



**University of Wisconsin-Parkside**

A stylized graphic of a tree with a thick trunk and several large, light green leaves. The tree is positioned on the right side of the slide, with its trunk extending from the bottom right towards the top right. The leaves are scattered to the left of the trunk, some overlapping each other. The background is a gradient of light green and white.

**Criminal Justice Department  
Diversity Initiatives**

# Departmental Mission

- **“To offer a full range of high quality criminal justice courses that provide an interdisciplinary perspective for students and others, leading to an understanding of the criminal justice system in our society as well as in other societies and cultures. The faculty is committed to excellence in the integration of teaching, research, and service that connects local, national, and global communities.”**

# The Criminal Justice Major

- **The Criminal Justice Major is both a day and evening major**
- **Because a significant number of our students are employed full-time, offering an evening major enables them to complete the degree.**
- **In addition, courses are offered during Winterim and the May Intersession.**

# Snapshot of CJ Majors

- **During Fall 2003, there were 110 (60.1%) female and 73 (39.9%) male CJ majors.**
- **The ethnic heritage of majors was:**
  - **77% White**
  - **12.6% African American**
  - **7.1% Latino**
  - **2.2% Asian or Pacific Islander**
  - **1.1% American Indian or Alaskan Native.**

# Cumulative GPAs: Fall 2000-Spring 2005

<b>Criminal Justice</b>	<b>White</b>	<b>182</b>	<b>3.09</b>	<b>3.09</b>
	<b>Minority</b>	<b>57</b>	<b>2.90</b>	<b>2.85</b>
	<b>Total</b>	<b>239</b>	<b>3.05</b>	<b>3.03</b>
<b>Other</b>	<b>White</b>	<b>2271</b>	<b>3.17</b>	<b>3.18</b>
	<b>Minority</b>	<b>425</b>	<b>2.97</b>	<b>2.95</b>
	<b>Total</b>	<b>2696</b>	<b>3.14</b>	<b>3.14</b>
<b>Total</b>	<b>White</b>	<b>2453</b>	<b>3.17</b>	<b>3.17</b>
	<b>Minority</b>	<b>482</b>	<b>2.96</b>	<b>2.93</b>
	<b>Total</b>	<b>2935</b>	<b>3.13</b>	<b>3.13</b>



# Program Graduates

- **As of December 2003, we graduated a total of 201 students with Criminal Justice degrees since the program began.**
- **One of the most interesting statistics on our graduates between 1998-2003 is that 23.4% were students of color.**
- **61% of graduates during that time were female, 39% male.**

# Incorporating Diversity

- **Incorporating diversity is an important feature in the CJ curriculum:**
- **The Department Chair received a UW System Institute on Race & Ethnicity Grant to develop a new course called “Race, Crime, Law”**
- **Other diversity courses include: “Diversity in the Law: Tribal Nations,” and “Diversity in the Law: African Americans”**



# Diversity from a global perspective

- **Diversity from a global perspective is a new, cutting edge area on which the Department is beginning to focus**
- **In Summer 2004, Professor Oko Elechi offered a course on “Comparative and International Criminal Justice Systems”. The course meshes well with his interest in African criminal justice systems. He is actively involved with the International Studies Program.**

# Diversity and Students

- **Listening to students (i.e. their needs)**
- **Having positive role models (i.e. faculty of color in the department)**
- **Being cognizant of different ways of learning.**

# Diversity and Faculty

- Meeting potential applicants during conferences is critical (face-to-face encounters)
- Having an extensive network of colleagues nationwide
- Paying particular attention to concerns and needs (i.e., spousal placement)
- Because our faculty is very ethnically diverse, we have attracted a growing number of students of color into the major.

# Diversity and the Community

- **Listen to the community's concerns**
- **Respond to community needs (i.e., community-based research projects involving students.)**
- **Provide professional expertise**
- **Be involved in community issues**

# The bottom line . . .

- **“Whether our department is talking to students, potential faculty members, or members of the local community, we are genuine. People see that we ‘practice’ diversity at all levels. Having faculty of color enhances the attraction of students of color, which in turn connects with the local community.”**