

Department

of

Sociology and Social Work

3 to 5 Year

STRATEGIC PLAN

Dr. Robert “Bob” Davis, Chair

March 2007

Department of Sociology and Social Work

The Department is a supportive community of committed faculty, staff and experienced sociology and social work practitioners who prepare students to make a positive impact on the lives of others. We are committed to excellence in education and our graduates are prepared to provide leadership as they meet present and future challenges with creative solutions. Through the study of sociology and social work, students gain access to concrete skills that are relevant to a broad range of rewarding careers. These skills enhance the student's ability to assess new and unfamiliar situations, to select and apply qualitative and/or quantitative techniques in solving practical problems in creative ways, and to communicate effectively, both orally and in writing. All majors are required to take courses in Sociology, Statistics, Sociological Theory and Research.

Degrees Offered and Program Requirements:

The Bachelor of Arts in Sociology (BA) requires completion of a minimum of 128 semester hours of university courses. Included in the 128 semester hours are 49 hours of Sociology. A minimum grade of "C" must be achieved in these courses; sociology majors are required to complete an 18 hour concentration. Sociology majors are also required to successfully complete a one semester internship in their senior year.

The Bachelor of Social work (BSW) requires completion of a minimum of 128 semester hours of University courses. Included in the 128 semester hours are 42 semester hours of Social Work. Certification in School Social Work (127 credits) requires completion of 9 specific credits in Social Work and 2 credits in the School of Education. A minimum grade of "C" must be achieved in major courses. Social Work majors are required to successfully complete an internship in their senior year. The BSW program is accredited by the Council on Social Work Education.

The Joint Master of Social Work (JMSW) program represents the efforts of faculty and administrators at North Carolina Agricultural and Technical State University (NC A&T SU) and the University of North Carolina at Greensboro (UNCG). This is a single academic program with instruction by faculty from each department. Administration of the program rotates between the two campuses every four years. There are two portal of entry, each requiring 60 semester hours. The full time program is completed in two years, and the part time program in three years. The JMSW program is accredited by the Council on Social Work Education.

Vision:

Our ideal vision for the department over the next three to five years is one in which faculty are engaged in ongoing research programs and students are significantly challenged by the teaching and mentoring they experience, the literature they read, the writing and critical thinking skills they develop, and the diverse social worlds they encounter in research activities, internships, and civic service. We want to produce not only knowledgeable social actors but social change agents who through active citizenship and social responsibility are prepared to "make a difference" in the quality of others' lives as well as the quality of their own. Persons educated in the department would be equipped and motivated to contribute to the improvement of their communities, their nation, and their world.

Mission Statement:

The following statements describe the values and expectations that guide the Department of Sociology and Social Work at North Carolina A & T. They are a foundation for the Department's goals and objectives.

- 1) We are committed to diversity and intellectual pluralism in our ways of teaching and our modes of scholarship.
- 2) Our curriculum reflects the long standing interest in our disciplines in examining the human condition and applying sociology and social work to its improvement.
- 3) We are teachers and scholars.
 - a. Our faculty members have lively, ongoing research programs that involves them in scholarly and applied knowledge communities.
 - b. We share our knowledge with professional colleagues through publications in scholarly journals and through other means of communication.
 - c. We strive to be good teachers who work to facilitate student learning in as many ways as possible, and are continually strengthening our pedagogical skills and experiences.
- 4) We prepare students for successful lives after A&T: for graduate education, for applied professional fields, and for the world of work.
- 5) We prepare students to be social agents who have a self-reflective sense of their empowerment and potential contributions to the enhancement of the human condition.
- 6) Members of our department are involved in activities on campus and in community and professional activities off-campus that express and advance our department mission.
- 7) Our department emphasizes collegiality. We want to maintain a welcoming environment for all faculty members, staff, students, alumni,

and friends.

Departmental Goals:

During this planning period the Department will focus its efforts on (1) increasing faculty scholarly and research productivity, (2) recruitment and retention of students and (3) facilitating faculty development.

The following are the goals along with assessment measurements, assessment procedures, and person(s) responsible for oversight per goal:

- 1) To conduct and disseminate research which contribute to the knowledge base for effective social work practice and/or contribute to the discipline of sociology.
 - a. Increase the number of grant proposals submitted for extra-mural funding.
 - b. Increase opportunities for junior faculty to receive mentorship needed to be engaged in externally funded research.
 - c. Increase interdisciplinary participation in research that is aimed at the prevention of adverse health or social consequences.
 - d. Increase community-based behavioral and social science research aimed at identifying strategies and solutions that enhance family and community well being.

1.1 Outcomes Achieved/Results— [Where there results achieved toward this strategic goal in 2006-2007? If so, please describe.]

1.2 Assessment Measurements—Participation in research; participation in professional organizations focused on social work research; publication in refereed journals; presentations at professional conferences; publication of book(s), book chapters, edited books; commissioned research reports; editing a professional journal; principal investigator/co-principal investigator on demonstration or training grants, and/or unfunded research that is manifested by publications and other communications.

1.3 Assessment Procedures—Review of data in the Annual Faculty Duty Agreement, and Department Annual Report.

1.4 Administration of Assessment Procedures—Dr. Robert Davis, Department Chair, will evaluate the research component of faculty duty agreements annually during the Chairperson's evaluation of faculty performance.

1.5 [What were the program improvements made based on the

outcomes/results?]

2) To enhance the recruitment and retention of sociology and social work majors.

- a. Monitor student achievement through enhanced advisement, tutorials, and mentoring activities.
- b. Provide information about available student services, and University policies, procedures, deadlines and requirements to our majors.
- c. Provide counseling, orientation, and information sessions to help students make informed decisions about career paths
- d. Increase efforts to recruit students with SAT scores above 1000.

2.1 Outcomes Achieved/Results- [Where there results achieved toward this strategic goal in 2006-2007? If so, please describe.]

2.2 Assessment Measurements- Advisee/assessment feedback form, and focus groups, recruitment visits and information dissemination, and academic year enrollment data.

2.3 Assessment Procedures- Analysis of student's essays and reports reflecting the value added of advisement, tutorials, and mentoring activities/experiences. Review recruitment activity records and enrollment data.

2.4 Administration of Assessment Procedures- Drs. Glenna Barnes and Terrolyn Carter along with members of the Department retention Committee has responsibility for analysis of experiences and activities developed to enhance recruitment and retention.

2.5 Program Improvements- [What data led to making these program improvements?]

3) To develop and sustain a productive and technologically proficient faculty.

- a. Identify regional and national opportunities for faculty development and obtain support for such activities.
- b. Use faculty mentors to assist junior faculty in developing educational/administrative portfolios that supplement their curriculum vitae for use in tenure and promotion decisions.
- c. Develop activities and settings that enable faculty to maximize their repertoire of teaching methods.
- d. Identify and make available information technology tools to enhance faculty instructional activities.

3.1 Outcomes Achieved/ Results- [Where there results achieved toward this strategic goal in 2006-2007? If so, please describe.]

3.2 Assessment Measurements- - Alumni survey; review of department annual report; peer review; course embedded assignments; faculty duty agreement.

Comment [I1]: What data will these two measures provide to assess the goal "to develop and sustain a productive and technologically proficient faculty?"

3.3 Assessment Procedures –Evaluation of student’s satisfaction with faculty use of technology in their instruction; review of data in faculty annual duty agreement.

3.4 Administration of Assessment Procedures- Drs. Robert Davis and the Academic Affairs Committee has the responsibility for collecting and analyzing this data.

3.5 Program Improvements- [What were the program improvements made based on the outcomes/results?]