WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Administration of Criminal Justice Organizations
COURSE NUMBER: CRJ 303 (Distance Learning Course)

I. RATIONALE:

Students in the criminal justice major should have an understanding of the administrative and managerial function of the various agencies in the criminal justice system. It is important that they are aware of the current issues and modern approaches that pertain to the various relationships that exist in the agencies.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
The student will demonstrate an awareness and understanding of the organizational concepts and structure of criminal justice organizations.

Learning Outcomes The student will:

A-1 Define management and leadership and identify the distinctions.
A-2 Demonstrate an understanding of the importance of Open-System Theory for criminal justice organizations.
A-3 Identify the basic concepts of organizational structure.
A-4 Demonstrate and understanding of organizational missions, vision statements, policies and procedures.
A-5 Identify the basic concepts of organizational frames.
A-6 Demonstrate an understanding of the nature of informal structures in organizations.
A-7 Identify the environmental factors that influence criminal justice organizations.

GOAL B:
The student will demonstrate an awareness and understanding of organizational communication theory and practice in criminal justice organizations.

Learning Outcomes The student will:

B-1 Demonstrate an understanding of communications theory.
B-2 Identify the implications of effective uses of formal and informal organizational communication practices.
B-3 Identify the communication channels and roles common among criminal justice organizations.
B-4 Demonstrate an understanding of motivation theory.
B-5 Identify motivation practices used by criminal justice supervisors, managers, and leaders.

**GOAL C:**
The student will demonstrate an awareness and understanding of leadership theory and leadership practice in criminal justice organizations.

**Learning Outcomes** The student will:

C-1 Explain leadership theories and styles.
C-2 Demonstrate an understanding of the application of leadership theory to leadership practice in criminal justice organizations.
C-3 Demonstrate an understanding of research of leadership in criminal justice organizations.
C-4 Explain situational leadership.
C-5 Identify the types of power and authority.
C-6 Demonstrate an understanding of the relationship of power, authority, and political behavior to leadership.

**GOAL D:**
The student will demonstrate an awareness and understanding of job design, supervision, and personnel evaluation in criminal justice organizations.

**Learning Outcomes** The student will:

D-1 Identify and explain job design theory.
D-2 Explain the elements of job satisfaction relating to job design.
D-3 Demonstrate an understanding of job design methods and application in criminal justice organizations.
D-4 Identify and explain models and principles of employee supervision.
D-6 Identify the principles of employee performance evaluation as an element of supervision.

**GOAL E:**
The student will demonstrate an awareness and understanding of organizational culture and conflict management.

**Learning Outcomes** The student will:

E-1 Demonstrate an understanding of the influence of organizational culture and socialization on behavior in criminal justice organizations.
E-2 Explain the organizational socialization process.
E-3 Identify the implications of socialization and organizational culture for criminal justice leaders.
E-4 Identify the types of organizational conflict.
E-5 Analyze the stages of an organizational conflict situation.
E-6 Explain conflict management techniques for organizational leaders.

GOAL F:
The student will demonstrate an awareness and understanding of decision making and organizational effectiveness in criminal justice organizations.

Learning Outcomes The student will:

F-1 Explain decision making theory.
F-2 Identify and explain the types of decision making characteristics.
F-3 Describe the relationship between decision making and discretion.
F-4 Identify themes in decision making in criminal justice organizations.
F-5 Define organizational effectiveness.
F-6 Identify the theories of organizational effectiveness.
F-7 Explain methods used to assess organizational effectiveness in criminal justice organizations.

GOAL G:
The student will demonstrate an awareness and understanding of research and organizational change in criminal justice organizations.

Learning Outcomes The student will:

G-1 Demonstrate an understanding of the process and principles for accomplishing organizational change.
G-2 Identify the types of organizational planning.
G-3 Identify strategies for overcoming resistance to change.
G-4 Define organizational development.
G-5 Describe use of research in criminal justice organizations.
G-6 Write a research paper on a topic related to the leadership and administration of criminal justice organizations.

III. RESOURCES:

It is important to access the help function in Blackboard if you have questions concerning navigating Blackboard. You may also need to contact technical support at 1-877-708-2905.