

Police Science Proposal

Make a catchy cover page

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Program Need

Bakersfield College (BC), founded in 1913, is the largest of three colleges in the Kern Community College District (KCCD). Geographically, KCCD, one of the biggest community college districts in the United States, covers nearly 25,000 square miles, spanning the bulk of California's southern San Joaquin Valley. This area is primarily a rural region whose employment is powered by agriculture, oil and gas, and manufacturing and logistics industries.

Currently the College enrolls over 33,000 students annually and serves approximately 5,000 square miles, offering over 70 associate degrees, more than 30 certificate programs, and a baccalaureate degree to a rapidly growing population. Today, students enroll in classes at the main campus on Panorama Drive, but also take classes at the BC centers in downtown Bakersfield, southwest Bakersfield, and the rural community of Delano. BC's satellite sites also provide classes in other rural communities such as Wasco, McFarland and Arvin as well as a robust online enrollment. Educational opportunity in this rural frontier is paramount, and Bakersfield College has historically served much of the rural communities' educational needs with excellence.

BC's students represent the distinct and diverse microcosm of California's central valley. Bakersfield College is a federally designated Hispanic Serving Institution (HSI) with 69% Hispanic students. Our student population is primarily Hispanic (69%) with 44.1% 19 years or younger and over 58% are female. Approximately 77% of students count on financial aid to help them achieve their educational attainment goals. Career education students represent the largest number of successful course completers at BC, with more than 75% of career education students completing courses with a grade C or better.

Bakersfield College plays a critical role in improving the quality of life for the great majority of the citizens of Kern County who come from underserved communities. For most, higher education is the only way they can attain any measure of a middle-class standard of living. The southern San Joaquin Valley needs Bakersfield College's proposed baccalaureate degree program. The area's current and future business and industry sector's acute unmet workforce needs, high levels of poverty (20.4% live below poverty level vs. 12.6% for California) and dismal educational attainment levels (17.1% hold a baccalaureate degree vs. 34.7% for California) create conditions ripe for the intervention of an affordable baccalaureate program. (*American Community Survey, 2016-2020, United States Census Bureau*)

In order to promote better police practices, California recently passed AB89 ([AB89 Legislation](#)). This recently enacted legislation establishes minimum qualifications for specified Peace Officers and guidance for a modern policing degree program. AB89 states better educated officers receive higher supervisor evaluations, have fewer disciplinary problems and accidents, are assaulted less often, and miss fewer days of work than their counterparts. It also establishes minimum education requirements for Peace Officer employment to include a modern policing degree program and bachelor's degree. Starting in 2023, all California Police and Sheriff's deputies will be required to obtain a baccalaureate degree, as well as complete a modern policing program. This proposal supports a Police Science Bachelor of Arts Degree which will satisfy both educational requirements legislated in AB89 and will also help students prepare for required academy training.

Bakersfield College is a leader in the Transformational Policing Model and adopted modern policing courses and degrees and has the capacity and expertise to provide courses pertinent to law enforcement, which include psychology, communication, history, ethnic studies, law, and development of critical thinking skills and emotional intelligence.

The Police Science degree builds specific skills for law enforcement officers as part of the upper division requirements. These same skills are also required for all law enforcement officer academies. Specifically, this program will train students to perform the duties of police officers, sheriff deputies, and public security officers. These include patrol and investigative activities, public relations, witness interviewing, evidence collection and management, basic crime prevention methods, computer forensics and investigations report preparation, forensic psychology and other law enforcement responsibilities. Law enforcement careers supported by this degree include, but are not limited to:

Career Category	25th Percentile Salary Bakersfield	Median Salary Bakersfield	2020-30 Projected Growth
Police & Sheriff Patrol Officers	\$65,970	\$81,320	5-10%
First-Line Supervisors of Police & Detectives	\$97,620	\$140,840	5-10%
Police Identification and Records Officers	\$92,810	\$103,350	1-5%
Detectives & Criminal Investigators	\$92,810	\$103,350	1-5%
Transit & Railroad Police	\$52,540	\$69,750	5-10%

The *mission* of Bakersfield College is:

Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment promotes equity and fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

This mission supports the vision and mission of the Kern Community College District by addressing the diversity of our student population and seeking to provide outstanding educational programs, such as baccalaureate degrees, to serve our communities. Our service area offers too few public institutions granting four-year degrees: only one California State University and no University of California institution. Options for local affordable technical baccalaureate degrees are very limited.

KCCD is committed to continuous assessment and prioritization of programs, services, and community needs. In order to prepare students with the skills to function effectively in the California criminal justice career field, the District supports law enforcement skills training through programs offered at its three colleges. The proposed Police Sciences Baccalaureate Degree provides a pathway for criminal justice students seeking a degree which will prepare them for local and state law enforcement employment opportunities.

To ensure alignment with the College's Mission, an annual program review process is conducted. This process includes a systematic self-assessment of institutional effectiveness and budget planning for instructional, student services, administrative, and operational areas. The program review documents are used to determine resource allocation, communicated to campus governing bodies, and posted on the College website for transparent access.

Employer Demand

Law enforcement careers continue to provide high median hourly wages. Median hourly pay for patrol officers is now \$39.10, for detectives and investigators it is \$49.69, and for first-line supervisors \$67.71. Between 2015 and 2022 law enforcement jobs in the Bakersfield metropolitan area grew 36% with approximately 150 annual job openings.

The Bakersfield College service area includes approximately fifteen Public Safety/Law Enforcement agencies employing over 7,800 uniformed officers to include 2,041 Peace Officers – most failing to meet the minimum qualifications established by AB89. Thus, a Police Science baccalaureate degree has immediate relevancy to our local law enforcement agencies who see the future impact of the AB89 legislation on hiring pools.

Currently, we have received letters of support for the Bakersfield College Police Science bachelor's degree from the following governmental and community agencies:

- Bakersfield Police Department
- Delano Police Department
- Bakersfield Hispanic Chamber of Commerce

(These letters of support are attached in Appendix A.)

One aspect of Bakersfield College's student success and equity focus is to identify barriers to successful completion of educational goals for disadvantaged and disproportionately impacted students. Degree affordability is certainly one of those barriers. Thus, it is critical to offer an affordable Police Science degree meeting the AB89 mandates, costing only \$8,720 for the four years a student attends at Bakersfield College, in comparison to any four-year degree at California State University, Bakersfield which costs \$22,968.

Response to the Need

Existing Degrees & Certificates

Within the Public Safety pathway, there are four Law Enforcement programs, three associate degrees and one non-credit certificate of completion, all described in the following table:

Law Enforcement Program	Description	Major Units	TOPS Code
Criminal Justice Associate of Arts Degree	This program includes classes that will guide students toward careers in law enforcement and policing, the courts and the law, and state, local, and private corrections.	30	2105.00
Correctional Administration Associate of Arts Degree	This program includes classes that will guide students toward careers in law enforcement, the courts and the law, and state, local, and private corrections. These courses have been endorsed by the Joint Apprenticeship Committee of the California Department of Corrections, California Youth Authority, and the California Correctional Peace Officers Association.	21	2105.10

Administration of Justice Associate of Science Degree for Transfer	The Associate of Science in Administration of Justice for Transfer degree (AS-T in Administration of Justice) is intended to prepare students to transfer to CSU campuses that offer bachelor's degrees in Administration of Justice or Criminal Justice.	18	2105.00
Application of Transformational Policing Certificate of Completion	This program is designed to instruct public and private personnel, including public safety officers and first responders, the theories, strategies, and methods to be used by peace officers and public safety personnel to incorporate and implement Transformational Policing into policies and practices.	N/A (NC)	2105.00

To be best equipped for the Police Science upper division curriculum, students should complete the local Associate of Arts Degree in Criminal Justice. Lower division courses follow the CSU General Education Breadth requirements, as well as meeting the Modern Policing Program requirements mandated by AB89. Upper division courses emphasize specific job-related skills required for law enforcement officers.

Non-Duplication of Degree

The feeder pathway for this proposed baccalaureate degree will be the Criminal Justice AA with a TOPS code of 2105.00 which crosswalks to a CIP code of 43.0107. Listed below is the detailed description of CIP code 43.0107:

Title: Criminal Justice/Police Science.

Definition: A program that prepares individuals to perform the duties of police and public security officers, including patrol and investigative activities, traffic control, crowd control and public relations, witness interviewing, evidence collection and management, basic crime prevention methods, weapon and equipment operation and maintenance, report preparation and other routine law enforcement responsibilities.

The Bachelor of Arts Degree in Police Science aligns with this CIP definition as described in the following catalog description and program learning outcomes.

Catalog Description- The Police Science Baccalaureate Program will prepare students for careers in law enforcement and criminal justice. The Program will train students to perform the duties of police officers, sheriff's deputies, and public security officers. These include patrol and investigative activities, public relations, witness interviewing, evidence collection and management, basic crime prevention methods, computer forensics and investigations report preparation, forensic psychology and other law enforcement responsibilities.

Program Learning Outcomes

Upon successful completion of the program, students will be able to:

- 1. Effectively and ethically apply analytical and critical thinking skills in a law enforcement context.*
- 2. Analyze and assess the key concepts/theories of the criminal justice system*
- 3. Demonstrate the ability to legally and ethically investigate criminal cases.*
- 4. Assess diversity and human rights issues pertaining to criminal justice*

5. Articulate and apply ethical and professional standards of conduct

There are no baccalaureate degrees offered in the California State University or University of California systems with CIP code 43.0107. ([CSU Major by CIP Code \(calstate.edu\)](#); [Transfers by major | University of California](#))

Starting in 2014 the Bakersfield College Criminal Justice Program engaged with California State University Bakersfield in a collaborative process which resulted in the establishment of C-ID's for 6 of our lower division Criminal Justice courses. More recently, both programs have met with the goal of increasing the transfer rate of Bakersfield College students, resolving curriculum and other issues which impact students' ability to transfer, and streamlining the transfer process. The first of these meetings took place in January 2017, with subsequent meetings in October 2017 and February 2018. These collaborative efforts are ongoing- the most recent meeting took place on 02/25/2022. Such meetings have resulted in increased numbers of Bakersfield College students successfully transferring to CSUB.

Each year approximately xxxx students transfer to California State University Bakersfield (CSUB) to earn a Bachelor of Arts in Criminal Justice. In contrast, the Police Science Bachelor of Arts degree builds specific skills for law enforcement officers as part of the upper division requirements. These same skills are also required for all law enforcement officer academies. Thus, this degree will be a better match for students who wish to pursue careers in law enforcement, emphasizing modern policing practices and increased hands-on training.

Furthermore, the CSUB Criminal Justice degree requires several classes which apply to broad-based and theoretical aspects of criminal justice, including such topics as quantitative analysis, research methods, theoretical perspectives, policy making, global perspectives, and directed research. Whereas the learning objectives of the BC Police Science degree upper division curriculum is specific to law enforcement skills. Several courses have both a lab and lecture component, and include such topics as traffic and crowd control, firearms and non-lethal weapon training, and interviewing and interrogation.

Proposed Degree Detail

There will be 37 units of upper-division coursework, including 9 units of upper division general education and new upper division technical courses. These courses will develop specific law enforcement officer skills, which are not typically included in Criminal Justice Bachelor's degrees. Graduating students will obtain both theory-based education and practical knowledge for their law enforcement career.

Proposed Upper Division Courses for the Major

Course	Course Title	Course Description	Pre-requisites	Units
PSCI B100	Crime Prevention Strategies	This course covers the fundamental theories of environmental criminology – rational choice perspectives, advanced routine activity theory, crime pattern theory, situational crime prevention, and problem-oriented policing – and shows how these theories can be used to diagnose the causes of specific crime problems, develop and implement		3

		solutions to these problems, and evaluate the effectiveness of solutions. It also examines criminal adaptation to prevention and how this can be measured and countered		
PSCI B101	Advanced Criminal Investigation	Studies the basic principles of criminal investigation including the analysis of investigative techniques, criminal patterns and modus operandi, interviewing and interrogation strategies, collection and management of evidence, surveillance, and crime scene investigation. Covers theories, philosophies and concepts related to suppression of crime. Practical approach to evidence identification; documentation of the location of evidence; crime scene sketching; and the collection and handling of evidence from the crime scene, to the crime laboratory, and to presentation in court. Includes lab exercises designed to reinforce important investigative skills.	CRIM B8	3 (2-1)
PSCI B102	Forensic Psychology	This course examines the interaction between the discipline of psychology and the criminal justice system. It examines the aspects of human behavior directly related to the legal process such as eyewitness memory, testimony, jury decision making, and criminal behavior. In addition, the professional practice of psychology will be examined as to how it interacts with the legal system, and criminal and civil law. The student will gain an understanding of the production and application of psychological knowledge to the civil and criminal justice systems. It embraces psychology and the law, psychology of police and policing, corrections, parole, victim services, addiction services, family services, and the full range of activities related to law enforcement and treatment of offenders. This course provides a strong foundation of understanding for individuals interested in psychology, law, criminal justice, and related fields.	PSYC B1A	3
PSCI B103	Public Relations Police and Public Policy	The scope of police activities, police administration, discretion, accountability, affirmative action, public relations, new technologies, and changing criminal procedure. Issues that the police can and		3

		should accomplish, by what rules, and under whose control.		
PSCI B104	Witness Interviewing and Interrogation	Provides students with proven techniques which apply to both accusatory and non-accusatory interviews. Students develop skills in preparing for the interview and interrogation with emphasis on planning and strategies. Provides a basic format and fundamentals of specialized interviewing and interrogation methods for those who have little or no experience in this phase of an investigation. Students will also learn and be able to apply ethical and constitutional requirements to interviewing and interrogation situations.	PSCI 101	3
PSCI B105	Cybercrime and Computer Forensics	This course provides an overview of cybercrime and computer related crime issues facing businesses and the criminal justice system. Demonstrations and hands-on practice will reinforce topics such as how computers are used in crime, interview techniques, search warrants, evidence handling, chain of custody, identification and recovery of computer data, report writing, case preparation, and courtroom testimony. Upon completion, the students will be able to understand government response to cybercrime issues from a law enforcement perspective.	PSCI 100	3
PSCI B106	Traffic and Crowd Control	Students will learn, develop, and be able to implement legal and ethical skills for defusing, mediating and resolving disputes in order to protect their safety and the safety of others, as well as prevent the dispute from escalating. Students will be able to apply effective tactical principles involved in the management and control of crowds in order to ensure the protection of the First Amendment rights of the crowd as well as community safety. Students will learn, assess, and be able to apply the principles of traffic law set forth in the California Vehicle Code to effectively manage traffic.		3 (1-2)
PSCI B107	Firearm and Non-Lethal Weapon Training	Provides students with the competencies required for certification by Peace Officer Standards and Training (P.O.S.T.) 80101. Students will engage in the use of firearms, which will include handgun familiarization; safety; care, cleaning and storage; firearms range qualifications. SPECIAL NOTICE: Per		3 (1-2)

		Penal Code section 13511.5, students must obtain written clearance from the California Department of Justice verifying that they are not prohibited from possessing firearms which involves completion of LiveSCAN and DOJ clearance. Students will also learn the correct use of non-lethal force such as baton, chemical agents, and tazers.		
PSCI 120	Senior Project	Students in this course develop a criminal justice topic in the area of police, courts, corrections or intelligence that is of interest to both the student and a faculty member who shall act as project advisor. The project selected will utilize competencies acquired in criminal justice and related courses. Students will either develop an independent project or work with an advisor on on-going research. The advisor will work with the student to define the project based on the student's academic and career path.	Senior status in Police Sciences Baccalaureate Degree Program ENGL B100	3
PSCI 121	Senior Seminar in Police Sciences	Participation in a series of lectures with local professionals in the Police Sciences career field, as well as community leaders in areas such as municipal government and social services. This course will give students an overview of career opportunities, as well as job preparation activities that will prepare them for a position/career in criminal justice or a related field. Students will also analyze and assess the impact of policing and policing issues as they relate to local government, government agencies, and the community.		1
TOTAL				28

Existing Upper Division General Education

Course	Course Title	Description	Units
ENGL B100	Technical Writing	Study of the process of technical writing and written communication. Students review various formats and writing purposes and produce technical and business-related documents.	3
PSYC B100	Industrial and Organizational Psychology	The application of psychological principles and theories to the workplace: This includes an introduction to the methods, practices, research, and theories necessary to the scientific study of the attitudes and behaviors of employees and employers; interpersonal relationships in the workplace; the structure of organizations and organizational policies; the complex processes of motivation and leadership; individual and organizational performance; and the match between people and jobs.	3

PHIL B100	Industry Ethics	The main objective of this course is to stress analytical reasoning and emphasize clear thinking regarding the application of major ethical theories to specific workplace, organizational, and global business and technological issues that students are most likely to encounter once in the workforce. An examination of the responsibilities of the employee, manager, and organization within an industry context will take place, highlighting such issues such as whistleblowing, environment (e.g., asset disposal program), discrimination and harassment, risk, and safety. A key component of the class will also discuss the ethical importance of emerging technologies and their impact on society.	3
TOTAL			9

Police Science Bachelor of Arts Program Map (Sample Educational Plan)

Freshman Fall Semester

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
STDV B1	1				
CRIM B1	3	D	D1D2		
PSYC B5	4	B4	B2		
COMM B4	3	A1	A1		
ENGL B1A	3	A2	A2		
KINS B21FF	1		E2		

Total 15

Freshman Spring Semester

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
CRIM B2	3				
CRIM B3	3				
HIST B9	3	A3	D2		ENGL B1A
ANTH B3	3	B1	D1/D2		
PSYC B1A	3	D	D1/D2		

Total 15

Sophomore Fall Semester

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
ANTH B1	3	B2	B1		
ANTH B1L	1	B3	B1		ANTH B1 (concurrent)
CRIM B4	3				
SPAN B1	3	C2	C2		
CRIM B12	3				
ART B1	3	C1	C1		

Total 16

Sophomore Spring Semester

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
SPAN B2	3	C2	C2		
CRIM B7	3				
CRIM B5	3	D	D1/D2		
PBHS B20	3	E	E1		
ETHN B20A	3	F	D3		

Total 15**Junior Fall Semester**

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
PSCI 100	3				
ENGL B100	3			UD	
PSCI 102	3				PSYC B1A
ADMJ B40	3	D			
CRIM B8	3				

Total 15**Junior Spring Semester**

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
PSCI 103	3				
PSCI 101	3				CRIM B8
PSYC B100	3			UD	
CRIM B6	3				
HIST B1	3				

Total 15**Senior Fall Semester**

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
PSCI 106	3				
PHIL B100	3			UD	
PSCI 107	3				
Lower division Elective	3				
Lower division Elective	3				

Total 15**Senior Spring Semester**

Course	Units	CSU GE	BC GE	UD GE	Prerequisite
PSCI 104	3				PSCI B101
PSCI 120	3				ENGL B100
PSCI 121	1				
PSCI 105	3				PSCI B100
Lower division Elective	3				
Lower division Elective	3				

Total	16
Associate Degree Total	61
Upper Division Major Total	28
Upper Division GE Total	9
Electives Total	24
Baccalaureate degree total	122

Educational Planning

Bakersfield College implemented a Guided Pathways model in 2014 to improve student success. Since that time, the College has experienced universal growth and improvement across every student success metric at the college. To ensure that more students complete degree programs on time and without excess units, the College intentionally designed an innovative, formal structure through which cross-functional teams of faculty and staff are responsible for advancing research-based momentum points. The goals have become the College's mantra and the aligned activities our practice.

The Bakersfield College Public Safety Pathway has a Completion Coaching team consisting of one counselor, one educational advisor, one job development specialist, and several faculty who assist students in completing certificates and degrees. This team not only assists Criminal Justice students, but also works with EMT/Paramedic and Fire Technology students and area high schools.

Program/Institutional Commitment

Program Administration/Experience

The Police Science Bachelor of Arts program builds on the success of Bakersfield College's Criminal Justice Program and provides students with a clear career pathway. Students will enter the program after completing their lower division criminal justice courses and having obtained a strong background in law enforcement theories and practices. The upper division program contains new courses in forensic psychology, computer and cybercrime investigations, public relations, interrogation and interviewing skills, and crime prevention strategies. Graduates of the program will be eligible for hire as a police officer pursuant to AB89's requirements, as well as prepared to successfully complete law enforcement academy training.

In 2015 Bakersfield College was selected to participate in the California Community College Baccalaureate Degree Pilot Program to offer a Bachelor of Science degree in Industrial Automation. This May we will celebrate our fifth graduation class. For the 60 graduates of this program, 100% have found employment related to their degree with an average starting salary of \$51,000. This has been a wonderful opportunity for underrepresented student populations, placing 69% Hispanics in quality technical jobs that serve our community.

Kern Community College District has successfully implemented the financial and data tracking systems required for baccalaureate degrees and Bakersfield College has developed efficient

admission policies along with finely tuned counseling practices. The College library has proactively added research resources to online databases as well as hard copy journals and texts specifically relevant to the existing baccalaureate degree in Industrial Automation. Subsequently, it is expected that additional library resources will be purchased to meet the needs of the Bachelor of Science degree in Police Science.

Resources

Enrollment Projections

The Public Safety pathway currently has a consistent 1,600 unduplicated students in the Criminal Justice program – a local degree in which students are meeting the lower-level requirements for the proposed PSCI program. This includes approximately 800 first generation college students per year – Note: AB89 focuses on underserved populations that often are first generation college students.

<i>BC Criminal Justice AA Year</i>	2016-17	2017-18	2018-19	2019-20	2020-21
<i>Unduplicated Enrollments</i>	1,578	1,450	1,569	1,642	1,533
<i>1st Gen College Students</i>	902	845	818	788	661

For the year 2020-2021 there were 1,533 students enrolled at Bakersfield College who declared majors in either the local Criminal Justice AA or the Administration of Justice Transfer degree. This enrollment reflects an increase of 24% since 2018-2019. A large majority of these students express interest in obtaining both a bachelor’s degree in the criminal justice area and obtaining a career as a law enforcement officer. During the 2020-2021 academic year 210 students graduated with degrees in either the Administration of Justice transfer degree or the Criminal Justice AA.

An additional target group of students are those enrolled in Early College/Dual Enrollment Criminal Justice courses at area high schools. The majority of these students will go on to complete either the local AA or the transfer degree at Bakersfield College and would have a potential interest in advanced policing. In 2020-2021 there were 201 individual high school students in the BC dual enrollment criminal justice program. The number of students increased by 20% to 241 for the year 2021-2022. We estimate 35 additional students per year enrolling in the Criminal Justice pathway, thus building this pipeline for the Police Science baccalaureate program.

Based on these data, estimated 5-year projections for cohort headcount, FTES, and revenue include the following:

<i>PSCI Year</i>	Year 1	Year 2	Year 3	Year 4	Year 5
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<i>Unduplicated Head Count Projection</i>	20	40	40	50	60
<i>FTEs Projection</i>	20.6	63.8	86.4	96.7	118.3
<i>Apportionment Projection</i>	\$126,432.00	\$393,955.00	\$535,046.00	\$598,262.00	\$732,024.00

Personnel

The Criminal Justice program has five full-time faculty members of whom two have reassigned time for faculty chair and Police Academy coordination and compliance. All full-time faculty possess master's degree, meeting the minimum qualifications to teach upper division courses in the baccalaureate degree program. In addition, two faculty possess law degrees and one faculty with a PhD. Most lower division Criminology course sections are taught by adjunct faculty. However, the addition of ten new upper division courses and increased enrollment in existing upper division general education courses will require additional faculty staffing.

Faculty	FTEF
Full-time (teaching load)	3.6
Adjunct/overload	7.4
Additional needs/year UD major	0.635
Additional needs/year UD GE	0.15
Additional needs/year LD electives for the baccalaureate	0.4

Utilizing the Enrollment Projections developed by the department, a full-time faculty member dedicated to teaching and overseeing the baccalaureate degree program will be hired in the first year and an additional full-time faculty the third year. We will also leverage the experience of existing full-time faculty to teach in the upper division with adjunct faculty easing the load teaching lower division courses.

Based on the implementation experience with the Industrial Automation baccalaureate degree, a dedicated 0.5 FTEF counselor will be required to manage admission to the program, student tracking, baccalaureate degree student advising, and outreach.

Facilities, Equipment, and Operating Expenditures

Renovation of **facilities** will be required to provide a Forensics Dark Lab to support PSCI 101: *Advanced Criminal Investigation*. This is a dedicated crime lab classroom with capacity to block out all light for purposes of luminol photography and evidence collection. It will also be of sufficient size to stage a mock crime scene with "Sim persons" typically used for nursing and paramedic programs. The Criminal Justice Program already possesses two Sim persons and is not anticipating requesting additions.

Equipment needs include a force simulator to be used in PSCI B107: *Firearms and Non-Lethal Weapon Training*; crime lab equipment such as fingerprint dusting powder, fingerprint tape, slides, gloves, sketchpads, and cameras; and computer technology such as tablets, cell phones, laptops, and desktop computers to support PSCI B105: *Cybercrime and Computer Forensics*.

PSCI 107 will also require access to an off campus firing range, as well as firearm and non-lethal weapons purchases and/or rentals. This course may incur additional costs related to insurance and

instruction. PSCI B106: *Traffic and Crowd Control* will require access to a designated closed space and vehicle rental and other associated costs.

Curriculum development of ten new upper-division courses will be provided by existing and new faculty who will be paid stipends according to the CCA contract. All courses should be submitted for approval in the College’s curriculum system during the first year.

Criminal Justice faculty are designing a companion 1-unit non-credit **summer academy** for incoming and prospective Police Science students. This academy will introduce students to both the program requirements and content, as well as employers in the local criminal justice field. Academy development, staffing, and facilities costs are estimated to include faculty compensation for curriculum development, adjunct pay hours, standard facilities costs for similar courses, and possible stipends/reassigned time for Counseling and Advising outreach.

Curriculum design, program outreach, and program implementation will require additional **professional development** opportunities for faculty and staff beyond those which currently exist.

Budget – Revenue & Expenditures

A brief summary of the financial impact to the District is illustrated below. Revenue based on upper division enrollment projections and a conservative estimate of grant contributions will exceed the operational expenditures and initial capital outlay by the third year of the degree program. *(A full budget analysis is attached in Appendix B.)*

Police Science Baccalaureate Degree Direct Cost Analysis

Summary Financial	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27	Total
Revenue	174,798	503,406	678,856	754,595	918,059	3,029,715
Operating Expenditures	343,423	337,322	438,499	463,704	505,868	2,088,816
Capital Outlay	420,000	215,000	0	0	0	635,000
Net (Cost)/Contribution to Overheads	-588,625	-48,915	240,357	290,891	412,191	305,899

Description	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
Revenue Estimates					
Apportionment (\$4676/FTEs)	99,398	323,846	448,896	498,595	610,819
Additional \$84 Fee/Unit (Junior/Seniors)	50,400	154,560	204,960	231,000	282,240
Potential Grant/Contribution	25,000	25,000	25,000	25,000	25,000
Total Revenues	174,798	503,406	678,856	754,595	918,059

Conclusion

It is with great enthusiasm that Bakersfield College administration, faculty, staff, students and advisory committee members present this proposal for the Bachelor of Arts degree in Police Science. We are fully confident that students who earn this degree will serve to transform law enforcement in our communities, improving overall public safety.

Appendix A: Letters of Support



GREG TERRY,
CHIEF OF POLICE

CITY OF BAKERSFIELD

OFFICE OF THE CHIEF OF POLICE



(661) 326-3880
FAX (661) 852-2152

March 15, 2022

Bakersfield College
2601 Panorama Drive
Bakersfield, California 93306

Subject: Letter of Support for Bakersfield College Police Science Bachelor's Degree Program

Mr. Derek Robinson,

The Bakersfield Police Department has an on-going partnership with Bakersfield College in the educational development of our police academy trainees and other members of the Department.

Assembly Bill 89- Peace Officers Education and Age Conditions for Employment Act was approved in September of 2021, requiring the Chancellor of the California Community Colleges to develop and present a report on modern policing degree programs by June 1, 2023, to the legislature. Development of the program requires a collaborative effort with the Chancellor, the Commission on Peace Officer Standards and Training (POST), and other key stakeholders.

The Bakersfield Police Department supports the establishment of a Police Science Bachelor's Degree Program as AB-89 will require new police officers to possess a minimum education of a bachelor's degree in a discipline of their choosing for employment as a peace officer. The legislature and Commission will have two years from June 1, 2023 to approve the report.

Sincerely,

Greg Terry
Chief of Police

Assembly Bill No. 89

CHAPTER 405

An act to add Section 1031.4 to the Government Code, and to add Section 13511.1 to the Penal Code, relating to peace officers.

[Approved by Governor September 30, 2021. Filed with
Secretary of State September 30, 2021.]

LEGISLATIVE COUNSEL'S DIGEST

AB 89, Jones-Sawyer. Peace officers: minimum qualifications.

Existing law requires the Commission on Peace Officer Standards and Training (POST) to establish a certification program for specified peace officers, including officers of the Department of the California Highway Patrol. Existing law requires the commission to establish basic, intermediate, advanced, supervisory, management, and executive certificates for the purpose of fostering the education and experience necessary to perform general police service duties. Existing law requires certificates to be awarded on the basis of a combination of training, education, experience, and other prerequisites, as determined by the commission.

This bill would require the office of the Chancellor of the California Community Colleges to develop a modern policing degree program, with the commission and other stakeholders to serve as advisors, as specified, and to submit a report on recommendations to the Legislature outlining a plan to implement the program on or before June 1, 2023. The bill would require the report to include, among other things, recommendations to adopt financial assistance for students of historically underserved and disadvantaged communities with barriers to higher education access, as specified. The bill would require the commission to adopt the recommended criteria within 2 years of when the office of the Chancellor of the California Community Colleges submits its report to the Legislature.

Existing law requires peace officers in this state to meet specified minimum standards, including age and education requirements.

This bill would increase the minimum qualifying age from 18 to 21 years of age for specified peace officers.

The people of the State of California do enact as follows:

SECTION 1. This act shall be known, and may be cited, as the Peace Officers Education and Age Conditions for Employment Act or PEACE Act.

SEC. 2. The Legislature finds and declares all of the following:

(a) There is an interest in minimizing peace officer use of deadly force.

(b) The Legislature has repeatedly relied on neurological research with respect to criminal sentencing law reflecting a growing understanding that cognitive brain development continues well beyond age 18 and into early adulthood. Scientific evidence on young adult development and neuroscience shows that certain areas of the brain, particularly those affecting judgment and decisionmaking, do not develop until the early to mid-20s.

(c) Law enforcement officers are required to make split-second decisions to protect the health and safety of the public and address dangerous situations. A young adult with a still developing brain may struggle during events that require quick decisionmaking and judgments.

(d) A study has also shown that better educated officers perform better in the academy, receive higher supervisor evaluations, have fewer disciplinary problems and accidents, are assaulted less often, and miss fewer days of work than their counterparts.

SEC. 3. Section 1031.4 is added to the Government Code, to read:

1031.4. (a) In addition to the standards in Section 1031, each state officer and employee designated as peace officers as described in Section 830.1, with the exception of those described in subdivision (c) of that section, 830.2, with the exception of those described in subdivision (d) of that section, 830.3, 830.32, or 830.33 of the Penal Code, or any other peace officer employed by an agency that participates in the Peace Officer Standards and Training (POST) program shall be at least 21 years of age at the time of appointment.

(b) This section shall not apply to any person who, as of December 31, 2021, is currently enrolled in a basic academy or is employed as a peace officer by a public entity in California.

SEC. 4. Section 13511.1 is added to the Penal Code, to read:

13511.1. (a) The commission, stakeholders from law enforcement, including representatives of law enforcement administration and law enforcement employees, the California State University, including administration and faculty members, and community organizations shall serve as advisors to the office of the Chancellor of the California Community Colleges to develop a modern policing degree program. By June 1, 2023, the office of the Chancellor of the California Community Colleges, in consultation with the stakeholders, shall submit a report on recommendations to the Legislature outlining a plan to implement this program. The recommendations in the report shall:

(1) Focus on courses pertinent to law enforcement, which shall include, but not be limited to, psychology, communications, history, ethnic studies, law, and those determined to develop necessary critical thinking skills and emotional intelligence.

(2) Include allowances for prior law enforcement experience, and appropriate work experience, postsecondary education experience, or military experience to satisfy a portion of the employment eligibility requirements.

(A) It is the intent of the Legislature that allowances for prior experience in this paragraph for those with military experience may be provided to those with military specializations pertinent to law enforcement, including

those specializations in community relations, deescalation, foreign language translators, and those determined to require necessary critical thinking skills and emotional intelligence.

(B) It is the intent of the Legislature that allowances for prior experience specified in this paragraph shall be granted to those of good moral character, and shall not be granted to those with prior sustained disciplinary actions taken against them, except that the Commission on Peace Officer Standards and Training may, after considering the severity of the sustained misconduct or violation, grant a partial allowance.

(3) Include both the modern policing degree program and bachelor's degree in the discipline of their choosing as minimum education requirements for employment as a peace officer referenced in subdivision (a) of Section 1031.4 of the Government Code.

(4) Include recommendations to adopt financial assistance for students of historically underserved and disadvantaged communities with barriers to higher education access that fulfill the minimum education requirements to be adopted, pursuant to this section, for employment as a peace officer referenced in subdivision (a) of Section 1031.4 of the Government Code.

(b) The report to be submitted pursuant to subdivision (a) shall be submitted in compliance with Section 9795 of the Government Code.

(c) Within two years of the submission of the report to the Legislature, the commission shall approve and adopt the education criteria for peace officers referenced in subdivision (a) of Section 1031.4 of the Government Code, based on the recommendations in the report by the office of the Chancellor of the California Community Colleges in consultation with the stakeholders specified in subdivision (a).

DELANO POLICE DEPARTMENT
TYSON DAVIS, CHIEF OF POLICE

2330 HIGH STREET
DELANO, CA 93215
(661) 721-3377
FAX (661)725-0631
WWW.CITYOFDELANO.ORG

"INTEGRITY, SERVICE, TRUST"

March 16, 2022

Re: **Bakersfield College-Police Science BAS Program**

Dear Sir/Madam:

The Delano Police Department is a recognized leader in community policing, safety, and law enforcement in Kern County. The Delano Police Department fully supports BC's proposed applied baccalaureate in Police Science. Bakersfield College is our partner in educational development leading to college degrees for our officers, staff, and community.

Increasingly, policing will demand advance education and training where officers and support staff need baccalaureate degrees. BC's proposal is right on track to meet the needs of our Delano service area.

We are pleased to write this letter in support of the BC Police Science BAS Program and we appreciate this opportunity to provide our support.

Respectfully,



Tyson Davis
Chief of Police
Delano Police Department



KERN COUNTY
HISPANIC
CHAMBER OF COMMERCE

March 29, 2022

Re: Bakersfield College-Bachelor's Degree in Police Science

Dear Sir/Madam:

The Kern County Hispanic Chamber of Commerce is a recognized Hispanic business resource and leader in the economic and business development of Kern County. Bakersfield College is our partner in educational development leading to economic growth. That's why BC's proposed applied Bachelor's degree in Police Science is so important to us. Increasingly, better educated officers receive higher supervisor evaluations, have fewer disciplinary problems and accidents, are assaulted less often, and miss fewer days of work than their counterparts. BC's proposal is right on track to meet the needs of our region's Public Safety/Law Enforcement agencies.

Respectfully,

Jay Tamsi, President/CEO
Kern County Hispanic Chamber of Commerce

Appendix B: Full Budget

**Police Science Baccalaureate Degree
Direct Cost Analysis**

Summary Financial	Year 1	Year 2	Year 3	Year 4	Year 5	Total
	2022-23	2023-24	2024-25	2025-26	2026-27	
Revenue	174,798	503,406	678,856	754,595	918,059	3,029,715
Operating Expenditures	343,423	337,322	438,499	463,704	505,868	2,088,816
Capital Outlay	420,000	215,000	0	0	0	635,000
Net (Cost)/Contribution to Overheads	-588,625	-48,915	240,357	290,891	412,191	305,899

Description	Year 1	Year 2	Year 3	Year 4	Year 5
	2022-23	2023-24	2024-25	2025-26	2026-27
Revenue Estimates					
Apportionment (\$4676/FTES)	99,398	323,846	448,896	498,595	610,819
Additional \$84 Fee/Unit (Junior/Seniors)	50,400	154,560	204,960	231,000	282,240
Potential Grant/Contribution	25,000	25,000	25,000	25,000	25,000
Total Revenues	174,798	503,406	678,856	754,595	918,059

Expenditure Estimates	Year 1	Year 2	Year 3	Year 4	Year 5
	2022-23	2023-24	2024-25	2025-26	2026-27
Facilities & Equipment:					
Facilities Renovation					
Facilities Infrastructure (Forensic Dark Lab)	175,000				
Equipment [Training Gear, Field Work -- GPS tracking, Student Cameras, Education Master Forensic Kit (\$813.00 ea), Education Toxicology Kit (\$298.00 ea), Computer based simulation software]	120,000	120,000			
Instructional Technology (Computers, Field tablets)	125,000	95,000			
Sub-Total	420,000	215,000	0	0	0

Staffing Estimates:	Year 1	Year 2	Year 3	Year 4	Year 5
	2022-23	2023-24	2024-25	2025-26	2026-27
Faculty					
New Faculty Hires (One Fulltime Tenured Track the first year. Additional Fulltime Tenured Track second year)	128,782	132,002	270,604	277,369	284,303
Upper Division Load (Adjunct @ \$63.44/hr)		39,967	39,967	53,290	79,934
Upper Division GE Load (Adjunct at @ \$63.44/hr)		6,852	10,277	13,703	20,555
Advisor/Counselor (Provide educational advising and recruitment) (0.5 FTEF)	64,391	66,001	67,651	69,342	71,076
Sub-Total	193,173	244,822	388,499	413,704	455,868

Other Operating Expenditures	Year 1	Year 2	Year 3	Year 4	Year 5
	2022-23	2023-24	2024-25	2025-26	2026-27
Materials and Supplies	92,000	50,000	35,000	35,000	35,000
Maintenance	15,000	15,000	5,000	5,000	5,000
Equipment Replacement, if applicable					
New Faculty Office Cost	10,000	10,000			
Curriculum Development					
10 new courses @ #LHE and \$1,050/LHE	15,750				
Professional Development	7,500	7,500	4,500	4,500	4,500
Student Advising and Outreach	6,000	6,000	3,000	3,000	3,000
Summer Academy - 2 Non-credit courses to certify interest -recruitment	4,000	4,000	2,500	2,500	2,500
Sub-Total	150,250	92,500	50,000	50,000	50,000

Total Expenditures	763,423	552,322	438,499	463,704	505,868
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