Institutional Effectiveness

2018-2019

Program: Sociology BS

College and Department: College of Arts & Sciences – Department of Political Science

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Mission: Within the context of the University's mission, the mission of the Department is to provide students with a quality liberal arts education that prepares them for a rapidly changing world and a variety of work environments and post-graduate educational possibilities.

The Department of Sociology has the primary mission of offering strong academic programs in sociology, criminology and criminal justice, social work (and political science). It provides students with a quality liberal arts education that prepares them for a rapidly changing world and a variety of work environments and postgraduate educational possibilities. Students are educated to not only master a diverse body of knowledge but also to think critically, analyze data, and clearly communicate what they know and discover. Recognizing that we live in an increasingly technological and diverse world, we seek to incorporate technological expertise and appreciation of human diversity into our courses. The Department also strives to serve the wider university, the Upper Cumberland region, and the nation through research and public service.

Based on the mission to provide students with a quality liberal arts education that prepares them for a rapidly changing world and a variety of work environments and post-graduate educational possibilities, the Sociology program has identified two Program Goals and five student Learning Outcomes. These provide our students with a well-rounded education through fostering skills such as critical thinking, data analysis, effective communication and the ability to adapt to changing work environments within a variety of potential occupations. The two Program Goals and five student-Learning Outcomes also prepare our students to be more competitive on the job market or in graduate or law school after graduation.

Program Goals:

PG 1: Sociology will have a sufficient number of students to sustain a strong educational program.

1. The Program will maintain a student population of at least 200 students. The threshold of acceptability for Sociology is 200 total majors and faculty attendance at Preview Days. If this is not met, a faculty review committee would be formed to recruit at Tennessee high schools.

2. The Program will be involved in recruitment initiatives such as participation in Majors' Fairs faculty engagement through Majors Fairs and Scholarship support.

PG 2: The Program of Sociology will offer both curricular and extracurricular options for majors.

1. Students will judge that a sufficient number of curricular and co-curricular activities were offered by the program as reported by our students.

Student Learning Outcomes:

SLO 1: Majors in Sociology will develop knowledge of their discipline.

1. Majors in Sociology will demonstrate knowledge of their discipline at a level above or comparable to the national norm on the ETS Major Field Test.

SLO 2: Majors in Sociology will develop critical thinking skills.

1. Majors in Sociology will demonstrate critical thinking skills at a level above or comparable to the national mean based on the critical thinking sub-score on the ETS Major Field.

SLO 3: Majors in Sociology will be capable of effective oral and written communication.

1. Majors in Sociology will indicate confidence in their abilities to write and speak clearly and effectively.

SLO 4: Majors in Sociology in the Criminology-Criminal Justice Concentration will be prepared for further Criminal Justice study and/or careers.

1. Majors in Sociology taking the Criminology-Criminal Justice concentration will demonstrate competence in their concentration (Criminal Justice) as evidenced by a department exam of Criminal Justice content. The threshold of acceptability is 70% passage for the SOC-CJ In-House Exam and was met in fall 2019.

SLO 5: Majors in Sociology will successfully complete an internship.

1. Majors in Sociology taking the Social Work concentration will be rated at a level above average by their supervisor when completing their required internship (Social Work). The threshold of acceptability is 90% of interns are expected to be evaluated at a level above average (outstanding or good) and this has been consistently met by our standards.

A departmentally developed curriculum map can be found in Appendix 1 that shows the connections between courses and student learning outcomes.

Assessment Methods:

PG 1: Sufficient number of students

1. Tracking sheet of the number of Sociology majors
2. Tracking the number recruitment activities

PG 2: Offer both curricular and extracurricular options

1. Annual survey of majors is delivered through Qualtrics and assesses student satisfaction with curricular and co-curricular offerings in Sociology.

Student Learning Outcomes:

SLO 1: Develop knowledge of the discipline.

1. Educational Testing Services (ETS) major field examination is administered each fall and spring semester to all enrolled majors in Sociology with senior classification.

   Performance at a level above or comparable to the national mean on the ETS Major Field Examination is defined as Tech students having a mean score no lower than 1.644 standard errors below the national mean, the level at which a difference would become statistically significant at the 0.05 level.

SLO 2: Develop critical thinking skills.

1. Educational Testing Services (ETS) major field examination is administered each fall and spring semester to all enrolled majors in Sociology with senior classification.

   Performance at a level above or comparable to the national mean on the ETS Major Field Examination is defined as Tech students having a mean score no lower than 1.644 standard errors below the national mean, the level at which a difference would become statistically significant at the 0.05 level.

SLO 3: Effective oral and written communication.

1. Sociology analyzes the results from the National Survey of Student Engagement (NSSE) in order to assess student confidence in their abilities to write and speak clearly and effectively. The results of the National Survey of Student Engagement allow us to assess how well our students perform on learning Outcome 3 by determining their capabilities in effectively using written and oral skills. These results are compared to other TTU students and to our Carnegie peer institutions.

   The threshold of acceptability is improvement from the freshman year to the senior year in critical thinking skills on the NSSE data, and this threshold was met.

SLO 4: Prepared for Criminal Justice study and/or careers.

1. Criminal Justice Competence is a multiple-choice exam covering topics in criminal justice developed by faculty in the department. The exam is taken by majors in the criminal justice concentration and administered along with the ETS major field exam.

   Sociology majors with the criminal justice concentration will be expected to answer 75% or more of the questions correctly on a multiple-choice exam covering topics in criminal justice. The exam was developed by faculty in the department, and will be administered during the ETS major field exam.

SLO 5: Successfully complete an internship.

1. Supervisor Internship Evaluation Form is completed by the student's supervisor at the internship location. Overall performance on the Supervisor Internship Evaluation Form is rated on a scale of: Outstanding; Good; Average; Fair; or, Poor.

   Ninety percent of sociology majors with the social work concentration will be expected to be rated at a level above average by their supervisor when completing their required internship.

Results:

PG 1: Sufficient number of students

Year	Sociology	Sociology w/ a Sociology- Criminology-Criminal Justice Concentration	Sociology w/ a Social Work Concentration
2013	39	178	61
2014	30	165	72
2015	28	157	70
2016	33	129	92
2017	41	116	87
2018	28	139	73

PG 1: Offer both curricular and extracurricular options

Students experience diverse perspectives both within their classes through service learning opportunities and through extracurricular activities. Service learning is knowledge of the discipline at a level above or comparable to the national mean. Note that 57.3% of those students who responded to the survey indicate that they have "participated in any service learning activities in [your] classes."

During your time at TTU, have you done any of the following? (N=82)

	No	Yes
Attended a Sociology-CJ Club meeting	43 52.4%	39 47.6%
Participated in any service learning activities in your classes (i.e., projects completed for a class that require involvement within the community)	35 42.7%	47 57.3%
Volunteered in the community	31 37.8%	51 62.2%
Presented a paper at a professional conference or student symposium	**78** 95.1%	4 4.9%
Participated in Research Day at TTU	75 91.5%	7 **8.5%**
Worked on a paper in preparation for publication in a professional journal or student journal (e.g., Journal of Creative Inquiry)	70 **85.4%**	12 14.6%
Worked with a faculty member on a research project	65 79.3%	17 20.7%
Served as a Teaching Assistant for a professor	74 90.2%	8 **9.8%**
Served as a Research Assistant for a professor	78 95.1%	4 4.9%
Completed an internship	**58** 70.7%	24 29.3%

SLO 1: Develop knowledge of the discipline.

Performance at a level above or comparable to the national mean on the ETS Major Field Examination in Sociology is defined as Tech students having a mean score no lower than 1.644 standard errors below the national mean, the level at which a difference would become statistically significant at the 0.05 level. Sociology students met this threshold.

ETS Major Field- Sociology Knowledge

Student Learning Outcome 1	Major Field Exam	
Fall 2018	TTU Data	National Data
Mean	143	148.1
S.D.	10	12.4
N	31	7065
Spring 2018	TTU Data	National Data
Mean	142	148.0
S.D.	9	12.8
N	34	7065
Fall2017	TTU Data	National Data
Mean	142	148.0
S.D.	8	12.8
N	33	6033
Spring2017	TTU Data	National Data
Mean	148.3	144
S.D.	12.4	11
N	39	4998
Fall 2016	TTU Data	National Data
Mean	142	148.3
S.D.	9	12.4
N	29	4,998
Spring 2016	TTU Data	National Data
Mean	142	148.6
S.D.	13	12.3
N	35	3,804
Fall 2015	TTU Data	National Data
Mean	138	148.6
S.D.	9	12.3
N	32	3,804

SLO 2: Develop critical thinking skills.

Performance at a level above or comparable to the national mean on the critical thinking sub-score on the ETS Major Field Examination in Sociology is defined as TTU students having a mean score on critical thinking no lower than 1.644 standard errors below the national mean, the level at which a difference would become statistically significant at the 0.05 level. Thus, the department is able to assess our students' performance on Learning Outcome 2 as seen below:

Student learning Outcome 2	Critical Thinking	Critical Thinking
Fall 2018	TTU Data	National Data
Mean	42	47.5
S.D.	9	12
Spring2018	TTU Data	National Data
Mean	42	47.4
S.D.	8	7.2
Fall 2017	TTU Data	National Data
Mean	41	47.5
S.D.	8	12.0
Spring 2017	TTU Data	National Data
Mean	43	47.6
S.D.	11	12.0
Fall 2016	TTU Data	National Data
Mean	43	47.8
S.D.	9	12
Spring2016	TTU Data	National Data
Mean	44	48.4
S.D.	13	12.6
Fall2015	TTU Data	National Data
Mean	39	48.4
S.D.	10	12.6
Spring2015	TTU Data	National Data
Mean	43	48.3
S.D.	11	11.9

SLO 3: Effective oral and written communication.

The threshold of acceptability is improvement from the freshman year to the senior year in critical thinking skills on the NSSE data, and this threshold was met. A continuous improvement strategy will be to expect 75% of full-time faculty in SOC moving forward to assign writing assignments that include critical thinking components. This will align with the current 100% of SOC full-time faculty.

Results from the Senior Questionnaire are compared with data from the National Survey of Student Engagement (NSSE). The NSSE was given spring semesters 2014 and 2016 and the senior Sociology

majors demonstrated gains over their freshmen counterparts in both years and on both the oral and written questions components.

The NSSE assesses students' engagement in curricular and extracurricular activities, abilities to work as a team, communicate, and critically think. Relevant values from the NSSE are compared to data from the senior questionnaire. The combination of the NSSE exam as well as the writing and presentation requirements in many of our courses ensure the continued ability to monitor students' performance on Learning Outcomes 3.

		Oral		*Written*	
		Freshmen	Seniors	Freshmen	Seniors
2014	TTU Sociology	2.0	3.9	3.0	3.1
	TTU Total	2.5	2.8	2.6	2.8
	Carnegie	2.8	3.0	2.9	3.1
2016	TTU Sociology	2.9	3.0	2.7	3.3
	TTU Total	2.6	2.9	2.7	2.8
	Carnegie	2.8	3.0	2.9	3.1
2019	TTU Sociology	2.5	3.8	2.2	3.8
	TTU Total	2.6	2.9	2.3	2.9
	Carnegie	2.6	2.9	2.8	3.1

SLO 4: Prepared for Criminal Justice study and/or careers.

In order to determine how well our students perform on Leaning Outcome 4, we administer a multiple-choice exam each fall and spring semester to seniors within the Sociology Criminology-Criminal Justice concentration. Students are expected to answer 75% or more of the questions correctly. The exam, available on file in the departmental office, was developed by faculty in the department, and is administered during the Educational Testing Service (ETS) Major Field exam, but underwent a re-design during the fall of this year.

Sociology CRCJ Exam Results:
Mean Percent Correct on Criminal Justice In-House Developed Exam

	Spring	Fall
2012	-	83.1
2013	82.19	83.1
2014	84.51	78.6
2015	82.5	80.63
2016	77.96	82.04
2017	76.94	Re-Design
2018	Re-Design	77.66
2019	-	

SLO 5: Successfully complete an internship.

To assess our students' progress on Learning Outcome 5, we use the Internship Evaluation Form, completed by the Agency Supervisor to gauge students' overall performance on the internship requirement of the Social Work concentration. Student performance is rated and the final question is a scale of one to five where students' work in the internship can be correlated to outstanding, good, average, fair or poor. This survey is evaluated in conjunction with the overall work completed by the Social Work Intern and the Journals completed. Ninety percent of Sociology-Social Work students were expected to be rated at a level above average (outstanding or good) by their supervisor at the completion of their required internship, and the Social-Work students have met this threshold almost every year during the evaluation period.

Internship Supervisor's Rating of Students in SW 4900 Internships:

100% of Intern evaluations were above average (Outstanding or Good) for 2019:

Semester	Number Enrolled	Number of Outstanding or Good
Spring 2019	17	17
Fall 2018	17	17
Spring 2018	17	14
Fall 2017	23	23
Spring 2017	26	26
Fall 2016	25	25
Summer 2016	14	14
Spring 2016	14	13
Fall 2015	18	15
Summer 2015	11	11
Spring 2015	10	9
Fall2014	14	12
Spring 2014	13	12

Modifications for Improvement

SLO 5: Successfully complete an internship

The department made fundamental changes to the way internships are completed in Spring 2019. Each student is required to volunteer through experiential learning up to 150 hours at a social service agency of their choice (approved by Instructor). In addition to the hours, they are required to complete online discussions reflecting on their experience. As part of a QEP/EDGE grant pilot, the online discussions were changed in Spring 2019 to be a reflection of the experiential learning experience, which will be combined into a reflection document to become an artifact that is a part of an eportfolio as an end-of-semester project. Reflection Questions were developed to have students: 1. Explore a creative inquiry question or problem, 2. Create an original creative project, and 3. Communicate their creation in a

discipline appropriate manner. The eportfolio will be useful not only to students during the semester, but they will find it useful to share with employers and graduate schools upon graduation.

Appendices

1. Curriculum Map
2. SOC Internship Evaluation Form

Appendix 1: Curriculum Map

REQUIRED COURSES AND EXPERIENCES	LEARNING OUTCOMES - Sociology Majors			
	1-Demonstrate knowledge of their discipline at a level comparable to the national mean.	2-Demonstrate critical thinking skills at a level comparable to the national mean.	3-Be capable of effective oral and written communication.	4-Demonstrate proficiencies in the program concentration(s).
SOC 1010	X			
SOC 1020				
SOC 1650				
SW 1800				
SOC 2100				
SOC2630				
SOC/CJ 2660				
CJ 2700				
SOC 2840				
CJ 2850				
CJ 3000		X	X	
SOC 3100		X	X	X
SOC 3150		X	X	
SOC 3200		X	X	
SOC 3300		X	X	
SOC 3600		X	X	
CJ 3610		X	X	X
SOC/CJ 3620		X	X	
SOC/CJ 3640		X	X	
SOC/CJ 3650		X	X	X
SOC 3710		X	X	
SOC 3720		X	X	
SOC 3730		X	X	

SOC/SW 3900		X	X	X
SOC 3910		X	X	X
SOC/CJ 3911		X	X	
SOC 3920		X	X	
SOC/CJ 4010		X	X	
SOC/CJ 4040		X	X	
SOC/CJ 4050		X	X	
SOC 4080		X	X	
SOC 4090		X	X	
SW/CJ 4100		X	X	X
SOC 4120		X	X	
SW/CJ 4120		X	X	X
SOC 4210		X	X	
SOC 4220		X	X	
CJ 4250		X	X	
SOC 4320		X	X	
SOC 4330		X	X	
SOC/CJ 4350		X	X	
SOC 4430		X	X	
SOC 4500		X	X	
SOC 4510		X	X	
SOC/CJ 4515		X	X	
SOC/CJ 4520		X	X	
SOC/CJ 4530		X	X	
CJ 4540		X	X	
SOC 4610		X	X	
SOC/CJ 4660		X	X	X
CJ 4700		X	X	
SOC 4810		X	X	

SOC 4830		X	X	
SOC 4860		X	X	
SOC/CJ/SW 4900		X	X	X
SOC/CJ 4911		X	X	
SOC/CJ 4915		X	X	
SOC 4920		X	X	X
SOC/CJ 4925		X	X	
SOC 4930		X	X	X
SOC/CJ/SW 4940				
SOC/CJ 4948				
SOC/CJ/SW 4950				
SOC/CJ/SW 4970		X	X	
SOC/CJ/SW 4980		X	X	
SOC/CJ/SW 4990		X	X	
SOC 4999		X	X	

Appendix 2: SOC Internship Evaluation Form

TTU SOC Internship Evaluation Form

Please remember that this is a learning experience for the student. Evaluation should reflect the quality of their work at your agency and also include areas needed for improvement. This evaluation is worth 50 points (½ of student final grade)

Student Name: _____

Today's date: _____

Name of person evaluating student: _____

Name of Organization/Contact Information: _____

EVALUATION OF STUDENT- STUDENT WILL EARN 8 POINTS FOR EACH YES IN THIS SECTION TO DETERMINE GRADE

Student was punctual in arriving for assignment?

☐ No ☐ Yes Explain:

Student was dependable in carrying out assignments and demonstrated professionalism at all times?

☐ No ☐ Yes Explain:

Student was courteous and respectful to staff and clients?

☐ No ☐ Yes Explain:

Student was inquisitive and showed initiative.

☐ No ☐ Yes Explain:

Student seemed genuinely interested in learning?

☐ No ☐ Yes Explain:

OVERALL PERFORMANCE- STUDENT WILL EARN UP TO 10 POINTS FOR THIS QUESTION TO DETERMINE GRADE

Please rate the student on his or her overall performance. Circle one:

(10) Excellent (8) Good (6) Average (4) Below Average (2) Poor

Comments:

OTHER COMMENTS OR SUGGESTIONS

Is there anything additional you would like to tell me about this student? (you may use additional pages if needed)

Signature:_____ *Updated 12/10/19*