# What's Happening in Your Department with Assessment

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ASA RESEARCH AND DEVELOPMENT DEPARTMENT

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The institutionalization of student outcomes assessment remains a contentious issue within the academy. For example, Fendrich (2007), quoted in The Chronicle of Higher Education, asserted that "Outcomes-assessment practices in higher education are grotesque, unintentional parodies of both social science and accountability." In response to Fendrich, Close (2007) describes assessment activities as "student-centered, contributing objective, transparent, justifiable grading standards." In spite of disagreement among faculty members, department chairs, and higher education administrators as to its value for student learning, most faculty members agree that the demand for assessment is not going to disappear from the academic landscape at least in the foreseeable future.

This third research brief, based on the American Sociological Association's (ASA) Department Survey, outlines the context for the assessment of student learning in sociology from the perspectives of government officials, higher education administrators, the ASA, and sociology department chairs. It goes on to report on the types of assessment that are conducted by sociology departments and the use of assessment for curricular change. This information will be sorted by the institutional type of the department. This brief, unlike previous ASA publications on assessment of student learning outcomes, is a research document rather than a "how to do it" report. It does not take a pro or anti-assessment position.

#### CONTEXTS

An awareness of the contexts in which assessment occurs can help faculty decide who the audience(s) are for assessment results, where the results will be sent, and how they will be used (Hood, Potts, and Johnson 2001). Five stakeholders that have differential power in shaping the context for assessment are described below.

1. Government Demands for Accountability. An increasing demand by federal agencies, regional accrediting agencies, and state legislators for assessment of student learning outcomes grew out of a demand for greater accountability of faculty and a concern about the perceived lack of global competitiveness of U.S. college graduates. In the early 1980s, individual state governments were early proponents of mandated assessment along with regional accreditation organizations. By 1989 half of all states mandated the use of assessment outcomes in higher education, although an increasing number seemed willing to leave the implementation to regional accreditation organizations (Ewell 2001). In this same year, the U.S. Department of Education required regional accreditation organizations to assess student learning outcomes as a condition of recognition. Since then federal requirements have become more stringent (Ewell 2001). State legislators and higher education officials often demand quantitative

<sup>&</sup>lt;sup>1</sup> We are especially indebted to James Sherohman, St. Cloud University and Margaret Weigers Vitullo, ASA, for their careful reading and thoughtful comments. We have tried to incorporate their comments in this brief.

assessment tests in specific disciplines that can be nationally standardized such as the Educational Testing Service's Major Field Survey (Hart 2008).

2. The Perspective of Higher Education Administrators. As of 2008, only four percent of 208 chief academic officers surveyed by the American Academy of Colleges and Universities reported that their institutions did not assess student learning outcomes and had no plans to do so (Hart, 2008). Two-thirds of their institutions assess at the department level, although nearly half also assess at the institution level. Almost twothirds have defined outcomes for all departments. The skills most commonly addressed by institution-wide assessments are writing, critical thinking, quantitative reasoning, information literacy, civic engagement, ethical reasoning, intercultural skills, and oral communications as well as disciplinary knowledge. These are the skills that employers most desire, according to a subsequent AACU survey (Hart 2009).

3. The Perspective of the American Sociological **Association (ASA).** The ASA has been a proponent of the assessment of student learning through its Teaching Resource Center (TRC) and its appointed task forces. The ASA has issued two major reports on the activity, the first is a series of essays in an edited volume (Holm and Johnson 2001) and the second is the report of a task force (Lowry et al. 2005). In a groundbreaking article titled "It's the Right Thing to Do," Carla Howery (2001), founder and former director of the TRC, argued that within the context of the growing demand for assessment, sociology faculty needed to take the lead in making assessment, "a constructive and positive experience for educational improvement." She warned department members to get over their views that they were "selling out" by complying with administration demands for assessment or that assessment was a limitation on

academic freedom. Instead, she encouraged faculty members to view assessment as a worthy process in which, working together collegially, they should take the lead in defining their department's goals and the tools to measure them. According to Howery, departments should view assessment within the context of curricular development. Other scholars of teaching and learning say that faculty should control the assessment process rather than letting it control them, and give advice as to how to accomplish this feat (Jennings, Rienzi, and Lyda 2006; Senter 2001). These scholars agree that institutional support must be in place and that administrators cannot expect assessment to be added on to teaching, research, and service with no additional resources or support (Senter 2001).

The chair of the Task force on Assessing the Undergraduate Sociology Major (Lowry et al. 2005, p. vi) introduced the volume with her hope that sociology is helping to set the model for meaningful assessment. The Task Force conducted a survey of a group of departments and found that about one-third of those who responded said that they needed help in conducting assessments of student learning.

More recently, the ASA conducted a national survey of seniors majoring in sociology that provides base line measures of skills and concepts that senior majors report learning (Spalter-Roth and Erskine 2006, see http://www.asanet.org/galleries/Research/ASAChartBook\_0117w1.pdf). Among these are the following skills and concepts:

 Use statistical software, use computer resources to develop a reference list, evaluate different research methods, interpret the results of data gathering, identify ethical issues in research, and write a report understandable by nonsociologists;  Basic sociological theories/paradigms; current sociological explanations about a variety of social issues; people's experiences as they vary by race, class, gender, age and other ascribed statuses; and social institutions and their impact on individuals.

Participating departments received data on their own students that could be compared to national norms for sociology majors in different types of institutions of higher education. This information has been used for departmental assessments.

4. The Perspective of Sociology Department Chairs. For sociology chairs, most assessment appears to be top-down required by accrediting bodies, government agencies, or university administrators. The time it takes to conduct these assessments are seen as conflicting with the time it takes to perform scholarship and teaching. Jennings, Rienzi, and Lyda (2006) present a common description of a department's reaction to instituting assessment measures with faculty members showing reluctance to participate in the context of what they perceived as a "time crunch". This crunch is viewed as a product of structural changes in the academy due to pressures to find external resources and greater pressures for both quality teaching and published research.

As part of the 2008 ASA Department Survey, many chairs who responded to the open-ended question about the most pressing issues they were facing reported similar conditions. Assessment was viewed as an activity for which there are no additional resources and, when done, results in no additional resources to restructure curriculum, create internships, or hire additional faculty. In the words of one department chair:

We are inundated by initiatives from the administration, faculty bodies, accrediting agencies, the Commission on Higher Education, and state government. We spend an

ever-increasing portion of our time and energy responding, accommodating, and resisting. This does not lead to any measurable improvement in anything we do. It does harm morale.

Still another chair spoke of "the obsession with quantifiable outcomes."

Further, some chairs expressed concern that the data collected through assessments would be "used against them" by the university and by the state, in spite of assurances by supporters of assessment that the activity should not be used for this purpose. For some of these chairs these assessments are particularly frightening for maintaining a credible sociology department because they come at a time of decreasing budgets and faculty retirements.

While not going so far as Fendrich (2007), in saying that outcomes assessment are unintentional parodies of quantitative research, some sociology chairs do see assessment as "job intensification for the purposes of bureaucratic reporting. It is a loss of professional trust." Perhaps this is part of a general sense of loss of power by faculty members discussed in an unpublished study by Cumming and Finkelstein (Schmidt, 2009).

Comments from a few chairs reveal a more positive view of assessment and its relation to curricular change. According to one:

We need to go through a department assessment next year to determine future directions of our department with the imminent retirement of two key members.

5. **Student Perspectives**. Proponents of assessment agree that academic departments might be mandated to do assessments, but that faculty should not object to these mandates because student learning is the object of this activity (Lowry et al 2005). Although students are the object of assessment practices, few studies examine

their perspectives about the value of assessments. One of the studies of student perspectives (O'Brien et al. 2001) finds that the majority of students at a branch campus of the California State system agree that their programs should be assessed. But for these students, assessment means assessment of individual faculty. They do not think that institutions of higher education should assess what they learn. To overcome this misunderstanding of assessment practices, some faculty members suggest that students should be included in the assessment process because their support is critical for success (O'Brian et al. 2001).

According to ASA's Department Survey, the preponderance of sociology departments perform some sort of assessment, regardless of whether departments think that assessment is a waste of time or, alternatively, think that it has positive effects for faculty accountability, improved curriculum, and student learning.

#### THE DEPARTMENT SURVEY

In March 2008, the universe of chairs in stand-alone and joint sociology departments or divisions that awarded at least one sociology undergraduate degree received an online version of the ASA Department Survey. It requested Academic Year (AY) 2006/2007 information about department size and structure, numbers of undergraduate majors and graduates, graduate enrollments, faculty hires, student evaluations, and other relevant information. The ASA department survey is important to the discipline because it is the only survey in which the sociology department is the unit of analysis. The survey focused on questions that specifically address chairs' need for information on topics of concern to them for departmental research, policy-making, and planning. Many questions in the 2008 survey were similar to those asked in the 2002 survey (that asked about AY 2000/2001) in order to provide trend data.

...institutional support must be in place and that administrator cannot expect assessment to be added on to teaching, research, and service with no additional resources or support (Senter 2001).

In spite of the questionnaire length, 60 percent of chairs and their staff members took the time to answer, higher than the 55 percent response rate for the previous ASA department survey for 2001. Although the response rate was higher, fewer departments filled out the complete survey, resulting in some lack of consistency in the results.

To control for uneven response rates by type of school, responses are weighted to reflect their proportion in the total universe. Appendix Tables 1 and 2 provide the distribution of responses by type of department both weighted and unweighted. Appendix II contains additional information on the survey methods. Appendix III contains a list of all the departments that participated in the survey.

#### FINDINGS

In a previous research brief based on the earlier Department Survey we compared the percentage of departments in different types of institutions of higher education using assessment techniques to evaluate student learning in AY 2000/20001 and in AY 2006/2007 (see *What's Happening in Your Department* at http://www.asanet.org/galleries/default-file/07ASADeptSurveyBrief1.pdf).

#### **Increasing Use of Assessment**

We found about a 10 percent increase in the share of departments reporting that they did some types of assessment of student learning, with the exception of baccalaureate departments which stayed stable. In AY 2006/2007 the percentages ranged from 77 percent at Research universities to 92 percent at masters comprehensive universities. Table 1 suggests that those departments at institutions with the highest teaching loads and the most majors are also most likely to be engaged in the assessment process. It suggests that master's institutions may be the greediest, demanding a total time commitment from faculty, (to use Coser's term cited in Wright et al. 2004), perhaps because most are public institutions mandated to do so by state legislatures.

#### Forms of Assessment Used

Capstone courses build learning communities among students in a final class experience synthesizing what they learn, sometimes through group projects on their post-graduation careers (Lowry et al. 2005). All of these activities can be the basis for quantitative or qualitative assessment.

Between AY 2000/2001 and AY 2006/2007 the forms of assessment methods used by departments in different types of institutions of higher education remained relatively stable, with a few notable exceptions (see Table 2). There was a 12 percent increase in departments using "other" assessment techniques than the array suggested in the surveys. This other category may include capstone courses that were not included in the 2002 survey, but were included in 2008. There was a large decrease in the proportion reporting using exams created within the department, with a corresponding increase in the proportion use of externally created exams.

These findings suggest the growth of standardized university-wide exams such as the ETS Major Field Test. According to ETS, "The sociology test consists of

Type of Institution	Mean Course Load	Median Ratio of Majors to Faculty	Percent Doing Assessment (N=816)
Research and Doctoral	4.4	13/1	76.9
Master's Comprehensive	7.7	14/1	91.5
Baccalaureate	6.5	15/1	84.0

Source: ASA Department Survey 2008

(Berheide 2001). Senior theses or projects ask students to synthesize the skills and concepts that they learned throughout their major in an independent research project. Student surveys usually compare entry-level students with graduating students in terms of their perceptions of what they have learned and skills and their views of the effect of majoring in the discipline

140 multiple-choice questions, some of which are grouped in sets and based on such materials as diagrams, graphs and statistical data. Most of the questions require knowledge of specific sociological information, but the test also draws on the student's ability to interpret data, to apply concepts and ideas, and to analyze sociological data, theories and

#### Table 2: COMPARISON OF TYPES OF ASSESSMENT, AY 2000/01 AND AY 2006/07 (in percents)

Assessment	2001	2007
Student Survey	53.6	58.3
Senior Thesis or Project	49.1	47.7
Exit Interview	39.1	39.4
Department Exam	26.3	17.5
Portfolio	19.8	22.4
External Exam	18.4	28.9
Employer Survey	8.4	6.4
Other	5.9	17.9
Weighted N	816	816

Source: ASA Department Surveys 2002 and 2008

Major Field Test in Sociology at http://www.ets.org/portal/site/ets/menuitem.1488512ecfd5b8849a77b13bc 3921509/?vgnextoid=f549af5e44df4010VgnVCM1000 0022f95190RCRD&vgnextchannel=eddc144e50bd211 0VgnVCM10000022f95190RCRD). A department's scores on this test can be normed against a national group of test takers.

It appears that departments do not use a single assessment measure, and may use both direct and indirect measures, since the percentage of measures used totals to more than 100 percent at each type of institution of higher education (see Table 3). Of all the measures of assessment techniques available, departments at all types of institutions seemed to focus on three (although not in the same order): a capstone course, a senior thesis or project, and a student survey. Departments at PhD granting schools were most likely to use student surveys, while departments at baccalaureate and master's schools were most likely to use capstone courses.

Table 3. USE OF ASSESSMENT MEASURES BY TYPE OF INSTITUTION OF HIGHER EDUCATION, AY 2006-2007 (in percents)

Type of Assessment	Research/Doctoral	Masters	Baccalaureate	
Student Survey	62.0	61.2	52.4	
Capstone Course	47.3	67.9	77.7	
Senior Thesis or Project	32.9	44.1	61.3	
Exit Interview	33.2	40.6	41.6	
Standardized Exam	19.3	31.8	30.8	
Department Exam	14.9	19.1	17.0	
Portfolio	13.5	29.6	18.3	
Employer Survey	5.8	7.4	5.3	

Source: ASA Department Survey 2008

...almost all sociology departments at all types of institutions have come to engage in at least some measure of student learning outcomes and many appear to modify their curriculum as a result.

Assessment techniques are not limited to evaluating individual student's mastery of learning goals, but can also be used at the classroom or the program level, according to proponents of these techniques (Berheide 2001). Program portfolios pull together examples of outstanding, satisfactory, and unsatisfactory work that is aggregated over time (Dorn 2001). These aggregated examples are used to evaluate whether students are meeting departmental learning goals and how should the curriculum and pedagogy be improved to create more outstanding work.

#### **Curriculum Revisions**

Based on the fit between departmental goals for student learning and the results of assessment

measures, departments may modify their curriculum or perhaps their mission (Hood, Potts, and Johnson 2001). Table 4 shows that nearly three-quarters of responding departments either underwent major curriculum revisions in the last five years or intend to do so in the near future. Departments in institutions granting PhDs are the least likely to do so, while masters and baccalaureate schools are more likely to do so.

#### CONCLUSIONS

Based on chairs' responses to the 2008 Department Survey, perceptions of top-down assessment do not appear to have changed, since Howery's call for "a constructive and positive process" in 2001. Since that time almost all sociology departments at all types of institutions have come to engage in at least some measures of student learning outcomes and many appear to modify their curriculum as a result. Complaints about the amount of time it takes, especially as time appears to have become a scarcer resource, the lack of new resources that result from this effort, and the possibility of negative consequences to departments have not disappeared. This negative view may increase in the in the context of recessionary budget cuts, hiring freezes, and elimination of programs (Hart 2008). Within the context of budgetary shortfalls, the demand for assessment may increase and the complaint that there is no institutional support for assessment or for implementing the results of this activity may also increase.

But, maybe not. A few chairs did describe a collegial process that may have positive outcomes for their departments. For example, after complaining about the added work loads of capstones and assessments (not to mention a leaky roof, a lack of class room and

Table 4. DEPARTMENTS THAT UNDERWENT MAJOR CURRICULUM REVISIONS IN THE LAST 5 YEARS OR INTENDED TO DO SO WITHIN THE NEXT 2 YEARS, AY 2006/07 (in percents)

Type of Institution	N Responding	% Yes
Research/Doctoral	164	62.8
Masters	326	76.9
Baccalaureate	215	75.7
Total	705	73.2

Source: ASA Department Survey 2008

office space, and increased demands for teaching and research), a long-time chair noted:

Having said all of that I would like to add that we have just changed our curriculum, the new major will begin in the fall. One of the major changes is a new focus on public sociology....
We are also changing our social work minor toward a human services minor. The issue of changing to move into a new century has been a positive process for us. We have also been upgrading our web sites, thinking about a blog. Under the leadership of one faculty member we are learning to use technology to "market" ourselves and to understand what will attract this new generation of students. That has also been a very positive process.

Within the context of budgetary shortfalls, the demand for assessment may increase and the complaint that there is no institutional support for assessment or for implementing the results of this activity may also increase.

There is no pat ending to this research brief. The issue appears to remain contentious among sociology chairs. But, it might be helpful if chairs continued the discussion on ASA's Research Department blog at http://asaresearch.wordpress.com/. Let your fellow chairs know some of your best practices as well as some of your worst failures.

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#### APPENDIX I

APPENDIX TABLE 1. Unweighted Response Rate, 2002 and 2008						
	200	2002		2008		
Institution Type	Number of Programs	%	Number of Programs	%		
Research I	70	11.3%	62	12.6%		
Research II	31	5.0%	23	4.7%		
Doctoral I	26	4.2%	27	5.5%		
Doctoral II	41	6.6%	23	4.7%		
Masters I	213	34.5%	183	37.0%		
Masters II	42	6.8%	31	6.3%		
Baccalaureate I	88	14.3%	71	14.4%		
Baccalaureate II	106	17.2%	74	15.0%		
All Programs	617	100.0%	494	100.0%		

Source: ASA Department Survey, 2002 and 2008

APPENDIX TABLE 2. Weighted Response Rate, 2002 and 2008					
	20	2002		2008	
Institution Type	Number of Programs	%	Number of Programs	%	
Research I	70	8.6%	79	9.7%	
Research II	31	3.8%	29	3.6%	
Doctoral I	31	3.8%	39	4.8%	
Doctoral II	41	5.0%	37	4.5%	
Masters I	288	35.3%	307	37.6%	
Masters II	51	6.3%	57	7.0%	
Baccalaureate I	103	12.6%	121	14.8%	
Baccalaureate II	201	24.6%	147	18.0%	
All Programs	816	100.0%	816	100.0%	

Source: ASA Department Survey, 2002 and 2008

## APPENDIX II METHODOLOGICAL APPENDIX

#### THE SURVEY UNIVERSE

To implement a survey that responded to chairs' and other users' data needs, we used a continuously updated list of the universe of sociology programs and departments that award a Baccalaureate degree in sociology. This list was originally created from the National Center for Educational Statistics 1997–98 Integrated Postsecondary Education Data System (IPEDS) Completions Survey. The universe selected from IPEDS consisted of all institutions that had granted at least one BA degree in sociology during AY 1997-1998. This data file was merged with the ASA department file and then all the mismatches were verified and either included or excluded. This method produced a universe of 1,010 programs that granted a minimum of a Bachelors-level degree in sociology. This compared to the 1,093 programs in AY 2000-2001. Of these 1010 programs we could not find any contact information for 95 departments, despite a series of efforts. As a result, the survey universe contained 915 departments or programs that offered a Baccalaureate degree in sociology.

#### THE SURVEY

The Survey was designed by the ASA Research and Development Department to be comparable to the earlier department survey and to reflect chairs' and committees' concerns. Indiana University's Center for Survey Research (CSR) designed the on-line survey and conducted much of the fieldwork. The final survey was mailed in March 2008 to department chairs. The data requested were for the previous completed academic year (AY 2006–2007), and for fall semester 2008, when a full year's data was not appropriate.

#### **RESPONSE RATES**

As with most on-line surveys, initial respondents

answered quickly, and we received the bulk of responses during the first week. After that, responses came slowly, and between April 2008 and June 2008, Arne Kalleberg, the 2007–2008 President of the ASA, and Sally T. Hillsman, Executive Officer of the ASA, sent three reminder letters. The final response rate of nearly 60 percent (549 departments or programs), overall, was higher than department surveys sent by other disciplinary societies and was higher than the response rate for the AY 2000–2001 survey (with a response rate of 56 percent). The response rate varied by type of institution, with the lowest rate among Baccalaureate II and Master's II schools. As a result, responses were weighted.

#### **REPORTED DATA**

Despite weighting, the results do not represent the full universe of sociology departments and programs. Therefore, the total counts of students and faculty are undercounts and cannot be used to answer questions, such as the total number of sociology faculty or the total number of sociology majors. Rather we present the median number per department by type of department (peer departments).

#### PEER DEPARTMENTS

The 1994 version of the Carnegie Classification of Institutions of Higher Education was used to group departments into peer groups, while ensuring the promised confidentiality to individual departments. This classification method was selected over others, such as department size, because a convenience sample of chairs preferred this approach. Thus, in this report, all departments in a particular type of institution are considered "peer departments." These department types were then grouped into a broader set of categories, Research and Doctoral, Master's, and Baccalaureate, to avoid small cell sizes.

### APPENDIX III PARTICIPATING DEPARTMENTS

#### **RESEARCH I**

Arizona State University

Brown University

Columbia University

Cornell University

Emory University

Florida State University

Georgetown University

Harvard University

Howard University

Indiana University-Bloomington

Iowa State University

Johns Hopkins University

Louisiana State University

New York University

North Carolina State University

Northwestern University

Ohio State University

Oregon State University

Pennsylvania State University

Princeton University

Purdue University

Stanford University

Temple University

Tufts University

University at Buffalo - SUNY

University of Alabama-Birmingham

University of Arizona

University of California-Berkeley

University of California-Irvine

University of California-Los Angeles

University of California-San Diego

University of California-Santa Barbara

University of Cincinnati

University of Colorado at Boulder

University of Connecticut

University of Florida-Gainesville

University of Georgia

University of Hawaii-Manoa

University of Illinois at Chicago

University of Iowa-Iowa City

University of Kansas

University of Kentucky

University of Maryland-College Park

University of Massachusetts Amherst

University of Miami

University of Michigan

University of Minnesota

University of Nebraska-Lincoln

University of New Mexico-Albuquerque

University of North Carolina at Chapel Hill

University of Southern California

University of Tennessee

University of Texas at Austin

University of Utah-Salt Lake

University of Wisconsin-Madison

Utah State University

Vanderbilt University

Virginia Commonwealth University

Virginia Polytechnic Institute & State University

West Virginia University

Yale University

Yeshiva University-Yeshiva College

#### **RESEARCH II**

Brigham Young University

Clemson University

Kansas State University-Manhattan

Kent State University-Kent

Mississippi State University

Northeastern University

Ohio University

Oklahoma State University

Rice University

Southern Illinois University-Carbondale

Syracuse University

University at Albany-SUNY

University of Arkansas

University of California-Riverside

University of California-Santa Cruz

University of Notre Dame

University of Oklahoma

University of Oregon

University of Rhode Island

University of South Florida

University of Vermont

University of Wisconsin-Milwaukee

University of Wyoming

#### **DOCTORAL I**

Boston College

Bowling Green State University

Catholic University of America

City University of New York-Graduate School

Clark Atlanta University

College of William and Mary

Georgia State University

Indiana University of Pennsylvania

Loyola University of Chicago

Marquette University

Miami University

Northern Illinois University

Old Dominion University

Saint John's University

Southern Methodist University

Texas Woman's University

University of Akron

University of Denver

University of Louisville

University of Memphis

University of Missouri-Kansas City

University of North Carolina at Greensboro

University of North Texas

University of Northern Colorado

University of Texas at Dallas

University of Toledo

Western Michigan University

#### **DOCTORAL II**

**Baylor University** 

Cleveland State University

Dartmouth College

DePaul University

Florida International University

Idaho State University-Pocatello

Montana State University

San Diego State University

Seton Hall University

Texas Christian University

Texas Southern University

University of Alabama-Huntsville

University of Central Florida

University of Colorado-Denver

University of Maine

University of Maryland-Baltimore County

University of Massachusetts Lowell

University of Missouri-St Louis

University of Montana

University of Nevada-Reno

University of New Hampshire

University of North Dakota-Grand Forks

Wichita State University

#### **MASTERS I**

Adams State College

Appalachian State University

Arcadia University

Arkansas Tech University

Auburn University at Montgomery

Augusta State University

Austin Peay State University

Azusa Pacific University

Baldwin-Wallace College

Barry University
Bellarmine University
Bloomsburg University
Boise State University
Bridgewater State College
California Lutheran University

California State University-Bakerfield California State University-Chico

California State University-Dominguez Hills

California State University-Fresno
California State University-Fullerton
California State University-Hayward
California State University-Los Angeles
California State University-Northridge
California State University-Sacramento
California State University-San Bernardin
California State University-Stanislaus
California University of Pennsylvania

Canisius College

Central Connecticut State University

Central Michigan University

Cheyney University of Pennsylvania

Chicago State University

City University of New York-Baruch College City University of New York-Hunter College

College of Mount St Joseph College of New Rochelle Columbus State University Concordia University Creighton University Dominican University Dowling College

East Tennessee State University
Eastern Connecticut State University

Eastern Illinois University Eastern Kentucky University Emporia State University Fayetteville State University Fitchburg State College

Fontbonne University

Drake University

Framingham State College Francis Marion University Frostburg State University

Fort Hays State University

Gallaudet University
Gardner-Webb College

Georgia College & State University Georgia Southern University

Georgia Southwestern State University

Gonzaga University
Hampton University
Hardin-Simmons University
Hawaii Pacific University

Hood College

Houston Baptist University Humboldt State University Indiana University-South Bend Indiana University-Southeast

Ithaca College

Jacksonville University James Madison University John Carroll University

Kean University of New Jersey Kutztown University of Pennsylvania

La Roche College Lamar University Lindenwood University

Loyola College

Loyola Marymount University Loyola University of New Orleans Mansfield University of Pennsylvania

Marshall University

Maryville University St Louis McNeese State University Midwestern State University

Minnesota State University-Mankato

Missouri State University Murray State University Niagara University

North Carolina A&T State University North Carolina Central University

North Georgia College & State University

Northeastern Illinois University Northeastern State University Northern Michigan University

Northwestern Oklahoma State University Northwestern State University of Louisiana

Oklahoma City University Pacific Lutheran University

Pennsylvania State University-Harrisburg

Pittsburgh State University

Radford University Rhode Island College Roosevelt University Rowan University Russell Sage College

Saginaw Valley State University
Saint Cloud State University
Saint Mary's University
Saint Peter's College
Saint Xavier University
Salem State College
Salisbury State University
Sam Houston State University

Samford University

San Francisco State University
Seattle Pacific University
Simmons College
Sonoma State University
South Dakota State University
Southeastern Louisiana University

Southern Nazarene University Southern Oregon University Stephen F Austin State University

Southern Illinois University-Edwardsville

Suffolk University SUNY at Potsdam SUNY Brockport

SUNY College at Geneseo SUNY College at Oneonta Tarleton State University

Tennessee Technological University Texas A&M University-Corpus Christi Texas A&M University-Kingsville Texas State University-San Marcos

Texas Wesleyan College

Trinity College Trinity University

Truman State University

University of Alaska-Anchorage University of Arkansas-Little Rock University of Central Arkansas University of Central Oklahoma

University of Colorado at Colorado Springs

University of Dayton University of Indianapolis

University of Louisiana at Monroe University of Massachusetts Boston University of Michigan-Dearborn

University of Montevallo

University of Nebraska at Omaha University of Nevada-Las Vegas University of North Alabama

University of North Carolina at Wilmington

University of North Florida University of Portland University of Redlands University of Scranton University of South Alabama

University of Tennessee-Chattanooga University of Tennessee at Martin University of the Incarnate Word University of Wisconsin-Eau Claire University of Wisconsin-La Crosse University of Wisconsin-Superior University of Wisconsin-Whitewater

Villanova University
Wagner College
Webster University
West Chester University
West Texas A&M University

Western Connecticut State University

Western Illinois University
Western Kentucky University
Western Oregon University
Western Washington University

Whitworth College

Widener University

Wilkes University

Winthrop University

Worcester State College

Xavier University of Louisiana

Youngstown State University

#### **MASTERS II**

Baker University

Bellevue University

Belmont University

Calvin College

Capital University

Carthage College

Chestnut Hill College

College of Saint Catherine

Curry College

Eastern University

Lander University

Lincoln University

Linfield College

Mid America Nazarene University

Mount Saint Mary's University

North Central College

Park College

Pfeiffer University

Point Loma Nazarene University

Saint Ambrose University

Saint Edward's University

Saint John Fisher College

Southwest Baptist University

SUNY Institute of Technology

Union College

University of Mary Washington

University of Maryland Eastern Shore

University of Southern Indiana

Walla Walla College

Walsh University

West Virginia Wesleyan College

#### **BACCALAUREATE I**

Agnes Scott College

Albion College

Alma College

Augustana College

Bard College

Barnard College-Columbia University

Bates College

Bryn Mawr College

**Bucknell University** 

Carleton College

Coe College

Colby College

Colgate University

College of Saint Benedict-St John's University

College of the Holy Cross

College of Wooster

Colorado College

Cornell College

Davidson College

DePauw University

Dickinson College

Drew University

Eckerd College

Furman University

Gettysburg College

Gordon College

Goshen College

Goucher College

Grinnell College

Hamilton College

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Hamline University

Hanover College

Hartwick College

Hastings College

Hiram College

Hobart & William Smith Colleges

Hope College

Houghton College

Juniata College

Kenyon College

Knox College

Macalester College

McDaniel College

Mills College

Monmouth College

Morehouse College

Mount Holyoke College

Muhlenberg College

Oberlin College

Occidental College

Pomona College

Reed College

Ripon College

Saint Mary's College of Maryland

Shepherd College

Siena College

Skidmore College

Smith College

Southwestern University

Swarthmore College

University of North Carolina at Asheville

Vassar College

Virginia Wesleyan College

Washington & Jefferson College

Washington & Lee University

Washington College

Wesleyan University

Westminster College

Westmont College

Wheaton College

#### **BACCALAUREATE II**

Anderson University

Augsburg College

Berry College

Bethel College

Bethel University

Black Hills State University

Brewton-Parker College

Caldwell College

Campbellsville College

Central Methodist College

Christopher Newport University

City University of New York-York College

Covenant College

Dillard University

Eastern Mennonite University

Eastern Oregon University

Elizabethtown College

Elmhurst College

Emory & Henry College

Florida Southern College

Graceland College

Grand Canyon University

Grove City College

High Point University

Huntington College

Kansas Wesleyan University

Kentucky Wesleyan College

Le Moyne College

Lebanon Valley College

Lee University

LeMoyne-Owen College

Manchester College

Marian College

Marymount Manhattan College

Maryville College

McKendree College

McMurry University

Mercy College

Mesa State College

Messiah College

Methodist College

Metropolitan State College of Denver

Mississippi Valley State University

Missouri Southern State University

Missouri Valley College

Molloy College

Mount Mercy College

Mount Union College

Newberry College

Ohio Dominican University

Oklahoma Baptist University

Otterbein College

Philander Smith College

Saint Anselm College

Saint Augustine's College

Saint Joseph's College

Saint Mary's College

Saint Norbert College

Seton Hill University

Shaw University

SUNY Purchase College

Thiel College

Thomas More College

Trinity Christian College

University of Montana-Western

University of Sioux Falls

University of South Carolina Aiken

University of South Carolina Upstate

West Virginia State University

Wiley College

William Penn University

Wilson College

Wingate University

York College of Pennsylvania

Source: ASA Department Survey, 2002 to 2001



The following are links to research briefs and reports produced by the ASA's Department of Research and Development for dissemination in a variety of venues and concerning topics of interest to the discipline and profession. These briefs can be located at <a href="http://www.asanet.org/cs/root/leftnav/research">http://www.asanet.org/cs/root/leftnav/research</a> and stats/briefs and articles/briefs and articles

You will need the Adobe Reader to view our PDF versions.

TITLE	YEAR	FORMAT
Sociology Faculty Salaries AY 2008/09: Better Than Other Social Sciences, But Not Above Inflation	2009	PDF
Idealists v. Careerists: Graduate School Choices of Sociology Majors	2009	PDF
What's Happening in Your Department: Who's Teaching and How Much?	2009	PDF
Decreasing the Leak from the Sociology Pipeline: Social and Cultural Capital to		
Enhance the Post-Baccalaureate Sociology Career	2009	PDF
What's Happening in Your Department? A Comparison of Findings From the		_
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Race and Ethnicity by Degree Type, 2001-2007	2008	PDF
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Sociology and Other Social Science Salary Increases: Past, Present, and Future	2007	PDF
Race and Ethnicity in the Sociology Pipeline	2007	PDF
Beyond the Ivory Tower: Professionalism, Skills Match, and Job Satisfaction		
in Sociology [Power Point slide show]	2007	PPT
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The Case of Engineering Education	2007	PDF
Resources or Rewards? The Distribution of Work-Family Policies	2006	PDF
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Majoring in Sociology—First Glances: What Do They Know and Where Are They Going?	2006	PDF
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Early Career Sociologists	2004	PDF
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After the Fall: The Growth Rate of Sociology BAs Outstrips Other Disciplines Indicating an	1000	DDE
Improved Market for Sociologists	1998	PDF
Update 1: After the Fall: Growth Trends Continue		PDF
Update 2: BA Growth Trend: Sociology Overtakes Economics		PDF

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As the national organization for sociologists, the
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Working at the national and international levels, the
Association aims to articulate policy and implement
programs likely to have the broadest possible impact
for sociology now and in the future.

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The ASA Research and Development Department is responsible for developing and disseminating knowledge on sociology both as a discipline and a profession by collecting primary and secondary data, by building and maintaining databases, and disseminating findings in a variety of formats so that members of the profession to benefit can use them for research, policy, and planning purposes.

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