

FY2006 DEPARTMENTAL ANNUAL REPORT OF CONTINUOUS IMPROVEMENT

Department of Sociology and Social Work Fort Hays State University SOCIOLOGY PROGRAM

I. Departmental Overview

The Department of Sociology and Social Work is currently comprised of six sociologists who, along with eleven adjunct faculty, deliver the on campus and online degree. In addition, there are four social workers and one international lecturer. Two of the sociologists hold a joint appointment with the department and the Docking Institute of Public Affairs. The Sociology Program, which offers the Bachelors of Arts, and the Social Work Program, which offers the Bachelor of Social Work, while distinct from each other in some respects, are nonetheless guided by a common vision. This shared vision is driven by several overlapping goals; service to humanity, service to the discipline, service to the profession, service to the university, service to the region and service to the students. While quality teaching is the primary emphasis, faculty also have a strong commitment to research and service.

A. Departmental Mission and Vision Statements

Mission Statement

To develop in students the sociological imagination for a fuller understanding of social institutions and to prepare students with the necessary skills to solve social problems.

Vision Statement

Service to Humanity

The quintessential goal of Sociology and Social Work is to understand and work toward the betterment of the human condition. The discovery of links between the concerns of individuals and environmental conditions will become increasingly important in the 21st century. Efforts to understand the creation, transmission, and reformulation of social arrangements define our purpose, guide our work and contribute to the betterment of the human condition. To this end, the Department of Sociology and Social Work strives to create a community of inquiry in which critical, reflective thought is valued and demonstrated and social action based on the principles of justice is encouraged.

Service to the Discipline and the Profession

Sociology and Social Work faculty and students are engaged in a number of research and service activities that benefit the discipline and profession. Faculty research projects are quite varied, and some of those projects include: the study of social change in rural and urban

areas in a province of China, Judicial Case Management Issues, and participation in the Baccalaureate Education Assessment Program Pilot Study for Knowledge pre-test/post-test.

Service to the Community

Sociology and Social Work faculty consider service to the profession and community to be a critical aspect of their professional lives. A sampling of faculty service activities to the discipline include: Advisory Board Member for Kansas Legal Services, Community Action Coalition of Ellis County, and Kansas Rural Development Council. Faculty serve the community in many diverse ways. Faculty serve by volunteering and consulting for First Call for Help, Ellis County Law Enforcement, Kansas, Inc., Research Advisory Board and Kansas Water office Technical Advisory Board to name a few. A faculty member writes a weekly parenting column for Hays Daily News and speaks about parenting on a monthly radio program. Another faculty member has written grant proposals for Hays Medical Center, successfully securing more than \$1.5 million in grant Monies. Faculty incorporate their experience in research and service into their classrooms, providing students with direct exposure to the application of sociological and social work knowledge to the real world.

Service to Fort Hays State University

In addition to fulfilling the responsibilities associated with teaching, research and service, the Department of Sociology and Social Work serves the university by supporting the educational and professional needs of other units, by expending a substantial amount of its resources to address diversity, by maintaining a leadership role in the delivery of off-campus classes, and by seeking and accepting assignments which contribute to the overall operation of the university.

Service to Students

The Department of Sociology and Social Work has a well-deserved reputation for delivering quality undergraduate education. While individual differences among students are both valued and respected, a common vision of what graduates of our programs should embody exists. The department works to help students achieve their full potentials by requiring demonstrated competence in critical thinking, oral and written communication, research, computer and grantwriting skills. In addition students are encouraged to develop conflict resolution, mediation, and planning skills. Students are taught to deal constructively with uncertainty and change, an ability which is crucial to success. The faculty believe in the importance of offering students “hands on” experience, and thus, provide students with an avenue to apply theoretical knowledge gained in the classroom to the real world through involvement in faculty research and service projects. Our goal is to equip students to make a “life” as well as a “living.”

B. Departmental Goals, Objectives, and Strategic Priorities

The goals of the Sociology Program are

To acquire **knowledge** in the foundation areas of sociology.

- To demonstrate mastery of the conflict, functionalist, and interpretive perspectives.

- To demonstrate familiarity with major figures in sociological thought and their respective contributions.
- To demonstrate knowledge of the processes of creating, maintaining, transmitting and reformulating social institutions.
- To demonstrate mastery of micro and macros-sociological forces that operate in group dynamics.
- To demonstrate an in-depth understanding of the possible causes and potential consequences of social inequality.
- To describe, compare and contrast, analyze and interpret economic, political, legal and other forces affecting diverse populations across time.

To acquire the **skills** required of a practicing sociologist.

- To develop computer literacy and information networking skills.
- To develop competency on conducting research.
- To develop competency in interviewing, technical report writing, and interpreting data.
- To develop skills in conflict resolution and mediation.
- To develop skills in grant proposal writing.
- To develop skills in on-the-job and service learning.
- To develop the ability to function within an organizational structure.

II. Departmental Highlights

A. Departmental Productivity and Other Distinctive Departmental Accomplishments

*Department experienced continued growth in both on campus and online students making it one of the **most productive** on campus.

*Department is a major contributor to the **International Program** with faculty teaching in SIAS, Shenyang, UIBE and Tak-Ming. Evaluation of faculty underscores the effective job faculty are doing with International Partners.

*Department now houses the University Grants Training and Certification Project, an **entrepreneurial project** with promise for the department and the university.

*Social Work Program received a full eight year **reaccreditation** by Council on Social Work Education.

*Two or three faculty and adjunct faculty are nominated each year for the **Pilot Award**, the highest honor bestowed on teaching faculty.

*Department major contributor to **BGS Degree** with its Human Services concentration.

*Department delivers the **IDS 350 Multiculturalism** course to on campus students, online students, and international students.

*Department is major contributor to **minor in Gerontology** and KU-FHSU Central Plains Geriatric Education Center.

*Department organizes the FHSU contribution to the observance of **Martin Luther King Jr. holiday**.

*Departmental faculty regularly contribute to the **Docking Institute of Public Affairs'** service to the region.

B. Performance Indicators

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Goal FY2007
Number of New Freshmen	2	7	6	10
Number of Transfer Students	38	32	33	40
Number of Majors:				
Undergraduate (first majors/second majors)	88/8	134/9	168/4	150/5
Graduate				
Departmental majors	0	0	0	0
MLS students	0	0	0	0
Student Credit Hour Production				
Undergraduate	7320	7606	7450	7800
Graduate	39	63	33	65
FTE Faculty (Headcount)				
Tenured or Tenure-track Faculty (Headcount)	4	4	4	4
NonTenure-Track Faculty (Headcount)	2	2	2	2
Other Faculty (Headcount/Sections Taught)	7 adjuncts @ 25 sections total	10 adjuncts @ 28 sections total	11 adjuncts @ 33 sections total	11 adjuncts @ 35 sections total
Degrees Awarded				

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Goal FY2007
Undergraduate degrees	13	15	19	25
Graduate degrees	0	0	0	0
Departmental degrees	13	15	19	25
MLS degrees	0	0	0	1
Scholarly Activity (See Section IV for documentation requirement)				
Number of books, book chapters, and refereed articles published	2	2	2	3
Percent of faculty publishing refereed books, chapters, or articles	2/6 (33%)	2/6 (33%)	3/6 (50%)	3/6 (50%)
Number of non-refereed articles and presentations	2	7	3	3
Percent of faculty publishing non-refereed articles or presentations	2/6 (33%)	3/6 (50%)	3/6 (50%)	3/6 (50%)
Number of scholarly performances and other creative activities	0	0	0	0
Percent of faculty in scholarly performances or other creative activities	0	0	0	0
Total number of external grant applications submitted/percent of faculty submitting	0	0	0	0
Total number of funded external grants/percent of	0	0	0	0

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Goal FY2007
faculty funded				
<p>Service Activity</p> <p>Percent of faculty meeting acceptable standard of service activity</p> <p>Percent of faculty meeting exceptional standard of service activity</p>	<p>100%</p>	<p>100%</p>	<p>100%</p>	<p>100%</p>
<p>Assurance of Student Learning</p> <p>Outcome/Indicator 1</p> <p>Graduates of the last three years were surveyed in reference to curriculum and overall satisfaction with sociology program.</p> <p>Among graduates now in the workforce the percentage who feel as prepared or more prepared than others</p> <p>Outcome/Indicator 2</p> <p>Among graduates now in graduate school the percentage who feel as prepared or more prepared than their fellow classmates</p>	<p>-----</p>	<p>85%</p> <p>100%</p>	<p>-----</p>	<p>-----</p>
<p>Other Departmental Key Performance Indicators (up to 3 additional measures, optional)</p> <p>Outcome/Indicator 1</p> <p>Student satisfaction with online courses as indicated by the mean</p>				

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Goal FY2007
score on the virtual college course evaluations. Using a 5 point scale with a “1” rating as low and a “5” rating as high. Outcome/Indicator 2	4.1	4.3	4.4	4.4
Student satisfaction within the department as indicated by the mean score on the TEVAL evaluations. Using a 5 point scale with a “1” rating as low and a “5” rating as high. Outcome/Indicator 3	4.0	4.2	4.2	4.3

C. Current Quality Initiatives and Results

FY 2006 Quality Initiatives	Results
Redesign electronic brochure which is sent to all prospective students to include both personal letter and basic information on how to do online classes.	This has been completed.
Increase sections of online classes to accommodate growth in virtual college population.	This has been completed.

FY 2007 Quality Initiatives	Responsible Party, Resources, and Plan
Convert the Topics in Sociology classes to regular offerings.	Faculty with primary responsibility for teaching topics class must redevelop them and take them before academic affairs committee.
Revise Sociology curriculum to insure all required classes are offered online as well as on campus.	Adjunct faculty will be recruited to offer online and on campus classes.

III. Strategic Plan and Opportunities for Improvement for FY2007

A. Departmental Reflection of Strengths, Weaknesses, Opportunities, and Threats

Strengths	Weaknesses/Needs
<ul style="list-style-type: none"> *Strong Liberal Arts Program in Sociology *Dedicated, professional faculty *Dedicated, effective adjunct faculty *Outstanding student credit hour production (see in appendix) *Reaccreditation of Social Work Program *Outstanding service record of departmental faculty to the department, university, profession and region *Social Work faculty (1/4) on educational track to earn Ph.D. *Social Work faculty (1/4) completed Ph.D. *Sociology faculty (4/6) have Ph.D. and 1/2 remaining faculty on educational track to earn Ph.D. *Student placement/employment success *Unique grant-writing component in Sociology curriculum *Exceptional staff personnel *High level of student satisfaction with curriculum *High level of student satisfaction with advising. *Strong Social Work Program accessibility for students who can take on-campus classes for three semesters on Tuesdays/Thursdays *Strong Virtual College program for online BA in Sociology *Effective use of scarce resources *Major contributor to International Program *Strong certificate program (Community Development, Applied Sociology, Grant Proposal Writing, Domestic Mediation and Life Issues) *Major contribution to BGS degree (Human Services Emphasis) 	<ul style="list-style-type: none"> *Critical need for additional personnel to advise online majors *Need the temporary faculty position to be changed to tenure track *Need additional Sociology faculty if online program is to grow *Critical lack of OOE support *Research agendas acceptable but additional faculty needed if current faculty are expected to be more productive in research *Additional virtual college courses in general education if expansion of VC population is to occur *Need additional laptop computers to prepare for advent of laptop university *Need office for international lecturer

<ul style="list-style-type: none"> *Demonstrate ability to respond to change *All Sociology faculty skilled in online delivery of courses *National recognition for Grantwriting *Strong student organizations (Social Work Club, Sociology Club, Alpha Kappa Delta, Phi Alpha) 	
Opportunities	Threats
<ul style="list-style-type: none"> Additional opportunities with new international programs *Virtual college new course developments and redevelopments *Possibilities of developing continuing education for Mediator in State of Kansas (online and face-to-face) *Continuing, regular strategic planning among faculty and staff *Additional opportunities to meet educational needs in Southwest Kansas 	<ul style="list-style-type: none"> *Heavy teaching loads necessary to maintain our virtual college enrollment *Growth in virtual college Student Credit Hour production with no additional resources to sustain the growth *Difficulty in finding social work faculty *Declining student population in western Kansas *Potential lack of resources for virtual college course redevelopment

B. Opportunities for Improvement

Short Term OFI	Resources Required	Expected Outcome and Completion Date

Long Term Strategic Initiatives	Resources Required	Expected Outcome
In order to maintain its strong record on the online program the department plans to follow up with students who were at one time in the degree, to develop an interactive website for online majors and to increase recruitment efforts for online majors	Additional personnel is necessary to assume the responsibility of maintaining the personal advising established by the Department Chair.	Efforts to attend our online majors and to recruit additional majors is expected to result in increased enrollment
The department plans to develop alumni	The position requested to assist with online advising	If successful this initiative should result in excellent

<p>connectedness among the online majors and plans to launch an initiative to remain in yearly contact with them, to seek their input on how to improve the online degree and to foster their loyalty and sense of connection to FHSU.</p>	<p>will also be expected to develop a plan to foster the alumni connection.</p>	<p>publicity for FHSU, in increased alumni membership, and in feedback from graduates which can be used to improve the program.</p>
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IV. Supporting Materials (available upon request from department)

- A. Department Degree Program Affinity Diagram(s)**
- B. Department Staffing Plan**
- C. Bibliography of Departmental Scholarly Activity**
- D. Department Program Assessment Results**
- E. Other Departmental Information**
- F. Special AQIP Report**