

# Sociology, Department of

## 1. Effective Teaching

**Goal Description:**

The Department of Sociology provides high quality teaching.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

**1. Faculty Teaching**

**Performance Objective Description:**

The Department of Sociology provides high quality teaching that disseminates knowledge on social life, social change, and the causes and consequences of human behavior.

RELATED ITEM LEVEL 2

**Chair's Ratings of Teaching**

**KPI Description:**

Each Sociology faculty member will prepare annually the SHSU Faculty Evaluation System form that contains his/her academic activities (Research, Teaching and Service). This form will be used to assess faculty production in teaching. A score of 3.0 or more on the Chair's Rating of Teaching Effectiveness section of the FES Summary Report Form is considered satisfactory for tenured/tenure-track faculty (see attachment). It will be considered satisfactory if 80% of tenured/tenure-track faculty members and 70% of non-tenure-track faculty members obtain a score of 3.0 or greater.

Attached Files

 [Evaluation Rubric-2015-Blank](#)

**Results Description:**

One hundred percent of tenured/tenure-track faculty and non-tenure-track faculty members received a score of 3.0 or greater on the Chair's Rating of Teaching Effectiveness section of the FES Summary Report Form. Strengths of the faculty included: developing well organized, comprehensive syllabi for all assigned courses; adhering to syllabi; teaching appropriate and relevant materials pertaining to subject matter(s) of courses; adhering to scheduled class meeting times; maintaining appropriate professional demeanor in teaching situations; using fair and appropriate grading practices; participating in the peer-review of teaching process; and, engaging in professional development aimed at improving teaching effectiveness. Weaknesses for a minority of faculty included: maintaining a campus presence and holding appropriate office hours; receiving numerous complaints from students regarding unfair treatments; participating in professional development activities; and, maintaining above-average annual ratings on student teaching evaluations in each class instructed.

RELATED ITEM LEVEL 2

**IDEA Student Ratings**

**KPI Description:**

At least 70% of the classes taught by the tenured/tenure-track faculty will have IDEA student teaching evaluation ratings at or above a score of 4.0, which is the minimum score required in the Department of Sociology Promotion and Tenure Manual (see attachment). At least 60% of the classes taught by non-tenure-track faculty will have IDEA student teaching evaluation ratings at or above a score of 4.0.

**Results Description:**

95% of Sociology classes taught by tenure-track and tenured faculty were at or above a score of 4.0 on the IDEA student teaching evaluations, and 72% of Sociology classes taught by non-tenure-track were at or above a score of 4.0 on the IDEA student teaching evaluations (see attachment).

Attached Files

 [IDEA students ratings-2015](#)

RELATED ITEM LEVEL 3

**Faculty Teaching Effectiveness**

**Action Description:**

The data of the IDEA student teaching evaluation ratings and the Chair's Rating of Teaching Effectiveness section of the FES Summary Report Form indicate that the desired results are exceeded. The Chair discussed the weaknesses with the minority of faculty

members and suggested ways to remedy the situation. The faculty members will continue to be encouraged to maintain high quality teaching and engaged in professional development activities aimed at improving teaching effectiveness.

2. Scholarly Research

Goal Description:

The Department of Sociology will engage in high-quality scholarly activities.

RELATED ITEMS/ELEMENTS - - - - -

RELATED ITEM LEVEL 1

1. Faculty Scholarly Research

Performance Objective Description:

The Faculty will produce high-quality research that investigates the structure of groups, organizations, and societies and how people interact within these contexts.

RELATED ITEM LEVEL 2

Faculty Grant Activity

KPI Description:

Sociology faculty members are encouraged to seek internal and/or external grant opportunities. At least 60% of the tenured/tenure-track faculty members will submit one internal and/or external grant proposal, with the expectation that the proposal(s) will be funded.

Attached Files

 [\\_Rubric for scholarly activities-2015](#)

Results Description:

77% of the tenured/tenure-track faculty members submitted at least one internal or external grant proposal in 2015 and 62% of them were funded (see attachment).

Attached Files

 [\\_oatdb- -Scholarly activities- 2015](#)

RELATED ITEM LEVEL 3

Faculty Scholarly Research

Action Description:

The results of three KPI indicators indicate that the desired objective of the faculty scholarly research was successfully achieved except faculty research publication. The result for faculty research publication was slight lower than the target goal (75%). The department will continue to encourage and support the faculty members to actively produce high-quality research. In particular, the department has established the Sociology Research Stipend Program to encourage faculty to submit internal and/or external grant proposal.

RELATED ITEM LEVEL 2

Faculty Research Presentation

KPI Description:

At least 80% of the tenured/tenure-track faculty will present their scholarship at professional conferences. Non-tenured-track faculty will be encouraged to present their scholarly works at professional conferences.

Attached Files

 [\\_Rubric for scholarly activities-2015](#)

Results Description:

92% of the tenured/tenure-track faculty members presented a paper at a professional conference in 2015. Four non-tenured-track faculty members presented a paper at a professional conference (see attachment).

Attached Files

 [\\_oatdb- -Scholarly activities- 2015](#)

RELATED ITEM LEVEL 3

Faculty Scholarly Research

Action Description:

The results of three KPI indicators indicate that the desired objective of the faculty scholarly research was successfully achieved except faculty research publication. The result for faculty research publication was slight lower than the target goal (75%). The department will continue to encourage and support the faculty members to actively produce high-quality research. In particular, the department has established the Sociology Research Stipend Program to encourage faculty to submit internal and/or external grant proposal.

RELATED ITEM LEVEL 2

## Faculty Research Publications

### KPI Description:

At least 75% of the tenured/tenure-track faculty will publish at least one peer-reviewed journal article or equivalent, as determined by the Equivalence Chart in the Department of Sociology's Promotion and Tenure Manual(see attachment).

Attached Files

 [Rubric for scholarly activities-2015](#)

### Results Description:

69% of the tenured/tenure-track faculty members published at least one peer-reviewed journal article or equivalent (see attachment).

Attached Files

 [oatdb- -Scholarly activities- 2015](#)

#### RELATED ITEM LEVEL 3

### Faculty Scholarly Research

#### Action Description:

The results of three KPI indicators indicate that the desired objective of the faculty scholarly research was successfully achieved except faculty research publication. The result for faculty research publication was slight lower than the target goal (75%). The department will continue to encourage and support the faculty members to actively produce high-quality research. In particular, the department has established the Sociology Research Stipend Program to encourage faculty to submit internal and/or external grant proposal.

#### RELATED ITEM LEVEL 1

## 2. Student Scholarly Research

### Performance Objective Description:

Students in the Department of Sociology will produce scholarly research works with the support and mentoring of the faculty.

#### RELATED ITEM LEVEL 2

### Student Research Presentations

#### KPI Description:

The Department of Sociology values nurturing students' academic maturity and professionalism beyond the classroom setting. Ten undergraduate and graduate students will attend and/or present their research works at the SHSU Undergraduate Symposium and/or regional and national professional conferences.

#### Results Description:

In 2015, one graduate student was a co-author with faculty members on one conference presentation. Additionally, two undergraduate students were a co-author with faculty on two conference presentations.

#### RELATED ITEM LEVEL 2

### Student Research Publications

#### KPI Description:

The Department of Sociology values nurturing students' academic maturity and professionalism beyond the classroom setting. Five undergraduate and graduate students will be encouraged to co-author with faculty members to publish peer-reviewed journal articles (or equivalent, as determined by the Equivalence Chart in the Department of Sociology's Promotion and Tenure Manual).

#### Results Description:

One former graduate student has published one peer-reviewed journal article (or equivalent) with one faculty member.

#### RELATED ITEM LEVEL 3

### Student Scholarly Research

#### Action Description:

The data indicate that although both undergraduate and graduate students were engaged in scholarly research activities and produced scholarly research works with mentoring of the faculty, the target objectives were not met in 2015. In 2016, the department will continue to encourage and support Sociology students to engage in scholarly research activities with the support and mentoring of the faculty of the Department of Sociology.

## 3. Service

### Goal Description:

Faculty will provide service to the department, university, profession and community.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

**Provision Of Quality Service**  
**Performance Objective Description:**

Faculty in the Department of Sociology will provide service to the department, university, profession and community and engage in leadership roles in the profession.

RELATED ITEM LEVEL 2

**Leadership Roles In The Profession**  
**KPI Description:**

The Department of Sociology encourages and provides resources for faculty to engage in leadership roles in the profession. At least 50% of the tenure-track and tenured faculty will take a leadership role in the profession at regional, state, national, and/or international levels. The leadership role includes officer and board members in state, regional, national, and/or international organization, as well as editorships (e.g., editor, associate/assistant editor, or editorial review board for journals).

Attached Files  
[📄 Rubric for service activities-2015](#)

**Results Description:**  
62% of the tenured/tenure-track faculty members held a leadership role in professional associations at the regional, state, national, and/or international levels. Examples of leadership roles include, but not limited to: elected or appointed officers in professional associations, editorial board member for professional journal, or editor/Co-editor of professional journal.

Attached Files  
[📄 oatdb- -Service activities- 2015](#)

RELATED ITEM LEVEL 3

**Provision of Quality Service**  
**Action Description:**

Both data of the Chair’s Rating of the Service section of the FES Summary Report Form and the leadership roles in the profession indicate that the desired results are exceeded. The department will continue to encourage the faulty to provide excellent service to the department, college, and university, as well as to take leadership roles on the profession.

RELATED ITEM LEVEL 2

**Service Activities**  
**KPI Description:**

Each Sociology tenured/tenure-track faculty member will prepare annually the SHSU Faculty Evaluation System form that contains his/her academic activities (Research, Teaching and Service). This form will be used to assess successful completion of service. A score of 3.0 or more on the Service section of the FES Summary Report Form is considered satisfactory. It will be considered satisfactory if 80% of tenured/tenure-track faculty members obtain a score of 3.0 or greater (see attachment).

Attached Files  
[📄 Rubric for service activities-2015](#)

**Results Description:**  
100% of tenured/tenure-track faculty members obtained a score of 3.0 or greater on the Service section of the FES Summary Report Form. Strengths of the faculty included service to the department (i.e., attendance/participation in department activities/events, student recruitment, student mentoring, committee service, and commencement) and service to the profession (i.e., membership in professional associations, attendance at annual meetings/conferences or professional associations, and completing ad hoc manuscript reviews). Weaknesses for a minority of faculty members included: service to the college (attendance/participation in college activities, such as CHSS Convocation and CHSS Colloquia) and service to the university (attendance/participation in university activities/events, such as the General Faculty Meeting (see attachment).

Attached Files  
[📄 oatdb- -Service activities- 2015](#)

RELATED ITEM LEVEL 2

**Provision of Quality Service**  
**Action Description:**

Both data of the Chair’s Rating of the Service section of the FES Summary Report Form and the leadership roles in the profession indicate that the desired results are exceeded. The department will continue to encourage the faulty to provide excellent service to the department, college, and university, as well as to take leadership roles on the profession.

**4. Curriculum Enhancement**

**Goal Description:**

The Department of Sociology will provide students quality teaching through development and advancement of curriculum.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

**1. Curriculum Development**

**Performance Objective Description:**

The Department of Sociology will develop and offer students various sociology courses via multiple delivery methods to accommodate the students’ need.

RELATED ITEM LEVEL 2

**Course Development In ACE Format.**

**KPI Description:**

The Department will encourage professors to offer their courses in ACE format.

**Results Description:**

In the Fall of 2015, the following courses have been designated as ACE courses: SOCI 3324.02 (Social Inequality), SOCI 3365.01 and SOCI3365.02(Sociology of Health and Illness), and SOCI 5355 (Seminar in Social Inequality). In the Spring of 2016, the following courses have been designated as ACE courses: SOCI 3324.04 (Gender and Inequality), SOCI 3342.01 (Sociology of Religion), SOCI 3365.01 (Sociology of Health & Illness), SOCI 5380 (Social Impact Assessment & Program Evaluation).

RELATED ITEM LEVEL 3

**Curriculum Development**

**Action Description:**

The results indicate the objective is achieved by developing and offering new courses and increasing online or ACE format courses. The department will continue to make efforts in curriculum development to accommodate the increased students’ enrollment and their needs.

RELATED ITEM LEVEL 2

**Graduate Program: New Course and Program Development**

**KPI Description:**

New graduate courses and certificate programs will be developed to accommodate the increased students’ needs and enrollment.

**Results Description:**

1. In 2015, one new graduate course (SOCI 5350 The Community Practitioner) and the 18-hour Graduate Certificate in Sociology were proposed and approved at the college level. The Graduate Certificate is in the approval process by the Academic Affairs Council.
2. In 2014, the Graduate Certificate in Community Development (15 semester credit hours) was approved by the Texas Higher Education Coordinating Board and is now available for students to register in the fall of 2016.

RELATED ITEM LEVEL 3

**Curriculum Development**

**Action Description:**

The results indicate the objective is achieved by developing and offering new courses and increasing online or ACE format courses. The department will continue to make efforts in curriculum development to accommodate the increased students’ enrollment and their needs.

RELATED ITEM LEVEL 2

**Undergraduate Program: New Course and Program Development**

**KPI Description:**

New undergraduate courses will be developed and offered to students.

**Results Description:**

1. In 2015, one new undergraduate course was proposed and approved by the Academic Affairs Council. The new course is: SOCI2350 Intro to Community Leadership and will be offered for the first time in the Spring 2017.
2. The minor in Community Leadership was approved by the Academic Affairs Council and officially begins in the Fall 2016.

RELATED ITEM LEVEL 3

Curriculum Development

Action Description:

The results indicate the objective is achieved by developing and offering new courses and increasing online or ACE format courses. The department will continue to make efforts in curriculum development to accommodate the increased students’ enrollment and their needs.

RELATED ITEM LEVEL 2

Undergraduate Program: Promoting Online Instructional Delivery

KPI Description:

The need for online sociology courses has been increasing among students. More online courses will be offered in the 2015-2016 academic year.

Results Description:

- 1. Two sociology courses are newly offered as an online format: SOCI4337: Environment and Society and SOCI3354: Age and Inequality.
- 2. To meet the increasing demand for online courses, more online sections were offered. In the 2015-2016, 87 online and 72 in-person sections were offered. Similar figures for the 2014-15 academic year were 84 and 79, respectively.

RELATED ITEM LEVEL 3

Curriculum Development

Action Description:

The results indicate the objective is achieved by developing and offering new courses and increasing online or ACE format courses. The department will continue to make efforts in curriculum development to accommodate the increased students’ enrollment and their needs.

RELATED ITEM LEVEL 1

2. Curriculum Advancement

Performance Objective Description:

The Department of Sociology will promote guidance and support for students’ degree plans and class schedules.

RELATED ITEM LEVEL 2

Number Of Students Advised

KPI Description:

Both undergraduate and graduate students will received appropriate guidance and support for degree plans and class schedules.

Results Description:

In 2015, 305 undergraduate students were individually advised by the Director of the Undergraduate Studies. about 105 graduate students were advised by the Director of Graduate Studies before registering for a course. Notes of the advisement were entered in Degree Works.

RELATED ITEM LEVEL 3

Curriculum Advancement

Action Description:

The results indicate the objective is met by providing guidance and support to all seniors, majors, and graduate students with regard to degree plans and class schedules.

5. Program Effectiveness

Goal Description:

The Department of Sociology provides quality and effective programs that make long-lasting impacts in students' lives.

RELATED ITEMS/ELEMENTS -----

RELATED ITEM LEVEL 1

Short- and Long-Term Impacts

Performance Objective Description:

The Department of Sociology provides high quality programs that make both short-and long-term positive impacts in students' lives after graduation.

#### RELATED ITEM LEVEL 2

### 1. Short Term Impact: Student Exit Survey

#### KPI Description:

Fifty percent of graduates from Sociology MA program will report positive educational experience they had in the Department of Sociology at SHSU.

#### Results Description:

The Graduate Director and Graduate Committee implemented an exit survey of graduates from Sociology MA program during the 2015-2016 academic year. Results indicate that a majority of 2015-2016 graduates were happy with the quality of the Masters Program in Sociology. Five of nine graduating students completed the survey. All five students that completed the survey rated the quality of the program “high or excellent.”

#### RELATED ITEM LEVEL 3

### Short- and Long-Term Impacts

#### Action Description:

The data of both exit survey of Sociology MA graduates and alumni indicate that the desired results are exceeded. The Sociology programs not only made a positive impact in students’ lives on an immediate and short-term basis, but also produced long-lasting impacts in students’ lives.

#### RELATED ITEM LEVEL 2

### 2. Long Term Impact: Alumni Survey

#### KPI Description:

Fifty percent of alumni will report that they are satisfied with the overall educational experience they had in the Department of Sociology at SHSU.

#### Results Description:

We conducted an online survey over 1,522 Sociology alumni through Survey Monkey in the Spring 2016. 296 of them responded to the survey. Seventy one percent of them reported that they were very satisfied with the overall educational experience they had in the Department of Sociology at SHSU. An additional 22% reported they were “somewhat satisfied”. Only about 2% reported “somewhat dissatisfied” and “very dissatisfied” with the program.

Alumni were also asked “How often has your education in Sociology been relevant or useful in your life?” Fifty one percent of them reported “almost always”, 32% reported “sometimes”, 11% reported “every once in a while”, 4% reported “rarely”, and 2% reported “never”.

#### RELATED ITEM LEVEL 3

### Short- and Long-Term Impacts

#### Action Description:

The data of both exit survey of Sociology MA graduates and alumni indicate that the desired results are exceeded. The Sociology programs not only made a positive impact in students’ lives on an immediate and short-term basis, but also produced long-lasting impacts in students’ lives.

## Update to Previous Cycle's Plan for Continuous Improvement

### Previous Cycle's Plan For Continuous Improvement (Do Not Modify):

During the 2014-2015 cycle the assessment results reveal that we met almost all of the desired performance indicators in research, teaching, and service. The only indicator we did not meet was “student research presentations and publications.” Our plans for continuous improvement in the 2015-2016 cycle include:

- (1) Regarding Teaching: The Department will continue to encourage professors to take advantage of professional development activities related to teaching. As a new initiative, the Department will develop a new undergraduate minor in Community Leadership. Additionally, the OATDB Coordinator in collaboration with the Director of Undergraduate Studies and the instructors for the SOCI2399: Writing in Sociology course will develop and test a protocol to assess the mid-level learning goal. Additionally, the OATDB coordinator in coordination with the Director of Undergraduate Studies will adjust both the entry-level and exit-level assessment protocols to allow for item-by-item analysis to thereby identify specific strengths and weaknesses in meeting the core learning objectives in the undergraduate BA and BS programs. Finally, the Department will develop performance measurement rubrics for the MA Thesis.
- (2) Regarding Research: The Department will provide additional encouragement and resources to professors to support student travel to professional meetings for presentations and for student publications. The Department Promotion and Tenure Committee will adjust the intramural and extramural portion of the Department Promotion and Tenure Manual to better reflect the differential value of internal and external grants as related to application to promotion and tenure.
- (3) Regarding Service: The Department will continue its commitment and level of support and activity in the area of service at all levels. The new



minor in Community Leadership is an example of this continued commitment.

(4) Regarding Curriculum Enhancement: The Department will propose a new minor in Community Leadership.

(5) Regarding Program Outcome/Impact: A new goal will be created and implemented designed to measure the outcomes of the undergraduate and graduate programs. In Fall 2015 the OATDB Coordinator in collaboration with the Director of Undergraduate Studies and the Director of Graduate Studies will develop an exit-level evaluation protocol to administer to matriculating undergraduate and graduate students to assess the strengths and weaknesses of the respective programs, including a one-year follow up survey to capture the job market success of our graduates.

#### **Update of Progress to the Previous Cycle's PCI:**

During the 2015-2016 cycle of the assessment results reveal that we met almost all items listed in the plans for continuous improvement in the 2015-2016 cycle.

Regarding teaching (1): The new undergraduate minor in Community Leadership was approved and is available for students in the Fall 2016. Additionally, the OATDB Coordinator in collaboration with the Director of Undergraduate Studies and the instructors for the SOCI2399: Writing in Sociology course completed the assessment of the mid-level learning goal.

Due to technical difficulty, in 2015-2016 the Department Assessment Coordinator and the Director of Undergraduate Studies were not able to successfully conduct “item-by-item” analysis of the entry-level and exit-level assessment data. In 2016-2017, the Department Assessment Coordinator will meet with SHSU Online to try to overcome the technical difficulties regarding Blackboard’s capacity to effectively retrieve and report the necessary data for item by item analysis.

In addition, The Graduate Director and Graduate Committee have developed performance measurement rubric for the MA thesis. The rubric will be implemented during the 2016-2017 academic year. In addition, the Graduate Director and Graduate Committee also conducted a pilot exit survey from graduates and data will be analyzed during the 2016-2017 academic year.

Regarding Research (2): Almost all of the desired performance indicators in research were met except “student research presentations and publications.” However, we expect that results for student involvement in scholarly research will be significantly increased during the 2016-2017 cycle because extra recruitment efforts and travel supports were made to both graduate and undergraduate students during the Spring and Fall semesters of 2016. Additionally, the Department Promotion and Tenure Committee was working on adjusting the intramural and extramural portion of the Department Promotion and Tenure Manual to better reflect the differential value of internal and external grants as related to application to promotion and tenure. Some revisions were made and presented at the faculty meetings in the Spring 2016.

Regarding Services (3): All performance indicators were met.

Regarding Curriculum Enhancement (4): A new undergraduate minor in Community Leadership was approved and is available for students in Fall 2016.

Regarding Program Outcome/Impact (5): A new goal designed to measure the program effectiveness was created. The objective of this goal is to provide high quality programs that make both short-and long-term positive impacts in student’s lives after graduation. The Graduate Director and Committee completed a pilot exit survey on students who earned an MA degree during 2015-2016 academic year. The Department also conducted an online survey over 1,522 Sociology alumni through Survey Monkey in the Spring 2016.

### **Plan for Continuous Improvements: Department**

#### **Closing Summary:**

During the 2015-2016 cycle the assessment results reveal that we met almost all of the desired performance indicators in research, teaching, and service. The only indicator we did not meet was “student research presentations and publications.” Our plans for continuous improvement in the 2016-2017 cycle include:

(1) Regarding Teaching: The Department will continue to encourage professors to take advantage of professional development activities related to teaching. The new undergraduate minor in Community Leadership will begin in the fall 2016. As a new initiative, a Clinical Professor/Director of the Sociology Internship Program will be hired and join the department in the Fall of 2016. The new hire will teach the Internship in Sociology course (SOCI 4379). Both the new minor and internship program support our efforts in curriculum development to increase enrollment and meet students’ needs.

Additionally, in 2015-2016 the Department Assessment Coordinator and the Director of Undergraduate Studies were not able to successfully conduct “item-by-item” analysis of the entry-level assessment data. In 2016-2017, the Department Assessment Coordinator will meet with SHSU Online to try to overcome the technical difficulties regarding Blackboard’s capacity to effectively retrieve and report the necessary data for item by item analysis. This will allow the Department to identify strengths and weaknesses item by item, as well as differentiate potential differences in online and in-person delivery systems related to core concept comprehension.

Regarding the mid-level assessment, the Undergraduate Committee and Department Assessment Coordinator will work with the professors who teach this course to adjust the evaluation rubric to allow for enhanced inter-item analysis of the strengths and weaknesses of the two main areas, Content and Writing Style, with the three criteria in each area.



Regarding the exit-level assessment, based on the results reported in the item by item analysis, the department will work with the professors to rectify the deficiency of student learning outcomes in the core area of research methods.

Finally, regarding the graduate program, the Graduate Director and Graduate Committee will implement the rubric for the thesis track for the first time. Following the 2016-2017 academic year, the rubric will be evaluated and modified as necessary. Additionally, the Graduate Director and Graduate Committee implemented a pilot exit survey during the 2015-2016 academic year. At the completion of the 2016-2017 academic year, data from the exit survey will be analyzed. These data will be used to aid the design of the program. The Sociology MA program is scheduled for its comprehensive program performance review during the 2016-2017 academic year. The review will consist of self-study and external assessments. The findings of this review will be used to improve the program beginning with the 2017-2018 academic year.

- (2) Regarding Research: The Department will provide additional encouragement and resources to professors to support student travel to professional meetings for presentations and for student publications.
- (3) Regarding Service: The Department will continue its commitment and level of support and activity in the area of service at all levels. The hiring of a new Internship director is an example of this continued commitment.

(4) Regarding Curriculum Enhancement: In 2016-2017, a new minor in Community Leadership (undergraduate level), the Graduate Certificate in Community Development (15 semester credit hours), and 18-hour Graduate Certificate in Sociology will be available for students to register in the Fall of 2016.

(5) Regarding Program Outcome/Impact: A new goal designed to measure the long-term outcomes of the undergraduate and graduate programs has been created. An exit survey for graduates from the Sociology MA program and an online survey for all Sociology alumni were conducted in 2015-2016. Results from these surveys will be continued to be used to develop strategic plan for the department including the hiring of an internship director. In Fall 2017 the Department Assessment Coordinator in collaboration with the Director of Undergraduate Studies will develop an exit-level evaluation protocol to administer to matriculating undergraduate to assess the strengths and weaknesses of the undergraduate program, including a one-year follow up survey to capture the job market success of our graduates.

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