

## OFFICIAL GRADUATE COURSE OUTLINE FORM

Note: The University reserves the right to amend course outlines as needed without notice.

<b>Course Code and Number:</b> CRIM 710		<b>Number of Credits:</b> 3 <a href="#">Course credit policy (105)</a>																	
<b>Course Full Title:</b> Change Management in the Criminal Justice System																			
<b>Course Short Title (if title exceeds 30 characters):</b> Change Management CJS																			
<b>Faculty:</b> Faculty of Social Sciences		<b>Department/School:</b> School of Criminology and Criminal Justice																	
<b>Calendar Description: (40 words maximum)</b>  Covers principles and theories of change within public safety and criminal justice. Students learn how to anticipate, plan, facilitate, implement, and evaluate change.																			
<b>Prerequisites (or NONE):</b>		Admission to the Master of Arts (Criminal Justice).																	
<b>Corequisites (if applicable, or NONE):</b>																			
<b>Pre/corequisites (if applicable, or NONE):</b>																			
<b>Antirequisite Courses (cannot be taken for additional credit)</b> Former course code/number: Cross-listed with: Dual-listed with: Equivalent course(s): <i>(If offered in the previous five years, antirequisite course(s) will be included in the calendar description as a note that students with credit for the antirequisite course(s) cannot take this course for further credit.)</i>																			
<b>Total Hours:</b> <b>Typical structure of instructional hours:</b> <table border="1"> <tr> <td>Lecture hours</td> <td></td> </tr> <tr> <td>Seminars/tutorials/workshops</td> <td>45</td> </tr> <tr> <td>Laboratory hours</td> <td></td> </tr> <tr> <td>Field experience hours</td> <td></td> </tr> <tr> <td>Experiential (practicum, internship, etc.)</td> <td></td> </tr> <tr> <td>Online learning activities</td> <td></td> </tr> <tr> <td>Other contact hours:</td> <td></td> </tr> <tr> <td><b>Total</b></td> <td><b>45</b></td> </tr> </table>		Lecture hours		Seminars/tutorials/workshops	45	Laboratory hours		Field experience hours		Experiential (practicum, internship, etc.)		Online learning activities		Other contact hours:		<b>Total</b>	<b>45</b>	<b>Special Topics</b> Will the course be offered with different topics? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  If yes, different lettered courses may be taken for credit: <input type="checkbox"/> No <input type="checkbox"/> Yes, repeat(s) <input type="checkbox"/> Yes, no limit  <i>Note: The specific topic will be recorded when offered.</i>	
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		<b>Expected frequency of course offerings</b> (every semester, annually, every other year, etc.): Annually																	
<b>Graduate Program Committee:</b> Dr. Amanda McCormick		<b>Date approved:</b>																	
<b>Faculty Council approval;</b>		<b>Date approved:</b>																	
<b>Dean(s):</b> Dr. Jacqueline Nolte		<b>Date approved:</b>																	
<b>Associate VP Graduate Studies:</b> Dr. Adrienne Chan		<b>Date approved:</b>																	
<b>Campus Wide Consultation</b>		<b>Date of posting:</b>																	
<b>Senate Graduate Studies Committee</b>		<b>Date of meeting:</b> May 10, 2018																	

**Course Objective**

The overall purpose / rationale for this course is to gain a working knowledge of change management through the application of change management models.

**Learning Outcomes**

Upon successful completion of this course, students will be able to:

- Describe theoretical perspectives of change.
- Articulate the role of change agents in facilitating change.
- Analyze the need for change in an organization.
- Articulate an argument demonstrating the need for change.
- Utilize a working knowledge of systems theory as it applies to anticipating and managing change in criminal justice settings.
- Identify resistance to change and develop counter-strategies.
- Analyze successful and unsuccessful change initiatives in the criminal justice system.
- Articulate the qualities of an effective change agent.
- Critically evaluate change management literature.
- Propose a change initiative that could be implemented in the criminal justice system.

**Prior Learning Assessment and Recognition (PLAR)**

☐ Yes ☒ No, PLAR cannot be awarded for this course because while students may have related practical skills based on their criminal justice system employment, this course focuses on learning the underlying theory and research associated with change management policy and practice.

**Typical Instructional Methods (guest lecturers, presentations, online instruction, field trips, etc.; may vary at department's discretion)**

Seminar discussions, guest presentations, student presentations, case study analyses.

**Grading system:** Letter Grades: ☒ Credit/No Credit: ☐ Labs to be scheduled independent of lecture hours: Yes ☐ No ☒

**NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.**

**Typical Text(s) and Resource Materials (if more space is required, download Supplemental Texts and Resource Materials form)**

Author (surname, initials)	Title (article, book, journal, etc.)	Current ed.	Publisher	Year
1. Anderson, T. et al.	Every officer is a leader Coaching leadership, learning and performance in justice, public safety and security organizations.	<input type="checkbox"/>	Trafford Publishers	2006
2. Hayes, J.	The theory and practice of change management.	<input type="checkbox"/>	Palgrave Macmillan	2010
3. Kotter, J.P..	Leading change	<input type="checkbox"/>	Harvard Business Review Press	2012
4. Kotter, J.	The heart of change: real-life stories of how people change their organizations	<input type="checkbox"/>	Harvard Business School Press	2002

**Typical Evaluation Methods and Weighting**

Final exam:	%	Assignments:	10%	Midterm exam:	%	Practicum:	%
Quizzes/tests:	%	Lab work:	%	Field experience:	%	Shop work:	%
Change Proposal:	50%	Group presentation:	40%	Other:	%	Total:	100%

**Typical Course Content and Topics****Block 1:**

- The role of leadership in successful change facilitation.
- Models of change management.
- Establishing the need for change.

**Block 2:**

- Resistance to change.
- Systems theory and its role in managing change in criminal justice and public safety settings.
- Change management strategies

**Block 3:**

- Role of the change agent.
- Case study analyses of successful and unsuccessful change initiatives in the criminal justice system.
- Anticipating future change.

**Block 4:**

- Proposing change in the criminal justice system.
- Evaluating change proposals.
- Group presentations