

NYPD LEADERSHIP PROGRAM

@ John Jay

A STUDENT GUIDE

Spring 2012 SEMESTER

For more information visit
jjay.cuny.edu/nypd

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PROGRAM DESCRIPTION

The NYPD Leadership Program provides NYC police officers and supervisors with skills that enhance public safety service delivery and police management in a multiracial and multicultural city. The New York City Council and with the Mayor's support authorized John Jay College of Criminal Justice to partner with the NYPD in providing eligible NYC uniformed police personnel with a package of four credit bearing college courses. The NYPD Leadership Program is designed to give undergraduate and graduate participants an understanding of the multicultural population they serve as well as an enhanced capability for service-orientated leadership in the supervisory ranks. **The program is free for sworn NYPD uniformed members of the service.** The scope and duration of the program are dependent on continued funding.

The program is designed for **undergraduate students** and **non degree graduate students**.

- The undergraduate foundation courses are Ethnic Studies 190, Police Leadership in a Multiracial & Multicultural Society, and Police Science 191, Police Leadership and Supervision for the Police Services in a Multiracial & Multicultural City. Students complete the program by taking two additional courses that address community dynamics and police management practice and culture.
- The graduate foundation courses are provided for NYPD supervisory and non-supervisory personnel who have already completed a bachelor degree. Students must take four graduate courses to complete the program. The graduate foundation courses are Criminal Justice 738 Perspectives on Race and Crime in America, 810 Police Leadership and CRJ 742 Police Ethics. Students must also choose one of the following courses: PAD 706 Bureaupathology and/or CRJ 819 Counter-Terrorism Policy for Law Enforcement.

Both programs of study meet in the fall and spring semesters on Fridays morning, afternoon and evening. Students will have access to a full service educational environment created especially for NYPD students. Academic and career development counseling are provided throughout the semester. Students may apply NYPD Program credits toward the Fast-Track Bachelor's and Master's degrees at John Jay College. Students successfully completing the sequence of four courses will be awarded a certificate of completion.

PROGRAM ADMINISTRATION

Admissions Administration

Mr. Angelo Kyriacou
Associate Director of Undergraduate Admissions
212.237.8199, akyriacou@jjay.cuny.edu, Room L.64.16 NB

Ms. Adanna Campbell, Admissions Coordinator
212.237.8868, NYPDProgram@jjay.cuny.edu, Room L 64.15 NB

Academic Administration

Dr. Jannette O. Domingo, Dean of Graduate Studies
212.237.8757, jdomingo@jjay.cuny.edu, Room 411T

Ms. Anila Duro, Administrative Director
646.557.4775, 646.557.4775, Room 411T

Academic Program Directors

Dr. Avram Bornstein, Anthropology Department
212.237.8287, abornstein@jjay.cuny.edu, 434-03T
Director for ETH 190, LAW 313 and HIS 214 courses.

Dr. Maki Haberfeld, Chair of Law, Police Science and Criminal Justice Administration
212. 237.8381, mhaberfeld@jjay.cuny.edu, Room 422T
Director for PSC 191, PSC 202, CRJ 321, CRJ 810, CRJ 819, CRJ 738, CRJ 742, and PAD 706 courses.

Counseling Support Staff

All students should meet with a counselor each semester. To make an appointment to see one of the counselors listed below, please call the Counseling Information Office at 212-237-8111.

Prof. Robert DeLucia, EdD, Coordinator, Police Consultation & Support
212.237.8142, rdelucia@jjay.cuny.edu, Room L 68.11 NB
[On Sabbatical for SPRING 12 will return in Fall 12 semester]

Prof. Heather Holtman, Counselor
212.237.8000 ext. 2131, hholtman@jjay.cuny.edu, L 68.13 NB

Prof. Felice Shoot, Counselor
212.237.8111, fshoot@jjay.cuny.edu, Room L 68. 19 NB

Prof. Joel Rosow, Counselor
212.484.1189, jrosow@jjay.cuny.edu, Room L 68. 20 NB

UNDERGRADUATE PROGRAM

Undergraduate students begin the program by taking ETH 190 and/or PSC 191 courses. Both courses are required. These courses can be taken consecutively. NOTE: ETH 190 and PSC 191 are prerequisites for all program electives.

TIER 1: Required foundation courses to be taken first

ETH 190 Police Supervision in a Multiracial and Multicultural City

This course is an introductory exploration of the impact of racial and ethnic diversity, social structure, and oppression in the United States with particular emphasis on policing and police supervision in New York City. Students examine the impact of racial and cultural myths and realities on police perceptions and responses to crime, and on community perceptions and responses to law enforcement. Each weekly class will combine a variety of teaching and learning modalities designed to maximize experiential learning and build on students' professional experience.

PSC 191 Supervisory Leadership for Police Services

The goal of this course is to enhance the student's understanding of effective supervision and the importance of leadership at all levels of policing. The course is for police supervisors, and those preparing to be. Each class will be divided between keynote activities and faculty instructions. Class faculty, all of whom regularly teach management and supervision will lead class discussions, monitor attendance, review student work and assign grades.

UNDERGRADUATE PROGRAM

TIER 2: Elective Courses

Select two of the following courses. Students must have successfully completed ETH 190 and ETH 191 in order to register for elective courses.

HIS 214 Immigration and Ethnicity in the United States

A social history of immigration and ethnicity that focuses on topics such as immigrant institutions, including family, church, community life, unions, gangs, fire companies, saloons, theaters, social mobility and the role of ethnicity and class response to the “immigrant problem”, including assimilations, nativism, racism, and restriction; immigrant ghettos and boss rule; changing immigrant stereotypes; work experience; labor violence and the methods of social control.

LAW 313 The Law and Politics of Race Relations

Analysis of the politics of race and racism in the United States through the examination of major court decisions and of legislation affecting minority groups. Treatment of racial minority groups in the criminal and civil justice systems, by courts, police, and prisons will be included.

CRJ 321 Police Ethics

An identification and analysis of the diverse ethical issues encountered in the police service. Traditional ethical theories will be examined and will be applied to such topics as discretion, deadly physical force, misconduct, authority and responsibility, affirmative action, civil disobedience, undercover operations and privacy.

NYPD COURSE SUBSTITUTION UNDERGRADUATE TRACK

**Undergraduate
NYPD leadership
courses:**

**May be substituted for the following JJC
undergraduate courses:**

ETH 190-----ETH 125, PSC 245, PSC 271

PSC 191-----PSC 201, PSC 271, PSC 245, SEC 101

HIS 214----- -HIS 219

LAW 313-----LAW 207

CRJ 321-----LAW 207

***Other substitutions are considered on a case by case basis.**

Each semester, students should make an appointment with a counselor to discuss their transcript and receive guidance regarding choice of majors, course substitutions, and graduation requirements.

PLEASE NOTE THE FOLLOWING:

- Students can transfer a maximum of 90 credits to John Jay College. Police officers having at least 28 Liberal Arts, including ENG 101 and ENG 102-201, may be exempt from the college general education requirements. To receive a general education requirement waiver, police officers must file a General Education Exemption Application with the Registrar' Office. The form can be obtained online at www.ijay.cuny.edu/nypd, from the counselors or One Stop Center.
- Degree eligibility requires that students **must** complete a minimum of 10 classes or 30 credits at John Jay. Six of the 10 classes must be in the students' selected major.
- Police officers can earn up to 30 external credits from training and other work related academic experience often referred to as equivalent credit. To apply for external credit requires filling out the external credit form and sending in appropriate documentation to the Registrar's Office

GRADUATE PROGRAM

Non degree Graduate students begin the program by taking CRJ 738, CRJ 742, CRJ 810 and an elective course. CRJ 738, CRJ 742 and CRJ 810 are required courses.

NOTE: CRJ 738, CRJ 742 and CRJ 810 are prerequisites for all program electives.

TIER 1: Required foundation courses to be taken first

CRJ 738 Perspectives on Race and Crime in America

This course examines the controversies between race and crime in America, now and in the past. It also discusses the competing definitions of race, crime and violence. Investigates the legacy of slavery and the impact of restrictive immigration laws.

CRJ 742 Police Ethics

The purpose of the course is to familiarize the student with strategies for ethically acceptable decision- making, and their application to a broad range of problems (“hard cases”) that are encountered in police work. The course is intended to sensitize police practitioners to the ethical complexities of police work and to assist them in addressing these complexities constructively. What is unique about this course is its comparative approach to the dilemmas of police ethics and integrity. The goal of such an approach is to flash out the police profession as one that transcends cultures and countries by emphasizing its common struggles and dimensions on one hand and its status as one of the fundamental pillars of any democratic society on the other.

CRJ 810 Police Leadership

This course will explore and develop a conceptual framework of modern police leadership. The emphasized focus is on the complexity of the leadership process in the law enforcement organization, from the perspective of the individual members (in their roles as leaders, peers, followers), through social and work groups to which organizational members belong and in which they work and perform. Concepts such as: organizational and individual developments, dimensions and dynamics of police groups and subsystems, communication and counseling skills, ethical considerations, and adaptation processes to the changing society, will be discussed and analyzed.

In the new Millennium, facing the new global realities, managers and supervisors will need to change their leadership styles to meet the challenges and requirements of a culturally diverse society and workforce. On the other end of the spectrum, safety and security concerns

intersect with the more traditional mission of police force. The goal of this course is to analyze the concepts of leadership, as they represent a step beyond management, and the heart of any unit or law enforcement organization of the future. The more diverse the workforce of law enforcement organization becomes, the more complex the mission, the more leadership is needed. Suggestions for new attitudes and approaches based on the assumption that people want to be led and not managed are the desired outcomes of the course.

TIER 2: Elective Courses

Select one of the following courses. Students must have successfully completed CRJ 738, CRJ 742 and CRJ 810 or consecutively register in the third required course in order to register for an elective course.

CRJ 819 Counter-Terrorism Policy for Law Enforcement

This course gives present and future law enforcement managers an overview of counter-terrorism policy in the context of current events and policies. The topics will include emergency response disaster scenes, the identification of terrorists and terrorist groups, and the assessment of vulnerability and risk of population and infrastructure. The course will cover preventive law enforcement strategies and tactics, as well as methods to improve information sharing and coordination between agencies. Evolving federal and state policy will be considered in light of recent anti-terrorism legislation. New and existing approaches to immigration monitoring and control, as well as how these responses impact on civil liberties and issues related to privacy and profiling. Faculty members will provide more than one point of view to foster and integrated look at the criminal justice system. A major theme is the changing definition of and the uses of discretion by criminal justice personnel, influenced by the culture and various subcultures developed and maintained by the law enforcement agencies, by outside forces, and by legal developments.

The desired outcome of this course is to provide the students with some analytical and critical skills in the field of counter-terrorism policies.

PAD 706 Bureaupathology

This course explores corruption, waste, favoritism, excessive secrecy, arbitrary, and illegal exercises of power and other “pathologies” of bureaucracies. It also examines the organizational situations and social contexts conducive to departments from the laws, rules and regulations that define the formal mission of agency as well as the remedial and preventative actions available to elected officials, organizational managers, line employees and clients, customers, and citizens.

NYPD COURSE SUBSTITUTION GRADUATE TRACK

Non-matriculated Graduate students in the graduate NYPD Leadership Program who are admitted to graduate programs at John Jay College of Criminal Justice can substitute NYPD courses to meet degree requirements or use them as electives. Twelve credits (12) may be applied to the Criminal Justice, Protection Management and Public Administration Master Degree Programs. Six credits (6) may be applied to the Master Degree in Forensic Psychology. No credits may be applied to the Master Degrees in Forensic Science and Forensic Computing.

CRIMINAL JUSTICE: Program Director, Prof. Heffernan, 212.237.8376 or wheffernan@jjay.cuny.edu

1. CRJ 738, CRJ 742, CRJ 810, CRJ 819 & PAD 706 can all be utilized as electives (a maximum of 12 credits can be used as electives.)
2. CRJ 738, CRJ 819 can be used towards fulfillment of the specialization in Criminology and Deviance.
3. CRJ 742, CRJ 810 as well as PAD 706 can be used toward fulfillment of the specialization in Police Administration.

DIGITAL FORENSICS & CYBER SECURITY: Program Director, Prof. Lovely, 212.237.8685 or rlively@jjay.cuny.edu

Students should contact the Program Director to discuss program requirements and course substitution/transfer.

FORENSIC MENTAL HEALTH COUNSELING: Program Director, Prof. Wulach, 212.237.8782 or jwulach@jjay.cuny.edu

CRJ 738, CRJ 742, CRJ 810, CRJ 819 & PAD 706 can be used toward the six credit "general psychology electives and cognate course" requirement. Thus, any two of these courses can be counted towards the Forensic Psychology Masters Degree.

FORENSIC PSYCHOLOGY: Program Director, Prof. Falkenbach, 646.557.4429 or dfalkenbach@jjay.cuny.edu

CRJ 738, CRJ 742, CRJ 810, CRJ 819 & PAD 706 can be used toward the six credit "general psychology electives and cognate course" requirement. Thus, any two of these courses can be counted towards the Forensic Psychology Masters Degree.

FORENSIC SCIENCE: Program Director, Prof. Kubic, 212.237.8891 or tkubic@jjay.cuny.edu

Students must contact the Program Director to discuss the possibility of transferring the NYPD courses to the Forensic Science Program.

INTERNATIONAL CRIME & JUSTICE: Program Director, Prof. Barberet, 212.237.8676 or rbarberet@jjay.cuny.edu

Only CRJ 819 can be counted towards the Master of Arts in International Crime and Justice. This course can be used as an elective.

PROTECTION MANAGEMENT: Program Director, Prof. Till, 212.484.1379 or rtill@jjay.cuny.edu

1. CRJ 738, CRJ 742, CRJ 810, CRJ 819 & PAD 706 can be used as an elective. (Only one course can be used for this purpose, because Protection Management only allows one elective.)
2. PAD 706 can be used as a substitute for PAD 705.
3. CRJ 810 can be substituted for PAD 702.
4. CRJ 819 can be substituted for PMT 791.

PUBLIC ADMINISTRATION in Policy & Administration: Program Director, Prof. Rubin, 212.237.8091 or mrubin@jjay.cuny.edu

PUBLIC ADMINISTRATION in Inspection & Oversight: Program Director, Prof. Benton, 212.237.8089 or nbenton@jjay.cuny.edu

Students who completed MPA courses as part of the NYPD Leadership Program, who then decide to complete the MPA Program in Policy & Administration, are eligible for the following course substitutions:

1. PAD 706 can be substituted for PAD 705
2. CRJ 738, CRJ 810 and CRJ 742 can be used to satisfy 9 credits in the Criminal Justice Policy and Administration specialization.
3. At the discretion of the MPA program director, three additional credits from the above list can be substituted for CRJ/PAD 730.

Students who completed MPA courses as part of the NYPD Leadership Program, who then decide to complete the MPA Program in Inspection & Oversight, are eligible to for the following course substitutions:

1. CRJ 742 Police Ethics or CRJ 738 Race and Crime in America may be substituted for PAD 758 Ethics and Accountability
2. PAD 706 Bureaupathology, which is already in the Investigation/Inspection and Fiscal Policy Specialization, is also accepted to satisfy the Organizational Assessment and Monitoring and International Inspection and Oversight specializations.
3. CRJ 819 Counterterrorism and/or CRJ 810 Police Leadership are acceptable as program electives.

Students may also contact Ms. Anila Duro, Administrative Director of the NYPD Leadership Program, at 646.557.4775 or aduro@jjay.cuny.edu for further assistance with course substitution.

ACADEMIC CALENDAR

Forget-me-nots

- Friday, January 27th – First day of classes
- Thursday, February 2nd – Last day to drop a course for 75% refund
- Thursday, February 9th – Last day to drop a course for 50% refund
- Thursday, February 16th – Last day to drop a course for 25% refund
- Friday, April 6th – No class, Spring Recess
- Friday, April 13th – No class, Spring Recess
- Thursday, April 19th – Last day to withdraw without academic penalty
- Friday, May 11th – Last day of class
- Friday, May 18th – Final exams

ACADEMIC STANDARDS

Credit load

Students may register for no more than two courses (6 credits) per semester.

Grade Point Average

Undergraduate NYPD students must maintain an average of C or better in each course.

Students who fail to maintain an average of C or better will be dismissed from the program.

Non degree graduate NYPD students must maintain an average of B or better in each course.

Students who fail to maintain an average of B or better will be dismissed from the program.

Grades

Grades for courses that have been completed through the final examination are as follows:

Grade	Numerical Value	Undergraduate Explanation	Graduate Explanation
A	4.0	Outstanding	Outstanding
A-	3.7	Excellent	Excellent
B+	3.3	Very Good	Very Good
B	3.0	Good	Good
B-	2.7	Marginal	Non Satisfactory
C+	2.3	Non Satisfactory	Non Satisfactory
C	2.0	Poor	Non Satisfactory
F	0.0	Failure	Failure
INC	—	Incomplete	Incomplete

Grade of INC (Incomplete)

A grade of incomplete is given in lieu of a grade only in exceptional circumstances for students who have been doing satisfactory work and have been unable to complete course requirements.

Undergraduate NYPD students who receive an incomplete must fulfill their academic obligation within six months from the time the incomplete was given. Incompletes that are not resolved in this time period become F (failing grade).

Non degree graduate NYPD students who receive an incomplete must fulfill their academic obligation within one year from the time the incomplete was given. Incompletes that are unresolved in this time period become permanent entries in the student's records and may not be changed thereafter.

ID CARDS and Validation Stickers

ID Cards and validation stickers are issued by the Department of Public Safety, Room L 2.61 New Building. ID cards are issued every Tuesday and Wednesday, when classes are in session, from 11:00 a.m. to 2:00 p.m. and 5:00 p.m. to 7:00 p.m. Validation stickers are issued during office hours.

To obtain an ID card and/or a validation sticker, **students must present a validated Bursar Receipt or a paid receipt from "One Stop."** Although there is no charge for obtaining your first ID card, there is a \$5.00 fee for a replacement ID card. If you have any questions, please call 212.237.8524.

STUDENT RESOURCES

Specialized Academic Support Services & Resources

Undergraduate NYPD students have the opportunity to meet individually with a Counselor during their course of study or upon completion of the program. A Counselor can review your undergraduate academic records, help you choose a major, examine which courses are required for graduation and help you graduate in a timely manner. Students can also utilize the Counseling services for personal consultation by making an appointment with an NYPD designated Counselor at 212.237.8111. Counseling and Academic Advisement is available Monday through Friday 8:30 am to 5:00 pm. Please call the Counseling Office at 212.237.8111 to schedule an appointment with a designated NYPD student Counselor (Prof. Robert DeLucia, Prof. Heather Holtman, Prof. Felice Shoot or Prof. Joel Rosow).

Non degree NYPD graduate students are encouraged to apply to a master’s degree program. The Office of Graduate and Professional Studies together with the respective Master Program Directors assist and advice students on NYPD course substitutions, plan of study and how to complete the graduate degree requirements. Please contact the Graduate Admissions Office at 212.237.8863 or graduate.admissions@jjay.cuny.edu to apply. Graduate NYPD students can also utilize the Counseling services for personal consultation by making an appointment with an NYPD designated Counselor at 212.237.8111 (Prof. Robert DeLucia, Prof. Heather Holtman, Prof. Felice Shoot or Prof. Joel Rosow).

Administrative Services & Resources

Undergraduate Admissions Office:	Room L 64 (212) 237-8866
Graduate Admissions Office:	Room L64.20 NB (212) 237-8864
Veteran’s Benefits Office:	Room 1280N (212) 237-8156
One Stop:	L.69.00NB (212) ONE-STOP
Registrar’s Office:	Room 1280N (212) 237-8878
Health Office:	Room L67.01 NB (212) 237-8053
Financial Aid:	Room 1287N (212) 237-8151
Bursar’s Office:	Room 522T (212) 237-8555
Public Safety Office/IDs:	Room L2 63 NB (212) 237-8524

Academic Services & Resources

Library:	Lobby Haaren Hall (212) 237-8246
Writing Center:	Room 168 NB (212) 237-8569

Technology Resources--ITSS

Computer Labs:	Room 1404N
Laptop Loan Center:	Room 1404N
Blackboard:	Blackboard Technician (646) 557-4411

NYPD LEADERSHIP PROGRAM COMPLETION CEREMONY

Upon successful completion of four NYPD Leadership Program courses, students are recognized for their academic accomplishments in the study of police leadership and supervision in a multiracial and multicultural city. The NYPD Leadership Program Ceremony takes place in the Fall semester. To receive information about upcoming ceremonies please fill out the “NYPD Leadership Program Completion of Courses Audit Form” at <http://johnjay.jjay.cuny.edu/nypdauditform/>.

OTHER FINANCIAL WAIVERS & BENEFITS

Please contact the Financial Aid Office to inquire about the Pataki Bill waiver. If you are an undergraduate student and a Police Officer, you may be eligible for a course tuition waiver. Also, contact the Bursar’s Office to inquire about the eligibility of \$100 off per semester on your tuition of non NYPD courses.

NYPD UNDERGRADUATE SPRING 12 SCHEDULE

COURSE	TIME	TITLE	FACULTY	ROOMS
ETH 190	9 AM-11:45 AM	Police Supervision in a Multiracial and Multicultural City	Bornstein & Proctor	330
ETH 190	12 PM-2:45 PM	Police Supervision in a Multiracial and Multicultural City	Solis & Proctor	205
ETH 190	5 PM-7:45 PM	Police Supervision in a Multiracial and Multicultural City	Mchawi & Charles	227
PSC 191	9 AM-11:45 AM	Supervisory Leadership for Police Services	Walsh	234
PSC 191	12 PM-2:45 PM	Supervisory Leadership for Police Services	Walsh	234
PSC 191	5 PM-7:45 PM	Supervisory Leadership for Police Services	Laraia	236
CRJ 321	9 AM-11:45 AM	Police Ethics	Laraia	332
CRJ 321	12 PM-2:45 PM	Police Ethics	Laraia	332
LAW 313	9 AM-11:45 AM	The Law and Politics of Race Relations	Gibbons	224
LAW 313	12 PM-2:45 PM	The Law and Politics of	Gibbons	224

		Race Relations		
LAW 313	5 PM-7:45 PM	The Law and Politics of Race Relations	Gibbons	521
HIS 214	5 PM-7:45 PM	Immigration and Ethnicity in the US	Stillo	201

NYPD GRADUATE SPRING 12 SCHEDULE

COURSE	TIME	TITLE	FACULTY	ROOMS
CRJ 738	9:30 PM-11:30 AM	Perspectives on Race and Crime in America	Jones-Brown	235
CRJ 738	12:30 PM-2:30 PM	Perspectives on Race and Crime in America	Jones-Brown	235
CRJ 810	9:30 AM-11:30AM	Police Leadership	Fraher	225
CRJ 810	12:30 PM-2:30 PM	Police Leadership	Fraher	225
CRJ 810	5:00 PM-7:00 PM	Police Leadership	Fraher	235
CRJ 742	12:30 PM-2:30 PM	Police Ethics	Haberfeld & Walker	232
CRJ 742	5:00 PM-7:00 PM	Police Ethics	Haberfeld & McDonald	225
CRJ 819	9:30 AM-11:30AM	Counter-Terrorism Policy for Law Enforcement	Walker	228
CRJ 819	5:00 PM-7:00 PM	Counter-Terrorism Policy for Law Enforcement	Walker	228

NYPD TEXTBOOKS WILL BE DISTRIBUTED IN ROOM 410T ON JANUARY 30TH & FEBRUARY 3RD FROM 10 AM TO 6 PM.