

*California State University, Stanislaus*  
**Seven-Year Implementation Plan**

**College:** CAHSS

**Program:** Sociology

**Next APR Year:** 2026-2027

**Mission Statement:**

The Department of Sociology engages students in the scientific study of human social interaction and institutions. The pivotal sociological concept, social structure, rests on empirically-based observations that human interactions facilitate interpersonal networks and institutional organization, and cultural ideologies that reflect power relationships. Social structure is essential to understanding human life inasmuch as it shapes humans' options, actual choices and resultant biographies. The Department is committed to empowering students to effect change through understanding social structure.

**Program Learning Outcomes:**

1. Achieve knowledge competency in sociology.
2. Achieve an awareness of the diversity of social institutions, social forces, and structural forms found in contemporary societies both locally, regionally, nationally and globally.
3. Understand the sociohistorical and theoretical groundings of sociology as a field of study and practice and apply these theories to social phenomena.
4. Demonstrate personal transformation as a result of sociological knowledge acquired through the sociology major.
5. Develop facility for critical thinking, with the ability to separate fact from fallacy, myth from reality.
6. Learn to analyze the complexity of society and social structure, particularly questions of social control and power relations.
7. Learn analytical skills and research methodologies, including statistical computer applications, appropriate to the practice of sociology methodologically.
8. Develop and apply a sociological perspective professionally and as an active participant in society.
9. Communicate effectively in both written and oral form.
10. Develop an increased appreciation for human diversity.
11. Develop the ability to apply a sociological imagination to one's personal life.

**Program Maintenance Outcomes:**

In the Sociology APR, the Department identified four primary goals for further program development, and these were each discussed in the implementation meeting held May 16, 2022. An implementation plan and timeline is outlined below.

**PMO 1: Curriculum Goals and Program Revision**

- Immediate Priorities Include:
  - Department-level discussion of capstone course options
  - Department-level discussion of major concentration revisions
  - Updating course names and descriptions

- Consideration of gerontology minor

#### Rationale and Timeline:

The Department has undergone tremendous personnel transformation in the last 7 years, due to retirement of senior faculty. This transformation has corresponded with a transformation in the curricular goals and focus of the Department. For example, the Department is increasingly reflecting a strong social justice, decolonial, and critical pedagogy focus. Consequently, the Department expects to undergo a program revision as an important step in further establishing and cementing our new collective identity and curricular focus. The program revision will address the following:

1. **Consideration of the current two-course capstone option:** The Department will consider whether to continue with allowing students to choose between the Sociological Internship course and the Senior Seminar course for their capstone experience, or to revise this to a single capstone option for all majors.
2. **Consideration of the current human-services concentration:** The Department will evaluate the current course requirements and electives included in the human service concentration, to determine the extent to which those courses together meet boarder department curricular goals. This evaluation will also include discussion of whether a name change to the concentration is appropriate
3. **Consideration of current sociology major concentrations:** The Department will assess the current concentrations, with consideration given to combining the social justice concentration with the human-services concentration, and consideration of whether to reengage the aging studies concentration as a minor replacing the current gerontology minor.
4. **Consideration of the gerontology minor:** The Department will consider potential modifications to the gerontology minor, including a name change as well as whether to continue offering the minor. If so, the Department should consider how to better advertise its availability to students.
5. **Consideration of course names and descriptions:** The Department will review current course names and descriptions, making adjustments to reflect more contemporary developments in the discipline as well we more student-accessible catalog descriptions.

The Department has requested funding to begin the program revision process during the summer 2022 term, with an expectation of continuing this work in the fall 2022 semester (to allow for department discussion and feedback). We hope to actively include our new faculty hires joining the Department in AY 2022-23, particularly those with research and teaching areas in critical criminology. The Department anticipates that this area will be one of the primary areas of transformation in our curriculum, and including the expertise of our new faculty hired to teach in this concentration is instrumental. The Department will make every effort to submit revision recommendations to appropriate curriculum committees during AY 2022-23 and 2023-24.

#### **PMO 2: Faculty Hires**

- Immediate Priorities Include:
  - Tenure-line hire focused in social and/or environmental justice, with an emphasis on decolonial theory and methodology

#### Rationale and Timeline:

The Department noted in its APR, the need for more tenure-line faculty to meet the course and advising demands of our growing major. Specifically, the Department demonstrated an expected need of 4-8 new tenure line faculty by AY 2024-25, based on the current number of sociology majors and expected

growth in the major. Beginning in the 2022-2023, the Department is adding three tenure-line positions, though it should be noted that one of these reflects a loss of a full-time lecturer position. The Department APR identified several areas of focus for these hires:

1. Faculty with research interests in race and ethnic groups represented in the Central Valley but underrepresented in higher education. We are particularly interested in faculty whose research reflects the identities of our students. In meeting this goal, the Department will welcome Dr. Houa Vang beginning in AY 2022-23. Her research on Hmong refugees and their descendants in the Central Valley explores the experiences of Hmong students in higher education, and how racialized organizations impact their pathways into graduate study.
2. Faculty with regional expertise and/or teaching and research interests that reflect the current curriculum focus and future goals of our department. These include areas such as critical criminology, immigration/refugee status, and environmental justice. In partial achievement of this goal, the Department will welcome Drs. Della Winters and Ana Ljubinkovic beginning in AY 2022-23. Dr. Winters's work specifically will enhance our curriculum focused on critical criminology. Her research examines policing, criminalization, and mass surveillance broadly, with particular focus on the use of long-acting reversible contraceptives as tools of state control. Dr. Ljubinkovic (who has previously been a full-time lecturer in our department), has extensive experience working with and researching refugee populations on behalf of the United Nations. She is a former refugee herself, and examines forced migration and collective trauma.
3. Faculty with research strongly rooted in decolonial theory and research, including interdisciplinary approaches rooted in social justice.

The Department has made progress in achieving its tenure-line hiring goals beginning in the AY 2022-2023. Based on the rational laid out in our APR, the Department plans to continue request positions for unmet tenure-line needs. Our immediate priority for a tenure-line position in social and/or environmental justice, with an emphasis in decolonial theory and methodology reflects those areas outlined in our APR that have not yet been adequately addressed in our expected hires for AY 2022-2023.

### **PMO 3: Assessment**

- Immediate Priorities Include:
  - Consideration of department-level capstone assessment rubric

#### Rationale and Timeline:

The Department noted in the APR, its limited capacity to analyze data directly assessing student proficiency on the Program Learning Outcomes (PLOs). Currently assessment is conducted through assignments tied to the Sociological Internship course, but thorough analysis of those assessments as a reflection of the PLOs has not been completed. The Department has, however, identified placement of PLOs within each of the core courses, the two capstone courses, and the elective courses. Additionally, we have identified assignments in each of the core courses, and specific assessment questions within the Sociological Internship course, that we use for collecting assessment data. We will use this as a starting point for consideration and implementation of a capstone assessment rubric that faculty can use in analyzing student progress on PLOs

The Department anticipates the consideration and development of this rubric will be part of the program revision process discussed above, because of its attachment to the capstone course. The Department seeks support in drafting a rubric during the AY 2022-2023, with an expectation of doing a pilot study in AY 2023-2024. The department will make every effort to analyze of outcomes and data in AY 2024-2025.

**PMO 4: Stockton Center**

- Immediate Priorities Include:
  - Draft plan of possible major pathway in Stockton

Rationale and Timeline:

The Department noted an interest in building a stronger presence for sociology at the Stockton campus, but have emphasized the need for a quality and sustainable presence rather than just a presence alone. In this vain, the Department has repeatedly requested that sociology hires in the Stockton campus include a minimum of two tenure-line hires, as well as support for Department/Program Chair and staff. Per discussion at the implementation meeting, the Department is open to developing a specific major pathway plan for the Stockton campus, with consideration with how the major might connect with graduate programs in Stockton, such as the Master's in Social Work program. We anticipate that this can be an extension of the program revision process and that we can utilize data from PLO assessment to determine student readiness in meeting the demands of graduate programs. However, the Department requests support in the form of faculty release time or summer payment to develop this plan beginning in AY 2024-2025.