

**Cyclical Program Review of Academic Programs in the Department of Sociology
One Year Progress Report on Implementation Plan**

Date: September 2016

Recommendation	Proposed Follow-up	Responsibility for Leading Follow-up	Timeline for Addressing Recommendation	Please indicate whether the implementation is on target and on time, and provide a brief description.
<p>1. The Department of Sociology, in conjunction with the Faculty of Arts and Science, should develop a strategic plan for faculty renewal that takes into account the needs of the program. The strategic plans should:</p> <ul style="list-style-type: none"> a) Identify critical positions and positions that will be difficult to recruit; b) Include an inventory of existing skills and core competencies (including scholarly fields of knowledge) and potential skills within the department; 	<p>Initiate discussion with department head and associate dean Arts and Science</p>	<p>Department head and associate dean Arts and Science</p>	<p>Dean, Arts and Science's <i>annual report</i> to the provost 2016</p>	<p>1a. The Department of Sociology hired Dr. Victoria Sytsma this past year – her position began on July 1, 2016. Dr. Sytsma's areas of expertise fill the position that would be critical for the Department and difficult to recruit insofar as she has expertise in criminology and possesses advanced expertise in the area of quantitative research methodology. Ever since the tragic death of Dr. Stephen Gymah in May 2012, the Department has been severely hampered in its quantitative research course offerings due to the University's hiring freeze that extended into 2014-15. The Department first advertised the position that Dr. Sytsma now fills in 2014-15 but because of the demand for criminologists with quantitative research skills is so strong, and the Department did not have authorization to advertise the position until the fall of 2014, although there were several strong candidates who applied, the best of them had already accepted positions at other universities. As</p>

<p>c) Succession planning for critical roles in the unit, and;</p> <p>d) Include a strategic plan for recruitment of additional positions should opportunities arise in the future</p>				<p>a result, the Appointments Committee made the very difficult decision to not fill the position for July 2015 and to re-advertise it. That decision has proven to be extremely wise as Dr. Sytsma fits the position perfectly and has already proven herself to be an extremely valuable addition to the Department.</p> <p>The search for a replacement to Dr. Sacco in the area of criminology and constructivist social theory may also prove to be difficult but the applicants for the position filled by Dr. Sytsma indicate that there are a number of young scholars with expertise in criminology and qualitative research approaches who are in the market for tenure-track positions.</p> <p>What will remain critical to the Department is the recruitment of scholars who replace the areas of expertise covered by the next two most obvious retirees – Professors Beamish and Lyon. At present, the Department of Sociology identifies three areas of specialization – Criminology and Law; Media, Information, and Surveillance; and Power, Inequalities and Social Justice. Protecting and maintaining these three areas of specialization are the first priority for the Department in any strategic plans for the future. Additional hires will enable to the Department to broaden its expertise and thus course offerings but these three</p>
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areas of specialization must be maintained through strategic hires.

1b. Despite its modest size, the tenure stream and tenured faculty in the Department of Sociology at Queen's currently possess a number of the centrally important skills and core competencies found within the discipline. Whether it is in their teaching or research experiences or demonstrated in their publications and presentations, faculty in the Department are well versed in research methodologies and research techniques that span from the quantitative to qualitative and the ways in which those methodologies intersect with issues of history, ethnography, community-based, and public and private institutional research. Similarly, members of the Department combine to cover the broad range of theoretical perspectives found within the discipline. The Department's expertise includes both classical and contemporary sociological theory and covers the spectrum from phenomenological and symbolic interactionist theory to the macro frameworks of structural functionalism, systems theory, and political economy.

The following list indicates the specific skills and core competencies within the Department.

				<p>Baron, Stephen (1.0 FTE): Criminology; Deviant Behaviour; Quantitative Methods</p> <p>Beamish, Rob (1.0 FTE): Classical Social Theory; Contemporary Social Theory; Social Inequality</p> <p>Burfoot, Annette (1.0 FTE): Science and Technology Studies; Visual Sociology; Cultural Studies; Contemporary Social Theory; Feminist Theory</p> <p>Day, Richard (0.5 FTE): Anarchism; Radical Social Movements</p> <p>Hand, Martin (1.0 FTE): Digital Culture; Sociology of Consumption; Cultural Sociology; Contemporary Social Theory</p> <p>Kay, Fiona (1.0 FTE): Sociology of the Law; Sociology of Work and Occupations; Research Methodology</p> <p>Levine-Rasky, Cynthia (0.5 FTE) Social inequality, Social problems, ethnography and qualitative methodology, community-based research.</p> <p>Lyon, David (1.0 FTE): Surveillance Studies; Big Data; Information Technologies; Contemporary Social Theory; Sociology of Religion</p>
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				<p>Department should be in place for July 1, 2017.</p> <p>The Department of Sociology conducts much of its regular business in accordance with a set of “Rules of Procedure and Division of Responsibilities.” These Rules of Procedure were developed by members of the Department and voted upon. Within those Rules, the Department has specific procedures for selecting the Chairs of its various standing committees, including the Chair of the Graduate Studies Committee and the Chair of the Undergraduate Studies Committee. The appointment of a new Head of the Department will require the Department to use the Rules of Procedure to fill these two critical roles for July 1, 2017 in accordance with the Departments Rules of Procedure.</p> <p>1d. At its September 6, 2016 Departmental retreat, the faculty identified the following priorities for future positions within the Department.</p> <ol style="list-style-type: none"> 1. The first priority, consistent with protecting and maintaining the three areas of specialization, the Department will seek an entry level replacement position in the area of criminology for Vince Sacco who retired in August 2016. Given Professor Sacco’s social
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				<p>constructivist theoretical orientation and his extensive knowledge of popular culture, his replacement would ideally have a similar theoretical and methodological approach to criminology and expertise in the area of popular culture.</p> <ol style="list-style-type: none">2. The Department's next priority is a junior faculty member with expertise in the areas of the sociology of the family and the sociology of work with skills in qualitative methodology beneficial. A record of strong teaching in large courses would also be desirable as the Department will have to replace Professor Beamish, beginning in September 2018, as the instructor for the Introduction to Sociology course. This appointment would be primarily linked to the Power, Inequalities and Social Justice area of specialization.3. The Department's third priority, consistent with the commitment to maintain its three areas of specialization, is to ensure that when Professors Beamish and Lyon retire that they are replaced by junior faculty members who would contribute to the areas of specialization to which Beamish
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				<p>and Lyon are associated – Power, Inequalities and Social Justice in the case of Beamish and Media, Information, and Surveillance in Lyon’s case. The precise nature of these appointments would be developed leading into Beamish’s and Lyon’s decisions to retire.</p> <p>4. The Department’s fourth priority for the Department is a junior faculty member with expertise in the sociology of the environment.</p>
<p>2. The Department of Sociology should complete a curriculum review of all of its courses in conjunction with the Centre for Teaching and Learning. The purpose of the curriculum review would be to identify potential gaps and/or redundancies in the curriculum. The review should also aim to eliminate courses from the calendar that are no longer offered.</p>	<p>A curriculum mapping of all courses to DLEs, LOs and other indicators of achievement</p>	<p>Head, Department of Sociology and associate dean (Arts and Science)</p>	<p>Dean of Arts and Science’s <i>annual report</i> to the provost 2016</p>	<p>The Head of the Department arranged for a September 2016 meeting with an Educational Developer from the Centre for Teaching and Learning (CTL) to review the Department’s presentation of Degree Learning Expectations, Learning Objectives, and course alignment within the Self-Study, and open communication between the Department and the CTL regarding further curriculum development. Prior to meeting with Dr. Klodiana Kolomitro, the Head sent her the Department’s Self-Study and the Final Assessment Report including its recommendations so that she could overview the Department’s submission and the ensuing recommendations. Dr. Kolomitro came to the meeting thoroughly versed in the Department’s Self-Study, the various reports coming out of the CPR, and the specific recommendation regarding curriculum review in the “Final Assessment</p>

				<p>Report & Implementation Plan for the Cyclical Program Review of the Academic Programs in the Department of Sociology.”</p> <p>During a very collegial and productive meeting, the Head pointed out that, prior to the 2015-16 academic year, the Department had completed a thorough review of its course offerings in light of the feedback it had received in the CPR process. As a result of the review, in 2015-16, the Department made a submission to the Arts and Science Curriculum Committee which was passed in all of its parts and met three objectives. First, the Department, following its own internal curriculum review, identified courses that it would not offer again. The result was that two courses, SOCY 325 Contemporary Social Theories I and SOCY 326 Contemporary Theories II were dropped from the Calendar. These courses had been required courses prior to the major curriculum reform that the Department undertook in 2013-14 and while kept on the books for two years as potentially upper year elective courses, the move to present contemporary theory more fully in second year and the conscious integration of theory in the 200 and 300 level courses meant that the courses were no longer needed.</p>
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				the Department would initiate contact with Dr. Kolomitro to determine how the Department could move further forward in its curriculum development.
3. The Department of Sociology should take action to improve communications with its graduate students. In particular, the department should ensure that all MA students are aware early on of the options (thesis or non-thesis streams) available to them to complete their degrees.	Initiate discussion with Department Head and Associate Dean, School of Graduate Studies	Head, Department of Sociology and associate dean, School of Graduate Studies	Vice-Provost and dean School of Graduate Studies' <i>annual report</i> to the provost 2016	<p>While it may have been true that some students did not feel that there was sufficient communication between the Department and graduate students, particularly the Master's students around the thesis versus the essay option, that was certainly not true of all graduate students. Nevertheless, the Department has revised the Master's Students' Handbook and the Doctoral Students' Handbook to ensure that students are clear about the different options open to them within their programs, the expectations in each of the Master's options, and a wide variety of resources available to them (see, in particular, pg. 6 of the Master's Student Handbook).</p> <p>Second, in the summer of 2016, the Department thoroughly revised the Graduate Program part of the Department's website to improve communication with current as well as prospective graduate students.</p> <p>Third, the Chair of the Graduate Studies Program overviews the program options and requirements with all incoming students in a meeting dedicated to</p>

				<p>orienting new graduate students in the Department to all that the Department has to offer them during their course of studies. The two Master's options are thoroughly discussed at that time.</p> <p>Finally, the Department, in conjunction with several graduate students, has supported the founding of The Sociology Graduate Student Association. The new association has been very active in communicating information back and forth between graduate students and the Head of the Department, the Chair of the Graduate Studies Committee and the Administrative Assistant for the Graduate Program in Sociology.</p>
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Additional Notes:

Please note any additional issues affecting progress, if necessary.