

Post-APR Action Plan - Department of Sociology, Anthropology, and Public Health (SAPH)

August 22, 2022

Janet Rutledge, Katharine Cole, Kimberly Moffitt, Peggy Re, Sarah Chard, Tony Moreira & Colleen Rebeiro

RECOMMENDATIONS	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	ACTION PLAN
MAJOR RECOMMENDATIONS				
Establish a vision statement that offers a “thematic focus that builds on the distinct contributions of each of the three programs”	X			Each program to identify contributions to vision; Department Council to establish unified updated vision statement By deadline: Fall 2022
Increase number of Public Health (PBHL) Tenure/Tenure Track (T/TT) faculty to address high student:faculty ratio and research expectations of R1 institution	X	X		Two replacement faculty starting in Fall 2022 to address losses from 21-22; Faculty:Student ratio remains high and additional retirements are planned; Department will monitor enrollments; hiring needs will be shared with the College in the hiring plan. By deadline: December 2022 and Ongoing
Monitor Sociology (SOCY) faculty hiring needs to support Sociology faculty research, MA program, and service expectations	X	X		Hiring needs will be shared with the College in the hiring plan; Reviewers noted, "Additional permanent lines, either tenure track or teaching professor with strong service expectations, would enable SAPH to fulfill its commitment to support faculty research and enable pathways for promotion for associate professors". By deadline: December 2022 and Ongoing
Increase number of Anthropology (ANTH) faculty by one to address high service loads and research expectations of R1 institution	X	X		Visiting lecturer was converted to regular lecturer starting in Fall 2022
Examine curriculum for areas of enhanced alignment, including the possibility of a joint core course (methods) and electives	X			Programs will evaluate alignment across the Department, with particular attention to students' methods training By deadline: Fall 2022 to Spring 2023
Enhance PBHL curriculum alignment with Council on Education in Public Health (CEPH) competencies, including considering how ANTH and SOCY may contribute to achieving CEPH competencies; increase visibility of health disparities focus.	X			PBHL Program Committee will identify areas of alignment and gaps for discussion with ANTH and SOCY programs By deadline: Fall 2022
Evaluate CEPH accreditation: feasibility; costs, benefits; evaluate PBHL major CIP code alignment	X	X		PBHL program will evaluate and bring to Department Council and Dean for discussion By deadline: Spring 2023
Establish SOCY student learning objectives and align with course rubrics with the aim of facilitating multidimensional program assessment	X			SOCY program will finalize their work on program curriculum map and Student Learning Outcomes (SLO) integration at the course level By deadline: Fall 2022 to Spring 2023

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Increase support for undergraduate advising	X	X		CAHSS currently developing new advising approach; Department identified graduate student who can help address immediate advising needs within PBHL (TT faculty have reduced advising loads). By deadline: Ongoing
Examine workload policy and practices across assistant and associate faculty	X			Department's Personnel Committee will lead review of policies and their implementation By deadline: Fall 2022
Evaluate the viability of an interdisciplinary PhD program housed within the Department	X			Department Council will discuss holistically and with attention to the impact on individual programs. By deadline: Spring 2023
Assess the feasibility of continuing to offer three post-baccalaureate certificates	X			MA program will evaluate and bring recommendation to Department Council for discussion. By deadline: Spring 2023
SUPPLEMENTAL RECOMMENDATIONS				
Examine SAPH's formal and informal relationships with other UMBC graduate programs; this includes examining how these relationships impact the department and department initiatives, as well as opportunities for strengthening connections and creating pathways for undergraduates.	X			SAPH faculty will review its formal MOUs and informal service provided to other UMBC graduate programs. SAPH will determine how the relationships may be strengthened through additional pathways, and areas where strain is occurring. By deadline: Spring 2023-Fall 2023
PBHL revise program educational goals and learning outcomes for clarity	X			PBHL Program Committee By deadline: Fall 2022
ANTH Curriculum: hone curriculum fit with current faculty; increase discussion of transferability of degree and skills; directed outreach to UMBC and Community College students on major opportunities	X			ANTH Program Committee will evaluate and develop plan By deadline: Fall 2022
Increase publicity/marketing of faculty research, department programs, and opportunities within the major	X	X		SOCY program included in website development initiative in summer 2022; SOCY and PBHL utilizing groups page for directed announcements to students; Department will continue to work with University on publicity and marketing. By deadline: Ongoing
Hire student as social media content creators	X			Department programs will develop and pilot students as social media content creators By deadline: Fall 2022 to Spring 2023

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Enhance collection of data on graduates' accomplishments and employment	X			PBHL tracking via social media; SOCY and ANTH will adopt similar approaches (Fall 2022); Department will discuss additional options with Career Center and Alumni Office. By deadline: Fall 2022 and ongoing
Increase Graduate Assistant (GA) stipend amount		X		GA stipends increased starting Fall 2022
Increase number of GA lines in order to support SAPH faculty research, consistent with "graduate programs across the country at peer and aspirational-institutions."	X	X		Department will pursue opportunities on campus and with external funders. By deadline: Fall 2022 and ongoing
				GA lines will be examined during the CAHSS FRAP reallocation process. By deadline: 2022-2023
Encourage faculty to utilize university resources to support their professional development	X			Department Council Google distribution list created for faculty to circulate and save information; senior department members and faculty mentors will reach out for 1:1 discussion and ensure colleagues understand how information is distributed by University (e.g., CALT, OVPR). By deadline: Fall 2022
Course modality: ensure pedagogical rationale when utilizing online and hybrid modalities	X			Programs will evaluate with the development of the schedule
				By deadline: Fall 2022 and ongoing