

Evaluation Report for Program Review Face to Face Meeting

University of Wisconsin-Whitewater: Sociology (BA, BS, BSE)

Majors and Minors, 2024-2025

Date: 4/30/2025

In Attendance: Interim Provost Robin Fox; Dean Jason Janke (L&S); Department Chair Loren Wilbers; Coordinator Leda Kanellakou; Program Review Team Chair Corey Davis; Program Review team member Ashley Barnes-Gilbert; Assessment Representative Katy Casey

Overview of review team evaluation, program comments:

Thanks to the Sociology program for the work that went into preparing the self-study. The Department Chair acknowledged the program coordinator for her contributions.

Discussion of Review Team's evaluation:

1 – Tell us more about the Triads of Study campaign?

The Sociology program identified the need to support students in recognizing careers within their Sociology studies. The career pathway triads are described in a document designed as a resource for advisors to help guide conversations with students on potential career paths.

Sociology plans to start an email campaign that would include emailing promising first year students to share the potential pathways with the Sociology major. The triads are shared at preview and orientation meetings as well to help draw attention to the major. Barnes-Gilbert suggested a social media campaign could also be helpful to promote the triads. Fox suggested that it is important to have a good visual portrayal (e.g., table or diagram) to summarize the triads.

2 – Are there any issues impacting department morale?

- a) Overall, the department representatives at the meeting feel the department morale is good. There are some feelings of being pulled in different directions- e.g., marketing and recruiting, and some frustrations with pay. They did not feel those issues were unique to this department.
- b) Will have one open line after a retirement in spring 2025. That search will begin in fall 2025.

3 – Are the new hires in Anthropology and Criminology able to contribute to teaching in the Sociology core?

- c) The program noted a lot of flexibility among faculty in terms of which courses they teach. However, there are plans to review course offerings and teaching assignments to ensure these align with program goals (e.g., having tenured faculty teach introduction courses).
- d) The department has faculty and staff to teach the core course offerings, but not much outside of the core in the electives space. This has caused some frustration among students who were

hoping to take elective courses seen in the catalog, and then were disappointed when those courses were not offered.

High credits to degree conversation due to students transferring to the institution or from a different program.

Recommended Actions:

Recommended Action #1

Create a plan with administration to deal with faculty turnover preventing Sociology majors from enrolling in core courses when needed so they can graduate on time. It seems necessary for the department to a) hire in Sociology, and b) create a pipeline towards tenure and leadership in the department.

Recommended Action #2

Discuss and identify as a department the program priorities each year that are measurable and manageable based on resources (e.g., enrollment and staffing). For example, in 2025-2026 the program will 1) promote the triads and report out on the number of students committed to each pathway and 2) review program workload to reduce redundancies or inefficiencies.

Recommended Action #3

Close the loop on assessment by clearly reporting out the data on student learning outcomes. Use the assessment plan template and organize findings in this way: -SLOs, -measure and criteria for performance, -findings, -analysis and actions related to findings.

Recommended Result:

Continuation with minor concerns

Next Self-Study and/or Progress Report Due Dates:

1 - Next FULL self-study will be due to the Dean on May 1, 2031, and to the Assessment Office on August 1, 2031

For a copy of the full evaluation report and detailed comments, please reach out to the assessment office: assessment@uww.edu.