



Criminal Justice Advisory Committee

Thursday, December 4, 2025

2:30 – 4:00 p.m.

Hybrid Meeting: Building 2100 Rm 2150/Zoom

MINUTES

Approved via e-mail: 3/30/2026

Advisors Present:

Chief Carol Cummings (Ret), Bothell Police Department
Chief Al Compaan, (Ret) Edmonds Police Department
Brandon James, Seattle Police Department
Under Sher. Douglas Jeske, Snohomish County Sherriff's Office
Tiffany Krusey, Lynnwood Police Department
Anura Shah, LICSW, MHA, Beyond Force LLC
Emma Titterness, DVS of Snohomish County

Guests Present:

Linda Forst, (Ret) Faculty
Matt Mitchell, External Consultant

Staff Present: Shanon Ehmke Reedy, Cris Walters, Jennifer Nelson

Welcome and Introductions.....Shanon Ehmke-Reedy

CJ Program Review Presentation..... Matt Mitchell

- Matt Mitchell, an external consultant, provided a presentation to discuss the future of professional technical programs. He emphasized the importance of intentional planning and visualization to achieve desired futures, sharing that he has been studying the future for 30 years and works with community colleges across the Pacific Northwest.
 - *Presentation attached*
- Criminal Justice Program Review Overview

- Matthew presented an overview of the Criminal Justice Program Review, which is in its final stages with a report expected next week. He outlined the process, which includes gathering institutional and labor market data, conducting faculty and leadership meetings, interviews, and surveys, as well as meeting with the advisory committee. The review aims to assess the program's current state, identify a desirable future state, and develop an action plan to achieve it. Matt emphasized the importance of work-based learning opportunities and discussed the lack of apprenticeship mechanisms in Washington state for criminal justice careers, noting potential interest in exploring this option. He also highlighted the need for strong labor demand, clear career pathways, and student enrollment to ensure the program's success.
- **Enhancing Prof Tech Program Demand**
 - Matt discussed the key components of a successful Prof Tech program, noting that Shoreline's program lacks strong student demand despite having a robust curriculum with four credential pathways. He observed that while industry engagement is evident, it could be stronger and emphasized the importance of accurate program information on the website. Matthew expressed concern about enrollment trends, which showed a bounce followed by a decline, and highlighted the current challenges facing higher education institutions.
- **Criminal Justice Program Enrollment Analysis**
 - Matt presented data on the Criminal Justice program's enrollment and demographics, noting a lack of diversity among students. He discussed labor market data and Standard Occupation Classifications (SOCs) to ensure the program aligns with available job opportunities. Matt mentioned challenges in data interpretation and the need for further analysis of career pathways. He also reviewed the program's goals from a recent review, which are either in progress or completed.
- **Program Goals and Student Survey**
 - Matt discussed the status and importance of three program goals, expressing particular interest in the pre-academy pathway and noting that the goals are outward looking compared to those of other community colleges. He presented results from a student survey, which had 23 usable responses out of 29 total, revealing that most students were taking introductory classes and that some students were enrolling in CJ classes with the goal of becoming competitive law school applicants.
- **Criminal Justice Program Survey Results**
 - Matt presented findings from a criminal justice program survey at Shoreline College. He highlighted that students value the program highly, with strong scores for academic experience and student services. The survey revealed that many students plan to transfer after attending Shoreline, with UW being their top transfer destination. Matt suggested increasing outreach efforts, including on-campus events and social media presence, to boost enrollment. He also emphasized the importance of showcasing diverse career pathways and incorporating AI into the curriculum.
- **Criminal Justice Program Improvement Analysis**
 - Matt presented a comprehensive analysis of the Criminal Justice program at Shoreline College, highlighting several key challenges including the lack of a full-time program

leader, marketing gaps, and unclear institutional commitment. He identified opportunities for improvement such as hiring a full-time program chair, building a marketing pipeline, rebranding the program beyond policing roles, and launching support services with an AAAS focus. Matthew also emphasized the need for better collection and analysis of outcomes and pipeline data to demonstrate the program's value and impact.

- **Criminal Justice Program Development Strategy**

- The meeting focused on discussing the future of the Criminal Justice program at Shoreline College. Matt presented goals and strategies for the program's development, including establishing strong leadership, rebranding, growing enrollment, and building employer-aligned pathways. The advisory committee, including Al Compaan, and Brandon James, emphasized the need for increased college support and marketing efforts to promote the program. Matt suggested exploring external support options, such as regional collaborations and philanthropic funding, as the college may not provide the necessary resources. The group discussed potential opportunities, like targeting law enforcement applicants and leveraging educational incentives in union contracts. The conversation ended with a plan to share the presentation slides with the advisory committee and continue the conversation on program development.

4:08 **Meeting Adjourned**.....Shanon Ehmke-Reedy