



KENTUCKY STATE
UNIVERSITY

COMMAND COLLEGE CERTIFICATE

Command College Certificate Overview

The Kentucky State University (KSU) Command College Certificate is a 15-credit, cohort-based program designed exclusively for sworn law enforcement officers. Developed through a strategic partnership, this program replaces episodic training with sustained, credit-bearing academic preparation.

Delivered in a hybrid format consisting of 8-week compressed terms (virtual classes combined with periodic in-person collaborative sessions), the curriculum seamlessly integrates academic theory, applied practice, and agency-focused projects. The certificate is designed to be completed one course at a time over a single academic year, from Fall to Summer. Upon completion, all courses provide academic credit that serves as a pathway toward a Bachelor of Arts in Criminal Justice or other baccalaureate degree programs.

Ultimately, the program prepares mid-level managers and command-level officers (e.g., lieutenants, captains) for executive leadership by focusing on strategic command, evidence-based operations, community legitimacy, and organizational management.

Program Goals

- **Prepare** sworn officers for executive-level leadership and command responsibilities.
- **Improve** organizational effectiveness through strategic planning and evidence-based operations.
- **Strengthen** ethical decision-making, accountability, and officer wellness.
- **Foster** community legitimacy and collaborative problem-solving.

Student Learning Outcomes

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

- **SLO 1:** Analyze and apply contemporary leadership theories to command-level problems.
- **SLO 2:** Design and justify organizational structures and strategic plans aligned with agency priorities.
- **SLO 3:** Develop and defend policy and training modules that promote integrity and professional standards.
- **SLO 4:** Create evidence-based operational plans and performance metrics for patrol and investigative units.
- **SLO 5:** Construct a capstone risk assessment and mitigation plan demonstrating integrated leadership, ethics, and operational readiness.

Admissions Requirements

This certificate is a restricted-enrollment program. Applicants must meet the following criteria:

- **Primary Eligibility:** Must be a currently sworn law enforcement officer.
- **Application:** Submission of an official KSU non-degree application or a specific program application.
- **Documentation:** Proof of sworn status or employer support. An agency endorsement letter is highly preferred.

Graduation Requirements

To earn the Command College Certificate, students must:

- Successfully complete all 15 credit hours of the required core curriculum.
- Maintain a minimum grade of "C" or higher in each course (if applied toward a Criminal Justice major/minor) or maintain an overall program GPA of 2.0 or higher.
- Successfully complete and defend the Command College Capstone Experience.
- Comply with all KSU academic honesty and integrity policies.

Code	Title	Hours
CJE 451	Foundations of Executive Leadership	3
CJE 452	Strat. Comm. & Org. Mgmt.	3
CJE 453	Leadership in Law Enforcement	3
CJE 454	Oper. Leadership Through Evidence-Based Policing	3
CJE 455	Command College Capstone	3

Course Descriptions

CJE 451: Foundations of Executive Leadership (3 credits) This foundational course introduces contemporary leadership theories, ethical frameworks, and personal resilience strategies. It examines leadership styles, the role of character and accountability in policing, and methods for sustaining wellness in high-stress roles. Legal obligations and ethical dilemmas common in command positions are covered to prepare police leaders for responsible, executive-level decision-making. *Prerequisites:* None.

CJE 452: Strategic Command and Organizational Management (3 credits) This course emphasizes the strategic responsibilities of police leaders. Topics include long-term planning, problem-solving frameworks, team development, resource management, and workforce planning. Police leaders will analyze how to align organizational goals with community needs, efficiently manage personnel, and make informed budgeting decisions that support agency priorities and the proposed strategic mission. *Prerequisites:* CJE 451 or instructor's consent.

CJE 453: Leadership in Law Enforcement: Communication, Legitimacy, and Community Trust (3 credits) This applied course teaches leaders how to design and implement internal and external communication systems that build organizational legitimacy and community trust. Students will focus on the practical application of procedural justice, transparency, and culturally responsive practices in modern policing. *Prerequisites:* CJE 452 or instructor's consent.

CJE 454: Operational Leadership Through Evidence-Based Policing (3 credits) This course enables operational leaders to read, design, interpret, and apply rigorous evidence to everyday policing decisions. The curriculum bridges the gap between academic research and field operations, ensuring that patrol and investigative crime reduction

strategies are ethical, effective, and sustainable. *Prerequisites: CJE 453 or instructor's consent.*

CJE 455: Command College Capstone (3 credits) A practice-focused culmination of the certificate program that requires sworn leaders to synthesize their learning. Students will identify an agency problem, design and pilot an evidence-based intervention, and deliver a command-ready implementation plan and professional briefing to an executive panel. *Prerequisites: Completion of CJE 451, CJE 452, CJE 453, and CJE 454.*