



TEXAS TECH UNIVERSITY

Department of Sociology, Anthropology & Social Work™

SASW Mission Statement

The Department of Sociology, Anthropology, and Social Work (SASW) comprises three strong programs dedicated as group to interpreting, understanding, and improving the human condition. The mission of our three programs, through excellence in teaching, research, scholarship, and outreach, is to prepare our students to be lifelong learners and citizens in the global community by fostering the advancement, dissemination, and enactment of knowledge, critical thinking, effective communication in a global society, cultural literacy, respect and appreciation for diversity, and awareness of regional, national, and global issues.

SASW Vision Statement

The Department of Sociology, Anthropology, and Social Work will continue to be nationally and internationally recognized for its faculty research and scholarship, undergraduate and graduate education, and outreach to the region, the state, and the nation. We will achieve this by building on the strengths in our three programs, focusing our research and teaching on growth areas, and preparing our undergraduates and graduate students to be successful scholars and professionals. We will support the mission of the college and university by preparing our students to be responsible members of a global society by emphasizing critical thinking and communication skills in our research, scholarship, teaching, and outreach.

SASW Strategic Plan AY 2017

For AY 2017, the Department of Sociology, Anthropology, and Social Work is building off success in AY 2016 and focusing on a small set of core strategies that align strongly with the University's long-term priorities developed in its 2010–2020 strategic plan and with the College of Arts and Sciences' strategic priorities. Key indicators will be measured to determine for our success in each priority.

SASW Strategic Plan Priority 1: Increase Enrollment and Promote Student Success

- Recruit undergraduate majors from our core classes by actively promoting our programs and identifying the benefits to majoring in sociology, anthropology, and/or social work. [Undergraduate coordinators will contact new majors signed up for orientation to determine why they chose the major. This will allow us to identify successful recruiting techniques.]
- Using course- and program-level assessment data to improve undergraduate student performance. [We will use assessment data to improve our courses and programs annually.]
- Actively recruit new graduate students through participation at national conferences, improved web presence, and direct email advertising to prominent undergraduate programs in the state and country. [The department created a flyer for the anthropology program and is working on a flyer for sociology. Faculty will also distribute these at national conferences. Graduate

advisors will ask incoming students why they chose our program to identify successful recruiting techniques.]

- Become more selective in graduate admissions to target students with a high potential for success.

[Department will encourage programs to be selective. Tracking rejection rates and collecting and comparing GPA and GRE data each year on admitted students will measure this indicator.]

- Encourage and financially support participation in academic conferences and professional networking opportunities.

[Each program will encourage graduate students to participate in conferences and solicit travel proposals each year. The department will earmark funds for graduate student travel. Participation and funding will be tracked annually].

SASW Strategic Plan Priority 2: Expand and Enhance Research and Creative Scholarship

- Incentivize proposal writing with merit pay and course releases.

[The department will reward faculty when possible with merit pay for pursuing external funding. Faculty working on large external proposals may request 3.0-workload credit for one semester to facilitate writing the proposal.]

- Incentivize research activity with merit pay.

[The department will track the number of journal article submissions each year and reward high-quality activity with merit pay.]

SASW Strategic Plan Priority 3: Strengthen Academic Quality and Reputation

- Identify strategic areas for growth. Focused areas of excellence in research and scholarship will draw stronger faculty and graduate students, impacting academic quality and reputation, enhancing (and therefore expanding) research and scholarship, and increasing research support.

[Each program will identify strategic areas for growth, which will be incorporated into future hiring decisions.]

- Retain productive faculty and recruit new faculty with active research agendas and demonstrated success at securing external funding.

[The chair will work with the college to retain productive faculty. Searches for open positions will include external funding potential as a key consideration in hiring.]

- Support faculty presence at national meetings and participation in high-profile professional service positions.

[The department will track the amount of funding made available for faculty travel and incentivize success through merit pay. The department will reward productive faculty (see Priority 2) with additional travel funds for conferences].

- Increase number of nominations of SASW faculty for university and professional awards.

[The chair will actively encourage faculty nominations each year and track the number of nominations.]

SASW Strategic Plan Priority 4: Further Outreach and Engagement

- Promote SASW outreach and engagement activities through better tracking and advertising.
[Faculty will report outreach and engagement activities on annual reports, and the Chair will track trends in such activities, promote them via the SASW website, and highlight them in the annual report on the department to the dean.]
- Encourage incorporation of outreach and engagement activities into ongoing and future research.
[The chair will encourage faculty with active field research programs to include community outreach as a component of their projects and highlight these activities on the department website.]
- Incentivize outreach and engagement activity with merit pay.
[Given that outreach and engagement is a priority of the college, the department will reward the faculty most active in outreach and those actively developing new outreach activities with merit pay.]