

GRADUATE STUDENT HANDBOOK

Interdisciplinary Doctoral Program in Criminal Justice



www.cj.msu.edu

COLLEGE OF SOCIAL SCIENCE
MICHIGAN STATE UNIVERSITY
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THE SCHOOL OF CRIMINAL JUSTICE

The School of Criminal Justice was established in 1935 as an academic program providing courses for those seeking careers in law enforcement. Graduate studies in the School of Criminal Justice began in 1956 with the Master of Science degree, followed by the Interdisciplinary Doctoral Program in 1968 and the Doctorate in Criminal Justice in 2001. In 1970, the School's name was changed from the School of Police Administration and Public Safety to the School of Criminal Justice to reflect the new emphasis on the entire system of justice in the United States. Housed in the College of Social Science, the School of Criminal Justice has evolved to provide exemplary undergraduate and graduate programs in which students and faculty apply the theories and methods of science to understanding and solving critical policy issues in both the criminal justice and private security fields.

PROGRAM OVERVIEW

The Doctoral Program in Criminal Justice permits students to emphasize the problems of crime, crime control, and justice administration while simultaneously developing a strong foundation in social science theory and research methods. It prepares students for careers in college and university teaching and research, as well as advanced public-policy positions.

Each student develops an in-depth knowledge in one cognate area, consisting of either a basic social science discipline (anthropology, economics, geography, political science, psychology, or sociology) or an interest area relevant to the student's area of study. In addition, a sequence of advanced courses in research methodology and statistics prepares the student for the design, implementation, and interpretation of research. The program is individualized to allow the student, working with a guidance committee, to shape a program of study that is broad in scope yet consistent with specific student interests. Doctoral-level course work in the School of Criminal Justice serves to focus and synthesize the interdisciplinary components and individual experiences.

The program is designed to produce graduates who can apply a variety of research methodologies to the study of crime causation, social reaction, and the legal system. Throughout the program there is an emphasis on the relationship between theory and practice as well as the interconnection of the activities of the many agencies and professions involved in the systems of justice and private security. Through their research, teaching, and practice, graduates can contribute to the development of improved systems for the prevention and control of crime and delinquency.

PROGRAM COMPONENTS

The program of each student shall consist of a minimum of 48 semester credits of course work and 24 credits of dissertation research totaling a minimum of 72 semester credits. The program must be developed in consultation with a guidance committee and approved by the College of Social Science.

By the end of the student's first year of doctoral study, a guidance committee should be chosen and the student should start his or her Grad Plan at www.gradplan.msu.edu.

The student must successfully complete three comprehensive examinations administered by their guidance committee within five years.

The student must submit and defend a dissertation proposal

The student must submit and defend a dissertation reflecting original research focusing on a significant problem or issue in criminal justice. The oral defense and submission of the dissertation must be completed within eight years from the time of first enrollment as a doctoral student.

DEGREE REQUIREMENTS

The student's program will be individually designed under the supervision of a guidance committee. All students must complete relevant criminal justice course work, either in the doctoral program or through completion of a Masters in criminal justice or criminology at an accredited institution.

As a student will not have the guidance committee formed during the first and second semesters of doctoral study, the student should consult with an academic advisor or the Director of Graduate Studies, Dr. Christopher Melde, when planning to enroll.

Program requirements vary for students with Masters degrees in areas other than criminal justice. Each student takes course work outside the School in a cognate area. With the approval of the student's guidance committee, relevant post-baccalaureate course work may be incorporated into the cognate requirements.

1. The program of each student shall consist of a minimum of 48 semester credits of course work and 24 credits of dissertation research totaling a minimum of 72 semester credits. The program must be developed in consultation with a guidance committee and approved by the College of Social Science.
2. The following courses must be completed at Michigan State University:

CJ 801 Crime Causation, Prevention and Control.....	3
CJ 810 Proseminar in Criminal Justice	3
CJ 901 Seminar in Contemporary Criminal Justice Theory.....	3
CJ 904 Criminal Justice Organizations and Processes	3
CJ 906 Advanced Quantitative Methods in Criminal Justice Research ...	3
CJ 907 Advanced Topics in Criminal Justice Data Analysis	3
CJ 908 Advanced Topics in Criminal Justice.....	3
CJ 909 Advanced Research Methods.....	3
3. Students admitted directly from an undergraduate program will take CJ 811 Design and Analysis in CJ Research and CJ 887 Quantitative Methods as prerequisites to CJ 906, CJ 907, and CJ 909. CJ 811 and CJ 887 may not be used toward doctoral program requirements.
4. Students must complete six credits of additional criminal justice courses at the 800 level or above. The student's guidance committee must approve all course work. No more than 6 credits of CJ 890, Independent Study, may be applied toward this requirement. Three of the core Masters courses in criminal justice taught at MSU may not be used toward doctoral program requirements (CJ 811, CJ 812, CJ 887).
5. Students must complete a cognate of 12 graduate credits in a disciplinary department or in an area of professional interest or area of focus (e.g., women's studies, race and ethnicity). Cognates in a disciplinary department are generally in the College of Social Science: Anthropology, Economics, Geography, History, Political Science, Psychology, or Sociology.
6. While enrolled in the doctoral program, all students must complete two advanced courses in research methods, not including CJ 906 and one semester of CJ 907. CJ 907 and CJ 909 may be repeated for credit and count towards this requirement when topics have changed.
7. Students may transfer a maximum of 12 credit hours towards requirements 4, 5, and/or 6.
8. Students must take 24 credits of CJ 999 Dissertation Research. No more than 36 are allowed by University policy.
9. All students must successfully complete comprehensive examinations administered by their guidance committee within five years. MSU regulations require 80% of course work be completed before the first comprehensive exam is given. The student must be registered during the semester in which he or she takes the comprehensive examinations. Comprehensive examinations are designed to test the student's comprehension of fields of study in criminal justice, and the student's ability to apply that knowledge to important questions.
10. The student must submit and defend a dissertation proposal.
11. The student must submit and defend a dissertation reflecting original research focusing on a significant problem or issue in criminal justice. The guidance committee is responsible for providing direction for the student's research. **All program requirements, including oral defense and submission of the dissertation, must be completed within eight years from the time of the first enrollment as a doctoral student.**

EXAMPLES OF COGNATES AND COURSES

Entering program with a Bachelors degree

<u>Semester 1 (FS)</u>	<u>Semester 2 (SS)</u>	<u>Semester 3 (FS)</u>	<u>Semester 4 (SS)</u>
CJ 801 (Theory)	CJ 901 (Sem Theory)	CJ 905 (Law and Soc)	CJ 906 (Adv Quant Meth)
CJ 810 (Prosem)	CJ 904 (Org Theory)	CJ 907 (Adv CJ Data)	CJ 908 (Adv Topics)
CJ 811 (Methods)	CJ 887 (Stats)	CJ 909 (Adv Res Meth)	cognate/elective
<u>Semester 5 (FS)</u>	<u>Semester 6 (SS)</u>	<u>Semester 7 (FS)</u>	<u>Semester 8 (SS)</u>
CJ 907 (Adv CJ Data)	cognate/elective	CJ 999	CJ 999
cognate/elective	cognate/elective	Comps	Comps and Proposal
cognate/elective	cognate/elective		

Begin planning for comprehensive exams following fifth and sixth semesters

Entering program with a Masters degree

<u>Semester 1 (FS)</u>	<u>Semester 2 (SS)</u>	<u>Semester 3 (FS)</u>	<u>Semester 4 (SS)</u>
CJ 801 (Theory)	CJ 901 (Sem Theory)	CJ 905 (Law and Soc)	CJ 908 (Adv. Topics)
CJ 810 (Prosem)	CJ 904 (Org Theory)	CJ 907 (Adv CJ Data)	cognate/elective
CJ 909 (Adv Res Meth)	CJ 906 (Adv Quant Meth)	cognate/elective	cognate/elective
<u>Semester 5 (FS)</u>	<u>Semester 6 (SS)</u>	<u>Semester 7 (FS)</u>	<u>Semester 8 (SS)</u>
CJ 907 or other methods	CJ 999	CJ 999	CJ 999
cognate/elective	cognate/elective	Proposal	
cognate/elective	Comps		

Begin planning for comprehensive exams following fourth semester

Our students have taken a wide variety of courses in many different cognate areas. Here are a few examples of cognates completed in the School of Criminal Justice** (NOTE: These courses are for illustration only—they are not pre-approved. The guidance committee must approve all courses in the first year of study)

Organizations (Policing or Corrections Focus):

PSY 860: Industrial and Organizational Psychology
 PSY 862: Organizational Psychology & Behavior
 PSY 864: Personnel Selection
 PSY 866: Topics in Personnel Selection and Human Performance
 PSY 961: Training and Organizational Development
 PSY 962: Work Motivation and Job Satisfaction
 SOC 973 Social Analysis of Work

Communities and Crime:

SOC 838: Comparative Urban Theory
 SOC 863: Community Theory and Research
 SOC 864: Social Ecology
 SOC 867: Social Impact Analysis
 PLS 808: Issues in Urban Policy and Services
 PSY 870: Ecological-Community Psychology
 PSY 871: History and Theory in Ecological Community Psychology
 PSY 873: Community Interventions

Juvenile Justice:

HDFS 812 Adolescence in the Family: Ecological Perspectives
 HDFS 892 Seminar in Human Development and Family Studies (selected topics)
 PSY 809 Developmental Psychology
 PSY 847 Developmental Psychology: Adolescence
 SOC 820 Contemporary Sociological Research in the Family

**Students are also encouraged to seek out independent study credits with faculty to fulfill cognate requirements. This may allow students to complete credits during summer sessions.

ADVANCED RESEARCH METHODS

The following courses may satisfy your advanced research methods requirement. This is not an exhaustive list. Check the course schedule every semester for offerings in this area. These courses are not pre-approved—the student’s guidance committee must approve all selections.

NOTE: Pay special attention to prerequisites. In some cases, the instructor may allow you to take the course without the exact prerequisite if you can demonstrate you have taken an equivalent course (e.g., SOC 881 and SOC 882 are similar in content to CJ 906 and CJ 907). If you must take the prerequisite, you should only consider courses in your interest area so as not to waste time and credits. For example, if you are working on a cognate in Political Science, you probably will have taken PLS 811, which is a prerequisite for PLS 903.

ANP 829 Research Methods in Cultural Anthropology
ANP 833 Ethnographic Analysis

CEP 991B Special Topics in Educational Statistics and Research Design (PR: CEP 933; selected topics).

EC 820 Econometrics I (PR: EC 801 and STT 430)
EC 821 Econometrics II (PR: EC 820 and STT 442)
EC 822 Econometrics III (PR: EC 820 and STT 442)

HDFS 891 SPSS and Secondary Data Analysis (PR: HDFS 880 and 881)
HDFS 982 Qualitative Research Methods (PR: HDFS 880 and 881)

HST 803 Seminar in Methods of Historical Research

LIR 832 Data Sources in Labor and Industrial Relations

PLS 900 Research Seminar in Political Methodology (PR: PLS 802)
PLS 902 Research Seminar in Evaluation Research (PR: PLS 802)
PLS 903 Policy Analysis Practicum (PR: PLS 811)

SOC 985 Qualitative Field Research (Prerequisite: SOC 881)
SOC 986 Survey Research Principles

STT: Varies

PSY 835 Research Methods: Interpersonal and Individual Behavior (PR: PSY 815)
PSY 865 Research Methods in Applied Psychology (PR: PSY 815)
PSY 872 Field Research in Psychology (PR: PSY 815)
PSY 992 Special Topics Seminars (PR: check with instructor)*

*Previously approved topics: Advanced Experimental Design, Meta Analysis, Analyzing Longitudinal Data, The General Linear Model/Regression Analysis, Concepts and Applications in Meta-Analysis, Advanced Multivariate Techniques for Psychological Research, Categorical Data Analysis, Integrating Qualitative and Quantitative Research Data/Methods.

COURSE REQUIREMENTS

To obtain a Doctoral degree, you must complete a minimum of 72 semester hours of course work and dissertation research.

	CREDITS
1. Core courses*.....	24
CJ 801 Crime Causation, Prevention and Control.....	3
CJ 810 Proseminar in Criminal Justice	3
CJ 901 Seminar in Contemporary Criminal Justice Theory	3
CJ 904 Criminal Justice Organizations and Processes	3
CJ 906 Advanced Quantitative Methods in Criminal Justice Research	3
CJ 907 Advanced Topics in Criminal Justice Data Analysis ¹	3
CJ 908 Advanced Topics in Criminal Justice ¹	3
CJ 909 Advanced Research Methods ¹	3
2. Graduate Level Criminal Justice Electives	6
3. Cognate courses**	12
4. Advanced research methods ²	6
5. Dissertation Research (CJ 999).....	24

With the permission of their guidance committee, students may transfer up to 12 credits toward elective, cognate, and/or advanced research methods. Three of the core Masters courses in criminal justice taught at MSU will not transfer to the doctoral program (, CJ 811, CJ 812, CJ 887).

*All core courses must be completed at Michigan State University.

** See detailed description of cognate requirements under part 5 of the previous section.

¹ May be repeated for credit when topics change.

² CJ 907 and CJ 909 may satisfy this requirement when topics have rotated.

ADMISSION REQUIREMENTS

Applicants must have achieved a grade point average of at least 3.0 in prior undergraduate and/or graduate work. While formal admission to the program does not require completion of a Masters degree, the screening committee looks for a strong methodological and statistical background.

In addition to all other application material, international applicants must submit TOEFL scores. Applicants must score at least 550 on the non-computer based TOEFL. Those taking the Internet TOEFL must score at least 80 overall, with no subscore below 19 for reading, listening, and speaking; no writing subscore below 22. Students from primarily English-speaking countries may have this requirement waived.

Application forms and instructions can be found at <http://cj.msu.edu/programs/doctorate/> under the orange Apply tab. If admission is offered, it cannot be deferred for more than one year.

TIMELINE TO COMPLETE DEGREE

The student should assemble their guidance committee and submit their Grad Plan (www.gradplan.msu.edu) by the end of the first year in program.

Comprehensive exams must be taken within the first five years of the program. The student must have at least 80% of course work completed.

The dissertation should be defended and the student graduated within eight years of study in the program.

FORMS AND DEADLINES

In order to maintain good standing and graduate in a timely manner, the following forms should be filled out and submitted at the appropriate times.

Grad Plan lists degree requirements for the student and should be submitted by the end of the first year of doctoral study and signed off on by the guidance committee. Please discuss with the graduate secretary before submitting your Grad Plan.

Responsible Conduct of Research Requirement. In accordance with the Graduate School requirements, students are required to undertake training in the responsible conduct of research (RCR). The RCR requirements are met by attendance at various workshops and trainings, and the student must submit a record of attendance at <http://cj.msu.edu/responsible-conduct-research/> by November 15 for Fall semester activities and April 15 for Spring semester. Click Documents tab at <http://cj.msu.edu/programs/doctorate/> for a list of approved RCR activities and a verification form that should be signed by the instructor, advisor, or workshop leader at each event.

Dissertation Committee Membership and Progress Record lists the student's area of study or tentative dissertation title, and the date of the proposal defense. Once a proposal defense date is set, please provide the date and title to the graduate secretary. The graduate secretary will have the form on hand for signatures at the proposal defense.

Record of Completion of Requirements will be filled out by the graduate secretary and provided to the student before he or she defends their dissertation. It is signed by all members of the dissertation committee and given to the graduate secretary once the student has defended his or her dissertation.

FORMATION OF THE GUIDANCE COMMITTEE

During the first semester following admission to the doctoral program, students should familiarize themselves with faculty and their areas of interest, with the view to consider one of them as a potential guidance committee chair. Before the guidance committee is formed, any questions relating to coursework or program requirements may be directed to the Graduate Coordinator. The guidance committee will consist of at least four regular faculty members, three of whom must be criminal justice faculty, one of whom will serve as committee chairperson. The other faculty member must be a representative of the cognate areas of the student's choosing. The guidance committee chair will be responsible for assisting the student with the following:

- Help select the remainder of the committee
- Help design a timeline for the completion of degree
- Meet with student at least once a semester to evaluate the student's progress.

Students and their guidance committee will jointly develop a program of study that fits the unique background, skills and interests of the individual student. The Grad Plan must be turned in at the close of one year of study.

The program of study must be approved by the director of the School of Criminal Justice, the College of Social Science, and the Graduate School. Any substitutions must be approved in writing by the chairperson of the committee and the appropriate cognate area representative. In addition, the College of Social Science must be notified of the approved substitutions.

On occasion, a committee member is unable to serve any longer (e.g., retires, leaves MSU) and must be replaced. The student will be responsible for notifying the graduate coordinator of any change in the constitution of the guidance committee.

COMPREHENSIVE EXAMINATIONS

The student must be enrolled in at least one credit the semester in which a comprehensive exam is taken. This requirement is waived if the exam is administered during the summer semester immediately following a spring semester in which the student was registered and/or prior to a fall semester in which the student will be registered. Each student's comprehensive exams will be administered by three School of Criminal Justice faculty members, who comprise the guidance committee that is formed during the student's first semester of enrollment in the Ph.D. program. The student will be examined in three areas: two of the three substantive fields of the student's choosing (criminology, criminal justice, law and society) and research methodology. Examination questions may integrate consideration of issues from the student's cognate area. A bank of sample exam questions will be available from the graduate secretary. Note that the sample questions are not exhaustive of all possible questions that may be asked.

The method of administration of the exams will be determined by the committee members and the student. Written examinations are required by the school. Additionally, an oral examination may also be administered at the discretion of the committee.

Comprehensive exams are graded collectively with one of the following outcomes: pass, conditional pass with revisions, or fail. A student who fails a comprehensive exam is required to retake the exam in the same area (e.g., criminology, criminal justice, etc.) before attempting a different comprehensive exam. If a student fails the exam twice, he/she will be removed from the program. If a student receives a failing grade for reason of academic dishonesty, he/she will be removed from the program without an opportunity to retake the exam.

A preliminary plan for comprehensive exams should be discussed at the initial meeting of the guidance committee. A brief memo outlining the comprehensive plan should be signed by the committee and student, and placed in the student's file. This memo will include the type and general content of the examinations.

DISSERTATION PROPOSAL

The dissertation proposal can be defended only after all comprehensive exams are successfully completed. A dissertation proposal must be approved by all members of the dissertation committee before the student executes the dissertation. The dissertation committee may be formed in part or in total from the guidance committee, or may be a totally separate body. There should be a proposal defense meeting of the committee, after which the dissertation proposal form indicating members' approval or disapproval is placed in the student's file. The form is available from the graduate secretary and should be picked up before the proposal begins. All students also need approval of the University Committee on Research Involving Human Subjects.

The dissertation proposal should be submitted to the student's dissertation committee for approval at least three weeks before the proposal defense is scheduled. Typically, the proposals are no less than 60 pages, and should include the following:

- Introduction – outlines the project and reasons for doing it
- Well developed theoretical section
- Literature review – a comprehensive review of the most important research that describes what has already been done in this field, and how they will contribute to your work. Identify gaps in existing literature, and explain how the present study will further the understanding of the problem.
- Methods section that describes the present study, data collection, measurement of variables, and proposed statistical procedures.
- Expected results
- A timeline for the completion of the research

DISSERTATION DEFENSE

The student must be enrolled in at least one credit the semester in which the dissertation is defended. The Director of Graduate Studies should be notified one month prior to the oral defense of dissertation. The student must also speak to the graduate secretary regarding the scheduling of a room for the confirmed date and the required forms to be signed by committee members at the dissertation defense.

The student should obtain an up-to-date guide for the preparation of the dissertation from the Graduate School, 118 Linton Hall, or <http://grad.msu.edu/etd/>. A final copy of the dissertation must be submitted electronically to MSU via ProQuest/UMI. Students should ask their chair if they would like a physical copy, and if so, whether hardbound or spiral-bound.

The target date for the **FINAL APPROVAL** of an electronic Thesis or Dissertation to the Graduate School for graduating the semester of that submission is FIVE working days prior to the first day of classes for the next semester. **Be aware that a submission via ProQuest does not mean that the document has been ACCEPTED.** The review process is interactive and final approval can take anywhere from a few hours to weeks, depending upon the extent of the necessary revisions and how diligent the author is when making the necessary revisions. **Graduation on the semester of the electronic submission is only guaranteed if the document is APPROVED on or before the target date for that semester**

Particular attention should be paid to the academic calendar when considering dates for the oral defense. In general, the defense should not be scheduled during the summer semester. If a student must defend at that time, he or she should obtain written consent from all committee members prior to May 1. Written consent implies that the committee members will be present at the defense.

CHECKLIST FOR COMPLETION OF DEGREE

- Be enrolled in at least one credit the semester in which the dissertation is defended. Students do not need to be enrolled the semester in which they graduate.
- Apply to graduate the first week of semester in which the student intends to graduate (this may be done online at <http://www.reg.msu.edu/StuForms/GradApp/GradApp.asp>).
- Check with graduate secretary to make sure all requirements have been met, and that all necessary forms have been signed and forwarded to the appropriate offices. Please do this early in the semester.
- Visit <http://grad.msu.edu/etd/> for information about formatting and submitting your thesis. Graduation and commencement information can be found at <http://commencement.msu.edu/>.
- Determine date and time of defense, and confirm with all committee members. Notify the graduate secretary so she may assist in reserving a room and any necessary equipment (laptop, LCD projector) for the defense.
- Notify the Director of Graduate Studies of the date of defense no later than one month before defense is scheduled.
- Defend dissertation and complete any required revisions.
- Submit dissertation electronically via ProQuest/UMI at www.etdadmin.com/grad.msu. Please see deadlines at <http://grad.msu.edu/etd/dates.aspx>.

EXIT SURVEY

A short online exit survey for all students graduating with a Plan A or Plan B masters or with a Doctoral degree was introduced May 9th of 2011. Only students who have applied for graduation will have access to the survey. The survey asks questions about educational experiences in MSU graduate programs, as well as about immediate professional plans. The Graduate School uses data from this survey when reviewing graduate programs and to guide decisions about services and initiatives for graduate students.

The identity of all respondents will be kept confidential and only aggregate (group) information will be made available to faculty and administrators. The students will receive an e-mail message from the dean of the graduate school with a link to the survey. However, students do not need to wait for that e-mail message to complete the survey after applying for graduation. It takes about 5-10 minutes to complete the online survey. Below are the instructions for completing the survey and they are also available from <http://grad.msu.edu/etd/>

Instructions for students:

- Access the following website:
 - Doctoral Students: <https://www.egr.msu.edu/doctoral/survey/>
 - Master's Students: <https://www.egr.msu.edu/masters/survey/>
- Enter your MSU NetID (Login Name) and Password
- Complete all the items on the survey. When finished, click **Submit**.

If you cannot open this survey, please contact Katey Smagur by email at smagurka@msu.edu, and include your name, student ID #, degree level (PhD, MA/MS) and semester of graduation. You will then be notified when you are able to complete the survey.

DEPARTMENTAL POLICIES

ACADEMIC PERFORMANCE

Doctoral students must maintain a GPA of at least 3.0 throughout their program of study. If a student receives less than a 3.0 in more than two semester courses (of 3 credits or more) required by the guidance committee, they may be removed from the program. The student may also be removed from the program if they are not progressing at the appropriate rate.

Students may also be removed from candidacy for the degree for the following: theft or misuse of University property, insubordination, intellectual dishonesty, or violation of law and/or University rules and regulations.

Guidance committee and dissertation chairs are required to provide annual written feedback that details whether a student is meeting the School's expectations in the following areas: progress toward degree, performance in courses, teaching/research performance, professionalism, oral communications and presentations, written communication, application of knowledge and skills in field settings, and professional development. Criteria for annual review of graduate assistants may be found on page 24.

GRIEF ABSENCE POLICY (as approved by University Council)

For master's (Plan A), master's (Plan B) with research responsibilities, and doctoral students, it is the responsibility of the student to: a) notify their advisor/major professor and faculty of the courses in which they are enrolled of the need for a grief absence in a timely manner, but no later than one week from the student's initial knowledge of the situation, b) provide appropriate verification of the grief absence as specified by the advisor/major professor and faculty, and c) complete all missed work as determined in consultation with the advisor/major professor and faculty. It is the responsibility of the advisor/major professor to: a) determine with the student the expected period of absence –

it is expected that some bereavement processes may be more extensive than others depending on individual circumstances, b) receive verification of the authenticity of a grief absence request upon the student's return, and c) make reasonable accommodations so that the student is not penalized due to a verified grief absence. If employed as a RA or TE, the graduate student must also notify their employer. Both employer and student will swiftly communicate to determine how the student's responsibilities will be covered during their absence. Graduate teaching assistants (TAs) should refer to the bereavement policy in the MSU GEU CBU Article 18. Students in the graduate professional colleges (CHM, COM, CVM, LAW) with their own grief absence policies are excluded from the above and should follow their own policies. Students who believe their rights under this policy have been violated should contact the University Ombudsperson.

HUMAN RESEARCH PROTECTION PROGRAM

The Human Research Protection program is an Institutional Review Board (IRB). Federal and University regulations require that all research projects involving human subjects be reviewed and approved by an IRB **before initiation**. All thesis and dissertation projects must receive approval, even those that do not have direct contact with human subjects (such as secondary data sources). Under the regulations, research is defined as a formal investigation designed to develop or contribute to generalizable knowledge. A human subject of research is an individual (1) from whom an investigator obtains data or (2) about whom the researcher obtains confidential information.

Faculty and students must submit the proper forms when the research they will undertake will include actively gathering the data from human subjects as described above, and/or use of either current or established data of human subjects gathered at a previous time. Failure to do so could result in rejection of your thesis by the Graduate School. Before a graduate student begins any research project, the student should consult with his or her faculty advisor or chair of the guidance committee. For more information about the review process, contact the Human Research Protection office at 517-355-2180, irb@msu.edu, or go to 202 Olds Hall. You may also find information at www.humanresearch.msu.edu.

INTEGRITY AND SAFETY IN RESEARCH AND CREATIVE ACTIVITIES

(an excerpt from the Guidelines for Integrity in Research and Creative Activities)

The conduct of research and creative activities by faculty, staff, and students is central to the mission of Michigan State University and is an institutional priority. Faculty, staff, and students work in a rich and competitive environment for the common purpose of learning, creating new knowledge, and disseminating information and ideas for the benefit of their peers and the general public. The stature and reputation of MSU as a research university are based on the commitment of its faculty, staff, and students to excellence in scholarly and creative activities and to the highest standards of professional integrity. As a partner in scholarly endeavors, MSU is committed to creating an environment that promotes ethical conduct and integrity in research and creative activities.

Innovative ideas and advances in research and creative activities have the potential to generate professional and public recognition and, in some instances, commercial interest, and financial gain. In rare cases, such benefits may become motivating factors to violate professional ethics. Pressures to publish, to obtain research grants, or to complete academic requirements may also lead to an erosion of professional integrity.

Breaches in professional ethics range from questionable research practices to misconduct. The primary responsibility for adhering to professional standards lies with the individual scholar. It is, however, also the responsibility of advisors and of the disciplinary community at large. Passive acceptance of improper practices lowers inhibitions to violate professional ethics.

Integrity in research and creative activities is based not only on sound disciplinary practice but also on a commitment to basic personal values such as fairness, equity, honesty, and respect. These guidelines are intended to promote high professional standards by everyone- faculty, staff, and students alike.

Integrity in research and creative activities embodies a range of practices that includes:

- Honesty in proposing, performing, and reporting research

- Recognition of prior work
- Confidentiality in peer review
- Disclosure of potential conflicts of interest
- Compliance with institutional and sponsor requirements
- Protection of human subjects and humane care of animals in the conduct of research
- Collegiality in scholarly interactions and sharing of resources
- Adherence to fair and open relationships between senior scholars and their coworkers

Please see <http://grad.msu.edu/researchintegrity/> for more information.

ACADEMIC GRIEVANCE HEARING PROCEDURES

Each right of an individual places a reciprocal duty upon others: the duty to permit the individual to exercise the right. The student, as a member of the academic community, has both rights and duties. Within that community, the student's most essential right is the right to learn. The University has a duty to provide for the student those privileges, opportunities, and protections which best promote the learning process in all its aspects. The student also has duties to other members of the academic community, the most important of which is to refrain from interference with those rights of others which are equally essential to the purposes and processes of the University. (GSRR Article 1.2)

The *Michigan State University Student Rights and Responsibilities (SRR)* and the *Graduate Student Rights and Responsibilities (GSRR)* documents establish the rights and responsibilities of MSU students and prescribe procedures to resolve allegations of violations of those rights through formal grievance hearings. In accordance with the SRR and the GSRR, the School of Criminal Justice has established the following Hearing Board procedures for adjudicating graduate student academic grievances and complaints. (See GSRR 5.4.)

I. JURISDICTION OF THE SCHOOL OF CRIMINAL JUSTICE HEARING BOARD:

- A. The Hearing Board serves as the initial Hearing Board for academic grievance hearings involving graduate students who allege violations of academic rights or seek to contest an allegation of academic misconduct (academic dishonesty, violations of professional standards or falsifying admission and academic records). (See GSRR 2.3 and 5.1.1.)
- B. Students may not request an academic grievance hearing based on an allegation of incompetent instruction. (See GSRR 2.2.2)

II. COMPOSITION OF THE HEARING BOARD:

- A. The Program shall constitute a Hearing Board pool no later than the end of the tenth week of the spring semester according to established Program procedures. Hearing Board members serve one year terms with reappointment possible. The Hearing Board pool should include both faculty and graduate students. (See GSRR 5.1.2 and 5.1.6.) Faculty serving as Undergraduate Coordinator, Graduate Coordinator, Associate Director, or Director in the School of Criminal Justice are not eligible to serve on the Hearing Board.
- B. The Chair of the Hearing Board shall be the faculty member with rank who shall vote only in the event of a tie. The Chair of the Hearing Board will be appointed by the Director. In addition to the Chair, the Hearing Board shall include an equal number of voting graduate students and faculty. (See GSRR 5.1.2, and 5.1.5.)

- C. The Hearing Board will consist of a minimum of 5 members (i.e., 1 faculty serving as chair, 2 faculty, 2 students).
- D. The Program will train hearing board members about these procedures and the applicable sections of the GSRR. (See GSRR 5.1.3.)

III. REFERRAL TO THE HEARING BOARD:

- A. After consulting with the instructor and appropriate unit administrator, graduate students who remain dissatisfied with their attempt to resolve an allegation of a violation of student academic rights or an allegation of academic misconduct (academic dishonesty, violations of professional standards or falsifying admission and academic records) may request an academic grievance hearing. When appropriate, the Department Chair, in consultation with the Dean, may waive jurisdiction and refer the request for an initial hearing to the College Hearing Board. (See GSRR 5.3.6.2.)
- B. At any time in the grievance process, either party may consult with the University Ombudsperson. (See GSRR 5.3.2.)
- C. In cases of ambiguous jurisdiction, the Dean of The Graduate School will select the appropriate Hearing Board for cases involving graduate students. (See GSRR 5.3.5.)
- D. Generally, the deadline for submitting the written request for a hearing is the middle of the next semester in which the student is enrolled (including Summer). In cases in which a student seeks to contest an allegation of academic misconduct and the student's dean has called for an academic disciplinary hearing, the student has **10** class days to request an academic grievance to contest the allegation. (See GSRR 5.3.6.1 and 5.5.2.2.)
- E. If either the student (the complainant) or the respondent (usually, the instructor or an administrator) is absent from the university during that semester, or if other appropriate reasons emerge, the Hearing Board may grant an extension of this deadline. If the university no longer employs the respondent before the grievance hearing commences, the hearing may proceed. (See GSRR 5.4.9.)
- F. A written request for an academic grievance hearing must (1) specify the specific bases for the grievance, including the alleged violation(s), (2) identify the individual against whom the grievance is filed (the respondent) and (3) state the desired redress. Anonymous grievances will not be accepted. (See GSRR 5.1 and 5.3.6.)

IV. PRE-HEARING PROCEDURES

- A. After receiving a graduate student's written request for a hearing, the Chair of the Department will promptly refer the grievance to the Chair of the Hearing Board. (See GSRR 5.3.2, 5.4.3.)
- B. Within **5** class days, the Chair of the Hearing Board will:
 - 1. forward the request for a hearing to the respondent and ask for a written response;

2. send the names of the Hearing Board members to both parties and, to avoid conflicts of interest between the two parties and the Hearing Board members, request written challenges, if any, within **3** class days of this notification. In addition to conflict of interest challenges, either party can challenge two hearing board members without cause (GSRR 5.1.7.c);
 3. rule promptly on any challenges, impanel a Hearing Board and send each party the names of the Hearing Board members. If the Chair of the Hearing Board is the subject of a challenge, the challenge shall be filed with the Dean of the College, or designee (See GSRR 5.1.7.). Decisions by the Hearing Board chair or the College Dean (or designee) on conflict of interest challenges are final;
 4. send the Hearing Board members a copy of the request for a hearing and the respondent's written response, and send all parties a copy of these procedures.
- C. Within **5** class days of being established, the Hearing Board shall review the request, and, after considering all requested and submitted information:
1. accept the request, in full or in part, and promptly schedule a hearing.
 2. reject the request and provide a written explanation to appropriate parties; e.g., lack of jurisdiction. (The student may appeal this decision.)
 3. the GSRR allows the hearing board to invite the two parties to meet with the Hearing Board in an informal session to try to resolve the matter. Such a meeting does not preclude a later hearing. However, by the time a grievance is requested all informal methods of conflict resolution should have been exhausted so this option is rarely used. (See GSRR 5.4.6.)
- D. If the Hearing Board calls for a hearing, the Chair of the Hearing Board shall promptly negotiate a hearing date, schedule an additional meeting only for the Hearing Board should additional deliberations on the findings become necessary.
- E. At least **5** class days before the scheduled hearing, the Chair of the Hearing Board shall notify the respondent and the complainant in writing of the (1) time, date, and place of the hearing; (2) the names of the parties to the grievance; (3) a copy of the hearing request and the respondent's reply; and (4) the names of the Hearing Board members after any challenges. (See GSRR 5.4.7.)
- F. At least **3** class days before the scheduled hearing, the parties must notify the Chair of the Hearing Board the names of their witnesses and advisor, if any, and request permission for the advisor to have voice at the hearing. The chair may grant or deny this request. The Chair will promptly forward the names given by the complainant to the respondent and visa versa. (See GSRR 5.4.7.1.)
- G. The Chair of the Hearing Board may accept written statements from either party's witnesses at least **3** class days before the hearing. (See GSRR 5.4.9.)
- H. In unusual circumstances and in lieu of a personal appearance, either party may request permission to submit a written statement to the Hearing Board or request permission to participate in the hearing through an electronic communication channel. Written statements

must be submitted to the Hearing Board at least **3** class days before the scheduled hearing. (See GSRR 5.4.9c.)

- I. Either party to the grievance hearing may request a postponement of the hearing. The Hearing Board may either grant or deny the request. (See GSRR 5.4.8.)
- J. At its discretion, the Hearing Board may set a reasonable time limit for each party to present its case, and the Chair of the Hearing Board must inform the parties of such a time limit in the written notification of the hearing.
- K. Hearings are closed unless the student requests an open hearing, which would be open to all members of the MSU community. The Hearing Board may close an open hearing to protect the confidentiality of information or to maintain order. (See GSRR 5.4.10.4.)
- L. Members of the Hearing Board are expected to respect the confidentiality of the hearing process. (See GSRR 5.4.10.4. and 5.4.11.)

V. HEARING PROCEDURES:

- A. The Hearing will proceed as follows:
 - 1. Introductory remarks by the Chair of the Hearing Board: The Chair of the Hearing Board introduces hearing panel members, the complainant, the respondent and advisors, if any. The Chair reviews the hearing procedures, including announced time restraints for presentations by each party and the witnesses, and informs the parties if their advisors may have a voice in the hearings and if the proceedings are being recorded. Witnesses shall be excluded from the proceedings except when testifying. The Chair also explains:
 - In academic grievance hearings in which a graduate student alleges a violation of academic rights, the student bears the burden of proof.
 - In hearings in which a graduate student seeks to contest allegations of academic misconduct, the instructor bears the burden of proof.
 - All Hearing Board decisions must be reached by a majority of the Hearing Board, based on a "clear and convincing evidence." (See GSRR 8.1.18.)(See GSRR 5.4.10.1 and 8.1.18.) For various other definitions, see GSRR Article 8.)
 - 2. If the complainant fails to appear in person or via an electronic channel at a scheduled hearing, the Hearing Board may either postpone the hearing or dismiss the case for demonstrated cause. (See GSRR 5.4.9a.)
 - 3. If the respondent fails to appear in person or via an electronic channel at a scheduled hearing, the Hearing Board may postpone the hearing or, only in unusual circumstances, hear the case in his or her absence. (See GSRR 5.4.9-b.)

4. If the respondent is absent from the University during the semester of the grievance hearing or no longer employed by the University before the grievance procedure concludes, the hearing process may still proceed. (See GSRR 5.3.6.1.)
5. To assure orderly questioning, the Chair of the Hearing Board will recognize individuals before they speak. All parties have a right to speak without interruption. Each party has a right to question the other party and to rebut any oral or written statements submitted to the Hearing Board. (See GSRR 5.4.10.2.)
6. Presentation by the Complainant: The Chair recognizes the complainant to present, without interruption, any statements relevant to the complainant's case, including the redress sought. The Chair then recognizes questions directed at the complainant by the Hearing Board, the respondent and the respondent's advisor, if any.
7. Presentation by the Complainant's Witnesses: The Chair recognizes the complainant's witnesses, if any, to present, without interruption, any statement directly relevant to the complainant's case. The Chair then recognizes questions directed at the witnesses by the Hearing Board, the respondent, and the respondent's advisor, if any.
8. Presentation by the Respondent: The Chair recognizes the respondent to present, without interruption, any statements relevant to the respondent's case. The Chair then recognizes questions directed at the respondent by the Hearing Board, the complainant, and the complainant's advisor, if any.
9. Presentation by the Respondent's Witnesses: The Chair recognizes the respondent's witnesses, if any, to present, without interruption, any statement directly relevant to the respondent's case. The Chair then recognizes questions directed at the witnesses by the Hearing Board, the complainant, and the complainant's advisor, if any.
10. Rebuttal and Closing Statement by Complainant: The complainant refutes statements by the respondent, the respondent's witnesses and advisor, if any, and presents a final summary statement.
11. Rebuttal and Closing Statement by Respondent: The respondent refutes statements by the complainant, the complainant's witnesses and advisor, if any, and presents a final summary statement.
12. Final questions by the Hearing Board: The Hearing Board asks questions of any of the participants in the hearing.

VI. POST-HEARING PROCEDURES

A. Deliberation:

After all evidence has been presented, with full opportunity for explanations, questions and rebuttal, the Chair of the Hearing Board shall excuse all parties to the grievance and convene the Hearing Board to determine its findings in executive session. When possible, deliberations should take place directly following the hearing and/or at the previously scheduled follow-up meeting. (See Section IV.D above.)

B. Decision:

1. In grievance (non-disciplinary) hearings involving graduate students in which a majority of the Hearing Board finds, based on "clear and convincing evidence," that a violation of the student's academic rights has occurred and that redress is possible, it shall recommend an appropriate remedy to the Department Chair or School Director. Upon receiving the Hearing Board's recommendation, the Department Chair or School Director shall implement an appropriate remedy, in consultation with the Hearing Board, within **3** class days. If the Hearing Board finds that no violation of academic rights has occurred, it shall so inform the Chair or Director. The Chair of the Hearing Board shall promptly forward copies of the final decision to parties and the University Ombudsperson. (See GSRR 5.4.11.)
2. In grievance (non-disciplinary) hearings involving graduate students in which the Hearing Board serves as the initial hearing body to adjudicate an allegation of academic dishonesty and, based on "clear and convincing evidence," the Hearing Board finds for the student, the Hearing Board shall recommend to the Department Chair or School Director that the penalty grade be removed, the Academic Dishonesty Report be removed from the student's records and a "good faith judgment" of the student's academic performance in the course take place. If the Hearing Board finds for the instructor, the penalty grade shall stand and the Academic Dishonesty Report regarding the allegation will remain on file, pending an appeal, if any, to the College Hearing Board within **5** class days of the Hearing Board's decision. If an academic disciplinary hearing is pending, and the Hearing Board decides for the instructor, the graduate student's disciplinary hearing before either the College Hearing Board or the Dean of The Graduate School would promptly follow, pending an appeal, if any, within **5** class days. (See GSRR 5.5.2.2 and 5.4.12.3)

C. Written Report:

The Chair of the Hearing Board shall prepare a written report of the Hearing Board's findings, including recommended redress or sanctions for the complainant, if applicable, and forward a copy of the decision to the appropriate unit administrator within **3** class days of the hearing. The report shall indicate the rationale for the decision and the major elements of evidence, or lack thereof, that support the Hearing Board's decision. The administrator, in consultation with the Hearing Board, shall then implement an appropriate remedy. The report also should inform the parties of the right to appeal within **5** class days following notice of the decision, or **5** class days if an academic disciplinary hearing is pending. The Chair shall forward copies of the Hearing Board's report and the administrator's redress, if applicable, to the parties involved, the responsible administrators, the University Ombudsperson and the Dean of The Graduate School. All recipients must respect the confidentiality of the report and of the hearing board's deliberations resulting in a decision. (See GSRR 5.4.12 and 5.5.2.2)

VII. APPEAL OF THE HEARING BOARD DECISION:

- A. Either party may appeal a decision by the Hearing Board to the College Hearing Board for cases involving (1) academic grievances alleging violations of student rights and (2) alleged violations of regulations involving academic misconduct (academic dishonesty, professional standards or falsification of admission and academic records.) (See GSRR 5.4.12.)

- B. All appeals must be in writing, signed and submitted to the Chair of the College Hearing Board within **5** class days following notification of the Hearing Board's decision. While under appeal, the original decision of the Hearing Board will be held in abeyance. (See GSRR 5.4.12, 5.4.12.2 and 5.4.12.3.)
- C. A request for an appeal of a Hearing Board decision to the College Hearing Board must allege, in sufficient particularity to justify a hearing, that the initial Hearing Board failed to follow applicable procedures for adjudicating the hearing or that findings of the Hearing Board were not supported by "clear and convincing evidence." The request also must include the redress sought. Presentation of new evidence normally will be inappropriate. (See GSRR 5.4.12.1, 5.4.12.2 and 5.4.12.4.)

VIII. RECONSIDERATION:

If new evidence should arise, either party to a hearing may request the appropriate Hearing Board to reconsider the case within **30** days upon receipt of the hearing outcome. The written request for reconsideration is to be sent to the Chair of the Hearing Board, who shall promptly convene the Hearing Board to review the new material and render a decision on a new hearing. (See GSRR 5.4.13.)

IX. FILE COPY:

The Chair of the Department shall file a copy of these procedures with the Office of the Ombudsperson and with the Dean of The Graduate School. (See GSRR 5.4.1.)

CONTENTS OF ACADEMIC FILE

Students may expect the following to be included in their academic file:

- Application material
- Checklist (lists the semester a course was completed and the grade received, committee members, etc.)
- Report of the Guidance Committee
- Results of comprehensive exams
- Record of dissertation proposal

Students have access to everything in their file, other than that which they have waived access to, such as letters of recommendation submitted during the application process. Copies of University forms (Report of the Guidance Committee, Record of Comprehensive Exams, and Record of Completion of Requirements) will be provided to the students.

UNIVERSITY RESOURCES

CAREER RELATED SERVICES

PLACEMENT SERVICES

Career Services and Placement (CSP), located in the Student Services Building, includes the Career Development Center and the Student Employment Office. CSP provides assistance to students and alumni planning careers and seeking jobs in business, industry, government, social services, and education. CSP conducts workshops on constructing resumes, interviewing, conducting job campaigns and related topics each week throughout the semester for students and alumni. A number of career fairs are sponsored during the year. A Summer Employment Fair is usually held in February. For information on these career fairs, check with Career Development Center staff in Room 6, Student Services Building.

CSP provides walk-in advising for quick questions regarding resumes, job searches, or careers at 113 Student Services. Walk-in appointments are limited to 15 minutes and available times may vary from semester to semester. Check for hours posted at 113 Student Services. Regular appointments may be made for more intensive advising on careers and job searches.

Student Employment Office staff help students find part-time and summer jobs on and off campus. All work-study positions are obtained through the Student Employment Office at 110 Student Services. Students must qualify for work-study through the Financial Aid Office before seeking work-study positions.

Registration with Career Development and Placement Service is encouraged for all graduating students. It is particularly important for those seeking employment or planning to continue their education. Students should register for job referrals and on-campus interviewing at the CSP website, <http://hrlr.msu.edu/careers/services.php>. Internet access and instructions for accessing the CSP website should be available in any campus computer lab.

SERVICE LEARNING CENTER

The Service Learning Center (SLC) provides opportunities for students to integrate academic work with meaningful community service. There are over thirty programs and more than 500 positions available to students. These positions help to meet established community needs in human service agencies, schools, health agencies, and government.

Students interested in gaining career-related experience through volunteering may contact SLC, complete an application, and interview for a position. Records of students' placements are maintained to verify students' experience. Students may request an SLC transcript. For more information, students should pick up a reference handbook available in Room 26, Student Services Building.

ACADEMIC IMPROVEMENT SERVICES

THE WRITING CENTER

The Writing Center at 300 Bessey Hall can provide assistance with any writing project at any stage. Writing center consultants can assist with selecting a topic, organizing ideas, editing a rough draft, or proofreading a final draft. Call 432-3610 for an appointment.

OFFICE OF SUPPORTIVE SERVICES

The Office of Supportive Services (OSS) was developed to provide academic support, tutorial services and a computer lab for students in need of additional academic support. These facilities and services are offered to students who meet eligibility requirements. The eligibility guidelines include College Achievement Admission Program students (CAAP), handicapped students, minority students, students receiving federal financial aid, and/or students who have below a 2.5 MSU grade point average.

Services available at OSS include: tutorial assistance, a computer laboratory and special computer programs, skill-enrichment programs, graduate school planning assistance, Summer Research Opportunities for Minorities Students (SROP/McNair) scholarships, and Summer University Program Encouraging Retention (SUPER) programs. For more information about any of these programs, please contact the Office of Supportive Services at 209 Bessey Hall or by calling 353-5210.

OTHER ON-CAMPUS RESOURCES

RESOURCE CENTER FOR PERSONS WITH DISABILITIES (RCPD)

The RCPD has staff specialists responding to mobility, visual, hearing, alternative learner concerns, and other handicapper populations, thus enabling their involvement in University activities. The RCPD office is located at 120 Bessey Hall and may be reached at 353-9642 (TTY: 355-1293). Services available are:

- Volunteer Reading Services
- Oral/Sign Interpreters
- Taped Library
- Transport Service (on-campus transport)
- Optical to Tactile Converter
- Environment Accommodation Info or Assistance
- Talking Computer Terminal
- Assistance in Housing Accommodations
- TV Magnifiers
- Personal Assistant Referral System
- Enlarger/Copier
- Student/Faculty Consultation
- Kurzweil Reading Machine
- Registration Assistance
- Telecommunication Device for the Deaf
- Campus Orientation

OFFICE OF MINORITY STUDENT AFFAIRS (OMSA)

OMSA coordinates a range of services and programs to help racial/ethnic minority students adjust and succeed at Michigan State University. They provide cultural programming, conferences, opportunities for student leadership, and student advocacy. For more information, you may visit OMSA at 338 Student Services Building, or call 353-7745.

COUNSELING SERVICES

The Counseling Center provides developmental and psychological counseling, including assistance in decision-making on immediate issues and long-range plans. Career, ethnic, self-management, sexual assault and substance abuse counseling are also provided. Special group counseling services are available and will be discussed during the initial meeting with the counselor. A Self-Management Laboratory provides resources for students considering self-directed behavioral changes. The Counseling Center has two locations on campus: one at 207 Student Services Building and one at 335 Olin Health Center. The respective telephone numbers are 355-8270 and 355-2310. Regular office hours are 8:00 a.m. to noon and 1:00 p.m. to 5:00 p.m., Monday through Friday at both locations. Walk-ins are seen for crisis counseling on Wednesdays, 10:00 to 11:00 a.m. and 2:00 to 4:00 p.m.

The Multi-Ethnic Counseling Center Alliance (MECCA), for minority students who wish to work with minority counselors, is located in 207 Student Services. MECCA assists students of all racial and ethnic groups who are experiencing cultural, social or personal conflicts.

The Sexual Assault Crisis and Safety Education program assists victims of rape/sexual assault and helps reduce such incidents in the University environment. An array of workshops, films and presentations are available upon request. Persons may contact the program coordinator in 207 Student Services. There is also a 24-hour crisis line available at 372-6666.

The Testing Office at 207 Student Services is not only a national test and testing information center, but also provides complete testing services for students working with counselors in the assessment of their personal attributes. Resources include interactive computer-based guidance systems that provide assistance in making informed major choices and career decisions. They can help gather information, explore options, and develop strategies for decision-making.

Major and Career Counseling with trained staff is available at both 207 Student Services and 335 Olin Health Center. Counselors assist in dealing with such issues as family pressures, issues of inadequacy, motivation, uncertainty

concerning aptitudes and interests, or generalized problems in decision-making. Computer-based guidance systems are available on an appointment basis in these locations:

Career Development Center – 6 Student Services, 355-9510 ext. 335

Learning Resources Center – 204 Bessey Hall, 353-9089

Adult Services, Office of the Vice Provost for University Outreach

22 Kellogg Center, 353-0971

229 East Akers Hall, 353-6387

204 Bessey Hall, 353-9089

Counseling Center Self-Management Lab, 355-8270

Olin Counseling Center – 345 Olin Health Center, 353-5310

Main Library – Career Collection, no appointment necessary

FAMILY RESOURCE CENTER

The Family Resource Center offers resource and referral services to assist parents with locating quality childcare, as well as emergency backup childcare services to meet the emergency and short-term child care needs of students, faculty, and staff, and an elder care referral service to assist individuals who are managing the care of a dependent elder. Free pre-finals childcare is offered each semester for the children of Michigan State University student parents. A Student Parent Organization (Student Parents On a Mission) offers peer support for students with children (<http://www.msu.edu/user/studentp>). The FRC may be reached at 517-432-3745 ext. 146, and additional information is available at <http://www.frc.msu.edu>.

GENERAL INFORMATION

ACADEMIC ADVISORS

Academic advisors are available to assist students with:

- Deciding courses and development of programs of study
- Selection of second degree, additional majors, cognates and specializations
- Review of degree requirements
- Planning annual enrollment
- Information on dropping and adding courses, and withdrawal from university
- Referral to other university resources
- Discussions of possible internship and overseas study experiences

Students are responsible for knowing and fulfilling all university, college and major requirements. Use the School of Criminal Justice's Publication of the *Graduate Planning Guide*, and the University's publications of *Academic Programs* and *Description of Courses*.

Academic advisor:

Barbara Kolar
128 Baker Hall
517-353-9866
kolarba@msu.edu

Career Development Coordinator:

Tim Homberg
130 Baker Hall
517-432-3197
hombergt@msu.edu

You may schedule a 30-minute advising appointment with your criminal justice academic advisor electronically. Access the web at www.cj.msu.edu. Select Graduate On Campus/Advising. You will need your MSU NetID and password. If for some reason you are not able to keep an appointment made with your academic advisor, please be considerate and cancel your scheduled appointment as early as possible so another student may sign up for the appointment time.

APPLICATION TO GRADUATE

Students must apply to graduate. Applications are available at 150 Hannah Administration Building, or may be submitted electronically at www.reg.msu.edu under the Graduation/Honors menu. The application must be submitted by the first week of the semester in which the student plans to graduate. **Summer graduates should turn in their application by the first week of Spring semester.** If graduation is denied, the student must reapply, as the application is not automatically forwarded to the following semester.

CAMPUS PARKING

Parking on campus during the day is extremely difficult, but after 6:00 p.m., parking permits are not required and parking is more available. During the day, parking is available in a commuter lot which has bus service to campus. To use this lot, you must register your car with the Parking and Safety Bureau. You will find parking and permit information at www.dpps.msu.edu, or you may call 517-355-8440, e-mail parkinfo@dpps.msu.edu, or go to 87 Red Cedar Road.

The City of East Lansing operates a parking ramp just off Grand River, which is within walking distance of campus. Their rates are reasonable.

CHANGE OF ENROLLMENT/REGISTRATION

Students who wish to drop and add courses after registration may do so through the fifth day of classes. To add courses after the fifth day, students must contact the department offering the course (after the fifth day, students may continue to drop courses through the middle of the semester). After mid-term, students may drop courses only with the permission of the dean of their college. Students are reminded to check the University Calendar in the *Quick Guide to Enrollment and Registration* each semester for important dates regarding dropping and adding courses. Fees charged for late enrollment and fees refunded for dropping courses are also listed in the *Quick Guide to Enrollment and Registration*.

CJ LISTSERV

CJ Listserv is an electronic forum for criminal justice students. If you subscribe, you will receive information about scholarships, graduate assistantships, job opportunities, classroom and scheduling changes, upcoming school events, and more. You will also be able to distribute information related to your educational experience at MSU. Faculty and staff will frequently distribute important information via Listserv. All graduate and undergraduate CJ students are encouraged to sign up.

To subscribe, send an e-mail to: listserv@h-net.msu.edu.

Leave the subject line blank, and write the following message in the text:

SUB(space) cj-student (space) your name

Example: Sub cj-student John Doe

CORRECTION OF GRADES

A student's grade may be changed only if the first grade is in error. The time limit for the correction of grades is 30 days after the start of a new semester. The Office of the Registrar reserves the right to audit student records and to correct them as necessary.

DEFERRED GRADES

Deferred grades are issued only to graduate students who are doing satisfactory work but cannot complete requirements because of reason(s) acceptable to the instructor. The required work must be completed and a grade reported within six months, with the option of a single six-month extension. If the required work is not completed within the time limit, the DF/Deferred changes to a DF/Unfinished.

FREQUENTLY USED WEBSITES AND PHONE NUMBERS

Controllers Office (www.ctrl.msu.edu) - Tuition and housing fees, fee payment schedule, deferred payment plan, etc. 517-355-3343 (Billing and Receivables)

Department of Police and Public Safety (www.dpps.msu.edu) - Police services, parking permits, campus crime statistics, visitor parking, etc. 517-355-8440 (Parking)

Financial Aid (www.finaid.msu.edu) - Instructions for applying for aid, forms, calendar, calculator, etc. 517-353-5940

Graduate School (www.grad.msu.edu) - Graduate education at Michigan State University, forms, assistantship information, financial aid, graduate student resources, etc. 517-355-0301

Housing (www.hfs.msu.edu/uh) - Graduate housing, University apartments, housing rates, food service, residential rental options, etc. 517-355-9550 (University Apartments and Hall Assignments)

Michigan State University (www.msu.edu) - General information about Michigan State University, catalogs, enrollment and registration, student organizations, student services, University policies and procedures, search site, etc.

Office for International Students and Scholars (www.oiss.msu.edu) - Admission, travel, immigration rules and regulations, scholarship and grant information, etc. 517-353-1720

Registrar's Office (www.reg.msu.edu) - Tuition, enrollment, financial aid, schedule of courses, University calendar, student services, etc. 517-355-3300

GRADUATE ASSISTANTSHIPS

Graduate assistantships are awarded on a competitive basis for incoming masters and doctoral students. All assistantships are dependent on the availability of funds. They may be renewed if funds are available and the student is making satisfactory progress toward the degree and has received satisfactory evaluations from the supervising faculty member.

Students receiving these awards provide support for the School's teaching and research. The graduate assistant's responsibilities require 10 hours per week for a quarter-time appointment, 20 hours per week for a half-time appointment, and 30 hours per week for a three-quarter-time appointment. Graduate assistants are provided a monthly stipend, a nine-credit tuition waiver for each semester the assistantship is held (five-credit tuition waiver for summer semester), with in-state tuition rates for any credits above those waived, and student health insurance. Matriculation fees are waived.

Graduate assistants are expected to be on campus during the length of the appointment. Days off should be discussed with the student's supervisor well in advance, and makeup time scheduled. Appointment dates will be as follows:

Fall Semester – August 16 through December 31

Spring Semester – January 1 through May 15

Summer Semester – May 16 through August 15

There are three levels of stipend rates, which are determined by University regulation.

- Level 1 requires that each of the following 3 criteria be met:
 - admitted MSU graduate student
 - bachelor's degree
 - less than two semester's experience as a graduate assistant or full-support fellow.
- Level 2 is required when each of the following 3 criteria is met:
 - admitted MSU graduate student
 - master's degree (a JD or LLB is equivalent to masters in determining level);
 - OR 30 or more grad semester credits or equivalent;
 - OR at least two semester's experience as a graduate assistant or full-support fellow.
 - level 3 required criteria have not been met
- Level 3 is required for Teaching (T) when each of the following 3 criteria is met:
 - admitted MSU graduate student
 - a master's degree or equivalent.
 - The graduate assistant experience must be in the employing unit or in a department considered relevant by the chairperson or employing unit. The minimum number of semesters shall be four (4), five (5) or six (6) but in any case no greater than department's current practice as stipulated in 2004
- Level 3 is required for Research (R) or Teaching (TE) assistants when each of the following 3 criteria are met:
 - admitted MSU graduate student.
 - successful completion of doctoral comprehensive exams, as defined by the department in which the student is enrolled
 - 6 semesters as a graduate Research/Teaching (R/TE) assistant at MSU, or equivalent. The definition of equivalence is left to the discretion of the chairperson of the appointing unit, but it is expected that

only experience in research-oriented assignments count toward the 6 semesters of experience as an RA.

(Level 3 is not acceptable for Research (R) or Teaching (TE) unless all 3 criteria listed above are met.)

Checks are distributed on a biweekly basis. Changes in stipend or percentage of time become effective only at the beginning of a semester.

Support sources come in five main types:

- Teaching assistantships eligible to join the Graduate Employees Union (TA)
- Teaching assistantships not eligible to join the Graduate Employees Union (TE)
- Research assistantships (RA)
- MSU fellowships
- External fellowships

Student offered a teaching assistantship (TA) must decide whether to join the Graduate Employees Union (GEU). Please visit www.geuatmsu.org for more information about the GEU. The student will be given a card on which to indicate their decision at the beginning of the first semester in which they are eligible to join. Dues-paying TAs need only sign a GEU card once (unless they wish to change to paying fees) during their graduate careers. Fees-paying TAs need to sign a card once a year. *If a TA does not fill out a union card, the assistantship may be revoked.* TEs and RAs are not currently required to fill out this form.

Graduate assistants must be registered each semester in which they hold graduate assistantships. The minimum and maximum credit-loads are as follows:

1. For a quarter-time graduate assistant, minimum enrollment is 3 credits (including credits in CJ 999); maximum enrollment is 16 credits (excluding credits in CJ 999).
2. For a half-time graduate assistant, minimum enrollment is 3 credits (including credits in CJ 999); maximum enrollment is 12 credits (excluding credits in CJ 999).
3. For a three-quarter-time graduate assistant, minimum enrollment is 3 credits (including credits in CJ 999); maximum enrollment is 8 credits (excluding credits in CJ 999).

Faculty supervisors are required to review each of the students assigned to them as graduate assistants, and determine whether they have met the assistantship responsibilities. Each faculty provides written documentation to the Director of the School of Criminal Justice which outlines and rates student performance in dependability and punctuality, planning and organization of work schedule, ability to prioritize, demonstration of independent thinking and initiative, task completion in a timely manner, quality of work performed, oral and written communications.

A more detailed description of assistantship benefits and regulations may be found in Michigan State University's *Academic Programs*, Financial Aid for Graduate Students section (available at <http://www.reg.msu.edu/AcademicPrograms/Text.asp?Section=111#s353>), and the Graduate School website at <http://grad.msu.edu/funding/>.

Mandatory Training: All TAs and RAs must complete the on-line training about the Relationship Violence and Sexual Misconduct Policy. To Access the training, login to the ORA training website at: <http://goo.gl/pLh01o>. Click "Register," "Complete Registration" and then "Launch" to begin the Relationship Violence and Sexual Misconduct (RVSM) Policy - Faculty, Staff Training. (If it indicates that you have already registered, use "In Progress Training", then "Launch."). You will want to reserve approximately 30 minutes to complete all assignments. If you need assistance, contact the Helpdesk at 517-884-4600 or train@ora.msu.edu.

MSU NETID

MSU students receive centrally funded NetIDs so they can utilize various electronic resources and electronic mail. Students must activate their MSU NetID in order to:

- Receive official communications from MSU that are sent to students by email only
- publish a personal webpage
- access public computer labs
- access electronic resources on campus

You will need your PID (Personal Identification Number) and your PAN (Personal Access Number) to activate your MSU NetID. Please visit www.netid.msu.edu for more information.

STUDENT IDENTIFICATION CARD

Identification cards may be obtained in 170 International Center and will be issued following the student's initial enrollment. Picture ID is required. Library privileges, access to University buildings, facilities and classrooms, and purchase of tickets and entry into athletic and entertainment events may require the possession and presentation of the ID card upon request.

Information about the cards can be found at www.idcard.msu.edu.

Questions concerning Michigan State University ID cards should be addressed to idcard@msu.edu or 517-355-4500.

WITHDRAWAL FROM THE UNIVERSITY

A student who wishes to withdraw from the university should contact the Office of Student Affairs, 201 Berkey Hall, in the College of Social Science. Students will be advised of the academic consequences of withdrawing and the method for applying for readmission. A "Voluntary Withdrawal" form must be completed and signed by the student.

Students may withdraw from the university through the 12th week of the semester. A student may withdraw before the middle of the semester without a grade reported. Withdrawal after the middle of the semester through the 12th week of the semester will result in a grade being reported. Please check the university's academic calendar at www.reg.msu.edu for specific dates.

In case of such emergency that a student is not able to report in person to the Office of Student Affairs, 201 Berkey Hall, an agent of the student (parent, partner or spouse) may contact Student Affairs personnel.

GRADUATE COURSE DESCRIPTIONS

CJ 801 CRIME CAUSATION, PREVENTION, AND CONTROL (Spring-3)

Theories of crime causation. Translation of theory to policy.

CJ 802 PROSEMINAR IN LAW ENFORCEMENT INTELLIGENCE OPERATIONS (Fall, Spring-3)

Law enforcement intelligence as an analytic tool for case development and resource allocation. Historical, ethical, legal, and operational issues affecting current practice.

CJ 803 FOUNDATIONS IN HOMELAND SECURITY (Fall, Spring-3)

Broad overview and assessment of the contemporary homeland security program.

CJ 805 SURVEY IN FORENSIC SCIENCE (Fall-3)

Scientific analysis of physical evidence. The course will cover four major aspects of physical evidence using real criminal and civil cases: generation of physical evidence by criminal activity; collection and preservation of physical evidence; analysis of physical evidence by forensic science laboratory; presentation of scientific expert testimony in court. Open only to Forensic Science majors.

CJ 809 ISSUES IN CRIMINAL JUSTICE (Fall, Spring 2-4)

Special issues in criminal justice research and management.

CJ 810 PROSEMINAR IN CRIMINAL JUSTICE (Fall-3)

Survey of classical and recent literature in criminal justice. Trends and issues that transcend the components of the criminal justice system.

CJ 811 DESIGN AND ANALYSIS IN CRIMINAL JUSTICE RESEARCH (Fall-3)

Scientific methods in criminal justice research. Design of research, principles of data collection and analysis, interpretation of research findings, and ethical concerns. Computer use in data analysis.

CJ 812 CRIMINAL JUSTICE MANAGEMENT SEMINAR (Fall-3)

Organization theory and behavior for the criminal justice agency. Organization and policy planning, budgeting, forecasting, human resource management and project implementation.

CJ 815 PROSEMINAR IN CRIMINAL INVESTIGATION (Spring-3)

Research on the criminal justice process. Investigation and role of evidence in the administration of justice. Ethical issues.

CJ 817 LAW AND FORENSIC SCIENCE (Spring-2)

Course covers the legal aspects of forensic science including the adjudicative process, admissibility of scientific evidence, laboratory reports, hearsay, relevant case materials and expert testimony.

CJ 819 FORENSIC ANALYSIS OF DRUGS AND ALCOHOL (Fall-3)

Techniques and processes in analysis of physical evidence including spectroscopy, chromatography, microscopy. Emphasis on controlled substances. Open only to Forensic Science majors.

CJ 820 FORENSIC CHEMISTRY AND MICROSCOPIC EVIDENCE (Spring-3)

Analysis of trace evidence including hairs and fibers, paints and coatings, explosives and fire residues, glass and soil. Open only to Forensic Science majors.

CJ 822 COMPARATIVE CRIMINAL JUSTICE (Spring of even years-3)

Globalization, crime causation, measurement, and control in comparative and cross-national contexts. Nature of policing, courts, and corrections in select countries. CJ 822 is required coursework for those pursuing an International Focus specialization.

CJ 823 GLOBALIZATION OF CRIME (Fall of even years-3)

International crimes and organized crime. Trafficking in women, children, and body parts. Related problems such as firearm violence, money laundering, and corruption that transcend national boundaries. CJ 823 is required coursework for those pursuing an International Focus specialization.

CJ 824 FORENSIC SEROLOGY (Fall-3)

Lectures and laboratory exercises in the identification of body fluids of forensic interest, including blood, semen, and saliva. Sources of false positive and negative results will also be examined. Open only to Forensic Science majors.

CJ 825 DNA PROFILING (Spring-3)

Laboratory and lecture in DNA profiling. Nuclear and mitochondrial DNA analysis of blood, semen, hair, saliva and other tissues of forensic interest. Open only to Forensic Science majors.

CJ 829 NATIONAL AND GLOBAL TRENDS IN COURT PLANNING (Spring-3)

Emerging judicial trends. Stakeholder expectations. Impact on judicial branch planning. Regional, national, and global trends that frame strategic issues, planning, actions, and leadership

CJ 830 FOUNDATIONS OF POLICE STUDIES (Spring-3)

Police practice. The police role, socialization, discretion, strategies, deviance.

CJ 835 MANAGING POLICE ORGANIZATIONS (Spring odd-numbered years-3)

Issues and practices in police management. Management philosophy and personnel management.

CJ 836 ASSESSMENT OF POLICE POLICIES AND OPERATIONS (Spring of even-numbered years-3)

Recent policy-related research and its application to the deployment of human resources.

CJ 837 COUNTERTERRORISM AND INTELLIGENCE (Fall, Spring-3)

Meanings and concept of terrorism. Nature of both domestic and international terrorist threats. Integration of intelligence and terrorism to understand counterterrorism concepts.

CJ 838 TERRORISM (Spring, Summer-3)

Overview of terrorism, both domestic and international. Examination of the causes and motives that drive terrorists, their methods of operation, and the impact of terrorism on the United States and abroad.

CJ 839 ANALYTIC THINKING AND INTELLIGENCE (Fall-3)

Analytic processes, tools, applications and contemporary issues as applied to the intelligence function.

CJ 845 ENVIRONMENTAL RISK PERCEPTION AND DECISION-MAKING (Spring of odd years-3)

Theoretical underpinnings of individual decision-making and risk perception processes. Case studies of the interplay of risk perception and decision-making in an environmental and/or criminological context.

CJ 846 CORPORATE ENVIRONMENTAL CRIME AND RISK (Spring of even years-3)

Theoretical accounts and multiple interventions relevant to corporate environmental crime and risk. Use of “Smart Regulation” principles to design interventions to match specific problems.

CJ 847 GLOBAL RISKS, CONSERVATION, AND CRIMINOLOGY (Fall-3)

Theories, actors, characteristics and legal instruments associated with risk, conservation, and criminology related to globalization. Current case studies in criminological conservation.

CJ 856 ADVANCED TOPICS IN POLICING (Fall, Spring-3)

Special topics on policing such as crime analysis, problem solving, police recruitment, retention and development, police behavior and ethics.

CJ 860 HISTORICAL FOUNDATIONS/CONTEMPORARY FRAMEWORKS OF JA (Fall-3)

Foundations in the legal and historical evolution of courts. Contemporary methods, practices, and theories of court administration, including purposes and responsibilities of courts, rule of law, caseflow management, and court governance and leadership models.

CJ 861 BUDGET PLANNING AND RESOURCE ALLOCATION FOR COURT PERFORMANCE (Summer-3)

Financial resources for courts and court systems. Resource acquisition and allocation strategies, output and outcome measurement for expenditure assessment, efficient and effective resource management, techniques for budget presentation in the public-sector context, alternative budget planning and justification formats, audit formats, revenue enhancement sources and strategies.

CJ 862 WORKFORCE PLANNING AND MANAGEMENT IN THE COURTS (Summer-3)

Workforce planning and management in the judicial branch. Selections and forms of employment, including elected and appointed judges and other judicial officers, at-will employees, civil servants, contractual labor and services. Succession planning, methods of employee development, coaching, mentoring, and continuing education.

CJ 863 COURTHOUSE PLANNING: SPACE, TECHNOLOGY, SECURITY, AND DISASTER RECOVERY (Summer-3)

Planning for building or remodeling of courthouse and courtroom facilities. Requirements for federal and state courts. Safe public space, efficient workflow, technology infrastructure for electronic courts, security, and disaster planning and recovery.

CJ 864 ELEMENTS OF ESSENTIAL COURT OPERATION (Spring-3)

Court management infrastructure systems. Contemporary developments in problem-solving courts. Methods for measuring court inputs, outputs, and outcomes. Constitutional mandates, judicial branch independence and interdependence, transparency, and accountability.

CJ 865 ADULT CORRECTIONS (Fall odd-numbered years-3)

Traditional and contemporary adult correctional practices. Social, political, economic and organizational factors affecting correctional policies.

CJ 866 ADULT AND JUVENILE CORRECTIONS PROGRAMS (Fall even-numbered years-3)

Adult and juvenile crime prevention and correctional programs. Application of research findings to management issues.

CJ 873 LEGAL ISSUES IN CRIMINAL JUSTICE (Spring even-numbered years-3)

Law as an instrument of social control. Legal limitations on criminal justice institutions and policies.

CJ 885 SECURITY MANAGEMENT (Fall-3)

The organization and management of security operations in business, industry, and government.

CJ 886 SECURITY ADMINISTRATION (Spring-3)

Administrative and quantitative techniques for security operations. Statistical analysis. Analysis of financial statements. Operations research and computer techniques.

CJ 887 QUANTITATIVE METHODS IN CJ RESEARCH (Spring-3)

Descriptive and inferential statistics and computer use in criminal justice research.

CJ 890 INDEPENDENT STUDY (Fall, Spring, Summer, 1-6)

Individual research and writing under faculty supervision.

CJ 894 PRACTICUM (Fall, Spring, Summer, 1-6)

Observation, study, and work in selected criminal justice agencies. Participation in domestic and foreign criminal justice systems.

CJ 896 POLICY ANALYSIS UNDER CONDITIONS OF CHANGE (Spring-3)

Methods of policy analysis in criminal justice settings. Policy analysis for the formulation, adoption and implementation of changes.

CJ 899 MASTERS THESIS RESEARCH (Fall, Spring, Summer, 1-6)

CJ 901 SEMINAR IN CONTEMPORARY THEORY AND CJ RESEARCH (Fall-3)

Theoretical perspectives and issues in criminal justice and criminology theory.

CJ 904 CRIMINAL JUSTICE ORGANIZATIONS AND PROCESSES (Spring-3)

Theoretical perspectives on organizations and processes in criminal justice. Evaluation of organizational performance in justice agencies.

CJ 905 LAW AND SOCIETY (Fall-3)

Theoretical perspectives on law. Impact of law on society and the criminal justice system.

CJ 906 ADVANCED QUANTITATIVE METHODS IN CJ RESEARCH (Fall-3)

Applications of quantitative techniques to criminal justice data. Use of multiple regression and SPSS.

CJ 907 ADVANCED TOPICS IN CRIMINAL JUSTICE DATA ANALYSIS (Spring-3)

Advanced quantitative analysis techniques for criminal justice data (may be repeated for credit).

CJ 908 ADVANCED TOPICS IN CRIMINAL JUSTICE (Spring odd-numbered years-3)

Intensive study of one subfield of criminal justice. Critical evaluation of the literature (may be repeated for credit).

CJ 909 ADVANCED RESEARCH METHODS (Fall-3)

Methodological approaches to conducting sound, ethical criminal justice and criminological research. Research ethics, study design, and data collection methods.

CJ 999 DOCTORAL DISSERTATION RESEARCH (Fall, Spring, Summer)

Twenty-four credits required for doctoral students. No more than 36 are permitted by University policy.

FACULTY

PROFESSOR

Joined MSU

Carter, David L.	PhD	1980	Sam Houston State University	1985
Chermak, Steve	PhD	1993	State University of New York-Albany	2005
Finn, Mary	PhD	1989	State University of New York-Albany	2015
Foran, David R.	PhD	1987	University of Michigan	2002
Holt, Thomas	PhD	2005	University of Missouri-St. Louis	2009
Hudzik, John K.	PhD	1971	Michigan State University	1977
Kutnjak Ivkovich, Sanja	PhD/JD	1995	University of Delaware	2007
Maxwell, Christopher D.	PhD	1998	Rutgers University	1998
McGarrell, Edmund F.	PhD	1986	State University of New York-Albany	2001
Morash, Merry A.	PhD	1978	University of Maryland	1980
Nalla, Mahesh K.	PhD	1988	State University of New York-Albany	1992
Smith, Christopher E.	PhD/JD	1988	University of Connecticut	1994
Wilson, Jeremy	PhD	2008	Ohio State University	2008

ASSOCIATE PROFESSOR

Cobbina, Jennifer	PhD	2009	University of Missouri-St. Louis	2009
Corley, Charles J.	PhD	1986	Bowling Green State University	1990
DeJong, Christina	PhD	1994	University of Maryland	1994
Dow, Steven B.	PhD/JD	1999	University of Michigan	1979
Gibbs, Carole	PhD	2006	University of Maryland-College Park	2006
Gore, Meredith	PhD	2007	Cornell University	2008
Maxwell, Sheila R.	PhD	1994	Rutgers University	1994
Melde, Christopher	PhD	2007	University of Missouri-St. Louis	2007
Smith, Ruth	PhD	2003	University of Strathclyde	2005
Wolfe, Scott	PhD	2012	Arizona State University	2017
Zeoli, April	PhD	2007	Johns Hopkins University	2008

ASSISTANT PROFESSOR

Cavanagh, Caitlin	PhD	2016	University of California Irvine	2016
Chaudhuri, Soma	PhD	2008	Vanderbilt University	2008
Hamm, Joseph	PhD	2014	University of Nebraska-Lincoln	2014
Kennedy, Jay	PhD	2014	University of Cincinnati	2014
Zwickle, Adam	PhD	2014	Ohio State University	2014

ACADEMIC ADVISOR

Evarian, Jane	MA	1991	Michigan State University	1990
Homberg, Timothy	MA	2002	Michigan State University	1998
Kolar, Barbara	MA	1996	Michigan State University	1996