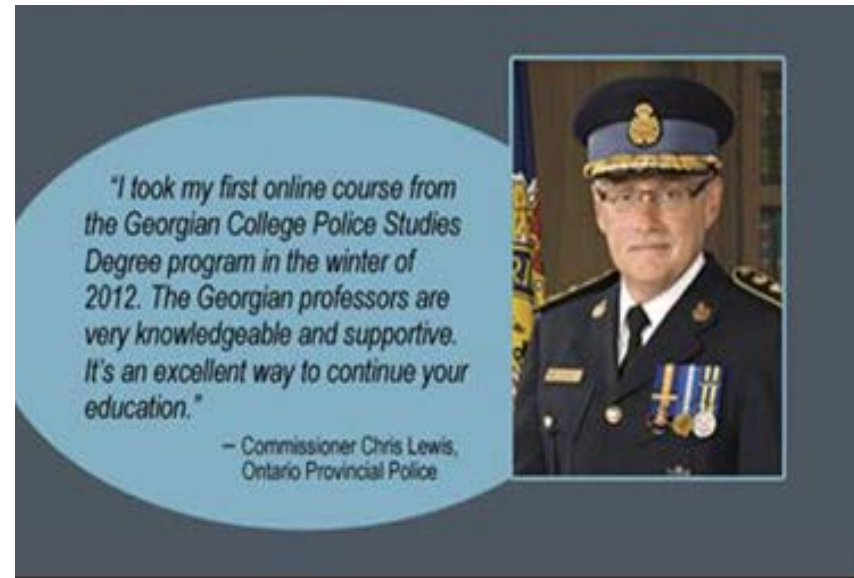
- This project identified the **minimum GPA at 65% or 2.5 (approx.)** and other relevant eligibility standards for students seeking admission to the degree program via the established pathways.




# Market Eligibility

This project identified the necessity to extend and market eligibility for the pathway to graduates of all colleges offering


- Police Foundations;
- Protection, Security, and Investigation;
- Community and Justice Services Programs.




# Summary of Recommendations

- 1. Recommendation: Graduates from both the Police Foundations and Community Justice Services programs require additional education to meet the degree level standards relating to the development of conceptual and methodological awareness/research and scholarship, as well as an awareness of limits of knowledge.
  - 2. Recommendation: Graduates from the Protection, Security and Investigation program require greater additional education to meet the degree level standards relating to the depth and breadth of knowledge; appropriate level of conceptual and methodological awareness/research and scholarship; application of knowledge; and an awareness of limits of knowledge.
  - 3. Recommendation: Graduates from high affinity programs are required to attend and participate in **two co-operative work terms**.
  - 4. Recommendation: Graduates from high affinity programs enter the degree program based on meeting provincial program outcomes. It is recommended that there be **no bridge courses**.
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# Summary of Recommendations

- 5. Recommendation: Graduates with a 65% average in the Police Foundations programs are granted **20 exemptions** based on meeting provincial program outcomes.
  - 6. Recommendation: Graduates with a 65% average in the Community Justice Services programs are granted **13 exemptions** based on meeting provincial program outcomes.
  - 7. Recommendation: Graduates with a 65% average in the Protection, Security and Investigation programs are granted **11 exemptions** based on meeting provincial program outcomes.
  - 8. Recommendation: To remain consistent with established policy, an amendment to consent was submitted to PEQAB through the degree consent renewal which was supported by the Self-Study Program Evaluation Committee.
  - 9. Recommendation: Create a marketing and communication strategy to extend eligibility for the pathway to graduates of all colleges offering the respective programs.
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# Conclusion

- Georgian College will strive to provide maximum recognition of students' previous learning experiences, while taking into account the background and knowledge required for academic success post-transfer, recognizing that student success is paramount.
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