

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Ph.D. in Sociology **CIP Code:** 45.1101 **Degree Level:** Ph.D.
Institution: University of South Florida **Proposed Implementation Date:** Fall 2008
Staffed By: Lynda Page **Initial Review Date:** 10/10/07 **Last Update:** 11/19/2007

Estimated Costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Cost per FTE	SUS 05-06 Average Cost per FTE
Year 1	\$162,342	100% \$162,342	\$0	\$0	\$0	\$36,076	For CIP 45 \$23,450
Year 5	\$294,579	74% \$218,134	\$0	\$0	26% \$76,445	\$11,634	

Projected FTE and headcount are:

	Projected Headcount	Student FTE
First Year	6	4.5
Second Year	10	7.5
Third Year	15	11.25
Fourth Year	20	15.0
Fifth Year	25	18.75

On March 29, 2007, the Florida Board of Governors approved nine criteria by which implementation authorization of new degree programs was to be assessed. The criteria are divided into the two categories of Institutional and State Level Accountability and Institutional Readiness. The following is an analysis of the University's proposal based on further delineations of those criteria.

Index to Analysis of Approval Criteria

Institutional and State Accountability				Institutional Readiness				
System Goals	Need & Demand	Budget	Projected Benefit	Mission & Strength	Program Quality	Curriculum	Faculty Resources	Other Resources
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INSTITUTIONAL AND STATE-LEVEL ACCOUNTABILITY

1. Relationship to System-Level Goals - *The proposed program is consistent with the current State University System (SUS) Strategic Planning Goals, and the proposal clearly identifies which goals the program would directly support and which goals the program would indirectly support (IB).*

Evidence that the proposed program is responsive to the goals of the current State University System Strategic Plan

Although the proposal for the University of South Florida Ph.D. in Sociology is focused heavily on demonstrating the proposed program's support of the University's strategic plan, there is indication that the degree program would also support the State University System's Strategic Plan in the following ways:

- Access to and production of degrees;
- Meeting statewide professional and workforce needs;
- Building world-class academic programs and research capacity; and
- Meeting community needs and fulfilling unique institutional responsibilities.

Although Sociology is not considered a high demand or critical need area, the proposal argues that the fast-growing Tampa Bay area has a demand for such a program. This is based on survey results from area health and governmental affairs community organizations. The proposal does not clearly explain how it would meet the first two goals described above. In the 2005-2013 SUS Strategic Plan, the goal of Access to and Production of Degrees is targeted towards *emerging technology* doctoral degrees. Although Sociology would not fall into the "emerging technologies" description, it is possible that this degree could further the SUS Strategic Plan's goal for increased bachelor's and master's degrees: Doctoral students would be able to teach lower-level courses, which would permit the University to offer more of them. The doctoral students would also serve as mentors for master's students.

The proposed program is projected to graduate the first cohort of students by year four and an additional five students each year thereafter.

The proposal indicates that the Ph.D. in Sociology would offer an integrated series of courses that emphasize research and teaching in the area of Sustainable Communities in Global and Urban Environment. Taking an innovative approach by making connections with the proposed Ph.D. programs in Government and History would assist the University in building research capacity, another SUS goal.

Globalization of the economy and economic development have become initiatives for the Board of Governors. The Board's 2008-2009 LBR requests funding "for student-focused initiatives, particularly . . . ones that assist the System in preparing the diverse

and talented workforce needed for Florida's success in the global economy." Educating students for a global economy has been a focus of the State University System since 2006 when incoming Chancellor Rosenberg announced global competitiveness as one of his three major values. In addition, the recent report prepared for the Board of Governor's (i.e., the "Pappas Report") includes a recommendation "for preparing students for a global society." Although much of the focus of globalization has been on undergraduate education, the proposed program would support those efforts by providing doctoral graduates who can teach undergraduate courses with an emphasis on globalization.

The SUS Strategic Plan 2005-2013 allows the definition of "high-wage/high-demand jobs" to include a combination of related programs (Sociology, History, and Government, in this case) that would collectively produce enough graduates and placements to satisfy the requirement to have "25 graduates and 15 in-state job placements" earning an average of \$50,000 per year. Reviewing predictions of enrollment in later years, it might be possible for the three programs to meet this requirement. According to The Colleges and Universities Personnel Association, National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities, the average salary for Sociology professors at private institutions was \$80,654 for private institutions and \$80,404 for public institutions in 2005-2006. (http://www.lcsc.edu/humanresources/forms/05-06_NFSS_Report.pdf)

Although the proposal does support the System goals as stated above, the primary emphasis is placed on the proposed program meeting the institutional mission goals.

Evidence that the goals of the proposed program relate to the institutional mission statement as contained in the Strategic Plan

The University indicates the following as USF Goals and Strategies on its Web site:

- "Expanding world-class interdisciplinary research, creative, and scholarly endeavors;
- Promoting globally competitive undergraduate, graduate and professional programs that support interdisciplinary inquiry, intellectual development, knowledge and skill acquisition, and student success through a diverse, fully-engaged, learner-centered campus environment;
- Expanding local and global engagement initiatives to strengthen and sustain healthy communities and to improve the quality of life; and
- Enhancing all sources of revenue, and maximizing effectiveness in business practices and financial management to establish a strong and sustainable economic base in support of USF's growth."

(<http://www.ods.usf.edu/Plans/Strategic/goals-strategies.htm>)

The proposed program is consistent with the University's strategic goals as set forth above. For example, the program's emphasis on multi-disciplinary research, teaching,

and scholarship related specifically to the sustainability in urban communities supports the University's first two goals. The interdisciplinary linking of the programs under *Sustainable Healthy Communities: A Global Challenge* provides support for the third goal.

Table 1-B indicates that there are 25 students projected to be enrolled in the proposed program by the fifth year. Students are anticipated starting to graduate by the fourth. Faculty are expected to seek external funding to assist in supporting graduate assistantships. Faculty and students alike would be providing support for the USF strategic goal of strengthened research, creative, and scholarly endeavors.

2. Need and Demand – National, state, and/or local data support the need for more people to be prepared in this program at this level. If appropriate, any specific need for research and service that the program would fulfill has been documented. Data are provided that support the assumption that students would enroll in the proposed program. Similar programs (either private or public) that exist in the state have been identified, and the university has communicated with such programs with regard to the potential impact on their enrollment and opportunities for possible collaboration (instruction and research). Data are provided that support the need for an additional program. Table 1 categorizes projected student headcount (HC) and Full Time Equivalent (FTE) according to primary sources. The rationale underlying enrollment projections in Table 1 are adequately explained and appear to be based upon reasonable assumptions.

Evidence that there is a market-based need for more people to be educated in this program at this level

The proposal notes that trend data from the American Sociological Association (ASA) show that there is a rise in applications in Ph.D. programs, more funding for graduate students, and an increase of positions at the faculty level. ASA trend data for Ph.D. Sociologists indicate that there is a low unemployment rate of less than 1%, with the majority working in fields suitable for people who have a doctorate in sociology.

The American Sociological Association Job Bank was viewed on October 12, 2007. Searching ten specialties (e.g., urban sociology, community, migration/immigration, etc.), only two positions in sociological practice/applied positions were listed. Using the same ten specialties, 39 assistant professor faculty positions were listed (one of which was located in Florida).

The proposal indicates that the demand in Florida should rise due to rapid national, state, and local trends which indicate rapid social and economic changes taking place in communities. Sociologists trained in research and with the urban emphasis would assist individuals as they formulate new social, physical, and increasingly diverse communities. The urban emphasis of the proposed program is a unique focus of Ph.D. sociology programs in the state, potentially adding to the demand.

Local demand for the program was demonstrated in data from a local survey of

community health and government agencies. The proposal does not indicate whether or not the survey of community employers asked them specifically if the employers would seek out and hire Ph.D. graduates. It is noted that there appears to be interest in hiring of staff with advanced skills that are an integral component of the Ph.D. program. Fourteen respondents indicated that Ph.D. graduates could potentially bring skills that would be useful to the agencies. However, here were no letters of support included in the proposal

The Agency for Workforce Innovation (AWI) in Florida indicates that there were 124 persons employed with the job title of sociologist in 2006 in the state. Those numbers are projected to rise by 1.01% in 2014 to 134 employees. AWI indicates that there were 2,082 persons employed as social scientists and technicians in 2006. There is an anticipated rise of 1.45% to 2,323 employees in 2014. AWI also indicates that there is an anticipated rise of 3.2% by 2014 for postsecondary sociology instructors. It should be noted that students graduating with a Ph.D. in Sociology may be employed under a different job title than sociologist or postsecondary instructor, depending upon their focus.

Evidence that the proposed program has a potential pool of students

The proposal notes that the Department surveyed recent alumni of master's degree programs. Eleven former students responded, all of whom indicated that they would have been interested in pursuing a Ph.D. in Sociology at USF after completing their M.A., if a doctoral program had been offered. Fifty percent indicated that they would be interested in applying if one were to be offered in the future.

Current full-time students seeking the master's degree in Sociology were surveyed. Eight of the nine students responding indicated an interest in the Ph.D. program.

The Department projects that, if the program were established, two students the first year would have graduated recently from USF. This estimate seems to be a reasonable goal, given that eleven students have already expressed interest via the previously mentioned survey. In addition, the Department projects that at least one recent graduate from another Florida public university will enter the program each year. State University System of Florida Facts and Figures revealed that there were 63 master's degrees in sociology awarded by SUS institutions in 2005 - 2006 (http://www.flbog.org/factbook/pivot_table.asp). It also revealed that there were 162 students enrolled in sociology master's programs in the SUS in fall 2006. Projecting only one student from other SUS institutions may be a low prediction of possible interest in continuation of studies at USF.

Evidence that the proposed program does not duplicate other SUS or independent college offerings or, otherwise, provides an adequate rationale for doing so

State University System of Florida Facts and Figures revealed that 114 students were enrolled fall semester 2006 in a sociology doctoral program in the SUS

(<http://www.flbog.org/factbook/enrollment.asp>). Programs are established at Florida International University (FIU), Florida State University (FSU), the University of Central Florida (UCF), and the University of Florida (UF), although not within the areas of focus as specified by USF in its degree proposal. Florida Academic Counseling and Tracking for Students (<http://www.facts.org>) did not reveal any independent universities offering a Ph.D. in Sociology in the state.

The proposal indicates that UF, FSU, and FIU provided 4, 7, and 1 Ph.D. program graduates, respectively, in 2005-2006. The Department predicts that the addition of graduates from its proposed program would add to meeting the needs of the field.

Evidence that the university has engaged in meaningful discussion with institutions that have similar programs

The proposal specifies the general format of the UCF, UF, FSU, and FIU sociology programs. It indicates that UCF has an applied sociology program designed to train students in applied research, data analysis, program evaluation, forecasting, data management, and data-driven decision making. The UF and FSU programs are described as traditional in nature, covering a wide range of sociological areas including family, sex and gender, social disorganization, race relations, demography, social psychology, health and aging, and inequity. FIU's program is described as a comparative degree with areas of interest focused on international development, migration issues, and Caribbean and Latin American Studies. Although there is detail regarding these programs, there is no evidence of actual conversations with administrators from the other SUS programs.

The USF program would be designed using a multi-disciplinary approach to provide research, teaching, and scholarship related specifically to the study of sustainability in urban communities. Specialized study would include urban development, urban culture, disability in urban society, social problems of urban communities, immigration and migration, education and inequality, community health, and communities and the environment.

Evidence of reasonable estimates of student headcount and FTE who would major in the proposed program, and commitment to a diverse student body

Table 1-B begins with a modest projection of first year headcount, with one individual to be drawn from the community, one student who may transfer from another USF graduate program, two who may have recently graduated from the USF master's in sociology program, one who may have graduated recently from another SUS master's in sociology program, and an out-of-state resident student. This projected headcount of six students for the first year is calculated to be a projected 4.5 FTE.

It should be noted that the projected number of students who may transfer from other graduate programs within USF rise slightly throughout the projected five years to three

students, instead of declining as anticipated by the BOG Office.

The three sources of students with largest increases in projected headcount for Year Five are individuals drawn from service area agencies and recent graduates from USF and other SUS master's programs in sociology. Recent graduates and current members of the USF master's program did express interest in a survey regarding continuing studies. It is reasonable to project that at least five students out of the currently enrolled 114 SUS students enrolled in master's level sociology programs may be interested in continuing their studies in a Ph.D. in Sociology at USF.

The proposal includes steps that the Department plans to conduct in order to seek a diverse student body. Fall 2006 enrollment data for USF headcount data in beginning graduate in sociology show that, of the 23 students reported enrolled, there were two Asian students, one Black student, one Hispanic student, 18 White students, and 1 student who did not report race (<http://www.flbog.org/factbook/enrollment.asp>). The same source found that overall that fall there were 162 students enrolled in a beginning graduate program in sociology in the SUS. Of those students, five were Asian, 18 were Black, 15 were Hispanic, two were Native American, four were non-resident aliens, 115 were White, and three did not report race. Although numbers are relatively small, it is possible that a significant number of the underrepresented population of students may be interested in pursuing advanced studies in sociology.

The calculated student FTE and headcount are different in each of the three proposed programs in this interdisciplinary approach (i.e. Sociology, Government, and History). The University indicates that the different disciplines based their projections on "their knowledge of similar programs in urban/metropolitan settings and their expectations with respect to their own program."

Evidence that a plan exists to achieve a diverse student body in the proposed program, and the university's Equal Opportunity Officer has signed and dated the appropriate section

The Department expresses its commitment to diversity and specifies steps that it would take in order to achieve core values that promote such. The Department's plan includes collaborating with the American Sociological Association's "Section on Racial and Ethnic Minorities" to advertise the Ph.D. program nationally. The Department indicates that it would coordinate its recruitment with the USF Office of Admissions to recruit underrepresented groups through various organizations. It would work with the Graduate Studies office to make available scholarships and fellowships devoted to the assistance of underrepresented populations. The Department would disseminate information about the program to the Center for Latin American and Caribbean Studies, Africana Studies, the Black Student Union, Office of Disability Services, and others. Assisting throughout would be a faculty whose research specializations include diverse populations (race, gender, ethnicity, social class, sexual minorities, etc.). The USF

Associate Vice President of Diversity and Equal Opportunity has signed the Department's plan of action.

3. Budget - A complete and realistic budget for the program is provide, and any redirection of funding would not have an unjustified negative impact on other needed programs.

Evidence of a budget for the program that is complete and reasonable, and comparable to the budgets of similar programs at other SUS institutions, and reflective of the proposal's text - Table 2 is completed accurately

The proposal provides evidence that the cost of the proposed program would be covered by the reallocation of base E&G funding reserve from within the College of Arts and Sciences during the first year of existence. This reserve includes non-recurring dollars from the previous year and recurring salary dollars from faculty positions in which faculty have either retired or resigned, or the positions now are offered at a lower rate. The University also indicates that there are plans to redirect the resources from programs that may be discontinued or declining in student demand to the new programs through the unallocated reserve.

Enrollment growth and external funding brought forward by research are expected to provide the income necessary to support the program as it grows to Year Five. The College has indicated its support by committing an additional faculty line for Years Three, Four, and Five.

Based upon expenditure data from the State University System Expenditure Analysis 2005-06, the 2005-06 State University System average cost for doctoral degrees in Classification of Instructional Programs Code (CIP) 45 was \$23,450. This cost was lower than the Program's anticipated first year projection per FTE of \$36,076 and higher than the projected \$11,634 cost per FTE for the fifth year. The high E&G cost per FTE the first year is due to there being a lower projected student headcount/FTE for that year.

It should be noted that the projected \$36,076 first year cost per FTE is significantly higher than a University of Central Florida (UCF) projected first year cost per FTE for a new Ph.D. program in sociology. UCF projected a \$25,425 cost per FTE in Fall 2005. Although somewhat different in focus, both degree programs include sixty graduate credit hours beyond the master's degree. The difference may be that UCF projected twice as many students (headcount) and a 63% greater FTE estimate.

Evidence that, in the event that resources within the institution are redirected to support the new program, such a redirection would not have a negative impact on undergraduate education - Table 3 is completed accurately

Table 3 indicates that \$162,342 would be reallocated from the College of Arts and Sciences reserve of \$934,488. There would be \$772,346 left in the College reserve after

the reallocation.

Table 4 indicates that there are fourteen (14) faculty anticipated to participate in the first year of instruction of the program. All are expected to spend .15 FTE for the program. This assignment leaves time for undergraduate and master's instruction; however, faculties from the integrated series of graduate courses that involve links to partner Ph.D. programs in Government and History were not included. Sociology faculty members were also not listed within the Government and History degree proposal faculty support.

The reallocation of funds to a sociology doctoral program is anticipated to complement both the undergraduate and master's program. Graduate assistantships are anticipated to continue successful instruction at the undergraduate level, without relying on increased numbers of adjunct faculty. Ph.D. students' funded dissertation research and more faculty and graduate student external grant money would provide more undergraduate research opportunities. Undergraduate and master's students would be exposed to and encouraged to continue graduate studies.

The University indicates that the undergraduate programs in STEM (science, technology, engineering, and mathematics) and targeted program areas have received significant allocations. The proposed Ph.D. in Sociology, along with the other proposed programs in the interdisciplinary area of Sustainable Communities in Global and Urban Environments provide a needed balance by adding focus to the humanities and social sciences.

Evidence that steps have been taken to obtain information regarding resources (financial and in-kind) available outside the institution

The proposal indicates that the National Science Foundation's division of Social, Behavioral, and Economic Sciences supports research aimed at improving the explanation of fundamental social progress, including research on organizations, organizational behavior, immigration population dynamics, social movements, environmental issues, social groups, labor force participation, stratification and mobility, family, social networks, socialization, gender roles, and the sociology of science and technology. The University also notes that the National Institute of Health, the U.S. Department of Housing and Urban Development, the Social Science Research Council, and various national foundations fund sociology-related research activities. A review of the Web sites for the National Science Foundation (www.nsf.gov/funding/) and the National Institute of Health (grants.nih.gov/grants/oer.htm) in mid-October found at least twelve (12) and sixteen (16) respective active sociology-based funding opportunities.

The proposal emphasizes the historical success of the College of Arts and Sciences faculty in acquiring external funding, including, but not limited to, a \$1,750,705, grant in

2007 that has been resubmitted this year. The current Dean of the College has also been awarded 10 research grants in the past from the National Science Foundation. It is also noted that new faculty hires with expertise in high demand areas would be expected to continue this tradition and seek funding. Table 2 indicates that there is the anticipation of acquiring \$76,445 in Year 5. Most of this money--\$60,000—is expected to pay for half of the cost of assistantships and fellowships that year.

4. Projected Benefit – A concise statement is provided that describes the projected benefit the program would bring to the university, local community, and the state. The projected benefits can be both quantitative and qualitative in nature, but there needs to be a clear distinction made between the two in the narrative.

Evidence of a projected benefit that reflects information and data provided in Table 1, Table 2, and the supporting narrative for “Need and Demand”

The proposal indicates that USF has developed a significant number of doctoral programs in the STEM fields. Turning now to strengthen its graduate education and research in the humanities and social science in order to prepare for the institution’s goal of readiness for membership in the American Association of Universities, the Ph.D. in Sociology and the linked doctoral programs in History and Government would help bring this about. The three proposed programs are also part of the institution’s Global Sustainable Healthy Communities initiative.

The Ph.D. in Sociology builds on the University strength of engagement with the community. Faculty and student research and studies would assist in the development of tools necessary to examine the complex problems facing contemporary communities. In addition, the linked doctoral programs within the Global Sustainable Healthy Communities initiative would help business and industry in the state to grow and maintain an advantageous position in the global arena through access to the advances in understanding the issues and solutions of sustainable healthy communities, as well as through access to graduates trained to serve as leaders.

Table 1-B indicates that all but two of the projected 25 students for Year Five would either come from the community or an SUS graduate program, thereby benefiting directly those who are already within the state.

Table 2 verifies that the estimated cost for Year One would be funded by a reallocation of funding already found within USF. Table 4 indicates that this reallocation is coming from the College of Arts and Sciences. Additional funding in Year Five would come from contracts and grants acquired for the program.

INSTITUTIONAL READINESS

5. Relationship to Mission and Institutional Strength - The goals of the program are aligned with the university's mission and relate to specific institutional strengths. The planning process has been a collaborative effort as demonstrated by a chronology (table) of activities, and a timetable of events necessary for the implementation of the proposed program is provided.

Evidence that the goals of the program align with the institutional mission as stated in the university strategic plan

The USF Web site (http://usfweb2.usf.edu/president/vis_val.html) specifies that the University “will pursue its rising stature as a pre-eminent research university with a state, national and global impact, and position itself for membership in the Association of American Universities (AAU) through: Expanding world-class interdisciplinary research, creative, and scholarly endeavors; Promoting globally competitive undergraduate, graduate and professional programs that support interdisciplinary inquiry, intellectual development, knowledge and skill acquisition, and student success through a diverse, fully-engaged, learner-centered campus environment; Expanding local and global engagement initiatives to strengthen and sustain healthy communities and to improve the quality of life; and Enhancing all sources of revenue, and maximizing effectiveness in business practices and financial management to establish a strong and sustainable economic base in support of USF's growth.”

An external review was conducted in the spring of 2007 on the Proposals in Government & International Affairs, History, and Sociology – Global Sustainable Healthy Communities Doctoral Education and Research Initiative. The team consisted of Dr. Heinz Bulmahn, Vice Provost for Research and Dean of the Graduate College at Bowling Green State University; Dr. Farhad Kazemi, Professor within the Department of Politics at New York University; Dr. Robert Benford, Professor within the Department of Sociology at Southern Illinois University; and Dr. Clifford Kuhn, Professor and Distinguished Lecturer with the Department of History at Georgia State University. The review team endorsed the institutional effort to integrate the three proposed doctoral programs within the institutional focus area of Global Sustainable Healthy Communities.

The interdisciplinary nature of the programs supports the University goal of expanding interdisciplinary research, creative, and scholarly endeavors. In addition, the proposed program's emphasis on Global Sustainable Healthy Communities fits right in with the goal of expanding the local and global engagement initiatives.

Evidence of a relationship to specific institutional strengths such as programs of emphasis, other academic programs, and/or institutes and centers

The proposal notes that sociological training by the Department of Sociology in theory, substantive topics, and research is critical to such other departments and programs as

Geography and Environmental Science and Policy; Urban and Regional Planning; Patel Center for Global Solutions; Center for Urban Transportation Research; Latin American and Caribbean Studies; Environmental Ethics; Urban Studies; School of Aging Studies; Africana Studies; Women's Studies; Community and Family Health; and Community Development. Besides the Department of Sociology providing basic sociological foundation courses for other programs' students, the addition of a Ph.D. program with emphasis on Sustainable Communities in Global and Urban Environments would provide other students with additional substantive area coursework.

The proposal indicates that sociology Ph.D. students would be able to draw from the interdisciplinary resources available to enhance their studies. Ongoing projects such as the East Tampa Initiative would provide research sites for the Ph.D. candidates. In addition, faculties from other College of Arts and Sciences departments have agreed to serve sociology graduate students through committee membership, facilitating research opportunities, and course instruction. Seventeen College of Arts and Sciences, three College of Education, three College of Public Health, and two Chiles Center for Healthy Mothers and Babies faculty members have agreed to provide additional support. Such collaboration would allow the Sociology Ph.D. program to offer comprehensive training in urban research not traditionally found.

Evidence that planning for the proposed program has been a collaborative process involving academic units and offices of planning and budgeting at the institutional level, as well as external consultants, representatives of the community, etc.

The proposal notes that planning began in June, 2003, when a Doctoral Planning Committee was formed after a recommendation from the Provost and the Interim Dean of the College of Arts and Sciences Dean, as well as sociology faculty discussion and consensus. The Doctoral Planning Committee examined other Ph.D. programs in sociology within the State of Florida and nationwide and discussed the specific focus of the USF program in light of other programs and labor force demands. A pre-proposal was submitted and approval was granted to move forward for proposal development.

In February, 2004, a submitted proposal was presented to the Provost's Office and the College of Arts and Sciences Dean and Associate Deans for review. Resource commitments were obtained from the Dean of the College of Arts and Sciences in March, 2004. After obtaining approval for the program from the College of Arts and Sciences Graduate Committee in April, 2004, and the Graduate Council Curriculum Subcommittee in October, 2004, the proposal was forwarded to the Provost Office. The Board of Governors then implemented a moratorium on acceptance of Ph.D. program proposals from November, 2004 - January, 2006.

After the moratorium was lifted, the USF Graduate Council Curriculum Committee discussed the proposed program, and an External Consultant Review was conducted in May, 2007. Moving forward through the Graduate Council and Academic Affairs

Management Council in June and July of 2007, the proposal was submitted to the Board of Trustees/ Academics and Campus Environment (ACE) Work Group in July, 2007. It was discussed at an August, 2007, Board of Trustees/ ACE meeting in August, 2007, and received final approval for recommendation to the Board of Governors at the September, 2007, Board of Trustees meeting.

During this process, current and recent graduates of the USF master's program and community members were surveyed concerning their needs and interest.

If approved by the Board of Governors, it is anticipated that the program would be advertised January – July, 2008 and students recruited. The inaugural class would then begin courses in August, 2008.

Evidence of an appropriate timetable of events leading to the implementation of the proposed program

As noted above, the Department has been in the process of planning this proposed Ph.D. program since 2003. The proposal has moved through the various campus committees and was approved in September, 2007, by the USF Board of Trustees.

6. Program Quality Indicators - Program reviews, accreditation visits, or internal reviews for any university degree programs related to the proposed program are discussed, especially any within the same academic unit. A summary of the institution's progress in implementing all recommendations is provided.

Evidence that progress has been made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program

The proposal indicates that the Bachelor's and Master's in Sociology programs underwent external review in 1999 and 2005. Seven recommendations that may be relevant to the establishment of a Ph.D. program were listed in the proposal, along with the Department's response to the recommendations. Recommendations included increasing lower-division enrollment in order to shift faculty to upper-division and graduate-level courses; sharing resources with other departments in order to allow faculty to teach new courses; adding faculty resources to the Sociology Department, especially in senior faculty lines; and continuing to develop and focus a substantial portion of faculty research on the topic of community studies. Departmental action on these and other recommendations strengthened the sociology programs. For example, recent faculty hires have specializations in urban and community issues, thus implementing the recommendation to develop and focus faculty research on the topic of community studies.

An external review team reviewed the proposals in Government & International

Affairs, History, and Sociology in June, 2007. In the written review, the team provided specific comments and recommendations. Among the recommendations provided was that Sociology, History, and Government and International Affairs collaborate to create an interdisciplinary, introductory seminar or proseminar to ensure some initial common experience and shared focus. The proseminar is now shown as part of the Ph.D. curriculum.

7. Curriculum - The proposal describes an appropriate and sequenced course of study, student learning outcomes are identified, admissions and graduation criteria are clearly specified and appropriate, and the appropriateness of specialized accreditation is addressed.

Evidence of an appropriate, sequenced, and fully described course of study

As noted above, the proposed curriculum for the Ph.D. program was among the items assessed by the External Review Team. The curriculum review was positive, noting that “Students in the doctoral program will undergo extensive methodological, theoretical, and substantive training.” The only recommendation regarding the curriculum was the suggestion to implement an interdisciplinary introductory seminar.

The proposal indicates that the Ph.D. program in Sociology would be a 60-credit-hour program (beyond the Master of Arts), including the dissertation. This curriculum would include the three-hour Interdisciplinary Professional Seminar, nine hours of disciplinary core requirements (Urban Research Methods and Study Design, Advanced Sociological Theory, and Specialty Research Methods Course), nine hours of core electives from within the Discipline Requirements, twelve (12) elective hours in linked programs requirements, a three-hour Capstone Interdisciplinary Seminar, six hours of dissertation research proposal preparation and 18 hours of dissertation work.

In a review of university Web sites, one can see that the University of Central Florida program of study also requires a minimum of 60 credit hours beyond the master’s degree. The University of Florida’s Ph.D. in Sociology consists of 90 hours beyond the bachelor’s degree (30 hours of credit from the master’s may be applied, bringing the total down to 60 for comparison).

Evidence of specific student learning outcomes

The proposal specifies five learning objectives that graduates would be able to exhibit upon completion of the Ph.D. in Sociology. It specifies that the “graduates will be able to:

- (1) Engage in scholarly and community-based research and policymaking to enhance quality of life and promote cultural diversity.
- (2) Develop and promote effective community policies from the perspectives of community members, industry, and government.
- (3) Become productive faculty members, skills researchers and teachers in graduate

- and undergraduate Sociology and Community/Urban studies programs.
- (4) Train baccalaureate and master degree students to address the myriad of social problems facing a rapidly diversifying and increasingly unequal mobile society.
 - (5) Facilitate development of a literate workforce aware of and sensitive to diversity."

Evidence of industry driven competencies for any science and technology programs, and identification of any industry advisory council that exists to provide input for curriculum development and student assessment

NA

Evidence that, if appropriate, the bachelor's and master's degree programs associated with the program are accredited and that the institution anticipates seeking accreditation for the proposed program if available

There are no agencies or organizations that currently accredit doctoral programs in Sociology.

Evidence that the institution has analyzed the feasibility of providing all or a portion of the proposed program through alternative instructional delivery options, including distance learning, branch campuses or centers, self-paced instruction, or collaboration with other universities, both public and private

The proposed program has been developed to be delivered traditionally on the main campus of USF in Tampa. However, new technological advancements such as Geographic Information System (GIS), Blackboard, statistical analysis software (SPSS and STATA), and qualitative data analysis software Atlas TI would be utilized to enhance instruction.

Evidence that if a proposed delivery system would require specialized services or greater than normal financial support, projected costs are included in Table 2

The proposed program does not require any specialized services or greater than normal financial support.

8. Faculty Resources – A critical mass of faculty will be available to initiate the program based on estimated enrollments, and faculty in the aggregate has the necessary experience and research activity to sustain a doctoral program.

Evidence that there is a critical mass of faculty available to initiate the program based on estimated enrollments - Table 4 is completed correctly

Table 2 specifies that there would be 14 faculty members concentrating a portion of their time to the new program in Year 1 (1.64 PY total). Table 1-B indicates that there would be a projected headcount of 6 students (4.5 FTE) during Year 1. By Year Five, it is projected it would have 17 faculty (2.20 PY) serving 25 students (18.75 FTE).

According to the Florida Board of Governor's Office interactive enrollment Web site (www.flbog.org/factbook/enrollment.asp), Florida State University (FSU) and the University of Florida (UF) have 36 and 32 students, respectively, enrolled in their sociology doctoral programs. Twenty-four (24) members are listed among sociology faculty on the FSU Web site (www.sociology.fsu.edu/people/index.html). The UF Web site (web.soc.ufl.edu/factlist.htm) lists 23 sociology faculty. The University of Central Florida indicates that there are 20 sociology faculty (sociology.cos.ucf.edu/faculty.htm). In 2006, the second year of existence for the program at UCF, there were 18 doctoral students focusing on sociology.

The narrative indicates that the College has committed four faculty lines to the program (p. 16). Table 4 shows that there are three new faculty lines anticipated.

Evidence that the faculty in aggregate have the necessary experience and research activity to sustain the program

The proposal indicates that there are currently 14 faculty members who have been designated to commit partial time to the proposed Ph.D. program. Academic specialties listed for these faculty members in the Table (Sociology and either Culture, Community, Disabilities, Medical, Urban, Race, Statistics, or Immigration/Migration) lend support to the proposed program's emphasis on Global Sustainable Healthy Communities. The external review team, however, questioned whether or not some faculty and administrators underestimated the impact of doctoral education on workload. In particular, the external team noted the significant demands on faculty time for mentoring of doctoral students and dissertation supervision. The review team acknowledged that the Department has a core of dedicated faculty who were trained at many of the premier sociology programs in the country. It is noted that all but one of the faculty members have some doctoral committee experience and a few have chaired doctoral committees. Only four have served on the faculty of doctoral granting departments. The addition of a new full-tenured professorial hire in 2009 and assistant professors in 2010 and 2011 are anticipated to add strength as the program grows in headcount of students.

Evidence that, if appropriate, there is a commitment to hire additional faculty in later years, based on estimated enrollments

Table 4 shows that three new faculty members would be hired, one each in 2009, 2010, and 2011. The proposal indicates that both the USF Provost's Office and the College of Arts and Science Dean's Office have committed their support. The College has provided written resource commitment for new faculty hires in anticipation of the program's approval.

Evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service

Attachment 1 of the proposal listed Sociology Department faculty academic

contributions. All faculty have had articles published in refereed journals. Ten have authored books or monographs. The External Review team noted in its report, "Faculty have published numerous articles in the discipline's most prestigious, peer-reviewed, general and substantive specialty journals Many of their publications have helped to shape substantive areas of the discipline and have garnered national awards."

Attachment 1 shows that twelve of the fourteen faculty have directed master's theses, whereas four have directed doctoral committees. Eleven have served on doctoral committees as members.

The proposal lists numerous external funding sources through the years. Funding for 2007 that has been received or is under review includes funding from the National Institutes of Health (\$1,750,705), and three National Science Foundation programs. The Foundation's CAREER grant program and Strengthening Qualitative Research through Methodological Innovation and Integration grants are under review. The Foundations Research Experiences for Undergraduates was awarded \$109,084.

9. Non-Faculty Resources – The necessary library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program.

Evidence that library volumes and serials are sufficient to initiate the program and the appropriate section of the proposal is signed by the library director

In a portion of the proposal signed by the USF Tampa Library Director, it is noted that the library has 71,872 volumes on sociology and related disciplines. These resources not only fully support the teaching and research needs of the faculty and students of the Sociology Department, but also other related areas of interest both inside and outside of the social and behavioral sciences.

The proposal indicates that most of the collection is in print; however, electronic resources such as electronic journals, reference sources, and books are continuously being added. It was noted that there are 299 journals in Sociology and related discipline, including 36 of the 50 journals identified by Journal Citation Reports as having the highest impact factor within the discipline. The American Sociological Association has listed 260 of the journals as appropriate publication venues for sociological researchers.

It is noted that the USF Library's Web site provides access to over 400 databases in a wide range of subject areas. Among those of particular interest for sociological research include Sociological Abstracts, Social Science Abstracts, Social Sciences, Social Services Abstracts, Social Work Abstracts, PsycINFO, Dissertation Abstracts, and Web of Science.

Evidence that classroom, teaching laboratory, research laboratory, office, and any other type of space that is necessary for the proposed program is sufficient to initiate the program

The proposal indicates that the classrooms, office space, and computer laboratories currently available in the USF College of Arts and Sciences and Sociology Department would be used for the Ph.D. program. Fridays and evenings would be utilized for scheduling when there might be a conflict for commonly used space.

Evidence that necessary and sufficient equipment to initiate the program is available

The proposal specifies that the program would need no specialized equipment. The external review of the proposal did not indicate a concern in space or equipment availability.

Evidence that, if appropriate, fellowships, scholarships, and graduate assistantships are sufficient to initiate the program

Table 2 shows \$12,000 being reallocated Year One for assistantships and fellowships. By Year Five, it is estimated that there would be \$60,000 in the E&G Continuing Base for this use, along with \$60,000 acquired from contracts and grants.

The proposal indicates that five graduate assistantships have been committed by the College for the proposed program. It is anticipated that the Department would secure additional assistantships from the Provost. It is noted that faculty hires would be expected to seek external funding to be utilized in part for assistantships.

In addition, the Department indicates its assistance to helping potential and current students to obtain outside support for their doctoral work from such programs as the NSF Dissertation Fellowships, the American Sociological Dissertation Fellowships, and more.

One area of concern for the external review team was that of doctoral student support. The team noted that the institutional commitment to the base assistantship budget should be sufficient to support students from entry to completion of the dissertation. The team indicated that “to ensure that the team is able to recruit and retain outstanding students, stipends ought to be nationally competitive.”

Evidence that, if appropriate, clinical and internship sites have been arranged

The proposal notes that the Department has practicum sites and organizations devoted to community development research such as the East Tampa Initiative, Lawton Chiles Center for Healthy Mothers and Babies, Community Action Stops Abuse, All Children’s Hospital, Moffitt Cancer Center, Florida Department of Families and Children, USF Office of Student Disability Services, and Habitat for Humanities. The Department recognizes that additional practicum sites may be needed and indicates numerous

potential sites such as the Holocaust Museum; Child Abuse Council, Inc.; Hispanic Services Council, Inc.; and Community Action Stops Abuse; and more could be developed.

Due to the interdisciplinary work with the Patel Center for Global Solutions, Department of Geography (Urban and Regional Planning), Urban Studies, Anthropology, Social Work, and the College of Health, the Department indicates it would work closely with the various groups to develop additional practicum sites.

The proposal did not include a letter of support from any outside agency that may be interested in serving as a site.

Evidence that if a new capital expenditure for instructional or research space is required, the item appears on the university's fixed capital outlay priority list and a narrative describing the associated costs is provided

Table 2 reflects that there are no projected costs for operating capital outlay. The proposal indicates no additional space is needed.