WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Supervision and Management
COURSE NUMBER: MAJ 6605

I. RATIONALE:

An examination of the supervision and management function of the criminal justice agency is essential for those practitioners who plan to be part of the future policy decision that will shape the direction of the modern agency.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Students will develop an understanding of the supervision of criminal justice agency personnel.

Learning Outcomes: The student will:

A-1 Analyze and discuss the role and functions of a criminal justice agency supervisor.
A-2 Examine the essential elements of time management.
A-3 Define vision and leadership as supervisory traits.
A-4 Evaluate and discuss the intrinsic and extrinsic aspects of employee motivation.
A-5 Evaluate and discuss employee performance based upon prescribed objectives.
A-6 Analyze and discuss organizational governance and empowerment.
A-7 Analyze and discuss the concept of team training, diversity and decision making.

GOAL B:
Students will develop an understanding of the art and style of proactive management.

Learning Outcomes: The student will:

B-1 Examine and discuss the mechanical and humanistic concepts of organizational management of criminal justice agencies.
B-2 Analyze and discuss the management principles of respond, regulate, restrain, recover, repress and reinforce.
B-3 Evaluate and discuss the management principles of planning, organization, staffing, directing, coordinating, reporting and budgeting.

GOAL C:

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Students will develop an understanding of proactive information management.

**Learning Outcomes:** The student will:

C-1 Analyze and discuss the role of encoding and decoding the meaning of the message in agency communication.

C-2 Examine the role of feedback as a function of agency communication.

C-3 Review operational communication resulting in various types of orders, directives and duty manuals.

C-4 List and critique the obstacles and impediments to effective organizational communications.

**GOAL D:**

Students will develop an understanding of organizational structures for management.

**Learning Outcomes:** The student will

D-1 Examine and discuss the line and staff structure of organization.

D-2 Examine current management theories as they apply to the criminal justice agency.

**GOAL E:**

Students will develop an understanding of the specialized role of the modern criminal justice agency manager.

**Learning Outcomes:** The student will

E-1 Discuss property management.

E-2 Discuss employee assistance issues.

E-3 Review methods used to identify and deal with problem employees.

E-4 Discuss information management.

E-5 Discuss labor relations.

E-6 Discuss human resource management.