

Administrative and Educational Support Report*

Department of Sociology

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008

*Student Learning Outcomes for this department are available at
<http://www.ie.utpa.edu/CoBALearningOutcomes.htm>



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: **Department of Sociology**

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master's and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: **Academic Affairs**

Unit
Head: **Chad Richardson
Interim Chair**

Unit Mission: Our mission is to teach the body of knowledge and the critical thinking skills of sociology; to add to this base of knowledge and skills through high-quality research; and to utilize the knowledge and skills in service to the local and professional communities of South Texas and the nation. The mission of the Department is to provide the following: Excellence of teaching that utilizes pedagogically sound techniques, that is based on the principles of academic freedom, and that helps students to become committed to life-long learning, critical thinking, social involvement, and to dealing ethically and empathetically with others; scholarship that promotes collaboration in the discovery, testing, and dissemination of knowledge and that can improve the social conditions of our society, region, the global community and our professions; Service based on principles of collegial decision-making that contributes to the well-being of UTPA, the respective professions of the College, and the regional, national and international communities.

Undergraduate program: The mission of the undergraduate program at the Department of Sociology is to provide students with the educational experience to intellectually and critically analyze human behaviors and the human society using sociological perspectives. To add to this base of knowledge and skills, the department is committed to high quality research and teaching and to the utilization of the knowledge and the skills in serving local and professional communities of South Texas and the nation as a whole.

Graduate program: The mission of the graduate program of the Department of Sociology is to prepare students who complete the program with the knowledge and the technical expertise to be effective specialists, analysts, and administrators in a variety of social settings, such as federal, state, and local government agencies, school districts, community health and aging organizations, marketing firms and evaluation programs. The department offers a curriculum that has a strong emphasis on methods, statistics, and theory. In order to accomplish our mission, the department pursues excellence in teaching, research, and professional service; and provides graduate students with research and teaching experience.

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UTPA Goal: 1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

College Objective: 1.A. The College of Social and Behavioral Sciences (CSBS) will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.

Sociology Department Objective: 1.A. The Sociology Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures associated with students’ graduation, retention, and persistence of students in degree programs and will utilize these measures to increase graduation, retention, and persistence of students in degree programs.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.A. The Sociology Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures associated with students’ graduation, retention, and persistence of students in degree programs.	The Department of Sociology will increase graduation, retention, and persistence rates by at least 1% compared to 2006-2007.	All students will be required to receive advisement by a trained faculty advisor and/or the college advisement center. Advising materials will be made available online for all Sociology majors.	The Department will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.	Clerical assistance and data from the CSBS Dean’s office.

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UTPA Goal: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.B. The Provost’s Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking and improving of the key outcome measures associated with enhancing student learning outcomes.

College Objective: 1.B. CSBS will assist the departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures associated with enhancing and improving student learning.

Department of Sociology Objective: 1.B. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures associated with enhancing and improving student learning.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.B. The Department will establish a systematic methodology for the collecting, reporting, and benchmarking key outcome measures associated with enhancing student learning.	90% of the SLOs for the Department will be achieved.	<p>Encourage faculty development to enhance teaching.</p> <p>Assist Department members in reviewing, and improving, as necessary, student learning outcome assessment methods.</p> <p>Review results from student learning outcomes reports each semester and make any necessary changes to the curriculum</p>	The Department will analyze SLO reports to determine if the criteria for each measurable outcome have been met.	None.

Annual Action Plan June 1, 2007–May 31, 2008

UTPA Goal:	Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.
Academic Affairs Objective:	1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving key outcome measures associated with increasing access to our educational programs
College/AVP Objective:	1.C. CSBS will help departments establish a systematic methodology for collecting, reporting and benchmarking key outcome measures associated with increasing and improving access to our educational programs.
Department of Sociology Objective:	1.C. The Department will establish a systematic methodology for collecting, reporting, benchmarking and improving key outcome measures associated with increasing access to our educational programs.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.C. The Department will establish a systematic methodology for collecting, reporting, benchmarking and improving key outcome measures associated with increasing access to our educational programs.	<p>Increase access to our education programs as compared to 2006-2007 using the key outcome measures:</p> <p>a. undergraduate and graduate SCH enrollments</p> <p>b. number of students involved in research activities with faculty</p> <p>c. number of faculty engaged in teaching development activities.</p>	<ul style="list-style-type: none"> • Assist the graduate and undergraduate advisors in promoting new student/transfer recruitment and orientation. • Update recruitment materials. • Expand opportunities for students' engagement in research activities. • Continue to support student participation in the College Conference. • Continue to support faculty teaching development in the College Conference. • Advocate for new faculty positions in areas of need. • Ensure baseline data is available for all key indicators. 	<p>The Department will monitor and compare key indicators for student access to Departmental programs, particularly student recruitment and student involvement in research and research dissemination for 2007-2008 to determine if there is a yearly increase in the following key outcome measures.</p> <ul style="list-style-type: none"> • Recruitment—Number of declared majors in Sociology; • Student Involvement in Research—Number of students involved in primary research with potential for academic publication; • Student Involvement in Research Dissemination—Number of students presenting papers in academic conferences and/or submitting papers to be considered for professional publication; 	<p>Increase funding for Department recruitment.</p> <p>Increase funding for student engagement in research and research dissemination activities.</p> <p>Provide data to support an Increase in new faculty positions.</p>

UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

College/AVP Objective:

2.A CSBS will support the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

Sociology Department Objective:

2.A The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>2.A The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p>	<p>The Sociology Department will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators:</p> <ul style="list-style-type: none"> a. number of refereed/juried works in journals b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters. 	<p>Publicize availability of internal and external sources of funding.</p> <p>Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>Facilitate full utilization of research assistants.</p> <p>Ensure that baseline data for benchmarking are available.</p> <p>Continue to support the Summer Writing Institute Grant program (SWIG).</p>	<p>The Department will monitor the key outcome indicators for scholarly productivity and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p>	<p>Increased release time for faculty engaged in scholarly activity.</p> <p>Increased funding for research assistants.</p>

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
UTPA Goal:	2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.			
Academic Affairs Objective:	2.B. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.			
College/AVP Objective:	2.B. CSBS will assist the departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.			
Sociology Department Objective:	2.B. The Sociology Department will establish systematic methodology for collecting, reporting and benchmarking key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.			

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.B. The Sociology Department will establish systematic methodology for collecting, reporting and benchmarking key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.	<p>Improve the acquisition of external funds as measured by an overall increase in the following key outcome indicators:</p> <ul style="list-style-type: none"> • Number and amount of non-research projects submitted for funding • Number and amount of funded research by faculty • Number of collaborative projects • Amount of revenue generated through entrepreneurial activities • Amount of indirect funding generated • Number of college and cross-campus research and learning groups organized and supported. 	<p>The Department Chair will help identify state, local and national funding sources for project and proposal planning and submission. He/she will also:</p> <ul style="list-style-type: none"> • Promote utilization of the college research support center. • Publicize internal and external sources of funding • Encourage PIs to write paid release time into their externally funded projects. • Increase number of external funding proposals submitted. 	<p>The Department will monitor and compare key indicator figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Seed money for revenue generating activities. Money to support funded PI's, centers, etc.</p>

UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

Academic Affairs Objective:

3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

College/AVP Objective:

3.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Sociology Department Objective:

3.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for course offerings and community outreach activities and will increase such course offerings and community outreach activities.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for course offerings and community outreach activities and will increase such course offerings and community outreach activities.	Increase by 5% the number of course offerings and community outreach activities using the following indicators as compared to the previous year: a. Online courses; b. Community outreach activities; c. Citations by news media of our faculty on issues related to Sociology	<ul style="list-style-type: none"> • Secure incentives for faculty to develop online courses; • Promote the Department as a resource to community organizations; • Promote specific Department members as resources for training for community agencies; 	The Department will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding for incentives for faculty to develop fully online courses.

UTPA Goal:	3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.
Academic Affairs Objective:	3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures.
College/AVP Objective:	3.B. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.
Sociology Department Objective:	3.B. The Department Chair will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures of the University’s participation in professional and community activities and will increase Departmental participation in professional and community activities as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. The Department Chair will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures of the University’s participation in professional and community activities and will increase Departmental participation in professional and community activities as measured by these outcomes.	Increase the overall number of the following activities that demonstrate participation in professional and community activities as compared to the baseline year of 2006-2007. <ul style="list-style-type: none"> • Presentations to community groups and organizations by Department faculty; • Faculty providing training to community agencies (e.g., police, outreach, etc.); • Number of research and entrepreneurial activities that meet contemporary community needs; • Number of faculty holding office in professional organizations or organizing 	Advocate for funding for a university coordinator for service learning activities. Publicize events, activities and community outreach opportunities. Encourage Department members to more closely monitor and professional activities in their merit process.	The Department will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding for a university coordinator for service learning activities.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	and conducting activities, such as conferences, panels, and planning.			

UTPA Goal: 4. Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

Academic Affairs Objective: 4.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

College/AVP Objective: 4.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.

Sociology Department Objective: 4.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures related to improving the pool of applicants for higher education and will use such benchmarks to improve the pool of applicants who qualify for higher education.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
4.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures related to improving the pool of applicants for higher education and will use such benchmarks to improve the pool of applicants who qualify for higher education.	Provide training for prospective and future teachers in sociological research, cultural understanding, globalization, or other critical knowledge skills needed in the global society.	Promote Departmental involvement in teacher training. Promote Departmental involvement in teacher in-service training;	The Department will monitor Departmental activity for the measurable outcomes for this objective and verify that all criteria are being met.	

UTPA Goal:	5. Infuse inter-American and global perspectives throughout the University community.
Academic Affairs Objective:	5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.
College/AVP Objective:	5.A. CSBS will assist departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will increase activities in global learning and research and enhance access to inter-American and global perspectives as measured in these outcomes.
Sociology Department Objective:	5.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for enhancing access to inter-American and global perspectives and will increase activities related to these outcome measures.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
5.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for enhancing access to inter-American and global perspectives and will increase activities related to these outcome measures.	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007 for any of the following activities:</p> <ul style="list-style-type: none"> • Participation in campus international events; • Number of active international partnerships that yield instructional, research or service benefits; • number of courses or special programs addressing cultural diversity issues; • number of extra- curricular activities such as speakers, colloquia, and faculty/staff seminars presented. • Number of proposals submitted or participated in as co-PI's or researchers; 	<p>Provide assistance in establishing active international partnerships in college and across campus.</p> <p>Encourage faculty members to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	The Department will monitor key indicators for each of the measurable outcomes and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in these key outcome measures	Funding to support faculty participation in international activities.

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards.

**Academic
Affairs
Objective:**

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

**College/AVP
Objective:**

6.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

**Sociology
Department
Objective:**

6.A. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>6.A. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p>	<p>a. Baseline data will be collected on the difference between scheduled seats and filled seats during AY 2007-2008.</p> <p>b. Summer course offerings will be monitored to achieve optimal number of sections measured by course and seating capacity to achieve more cost-effective allocation of faculty funding to achieve the number of sections needed.</p>	<p>Department Chair works with Dean's office to monitor and approve proposed course schedules.</p> <p>Produce and publicize a two-year schedule of course offerings by January 2008.</p>	<p>The Department will report the difference between scheduled seats and filled seats during the fall, spring, and summer semester semesters and terms.</p>	<p>None needed.</p>

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards

**Academic
Affairs
Objective:**

6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

**College/AVP
Objective:**

6.B. CSBS will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

**Sociology
Department
Objective:**

6.B. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures related to recruiting quality faculty and will increase the recruitment of qualified faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.B. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures related to recruiting quality faculty and will increase the recruitment of qualified faculty as measured by these outcomes.	Make at least 50% of the initial offers to new faculty by February 15, 2008.	<p>When the Department has open faculty positions, the Chair will submit a Recruitment Plan to the Dean's office no later than September 15 of each year.</p> <p>Work with the Dean's office to post advertisements in a timely fashion.</p>	The Department will submit to the Dean's office the data for the measurable outcomes for this objective and determine if all criteria have been met.	<p>a. Continuation of recruitment budget from the Provost's office.</p> <p>b. Funds needed from Provost's office for visa applications for foreign hires.</p> <p>b. Start-up funds needed from Provost's office for new faculty hires.</p>

AES FY08 Assessment Results Report

UTPA

Dept - Sociology

Unit Mission: Our mission is to teach the body of knowledge and the critical thinking skills of sociology; to add to this base of knowledge and skills through high-quality research; and to utilize the knowledge and skills in service to the local and professional communities of South Texas and the nation. The mission of the Department is to provide the following: Excellence of teaching that utilizes pedagogically sound techniques, that is based on the principles of academic freedom, and that helps students to become committed to life-long learning, critical thinking, social involvement, and to dealing ethically and empathetically with others; scholarship that promotes collaboration in the discovery, testing, and dissemination of knowledge and that can improve the social conditions of our society, region, the global community and our professions; Service based on principles of collegial decision-making that contributes to the well-being of UTPA, the respective professions of the College, and the regional, national and international communities.

Undergraduate program: The mission of the undergraduate program at the Department of Sociology is to provide students with the educational experience to intellectually and critically analyze human behaviors and the human society using sociological perspectives. To add to this base of knowledge and skills, the department is committed to high quality research and teaching and to the utilization of the knowledge and the skills in serving local and professional communities of South Texas and the nation as a whole.

Graduate program: The mission of the graduate program of the Department of Sociology is to prepare students who complete the program with the knowledge and the technical expertise to be effective specialists, analysts, and administrators in a variety of social settings, such as federal, state, and local government agencies, school districts, community health and aging organizations, marketing firms and evaluation programs. The department offers a curriculum that has a strong emphasis on methods, statistics, and theory. In order to accomplish our mission, the department pursues excellence in teaching, research, and professional service; and provides graduate students with research and teaching experience.

Unit Head: Chad Richardson

College: College of Social and Behavioral Sciences

Division: Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Sociology - Degree Programs - Systematic Methodology - 1.A. The Sociology Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures associated with students' graduation, retention, and persistence of students in degree programs.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: The Department will compare graduation, retention rates over successive years to determine the percentage increase.</p> <p>Criterion for Success: A. 1. improve student retention A. 2. increase 4-, 5- and 6-year graduateion rates</p>	<p>10/29/2008 - Graduation Outcomes with Students: None will Graduate the first four years, 44% will graduate fith year and 77% will graduate in the sixth year of college.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>10/29/2008 - We will regularly meet with and discuss with seniors and graduate students in their last year of graduate studies to determine if there are any obstacles to their graduation. Each year we will use the graduation rates to determine which students might have been helped to graduate and more quickly and with fewer problems.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. All students will be required to receive advisement by a trained faculty advisor and/or the college advisement center. 2. Advising materials will be made available online for all Sociology majors. 			
<p>Dept - Sociology - SLOs - Systematic Methodology - 1.B. The Department will establish a systematic methodology for the collecting, reporting, and benchmarking key outcome measures associated with enhancing student learning.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Encourage faculty development to enhance teaching. 2. Assist Department members in reviewing, and improving, as necessary, student learning outcome assessment methods. 3. Review results from student learning outcomes reports each semester and make any necessary changes to the curriculum 	<p>Assessment Method: The Department will analyze SLO reports to determine if the criteria for each Criterion for Success have been met.</p> <p>Criterion for Success:</p> <p>B. 1. Review student learning outcome data focusing on areas of excellence and areas needing improvement, considering college goals and objectives.</p> <p>B. 2. Based on analysis of student learning outcome data, develop strategies for use of results to effect improvements.</p>	<p>10/30/2008 - Tototal SCH For 2006-2007: Fall 2006 (UG)=3,624 Fall 2006 (MS)=237 Fall 2007 (UG)=3,744 Fall 2007 (MS)=135</p> <p>Spring 2006 (UG)=3,519 Spring 2006 (MA)=225 Spring 2007 (UG)=3,435 Spring 2007 (MA)=228</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>11/10/2008 - The department will analyze the results from the students learning objectives to determine how effective we are and how we can improve the sociology program. We will alo revise the SLO's to provide better monitoring all the quality of the program and its results.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Sociology - Access - Systematic Methodology - 1.C. The Department will establish a systematic methodology for collecting, reporting, benchmarking and improving key outcome measures associated with increasing access to our educational programs.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Assist the graduate and undergraduate advisors in promoting new student/transfer recruitment and orientation. 2. Update recruitment materials. 3. Expand opportunities for students' engagement in research activities. 4. Continue to support student participation in the College Conference. 5. Continue to support faculty teaching development in the College Conference. 6. Advocate for new faculty positions in areas of need. 7. Ensure baseline data is available for all key indicators. 	<p>Assessment Method: The Department will monitor and compare key indicators for student access to Departmental programs, particularly student recruitment and student involvement in research and research dissemination for 2007-2008 to determine if there is a yearly increase in the following key outcome measures.</p> <p>Criterion for Success:</p> <p>C. 1. Undergraduate and graduate SCH enrollments</p> <p>C. 2. Paid and unpaid experiential educational experiences</p> <p>C. 3. Number of students involved in research activities with faculty.</p>	<p>10/29/2008 - A. Undergraduate and Graduate SCH Enrollment as of :</p> <p>Fall 2006: (UG*)=3,624 Fall 2006 (M*)=237 Fall 2007 (UG*)=3,744 Fall 2007 (M*)=135</p> <p>Spring 2006 (UG*)=3,519 Spring 2006 (M*)=225 Spring 2007 (UG*)=3,435 Spring 2007 (M*)=228</p> <p>B. Number of Students involved in research activities with faculty have increased as of : 2006-2007 (103) 2007-2008 (195)</p> <p>C. Data Unavailable</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>10/29/2008 - Assisting the graduate and undergraduate advisors in promoting new student/transfer recruitment and orientation. Update recruitment materials . Expand opportunities for students' engagement in research activities. Continue to support students' participation in the college Conference. Continue to support faculty teaching development in the college Conference. Advocate for new faculty positions in areas of need. Ensure baseline data is available for all key indicators.</p>
<p>Dept - Sociology - Scholarly Productivity - Systematic Methodology - 2.A The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: The Department will monitor the key outcome indicators for scholarly productivity and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p> <p>Criterion for Success: CSBS will increase the overall number of scholarly activities by TT/Tenured faculty</p>	<p>10/30/2008 - A. Number of refereed/juried works in journals: 2006-2007=2 2007-2008=3</p> <p>B. Number of state, regional, national and international presentations. 2006-2007=5 2007-2008=5</p> <p>C. Number of Books.</p>	<p>11/10/2008 - To the extent that we find that we need to increase the research productivity of faculty, we will ask senior faculty to work with hand or mentor junior faculty, providing them with opportunities both for research and for joint publications.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <p>1. Publicize availability of internal and external sources of funding.</p> <p>2. Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>3. Facilitate full utilization of research assistants.</p> <p>4. Ensure that baseline data for benchmarking are available.</p> <p>5. Continue to support the Summer Writing Institute Grant program (SWIG).</p>	<p>as compared to the baseline year of 2006-2007 using the key outcome indicators:</p> <p>A.1. number of refereed/juried works in journals</p> <p>A.2. number of state, regional, national and international presentations.</p> <p>A.3. number of books.</p> <p>A.4. number of book chapters.</p> <p>A.5. Percentage of TT/Tenured faculty contributing works--by rank</p>	<p>2006-2007= 1 2007-2008= 0</p> <p>D. Number of Book chapters. 2006-2007=1 2007-2008-1</p> <p>2007-2008 Data Does not include "Dr. Elena Bastida"</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	
<p>Dept - Sociology - Acquisition of External Funds - Systematic Methodology - 2.B. The Sociology Department will establish systematic methodology for collecting, reporting and benchmarking key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <p>1. The Department Chair will help identify</p>	<p>Assessment Method: The Department will monitor and compare key indicator figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Improve the acquisition of external funds as measured by an overall increase in the following key outcome indicators:</p> <p>B.1. Number and amount of non-research projects submitted for funding</p> <p>B.2. Number and amount of funded research by faculty</p> <p>B.3. Number of collaborative projects</p>	<p>10/30/2008 - A.Number and amount of non-research projects submitted for funding: zero as far as we know.</p> <p>B.Number and amount of funded research by faculty: Sociology, Dejun Su \$99,000 Center on Aging: \$331,602</p> <p>C.Collaborative projects: Assessing the Impact of Undocumented Immigration on Institutions of Deep South, Texas Investigators: UTPA: Chad Richardson, Sociology, UTPA Dejun Su, Sociology, UTPA José Pagan, Economics, UTPA Michael Pisani, Economics, Central Michigan University Objectives:To examine the relationship between civic integration and involvement in crime among</p>	<p>11/10/2008 - We will use the same mentoring program to assist new faculty in their efforts to secure grants, or to increase productivity by working with senior faculty or other faculty who have a record of high research and grant productivity. We will also be use a portion of our travel funds and the funds available form indirect costs to help faculty with development activities that can lead to a publication and or grant activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>state, local and national funding sources for project and proposal planning and submission. He/she will also: Promote utilization of the college research support center.</p> <p>Publicize internal and external sources of funding</p> <p>Encourage PIs to write paid release time into their externally funded projects.</p> <p>Increase number of external funding proposals submitted.</p>	<p>B.4. Numbers of students actively participating in funded and unfunded research projects.</p> <p>B.5. Amount of revenue generated through entrepreneurial activities</p>	<p>undocumented immigrants; 2) To link changes in contextual factors such as immigration policy, border control, and the Mexican economy with the dynamics in the flow of undocumented immigrants, their civic integration, their use of public services, and their risk of involvement in crime and the underground economy; 3) Determine how undocumented immigrants impact (or participate in) health care systems, social welfare agencies, the criminal justice system, and other civic agencies; 4) Assess how undocumented immigrants: participate in criminal or informal economic activities, use public services;</p> <p>There are three distinct project components, each involving different methodologies, as follows: In-depth Ethnographic Interviews? Personalized interviews that elicit interpersonal-level data; Agency Data Analysis? Predictive models from DHS and other Federal/State/Local agency reports; Analysis of Existing Census and Other National Data Sets (e.g., the General Social Survey by the National Opinion Research Center)</p> <p>D. Revenue generated from entrepreneurial Activities.: none that we know of</p> <p>E. Indirect funding: Sociology: \$8,160, + \$1,743 Summer; Bastida: \$6,417; Center on Aging: \$1,307.</p> <p>F. Cross campus research and learning groups: The BORDERLIFE Project is a faculty-directed student research project designed to investigate and describe topics and issues of special relevance to the Northern Mexico-South Texas border community. Students, under faculty direction, provide the vast majority of interviews. Through its ethnographic research, its archive (in the UTPA Library), its publications, and its community outreach, Borderlife promotes understanding of the unique cultural and social groups of the Rio</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		<p>Grande/Bravo Valley.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	
<p>Dept - Sociology - Credit and Non-credit Course Offerings - Systematic Methodology - 3.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for course offerings and community outreach activities and will increase such course offerings and community outreach activities.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Secure incentives for faculty to develop online courses; 2. Advocate flexible class scheduling/format 3. Support non-degree programs</p>	<p>Assessment Method: The Department will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Support credit and non-credit course offerings using the following indicators.</p> <p>A.1. Number of fully online and reduced seat time courses.</p> <p>A.2. Number of non-degree programs and students (e.g., commissioning of second lieutenants,)</p> <p>c. Citations by news media of our faculty on issues related to Sociology</p>	<p>10/30/2008 - A. No online courses were developed</p> <p>B. We had four community outreach activities, One was a presentation by Juan Bustamante and Chad Richardson to Valley interfaith on April 24, 2008 at their conference on immigration. The second was a presentation on May 15, 2008 to visiting faculty and students from Boston College regarding BorderLife research. A third community outreach activity was a presentation as a keynote speaker by Chad Richardson to the Methodist conference on immigration in El Paso Texas on February 7, 2008. The Fourth Presentation again was Chad Richardson as the keynote speaker at the Perkins school of theology at Southern Methodist University conference on immigration in Dallas Texas June 6-7, 2008. Finally, a presentation in June, "Creating a Natural Critical Learning Environment": Engaging All Students in the Creation of Knowledge, "What the Best College Teachers Do," Summer Institute. 130 Participants. Princeton New Jersey.</p> <p>C. All five of the above activities are picked up and reported on by the media.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>11/10/2008 - To the extent that we need to increase the numbers and the quality of activities related to community outreach for publicity with the news media, we will make our website more indicative of the types of activities in which our respective faculty have expertise. We will also encourage our faculty to accept invitations to participate in local events where they can be helpful to local agencies.</p>
<p>Dept - Sociology - Professional and Community Participation - Systematic Methodology - 3.B. The Department Chair</p>	<p>Assessment Method: The Department will compare figures for</p>	<p>10/30/2008 - A. Before references cited above 3A also apply here.</p>	<p>11/10/2008 - To the extent that we need to increase the numbers and</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures of the University's participation in professional and community activities and will increase Departmental participation in professional and community activities as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Support service learning activities. 2. Publicize events, activities and community outreach opportunities.</p>	<p>2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the overall number of the following activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <p>B.1. Number of co-sponsored events (e.g., HESTEC) with community organizations</p> <p>B.2. Number of programs and students involved in service learning activities coordinated through the University.</p> <p>B.3. Number of faculty on advisory organizations or communities/groups, whether local, regional, state which are not directly tied to their profession.</p> <p>B.4. Number of faculty engaged in discipline-specific external consulting.</p>	<p>B. Chad Richardson Provided 2 training modules to the McAllen Police Academy with presentations on multiculturalism and human relations, each course spanning two days.</p> <p>C. The BorderLife research project conducted 87 interviews with community individuals conducting informal or underground economic activities in the South Texas area. This research will be published in a forthcoming book to be published by the University of Texas Press.</p> <p>One of our faculty members is an office in a professional organization. Another organized and conducted activities, reported findings at a national conference.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>the quality of activities related to community outreach for publicity with the news media, we will make our website more indicative of the types of activities in which our respective faculty have expertise. We will also encourage our faculty to accept invitations to participate in local events where they can be helpful to local agencies.</p>
<p>Dept - Sociology - Qualified Applicants - Systematic Methodology - 4.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures related to improving the pool of applicants for higher education and will use such benchmarks to improve the pool of applicants who qualify for higher education.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status:</p>	<p>Assessment Method: The Department will obtain verification of departmental activity for each of the measurable outcomes for this objective.</p> <p>Criterion for Success: A.1. Number of active partnerships with P-12 school districts (summer programs, in-school programs).</p>	<p>10/30/2008 - At least 30 perspective or future teacher received training in sociological research through our classes in the sociology of education, social inequality, research methods, and statistics.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>11/10/2008 - To the extent the greater efforts are needed and to work with and prepare perspective or future teachers, we will expand the number and the size of our course offerings most commonly sought for my students in the school of education.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Active/Ongoing</p> <p>Strategies:</p> <p>1. Provide external support for a summer program in P-12 School district partnership.</p>			
<p>Dept - Sociology - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. The Department will establish a systematic methodology for collecting, reporting and benchmarking key outcome measures for enhancing access to inter-American and global perspectives and will increase activities related to these outcome measures.</p> <p>Outcome Types:</p> <p>Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date:</p> <p>09/01/2008</p> <p>Outcome Status:</p> <p>Active/Ongoing</p> <p>Strategies:</p> <p>1. Provide assistance in establishing active international partnerships in college and across campus.</p> <p>2. Encourage faculty members to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	<p>Assessment Method:</p> <p>The Department will monitor key indicators for each of the Criterion for Success and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in these key outcome measures</p> <p>Criterion for Success:</p> <p>Increase the number of indicator activities as compared to the baseline data for 2006-2007 for any of the following activities:</p> <p>A.1. Participation in campus international events;</p> <p>A.2. Number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty.</p> <p>A.3. Number of students who study abroad and foreign students studying at UTPA</p> <p>A.4. Number of faculty with international experiences through Fulbright or related (one week to one-year) program experiences.</p> <p>A.5. Number of international presentations.</p>	<p>10/30/2008 - A. Two of faculty were participants in a campuswide international presentation.</p> <p>Seven of our courses addressed cultural diversity issues. These include Social Issues, Mexican-American peoples, American Minorities, Social Inequality, and US-Mexico border issues.</p> <p>Three of our courses had invited speakers.</p> <p>Two Proposals were submitted by researchers from our department listed as principal investigator or co principal investigators. 2007. Co-PI (with UTPA colleagues Dr. Jose Pagan and Dr. Dejun Su). \$1 million, three-year federal grant from the Agency of Healthcare Research and Quality to conduct research on the use of health care in Mexico by South Texas residents; Awarded March 2008. Population Dynamics, Migration Flow, and the Use of Government/Civic Services. Department of Homeland Security. (part of multi-university proposal for a DHS Center of Excellence).UTPA portion not yet funded</p> <p>Result Type:</p> <p>Criterion Met</p> <p>Next Step:</p> <p>Mark Outcome as Complete</p>	<p>11/10/2008 - To the extent that our results indicate a need, we will provide faculty with notification of opportunities on campus and in the community to develop an international partnerships, cultural diversity activities, and speaking engagement were the expertise or faculty can be promoted and put to good use.</p>
<p>Dept - Sociology - Optimization of Course Offerings - Systematic Methodology - 6.A. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures for optimizing course offerings and will improve</p>	<p>Assessment Method:</p> <p>The Department will review reports from each department to accomplish the following objectives.</p> <p>Criterion for Success:</p> <p>A.1. Publish a two year schedule of courses</p>	<p>10/30/2008 - A. Scheduled Seats and Filled Seats.</p> <p>Fall 2007: 86% filled Max: 1489 Seats Enrolled: 1,283 Students Avl: 206 Seats</p>	<p>11/10/2008 - To the extent that we see the improvement is needed, we will increase the class size of key courses in order to increase our student enrollment. Where possible, we will combine sections</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>the optimization of course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Department Chair works with Dean's office to monitor and approve proposed course schedules.</p> <p>2. Produce and publicize a two-year schedule of course offerings.</p>	<p>(not sections) each January.</p> <p>A.2. Optimize the match between scheduled seats and filled seats for each course section.</p> <p>A.3. Minimize the number of classes that are not funded due to class size.</p>	<p>Spring 2008: 93% filled Max:1,497 Seats Enrolled: 1,395 Students Ava: 102</p> <p>B.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>to increase the number of students in our classes to the capacity of the room, considering such factors as writing assignment and individual attention needed by students that might limit class size.</p>
<p>Dept - Sociology - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Department will establish a systematic methodology for collecting, reporting, and benchmarking key outcome measures related to recruiting quality faculty and will increase the recruitment of qualified faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. The Department with open faculty positions will have Recruitent Plan approved by the Dean's office no later than Sept 15 of each fiscal year..</p> <p>2. Work with the Dean's office to post</p>	<p>Assessment Method: The Department will submit to the Dean's office the data for the Criterion for Success for this objective and determine if all criteria have been met.</p> <p>Criterion for Success: B.1. Make initial offers (on first round recruiting) to new faculty by Feb 15.</p> <p>B.2. Increase percentage of hires yielded from open faculty positions.</p> <p>B.3. Increase number of new to UTPA tenured/tenure track faculty who remain for 5 yrs.</p> <p>B.4. Percentage of new hires who have keys on first day of New Faculty Orientation.</p> <p>B.5. Percentage of new faculty who have email accounts set up on date of hire.</p>	<p>10/30/2008 - Igor Ryabov is a new hire and the offer was not done until May 2008.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p>	<p>11/10/2008 - To the extent that we need to improve our process for hiring faculty, we will sent out notices earlier and finalize the recruitment process in a timely fashion.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
advertisements in a timely fashion.	B.6. Percentage of new hires with computers and network access by the first day of New Faculty Orientation.	10/30/2008 - Igor Ryabov is a new hire and the offer was not done until May 2008. Result Type: Criterion Met Next Step: Mark Outcome as Complete	11/10/2008 - To the extent that we need to improve our process for hiring faculty, we will sent out notices earlier and finalize the recruitment process in a timely fashion.