

**Comprehensive Program Review (CPR)
Follow-Up Report**

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Content of Follow-up Reports (2-5 pages):

1. Provide evidence of *quality* enhancement of the program since 2003.

- *Summary of Program's Overall Quality:* Since the last review the program has continued to experience growth, made curriculum changes to reflect best practices and continued to achieve its objectives in maintaining excellence in teaching, research and service.
- *Faculty supporting the program:* The current faculty is composed of six tenure-track and tenured faculty and two full-time lecturers on temporary contracts. A new tenure-track line is anticipated for 2009. The faculty maintain strong research agendas, being extremely active with professional organizations including Georgia Sociological Association, Southern Sociological Association, American Sociological Association, and affiliate societies (Society for the Study of Social Problems, Religion etc.). Faculty continue to organize the Suburban Conference, one of the few conferences of this kind that addresses the social issues and problems of the suburban communities. The faculty received internal and external grants for research projects in their specialty areas as well as scholarship of teaching and learning (CETL, CHSS/Burruss Institute, NIH etc.). The department has provided laptops, software, additional resources and travel money for faculty teaching, research and participation in professional conferences.
- *Facilities, Equipment, Learning Resources, Practicums:* The major space constraints have been greatly reduced since January 2007 when the department, along with others, moved into the new Social Sciences building. At this new location the department has state-of-the-art classrooms, offices and for the first time a dedicated computer lab. The lab has greatly improved research methods instruction and practices for our sociology and criminal justice majors. A departmental library has also been created, and when fully furnished will support students and faculty' learning and research activities.
- *Use of Advanced Instructional Technology:* As indicated above a computer lab with more than 35 computers is available for the Sociology and Criminal Justice majors. Instructional technology is used extensively in the classrooms and off-the-classroom via WebCT-Vista, as well as for advising. More and more on-line courses are offered in order to address the needs of the community, particularly non-traditional student handling full-time careers and family. The department also has a dedicated space to serve as online instruction resources center.

- *Advising & Support Services for Program's Students:* Regarding advising, faculty has been very flexible in accommodating students' scheduling needs, particularly the difficult situation of transfer students. The Student Organization of Sociology and the sociology honor society (AKD) collaborate closely with the faculty in organizing a wide range of social activities.
- *Competitive & Advanced Preparation of Graduates:* The Internship program contributes greatly to the professional development of KSU Sociology majors, with approximately 80% of interns being offered full-time jobs as a result of their performance during the internship.
- *Diversity & Global Perspective of Program:* The program and indeed the department boast of ethnic and racial minority faculty who incorporate global initiatives to a great extent in their classrooms. The program welcomes more and more students with diverse backgrounds, including international students. Currently 22% of our graduating seniors come from minority backgrounds. The program offers a study abroad program in Ghana that focuses on sociological themes including emerging social issues in Africa (Dr. Sam Abaidoo).
- *Endowments, Scholarships, Gifts & Grants:* Program faculty have been successful in attracting research grants with the most notable being the National Institute of Health (NIH) research grant of \$180,900.00 awarded to Dr Miriam Boeri to study metamphetamine use in the suburbs. Dr Judy Brown-Allen has established a scholarship fund to help reduce the attrition of African American male students at KSU.
- *Honors of Program's Students, Graduates & Faculty:* Two Sociology majors were recent recipients of the Best Student Paper Award from the Georgia Sociological Association. Faculty have received internal awards from CETL and CHSS and external awards from Georgia Sociological Association and Southern Sociological Association.
- *Success of Program's Graduates:* A recent internal study conducted by faculty and 2 graduating seniors shows that an overwhelming majority of the KSU Sociology alumni held full-time jobs in the following areas: social services, government, human resources, sales, non-profit organizations etc.
- *Selectivity & Achievement of Students:* The average GPA for our graduating seniors is 3.16

2. Provide evidence of *productivity* enhancement of the program since 2003.

- *Summary of Program's Overall Productivity:* Overall, the Sociology program witnessed a significant growth while being one of the most cost effective programs in the CHSS. The 7 full-time teaching faculty have generated over 4500 credit hours in Fall 2007 representing more than 20% increase from Fall

2006 (the highest percentage change in the College of Humanities and Social Sciences). The faculty also support approximately 200 majors.

- *Enrollment of Upper Division Majors:* Enrollment has grown consistently the last program review. For majors enrollment grew by 38% from 143 majors in 2003 to 197 majors in Fall 2007.
- *Program's Annual Degree Completions:* The program has remained sturdy and strong considering this is a fairly recent degree program. There has been a 37% increase since the last review in 2002/03 when 30 degrees granted compared with 41 degrees offered in 2006/07.
- *Scheduling Frequency & Sequencing of Required Courses:* The required courses are offered every semester alternating morning and evening classes in order to respond to the needs of non-traditional students
- *Diversity of Program's Major & Graduates:* The Sociology program is more popular among the female students: 27% male versus 35% male composition at CHSS and 73% versus 65% female of the CHSS profile. The racial and ethnic composition is 22% minority and 78% Caucasian students. The Sociology program attracts more non-traditional students, the average age being 28 years old in comparison to the average age of 25 years old at KSU. The program attracts also more and more international students from Japan, India, Romania, Ethiopia etc. 5% of the Sociology majors are international students, which is close to the overall 8% at KSU.
- *Responsiveness to State Needs & Demand for Graduates:* High productivity meets state needs and employer expectations. KSU Career Services lists sociology among the top five areas companies are looking to hire in metropolitan Atlanta. The curriculum addresses aspects related to diversity, globalization and virtual work that are of critical importance for employers.
- *Program's Ranking in the University System:* The Sociology Program ranks fifth in the University of Georgia System after University of Georgia, Georgia State University, University of West Georgia, Valdosta State University and Augusta State University.
- *Program's Contribution to KSU Mission:* The Sociology curriculum is centered on the issues of diversity, global initiatives, and on-line learning, therefore, it plays a vital role in advancing the strategic mission of KSU.

3. Identify the action plans and priorities from the 2003 Follow-Up Report that have been accomplished.

All the recommendations of the 2003 follow-up report have been accomplished. The department recently moved in the new Social Sciences Building with state-of-the art classrooms, labs and a new department library for faculty and students. The department

added two new tenure-track faculty members with terminal degree and a Lecturer with Master's degree; all the new faculty members have diverse backgrounds. A new tenure-track line is expected to be opened in 2009. The Sociology curriculum is very internationalized and focuses extensively on issues of diversity, inequality and discrimination (race, gender and social class). The Internship program has a very good success rate (about 80% of the Sociology students are offered full-time job offers after completion of the program). All Sociology majors are engaged in undergraduate research, and more than 12 students have recently presented their findings at Georgia Sociological Association and Southern Sociological Association annual conferences. Depending on their academic schedule, they try to attend the department Brown Bag series where faculty members present their recent research. Faculty members are actively involved in mentoring students from Student Organization of Sociology, NAACP, AKD, Campus Greens and International Student Association. WebCT Vista is used extensively by all faculty in order to enhance the learning and advising experience, and more and more on-line classes are offered.

The Sociology program is one of the fastest growing programs at KSU. As indicated above the enrolment growth was the highest in the college for Fall 2007. The number of Sociology graduates has also seen significant growth. Required courses are offered every semester, alternatively in the morning and evening. More classes are offered in the summer semesters and in on-line format in order to help students advance quicker with their degree.

4. Identify the action plans and priorities from the 2003 Follow-Up Report that still need to be addressed and indicate a timeline for their completion. If specific action plans and priorities have changed since 2003, please explain.

In order to respond to the rapid growth of the department and to students' interest to advance their education, the department has developed a proposal for a Master's Program in Sociological Administration, which is currently in the approval process. The master's program will meet the growing needs of the Sociology majors for graduate training in the key areas of diversity, globalization, technology and work.

5. Address the current status of the program's *viability*. If viable, justify whether the program should be sustained, reconfigured, or enhanced.

a. Indicate how the program advances specific goals and action steps of KSU's Strategic Plan.

The data presented above on growth in majors, enrolment, credit hour generation, graduation, etc. clearly attests to the continuing viability of the sociology major. Besides, the program has one of the best retention and graduation rates in CHSS and indeed across campus.

b. Identify resources needed to strengthen the program's ability to meet the goals of KSU's Quality Enhancement Plan.

The department needs additional resources in order to support its rapid growth. Two new faculty lines per year for the next five years should be opened, and additional resources to support faculty development and research are necessary. The budget should be adjusted to correspond with student and faculty growth in order to support the current program and the proposed Master's program.

c. If the program is delivered off-campus, please provide a cost analysis of the off-site delivery.

NA

d. Indicate the resources needed to sustain, reconfigure, or enhance the program's quality and productivity.

In light of continuing growth there is an ongoing need for new faculty lines. For example, several sociology faculty are willing and able to teach on-line classes, which offers greater accessibility and is thus very attractive to students. On-line classes are typically smaller (25 students maximum) and get full very quickly, which means that more sections of the same course should be offered. Short gap measures involving the use of adjunct faculty to teach mostly lower division classes has helped to some extent. It has, however, not negated the need for new faculty lines to support the strategic mission of promoting more e-learning.