# 1. Assessment Plan - Four Column

## PIE - Humanities & Social Sciences: Sociology & Philosophy Unit

### Narrative Reporting Year

<table>
<thead>
<tr>
<th>Year</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contact Person:</strong></td>
<td>Andrea Diem, Linda Rillorta</td>
</tr>
<tr>
<td><strong>Email/Extension:</strong></td>
<td><a href="mailto:adiem@mtsac.edu">adiem@mtsac.edu</a>, <a href="mailto:lrillorta@mtsac.edu">lrillorta@mtsac.edu</a></td>
</tr>
<tr>
<td><strong>Program Planning Dialog:</strong></td>
<td>During our department meetings and retreat the following concerns were expressed:</td>
</tr>
</tbody>
</table>

1. lack of funding for conferences
2. lack of funding for speakers
3. lack of funding for promotional items
4. lack of office space for fulltime faculty
5. lack of office equipment like computers for adjuncts
6. lack of office space for adjunct faculty

**External Conditions, Trends, or Impacts:**

1. There is a lack of a research center or a centralized HSS research coordinator on campus. Disciplines engage in undergraduate research at varying levels.
2. Faculty members spends numerous hours weekly beyond her contract hours to meet with students and guide them in their research projects.
3. Limited funding of conference and travel and professional development
4. Limited or unreliable technology in classrooms in 26 building.
5. Limited classroom availability during the T/TH 945am-1110am time slot which is ideal for our Phil courses.
6. Limited space for adjunct faculty to meet with students.
7. More demands on department chair with less or insufficient compensation.
8. Changes in the adjunct faculty evaluation process four years in a row.
9. Too few HSS Division staff to serve all of the HSS faculty and students.
10. Sociology classes are too large. We need to reduce these class sizes based on equity goals.
Internal Conditions, Trends, or Impacts:

1. Sociology Staffing: Added three new courses to our AAT in Sociology. We need faculty for SOC 40, SOC 12, and SOC 25 immediately. Our AAT was introduced in Spring 2017 and there were 43 official sociology majors. In Spring 2018 there are 140 (90 official and 50 pending) sociology majors. We now have the highest rate of AAT students in HSS. We only have four full-time faculty to run our program while other disciplines that have lower rates of AAT students have more faculty.

1a. Our Sociology online sections have grown exponentially. Each primary term, we have added at least 6 online sections after the start of the term. We need more full-time faculty to teach online sections or the current full-time faculty should be allowed to teach more than 9 LHE online to meet this growing demand.

2. Several broken desks in the classrooms, broken lights, and faculty rearranging classrooms. HSS staff should conduct regular checks of the classrooms are needed with repair requests submitted immediately.

3. Facilities Issues: Many of sections are offered during prime times to meet student demand. However, the classrooms in 28B offer limited technology and create instructional barriers.

4a. Staffing Issues for Philosophy: The program is growing slowly, but this growth can be increased with more full-time faculty.

4b. Staffing Issues: The AAT in Philosophy was approved in Spring 2018. There are now 11+ students who are majoring in philosophy and this number is expected to grow significantly.

4c. Philosophy online demand has been growing exponentially. All full-timers now teach the maximum online load in the primary terms. Three of them teach the maximum load in both intercessions. We need more full-time faculty to teach online sections or the current full-time faculty should be allowed to teach more than 9 LHE online to meet this growing demand.

5. Enrollment Issues: SOC 1 and SOC 5 are in high demand, but there are not enough full-timers to meet the demand. We are adding sections every semester.

Courses taught by proposed faculty fulfill highest/high-demand GE requirements in area with multiple options.

- About 8.8% of all HSS offerings were sociology classes (5,038 FTES over the last seven years)
- SOC 1 is in high demand • On 9/13/16 there were 29,579 credit students enrolled. 1,458 students enrolled in SOC 1 this fall. Thus, SOC 1 students make up about 4.9% of all credit students at Mt. SAC. • SOC 1 has a 50 student maximum, about 20 more students per section than most courses. This creates more work for professors, particularly our part-time professors.

Critical Decisions Made by Unit:

1. Increased focus on course offerings, focusing on core courses like SOC 1, SOC 5

2. Increase Phil 9 course offerings to meet demand

3. Rotate specialized courses to meet demand

4. Participated in Honors Fast Track

5. Assign classes to adjuncts in the pool due to unfulfilled faculty position requests
6a. Requested two full time faculty positions for sociology

6b. Requested one full time faculty position for philosophy

7. Recruit more adjunct for sociology due to reassignment of faculty

8. Added more online sections in both sociology and philosophy

9. Proposed the addition of SOC 40/H, SOC 12, and SOC 25

10. Splitting the chair role among three faculty (two philosophy co-chairs, one sociology)

11. Submitted request for a department separation

**Notable Achievements for Theme A: To Advance Academic Excellence and Student Achievement:**

**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.

- 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.
Notable Achievements for Theme B: To Support Student Access and Success: 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.

- 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.

Notable Achievements for Theme C: Secure Human, Technological, & Financial Resources: 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.

• Andrea Diem was also the plenary speaker 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.

Notable Achievements for Theme D: To Foster an Atmosphere of Cooperation and Collaboration: 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.

• Andrea Diem was also the plenary speaker 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.

<table>
<thead>
<tr>
<th>Unit Goals</th>
<th>Resources Needed</th>
<th>Where We Make an Impact: Closing the Loop on Goals and Plans</th>
</tr>
</thead>
</table>
| Faculty - We will hire more full-time faculty to replace the retired faculty and to address growth in areas of specialization. | **In Progress** - Sociology is going to request a full-time position for each of each of the following areas: 1. General & Statistics 2. General & Research 3. General & Sex and Gender Roles | **Reporting Year**: 2018-19  
**% Completed**: 50  
Sociology hired a full-time faculty for Research Methods and Sex and Gender. (05/03/2019) |
| **Status**: Active  
**Goal Year(s)**: 2016-17, 2017-18, 2018-19, 2019-20, 2020-21  
**Date Goal Entered (Optional)**: 06/01/2017 |  |
| Philosophy will request a full-time position for each of the following areas: 1. General & Critical Thinking and Writing 2. Introduction to Logic |  |
| **Describe Plans & Activities Supported (Justification of Need)**: More faculty |  |
| **Lead**: Marlene Gallarde  
Andrea Diem  
Sam Wolde-Yohannes |  |
| **What would success look like and how would you measure it?**: We will hire at least two new FT sociologists and one new FT philosopher. |  |
| **Planning Unit Priority**: High |  |
| **In Progress** - Hire a new philosophy professor who specializes in Phil 9 Critical Thinking and Writing and Phil 3 Logic. | **Reporting Year**: 2018-19  
**% Completed**: 100  
Phil hired a new logic faculty to replace the retiring faculty. There was also a transfer faculty member to teach Phil 9. (05/03/2019) |  |
<p>| <strong>Describe Plans &amp; Activities Supported (Justification of Need)</strong>: New faculty |  |
| <strong>Lead</strong>: Andrea Diem |  |</p>
<table>
<thead>
<tr>
<th>Unit Goals</th>
<th>Resources Needed</th>
<th>Where We Make an Impact: Closing the Loop on Goals and Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Samuel Wolde-Yohannes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>What would success look like and how would you measure it?: We will able to hire one full-time philosophy professor.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Planning Unit Priority: High</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In Progress - Sociology is going to request a full-time position for each of each of the following areas: 1. General &amp; Statistics 2. General &amp; Social Justice Studies 3. General &amp; LGBTQ Studies</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Describe Plans &amp; Activities Supported (Justification of Need): More faculty</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lead: Linda Rillorta</td>
</tr>
<tr>
<td></td>
<td></td>
<td>What would success look like and how would you measure it?: We will hire at least two new FT sociologists.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Type of Request: STAFFING: Requests for permanent employee positions or temporary/hourly employees.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Planning Unit Priority: High</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lead: Andrea Diem</td>
</tr>
<tr>
<td></td>
<td></td>
<td>What would success look like and</td>
</tr>
</tbody>
</table>

**Philosophy OER - Adopt more OER materials.**  
**Status:** Active  
**Goal Year(s):** 2017-18, 2018-19, 2019-20, 2020-21

**Report directly on Goal**

<table>
<thead>
<tr>
<th>Reporting Year</th>
<th>% Completed</th>
<th>Status</th>
<th>Goal Year(s)</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-18</td>
<td>25</td>
<td>Active</td>
<td>2017-18, 2018-19, 2019-20, 2020-21</td>
<td>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)</td>
</tr>
<tr>
<td>2018-19</td>
<td>50</td>
<td>Active</td>
<td>2017-18, 2018-19, 2019-20, 2020-21</td>
<td>Philosophy has increased the use of OER in our classes. Specialized courses still need OER texts. (05/03/2019)</td>
</tr>
</tbody>
</table>

**Request - Partial 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
<table>
<thead>
<tr>
<th>Unit Goals</th>
<th>Resources Needed</th>
<th>Where We Make an Impact: Closing the Loop on Goals and Plans</th>
</tr>
</thead>
</table>
| **Research Library** - Create a philosophy research library in our department. **Status:** Active **Goal Year(s):** 2017-18, 2018-19, 2019-20 | **Report directly on Goal** | **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)  
**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) |
| | **Request - Full Funding Requested -**  
Six 6.5ft tall bookcases with wall mounts with delivery and assembly. One round table and four chairs. Log book for check-outs.  
**Describe Plans & Activities Supported (Justification of Need):**  
After installation of book cases, students will be able to access a rich variety of philosophical texts not available in our campus library. Students will be able to use these texts for research and participate in the Sociology Research Conference as well as other academic competitions.  
**Lead:** Andrea Diem  
**What would success look like and how would you measure it?:** Weekly use of the research library by students and more submissions to |
<table>
<thead>
<tr>
<th><strong>Unit Goals</strong></th>
<th><strong>Resources Needed</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>the research showcase by philosophy students evidenced by the frequency of attendance (recorded in the log book). <strong>Planning Unit Priority:</strong> High One-Time Funding Requested (if applicable): 2000</td>
<td></td>
</tr>
<tr>
<td><strong>Office Space</strong> - We have several office space issues: 1. We request that our new full time hires be placed in office space in the same hall way as the rest of our department. 2. Chairs do not have their own offices. 3. There is no room to grow if we hire more full time faculty. 3. We have 44 adjunct professors sharing one small work room. More space is requested to accommodate them.</td>
<td><strong>Request - Full Funding Requested</strong> - Physical office space in our department area. <strong>Type of Request:</strong> FACILITIES: This section includes minor building improvement projects and alterations to specific rooms or operational areas. <strong>Planning Unit Priority:</strong> High</td>
</tr>
<tr>
<td><strong>Office Equipment</strong> - We have 44 adjunct faculty and only 2 computers in our area for them to use. There is definitely a need for an addition computer system for them.</td>
<td><strong>Request - Full Funding Requested</strong> - Two desk tops computers for adjunct office work space. <strong>Type of Request:</strong> INSTRUCTIONAL SUPPORT PROGRAM FUNDING (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. <strong>Planning Unit Priority:</strong> High One-Time Funding Requested (if applicable): 3500 <strong>Request - Full Funding Requested</strong> - Printer and computers in faculty workroom</td>
</tr>
</tbody>
</table>
### Unit Goals

<table>
<thead>
<tr>
<th>Resources Needed</th>
<th>Where We Make an Impact: Closing the Loop on Goals and Plans</th>
</tr>
</thead>
</table>
| **Describe Plans & Activities**<br>Supported (Justification of Need):<br>We have 44 adjunct faculty and only 2 computers in our area for them to use. There is definitely a need for additional computers and a printer.<br><br><br>**Lead:** Linda Rillorta and Andrea Diem<br>**What would success look like and how would you measure it?:** Increased instructor access to necessary equipment.<br><br><br>**Type of Request:** NON<br>**INSTRUCTIONAL EQUIPMENT:** Tangible property with useful life of more than one year, other than land or buildings improvements, equal and over $500 per individual item. Used for administrative or non-instructional purposes.<br><br><br>**Planning Unit Priority:** High<br>**Documentation Attached?:** No<br>**One-Time Funding Requested (if applicable):** 4000<br>**Lead:** Linda Rillorta and Andrea Diem

| **Expand Sociology Courses** - Propose new courses and include these courses on our AAT in Sociology.<br>**Status:** Active<br>**Goal Year(s):** 2017-18, 2018-19, 2019-20 | **Report directly on Goal**<br>**Reporting Year:** 2018-19<br>**% Completed:** 75<br>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)<br>**Report directly on Goal**<br>**Reporting Year:** 2018-19<br>**% Completed:** 25<br>Phil held several discussions to explore possible courses to develop. (05/03/2019)

| **Instructional Equipment** - The Oculus Go has been a marvelous addition to our department. About 150 students have been able to use it to date.<br>**Request - Full Funding Requested -**<br>Oculus Quest VR headsets |

| **Status:** Active<br>**Goal Year(s):** 2017-18, 2018-19, 2019-20 | **Expand Philosophy Courses** - Propose new courses and include these courses on our AAT in Philosophy.<br>**Status:** Active<br>**Goal Year(s):** 2017-18, 2018-19, 2019-20 | **Request - Full Funding Requested -**<br>Oculus Quest VR headsets |

**11/07/2019**

Generated by Nuventive Improve
<table>
<thead>
<tr>
<th>Unit Goals</th>
<th>Resources Needed</th>
<th>Where We Make an Impact: Closing the Loop on Goals and Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Phil 5, 8) have used it and experienced the educational benefit of VR. The new Oculus coming out this May is the Quest, a more powerful VR system and it does not require a computer. <strong>Status:</strong> Active <strong>Goal Year(s):</strong> 2018-19</td>
<td><strong>Describe Plans &amp; Activities Supported (Justification of Need):</strong> The Oculus Go has been a marvelous addition to our department. About 150 students (Phil 5, 8) have used it and experienced the educational benefit of VR. The new Oculus coming out this May is the Quest, a more powerful VR system and it does not require a computer. <strong>Lead:</strong> Andrea Diem <strong>What would success look like and how would you measure it?:</strong> Increased student access to the educational benefits of new technology. <strong>Type of Request:</strong> LOTTERY: Instructional materials that are designed for use by pupils and their teachers as a learning resource and help pupils acquire facts, skills, or opinions or to develop cognitive processes. <strong>Planning Unit Priority:</strong> High <strong>Documentation Attached?:</strong> No <strong>One-Time Funding Requested (if applicable):</strong> 2400</td>
<td></td>
</tr>
</tbody>
</table>