Bakersfield College 2018-2019
Comprehensive Program Review

Program Name: Sociology Associate in Arts Degree for Transfer

Bakersfield College Mission: Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world

Program Mission Statement: The mission of the Sociology program is to provide our diverse student population with the opportunity to acquire the knowledge and skills necessary to effectively employ empirical methods in pursuit of their academic, occupational, and personal goals in a rapidly changing world.

Describe how the program supports the Bakersfield College Mission: The Sociology Department meets the needs of a culturally diverse community; it serves an essential role in preparing students to be effective professionals by promoting respect toward others of diverse backgrounds and by facilitating critical thinking and social skills, thus also supporting the core mission of Bakersfield College.

Instructional Programs only:

A. List the degrees and Certificates of Achievement the program offers
   Associates in Arts for Transfer
B. If your program offers both an A.A. and an A.S. degree in the same subject, please explain the rationale for offering both and the difference between the two.
   N/A
C. If your program offers a local degree in addition to the ADT degree, please explain the rationale for offering both.
   N/A

Progress on Program Goals, Future Goals, and Action Plans:
A. List the program's current goals. For each goal (minimum of 2 goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section. Please provide an action plan for each goal that gives the steps to completing the goal and the timeline.

1. **Program Goal:** Increase the number of Sociology majors with an emphasis provided by the AA-T.

   List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?
   - Student Learning
   - Student Progression and Completion

   Progress on goal achievement: Ongoing

   Status Update – Action Plan and any link to Resource Requests:

The ability to promote the AA-T degrees in Sociology is proportional to the number of full time faculty and available courses offered each semester. In the 2017-2018 academic year the sociology program offered 62 active sections, which represents an increase of 29% in active sections compared to the previous years. Although the number of majors also grew, the capacity of the program to recruit relies heavily on adjunct faculty members who may not be as informed about programmatic goals due to difficulties in accommodating schedules for adjunct meetings among other things. Program faculty believe that there is room to accommodate more majors, but argue that a simultaneous expansion in the number of full time faculty is vital to accommodate student demand.

2. **Program Goal:** Increase number of African American students and improve success rate and retention.

   List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?
   - Student Learning
   - Student Progression and Completion

   Progress on goal achievement: Ongoing

   Status Update – Action Plan and link to Resource Requests
   Faculty expect possible improvements with implementing more effective class intervention strategies. Thus, faculty took steps to create supportive and yet challenging classroom environments where students' diverse experiences are valued. Such efforts seem to be working considering African American enrollment in sociology courses more than doubled in the 2017-2018 academic year, while African American students continue to experience higher success rates in the sociology program compared to those college wide.

3. **Program Goal:** The number of online courses in sociology are limited at BC and delivery mainly depends on its adjunct faculty members. Thus, the program works to add additional delivery methods to the sociology curriculum at BC by developing a greater number of online courses.

   List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?
   - Student Learning
   - Student Progression and Completion

   Progress on goal achievement: Ongoing

   Status Update – Action Plan and link to Resource Requests
   Completed:
   a) Select faculty have received and completed training in Canvas.
   b) Faculty have developed partial online learning environments by incorporating traditional face-to-face courses into Canvas.
      Actionable items:
   c) Develop complete online learning environments.
   d) Online course delivery.

B. List the program's goals for the next three years. Ensure that stated goals are specific and measurable. State how each program goal supports the College's strategic goals. Each program must include an action plan.

1. **Future Program Goal:**
   Recruit at least one additional full-time faculty member.

   List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?
   - Student Learning
   - Student Progression and Completion

   Action plan:
   a) Develop an understanding for the hiring process at BC.
   b) Complete faculty request form through program review in the 2018-2019 academic year.
   c) Upon approval of the faculty request, start the recruitment and hiring process.

   Lead person for this goal: Eleonora Hicks and David Riess

2. **Future Program Goal:**

   List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?
   (Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)

   Action plan:

3. **Lead person for this goal:**

3 Year Program Analysis: (All programs will answer the following questions unless otherwise indicated)
Take a look at your trend data. Provide an analysis of program data throughout the last three years (all programs should have some form of data that is used to look at changes over time) and report:

1. Changes in student demographics (gender, age and ethnicity).

Although some minor fluctuation might be seen in student demographics across the last three years, the trends remain the same. For example, the percentage of female students (63%) continues to exceed the percentage of male students (36%). Older students at 14% are the smallest number of all age groups. The age group of 20-29 has the highest representation at 45% of Sociology majors. Hispanic students are at 70%, while African American students were 6%. Particularly noteworthy may be that the program doubled the enrollment of African American students in the last year from three to six percent. The program is continuing to work on improving retention rate and success of those under represented student to meet equity goals.

2. Changes in enrollment (headcount, sections, course enrollment, and productivity). *Instructional only*

In general, across the last three academic year, enrollment as measured by the indicators in parenthesis above have either increased or remained stable. For example, across the three academic years student enrollments by census date in the sociology program increased by 26 percent, the number of sections increased by 27 percent, while subject productivity remained stable albeit higher compared to the rest of the college (20.4 compared to 16.1, respectively).

3. Changes in achievement gap and disproportionate impact.
    o Please look for large differences, or gaps, between top performing groups and others. Consider how you could identify the reasons behind these gaps, and if there changes that could be made to reduce them. For in depth review of equity issues, and on changes that are being made campus-wide, please refer to the current [Bakersfield College Student Equity Plan](#).

Although the success rate of African American students in the Sociology Program (63%) is higher than their college wide rate (55%), it is the lowest among all other racial/ethnic group and a concern among faculty in the program. The program is continuing to work on improving retention rate and success of those under represented student to meet equity goals.

4. Success and retention for face-to-face as well as online/distance courses. *Instructional only*

Traditional classes had a retention rate of 93% and a success rate of 74%, compared to distance learning classes, which had an 84% retention rate and 53% success rate.

5. Any unplanned events that affected your program.

A 53 percent success rate in online courses was both disappointing and unplanned. However, considering the program relies heavily on adjunct faculty to teach online courses, it speaks to the importance of further recruiting full-time faculty to expand the online learning environment and increasing the pedagogical skills of online teaching among both full-time and part-time faculty.

6. Degrees and certificates awarded (three-year trend data for each degree and/or certificate awarded). *Instructional only*

The sociology program increased the number of degrees awarded in the past three years by 310 percent (15 degrees were awarded in 2015-2016 compared to 46 in 2017-2018).

7. Reflect on any changes you would like to see in your program in the next 3 years.

The program would like to see the following changes:
• Increase the number of full-time faculty members.
• Increase the success rates of African American students.
• Increase the number of sociology majors.
• Increase the number of AATs awarded.

8. The college has embarked on significant efforts such **as Guided Pathways, affinity groups** and **completion coaching communities** to improve the success and completion rates of our students. Please describe what your program/department/office is planning/doing to contribute to these efforts.

Faculty in the sociology program function as data coach and discipline experts in completion coaching communities. They also serve an important function in helping students enter the path by offering increasing number of courses in PSYC B5, an important preferred GE course among many college programs.

9. Explain your role if you are involved in Dual Enrollment, Inmate Education, or Rural Initiatives.

N/A

10. List degrees and certificates awarded (three-year trend data for each degree and certificate awarded). Include targets (goal numbers) for the next three years. *Instructional only*

Full Name of Degree or Certificate	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021
Sociology Associate in Arts Degree	5					
Sociology Associate in Arts Degree for Transfer	10	28	46	51	56	61

Analysis of Received Resources from Previous Cycle
Discuss the type of resources you received and their Impact on program effectiveness?
Facilities:
If your program received a building remodel or renovation, additional furniture or beyond routine maintenance, please explain how this request or requests impacts your program and helps contribute to student success.
1: Space Allocation
2: Renovation
3: Furniture
4: Other
5: Beyond Routine Maintenance

Technology:
If your program received technology (audio/visual – projectors, TV's, document cameras) and computers, how does the technology impact your program and help contribute to student success?
1: Replacement Technology
2: New Technology
3: Software
4: Other_____

Other Equipment
If your program received equipment that is not considered audio/visual or computer equipment technology, please explain how these resources impact your program and help contribute to student success.

Conclusions:
Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract or synopsis of your program's current circumstances and needs. Consider this a snapshot of your program, if someone were to only read this portion of your Comprehensive Review.

The Sociology Program has a supportive dean and department chair that are available to faculty and have an open door policy. Faculty members are cooperative and respectful. All department members are dealing with space allocation changes and share limited space with other departments, which reflect on convenience in time of moving from building to building or lack of available rooms, especially for PSYCH B5 which relies on computer labs for instruction. The Sociology program continues to maintain a high level of FTES/FTEF at 20.4, which represents a number significantly above the college wide average of 15.7. In addition, the sociology program significantly increased the number of course offerings and the number of AATs awarded to students while also serving an important role in teaching PSYCH B5: a preferred GE course in many of BC's programs. Yet, the sociology program continues to operate with merely three full time faculty. The need to increase the number of full time faculty is apparent in the college's need to expand sections of PSYC B5 and also to support student success within the program.