

Action Report for NJCU Department of Sociology and Anthropology-January 2018

Having consulted with departmental faculty and staff, along with the external evaluator the following actions are needed to ensure the long-term viability of the department.

1) **Address the department's need for physical space by constructing a dedicated conference room and faculty offices on the 5th floor of Rossey Hall**

The previous program assessment conducted in 2009 stated "Not only is there at best Spartan resources but the aesthetic of the physical space does not appear to be conducive to an encouraging working environment". Since the date of that report, the situation has worsened. A conference room on the 4th floor of Rossey Hall that being used by the department for meetings, tutoring and Sociology Club activities was taken over by the Nursing Program in 2013 leaving the department with no conference room. The department currently has no space for department meetings, tutoring, club activities or colloquia. We are requesting that the space being vacated by the Earth and Environment Sciences department be converted into a conference room as well as office spaces for faculty. Current plans for expansion of the Nursing Program to the 5th floor of Rossey Hall threaten to exacerbate an already problematic situation. Without adequate space, the ability of the Sociology and Anthropology department to function is further compromised.

2) **Hire additional tenure-track faculty to provide coverage for substantive course areas as well as advising.**

Since the retirement of Dr. Phoebe Slade in 2012, there have been no tenure track Sociology hires in the department. Given the continued strong enrollments in Sociology, the department needs to hire more faculty to meet student demand. Particular important and entirely unrepresented are the areas of Organizational Sociology and Medical Sociology/Anthropology. Currently students in the Nursing Program take a required course in Sociology. Students in the business school would benefit from taking a classes in the Sociology of Organization. In these two area there are potential joint hires with the Nursing Program and Business School. However, we strongly encourage the hiring of at least one full time sociologist and one full time anthropologist to meet the needs of our current students. Our core upper division courses (Theory, Statistics, and Research Methods) should be taught by full-time faculty with expertise in those subjects and no single faculty member should teach all sections of those courses. This will necessitate the hire of at least one additional full-time faculty member.

3) **Build up Minors in Urban Studies and Immigration/Ethnic Studies and Certificate Programs e.g. C.A.D.S (Certificate in Alcohol, Drug, and Substance Abuse Counseling)**

Our faculty are particular strong in the areas of Urban Sociology and Ethnic/Immigration studies. For several years Dr. Andes has been coordinating the C.A.D.S program which has a very strong record of job placements. In place of the "concentrations" offered in the department, we will advise students to declare minors or enroll in certificate programs such as the CADS (certificate in alcohol, drugs and substance abuse). We will need additional resources to run these programs

effectively, including funds for guest lectures/colloquia and administrative support, particularly as we grow the Urban Studies Minor Program.

4) Offer more courses as part of the General Education Program

The department is currently revamping several undergraduate courses for inclusion in the General Education Program. Proposals for The Changing Family (formerly Sociology of Family) and Cities of Industry (formerly Urban Sociology) have recently been approved. Tier 3 General Education Seminar Courses are in process with temporary approval, pending permanent approval by the College Curriculum Committee and General Education Director. Converting more courses to Gen. Ed. Courses will ensure continued enrollment in those courses.

5) Provide more support and supervision for adjunct faculty.

As more courses taught by adjunct faculty become part of the General Education Program, we plan to engage in more training and supervision of adjunct faculty. Signature assignments will need to be standardized for comparability across sections of the same course being taught by adjunct faculty. It is suggested the a current full-time faculty member be appointed as adjunct coordinator and be provide with 3 credits of release time to carry out those duties which entail hiring, monitoring and coordination of adjunct faculty and associated Gen. Ed. Courses.

6) Prepare study for establishment of a B.S.W. (Bachelor's of Social Work) Program

At present, the majority of our students in the Sociology and Anthropology program pursue careers as Social Workers, but increasingly the Bachelor's of Social Work has become the credential needed for entry level social work positions. There is no college/university in Hudson County that offers the B.S.W degree. This is an opportunity that NJCU should capitalize on. If we don't, we are at a competitive disadvantage with schools in the greater metropolitan area such as Rutgers-Newark and Montclair State that offer B.S.W. programs. As the B.S.W. increasingly becomes a requirement for entry level social work jobs, potential NJCU applicants may consider enrolling in schools that offer those programs. Since the B.S.W. is a professional credential, our program would need to be accredited by the Council on Social Work Education. Start-up costs associated with accreditation are estimated at approximately \$30,000 over a 2-3 year period. While this is not an insignificant sum, it is an investment that will pay off over time with increased enrollments and student retention.