Comprehensive Program Review Report (Narrative)
College of the Sequoias
Program Review - Sociology

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What are the strengths of your area?:
1. The Sociology Department has an average student success rate of 72.6% over the past three academic years. Increasing from 72% in 2010/2011, 73% in 2011/2012, to 73% 2012/2013. We are slightly above the state average of 66% and inline with our overall college success rate of 72%
2. All Sociology faculty, full-time and adjunct participated in the 2012/2013 outcomes and assessment cycle.
3. A three year outcomes and assessment cycle has been adopted and implemented.
4. All Sociology courses have established student learning outcomes (SLOs), and assessments have been defined with analysis ongoing.
5. 2012/2013 Program Level Outcomes (PLO) have been identified.
6. Sociology courses teach basic practical skills, helping students to relate, recognize, differentiate and interpret their surroundings. These basic practical skills are valuable, with the ability to translate directly to the job market and/or providing life long learning.
7. Sociology courses play a critical role as one of the building blocks for many of our programs on campus. Many of these programs rely on Sociology courses to illustrate basic practical skills that students can directly employ in their different career paths.
8. Students have access to working professionals in our field through strong community connections, including Planned Parenthood, CASA and Family Services.
9. Students self-report a positive experiences in our courses, which we believe correlates to our successful retention rates.

What improvements are needed?:
1. We would like to see growth in our program, as well as ensure that the present class offerings are being taught on a regular and consistent basis at times and places that support retention and student success.
   a. Our FTES/ FTEF is low at approximately 60% over the past three years. The Sociology program relies heavily on adjunct instructors to teach several of our core courses.
   b. We would like to see additional sections of courses being offered face-to-face, as well as an increase in the variety of courses available to students.
   c. With the addition of a full-time faculty member we could improve the number of face-to-face offerings, expand connections with students and campuses, leading to student success.
2. We need to identify and construct our path for growth in the Sociology program. Examine ways to increase the number of students who declare Sociology as their major.
   a. With the identification of clearer pathways into the programs we feed, we will be able to recognize how we can employ support strategies for our students success.
   b. With the addition of a full-time faculty member we could identify, build, and examine potential community connections therefore increasing the number of careers we feed into.
3. Outcomes and assessments has been cumbersome.
   a. With the addition of a full-time faculty member we could work to combine, integrate and compose an inclusive outcomes and assessment process. Therefore creating a culture of support to help faculty members differentiate and classify the desired direction of the program.

Describe any external opportunities or challenges:
1. Our department would like to increase the number of links established with appropriate community agencies.
   a. The challenge is to develop internships positions for our current and future student populations.
   b. Providing valuable opportunities for students to interact with working professionals in the Sociology field.
   c. The lack of connection and maintenance of these community links have been a limiting factor in their growth.
2. Outcomes and assessments has been cumbersome.
   a. With the addition of a full-time faculty member we could work to combine, integrate and compose an inclusive outcomes and assessment process.
   b. Creating a culture of support to help all faculty members differentiate and classify the desired direction of the program.
3. Developing and implementing strategies for students success in large lecture sections.
4. Expanding offerings to COS-Hanford and COS-Tulare.
   a. With the addition of a full-time faculty member we could work to better address the consistent offerings in all locations.
Overall Outcome Achievement: 1. Overall, the Sociology faculty is satisfied with the outcome assessment results.
   a. As a department we created 2012/2013 Program Level Outcomes (PLO).
   b. A three year outcomes and assessment cycle has been adopted and implemented.
   c. All Sociology courses have established student learning outcomes (SLOs), and assessments have been defined with analysis ongoing.
   d. All Sociology faculty, full-time and adjunct participated in the 2012/2013 outcomes and assessment cycle.
   e. We have a strong student success rate of 72%.

2. Outcomes and assessments has been cumbersome.
   a. We need to continue to map our courses, establishing a clearer pathway.
   b. With the addition of a full-time faculty member we could work to combine, integrate and compose an inclusive outcomes and assessment process.
   c. In retrospect, we have a need for a common assessment for more consistent data on identification, developing and mastered sociological principles.
   d. Continue development of an assessment method everyone is willing to use. More modification may be necessary to get more useful information the next time around.

Changes based on outcome achievement: 1. Based on this outcome achievement, faculty would like to have more training on outcomes and assessments.
   a. Training to help define the process and purpose of outcomes and assessments and lead us towards the acceptance of a common assessment method.
   b. Training on mapping of our courses. It is believe that understanding the connections between our Sociology department and the college will help to develop relevant practices to determine what courses we offer when,where and how we can grow our program.

2. We would like to see growth in our program, as well as ensure that the present class offerings are being taught on a regular and consistent basis at times and places that support retention and student success.
   a. With the addition of a full-time faculty member we could improve the number of face-to-face offerings, expand connections with students and campuses, leading to student success.
   b. We would like to see additional sections of courses being offered face-to-face, as well as an increase in the variety of courses available to students.

   a. We feel that all our faculty are aware of the stated outcomes, and continuing to strive to reach the established expectations. However, we have had some difficulty, as this is our first attempt.
   b. We will continue to work towards more effective participation throughout the department, raising connection and awareness.
   c. We will continue to encourage all faculty members, full-time and adjunct to participate.
   d. We will meet on the schedule “dialog days” as a department.
   e. While we tend to have broad participation, it is not always effective participation, we believe that additional training could be beneficial in all these stated areas.

Action: Faculty Hire
We would like to hire an additional fulltime faculty member in the sociology department.

   Start Date: 08/28/2014
   Completion Date: 08/27/2015
   Status: New Action

Identify related course/program outcomes: We would like to see growth in our program, as well as ensure that the present class offerings are being taught on a regular and consistent basis at times and places that support retention and student success. The Sociology program relies heavily on adjunct instructors to teach several of our core courses and we would like to see additional sections of courses being offered face-to-face, as well as an increase in the variety of courses available to students. With the addition of a full-time faculty member we could improve the number of face-to-face offerings, expand connections with students and campuses, leading to student success. As well as, with the addition of a full-time faculty member we could work to combine, integrate and compose an inclusive outcomes and assessment process. Therefore creating a culture of support to help faculty members differentiate and classify the desired direction of the program.

Person(s) Responsible (Name and Position): Annie Silva

Rationale (With supporting data): We would like to see growth in our program, as well as ensure that the present class offerings are being taught on a regular and consistent basis at times and places that support retention and student success. With the addition of a full-time faculty member we could improve the number of face-to-face offerings, expand connections with students and campuses, leading to student success. We would like to see additional sections of courses being offered face-to-face, as well as an increase in the variety of courses available to students.
### Action: Increase Course Offerings

We would like to see additional sections of courses being offered across district in face-to-face format, as well as an increase in the variety of courses available to students, expanding opportunities and connections leading to student success.

**Implementation Timeline:** 2014 - 2015  
**Start Date:** 08/28/2014  
**Completion Date:** 08/28/2015  
**Status:** New Action

**Identify related course/program outcomes:** We need to identify and construct our path for growth in the Sociology program. Examine ways to increase the number of students who declare sociology as their major. With the identification of clearer pathways into the programs we feed, we will be able to recognize how we can employ support strategies for our students’ success and determine course offerings.

**Person(s) Responsible (Name and Position):** Annie Silva

**Rationale (With supporting data):** With the addition of a full-time faculty member we could identify, build, and examine course offerings. By offering more courses, this will enable the growth of the program and draw more students to the discipline.

**Priority:** High  
**Safety Issue:** No  
**External Mandate:** No

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<th>Why is this resource required for this action?</th>
<th>Notes (optional)</th>
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| To offer additional course offerings and grow our sociology program we would need to hire an additional fulltime faculty member.  
**Resource Type:** Faculty- New/Replacement | In order to increase course offerings we must increase fulltime faculty. | | Yes |

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| To increase course offerings we would need to hire a fulltiem faculty member and increase adjunct faculty load.  
**Resource Type:** Faculty- New/Replacement | We must have more faculty to offer more courses. | | Yes |