Comprehensive Program Review Report

Program Review - Sociology

Program Summary

2023-2024

Prepared by: Catherine R Medrano and Esther Sandoval

What are the strengths of your area?:

1. The Sociology Department generated 181.6 Full-Time Equivalent Students (FTES) for 22-23. This makes us the 4th largest generator of FTES in the Social Sciences (behind History, Psychology, and Political Science).

2. Sociology continues to have the third highest number of majors in the Social Sciences Division, (behind Psychology and Administration of Justice), with 295 majors for the 22-23 academic year and a multi-year total of 649 (up from a multi-year total of 629 last year).

3. The Sociology Department is the MOST efficient department in the Social Sciences (even surpassing Ethnic Studies, which was ranked first last year). Sociology has a productivity ratio (Full-Time Equivalent Students/Full-Time Equivalent Faculty) of 22.7. This means the average class has 45.4 students. This rate is 29.71% above the target ratio of 17.5, or 35 students per class. Our class sizes have increased in size from last year, when our classes were 14.29% above the target ratio.

4. Specifically for SOC 001 – "Introduction to Sociology," the productivity ratio stands at 26.6, (up from 21.87 last year). This rate is 52% higher than the target of 17.5. This means the average class size for SOC 001 is 53.2 students.

5. Sociology classes had a fill rate of 85% at Census for 22-23.

6. Three of our five Sociology courses continue to have success rates above 80%:
   *SOC 002 – "Social Problems" / Success Rate = 83.9%
   *SOC 010 – "Sociology of Gender" / Success Rate = 84.1%
   *SOC 026 – "Marriage and Family Life" / Success Rate = 83.2%

7. For SOC 043, "Sociology of Deviance," the success rate increased by 10%, from 68.3% to 78.2%! We are happy to report that we are very close to hitting our target success rate of 80%.

8. Hispanic student success rates improved by 5.6%, increasing from 71.9% in 21-22 to 77.5% in 22-23.

9. Asian student success rates improved by 10%, increasing from 82.8% in 21-22 to 92.9% in 22-23.

10. Outcomes and assessments are part of ongoing department dialogue.

11. The Sociology Department is now using a common form to systematically collect student learning outcomes. This has increased the department's level of efficiency and has improved our assessments.

12. "Giants in Recovery" was started in Spring 2018 and continues to meet.

13. Coming soon! We intend on starting a Sociology Club starting Spring 2024!

14. The Sociology Department is planning on taking 20 students who are Sociology majors to the California Sociological Association Annual Conference on Nov 3 - 4, 2023. We hope this helps deepens their interest in Sociology and expands their knowledge of career choices. We hope to make this an annual event!

14. Students' self-report positive experiences in our courses and with our faculty.

15. Students self-report that our Sociology courses teach useful and practical skills, which helps students to relate, recognize, differentiate and interpret their surroundings. These skills are valuable and translate directly to the job market as well as provide lifelong learning.

What improvements are needed?:

1. African American student success remained stable at 58.3%. Although the success rate remained stable, it is still low. The Sociology Department needs to maintain efforts to increase African American success rates.

2. We would like to increase success rates of our SOC 001 - "Introduction to Sociology" students. Overall, SOC 001 had a student success rate of 74.3% for 22-23. While this is an increase of 5% from last year (69.4% in 21-22), it is still below our target of 80%.

3. We need to add additional face-to-face sections for SOC 001, SOC 002, and SOC 026. However, we do not have enough faculty

to accommodate this demand.

Describe any external opportunities or challenges.:

It is very hard to recruit, hire, and retain SOC adjuncts and there is a very limited pool from which to draw qualified instructors. After reviewing over 50 applications in the adjunct pool over the past few years, we still do not have any adjuncts who can teach face-to-face. Since Spring 19, we have lost four adjuncts and have not found any qualified replacements.

Overall SLO Achievement:

The Sociology Department aims for at least 80% of its students to attain a 70% or better on assessments. Sociology faculty assessed all Student Learning Outcomes (SLOs) for SOC 010 and SOC 043 using data from Spring 23 and found that we exceeded our target goals.

Changes Based on SLO Achievement:

*For SOC 010, assessment methods will be revised. The instructor used a 50-question exam that covered several chapters to asses each SLO. However, some of the questions were not directly related to the SLO being assessed. In the future, the instructor will use just a few select questions that better align with each SLO. This will allow our data assessment to be more accurate.

*For SOC 043, no changes in assessment are deemed necessary.

Overall PLO Achievement:

*SLO data from SOC 010 indicate that a majority (over 80%) of students are satisfying both Program Learning Outcomes (PLOs) in Sociology.

*For SOC 043, it was determined that our SLOs do not align well with our PLOs; therefore, we cannot assess how well SOC 043 is contributing to our overall PLO achievement.

Changes Based on PLO Achievement:

To better assess our PLO achievement, we revised the SLOs for SOC 043. We removed one SLO and added two new SLOs that directly align with our PLOs. These new SLOs that speak directly to theory and sociological understanding will be in effect for Spring 24.

Outcome cycle evaluation:

All Sociology faculty participate in the assessment of SLO and PLO data. We will continue to assess our courses based on this 3-year cycle:

*Fall 2024 - Assess SOC 002 and SOC 026 SLOs (using data from Spring 2024)
*Fall 2025 - Assess SOC 001 SLOs (using data from Spring 2025)
*Fall 2026 - Assess SOC 10 and SOC 043 SLOs (using data from Spring 2026)

Action: 2023-2024 Increase Student Access & Success (Continued from 2022-2023)

We would like to hire a full-time tenure-track Sociology professor to replace a retiring professor. We need to sustain the SOC program and continue to offer face-to-face sections of SOC 002 and SOC 026.

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Implementation Timeline: 2022 - 2023, 2023 - 2024

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Identify related course/program outcomes: Soc Program Learning Outcome #1 - Students will be able to describe the major sociological theories and apply them to a variety of social phenomena.

Soc Program Learning Outcome #2 - Students will be able to demonstrate how social structures, institutions, cultural practices, and social inequality have influenced their personal lives.

Person(s) Responsible (Name and Position): Sociology Professors: Catherine R Medrano and Esther Sandoval

Rationale (With supporting data): We need to hire a full-time faculty member to replace Annie Silva who is retiring at the end of this academic year. This is an IMMEDIATE AND DIRE need! Our program will be utterly decimated and we will not be able to meet student demand if this position is not replaced. We desperately need a replacement hire because:

1. We need to continue to serve 3 campuses.
Catherine Medrano and Esther Sandoval predominantly teach SOC 001, and are split between the Visalia, Hanford, and Tulare campuses. Annie Silva has historically taught five sections of SOC 002 and SOC 026 on the Visalia campus, serving 400 students a year. If we do not hire a replacement for her, we will have to CANCEL almost ALL SOC 002 and SOC 026 face-to-face offerings going forward, or we will have to drastically reduce our SOC 001 offerings (including at the satellites) to compensate. We need enough classes not only to accommodate our 300 SOC majors, but also the nursing program which requires SOC 001. We cannot afford to cancel these classes!!

Program Review - Sociology

2. We are short-staffed.
The Sociology Department will only have TWO remaining faculty (Medrano and Sandoval) who are able to teach face-to-face classes. We have tried for years to hire and retain adjunct instructors who can teach face-to-face. Not replacing our current full-timer will just exacerbate this problem of staffing.

3. Our classes already have excessively large caps.
The Sociology Department has the HIGHEST efficiency rate in the Social Sciences, (22.7) meaning our average class sizes are larger than ALL other departments in our division. Since we do not have more instructors, and are therefore unable to add additional sections, we try to compensate by increasing our class sizes. For Fall 23, we increased class caps above 40 for 7 classes. Three classes increased their caps to 45, three classes increased their caps to 80 (two of these are face-to-face Soc 1 classes taught in Ponderosa), and one late-start online class is FULL with a cap of 120!! (And there are students on the wait list!). We have already increased our caps to accommodate the equivalent of 4 classes. We do not have the capacity to continue to increase our caps to accommodate the cancelling of 5 additional classes, which will happen if we do not replace Annie Silva. We need a replacement hire DESPARATELY!
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2023 - 2024   09/16/2023
Status: Continue Action Next Year
Last year (2022-2023), we asked for a "growth" faculty position, but we were not granted one. Now that full-time faculty member, Annie Silva, is retiring, there is an IMMEDIATE AND DIRE need for a "replacement" hire. Our program will be utterly decimated and we will not be able to meet student demand if this position is not replaced.
Impact on District Objectives/Unit Outcomes (Not Required):

Resources Description

Personnel - Faculty - Hiring a full-time tenure track Sociology professor. (Active)

Why is this resource required for this action?: We need to hire a full-time tenure-track faculty member to replace Annie Silva who is retiring at the end of this academic year. This is an IMMEDIATE AND DIRE need! Our program will be utterly decimated and we will not be able to meet student demand if this position is not replaced. We desperately need a replacement hire!
Notes (optional):
Cost of Request (Nothing will be funded over the amount listed.): 155000
Related Documents:
[Sociology Proposal for a New Hire, FALL 22 - Program Review Rationale.docx](#)

Link Actions to District Objectives

District Objectives: 2021-2025
District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.
District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.
District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year institutions by 10% from 2021-2025.
District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

Action: 2023-2024 Increase Student Success Rate in Soc 1 to at least

Program Review - Sociology

80% (Continued from 2021-2022 and 2022-2023)

Hire a Supplemental Instructor (SI) for all Soc 1 classes with 50+ students enrolled.

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Implementation Timeline: 2021 - 2022, 2022 - 2023, 2023 - 2024
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Identify related course/program outcomes: SOC 1 - SLO #1 Understand and apply the sociological imagination to everyday life.
SOC 1 - SLO #2 Apply, analyze, and evaluate the primary sociological perspectives.
SOC 1 - SLO #3 Identify and define contemporary issues of social inequality and provide solutions for social change based on sociological concepts.
Person(s) Responsible (Name and Position): Catherine R Medrano, Sociology Full-Time Faculty
Rationale (With supporting data): The success rate for Soc 1 decreased from 83% to 77% in 20-21. This is actually the same as it was in 2018-19. We are disheartened that we lost the gains we made just a year ago! Soc 1 for the 20-21 academic year featured very large online enrollments. While it's great that we can serve more students, we have to make sure that large class sizes don't impact course success rates. Historically, many Soc 1 sections used a Supplemental Instructor (SI) to help students study for Soc 1. For 20-21, however, due to the strain of moving to distance education, no SIs were used at all! This 21-22 academic year, a total of seven Soc 1 sections will once again have an SI. This includes ALL sections with student enrollments above 50. We are hoping this will help increase student success in Soc 1.
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2023 - 2024   09/16/2023
Status: Continue Action Next Year
Large SOC 001 sections on the Visalia campus had a Supplemental Instructor (SI) for Spring 23. The overall success rate for SOC 001 increased by 4% compared to semesters when one was not offered (76% vs 72% for both Spring 22 and Fall 22). Therefore, we would like to continue to offer this resource to increase the success rate in SOC 001. We would also like to expand this resource and recruit an SI for the Hanford campus for Spring 24.
Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2022 - 2023   09/28/2022
Status: Continue Action Next Year
A Supplemental Instructor (SI) was used for 3 Soc 1 classes during Fall 21; however, no SI was available the following semester. The Soc department is working hard to recruit and retain Supplemental Instructors. They are very valuable to student success rates.
Impact on District Objectives/Unit Outcomes (Not Required):

Link Actions to District Objectives

District Objectives: 2021-2025

District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year institutions by 10% from 2021-2025.

District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

District Objective 4.1 - Increase the effective use of data and transparency in decision making at all institutional levels from 2021-2025.

District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

Action: 2023-2024 Increase African-American Students' Success Rate in Soc 1 by at least 10% (Continued from 2021-2022 and 2022-2023)

In addition to utilizing a Supplemental Instructor (SI) in Soc 1, these steps will also be implemented for our African-American students:

1) Increase sending out both encouraging and warning early alerts (even if they are not in EOPS)
2) Reach out to struggling students more often, and
3) Be more flexible with accepting late assignments for all students (policy to be included in syllabi)

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Implementation Timeline: 2021 - 2022, 2022 - 2023, 2023 - 2024
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Identify related course/program outcomes: SOC 1 - SLO #1 Understand and apply the sociological imagination to everyday life.
SOC 1 - SLO #2 Apply, analyze, and evaluate the primary sociological perspectives.
SOC 1 - SLO #3 Identify and define contemporary issues of social inequality and provide solutions for social change based on sociological concepts.
Person(s) Responsible (Name and Position): Catherine R Medrano, Sociology Full-Time Faculty
Rationale (With supporting data): The success rate for African-American students in Soc 1 dropped from 72% to 56.3% in 20-21. Even in a pandemic, this is unacceptable! We need to be sensitive to the fact that while this pandemic is hard on us all, it may be disproportionately impacting some student populations more than others. We hope that by closely monitoring and reaching out to struggling students, we may be able to increase their success rates.
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2023 - 2024	09/16/2023

Status: Continue Action Next Year
African American student success remained stable at 58.3%. Although the success rate remained stable, it is still low. The Sociology Department needs to maintain efforts to increase African American success rates.
Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2022 - 2023	09/28/2022

Status: Continue Action Next Year
We have not yet met our target of increasing African American success rates. Including "Excused Withdrawals" (EW), the success rate for African Americans in Soc 1 dropped from 50% to 48.3%. Therefore, we will be continuing to implement these practices. Now that we are exiting the pandemic and offering more face-to-face Soc 1 sections, it is our hope that the success rates for Black students will increase.
Impact on District Objectives/Unit Outcomes (Not Required):

Link Actions to District Objectives

District Objectives: 2021-2025

District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year

institutions by 10% from 2021-2025.
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District Objective 4.2 - Improve communication practices needed to support organizational effectiveness and continuous improvement across all District units and constituents from 2021-2025.

Action: 2023-2024 Meet Student Demand for Face-to-Face Soc Classes (Continued from 2021-2022 and 2022-2023)

Hire at least 2 adjunct Soc faculty who can teach face-to-face classes. To facilitate this, we will outreach and recruit from local colleges and universities as well as network with social work organizations.

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Implementation Timeline: 2021 - 2022, 2022 - 2023, 2023 - 2024
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Identify related course/program outcomes: PLO #1 - "Sociological Theory" - Students will be able to describe the major sociological theories and apply them to a variety of social phenomena.
PLO #2 - "Sociological Understanding" - Students will be able to demonstrate how social structures, institutions, cultural practices, and social inequality have influenced their personal lives.
Person(s) Responsible (Name and Position): Catherine R Medrano, Esther Sandoval, and Annie Silva, Sociology Full-Time Faculty Members
Rationale (With supporting data): Since Spring 19, we have lost ALL adjunct instructors who traditionally taught face-to-face classes for us. As of this moment, the Soc department only has two instructors who can teach face-to-face classes. If we do not hire anyone, we will not be able to offer face-to-face classes for several classes, which means we are not meeting student demand. We will actively try to network with local colleges/universities, and social work organizations to to recruit new adjuncts.
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2023 - 2024   09/16/2023
Status: Continue Action Next Year
We have still been unsuccessful in hiring new adjunct faculty who are qualified and willing to teach face-to-face Soc classes. We will be vigilant with our recruitment efforts and reach out to neighboring colleges and universities and maintain ties with former students to increase our adjunct pool.
Impact on District Objectives/Unit Outcomes (Not Required):

Update Year: 2022 - 2023   09/28/2022
Status: Continue Action Next Year
We were unsuccessful in hiring any adjunct faculty. We will continue the process of recruitment in hopes of increasing our faculty ranks.
Impact on District Objectives/Unit Outcomes (Not Required):

Link Actions to District Objectives

District Objectives: 2021-2025
District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.

Program Review - Sociology

District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.
District Objective 2.2 - Increase the number of students who are transfer-ready by 15% and students who transfer to four-year institutions by 10% from 2021-2025.