

1. Assessment Plan - Three Column



PIE - Humanities & Social Sciences: Sociology & Philosophy Unit

Narrative Reporting Year

2019-20

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Summary of Notable Achievements:

Sociology Faculty Accomplishments:

- Hired two new full-time faculty members
- Linda Rillorta, Karla Hernanadez, and Jean-Pierre "JP" are faculty advisors for Culture Shock Club.
- Culture Shock coordinated two donation drives this Fall 2019 semester. The first drive was a snack drive for the Sherman Indian High School. The second drive was for House of Ruth holiday donation drive to assist families victimized by domestic violence.
- Jean-Pierre "JP" Gatillon organized the Holocaust Speaker event.
- Linda Rillorta participated in promoting Honors Program recommendations.
- Michelle "Mica" Stewart-Thomas' sabbatical project focused on conflict resolution, which included resources for students, clients, and professional development opportunities for addressing it.
- Marlene Gallarde is a member of the Open Educational Resources (OER) Taskforce, which involves adoption and/or development of OER to promote student learning.

Philosophy Faculty Accomplishments:

- Hired two new full-time faculty members
- Joseph Komrosky is the faculty advisor for the Philosophy Club.
- Philosophy Club was involved in sponsoring of Zoom Interfaith Event.
- Andrea Diem participated in promoting Honors Program recommendations.
- Andrea Diem was a keynote speaker for an online conference initiated from India with more than 1,000 people in attendance.
- Samuel Wolde-Yohanne sabbatical project focused on a short history on the mind—body problem, which is one of the most engaging research endeavors in the field of philosophy.

Department Accomplishments:

- The Steve Runnebohm Award was given to the department by the Honors Program.

Program Planning (Equity, Retention and Success):

Conversations take place at monthly department meetings.

These conversations include:

- funding for three additional faculty in Sociology
- funding for conferences, guest speakers, marketing/promotional materials, and computer equipment
- office space for department chairs, adjuncts, and new hires
- creation of new curricula
- development and marketing of online AATs
- development of new SLO statements for all Philosophy courses
- need for expanded custodial services

External and Internal Conditions Analysis:

External Factors

1. Increased employment levels may have impacted overall college enrollment thereby reducing enrollment in our courses for the Fall Semester.
2. COVID-19/Stay-at-home order impacted student success in Spring courses.
3. Limited funding of conference and travel and professional development.
4. Exponential growth nationwide for online classes and degrees.
5. The emergence of COVID-19 has increased the need for heightened sanitizing of buildings as well as a need for sanitizing stations and a safety protocol for future health and wellness.

Internal Factors

1. Limited classroom availability especially during the T/TH 9:45 am-11:10 am time slot which is ideal for our Philosophy courses.
2. Limited or unreliable technology in 26 building classrooms.
3. Sociology classes too large to adequately support student success.
4. Minimal custodial services (even before COVID-19) has resulted in an ongoing lack of assurance of safety regulations and standards being met to ensure academic success.

Critical Decisions Made by Unit:

NEW GOAL ITEMS 2020

1. Propose new courses and include these courses on our AAT in Sociology in order to remain current with nationwide Sociology course offerings.
Proposed Courses: Sociology of Mental Health and Introduction to Human Services
2. Propose new courses in order to remain current with nationwide Philosophy course offerings.
Proposed Courses: Philosophy of Mind and Philosophy of Religion
3. Complete process to make PHIL 3H IGETC approved.

4. Complete process to get all AAT Degrees for both Philosophy and Sociology onto the California Virtual College website as fully online degrees.
5. Begin process to have online courses Quality Reviewed badged through the California Virtual College website.
6. Complete process to formalize Curriculum and SLO Rotation Schedule that is in alignment with campus rotation guidelines.
7. Redesign marketing strategy for Philosophy program and courses.
8. Increase number of courses offered with Open Education Resources (OER).

Contributors to the Report: Lori Walker, Susie Cevallos

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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Campus Involvement - Engage faculty and students in department coordinated events
Report directly on Goal
Status: Active
Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21
Date Goal Entered (Optional): 09/01/2016

Reporting Year: 2019-20
% Completed: 50
 Sociology Faculty Accomplishments:
 - Linda Rillorta, Karla Hernandez, and Jean-Pierre "JP" are faculty advisors for Culture Shock Club.
 - Culture Shock coordinated two donation drives this Fall 2019 semester. The first drive was a snack drive for the Sherman Indian High School. The second drive was for House of Ruth holiday donation drive to assist families victimized by domestic violence.

 - Jean-Pierre "JP" Gatillon organized the Holocaust Speaker event.

 Philosophy Faculty Accomplishments:
 - Joseph Komrosky is the faculty advisor for the Philosophy Club
 - Philosophy Club was involved in sponsoring of Zoom Interfaith Event.

(05/28/2020)

Reporting Year: 2018-19

Unit Goals

Resources Needed

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Report directly on Goal

% Completed: 50

Sociology Faculty Accomplishments:

- Linda Rillorta helped to organize 6 Chinese culture and histories lectures on campus during the Fall and Spring semesters as part of the USIFUL government grant.
- Linda Rillorta served on the 2019 program Planning Committee for the Pacific Sociological Association while also serving on the Endowment Committee, and presenting on a panel promoting teaching community colleges.
- Linda Rillorta is serving on the Sociology and Culture Shock Scholarship committee, the Honors Council, and the Foundation Board for Mt. San Antonio College.

- Karla Hernandez organized the Research Showcase for the college.
- Karla Hernandez helped to organize the Human Trafficking Conference.
- Karla Hernandez is serving on the Sociology and Culture Shock Scholarship committees.

- Marlene Gallarde organized the Holocaust Speaker event.
- Marlene Gallarde organized the Human Trafficking Conference.
- Marlene Gallarde is serving on the Sociology and Culture Shock Scholarship committees.

Philosophy Faculty Accomplishments:

- David Lane was the plenary speaker at a conference in India on Philosophy. Over 10,000 attended his lecture in late August.
- David Lane has produced numerous digital books and audio books for student use in our department.
- David Lane has created a student library and gives away about 30 books each week to the study body to cultivate their interest in Philosophy, Science, and Sociology.

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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Report directly on Goal

- Andrea Diem was also the plenary speak at a conference in Agra, India on Philosophy with over 10,000 in attendance. A book and film were produced to accompany her lecture.
- Andrea Diem served as chair of the Philosophy hiring committee.
- Andrea Diem has published 4 articles on Philosophy this year; essay topics include: Sikhism, evolution, mysticism, etc.
- Professor McGruder reviewed the Accessibility Check List and revised his website and Canvas Courses for his On Campus and Online classes.
- Professor McGruder regularly scheduled luncheon meetings with current and former students as well as part-time faculty.
- Professor McGruder leaves a career of servicing and supporting the success of his students over the years as he retires.
(05/03/2019)

Request - No Funding Requested -

Honorariums for guest speakers.

***Describe Plans & Activities**

Supported (Justification of Need):

The Holocaust Event and the the Human Trafficking events need to have appropriate guest speakers

***Lead:** Andrea Diem and Linda Rillorta

What would success look like and how would you measure it?:

The Holocaust Event and the the Human Trafficking events will have appropriate guest speakers and will have been successfully attended by faculty and students.

Type of Request: OTHER OPERATING EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD.
Planning Unit Priority: High
On-Going Funding Requested (if applicable): 2000
Total Funding Requested: 2000

<p>Professional Development - Maintain staff and faculty excellence through ongoing professional development Status: Active Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20 % Completed: 25 Faculty members attended professional development related to remote learning. (05/28/2020)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 25 Several faculty members attended national and international conferences this academic year. Funding was limited this year and the outcome was impacted (less faculty were able to attend). Michelle (Mika) Stewart-Thomas (in Sociology) and Samuel Wolde-Yohannes (in Philosophy) also completed one-year sabbaticals. (05/03/2019)</p>
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Request - No Funding Requested -
More funding for conferences and travel.
***Describe Plans & Activities Supported (Justification of Need):**
Attending conferences exposes faculty to new research, current teaching practices/techniques/resources. POD has communicated to our department that future funding of international conferences and group funding for repeat conferences will not be forthcoming.
***Lead:** Andrea Diem and Linda Rillorta
What would success look like and how would you measure it?: Faculty

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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will be able to attend the conferences and report back to the department. Additionally, they will be able to utilize the conference information in the classroom.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

On-Going Funding Requested (if applicable): 10000

Total Funding Requested: 10000

<p>Research - Promote undergraduate research</p> <p>Status: Active</p> <p>Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22</p> <p>Date Goal Entered (Optional): 09/01/2016</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20</p> <p>% Completed: 25</p> <p>Success has been limited due to lack of funding. Research Showcase and Competition coordinated by Sociology was planned, but then postponed due to state stay-at-home order. (05/28/2020)</p> <hr/> <p>Reporting Year: 2018-19</p> <p>% Completed: 50</p> <p>Success has been limited due to lack of funding and administrative support. However, the Research Showcase and Competition was coordinated by Sociology. (05/03/2019)</p>
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Request - No Funding Requested -

Seek reassign time for an undergraduate research coordinator

***Describe Plans & Activities Supported (Justification of Need):**

Need for coordination for events, the current process is a faculty member doing it manually.

***Lead:** Marlene Gallarde

What would success look like and how would you measure it?:

Undergrad would have the opportunity to obtain quality level

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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research and have an event available where they can show their findings.
Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.
Planning Unit Priority: High
On-Going Funding Requested (if applicable): 5000
Total Funding Requested: 5000

Sociology and Philosophy Faculty -
 We will hire more full-time faculty to replace retired faculty and to address growth in areas of specialization.
Status: Active
Goal Year(s): 2016-17, 2017-18, 2018-19, 2019-20, 2020-21
Date Goal Entered (Optional): 06/01/2017

Report directly on Goal

Request - No Funding Requested -
 Sociology is requesting two full-time faculty positions to address the following areas:
 - General Sociology Courses
 - Statistics
 - Social Justice Studies
 - LGBTQ Studies

Philosophy is requesting one full-time faculty position.
***Describe Plans & Activities Supported (Justification of Need):**
 We have 44 Sociology adjuncts teaching high loads of courses as full-time faculty are not available to teach them.

We have 12 Sociology adjuncts teaching high loads of courses as

Reporting Year: 2019-20
% Completed: 50
 We hired two new Sociology FT faculty members, Susie Cevallos (General Sociology) and Jean Pierre (JP) Gatillon (General Sociology).

 We also hired two new Philosophy FT faculty members, Lori Walker (Critical Thinking) and Joseph Komrosky (Logic). (06/06/2020)

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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full-time faculty are not available to teach them.

***Lead:** Linda Rillorta/Andrea Diem

What would success look like and how would you measure it?: We will hire at least two new FT Sociology and one FT Philosophy faculty members.

Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.

Planning Unit Priority: High

On-Going Funding Requested (if applicable): 300000

Total Funding Requested: 300,000

<p>Sociology and Philosophy OER - Adopt more Open Educational Resources (OER) materials. Status: Active Goal Year(s): 2019-20, 2020-21 Date Goal Entered (Optional): 05/15/2019</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20 % Completed: 50 Sociology has increased the use of OER in our classes. Specialized courses still need OER texts. (05/28/2020)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 75 Sociology has increased the use of OER in our classes. Specialized courses still need OER texts. (05/03/2019)</p>
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Request - No Funding Requested -
Paid training for faculty to learn about OER and the various resources available.

***Describe Plans & Activities**

Supported (Justification of Need):
There is a statewide initiative for departments to expand their Open Educational Resources (OER) in order to expand equity and access for all students.

***Lead:** Marlene Gallarde, Andrea Diem

What would success look like and how would you measure it?: More

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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faculty will adopt OER for their classes.
Type of Request: INSTRUCTIONAL EQUIPMENT: Equipment, library material, or technology for classroom instruction, student instruction or demonstration, or in preparation of learning materials in an instructional program, equal or over \$500.
Planning Unit Priority: High
On-Going Funding Requested (if applicable): 10000
Total Funding Requested: 10,000

<p>Philosophy OER - Adopt more OER materials. Status: Archive Goal Year(s): 2017-18, 2018-19, 2019-20 Date Goal Archived/Inactivated (Optional): 06/03/2020</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2017-18 % Completed: 25 A few of the faculty have recently adopted OER materials. We need funding for our paid training so that we can further promote this goal. (05/10/2018)</p>
	<p>Request - No Funding Requested - Paid training for adjuncts to learn about OER and the various resources available to them. *Describe Plans & Activities Supported (Justification of Need): Hold a three hour paid training workshop for adjuncts. *Lead: Andrea Diem What would success look like and how would you measure it?: More adjuncts will adopt OER for their classes. Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees. Planning Unit Priority: Medium One-Time Funding Requested (if applicable): 500</p>	<p>Reporting Year: 2018-19 % Completed: 50 Philosophy has increased the use of OER in our classes. Specialized courses still need OER texts. (05/03/2019)</p>

Unit Goals

Resources Needed

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Total Funding Requested: 500

Sociology and Philosophy Outcomes

- Maintain and update outcomes.

Status: Active

Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21

Report directly on Goal

Reporting Year: 2019-20

% Completed: 50

Sociology

Outcomes for SOC 23, SOC 40, and SOC 36 were assessed and reviewed.

Philosophy

Outcome #2 for PHIL 5H were assessed and reviewed.
(05/28/2020)

Reporting Year: 2018-19

% Completed: 75

This year outcomes were not assessed, but were reviewed.
Outcomes for new courses will be developed next year.
(05/03/2019)

Philosophy Outcomes - Maintain and update outcomes.

Status: Archive

Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21

Report directly on Goal

Reporting Year: 2019-20

% Completed: 75

Outcomes for PHIL 5H were assessed and reviewed.
(05/28/2020)

Reporting Year: 2018-19

% Completed: 75

This year outcomes were not assessed, but were reviewed.
(05/03/2019)

Sociology and Philosophy Distance Learning Program

- Strengthen and expand the current schedule.

Status: Active

Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21

Report directly on Goal

Reporting Year: 2019-20

% Completed: 75

At this time, all Philosophy courses except for PHIL 3H have been submitted and approved.

At this time, all Sociology courses have been submitted and approved except for SOC 14 which has been submitted as of May 2019 and is pending DL approval.

(05/28/2020)

Reporting Year: 2018-19

% Completed: 75

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
	Report directly on Goal	The department monitored enrollment and added several more online sections to the course schedules for fall, winter, spring, and summer. A banner was designed and printed to advertise our online program. (05/03/2019)
Sociology Distance Learning Program - Strengthen and expand the current schedule. Status: Archive Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21	Report directly on Goal	Reporting Year: 2018-19 % Completed: 75 The department monitored enrollment and added several more online sections to the course schedules for fall, winter, spring, and summer. A banner was designed and printed to advertise our online program. (05/03/2019)
Office Space - Increase office space commensurate with number of people in the department. Status: Active Goal Year(s): 2018-19, 2019-20, 2020-21	Report directly on Goal	Reporting Year: 2019-20 % Completed: 25 We did not receive any of our requests for physical space. (05/28/2020)
	Request - No Funding Requested - Physical office space in our department area. *Describe Plans & Activities Supported (Justification of Need): 1. Our department chairs are both sharing offices with other colleagues. 2. There is no space to accommodate any new hires in our department. 2. We have 44 adjunct professors using a small work area in the staff room. *Lead: Linda Rillorta/Andrea Diem What would success look like and how would you measure it?: 1. For department chair space needs, one office is requested to accommodate them. 2. For new hires, one office is requested to accommodate them. 3. For adjunct space needs, one office is requested to accommodate them.	

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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Type of Request: FACILITIES: This section includes minor building improvement projects and alterations to specific rooms or operational areas.
Planning Unit Priority: High
Total Funding Requested: 0

<p>Research Library - Create a philosophy research library in our department. Status: Inactive Goal Year(s): 2017-18, 2018-19, 2019-20 Date Goal Archived/Inactivated (Optional): 05/12/2020</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2018-19 % Completed: 50 The research library was established by the philosophy department. The library is housing several thousand books and these books are available to students weekly free of charge. We estimate that over 400 student visit the library monthly. (05/03/2019)</p>
		<p>Reporting Year: 2017-18 % Completed: 25 No progress has been made on this goal because of the lack of funding. However, the books have been acquired as well as the space. (05/10/2018)</p>

<p>Office Equipment - Increase office equipment available to accommodate number of people in the department. Status: Active Goal Year(s): 2018-19, 2019-20, 2020-21</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20 % Completed: 0 We did not receive any of our requests for adjunct computers. (05/28/2020)</p>
	<p>Request - No Funding Requested - Two desk tops computers for adjunct office work space. *Describe Plans & Activities Supported (Justification of Need): We have 44 adjunct faculty and only 2 computers in our area for them to use. There is definitely a need for two additional computer systems to accommodate them. *Lead: Linda Rillorta/Andrea Diem What would success look like and how would you measure it?: We will attain two new computer systems for adjuncts.</p>	

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
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Type of Request: INSTRUCTIONAL
EQUIPMENT: Equipment, library material, or technology for classroom instruction, student instruction or demonstration, or in preparation of learning materials in an instructional program, equal or over \$500.
Planning Unit Priority: High
One-Time Funding Requested (if applicable): 4000
Total Funding Requested: 4000

<p>Expand Sociology Courses - Expand course offerings relative to student demand and nationwide requirements/trends Status: Active Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20 % Completed: 75 SOC 110, Social Justice and SOC 130, LGBTQ has been approved by IGETC and CSU General Education inclusion and both will be taught in the fall of 2020. (05/28/2020)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 75 Sociology proposed: Research Methods, Statistics, Sex and Gender, Introduction to Social Justice Studies, Introduction to LGBTQ Studies. All courses were approved and will be offered on the AAT. (05/03/2019)</p>
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<p>Expand Philosophy Courses - Expand course offerings relative to student demand and nationwide requirements/trends Status: Active Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21</p>	<p>Report directly on Goal</p>	<p>Reporting Year: 2019-20 % Completed: 25 Phil held discussions to explore possible courses to develop. (05/28/2020)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 25 Phil held several discussions to explore possible courses to develop. (05/03/2019)</p>
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