

# FY2008 DEPARTMENTAL ANNUAL REPORT OF CONTINUOUS IMPROVEMENT

## Department of Sociology and Social Work Fort Hays State University Sociology

### I. DEPARTMENTAL OVERVIEW

The Department of Sociology and Social Work is currently comprised of six sociologists who, along with thirteen adjunct faculty, deliver the on campus and online degree and the cooperative program at Pratt. Two of the sociologists hold a joint appointment with the department and the Docking Institute of Public Affairs. In addition, there are four social workers and two adjunct faculty who deliver the on campus degree and the cohort program in Southwest Kansas and two faculty who deliver the addictions certification program. The department also has one international lecturer who delivers courses in China.

The Sociology Program, which offers the Bachelor 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 21<sup>st</sup> 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. Sociology and Social Work and Social Work faculty serve as reviewers for the following journal publications: Journal of the Community Development Society, Rural Sociology, Society and Natural Resources and The Journal of Baccalaureate Social Work. One Sociology faculty member and one Social Work faculty member serve as grant reviewers for the U.S. Department of Health and Human Services.

Service to the Community

A sampling of faculty service activities to the community include: memberships on the Kansas Health Foundation, Kansas Calvary, Northwest Kansas Rural Business Tax Credit Advisory Board, Northwest Kansas Community Corrections Governing Board, Community Connection, Ellis Library Board, C.A.R.E. Council, Community Health Partnership, Inc., Kansas Legal Services, First Call for Help, National Alliance for the Mentally Ill, Community Action Coalition of Ellis County, Developmental Services of Northwest Kansas, Big Brothers/Big Sisters, Consumer Council of Health Solutions, and the Kansas Association of Addiction Professionals State Curriculum Committee. One faculty member writes a weekly parenting column for The Hays Daily News and addresses parenting issues on a bimonthly radio program. Another faculty member is currently working with the Santee Sioux, the Hmong, and Somalis, offering his grant writing expertise for free to assist them in securing grants. Faculty incorporate their experiences in research and service into their classes, providing students with the 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 faculty in the Department of Sociology and Social Work serves the educational and professional needs of other unit 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.

Contributions made to the university by faculty include faculty service on the President's Reorganize and Rethink Committee, Faculty Senate, Academic Affairs Committee, Graduate Faculty, Entrepreneurship Committee, General Education Committee, Rural Entrepreneurship in Education Advisory Board, Pilot Award Committee, Arts and Science Tenure Committee, Asian Task Force Committee, Diversity Committee, Phi Kappa Phi Scholarship Committee, Faculty Award Selection Committee, Ethnic Study Committee, FHSU-AAUP, International Teachers' Committee, Culture Club at SIAS University, University Internal Review Board Committee, Accessibility for the Disabled Committee, Affirmative Action Committee, Gerontology Committee, Student Health Committee, Springwell Committee, University Scholarship Committee, Internationalization Committee, and the University Anti-Semitism Committee.

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 grant writing skills. Students are taught to deal constructively with uncertainty and change, an ability which is crucial to success.

The Department of Sociology and Social Work offers students an opportunities to focus their educational experiences by offering certificate programs in Life Issues, Grant Writing, Women's and Gender Studies, Community Development and Ethnic Studies. The Social Work Program requires a twelve hour practicum, and the Sociology Program offers an internship to facilitate "hands on" experience. This provides students with avenues to apply theoretical knowledge gained in the classroom to the real world through involvement in faculty research, service projects and internship experiences.

**B. Departmental Goals, Objectives, and Strategic Priorities**

Goal 1: To understand the sociological perspective, the origin of sociology as a discipline, and the contributions of the major figures in the discipline.

Goal 2: To understand the significance of culture and the processes of culture creation, culture transmission and culture reformation.

Goal 3: To understand, analyze, and apply the major theoretical orientations in the discipline.

Goal 4: To understand the process of social change as reference in the transition from traditional to modern to postmodern societies.

Goal 5: To understand the research process and the strengths and weaknesses of various methods used to investigate the social world.

Goal 6: To understand social diversity and inequality.

Goal 7: To effectively convey sociological ideas through writing.

Goal 8: To acquire marketable skills.

## II. DEPARTMENTAL HIGHLIGHTS

### A. Department Productivity and Distinctive Accomplishments

Department experienced continued growth in online students making it one of the **more productive departments** on campus.

\*Department is a major contributor to the **International Program** with the 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.

\*Two or three faculty and adjunct faculty are nominated each year for the **Pilot Award**, the highest honor bestowed on teaching faculty, and **Top Professor** awarded by Mortar Board.

\*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 is major contributor to **Ethnic Studies Program** with a faculty member serving as co-director.

\*Department is major contributor to **Women's and Gender Studies Program** with faculty member serving as co-director.

\*Departmental faculty regularly contribute to the **Docking Institute of Public Affairs**.

\*Social Work Program successfully launched a three year **Cohort Program** in January, 2007, in Garden City, Kansas.

\***Addictions Certification Program** now housed and maintained in department.

**B. Department Performance Indicators**

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<b>Freshmen</b>	2	8	6	5	4
<b>Transfer Students</b>	38	32	32	48	23
<b>Majors</b>	86	131	168	207	187
Undergraduate (first majors/second majors)	6	7	2	4	3
Graduate majors	0	0	0	0	0
MLS students	0	3	4	2	4
<b>Major Retention</b>		83-48 59.03%	129-27 61.24%	161-99 61.49%	203-117 57.64%
<b>Student Credit Hour</b>					
Undergraduate	5890	6715	7033	8301	7625
Graduate	72	78	48	102	90
<b>Faculty</b>					
Tenured or Tenure-track Faculty (Headcount)	4	4	4	4	4
Non Tenure-Track Faculty (Headcount)	2	2	2	2	2
Other Faculty (Headcount/Sections Taught)	7 adjuncts @25 sections	10 adjuncts @28 sections	11 adjuncts @33 sections	12 adjuncts @36 sections	13 adjuncts @37 sections
<b>Degrees</b>					
Undergraduate degrees	13	15	19	31	42
Graduate degrees	0	0	0	0	0
MLS degrees	0	0	0	1	1
<b>Scholarly Activity (See Section IV for documentation requirement)</b>					
Number of books, book chapters, and <b>refereed</b> articles published				2	2
Percent of faculty publishing <b>refereed</b> books, chapters, or articles				2 33%	3 50%
Number of <b>non-refereed</b> articles and presentations				3	12

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
Percent of faculty publishing <b>non-refereed</b> articles or presentations				3 50%	3 50%
Number of scholarly performances and other creative activities	0	0	0	0	0
Percent of faculty in scholarly performances or other creative activities	0	0	0	0	0
Total number of external grant applications submitted/percent of faculty submitting	0	0	0	0	0
Total number of funded external grants/percent of faculty funded	0	0	0	0	0
<b>Service Activity</b>					
Percent of faculty meeting acceptable standard of service activity [NOTE: this percent includes faculty meeting exceptional standard of service activity.]	100%	100%	100%	100%	100%
Percent of faculty meeting exceptional standard of service activity	100%	100%	100%	100%	100%
<b>Assurance of Student Learning</b>					
Direct Outcome 1 Sociology majors enrolled in summer/fall 2007 were surveyed to determine overall satisfaction with the sociology professors. The percentage who indicated a high overall satisfaction WAS 81%					81%
Direct Outcome 2 Sociology majors enrolled in summer/fall 2007 were surveyed and 90% indicated an overall satisfaction with the sociology program.					90%
Indirect Indicator 1					
Indirect Indicator 2					
<b>Other Department Key Performance Indicators (up to 3 additional measures, optional)</b>					
Outcome/Indicator 1 Student satisfaction with online courses as indicated by the mean score on the Virtual College course evaluations. Using a five point scale with a "1" rating as low and a "5" rating as high.	4.1	4.3	4.4	4.3	4.3

Key Performance Indicator	Baseline FY2004	Actual FY2005	Actual FY2006	Actual FY2007	Actual FY2008
<p>Outcome/Indicator 2 Student satisfaction 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.</p> <p>Outcome/Indicator 3</p>	4.0	4.2	4.2	4.2	4.0
<b>Number of Faculty Visiting Foreign Campuses</b>	XX	XX	XX	XX	4
<b>Number of Students (majors) Participating in Study Abroad and Exchange Programming</b>	XX	XX	XX	XX	0

**C. Department Quality Initiatives and Results**

FY2008 Quality Initiatives	Results
Conduct survey of all on campus and online students to assess curriculum and instructor effectiveness.	Dr. Brett Zollinger conducted the survey and reported the results.
Advise Virtual College adjuncts of processes and provide them with vpn access.	This was completed fall 2008.

FY2009 Quality Initiatives	Responsible Party, Resources, and Plan
Revise Sociology promotion and tenure standards.	The Chair, meeting with the Sociology faculty, will do this.
The department will engage in a strategic planning session that will include SWOT and priorities and objectives identification.	The Chair will lead the strategic planning session.

**D. Institutional Quality Results**

FY2008 University Initiatives	Department Activities/Results
Improve undergraduate student's writing abilities	<p>Services available at the Writing Center were announced in classes, were listed on all syllabi and on the website for on campus students. / Students are now familiar with sources for help.</p> <p>Virtual College students were advised of online Writing Center websites. / Online students are now aware that specific help is available.</p> <p>Faculty have increased the writing opportunities for students in sociology classes. /Students should be more prepared and more skilled at writing for upper division classes as a result of increased writing opportunities in lower level classes.</p>

Develop mobile computing teaching and learning environment	Requests to provide all full time faculty and adjuncts with tablets and opportunities for training for use of the tablets was met. / By spring 2008, all full time faculty with the exception of one full time adjunct was supplied with tablets.
Internationalize the campus and curriculum	<p>Internationalize faculty involved with delivering courses to China visited their respective campuses twice last year. / Professors Campbell and Martine visited their respective campuses to teach classes and to insure course objectives were met.</p> <p>The Comparative Culture and Societies course was prepared for Virtual College delivery. / Global Forces in a Changing World was prepared for Virtual College delivery.</p> <p>Students in the Sociology and Social Work Department received information outlining the International Studies minor. / Students who complete the International Studies minor are thought to be more likely to consider a Study Abroad Program.</p>
Strategically manage new enrollment opportunities	<p>The Department of Sociology and Social Work began its Social Work Cohort Program in January 2007 for the expressed purpose of recruiting students, especially Hispanics for the BSW Program. / Twelve students are currently enrolled in the program.</p> <p>The electronic brochure recruit online students, as well as all other brochures, have been revised to feature some of our Hispanic students. / Anticipate Hispanic will conclude that FHSU welcomes them and has experience dealing with Hispanic students.</p>
Improve student learner outcomes in computing	The use of SPSS in Methods of Social Research was increased. / Students are more comfortable with basic summary statistics using SPSS.

### III. FY2009 STRATEGY AND OPPORTUNITIES FOR IMPROVEMENT

#### A. Departmental Reflection of Strengths, Needs, Opportunities, and Threats

Current Strengths	Current Needs
<ul style="list-style-type: none"> <li>*Strong Liberal Arts Program in Sociology</li> <li>*Dedicated, professional faculty</li> <li>*Dedicated, effective adjunct faculty</li> <li>*Outstanding student credit hour production</li> <li>*Reaccreditation of Social Work Program</li> <li>*Outstanding service record of departmental faculty to the department, university profession and region</li> <li>*Social Work faculty (50%) completed Ph.D.</li> <li>*Sociology faculty (4/6) have Ph.D. and one of the two remaining faculty on educational track to earn Ph.D.</li> <li>*Student placement/employment success</li> </ul>	<ul style="list-style-type: none"> <li>*Additional OOE support</li> <li>*Research agendas acceptable, but additional faculty needed if current faculty are expected to be more productive in research</li> <li>*Additional Virtual College courses in general education needed if increase in VC population is to occur</li> <li>*Need one additional tablet for faculty</li> </ul>

<ul style="list-style-type: none"> <li>*Unique grant-writing component in Sociology Curriculum</li> <li>*High level of student satisfaction with advising</li> <li>*Strong Social work Program accessibility for students who can take on-campus classes for three semesters on Tuesdays and Thursdays</li> <li>*Garden City Cohort Program developed to meet needs in SW Kansas and students unable to take advantage of three semesters on campus program</li> <li>*Strong Virtual College program for online BA in Sociology</li> <li>*Effective use of scarce resources</li> <li>*Major contributor to International Program</li> <li>*Strong certificate program (Community Development, Grant Proposal Writing, Domestic Mediation and Life Issues)</li> <li>*Addictions Certification Program coordinated by Social Work Faculty</li> <li>*Major contribution to BGS degree (Human Services Emphasis)</li> <li>*National recognition for Grant Writing</li> <li>*Strong student organizations (Social Work Club, Sociology Club, Alpha Kappa Delta, Phi Alpha)</li> </ul>	
<p><b>Future Opportunities</b></p>	<p><b>Future Threats</b></p>
<ul style="list-style-type: none"> <li>*Additional opportunities with new international programs</li> <li>*Virtual College new course developments and redevelopments</li> <li>*Possibilities of developing continuing education for mediators in State of Kansas (online and face-to-face)</li> </ul>	<ul style="list-style-type: none"> <li>*Heavy teaching loads necessary to maintain our Virtual College enrollment</li> <li>*Growth in Virtual College Student Credit Hour production with no additional resources to sustain the growth</li> <li>*Declining student population in Western Kansas</li> <li>*Potential lack of resources for Virtual College course redevelopment</li> <li>*Increasing competition from emerging online programs</li> </ul>

**IV. SUPPORTING MATERIALS**

**A. Department Degree Program Affinity Diagram(s)**

**See Appendix**

**B. Department Staffing Plan**

**See Appendix**

**C. Bibliography of Departmental Scholarly Activity**

**See Appendix**

**D. Department Program Assessment Results**

**See Appendix**