

Appendix A: TEMPLATE FOR ANNUAL PROGRAM REPORT REVIEW

ANNUAL PROGRAM REPORT

College	CLASS
Department	Sociology
Program	Sociology
Reporting for Academic Year	2018-2019
Last 5-Year Review	2012-2013
Next 5-Year Review	2019-2020 (This academic year)
Department Chair	Duke Austin (Fall '19) Carl Stempel (Spring '20)
Author of Review	Duke Austin
Date Submitted	October 1, 2019

Note: We have skipped sections I and II because we are undergoing a five-year review this academic year.

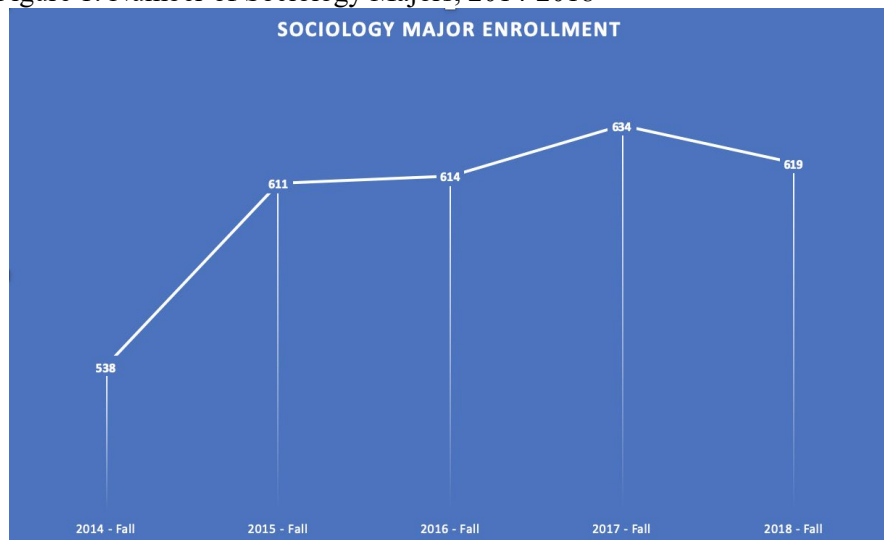
III. DISCUSSION OF PROGRAM DATA & RESOURCE REQUESTS

Discussion of Trends & Reflections

Notable Trends:

The number of students declaring sociology has increased steadily over the past five years. In Fall 2014, there were 511 Sociology majors. By Fall 2017, that number rose to 634 before decreasing slightly to 619 in Fall 2018. (See Figure 1.)

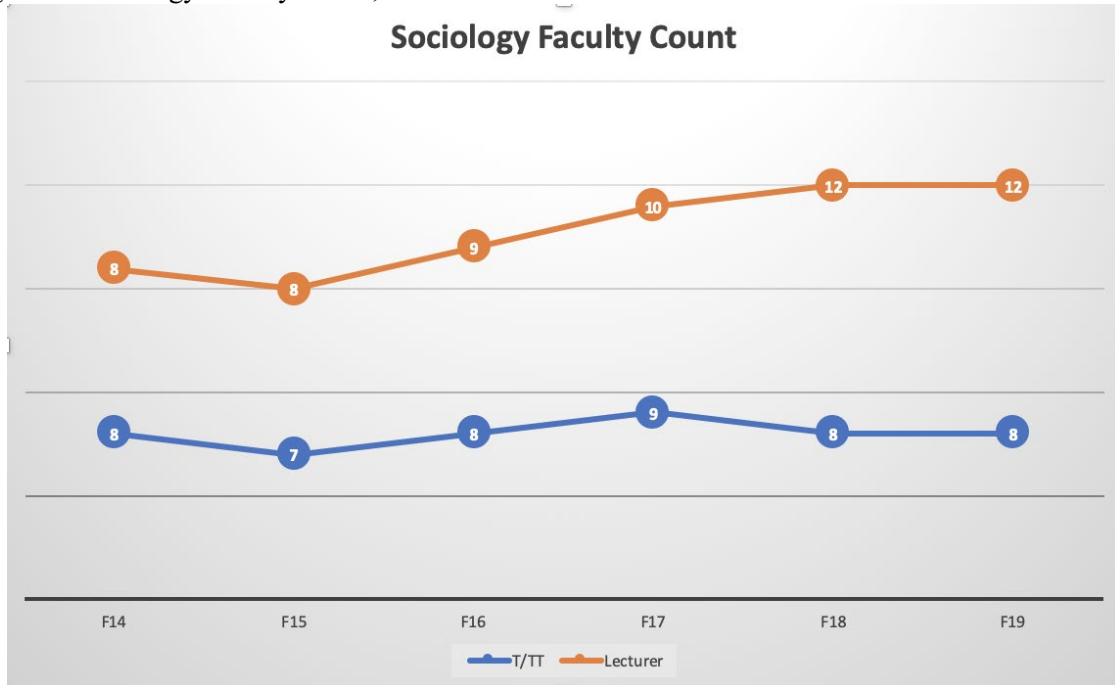
Figure 1: Number of Sociology Majors, 2014-2018



At the same time, the number of tenured and tenure-track professors has remained fairly constant, despite hiring a new faculty member almost every year. We have maintained a fairly regular number of 8 tenured and tenure track faculty.

To make up for the difference in majors being taught, we have had to hire more lecturer faculty. Over the past five years, the number of lecturer faculty has increased by 50%. In Fall 2014 and Fall 2015, we had 8 lecturer faculty teaching classes in the department. That number has increased steadily, with 12 lecturer faculty teaching sociology courses this Fall (2019).

Figure 2: Sociology Faculty Count, Tenure/Tenure-Track and Lecturer.



However, these numbers only tell a part of the story. This Fall, the Department of Sociology scheduled 40 total classes. Lecturers are teaching 27 (67.5%) of those courses while tenured and tenure track professors are only teaching 13 of those courses (32.5%).

Figure 3: Number of Sociology Courses Taught by Regular in Fall 2019

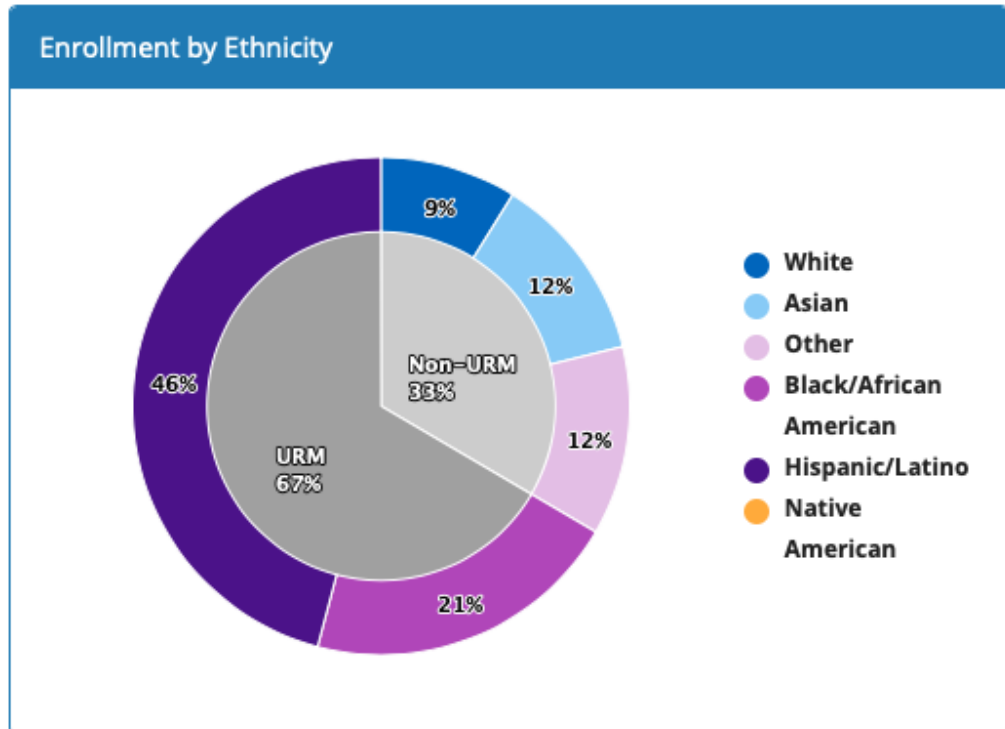
Tenured/Tenure-Track Faculty	Number of 3- or 4-Unit Courses in Fall 2019
Austin	1
Beck	3
Ceaser	2
Ingraham	1
Stempel	0
Lin	2
Miller	2
Sanchez	2
Total	13

Figure 4: Number of Sociology Courses Taught by Lecturers in Fall 2019

Lecturers	Number of 3- or 4-Unit Courses in Fall 2019
Arevalo	2
Dutta	2
Guckenheimer	2
Ianeva	3
Ingram	3
Levesque	2
Long	3
Montes	2
Puri	3
Regan	1
Van der Vinne	3
Woodruff	1
Total	27

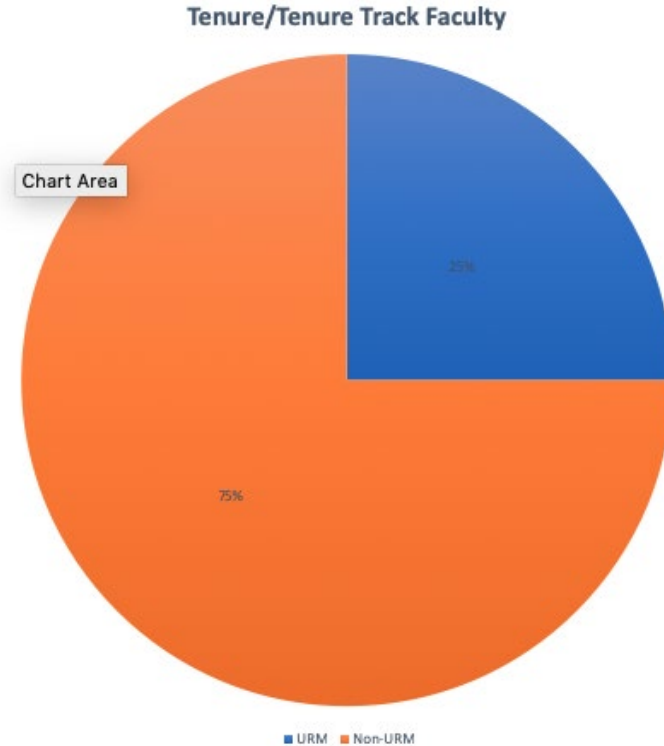
We see another imbalance in the racial and ethnic composition of the faculty when compared to the students, especially in regards to our tenured and tenure-track faculty. In the Department of Sociology, underrepresented minorities (URMs) make up 67% of the sociology majors. (URMs are defined by the university as Black/African American, Hispanic/Latino, or Native American students.)

Figure 5: Sociology Major Enrollment by Race & Ethnicity



However, that trend is reversed when you consider the race and ethnicity of the tenured and tenure-track faculty in the department. Only 2 (25%) of the regular faculty come from underrepresented minority groups.

Figure 6: Percentage of Regular Faculty from Underrepresented and Non-Underrepresented Racial and Ethnic Groups



Reflections on Trends and Program Statistics:

Lecturers teach the lion's share of courses in the Department of Sociology. They teach slightly more than two-thirds of the sociology courses. The sociology lecturers are doing a tremendous job preparing the next generation of sociologists and they deserve much praise for their efforts. However, the university still considers them temporary employees. They receive far less training and support than tenured and tenure-track faculty, and they earn less money than regular faculty members.

The department and the university have an obligation to take care of our current lecturers. However, for the viability of the department, we should reverse the trend and have the lion's share of courses taught by tenured and tenure-track faculty. To do that, we must invest much more heavily in hiring tenure-track professors.

In addition, we should work to hire regular faculty that more closely resemble the racial and ethnic composition of our students. Ample research indicates that students reach higher levels of success when their teachers and mentors are from their own racial and ethnic backgrounds.

A. Request for Resources (*suggested length of 1 page*)

1. Request for Tenure-Track Hires:

We request to hire 2 tenure-track professors in the Department of Sociology in 2020-2021. In order to cast a wide net and hire professors with the cultural competency to teach our diverse student body, we would like to leave the specialization open. Instead, we will focus on finding candidates with exceptional records of teaching and mentoring underrepresented minority students. While the specialization is open, successful candidates will need to be able to teach theory and/or research methods.

Rank at Hire: Assistant or Associate Professor

Tenure Status at Hire: Probationary (untenured) or Tenured

2. Request for Other Resources

Sociology needs a site license for a qualitative data analysis software that we can teach in our methods courses and use in our research. Our campus has SPSS and SAS for structured, quantitative data analysis, but a search through IT services and ORSP found no available qualitative data analysis software. Instead, we were offered per faculty member educational discounted prices that are prohibitive. We believe faculty in other fields (e.g. Communications, Anthropology, Political Science, Human Development, Geography, Marketing, Environmental Studies, etc.) may also benefit from access to qualitative software for use in methods classes and research. We would be happy to play a leading role in determining need across campus and securing an institutional funding source.

In addition, we would like to purchase 30 digital voice recorders at \$35 per recorder. The voice recorders will be used in our Research Methods and Capstone courses for students to gather interview data for their final research projects.

Finally, we would like to purchase t-shirts, display signs, and various sociology “schwag” to pass out when we table on campus and at sociology conferences.