

**Strategic Plan 2006-2011**  
**Department of Sociology and Anthropology**

**University of North Florida**

**Mission of the Department**

The Department of Sociology and Anthropology seeks to provide greater understanding of human behavior with a focus on its social and cultural contexts, both locally and globally. We strive to accomplish this through our commitment to excellence in undergraduate and graduate education and scholarly research; through the development of practical and applied skills in which our students and faculty draw upon their knowledge to critically analyze and enhance the diverse communities in which they live and work; through the focused use of available resources; and through a process of continual self-reflection and improvement.

**Goals**

**Goal 1.** The Department will promote academic excellence through providing the highest quality instruction and learning opportunities for students

**Action 1.1.** The Department will review and revise program curricula where appropriate.

**Outcome 1.1.1.** Regular discussions of curriculum structure and content by the faculty.

**Outcome 1.1.2.** Analysis of data from graduating students.

**Outcome 1.1.3.** Assessment of student learning outcomes from programs.

**Action 1.2.** The Department will expand the range and number of opportunities for student transformational learning opportunities, particularly through study abroad, internship/practicum experiences, and faculty-directed research projects.

**Outcome 1.2.1.** Successfully plan and implement study-abroad opportunities.

**Outcome 1.2.2.** Involve social welfare minors and sociology graduate students in internship/practicum opportunities.

**Outcome 1.2.3.** Involve selected undergraduate and graduate students in the Department's programs in faculty-directed research projects.

**Outcome 1.2.4.** Undergraduates and graduate students will present papers at regional or national conferences and/or write and publish research results with a faculty mentor.

**Action 1.3.** The Department will encourage and support participation in faculty development programs designed to enhance instructional effectiveness.

**Outcome 1.3.1.** Regular formative evaluation of untenured faculty members' teaching by tenured faculty.

**Outcome 1.3.2.** Development of mentoring program for untenured faculty.

**Action 1.4.** The Department will continue to provide high quality courses for the General Education program by monitoring and improving the Department's lower division courses, and by participating in the assessment of the General Education curriculum

**Outcome 1.4.1.** Each program's curriculum committees will monitor and improve all General Education courses offered by each program.

**Outcome 1.4.2.** Agreement on the outcomes met by each General Education course taught within the Department and identification of assignments which help students achieve the desired outcomes.

**Action 1.5.** The Department will develop and implement strategies to recruit high quality students and faculty

**Outcome 1.5.1.** Academic performance of students majoring in the Department's programs will improve.

**Outcome 1.5.2.** GPAs and GRE scores of incoming Applied Sociology graduate students will improve.

**Outcome 1.5.3.** Newly hired faculty will have significant teaching experience, substantial scholarly activity and agendas, and will hold degrees from top Ph.D. granting institutions.

**Action 1.6.** The Department will support the growth of the Anthropology program and enhancement of its curriculum

**Outcome 1.6.1.** The number of minors and majors in Anthropology will increase

**Outcome 1.6.2.** Anthropology majors will be provided with a greater variety of anthropological electives

**Outcome 1.6.3.** Subsequent Anthropology hires will help support the teaching obligations to the College and University.

**Action 1.7.** The Department will develop and support the Social Welfare program

**Outcome 1.7.1.** A needs assessment will be conducted to ascertain the possibility of developing major programs in social welfare or social work.

**Outcome 1.7.2.** The social welfare curriculum will be analyzed and revised.

**Outcome 1.7.3.** Social welfare students will have meaningful internship experiences and job opportunities.

**Goal 2:** The Department will promote academic excellence by enhancing faculty research and scholarship which is intimately tied to instruction.

**Action 2.1.** The Department will create additional research time for faculty through the use of creative scheduling and course releases.

**Outcome 2.1.1.** Faculty will continue to engage in meaningful and thoughtful scholar

**Outcome 2.1.2.** Faculty will publish their research in refereed journals and with reputable publishers.

**Action 2.2.** The Department will promote the procurement of external funding by faculty for their research projects.

**Outcome 2.2.1.** The number of funding applications will increase.

**Outcome 2.2.2.** The number and amount of funded research projects received will increase.

**Outcome 2.2.3.** The number of undergraduate and graduate students in paid research positions will increase.

**Outcome 2.2.4.** We will use all resources to ensure that faculty will be more aware of grant opportunities.

**Action 2.3.** The Department will seek to expand the intellectual stimulation of faculty by providing resources to engage faculty and students in the intellectual life of the university.

**Outcome 2.3.1.** The Department will increase the number of external speakers brought to campus

**Outcome 2.3.2.** The Department will feature a colloquium series highlighting faculty members' research.

**Outcome 2.3.3.** Faculty will be more engaged in extra-curricular activities that contribute to the intellectual life of the campus.

**Action 2.4.** The Department will foster cross-disciplinary initiatives across between sociology and anthropology, and across the social sciences

**Outcome 2.4.1.** Increase the number of cross-listed courses in the department and between S&A and other departments.

**Outcome 2.4.2.** Successful continuation of existing interdisciplinary initiatives (i.e., Social Science and Health Network) and the initiation of new initiatives.

**Goal 3.** The Department will provide educational and research opportunities as well as professional service that are relevant to the communities the department serves

**Action 3.1.** The Department will implement and develop the practicum in Applied Sociology.

**Outcome 3.1.1.** Graduate students will enroll and complete the Practicum.

**Outcome 3.1.2.** Local organizations/businesses will send their employees into the MS Program in Applied Sociology.

**Action 3.2.** The Department will enhance participation in a variety of community-based research projects, both funded and unfunded.

**Outcome 3.2.1.** The number of community-based research projects will increase.

**Action 3.3.** The Department will work with its community partners to assist in providing better opportunities for employment of our graduates.

**Outcome 3.3.1.** Local employers will provide internship and practicum opportunities for undergraduate and graduate students.

**Outcome 3.3.2.** Students will be employed by in positions directly relevant to their studies in the Department.

**Action 3.4.** The Department will develop a competitive UNF Flagship Program proposal emphasizing the core areas of strength in the department.

**Outcome 3.4.1.** The Flagship proposal will be submitted and revised as needed.

**Goal 4.** The Department will focus its resources to accomplish the essential mission of the Department

**Action 4.1.** The Department will allocate new and replacement faculty lines to fulfill the Department's mission.

**Outcome 4.1.1.** The Department will examine data on enrolment and degrees in order to identify the needs of its various student constituencies.

**Outcome 4.1.2.** Establishment of hiring priorities for the next five years.

**Action 4.2.** The Department will develop a plan to allocate course releases in a manner which emphasizes the Department's research, teaching, and service mission.

**Outcome 4.2.1.** Successfully plan and implement a course release system.

**Action 4.3.** Develop a professional development funding strategy that rewards faculty for excellence in teaching and research.

**Outcome 4.3.1.** Successfully develop a funding strategy for professional development moneys.

**Action 4.4.** The Department shall work with COAS to advocate for appropriate funds necessary to meet the objectives of Department's strategic plan.

**Outcome 4.4.1.** New faculty will have competitive start-up funding.

**Outcome 4.4.2.** The Department will have sufficient tenure-line faculty so that part-time faculty constitute no more than 15% of departmental classes.

**Outcome 4.4.3.** Continue to seek funding for a variety of curriculum initiatives.

**Action 4.5.** Seek appropriate resources for the MS Program in Applied Sociology.

**Outcome 4.5.1.** Provide funding for graduate students who are giving papers at conferences.

**Outcome 4.5.2.** Provide greater funding for graduate assistantships and scholarships.

**Action 4.6.** The Department will develop a workable course banking policy for faculty who offer independent study courses.

**Outcome 4.6.1.** Successfully develop a course banking system.

**Action 4.7.** The Department will develop relationships with community stakeholders and alumni in hopes of raising resources for faculty and student development.

**Outcome 4.7.1.** The Department will have at least one named scholarship for students.

**Outcome 4.7.2.** The Department will raise alumni contributions.

**Action 4.8.** The Department will endeavor to recruit faculty and hire staff who add diversity to the Department.

**Outcome 4.8.1.** Increase the representation of under-represented groups and minorities among faculty and staff in the Department.

**Goal 5.** The Department will engage in appropriate forms of self-reflection to ensure that we carry out our responsibilities in the most effective and efficient manner possible

**Action 5.1.** The Department will develop and implement program assessment mechanisms for all departmental programs.

**Outcome 5.1.1.** An assessment system that considers each year's results, makes recommendations regarding the curriculum and the assessment system, and makes adjustments on the basis of those results.

**Action 5.2.** The Department will develop a plan to formally and informally survey its majors in order to seek their perspective on the efficacy of the department's mission.

**Outcome 5.2.1.** A survey or focus group of students which collects demographic data on majors and asks them about their opinion of courses, scheduling, and effectiveness of the curriculum.

**Action 5.3.** The Department will participate in the assessment of the General Education program.

**Outcome 5.3.1.** Identification of student learning outcomes for all GE courses taught in the Department, with designation of assignments that help achieve those outcomes.